

20-24 OCTOBER 2025, CLUJ-NAPOCA

## TEACHERS' TRAINING IN CLUJ-NAPOCA

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# Project Overview

The activities





Shaping the network competences of young girls from minor towns and restructured areas as future business leaders operating in a 4.0 economy

Shaping the network competences of young girls from minor towns and restructured areas as future business leaders operating in a 4.0 economy



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# Agenda

1. Participants.
2. Project objectives and results.
3. Project activities.
4. Project stages.

Shaping the network competences of young girls from minor towns and restructured areas as future business leaders operating in a 4.0 economy



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# Participants

## **Odpovědná společnost, z. s. staff**

Mgr. Matěj Mareš  
Mgr. Martina Pokorná

## **WSB University staff**

Prof. Jacek Bendkowski, PhD  
Anna Kowalska, MA  
Małgorzata Świerkosz-Hołyś, PhD

## **Mykolo Romerio Universitas staff**

Prof. Grazina Ciuladiene

## **ASOCIATIA CLUSTER MOBILIER TRANSILVAN staff**

Paula Mihai  
Valeria Manea



# Project objectives and results

## The main objective

To prevent and counteract Socio-Digital Exclusion by creation of **methodology and tools for shaping the network and socio-digital competences of young people**, in particular girls aged 13-18 from minor (smaller) towns and restructured (post-industrial) regions undergoing revitalization to increase their professional value, equalize career opportunities, support career development of girls, who do not take up leadership positions as often as men

## Main results

- 1. Methodology for educators, teachers and volunteers** on how to work with youth (aged 13-18), especially girls from minor towns and restructured areas
- 2. Tools** to work directly with youth to develop digital and network competences – challenge and project based approach.
- 3. Pilot** will be implemented in Poland, Czechia, Lithuania and Romania with participation of 130 youth and resulted with at least 15 youth projects related to virtual networks and digital skills.

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# Project activities

1. Work on methodology and tools.
2. Train the trainers – International training for teachers in Romania with participation of 12 teachers, educators from Poland, Romania, Lithuania and Czechia.
3. National pilots in 4 countries – 30 youth per country and 3 teachers/educators per country.
4. Final conference in Poland with participation of YOUTH from 4 project countries that won national Girls4Economy competition.

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# Project stages, participants and responsibilities

| Objective   | WSB                                | MRU                                | Res                                | TCF                                | Start               | Deadline             |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|---------------------|----------------------|
| <i>Kick off meeting</i>                                   | <b>Main contributor</b>            |                                    |                                    |                                    | <b>1 Dec.2024</b>   | <b>31 Dec.2024</b>   |
| <i>Methodology</i>  |                                    | <b>Main contributor</b>            | <i>General support<sup>1</sup></i> | <i>General support<sup>2</sup></i> | <b>1 Jan. 2025</b>  | <b>31 Aug. 2025</b>  |
| <i>Tools</i>  | <b>Main contributor</b>            |                                    |                                    |                                    |                     |                      |
| <i>Training: trainers' meeting</i>                        | <i>General support<sup>3</sup></i> | <i>General support<sup>3</sup></i> | <i>General support<sup>3</sup></i> | <b>Main contributor</b>            | <b>Oct. 2025</b>    | (3 days)             |
| <i>Pilot actions i each partners' country</i>             | <i>General support<sup>4</sup></i> | <i>General support<sup>4</sup></i> | <b>Main contributor</b>            | <i>General support<sup>4</sup></i> | <b>1 March 2026</b> | <b>30 June 2026</b>  |
| <i>Promotion of project results</i>                       | <b>Main contributor</b>            |                                    |                                    |                                    | <b>March 2026</b>   | <b>November 2026</b> |
| <i>Final conference - dissemination and communication</i> | <b>Main contributor</b>            | <i>General support<sup>5</sup></i> | <i>General support<sup>5</sup></i> | <i>General support<sup>5</sup></i> | <b>Oct. 2026</b>    |                      |

1. Research work
2. Technicians involved – to provide graphic design of the Methodology and tools
3. Technical work used for the project website administration and administrative work done for the project proper functioning and flow. Report from survey, focus group discussion taken after trainers' training in Romania
4. Conducting the pilot actions in each country. All partners will involve their researchers and stakeholders in the pilot action. Report from survey taken among teachers/educators and youth after pilot activities in all countries
5. WSB will be responsible for webpage preparation, administration and maintenance. All partners will upload content on the webpage. Promotional activities in all countries. Conference preparation, recruitment of participants. Social media promotion.



# Activities in schools



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## Pilot activity in schools

March – May/June 2026

## Final Conference

September/October 2026

# Pilot activity in schools



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*March – May/June 2026*

In Poland, Lithuania, Czechia and Romania

Project based activity led by teachers

- 3 teachers/educators per country involved

## **What to be done?**

- 30 students mainly girls involved (per country) /13-18 age/
- 4 youth projects per country developed
  - „youth projects related to virtual networks and digital skills“
- National presentation and „competition“ of the projects developed by students

# Final Conference



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*May/June 2026*

Final conference in Dąbrowa Górnicza, Poland

- 3 teachers and 3 youth (per country)
  - *to be discussed*
- 100 participants will appear in total

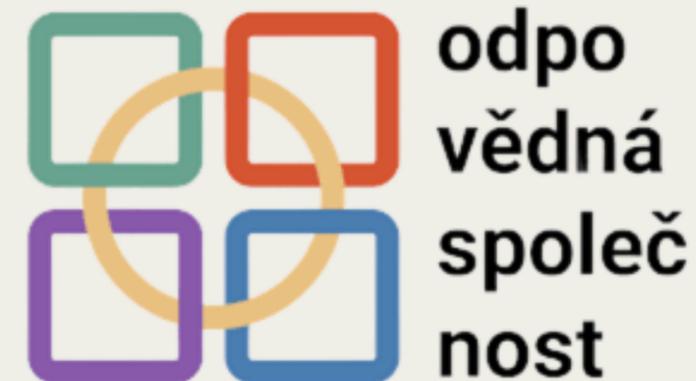
## **What to be done?**

- youth projects presented during the conference
  - *to be discussed*

# Akademia WSB

Dąbrowa Górnicza, Kraków, Cieszyn, Żywiec, Olkusz, Gliwice, Tychy

## WSB University



Shaping the network competences of young girls from minor towns and restructured areas as future business leaders operating in a 4.0 economy



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# SHAPING THE NETWORK COMPETENCES OF YOUNG GIRLS FROM MINOR TOWNS AND RESTRUCTURED AREAS AS FUTURE BUSINESS LEADERS OPERATING IN A 4.0 ECONOMY

## The main objective

The main objective of the project is to prevent and counteract Socio-Digital Exclusion by **creation of methodology and tools for shaping the network and socio-digital competences of young people**, in particular girls aged 13-18 from minor (smaller) towns and restructured (post-industrial) regions undergoing revitalization (to increase their professional value, equalize career opportunities, support career development of girls, who do not take up leadership positions as often as men.

**Start date:** 1/12/2024

**End date:** 31/11/2026

## Project activities are:

1. Work on methodology and tools.
2. Train the trainers – International training for teachers in Romania with participation of 12 teachers, educators from Poland, Romania, Lithuania and Czechia.
3. National pilots in 4 countries – 30 youth per country and 3 teachers/educators per country.
4. Final conference in Poland with participation of YOUTH from 4 project countries that won national Girls4Economy competition (around 100 participants).

## Main Results:

1. **Methodology for educators, teachers and volunteers** on how to work with youth (aged 13-18), especially girls from minor towns and restructured areas
2. **Tools to work directly with youth** to develop digital and network competences – challenge and project based approach.
3. **Pilot** will be implemented in Poland, Czechia, Lithuania and Romania with participation of 130 youth and resulted with at least 15 youth projects related to virtual networks and digital skills.

## Partners:

Odpovědná společnost, z. s., Středočeský kraj, Dobřichovice  
MYKOLO ROMERIO UNIVERSITETAS, VILNIUS  
CLUSTER MOBILIER TRANSILVAN, Cluj-Napoca

| Work package id | Title                                   | Number of activities | Grant (EUR)       |
|-----------------|---|----------------------|-------------------|
| WP1             | Project Management                      |                      | 23 000,00         |
| WP2             | Methodology, Tools and pilot activities | 5                    | 63 900,00         |
| WP3             | Dissemination and communication         | 2                    | 33 100,00         |
| <b>Total</b>    |   |                      | <b>120 000,00</b> |

## Distribution of the grant amount among participating organisations

| WP   | AKADEMIA WSB (EUR) | Odpovědná společnost, z. s. (EUR) | MYKOLO ROMERIO UNIVERSITETAS (EUR) | ASOCIATIA CLUSTER MOBILIER TRANSILVAN (EUR) | Total (EUR)       |
|--|--------------------|-----------------------------------|------------------------------------|---|-------------------|
| Work package n°1 'Project Management'                      | 8 000,00           | 5 000,00                          | 5 000,00                           | 5 000,00                                    | 23 000,00         |
| Work package n°2 - Methodology, Tools and pilot activities | 15 300,00          | 15 300,00                         | 15 300,00                          | 18 000,00                                   | 63 900,00         |
| Work package n°3 - Dissemination and communication         | 6 700,00           | 8 800,00                          | 8 800,00                           | 8 800,00                                    | 33 100,00         |
| <b>Total</b>   | <b>30 000,00</b>   | <b>29 100,00</b>                  | <b>29 100,00</b>                   | <b>31 800,00</b>                            | <b>120 000,00</b> |
| <b>Project lump sum (EUR)</b>                              |                    |                                   |                                    |   | <b>120 000,00</b> |

### **WSB University staff:**

Prof. Jacek Bendkowski, PhD

Anna Kowalska, MA

Małgorzata Świerkosz-Hołyśz, PhD

### **Odpovědná společnost, z. s. staff:**

Matěj Mareš, MA

Martina Pokorná, MA

### **Mykolo Romerio Universitas staff:**

Prof. Grazina Ciuladiene

### **ASOCIATIA CLUSTER MOBILIER TRANSILVAN staff:**

Paula Mihai, Project Manager

Valeria Manea, Project manager

### **Competences:**

The main importance is attributed to competences, conditioning (value enablers):

1. the ability to create and exchange knowledge in virtual networks,
2. the ability to cooperate effectively within the network to achieve a goal common to all network actors,
3. effective and efficient management of the development of virtual networks of interaction.

Effective cooperation in virtual space furthermore requires specific individual competences, directly influencing the quality of interaction and the results of teamwork, which include (value creators):

- a) social intelligence, i.e. the ability to network and collaborate to achieve a common goal,
- b) new and adaptive thinking, i.e. the ability to find solutions flexibly,
- c) intercultural competence, i.e. the ability to interact in different cultural contexts,
- d) polyvocality, i.e. the ability to use multiple (sometimes conflicting) pieces of information to accomplish a task,
- e) media competence, i.e. the ability to use new media to find and share information,
- f) interdisciplinarity, i.e. the ability to collaborate with experts from different fields,
- g) an explorer's mentality, i.e. the ability to create new and original solutions.

Thanks to the network competences acquired as part of the project, young people (especially young girls) will be better prepared for the challenges resulting from the progressing virtualisation of socio-economic life, while playing the role of leaders/agents of change. This applies not only to the economic sphere, but also to the social sphere in the individual and social dimensions.

Project will Focus on girls 13-18 age network skills development, but as we want to be inclusive also boys from restructured areas and minor towns will be able to join project and learn together with girls if they will be identified ad those with fewer opportunities.

### **Cooperation rules**

All partners will be involved in preparation of tools and methodology, but WSB will be main responsible partner for tools and MRU for methodology preparation.

WSB in Poland, ReS in Czechia, TCF in Romania and MRU in Lithuania will be responsible for national pilot of usage of methodology and tools.

TCF will organise training the trainers meeting in Romania, evaluate materials and final projects of youth international challenge&project based competition.

Res staff will participate in all pilot as a expert partner and will conduct online workshop in all countries with youth, but also will train trainers during international meeting organised by TCF.

WSB will also organise online kick-off meeting and final Girls4economy conference with participation of project partners, youth that will win national part of competition and teachers from all piloting countries. Final conference will have also a panel related to presentation of Youth projects that will in national competition. The final part of the conference will be choosing one project that will win the international part of the competition. That will allowed to mix points of view of partners, teachers, educators and youths involved in project implementation.

All partners will be involved in conducting final survey among participants of national pilot and prepare report on the survey results.

The project partners, using their knowledge and experience, will first develop a methodology and then tools for the implementation of activities aimed at increasing the creativity and innovation of youth along with increasing their awareness of development of competences of working together in virtual networks. In order to increase the effectiveness of the actions taken, apart from developing the methodology and tools, they will also carry out pilot actions.

Before the start of the project, WSB will host an organisational meeting for all the partners, which will be organised online. During the meeting all the details regarding the coordination of the project will be established, namely the division of administrative and organizational roles, the selection of the main coordinator of the project, division of work related to research and development of elements and content that will be uploaded and promoted in social media, the system of work of persons involved and the timing of meetings and consultations online. During the meeting partners will also determine a detailed procedure for the selection of people and other people involved in the project and the details of the project activities will also be defined. Project partners will also be in constant contact with each other via e-mail and online in order to clarify any issues arising during the preparation of the project. Moreover, the partners will discuss the involvement of stakeholders, namely how many stakeholders each partner can bring to the project and to what extend the stakeholders can involve themselves in the process of project's results production and dissemination.

During project implementation the communication will be taken by mails, online communication platforms like zoom or Teams, live transnational meeting, which will be organized approx. Every 6 months. Associated partners will be informed about project progress with direct communication. They will be involved in the phase of pilot activities, tools and methodology preparation. Each partner will establish project team. Members of these teams will participate in online meeting and live transnational meetings. They will communicate via mail.

## General work breakdown structure

| Objective  | WSB                                | MRU                                | Res                                | TCF                                | Start               | Deadline             |
|--|------------------------------------|------------------------------------|------------------------------------|------------------------------------|---------------------|----------------------|
| <b><i>Kick off meeting</i></b>                                   | <b>Main contributor</b>            |                                    |                                    |                                    | <b>1 Dec.2024</b>   | <b>31 Dec.2024</b>   |
| <b><i>Methodology</i></b>  |                                    | <b>Main contributor</b>            | <i>General support<sup>1</sup></i> | <i>General support<sup>2</sup></i> | <b>1 Jan. 2025</b>  | <b>31 Aug. 2025</b>  |
| <b><i>Tools</i></b>  | <b>Main contributor</b>            |                                    |                                    |                                    |                     |                      |
| <b><i>Training: trainers' meeting</i></b>                        | <i>General support<sup>3</sup></i> | <i>General support<sup>3</sup></i> | <i>General support<sup>3</sup></i> | <b>Main contributor</b>            | <b>Oct. 2025</b>    | <b>(3 days)</b>      |
| <b><i>Pilot actions i each partners' country</i></b>             | <i>General support<sup>4</sup></i> | <i>General support<sup>4</sup></i> | <b>Main contributor</b>            | <i>General support<sup>4</sup></i> | <b>1 March 2026</b> | <b>30 June 2026</b>  |
| <b><i>Promotion of project results</i></b>                       | <b>Main contributor</b>            |                                    |                                    |                                    | <b>March 2026</b>   | <b>November 2026</b> |
| <b><i>Final conference - dissemination and communication</i></b> | <b>Main contributor</b>            | <i>General support<sup>5</sup></i> | <i>General support<sup>5</sup></i> | <i>General support<sup>5</sup></i> | <b>Oct. 2026</b>    |                      |

<sup>1</sup>Research work

<sup>2</sup>Technicians involved – to provide graphic design of the Methodology and tools

<sup>3</sup>Technical work used for the project website administration and administrative work done for the project proper functioning and flow. Report from survey, focus group discussion taken after trainers' training in Romania

<sup>4</sup>Conducting the pilot actions in each country. All partners will involve their researchers and stakeholders in the pilot action. Report from survey taken among teachers/educators and youth after pilot activities in all countries

<sup>5</sup>WSB will be responsible for webpage preparation, administration and maintenance. All partners will upload content on the webpage. Promotional activities in all countries. Conference preparation, recruitment of participants. Social media promotion.

## WP 2

### Results

1. Minutes from kick-off meeting
2. PDF with final version of methodology in English and in Partner languages
3. PDF version of tools in English and partners languages
4. Photos, attendance lists, report form evaluation, certificates of attendance
5. Report from evaluation of pilots, photos, attendance lists, certificates

### Participants

1. Train the trainers - Training for teachers in Romania with participation of 12 teachers. educators from Poland, Romania, Lithuania and Czechia and project partners
2. National pilots in 4 countries – 30 youth per country and 3 teachers/educators per country – that gives 120 youth in project life circle and 12 teachers.
3. Each partner will involve at least 2 researchers to work on this project. TCF will also involve Technician to work on visual aspects of methodology and tools.

## **WP3**

### **Results**

Project website

Final conference in Dąbrowa Górnicza

Promotion of projects results on sectoral meetings and conferences

### **Participants**

Final conference in Dąbrowa Górnicza will take place in October 2026 with participation of around 100 ppl, including project partners, youth from pilot activities and teachers from train the trainers international workshop. The participants will be, partners, teachers, educators, youth workers, educational institutions representatives, HEIs representatives, Schools representatives, students, local authorities representatives etc. Webpage will have around 1000 entrances during project life circle. Profile of people visiting project webpage and attending the final conference and external conference is wide and will consist of: different kind of public authorities representatives, HEIS representatives as lecturers, scientists, managers and students. Educational institution representatives, Youth workers, Teachers, Young students. Interdisciplinary group of students, Youth and Youth workers will be invited to participate in the project activities, especially under WP4. Also different NGOs, social enterprises, consulting agencies and social initiatives will be invited to participate in project activities and to benefit from project results.