

BETTER FUTURES

enabling young refugee entrepreneurs

ENTREPRENEURIAL ASSESSMENT TOOLKIT



Erasmus+

This project has been
funded with support from
the European Commission

BETTER FUTURES

enabling young refugee entrepreneurs



Co-funded by the
Erasmus+ Programme
of the European Union

This project has been funded with support from the European Commission. The author is solely responsible for this publication (communication) and the Commission accepts no responsibility for any use may be made of the information contained therein.

The Better Futures Rapid Entrepreneurial Assessment Tool is an easy-to-use digital resource that **entrepreneurship educators** can use with young refugees to assess their unique aptitudes and skills

contents

01

Introduction
page 4



02

Overview of the Better
Futures Project
page 5



03

The Rapid Entrepreneurial
Assessment Tool approach
page 6



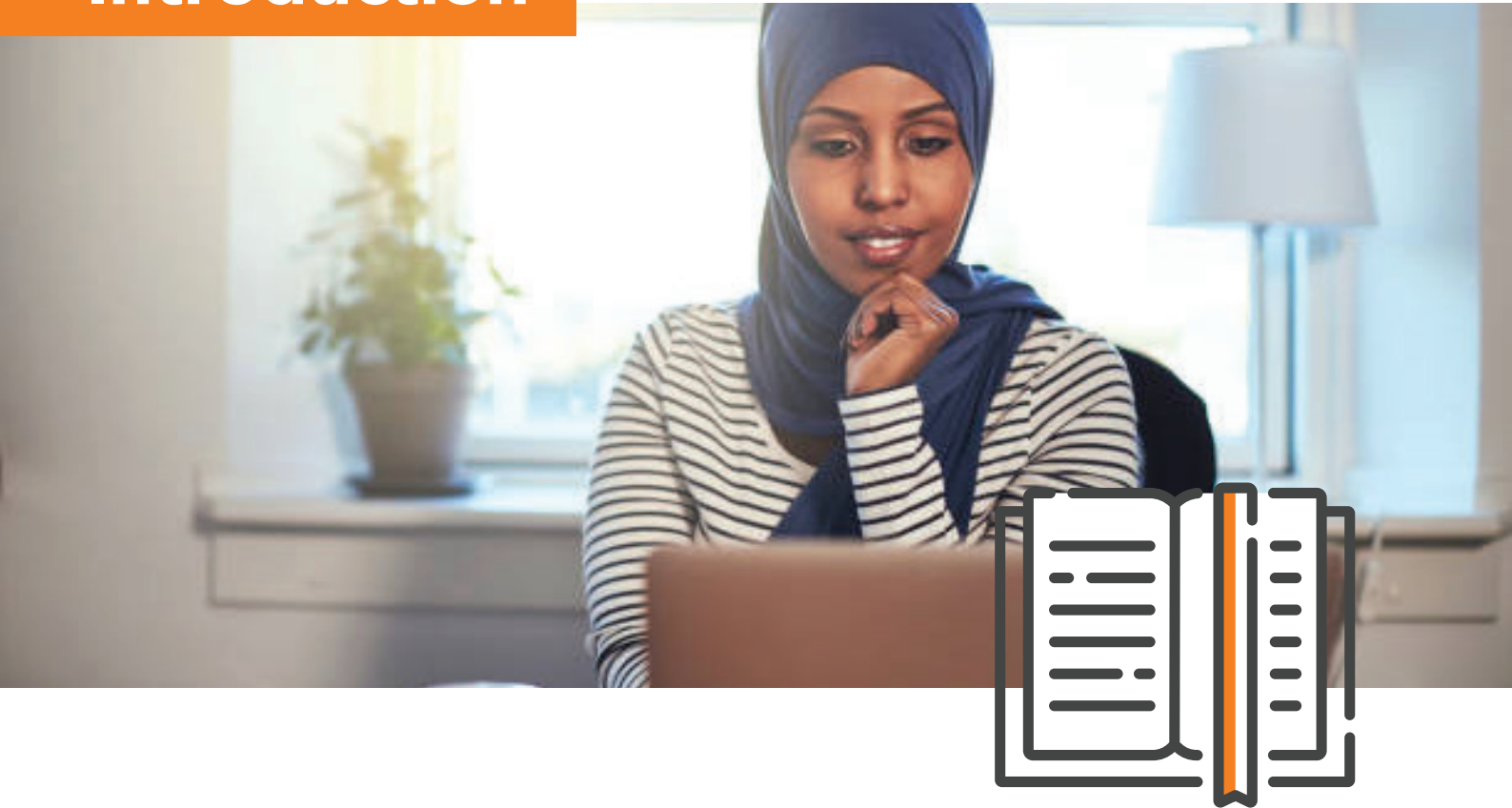
04

The Tools
page 7



www.betterfutures.how

Introduction



The Better Futures Rapid Entrepreneurial Assessment Tool is an easy-to-use digital resource that **entrepreneurship educators** can use with young refugees to assess their unique aptitudes and skills. It is designed to help business advisers and entrepreneur educators in their work with the young person; to determine their next steps and ensure fast-track support for those with most potential to start a business.

Using our tool will enable entrepreneurship educators to:

- Record a young person's stated and observed attitudes, knowledge and skills.
- Compare the findings to established entrepreneurship competences, especially those outlined in the EU EntreComp.
- Based on the findings, recommend an appropriate level of entrepreneurial development support.

Overview of the Better Futures

Europe has received more refugees in the last four years than at any time since the end of the Second World War, and the majority are young people. Yet, ensuring their effective integration is a significant problem for most member states. Better Futures aims to bridge the youth, entrepreneurship and refugee sectors to develop and mainstream an innovative framework of tools and resources that will help thousands of young refugees fulfil their potential and achieve meaningful integration through entrepreneurship.



Why is entrepreneurship a good route for young refugees?

Entrepreneurship education and subsequent business creation has enormous potential as a route to social integration and financial autonomy for young refugees and asylum seekers. It provides direct opportunities for self-employment as well as engagement in the community, creating value for everyone.

Why do young refugees particularly need support?

As our economy and society undergo transformation, self employment and community engagement opportunities are important for all young people, but they are especially important for refugees and asylum seekers who are most likely to suffer discrimination, leading to social and labour exclusion.

Better Futures activities and outcomes

The project will develop and create three practical resources for youth and entrepreneurship organisations – this Rapid Assessment Toolkit is one of those resources, the other two are:

Our Practice Guide will help entrepreneurship organization in the adaptation of your programmes, entrepreneurship training content and learning spaces so that you can encourage and enable the full participation and entrepreneurial development of young refugees.

Our **Teaching Resources for Refugee Entrepreneurship** will fast track the mainstreaming of entrepreneurship education that is responsive to young refugees' needs.

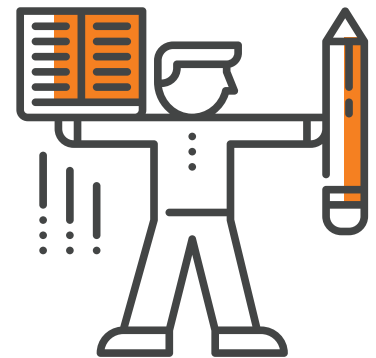


The Rapid Entrepreneurial Assessment Tool approach

Our Rapid Entrepreneurial Assessment Tool has been informed by much of the academic work in this arena - adapted for the unique situation faced by Refugees (See Annexes 3 for a summary of this research).

We have constructed our entrepreneurial potential tool based on four main dimensions:

- 01 entrepreneurial competences;
- 02 psychological competencies;
- 03 social competencies; and
- 04 Individual experience and motivation.



This, we believe will allow business advisers and entrepreneurship educators to identify and differentiate refugees with entrepreneurial potential. Our approach combines four different tools and approaches and our proposition is that if an individual “scores” highly in a number of approaches/tools, then there is a strong likelihood that they have significant entrepreneurial potential and should be fast-tracked through a relevant Entrepreneur Start-up Programme. Our stated aim is that our tool should be rapid and to that end, it is possible to complete all four tools and approaches in less than two hours. Two of the tools are online self-assessment tools and as such the respondee could take these in advance, thus reducing the face to face assessment time to thirty minutes.

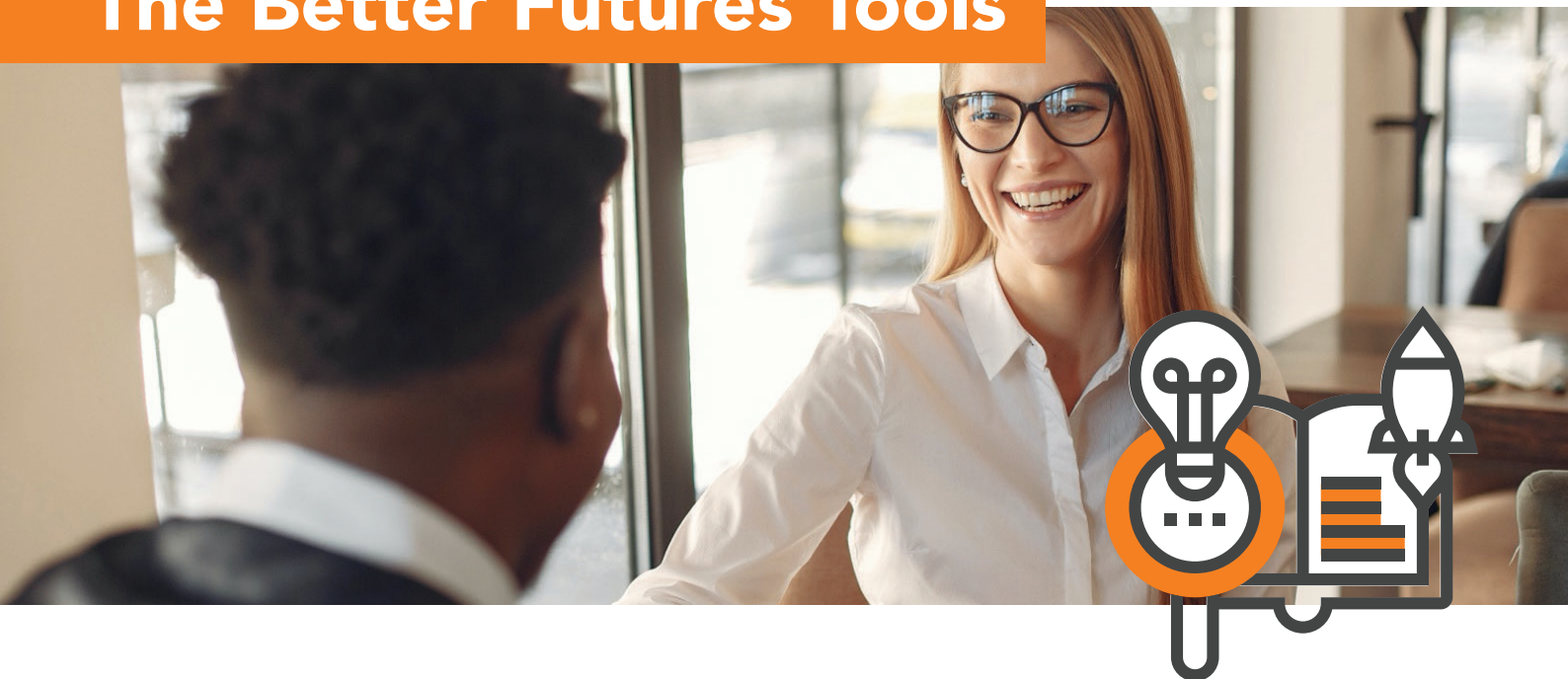
Tools Summary

- Better Futures Entrepreneurial Assessment Tool - an online tool, based on Entrecomp, which provides a personalised report and training recommendations
- 16 Personalities online assessment – an online tool providing a reliable indicator of personality type
- Better Futures Role Play – useful for assessing communications capability and competences especially in relation to setting up a business.
- Experience and Motivation Questionnaire – face to face interview template useful in building a more in-depth profile of the young refugee.

How to use the tools

Our approach has been designed with maximum flexibility in mind and there is no prescribed way or order to implements the tools. If time is very limited, we would suggest that the Better Futures Entrepreneurial Assessment tool and the Experience and Motivation Questionnaire will provide a solid basis on which to base and recommend future interventions.

The Better Futures Tools



01 ● Better Futures Entrepreneurial Assessment Tool

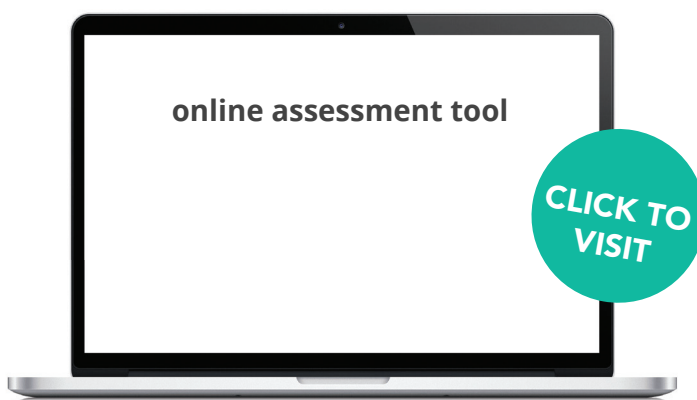
This **online assessment tool** provides the user with an initial indication of how entrepreneurial they currently are and also gives guidance on how they can build your entrepreneurial skills. It is based on the European Entrepreneurship Competence Framework (EntreComp). Users can complete it prior to meeting an Adviser, or undertake it with guidance from an adviser as part of an initial meeting.

Benefits

- **Personalised Report** - Generates a personal entrepreneurial report providing user with an overview of their strengths and area where they can improve.
- **Recognised** - Because it's based on Entrecomp, the assessment will be recognised throughout Europe.
- **Training Recommendations** - Provides recommendations on which modules of the Better Futures Training Course to focus on to best strengthen entrepreneurial skills.

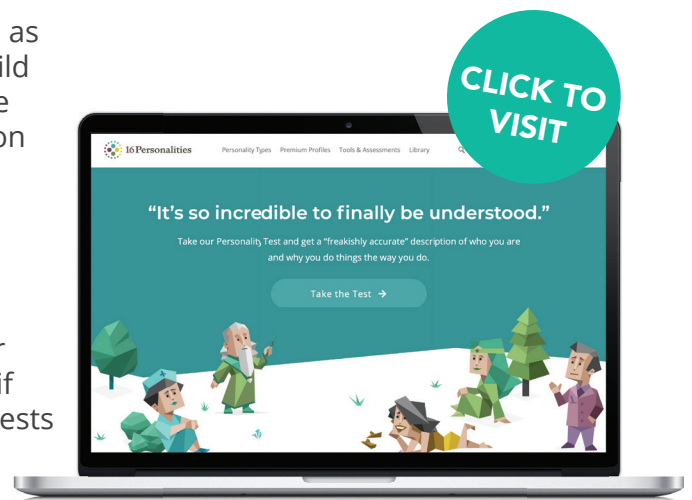
Time taken to complete

- Between ten to thirty minutes depending on the level of information provided by the user



02 ● 16 Personalities online assessment

We have selected <https://www.16personalities.com> as a psychological assessment approach to helping to build a better understanding of personality and its relevance for assessing entrepreneurial potential. The information this test provides is meant to inspire personal growth and an improved understanding of oneself and ones' relationships – not to be taken as gospel. There is no right or wrong result when taking the 16personalities (Myers-Briggs type) quiz. However, there are a handful of personality type results that are perfectly in sync for anyone with an entrepreneurial streak. As an adviser, if your client is one of the following four it certainly suggests that they have could have an entrepreneurial future.



The four are:



[The Entrepreneur \(ESTP\)](#) [The Commander \(ENTJ\)](#) [The Protagonist \(ENFJ\)](#) [The Advocate \(INFJ\)](#)

Another personality trait approach is "[Oceans Big 5](#)" with many free [online assessments](#) available

Benefits

- **Simplicity** - We particularly like its simplicity and the extensive guidance on personality types
- **Language availability** - The tool is availability in [37 languages](#) – highly appropriate for our client group.
- **Reliability** - The tool has been extensive peer reviewed as a [reliable and validated](#) psychological and personality assessment indicator.

Time taken to complete

- Between ten to fifteen minutes

03 ● Better Futures Role Play

Effective Communication is one of the most important factors influencing personal and business success. Communication within the entrepreneurial team, to customers, employees, financiers and other business partners is especially essential to entrepreneurs. Our role play is designed to measure communicative competency in the context of entrepreneurship. Communicative competency in this case encompasses aspects of face-to-face communication, presentation skills and persuasion techniques. The role play consists of a presentation part and a discussion part. You can access the resources in the annex to this Toolkit.

Benefits

- **Language proficiency** - Looks specifically at communication competency in an entrepreneurial setting
- **Measurable** - Indicates proficiency level
- **Engaging** - Good for building a rapport and engaging clients

Time taken to complete

- Approximately thirty minutes



04 ● Experience and Motivation Questionnaire

This questionnaire can be used by a business advisor/ entrepreneurship educator to document and gain a better understanding of the experiences and entrepreneurial motivation of young refugees, who may have expressed a desire to set up a business or shown high entrepreneurial aptitude in the other “better futures” tools. It forms a starting point in clarifying what, if any, business idea the young refugee may have and also can be used to recommend further training. You can access the questionnaire in the annex to this Toolkit.

Benefits

- **Insight** - Useful in building a more in-depth profile of the young refugee.
- **Personal** - Good for eliciting hidden skills and talents
- **Structured** - Provides a convenient format and record of the meeting

Time taken to complete

- Between twenty to thirty minutes depending on the level of information provided by the user

www.betterfutures.how

PROJECT PARTNERS

