



S.E.E.D

**SOCIAL ENTREPRENEURSHIP AND
ECOSYSTEMS DEVELOPMENT**

COOPERATION AND EXCHANGE

Social Entrepreneurship and Ecosystems Development



**Co-funded by
the European Union**

Disclaimer

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Why Social Entrepreneurship matters for regional development

Across Europe, regions face complex challenges: social inequality, sustainability transitions, labour market shortages, and the need for more innovative, community-driven solutions. Social enterprises play a growing role in addressing these challenges by combining entrepreneurial thinking with social value creation.

For VET schools, this offers a powerful opportunity:

- to strengthen 21st-century skills such as creativity, teamwork and problem-solving
- to connect learning to real societal challenges
- to inspire students through purpose-driven work
- to build stronger links with regional ecosystems and social innovators

SEED (Social Entrepreneurship and Ecosystem Development) is an Erasmus+ project designed to inspire VET students and teachers to engage with social entrepreneurship across Europe. The SEED project supports schools in integrating social entrepreneurship into curricula, practice-based learning and international cooperation.

International Collaboration Opportunities for Schools

In this document there are three practical and accessible forms of international cooperation that any VET school can join or replicate.

Teacher exchange / Job shadowing

The SEED project provides a Learning agreement for Teacher Exchange / Job shadowing (see appendix). VET organisations can apply for European funding to organise these kinds of activities. For more information: [Home - Erasmus+](#)

Teachers spend three days at a partner school abroad to:

- explore how social entrepreneurship is taught
- visit local social enterprises
- co-design practical learning activities
- exchange methodologies, curriculum ideas and assessment tools
- develop joint student projects or challenges

Job shadowing strengthens teacher expertise, encourages cross-border educational innovation and helps schools embed social entrepreneurship in their programmes.

The program (appendix) can be adjusted to the own needs or context.

Pop-up School Social Entrepreneurship (students)

The SEED project provides a Learning agreement for “Pop-up School Social Entrepreneurship” (see appendix).

A group of students spends four weeks abroad working in a highly engaging learning programme:

- Daily language classes in the host country
- Workshops on social entrepreneurship
- Cultural activities and team-building
- Practical assignments for one or more social enterprises (e.g., sales, media, marketing)
- Final presentation of results to the entrepreneur

Student learning outcomes include:

- Working in a multidisciplinary, international environment
- Understanding challenges faced by social entrepreneurs
- Developing entrepreneurial, social and communication skills
- Experiencing a different culture and work context
- Improving foreign language skills

This Pop-up School format is highly motivating and has already proven to be transformative for participating students. Contact Nova College for more information.

VET organisations can apply for European funding to organise these kinds of activities. For more information: [Home - Erasmus+](#)

Traineeships at Social Enterprises

Students can complete Erasmus+ funded internships at social enterprises abroad — regular VET placements, but intentionally situated in a mission-driven context.

Internships may be in fields such as:

- business support
- marketing & communication
- hospitality
- retail
- sustainability projects
- creative industries

Students develop job skills and job attitudes within an environment focused on social impact, which strengthens their sense of purpose and gives them valuable international experience.

For more information about Erasmus+ funding: [Vocational education learners, apprenticeships, and recent graduates - Erasmus+](#)

How schools can collaborate internationally

Schools that wish to participate can choose one or more cooperation pathways:

1. Mobility partnerships

Develop bilateral or multilateral agreements to exchange teachers or students (see above).

2. Joint projects

Co-create assignments for students that address shared social challenges (e.g., circular economy, inclusion, community development).

3. Building a European network of social entrepreneurs

Connect social enterprises between the networks of partner schools, creating a broad EU-wide ecosystem for future projects.

4. Integrating SEED tools and learning outcomes

Schools can use the SEED learning outcomes, workshop formats, assessment ideas and mobility templates to organise their own activities.

Invitation

We warmly encourage VET schools across Europe to explore these collaboration models and join a growing movement of educators using entrepreneurship for social good.

APPENDICES

These appendices are examples / proposals that can be adapted according to:

- the needs of the participant/sending organisation/hosting organisation
- specific rules and templates set by the E+ Programme/European commission

APPENDIX A: LEARNING AGREEMENT TEACHER EXCHANGE/ JOB SHADOWING

[First name(s)] [Last name(s)]

Erasmus+ Job shadowing / VET Social entrepreneurship

[DD/MM/YYYY – DD/MM/YYYY]

STATUS AT THE SENDING ORGANISATION (LEARNING PROGRAMME OR JOB TITLE)

Replace with text

HOST COUNTRY AND

HOST ORGANISATION(S) CITY

HOST EMAIL / PHONE

Replace with text; list main host first

Replace with text

Replace with email / phone

FIELD

MODE

Vocational education and training

Physical mobility activity

Purpose of the learning agreement

This learning agreement defines the conditions and expected outcomes of a learning mobility organised within the framework of the Erasmus+ programme. Parties in this agreement shall abide by the programme's rules and quality standards.

Information about the learning mobility

Field	[Choose one: School education OR Vocational education and training OR Adult education]
Activity type:	Erasmus+ job shadowing
Mode:	Physical
Start date:	[DD/MM/YYYY]
End date:	[DD/MM/YYYY]

Learning context

At the sending organisation, the participant is currently working in the following capacity:	
Job title:	[The participant's current job title]
Main tasks:	[Short description of the participant's main work tasks at the sending organisation]

Learning outcomes

The parties have agreed that the following learning outcomes should be achieved during the learning mobility:

LEARNING OUTCOME 1: Understanding social enterprise ecosystems

The learner identifies key stakeholders, roles, success factors, risks, and challenges within social enterprise ecosystems
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LEARNING OUTCOME 2: Understanding educational content on social entrepreneurship

The learner knows how to develop and implement learning units for social entrepreneurship, ensuring relevance and usability for students and alignment with stakeholder needs

LEARNING OUTCOME 3: Facilitating collaboration and innovation
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The learner knows real-world examples of successful social enterprises and knows how to encourage students to engage in entrepreneurial initiatives

Learning programme and tasks

To achieve the agreed learning outcomes, the participant will complete the following activities and tasks during their mobility activity.

Activity / task: Day 1 – Understand the host’s approach
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- | |
|--|
| <ul style="list-style-type: none">• Welcome & goals exchange; confirm mentoring & checkpoints.• Short presentations: “How we currently teach (social) entrepreneurship”.• Class observation #1 (Entrepreneurship / Social entrepreneurship).• Debrief with host teacher; curriculum walk-through.• Review modules, learning outcomes, rubrics, and how social impact is addressed.• Co-planning session: adapt two host activities for visitor’s context.• Daily reflection & mentor check-in. |
|--|

Activity / task: Day 2 - Regional ecosystem & partners

- | |
|--|
| <ul style="list-style-type: none">• Visit #1: Social enterprise partner; topics: mission, revenue, community needs, collaboration with VET and student engagement options.• Visit #2: Social enterprise / NGO partner; topics: mission, revenue, community needs, collaboration with VET and student engagement options.• Ecosystem mapping workshop; identify key stakeholders, gaps and quick wins for student projects. |
|--|

Social Entrepreneurship and Ecosystems Development (SEED)

Erasmus+ KA2 project

2023-1-NL01-KA220-VET-000158485

- Co-design one student activity with a partner (e.g., a 4-week challenge).
- Class observation #2 or student project review.
- Daily reflection & mentor check-in.

Activity / task 3: Day 3 - Consolidation & implementation

- Compare education systems & quality requirements.
- Assessment & impact session; draft rubrics for social enterprise projects.
- Micro-teaching / co-facilitated activity.
- Discuss possibilities for future collaborations.
- Set up a 90-day Action Plan; evaluation & evidence collection.
- Closing & next steps.

Monitoring, mentoring and support during the activity

Mentoring and monitoring arrangements

As a minimum, the monitoring and mentoring arrangements will include the following activities:

- Daily check-in (15–20 min) to review learning outcomes & adapt plan
- Reflection journal: short entries on observations and transfer plans

Evaluation of learning outcomes

After the mobility activity, the participant's learning outcomes will be assessed in the following way:

Evaluation format:

[Describe the planned evaluation formats, for example in terms written or oral examination, required practical tasks, continuous assessment or punctual examination, structured report, self-assessment elements, etc.]

Evaluation criteria:

[Describe the criteria that will be used for the evaluation]

Evaluation procedures:

[Describe the evaluation process and procedures: where is it going to take place (sending or hosting organisation), who will be the evaluators, procedure in case of contested results, how are the results and/or grades going to be transmitted between the hosting and the sending organisation, etc.]

Recognition of learning outcomes

The learning outcomes attained by the participant will be recognised in the following way:

Recognition conditions:

[Explain the conditions under which the different learning outcomes will be recognised]

Recognition procedures:

[Define who will be responsible for the recognition process and how are the recognised learning outcomes going to be registered in the learner's records]

Recognition documentation:

[List the documents (digital or paper) that must be issued to ensure the recognition of the learning outcomes. Link to each document the organisation responsible to issue it, the recipient of the document and the indicative timeframe for issuing the document.]
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Additional provisions

[If needed, introduce here any other provisions specific to the individual mobility. For example, this can be: arrangements with hosting families, an applicable code of conduct or other annexes. If no additional provisions apply, please indicate 'Not applicable'.]

Signatures

The signatories confirm that they understood and approve the content of this agreement.

[Please remove the 'Participant's legal guardian' table if not applicable]

Participant	
Full name:	
Date and place:	
Signature:	

Participant's legal guardian	
Full name:	
Date and place:	
Signature:	

For sending organisation	
Full name:	
Position:	
Date and place:	
Signature:	

For hosting organisation	
Full name:	
Position:	
Date and place:	
Signature:	

Pop-up School Social Entrepreneurship

Erasmus+ Short-term learning mobility of VET learners

Date: (4 weeks)

STATUS AT THE SENDING ORGANISATION (LEARNING PROGRAMME OR JOB TITLE)

6 Students Business Studies – EQF 4

HOST ORGANISATION(S) CITY

HOST COUNTRY AND

HOST EMAIL / PHONE

FIELD

Vocational education and training

MODE

Physical mobility activity

Purpose of the learning agreement

This learning agreement defines the conditions and expected outcomes of a learning mobility organised within the framework of the Erasmus+ programme. Parties in this agreement shall abide by the programme's rules and quality standards.

Information about the learning mobility

Field	Vocational education and training
Activity type:	Short-term learning mobility of VET learners
Mode:	Physical
Start date:	
End date:	

Learning context

At the sending organisation, the participant is currently enrolled in:	
Title of the qualification / profession:	
School year / grade:	
Level in the European Qualifications Framework:	4

Learning outcomes

The parties have agreed that the following learning outcomes should be achieved during the learning mobility:

Outcome 1: Pop-up School	
Relevant subject, skill or competence:	Student will learn to cooperate in a challenging and unknown environment Student will learn to cooperate in a multidisciplinary team. Student will develop entrepreneurial skills by executing authentic assignments on behalf of social entrepreneurs Student will gain insight in the challenges of social entrepreneurs Student will learn to take responsibility in setting goals and deadlines. Student will develop language skills (Spanish) Student will experience a different (business) culture Student will develop sales, media and marketing skills
Description:	Week 1 till week 4; from 9.00 till 13.00 language school First week: cultural experiences and teambuilding, workshop Social entrepreneurship Second and third week: executing assignments given by one or more social entrepreneurs in the field of sales, media and marketing Fourth week: elaborating and finishing assignments, disseminating assignments and presentations

Learning programme and tasks

To achieve the agreed learning outcomes, the participant will complete the following activities and tasks during their mobility activity.

Activity / task 1: knowledge	
Description:	Participating in a workshop about social entrepreneurship, getting more insight into the concept and added value of social enterprises.

Activity / task 2: assignments	
Description:	Executing several practical assignments given by one or more social entrepreneurs in the field of sales, media and marketing.

Activity / task 3: culture	
Description:	Cultural experiences and teambuilding. Student must learn to successfully contribute to international processes.

Activity / task 4: language	
Description:	Following language course.

Monitoring, mentoring and support during the activity

Responsible persons at the hosting organisation

The following person(s) at the hosting organisation are tasked with introducing the participant to their activities and tasks at the hosting organisation, providing practical support, monitoring their learning progress, supporting them to achieve the expected learning outcomes, and helping them to integrate into the daily routines and the social context at the hosting organisation.

Full name:	
Job title:	
Email:	
Phone number(s):	
Responsibilities:	

Responsible persons at the sending organisation

The following person(s) at the sending organisation are tasked with following the participants' progress and providing content or practical support from the side of the sending organisation.

Full name:	
Job title:	
Email:	
Phone number(s):	
Responsibilities:	

Full name:	
Job title:	
Email:	
Phone number(s):	
Responsibilities:	

Accompanying persons

The following person(s) will accompany the participant during their mobility period:

Social Entrepreneurship and Ecosystems Development (SEED)

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Not applicable

Mentoring and monitoring arrangements

As a minimum, the monitoring and mentoring arrangements will include the following activities:

- Consultations between companies and the hosting organisation
- Reviews of the learning outcomes
- Coaching students with the given tasks
- Reviews of the completed tasks

Evaluation of learning outcomes

After the mobility activity, the participant's learning outcomes will be assessed in the following way:

Evaluation format:

The students make a structured report about the practical tasks and assignments and make a presentation for the social entrepreneur. Students must complete weekly assignments: 1. description of the cooperation in the team and the roles team members take (leading, creative, etc), 2. description of success factors for setting up a project plan, 3. article about social entrepreneurship, 4. press release.
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Evaluation criteria:

Presentation about problem definition, objectives, plan of approach and results.
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Evaluation procedures:

In the last week the students will have to give a presentation at the company to the social entrepreneur and the teacher. This will be evaluated by the teacher using feedback from the social entrepreneur.
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Recognition of learning outcomes

The learning outcomes attained by the participant will be recognised in the following way:

Recognition conditions:

There will be no formal recognition of the learning outcomes. The students receive feedback from their teacher, which can be used in their personal development in the program. Students will put the experience in their resume when applying for an internship in their next school year.

Recognition procedures:

The progress will be monitored weekly through assignments on a learning platform. Also the presentation will be uploaded there. The teacher is responsible for the feedback.
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All assignments will be uploaded on a learning platform.

Reintegration at the sending organisation

Following the completion of the mobility period, the participant will be reintegrated at the sending organisation in the following way:

Reintegration destination:

Student will continue the education in the same school
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Additional provisions

Set up by the sending school

Signatures

The signatories confirm that they understood and approve the content of this agreement.

Participant	
Full name:	
Date and place:	
Signature:	

Participant	
Full name:	
Date and place:	
Signature:	

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For sending organisation	
Full name:	
Position:	
Date and place:	
Signature:	

For hosting organisation	
Full name:	
Position:	
Date and place:	
Signature:	