



Deaf Enterprise, Kickoff meeting: Summary & Decisions Preston, 3-4 November 2016

Participants: Lynne Barnes, Luigi Lerose, Miriam Grottanelli de Santi, Liesbeth Pyfers, Ana Barič, Outi Toura-Jensen, Ole Vestergaard

Interpreters: Lissa Zeviar, Eddie Moriarty

Summary & Decisions

1. Welcome

Luigi welcomes all participants and explains practical matters.

2. Introductions

Partners introduce themselves & their organisations. Also: their wishes for this project. You can find links to the organisations on the website:

<http://www.deafenterprise.eu/index.php/who-s-who>

3. Workplan

Liesbeth explains the objectives of the project, and the output that we have to produce.

We choose a namesign:



4. Management

Our regular contact person at UCLan is Sarah Cullen. Unfortunately, she's on holiday. Today, Diane Weber of the funding, development and support department of UCLan, explains some of the management aspects of the project:

- The grant agreement has been signed by the National Agency and UCLan. We will receive a copy.
- We will be asked to sign a consortium agreement. We will receive a draft within 10 days. Partners can comment, before it is finalized. After it is finalized, all partners will sign the agreement.

- For subcontracts, a legal agreement is necessary.
- Each partner will receive his/her first payment (40% of that partner's funding) next week at the latest.
- The first interim report is due 30 Sept. 2017.
- We are required to show the EU logo on all our products.

5. **Presentation of existing entrepreneurship curricula**

- Outi and Ole present the 'social entrepreneurship' training, that is part of the Frontrunners programme. Their target group: international deaf young sign language users. The objective: to empower the participants. Participants work on a small project, to learn about project management and to experience success: Deaf can!
- Liz Bradley (UCLan) shows us some of the resources that are available to hearing students at UCLan.
- Ana presents the "Routes to Employment" curriculum that was developed by R&R together with other EU partners. Unfortunately, the website with the curriculum is not finished yet. Ana will send us information and a link to the website, as soon as the website is online (mid November).
Essential parts of the curriculum: active, 'made to measure', learn to pitch yourself, meet with businesspeople.

6. **Lynne's research**

Lynne presents her PhD research: interviews with 8 Deaf UCLan graduates.

7. **Brainstorm**

We discuss: who is our target group? What are their needs? What can we teach them, in the 5 day national workshops?

See pages 6-8 for the flipcharts.

Friday

8. **Requirements for our output**

Based on Thursday's brainstorm, Liesbeth has made a list of requirements for the national workshops (see pages 9-10). This is a 'skeleton' only. Later, we will fill in the details.

There is some confusion (British understatement) about what is what:

International "Train the Trainer workshop"

- Consortium partners will train the future trainers of the national workshops. This is a five day workshop, either in Siena or at Castberggard.

National workshops

- UCLan, ISLA and Castberggard will each organize a 5 day national workshop. The 3 workshops will (probably) have different target groups. The trainers are the people who participated in the international “Train the Trainer workshop”.

Trainers

- The people who are the trainers of the National workshops.

Students

- The people who participate in the national workshops.

Curriculum

- The ‘handbook’ with the programme of the national workshops.
We use the “Routes to Employment” curriculum as our example.
We adapt it to meet the needs of Deaf students.
We test and discuss it during the international “Train the Trainer” workshop.
We adapt it again, if necessary.
We use it for the national workshops.
We evaluate the national workshops.
We finalize the curriculum.
We publish it on the website, so that other people can use it.

9. The website

We have a temporary website: www.deafenterprise.eu. It is not registered with Google, we will not advertise it yet.

At the moment: the website has too much text and is not visually interesting.

Partners will contact Deaf entrepreneurs, to ask them for information that we can include on the website.

We will officially launch the website, when we have a logo, an intro video and maybe some more information.

After we’ve launched the website, we will start a Facebook page, add a Facebook link, and use social media to reach & communicate with our target groups.

After the end of the project, Liesbeth will support the website for a minimum of 5 years.

10. Dates for the next meeting

Rotterdam: 9 + 10 February 2017. Thursday 9 Feb: a full day. Friday 10 Feb: morning only (until 13:00 o’clock). The Rotterdam partners will send us info. on flights, hotels.

11.

12. Tasks and timepath (see below)

13. Evaluation

All participants complete the evaluation form. Overall conclusion: it was a very good and productive meeting. Already, after just 1 meeting, we work as a team!
Special thanks to the 2 very special interpreters: Lissa and Eddie

Tasks and timepath

Who	What	Deadline
UCLan	Will make first payment to all partners	12 November 2016
UCLan	Will send draft cons. Agreement to all partners	15 November 2016
Ana	Will send us the address of the website of the Routes to Employment project	Mid November 2016
All partners	Meeting 2, in Rotterdam. Ana and Liesbeth will send everyone info. on flights, hotels, etc., in December.	9-10 Feb 2017
Outi and Ole	Will ask one of the Frontrunners to design a logo for us.	9-10 Feb 2017
Outi and Ole	Will make an intro video for the website. They will send us a proposal, then we can send us our comments.	9-10 Feb 2017
UCLan, ISLA, Castberggard	Will interview their target groups, to find out more about their needs and their wishes. Questions to ask, see page 5: A	9-10 Feb 2017
All partners	Will send names, addresses of Deaf entrepreneurs to Liesbeth.	Ongoing
All partners	Will interview Deaf entrepreneurs (in person, Skype, email). The info: to be used for the workshops / curriculum, and to be included on the website. Questions to ask, see page 5: B	Ongoing
	We move the date of the international "Train the Trainer" workshop. Not June 2017, but December 2017.	
Liesbeth	Will ask ISLA and Castberggard what the costs / possibilities are for organizing the "Train the Trainer" workshop	Feb 2017

A. Questions to ask our Target groups:

- Your background
- Age?
- Your training (before)
- Your experiences
- What do you want to learn? (+ Follow up questions: what specifically?).

B. Questions to ask Deaf Entrepreneurs

- How did you start your business?
- When?
- What do you do? What is your business?
- Barriers, support received?
- Good experiences, bad experiences?
- What do you wish you had known – when you first started?
- Is business focused on Deaf community? If yes: why?
- Do you use networking? If yes, how? What networks?

Flipcharts Brainstorm:

Survey of needs ^{in own country}

Target groups? — Own skills? — Recognise them as skills

mind set / knowing + pushing limits

1 How do I present / place myself in job market?

2 How is job market different in IT/Dmic?

3 Access to int'l networks / social mobility

4 Specific network groups

Being innovative / creative

Survey of needs? — what needs?

Creating own opportunities

Finding places to network / showcase skills

How to do this

Find funding

Marketing oneself

① ownership of skills comes first

web page?

How to get support / where? Who?

Crosscultural communication

Target Groups

- Start at beginning / foundation brick
- Trainer to tailor materials to target audience
- Workshop → practical / learn from each other
→ examples → theory
- Over 18 Deaf S.L. users
- Networking .. consider this in context of target group

Employability skills — widest sense

↓ to include ownership of skills
Planning your career / exploring options

↓ leads to different routes

Finding placements

Leadership skills

Volunteering
internship } grow more skills

How do we attract people to
website? Training course? National
workshop?

! Language

Success stories → used to attract

**Liesbeth's summary of the requirements for the National workshops
(DRAFT! NOT FINAL! ONLY a SKELETON!)**

1. For Deaf sign language users, 18+ .
2. Sign language skills: good enough to communicate fluently with teachers, other learners.
3. Interesting / relevant for large target group.
4. Motivating - from start to finish (motivating announcement, activities, closing event).
5. Option: mostly about how to find+ apply for a job / about exploring possibilities of starting your own business (even if small) / or, for Deaf artists: how to create / find a market?
6. Empowering: Deaf people CAN.
7. Realistic: dream versus reality.
8. Personal: learners set their own objective. "This is what I want to learn in this workshop." (Maybe: by choosing from a list of options...).
9. Workshop: safe environment. You cannot fail, here is where we learn, together.
10. Teaching: by showing concrete relevant examples.
11. Learning by doing: try it yourself. Trainees work on tasks, own activities. Eg. Write your CV, make a presentation, ...
12. Learner is active, responsible for own work.
13. Learners can work at own level, own pace.
14. Trainers support, coach the trainees.
15. Trainers are role-models: Deaf sign language users.
16. Many different activities, many breaks & time for relaxation.
17. Activities can include: roleplay, mock interviews, video, meetings with mentors, role models.
18. Feedback by other trainees. Learners learn how to reflect on their own work, they learn how to give feedback, they learn how to respond to feedback.
19. A positive end-event, maybe with presentations for 'outside' people (friends, relatives, business people_)

Things that might be included in the national workshops

1. Mindset: confidence, 'can do' spirit. Learn about fear, how to overcome it. Learn that everyone makes mistakes. Failing is not the end, you CAN try again.
2. "How to" skills. How to write a CV, fill in a form, prepare for a job interview, //
....
3. How to present yourself: at a job interview, a fundraiser, .. learn about first impressions.... Also: learn about the expectations, prejudice, inexperience with deafness, in hearing world.
4. Learn about barriers, and how to prepare for & deal with them.
5. Learn about the language of employment that is expected ...
6. Learn about networking, how to find people to work with, people who can help you.
7. Learn about information: what information do you need, how / where can you find this.

Also: what information do other people want from you (e.g. in CV, in letter, on website, when meeting bank officials,).
8. Learn about local / national support groups, support programs, ...
9. Learn about international / EU opportunities, networks, traineeships, etc.
10. Networking; the importance, the opportunities, the 'how to'
11. Deaf Gain – how to capitalize on Deaf Gain