

WP2 State of the Art and identification of TG's training needs



[D6 Consolidated Training Needs Analysis Report]

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Introduction

The INSPIRE YoWup - INnovative training material to INSPIRE and Empower (unemployed and inactive) Young and Women to Startup- project aims to create and adapt a set of tools and methodology for the development of entrepreneurial skills for unemployed young and women. The ultimate aim is to inspire and empower these collectives so that they can start, run and grow their own business and jobs.

The EU (Lisbon & Oslo Agenda, Bologna Process) has repeatedly emphasized the need to promote entrepreneurship skills education. Entrepreneurship has never been as important as it is today when the world is confronted with a sustained crisis and rising unemployment (World Economic Forum). However, we are still far from achieving the targets set at EU level concerning entrepreneurship. Our project will adapt and develop an innovative training package on entrepreneurship skills targeting unemployed and inactive young and women to be tested and evaluated by the target groups (TGs). The aim is to inspire and empower them to set up, run and grow their companies and employability.

The project aims to transfer -and further enhance- the methodologies and training packages already developed by the innovation transferring organizations (TOs) to the receiving organizations (ROs). The development of a new training package specifically for the target groups (TGs) will enable practical and useful information and knowhow and thus further develop the TGs' skills and competencies that are required when starting and growing their own company.

Specific objectives of the project:

- to identify the target groups' learning needs in every participant country to adopt the project product to each national situation,
- to prepare a package of methodology for the development of skills and knowledge required by the target groups,
- to test the adapted training package in the partner countries
- to produce a learning package (online and in hard copy) addressing the needs of the target groups
- to disseminate and valorize the project product in each partner country during the project and after it is completed.

Main project outcomes:

- a training package to inspire and empower the target groups to startup and increase employability,
- a project website to assist in disseminating information for the training material and
- a brochure in each partners' language.

Expected Impact: Empower hundreds of people from all over EU to 1) activate idle population, young and women by increasing their confidence and skills 2) initiate and grow their companies, leading to increased startups and economic activity.

The project is developed by six organizations in different countries:

- European Center for Women & Technology (ECWT) in Norway
- Democratic Rally (DISY) in Cyprus
- Business Development Friesland (BDF) in The Netherlands
- Militos in Greece
- CorkBIC in Ireland
- Centro Europeo de Empresas e Innovación de Burgo (CEEI Burgos) in Spain

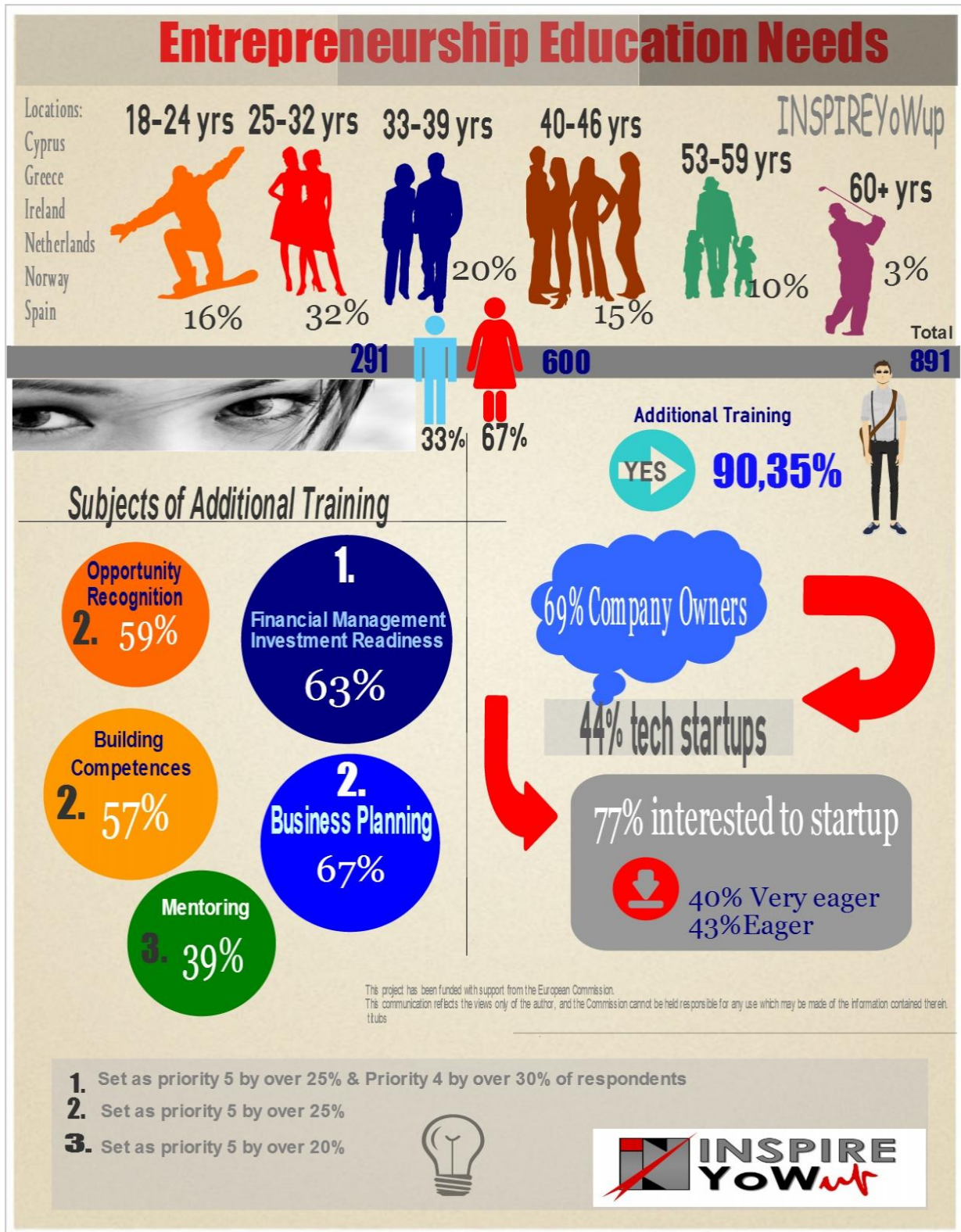
In achieving the project's goals a survey run in the partners' countries and in their national languages aimed to get insights in the entrepreneurship education needs of the project target groups. The results of the survey are presented and analyzed in this document, constituting Deliverable 6 Consolidated Training Needs Analysis Report.

The survey was a primary research form and part of Work Package 2. In the questionnaire 891 people responded and the answers were collected in the online survey tool, SurveyMonkey. The INSPIREYoWup survey run in English, Greek, Dutch, Spanish and Norwegian, the national languages of the partners. In Cyprus the questionnaire run in both English and Greek. The Greek questionnaires also run in Greece. The Greece and Cyprus survey is inseparable as the same survey link was disseminated. The English questionnaires also run in Ireland, but the Irish results are separable from the Cyprus results as two separate links to the survey were circulated. The Dutch survey run exclusively in The Netherlands, the Norwegian in Norway and the Spanish in Spain.

There are three main parts that make up for the structure of the questionnaire, this in order to get:

- 1) Background info on the respondent (demographics)
- 2) To know the decisive factors to start or not a company
- 3) To understand their past experience and current needs in training (topics)

Executive Summary- Survey Inforgraphic



Executive Insights

Insights from Norwegian survey

The three basic characteristics of the Norwegian survey are (i) a low frequency of answers, (ii) a strong female dominance and (iii) a high-level of competence and need for further training of the respondents.

The explanation for the low response (6,2% - 62 of 1000) to the survey lies -in our view- in the fact that as Norway is not member of the EU, people are less interested in being involved in EU surveys; and probably also the fact that in connection with the national project 'More Entrepreneurship'¹ many have been continuously monitored and are now probably less motivated to participate.

As according to the Norwegian Governments objectives set in 2008 female start-ups should reach 40% by 2015 female entrepreneurship has been a hot topic in Norway in the last decade and a majority of the respondents of the survey in Norway are women (83,87%) representing all age groups, with a slight overrepresentation of age-group 40-46 (30,65%); rural (55,7%) and urban areas (44,3%) quite balanced. The fact that Norway in general and Buskerud county in specific is very multicultural, is reflected through 23% of the respondents having other than Norwegian mother tongue.

Reflecting the relatively high-level of self-employment in Norway 62% of the respondents run their own businesses of which 51,4% is within the knowledge intensive sector.

A clear proof of the considerable increase of female entrepreneurship in the last decade is the fact that the businesses of 42,9% of the respondents were 1-3 years old and 28,6% were more than 5 years old. Furthermore 75% of those who have not yet started their own business have expressed that they are interested to do so in the near future.

67,6 % of the respondents have previously participated in entrepreneurship training.

Most of the people indicated that the availability of startup capital is the key factor in deciding about the start-up of their own business. The second most important reason is the lack of knowledge about how to manage a business. For this reason 91,4% of the respondents is interested in participating in additional training.

Competence development, Business planning, financial management and Opportunity recognition are the topics of greatest importance for the Norwegian respondents.

Striking is that young women in Norway do not feel the need for traditionally female / soft topics like work-life balance and mentoring, they prioritize instead the same issues as their male counterparts.

¹ Mer Entreprenørskap <http://www.nifu.no/files/2012/11/NIFUrapport2011-20.pdf>, ISBN 978-82-7218-757-5

Insights and qualitative account on the Greek survey findings that run in Greece and Cyprus

The survey has sought to find out about the entrepreneurial attitudes of women and young people and especially their needs in training and support. It has addressed those who run a start-up enterprise, making plans to start one, or even came across, but abandoned the idea to become entrepreneurs. The questionnaire has been set up to support the aim of the EU co-funded project "Innovative training material to INSPIRE and Empower Young and Women to Startup (INSPIREYoWUP)" to develop educational material on entrepreneurial skills for women and young people across Europe, and to empower them to start-up or successfully keep up their own enterprise.

According to the collected data in the Greek survey covering Cyprus and Greece on the quantitative level, approximately 70% of the survey participants are women, and 6 out of 10 of the survey subjects belong to the age group 25-40. Almost 70% declared that they don't have a running company at the time, whereas the majority of them are willing to start a company in the near future. Entrepreneurial education and support is deemed as highly important, however rarely sought after.

On a qualitative level, an attempt to assess entrepreneurial activity, as well as promptness and willingness towards starting a new company vis-à-vis attitudes and needs with respect to entrepreneurial support and training, would lead to the following aspects which can be drawn from the responses:

There is an overall very high level of willingness among women and the young to start a new company in the near future, as almost 9 out of 10 stated that such an option lies within their imminent horizon. At the same time, 6 out of 10 enterprises already running are younger than 5 years old, having been established during the period of the economic crisis. These findings are in line with an overall tendency towards self-employment – highly characteristic of the Greek and Cypriot society at large - as well as with the extremely high rates of unemployment, especially among women and the young during the last 4-5 years especially in Greece and during the last 2-3 years in Cyprus.

Crucial factors in helping/impeding the set-up of a new company are the availability of/lack in financial capital and, secondly, availability of/lack in specialised support in entrepreneurship. Almost all of the survey participants consider entrepreneurial education and support very important, which is however in stark contrast with their actual attitudes towards them, according to which only 3 out of 10 declared that they have received some kind of entrepreneurial training in the past. The main needs in entrepreneurial support and education hover around the issues of entrepreneurial

planning, financial management, as well as opportunities' identification and building of personal and professional skills and competences. These findings in turn lie at the core of the issue - i.e. the availability, philosophy, scope and impact of entrepreneurial support and education in Cyprus and Greece at all levels.

Looking back at the high percentage of women and young people not having attended any educational classes/seminars on entrepreneurship, but however deeming support as crucial, this highlights a two-folded issue: Either the educational/support initiatives provided in the country are rare and dispersed, not easily accessible, and/or badly disseminated, or they are non-attractive, not appealing to the real needs of existing or future entrepreneurs. A further third point that could be argued is that entrepreneurship in general and entrepreneurship education in particular and the startup idea has not mainstreamed yet in Greece and Cyprus. While there are numerous startup events taking place in Greece and Cyprus, especially the kind that offer compact practical knowledge and education via workshops like for example 54 hour events such as Startup Live and Startup Weekend, these type of events are now getting on the mainstream train and are thus not widely known to people that don't belong in the non technological community especially.

Furthermore, it is associated with the overall approach of entrepreneurship in the two countries. Specifically, in Greece, mostly at the institutional level, and especially with respect to the inclusion of the concept of entrepreneurship in the educational system of Greece, starting from secondary or even primary education, and going well into the post - secondary level, lifelong learning and VET. In Cyprus, based on the findings related to Deliverable 7 State of the art in entrepreneurship education, entrepreneurship education has only very recently been introduced in secondary schools via the NGO Junior Achievement Cyprus, while entrepreneurship education at university level in the form of a dedicated compulsory or elective course is more common.

Eventually, this points to the direction of developing and utilising support mechanisms providing targeted, inclusive and bottom-up, well documented initiatives which will be able to build on the pull rather than the push factors towards entrepreneurial activity, that is, a balanced mix of technical/financial support on the one hand, and development, infusion of entrepreneurial mind-sets as a prerequisite on the other. Further insights and documentation on this aspect are the subjects of the desk research undertaken, complementing this survey and commenting upon the overall state-of-the-art in entrepreneurial support and training initiatives and provisions in Greece and Cyprus.

Insights on Dutch Survey

To fully understand the meaning of the aggregated results derived from the response by the participants to the questionnaire, the construction of the profile of the typical respondent is a good way to comprehend the meaning of the answers provided.

As Business Development Friesland is mostly active in the field of supporting young students or recently graduated people to set up their own business, most respondents of the survey belong to this group. Therefore, almost automatically the majority of the respondents are below 32 years old (over 90%), of which almost half are even below 26 years old.

Most start-up entrepreneurs originate from one of the vocational schools or Universities in the city of Leeuwarden, a lot of them are in the creative sector and/or ICT. BDF's incubator is in close contact with these 6 schools and supports them with the educational programmes on entrepreneurship by organizing lectures, set-up-your-business-in-a-day events at school etc.

Typically members of this group are (still) single or at least unmarried, do not have children (yet) and are seriously considering starting an own business but most have not done so yet.

The reasons why people of this group do or do not start their own company are very different. Most of the people indicated that the availability of startup capital is a large factor in deciding to or not to start their own business. A second reason is the lack of knowledge about how to manage a business.

Financial management, Opportunity recognition, Business planning and Competence development are the topics where most Dutch respondents are interested in. Striking is that young women do not have the desire to have topics included specifically aimed at their situation, they are mostly interested in the abovementioned business and entrepreneurial topics, rather than the more soft topics that may connect to it.

Insights on Irish Results

Of the total respondents (surveyed in Ireland) the majority owns a company (55%) - probably explained by the fact the survey was targeted at a specific group of people, rather than random. Most of the companies being technology-led businesses, with a significant number being more than 5 years old

While in the full survey (all nationalities) most respondents cited "having or lacking capital" as their #1 concern. Ireland did not. This is most likely explained by the fact that Ireland has many financial supports for start-ups. These range from feasibility study support (up to €30k) and many start-up rapid incubation programmes with significant funding attached. A good business plan (or outline) will attract funding from many sources.

Insights on Spanish Results

The Spanish version of the InspireYoWup survey was running during the month of March and was closed with a total amount of 101 responses, women being nearly the 60% of them, percentage a bit lower than the European average (taking into consideration the English, Greek, Norwegian and Dutch results).

As the survey was divided in three main parts, namely "Background information of the respondent", "Decisive factors to start or not a company" and "Past experiences and current needs in training", some general comments to the overview on the Spanish results for each of the three fields are presented here:

Regarding the first issue it is a remarkable factor to consider that the survey was answered mostly by our targeted audience that means women and young people. As a matter of fact, a vast majority of the respondents are people under 30. Besides, a great percentage of them are single and with no children and live in urban areas.

In regard to the decisive factors to start or not a company, it is important to highlight that more than a 66% of the respondents are interested in starting their own company and most of them are very eager to do it. Their principle concern is having or lacking initial capital, followed by having or lacking business management knowledge and support from experts.

With reference to the past experiences and current needs in training most of the respondents have a Master's Degree, however, over a 91% believe that receiving additional training will help them to start a company and to successfully run it. Among the most popular topics for further training the following stand out: opportunity



recognition, entrepreneurship and building competences such as cooperating, presenting, analysis, how to pitch or how to awake your creativity.

Survey Results and Analysis

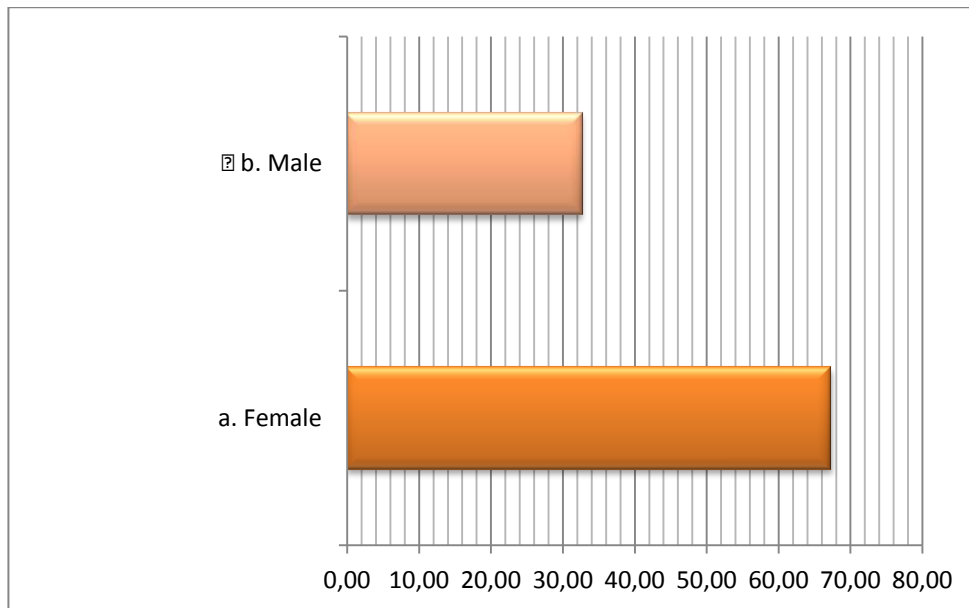
Below is an analysis of the answers given to each of the questions in the questionnaire.

Specific per question responses were as follows:

Answered Questions			
By			
Q1	891	Q11	138
Q2	890	Q12	262
Q3	889	Q13	570
Q4	884	Q14	440
Q5	886	Q15	625
Q6	881	Q16	388
Q7	883	Q17	827
Q8	363	Q18	808
Q9	-	Q19	692
Q10	265	Q20	-

Question 1: What is your sex?

The INSPIREYoWup survey was answered by 891 people in total: 600 people (67.34%) were Female and 291 people (32.66%) were male.



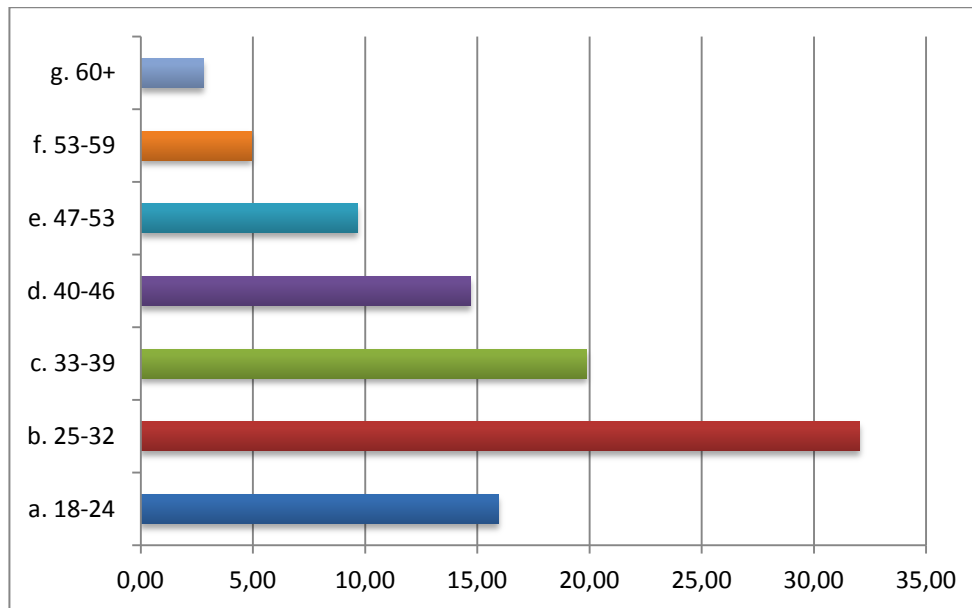
Predominantly females responded to the survey in all national languages. This is attributed to the fact that the survey was targeted to women and young people which is considered to have biased the people responding.

	Spanish	English	Greek	Norwegian	Dutch
a. Female	58	66	360	52	64
b. Male	43	34	168	10	36
	101	100	528	62	100

Question 2 What is your age group?

This question was answered by 890 people in total of which 142 people are between 18-24 years old (choice a), 285 people are between 25-32 years old (choice b), 177 people were between 33-39 years old (choice c), 131 people were between 40-46 years old, 86 people were between 47-53 years old (choice d), 44 people were between 53-59 years old (choice e), and 25 people were over 60+ years old.

In percentages, 15.96% of the people were 18-24, 32.02% were 25-32, 19.89% were 33-39, 14.72% were 40-46, 9.66% were 53-59 and only 2.81% were 60+.

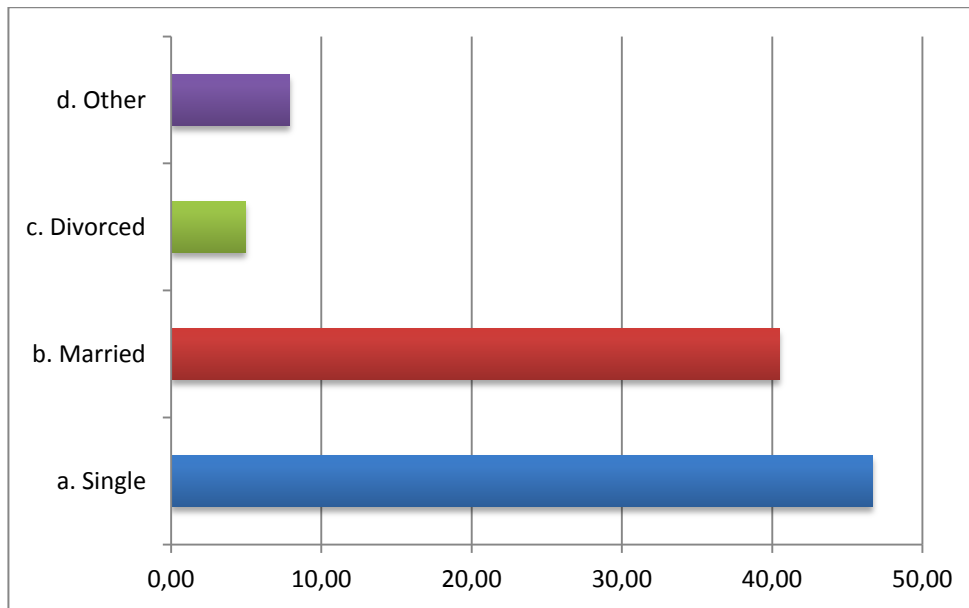


The breakdown of the responses per age and per language is as illustrated bellow. It is interesting to note that the majority of responses in Spanish were from people of the 18-24 years age group, in English of the 47-53 years age group, in Greek of the 25-32 years age group, in Norwegian of the 40-46 years age group and in Dutch of the 25-32 age group.

	Spanish	English	Greek	Norwegian	Dutch
a. 18-24	44	2	50	3	43
b. 25-32	34	9	182	11	49
c. 33-39	8	23	126	12	8
d. 40-46	8	20	84	19	0
e. 47-53	4	27	44	11	0
f. 53-59	2	15	23	4	0
g. 60+	1	4	18	2	0

Question 3 What is your marital status

Question 3 was answered by 889 people in total of which, 415 people who answered this question, (46.68% of the total), were Single, 360 people, 40.49% were Married, 44 people, 4.95%, were Divorced and 70 people, 7.87%, chose other.

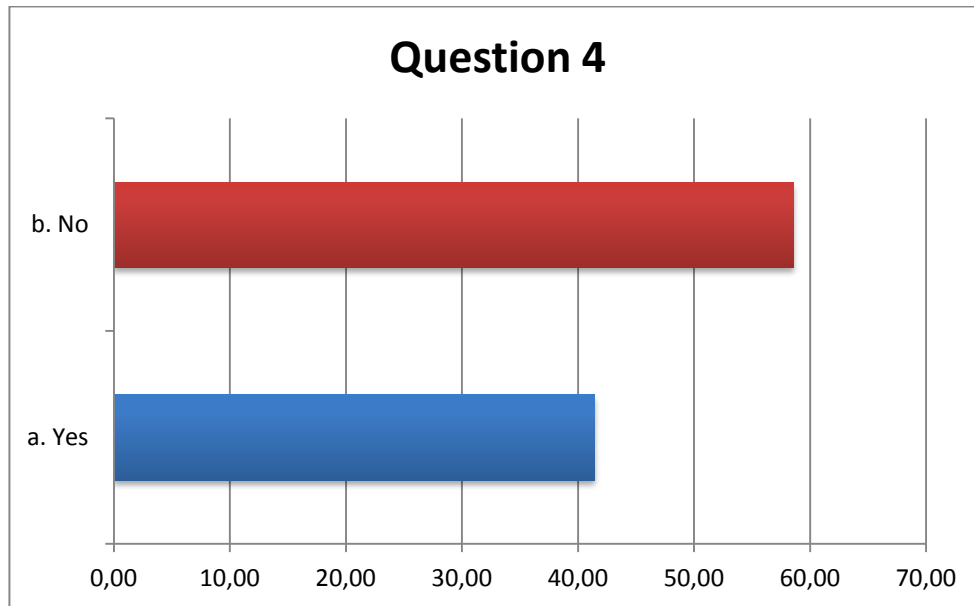


The breakdown of the responses per age and per language is as illustrated bellow. It is interesting to note that the majority of responses in Spanish, Greek and Dutch were from single people, while in English and Norwegian from married people.

	Spanish	English	Greek	Norwegian	Dutch
a. Single	76	20	256	17	46
b. Married	21	65	231	32	11
c. Divorced	1	6	34	3	0
d. Other	3	8	6	10	43

Question 4 Do you have children

Of the 884 people that responded to question 4, 366 people, 41.40%, have children versus 518 people, 58.60%, that do not have children.

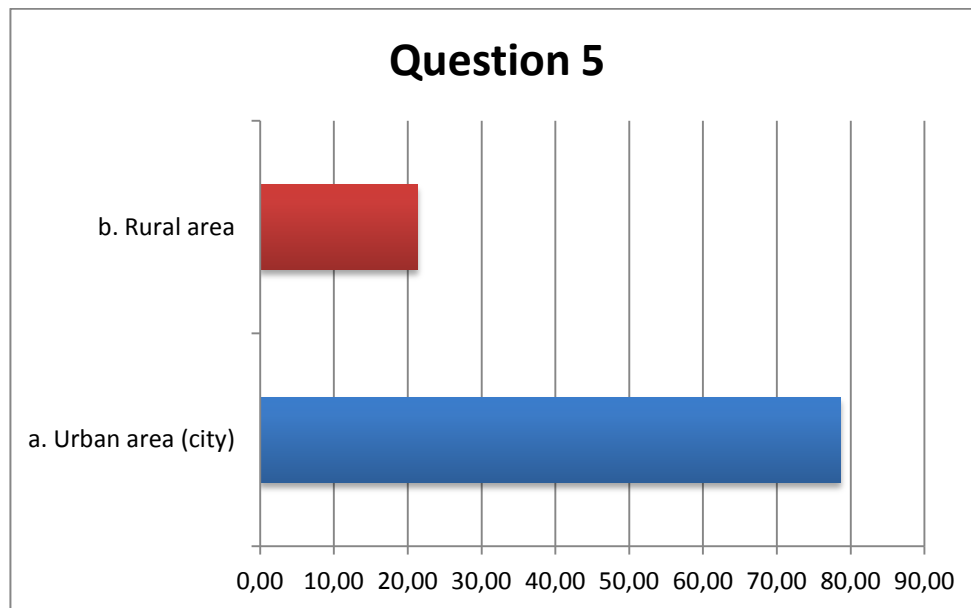


The breakdown of the responses per age and per language is as illustrated bellow.

	Spanish	English	Greek	Norwegian	Dutch
a. Yes	22	62	215	46	21
b. No	79	35	310	15	79

Question 5 Where do you live?

Question 5 was answered by 886 people of whom 78.67%, 697 people said that they are living in Urban areas – Cities and 21.33%, and 189 people said that they are living in Rural areas.

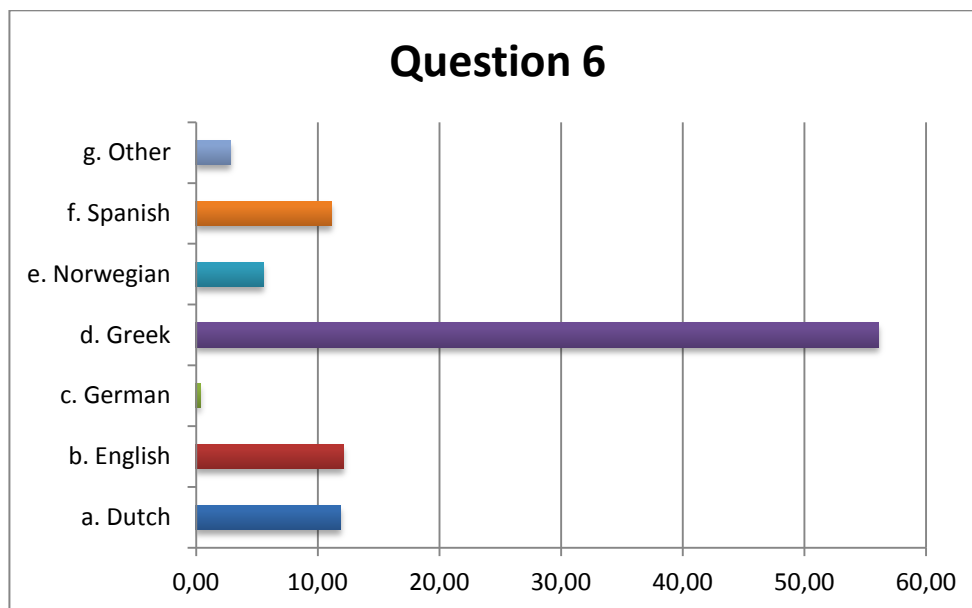


The breakdown of the responses per age and per language is as illustrated bellow. Only in Norway the majority of respondents answered that they live in rural areas. In the rest of the countries the majority lives in urban areas.

	Spanish	English	Greek	Norwegian	Dutch
a. Urban area (city)	84	54	449	27	83
b. Rural area	17	45	76	34	17

Question 6 What language is your native language?

Of the 881 people that responded to this question, 11,92% (105 people) chose Dutch as a native language, 12,15% (107 people) chose English, 0,34% (3 people) chose German, 56,07% (494 people) chose Greek, 5,56% (49 people) chose Norwegian, 11,12% (98 people) chose Spanish and 2,84% (25 people) other.

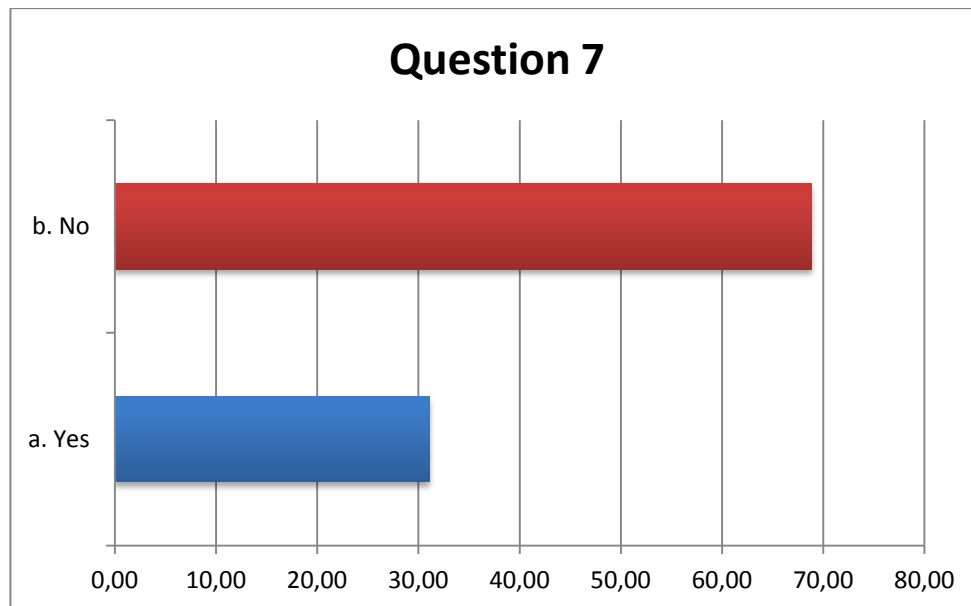


The breakdown of the responses per language is as illustrated bellow.

	Spanish	English	Greek	Norwegian	Dutch
a. Dutch	0	1	1	3	100
b. English	0	93	12	2	0
c. German	0	0	3	0	0
d. Greek	0	0	494	0	0
e. Norwegian	0	1	1	47	0
f. Spanish	98	0	0	0	0
g. Other	2	2	12	9	0

Question 7 Do you own a company?

Of the 883 people that answered question 7, 31.14% owns a company (275 people) while the majority 68.86% does not own a company (608 people).

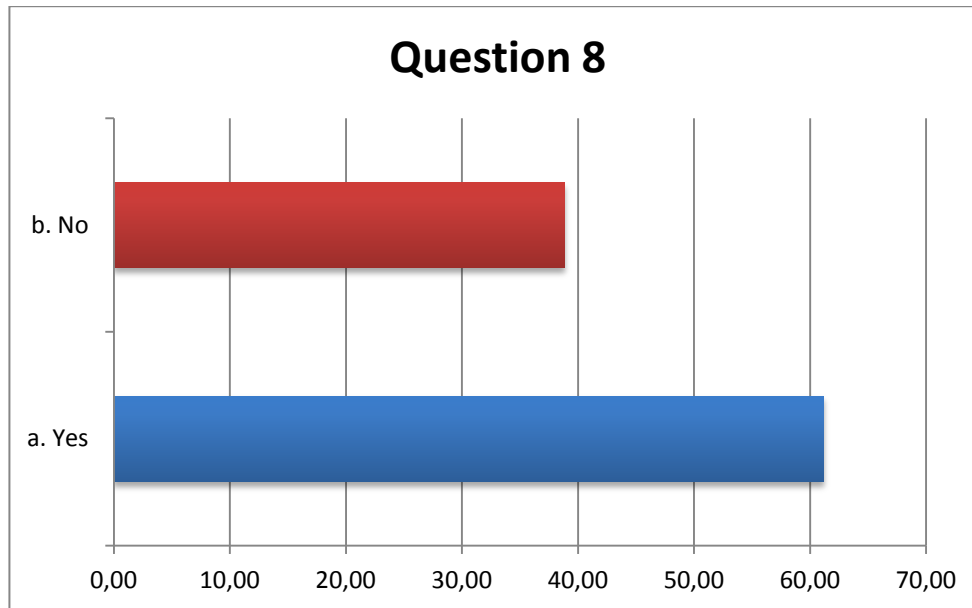


The breakdown of the responses per language is as illustrated bellow. The majority of the people answering the Spanish, Greek and Dutch survey, responded that they do not own a company while in the English and Norwegian survey the majority of the people do have a company.

	Spanish	English	Greek	Norwegian	Dutch
a. Yes	12	55	141	38	29
b. No	89	45	380	23	71

Question 8 If you own a startup, (answered yes in Q7) – have you had useful training in the past?

Of the 363 people that answered question 7, 61.16% said that they have had useful training in the past (222 people) while 141 people (38.84%) answered that they have not.



The breakdown of the responses per language is as illustrated bellow. The majority of the people answering the Spanish, English, Norwegian and Dutch survey, responded that they have had useful training in the past while in the Greek survey the majority of the people state that they have not had useful training in the past.

	Spanish	English	Greek	Norwegian	Dutch
a. Yes	9	49	50	25	89
b. No	4	5	109	12	11

Question 9 If you had had useful training (answered yes in Q8), what subjects did your training cover?

Question 9 was a free text question where the respondents were asked to say what subjects did the training they had in the past cover. The responses are provided here below:

English Survey in Cyprus:

Answered: 6 Skipped: 30

1. Incomprehensible response
2. Financing, pitching, sales, growth hacking, lean startup
3. Business planning/ ROI / Economics
4. Customer service, Management
5. Finance, marketing, entrepreneurship
6. Presentation

Greek Survey:

Answered: 20 Skipped: 472

1. Research and innovation
2. marketing
3. How to start your own business organized by BPW Cyprus
4. Marketing, startup events to find investors, finance seminars, small business development seminars etc
5. Human relations, sales policy
6. Sales and marketing
7. Seminars for young enterprises – funding, managing SMEs
8. Business and Financial Planning
9. Mentoring
10. Innovation in business
11. Sales and management
12. business start-up, mentoring women's entrepreneurship, SME's strategy, business counseling, marketing, financial management, research for enterprise, entrepreneurship, venture management
13. promotion and advertising of SMEs, marketing principles
14. fashion and luxury business, social media, new media
15. Creating a business idea, ιδέα Business plan
16. women@business mentoring circles in Greece more technologies? more women entrepreneurs, international trading
17. Social Economy, Environmental, Ecology, New Technologies, quality, youth rights
18. Business Planning Internet Marketing
19. Organization and management of SMEs, Security technician

Norwegian survey:

Answered: 21 Skipped: 41

No separate responses were provided in the analysis of the Norwegian survey.

Spanish Survey:

Answered: 7 Skipped: 94

No separate responses were provided in the analysis of the Spanish survey.

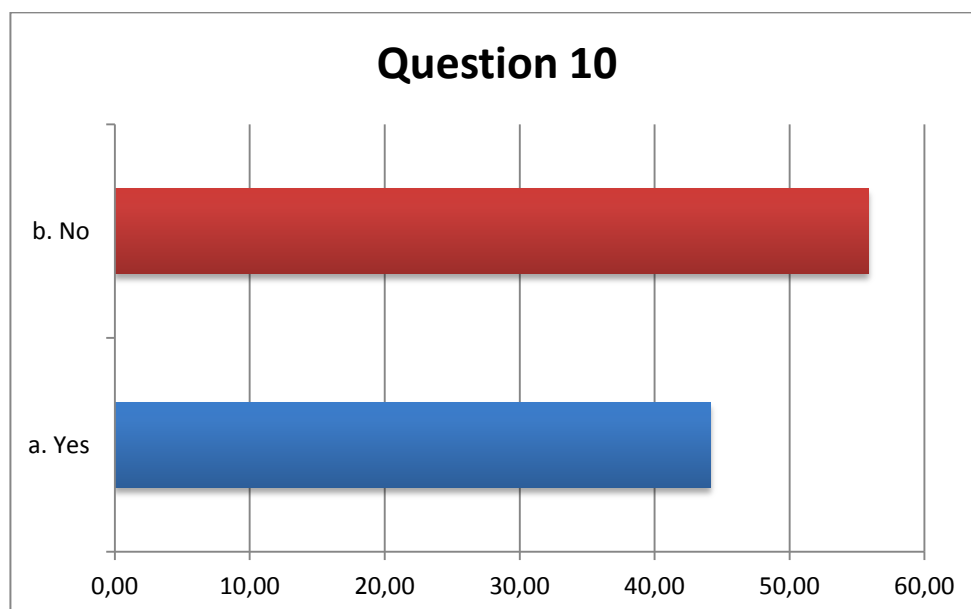
English Survey in Ireland:

Answered: 39 Skipped: 61

No separate responses were provided in the analysis of the English survey in Ireland.

Question 10 Is your company a technology / innovative – knowledge intensive startup?

A total of 265 people responded to this question, of which 117 people said that their company is a technology / innovative knowledge intensive startup, constituting 44.15%, while 148 people, or 55.85% responded that their company was not a tech startup.



The breakdown of the responses per language is as illustrated bellow. The majority of the people answering the Spanish, English, and Norwegian survey, responded that

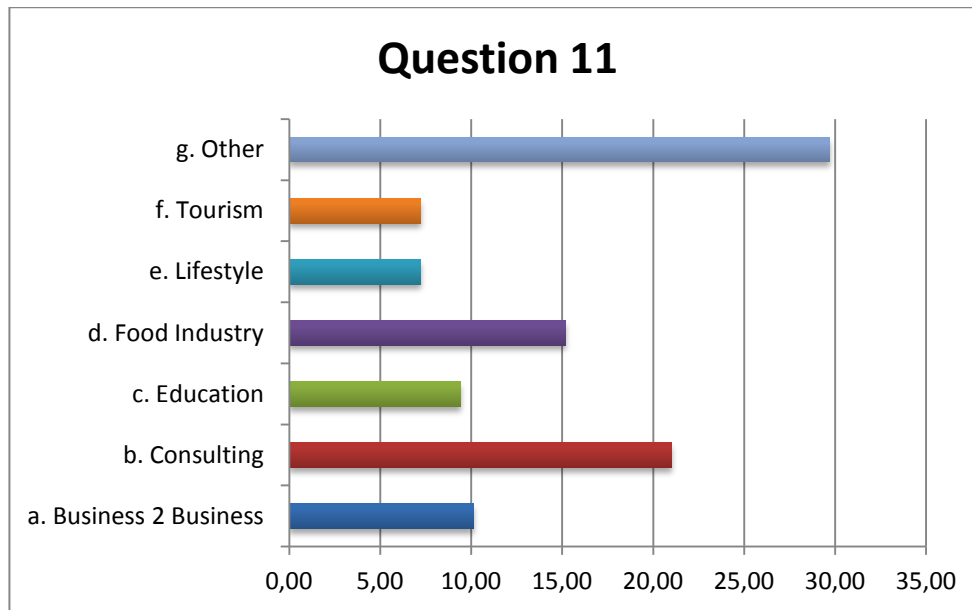
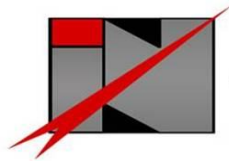
their company is a tech startup, while in the Greek and Dutch survey the majority of the people state that their company is not a tech startup.

	Spanish	English	Greek	Norwegian	Dutch
a. Yes	8	34	47	18	10
b. No	5	18	89	17	19

Question 11 If your startup company is not a technology startup, what sector is it in?

A total of 138 people responded to this question, of which 14 people said that their company is a B2B company (10.14%), 29 people in Consulting (21.01%), 13 people's company in Education (9.42%), 21 people in the Food Industry (15.22%), 10 people chose lifestyle and another 10 people chose Tourism (7.25% respectively) and 41 people chose other (29.71%).

	Sectors	# of People	%
a.	Business to Business	14	10.14%
b.	Consulting	29	21,01%
c.	Education	13	9,42%
d.	Food Industry	21	15,22%
e.	Lifestyle	10	7,25%
f.	Tourism	10	7,25%
g.	Other	41	29,71%

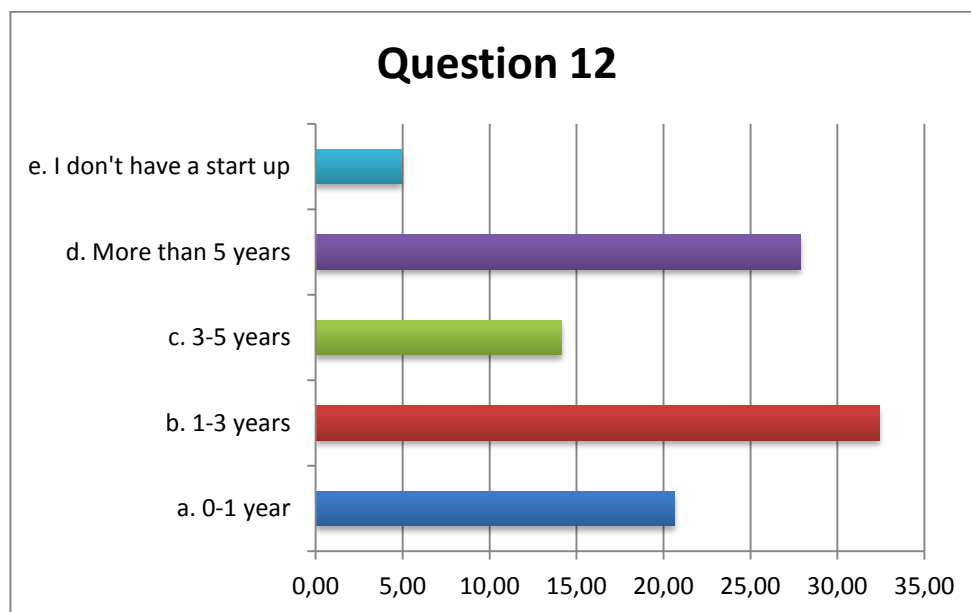


The breakdown of the responses per language is as illustrated below. The majority of the people answering the Spanish, survey are equally distributed with one response in all the categories except tourism. The majority of the people answering the English and Dutch survey chose consulting whereas the majority of the people answering the survey in Greek and Norwegian chose Other.

	Spanish	English	Greek	Norwegian	Dutch
a. Business 2 Business	1	2	5	3	3
b. Consulting	1	6	14	3	5
c. Education	1	1	8	1	2
d. Food Industry	1	3	13	1	3
e. Lifestyle	1	0	4	1	4
f. Tourism	0	0	7	1	2
g. Other	1	6	27	7	0

Question 12 How old is your startup?

A total of 262 people responded to this question, of which 54 (20.61%) people said that their company is between 0-1 years old, 85 people (32.44%) said that their company is 1-3 years old, 37 people (14.12%) said that their company is between 3-5 years old, 73 people that their company is more than 5 years (27.86%) old while 13 people (13%) said they do not have a startup/.



The breakdown of the responses per language is as illustrated bellow. The majority of the people answering the Spanish survey in this question said that their company is between 0-1 years. The majority of the people answering the English and Greek survey said that their company was more than 5 years old, while the majority of the people answering the Norwegian and Dutch survey responded that their company was between 1-3 years old.

	Spanish	English	Greek	Norwegian	Dutch
a. 0-1 year	5	5	29	8	7
b. 1-3 years	3	17	34	15	16
c. 3-5	2	12	19	1	3

years

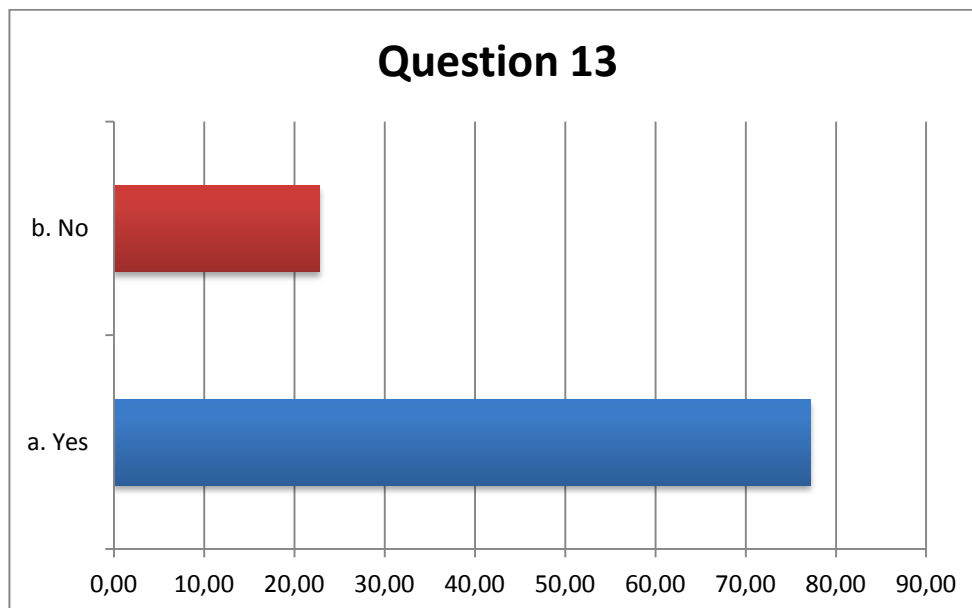
d. More than 5 years

e. I don't have a start up

2	19	42	10	0
1	0	8	1	3

Question 13 If you currently don't have a startup, are you interested to start one?

A total of 570 people responded to this question, of which 440 people said that while they do not currently have a startup they are interested to start one, which constitutes 77.19% of the respondents. Only 130 people (22.81%) responded that they are not interested to startup.

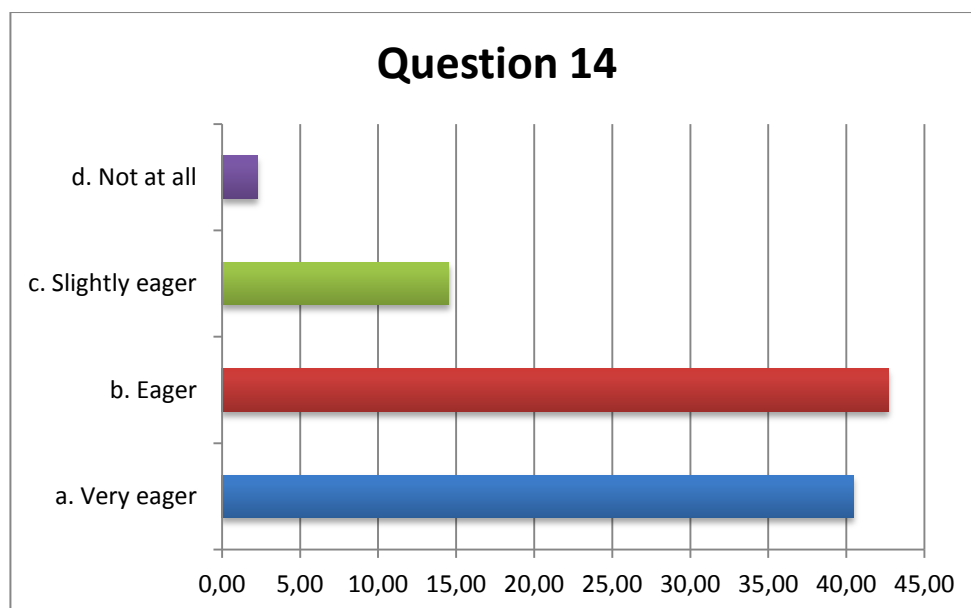


The breakdown of the responses per language is as illustrated below. The majority of the people answering the Spanish Greek, Norwegian and Dutch survey in this question said while they do not have a startup currently they are interested to startup. The majority of the people responding to the English survey are not interested to startup.

	Spanish	English	Greek	Norwegian	Dutch
a. Yes	59	18	325	18	20
b. No	30	27	58	6	9

Question 14 If you answered YES in Q#13, how eager are you to start your own company?

A total of 440 people responded to this question, of which 178 responded that they are very eager to start their own company, 188 people that they are eager, 64 people that their slightly eager and 10 people not at all. In percentages, 40.45% are very eager, 42.73% are eager, 14.55% are slightly eager and 2.27% are not eager.

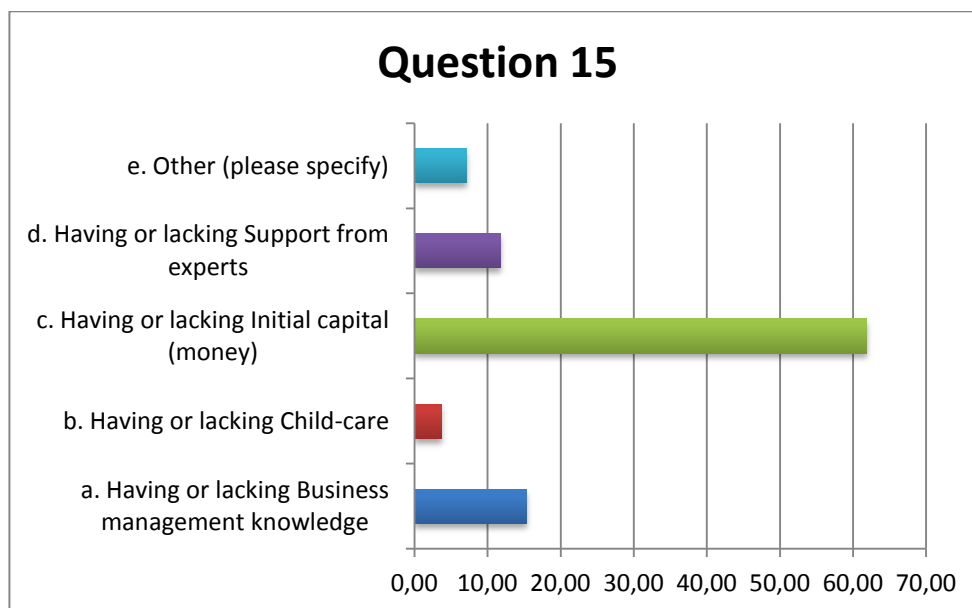


The breakdown of the responses per language is as illustrated bellow. The majority of the people answering the Greek survey are very eager to startup, interestingly the second most popular answer in the Greek survey was eager. The majority of the people answering the Norwegian survey are equally split between very eager and slightly eager, while the majority of the people answering the Spanish. English and Dutch are eager to startup.

	Spanish	English	Greek	Norwegian	Dutch
a. Very eager	17	2	148	7	4
b. Eager	32	7	133	4	12
c. Slightly eager	8	7	38	7	4
d. Not at all	1	0	0	0	9

Question 15 What is the most decisive factor to starting or not your own company

A total of 625 people responded to this question, as to the most decisive factor to starting or not their own company. Of the total people answering this question, 96 people (15.36%) say that the most decisive factor is having or lacking Business management knowledge, 23 people (3.68%) having or lacking Child-care, 387 people (61.92%) having or lacking Initial capital (money), 74 people (11.84%) having or lacking Support from experts, while 45 people said other (7.20%).



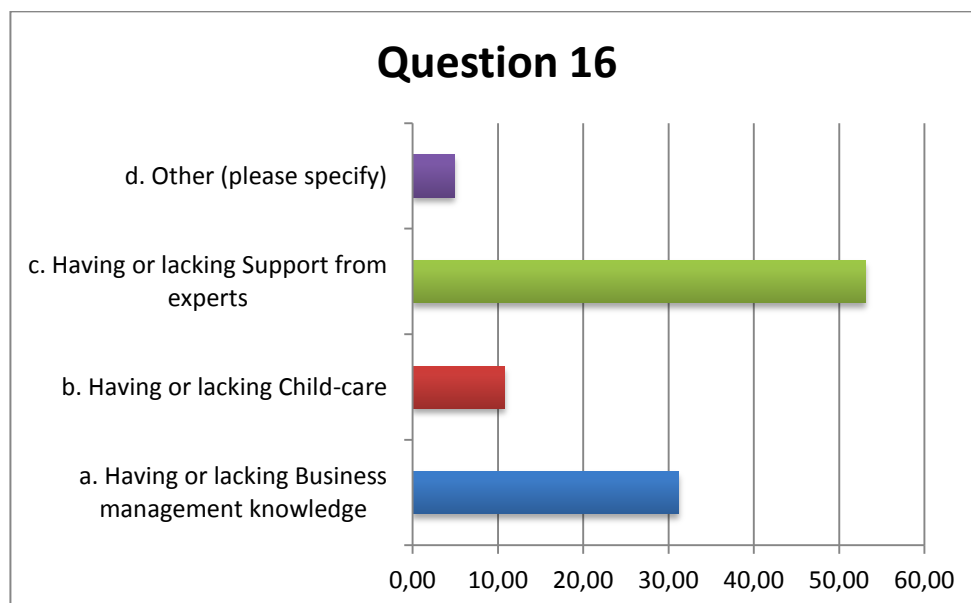
The breakdown of the responses per language is as illustrated bellow. The majority of the people answering the Spanish, Greek, Norwegian and Dutch survey said that the most decisive factor to starting or not their own company is having or lacking Initial capital (money), while the majority of the people that answered the English survey choose having or lacking Business management knowledge.

	Spanish	English	Greek	Norwegian	Dutch
a.	24	17	28	5	22
b.	1	2	11	2	7
c.	51	0	273	9	54
d.	4	12	40	2	16
e.	9	9	20	6	1

Question 16 If the most decisive factor you choose is INITIAL CAPITAL, what is the next most important factor?

As we were expecting the most popular response to the previous question to be initial capital, an expectation that was verified by the results, we wanted to go one step further and ask the people that responded that the most decisive factor is initial capital, what is the next most important factor. A total of 388 people responded to this question, as to the second most decisive factor to starting or not their own company, following initial capital. Of the total people answering this question, 121 people say that the second most decisive factor is having or lacking Business management knowledge, 42 people having or lacking Child-care, 206 people having or lacking Support from experts, while 19 people said other.

In percentages, about other decisive factors, 31.19% choose having or lacking Business management, 10.82% choose having or lacking Child-care, more than the half (53.09) choose having or lacking Support from experts and only 4.90% choose Other factors.



The breakdown of the responses per language is as illustrated bellow. The majority of the people answering the Spanish, Greek, and Norwegian survey said that the second most decisive factor to starting or not their own company is having or lacking Support

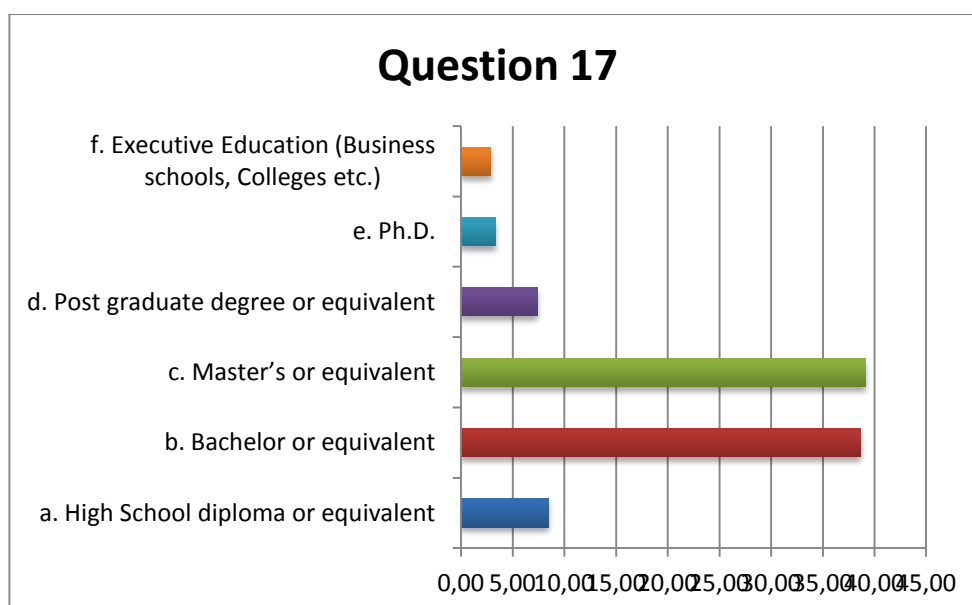
from experts, while the majority of the people that answered the English survey choose having or lacking Business management knowledge.

	Spanish	English	Greek	Norwegian	Dutch
a.	21	6	58	3	33
b.	6	0	26	0	10
c.	23	5	163	4	11
d.	2	1	15	1	0

Question 17 What is your educational background?

A total of 827 people responded to this question. Of the total people answering this question, 70 people have a High School diploma or equivalent, 320 people have a Bachelor's or equivalent, 324 have a Master's or equivalent, 61 people have a Post graduate degree or equivalent, 28 have a Ph.D. and 24 have Executive Education.

In percentages, 8,46% have a High School diploma or equivalent, 38.69% have a Bachelor or equivalent, 39.18% have a Master's or equivalent, 7.38% have a post graduate degree or equivalent, 3.39% have a Ph.D and 2.90% have Executive Education.

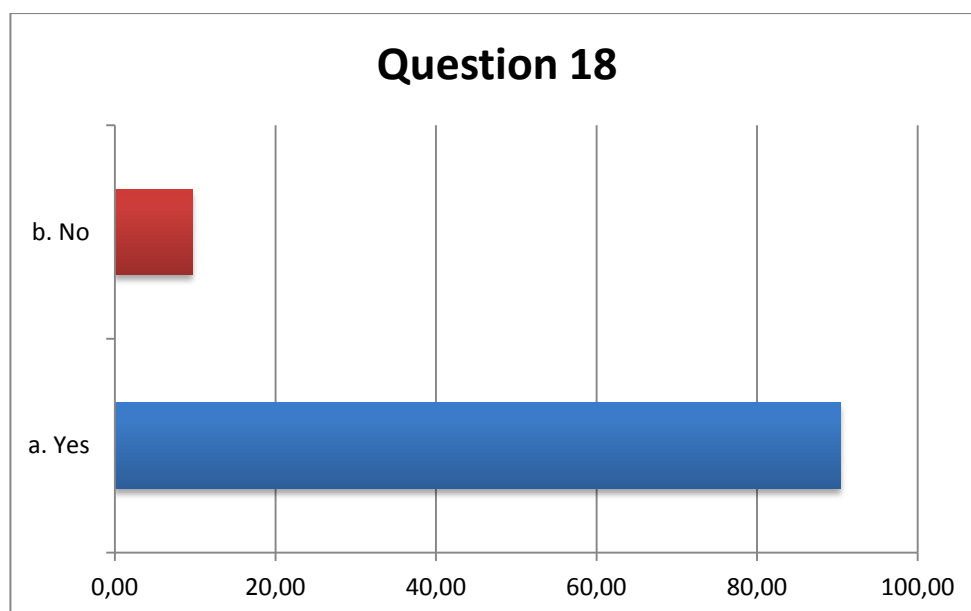


The breakdown of the responses per language is as illustrated bellow. The majority of the people answering the Spanish and Greek survey said they have a Master's degree or equivalent, while the majority responding to the English, Norwegian and Dutch survey said they have a Bachelor's degree or equivalent.

	Spanish	English	Greek	Norwegian	Dutch
a.	11	10	34	13	2
b.	27	26	179	27	61
c.	45	16	217	12	34
d.	15	18	21	5	2
e.	2	8	17	0	1
f.	1	6	16	1	0

Question 18 Do you believe that receiving additional training will help you in starting a company and successfully running it?

A total of 808 people responded to this question. Of the total, 90.35%, 730 people said that they believe that receiving additional training will help them start a company and successfully run it, while only 9.65% (78 people disagree).



The breakdown of the responses per language is as illustrated bellow. In all the cases the majority of the people agree that receiving additional training will help them start a company and successfully running it.

	Spanish	English	Greek	Norwegian	Dutch
a. Yes	92	75	449	53	61
b. No	9	9	35	5	20

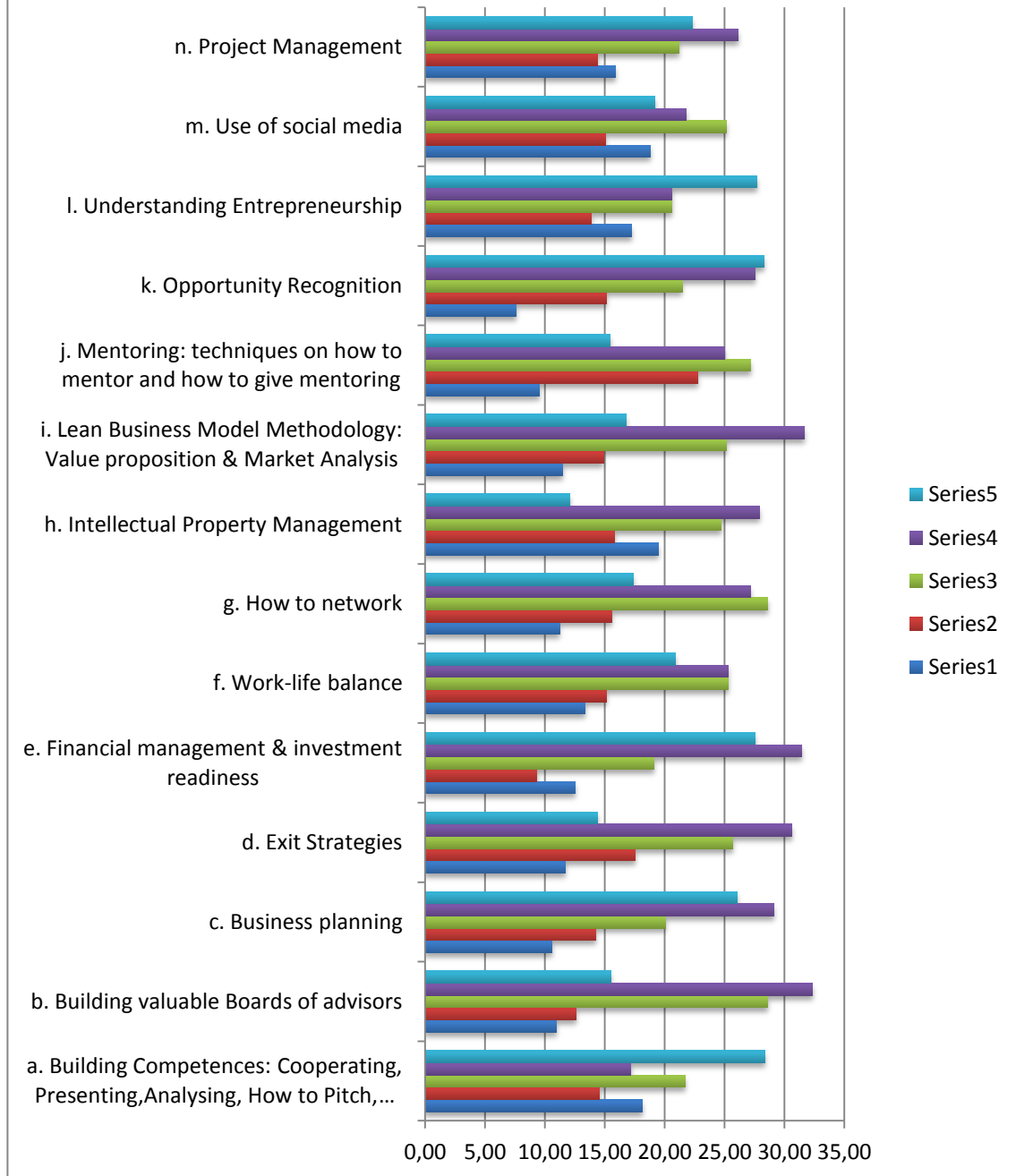
Question 19 What kind of additional training are you most interested to receive?

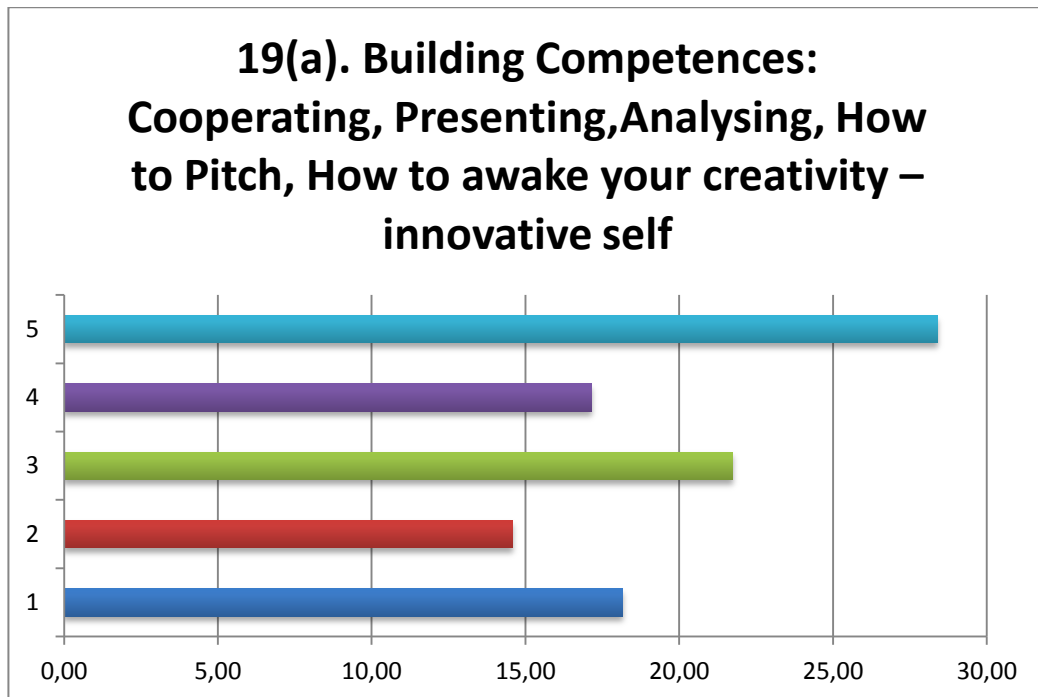
A total 692 people answered this question. The respondents were allowed to choose more than one answer and choose all that interests them up to a total of 5 in order of priority – ranking them from 1 to 5 (1 for lowest priority to 5 highest priority). Of the total, 391 people state that they are most interested in receiving additional training in (a) Building Competences: Cooperating, Presenting, Analysing, How to Pitch, How to awake your creativity – innovative self, 238 people in (b) Building valuable Boards of advisors, **464 people in (c) Business planning**, 222 people in (d) Exit Strategies, 439 people in (e) Financial management & investment readiness, 225 people in (f) Work-life balance, 276 people in (g) How to network , 190 people in (h) Intellectual Property Management, 262 people in (i) Lean Business Model Methodology: Value proposition & Market Analysis, 272 people in (j) Mentoring: techniques on how to mentor and how to give mentoring, 410 people in (k) Opportunity Recognition, 267 people in (l) Understanding Entrepreneurship, 266 people in (m) Use of social media and 264 people in (n) Project management.

In percentages, 56.50% answered chose a. Building Competences: Cooperating, Presenting, Analysing, How to Pitch, How to awake your creativity –innovative self, 34.39% answered for the b. Building valuable Boards of advisors, **67.05% answered for the c. Business planning**, 32.08% answered for the d. Exit Strategies, 63.44% answered for the e. Financial management & investment readiness, 32.51% answered for the f. Work-life balance, 39.88% answered for the g. How to network, 27.46% answered for the h. Intellectual Property Management, 37,86% answered for the i. Lean Business Model Methodology: Value proposition & Market Analysis , 39,31% answered for the j. Mentoring: techniques on how to mentor and how to give mentoring, 59,25% answered for the k. Opportunity Recognition, 38,58% answered for the l. Understanding Entrepreneurship, 38,44% answered for the m. Use of social media and 38,15% answered for the n. Project Management .

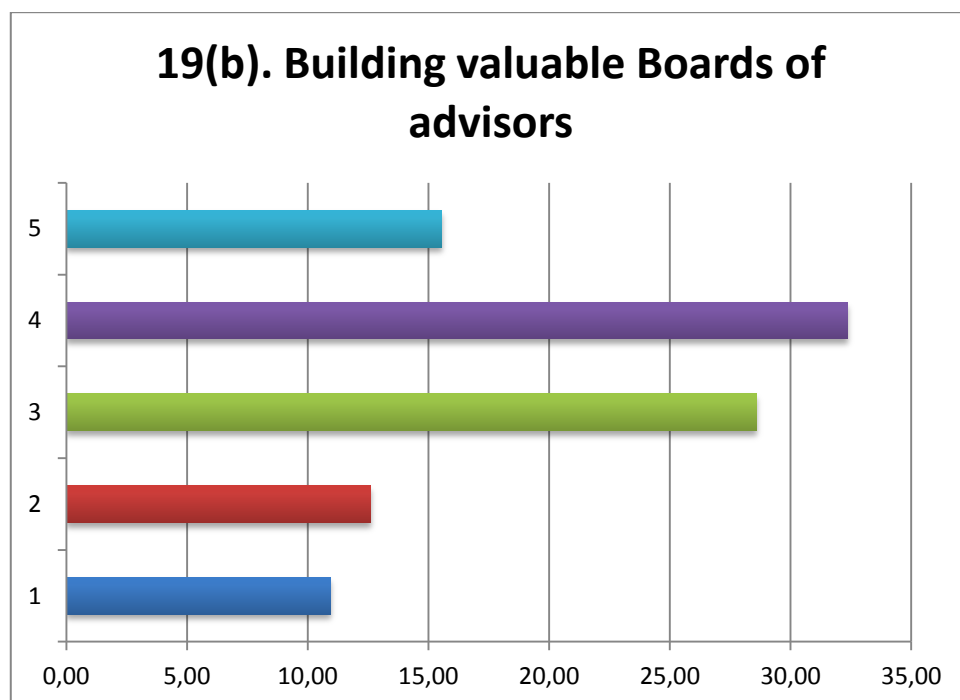


Question 19

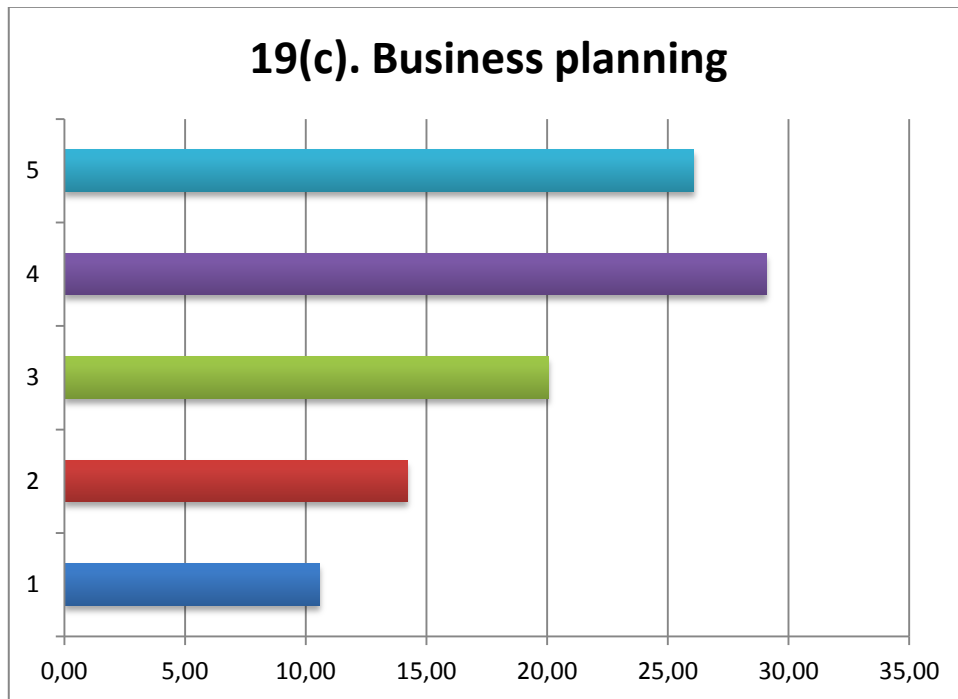




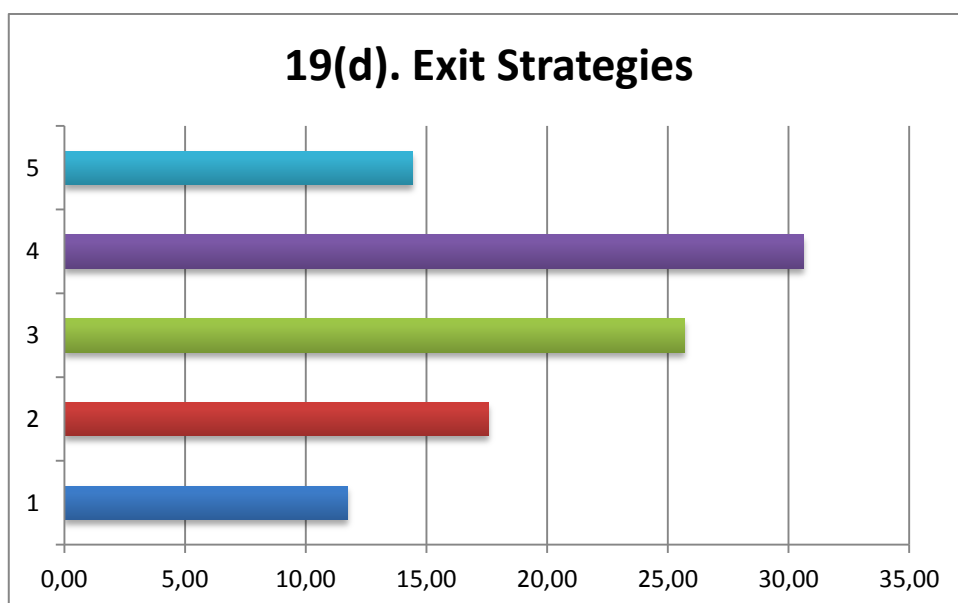
Of the total people that choose (a) Building Competences: Cooperating, Presenting, Analysing, How to Pitch, How to awake your creativity –innovative self the majority rated it with a 5 (highest priority) with a 28,39%.



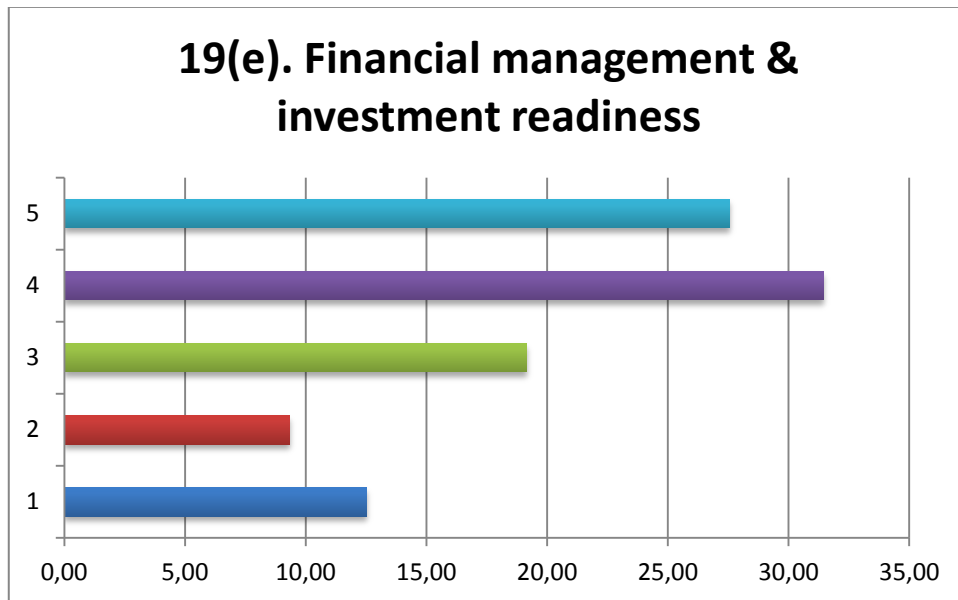
Of the total people that choose (b) Building valuable boards of advisors the majority 32,35% rated it with a 4 (high priority).



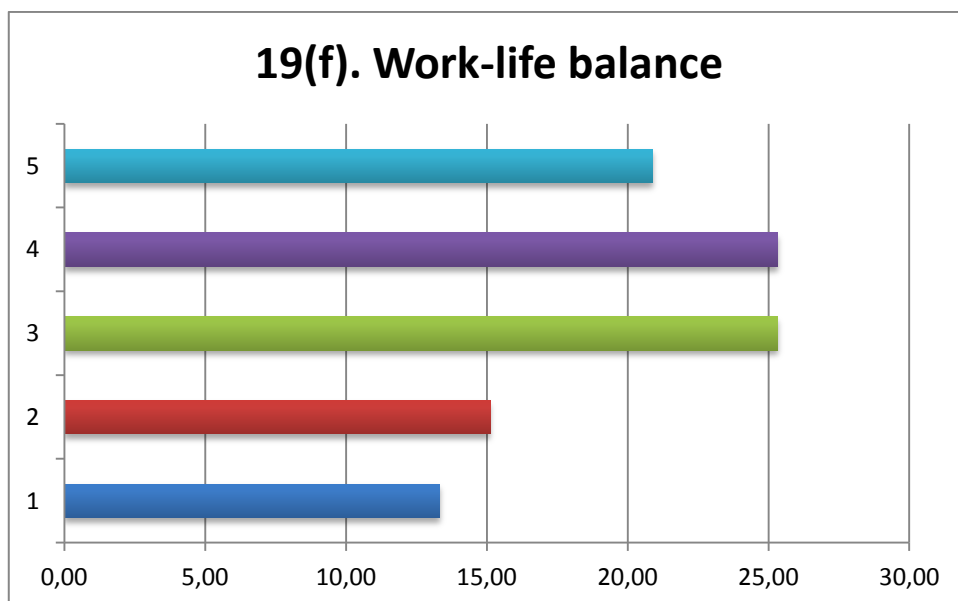
Of the total people that choose (c) Business planning the majority, **29,09%**, rated it with a 4 (high priority).



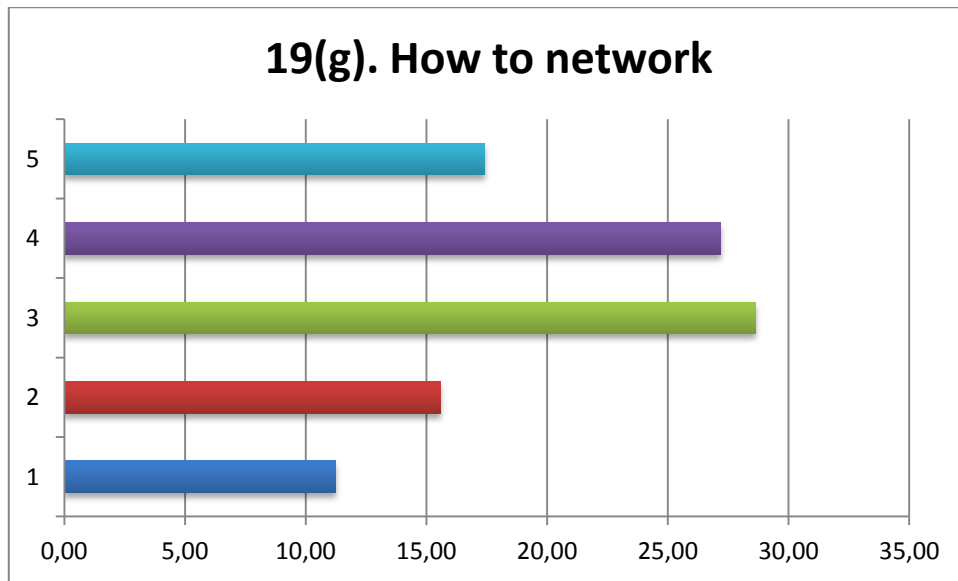
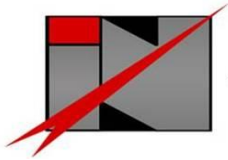
Of the total people that choose (d) Exit strategy the majority, **30,63%** rated it with a 4 (high priority).



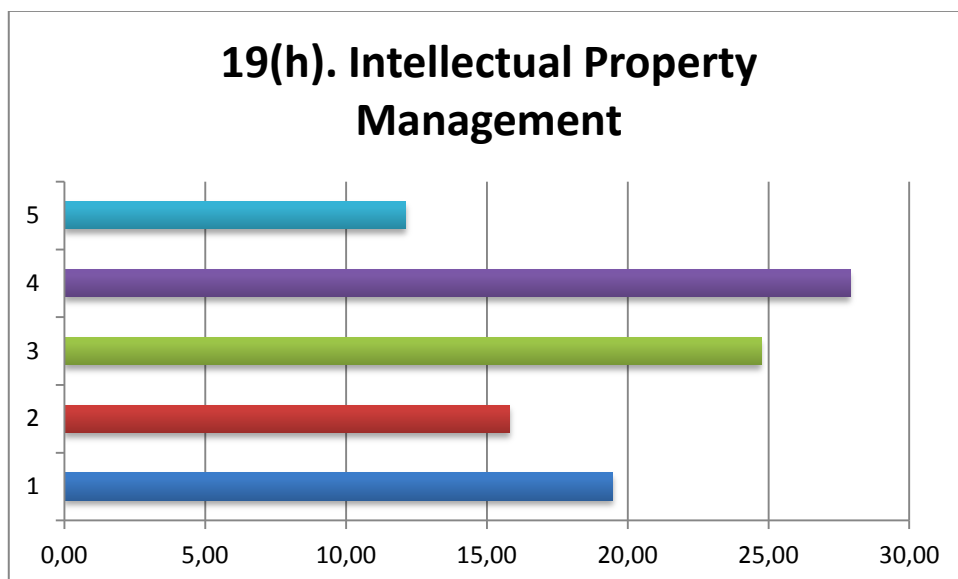
Of the total people that choose (e) Financial management and investments readiness the majority, **31,44%** rated it with a 4 (high priority).



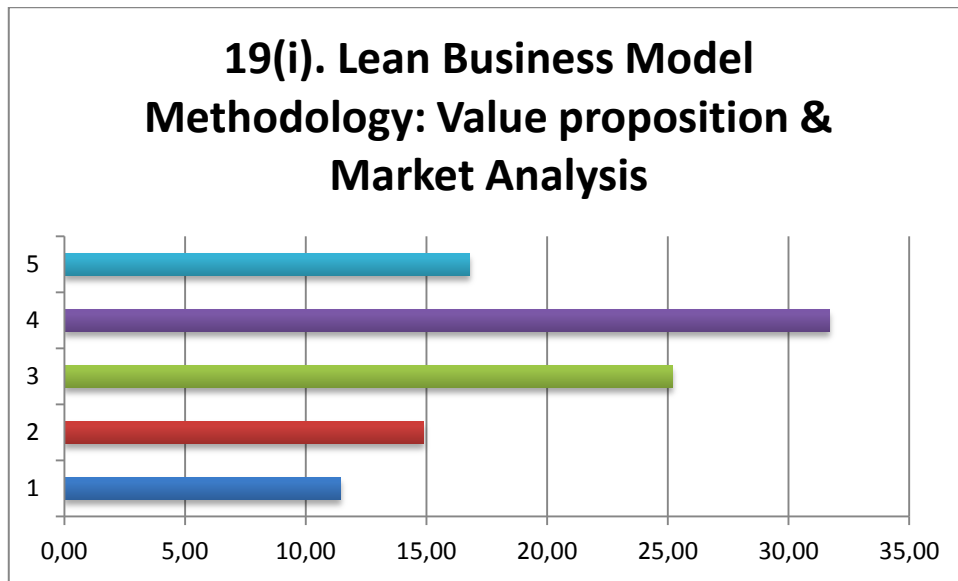
Of the total people that choose (f) work life balance the majority rated it with a 4 and a 3, **25,33%** respectively (high to medium priority).



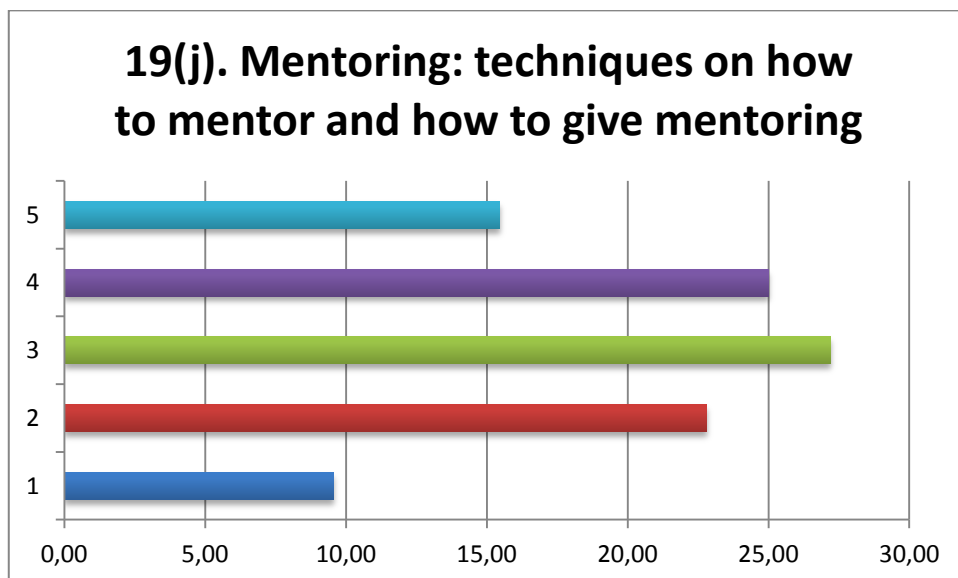
Of the total people that choose (g) How to network the majority of the people, **28.62%** rated it with a 3 (medium priority).



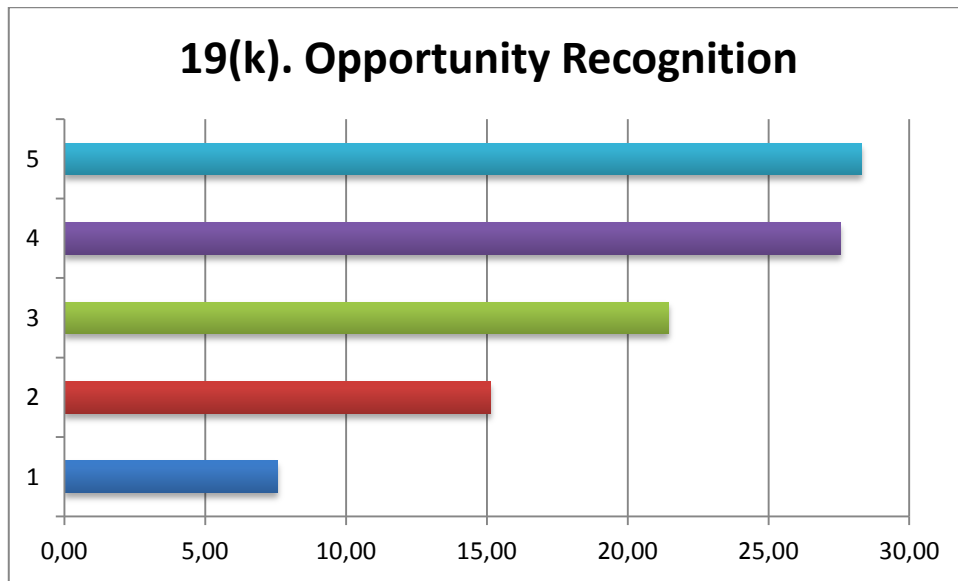
Of the total people that choose (h) Intellectual Property Management the majority of the people, **27.89%** rated it with a 4 (high priority).



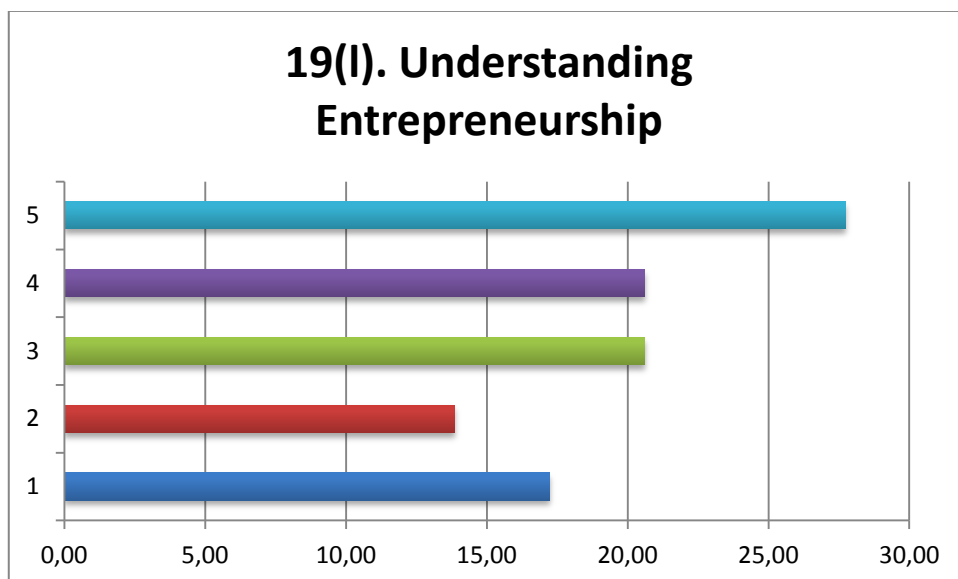
Of the total people that choose (i) Lean Business Model Methodology: Value proposition & Market Analysis the majority of the people, **31.68%** rated it with a 4 (high priority).



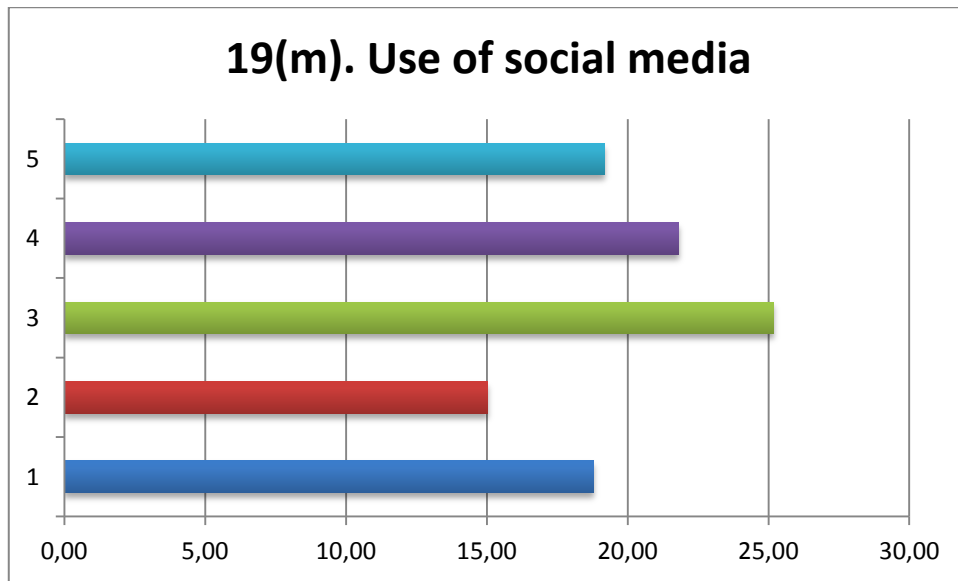
Of the total people that choose (j) Mentoring: techniques on how to mentor and how to give mentoring the majority of the people, **27.21%** rated it with a 3 (medium priority).



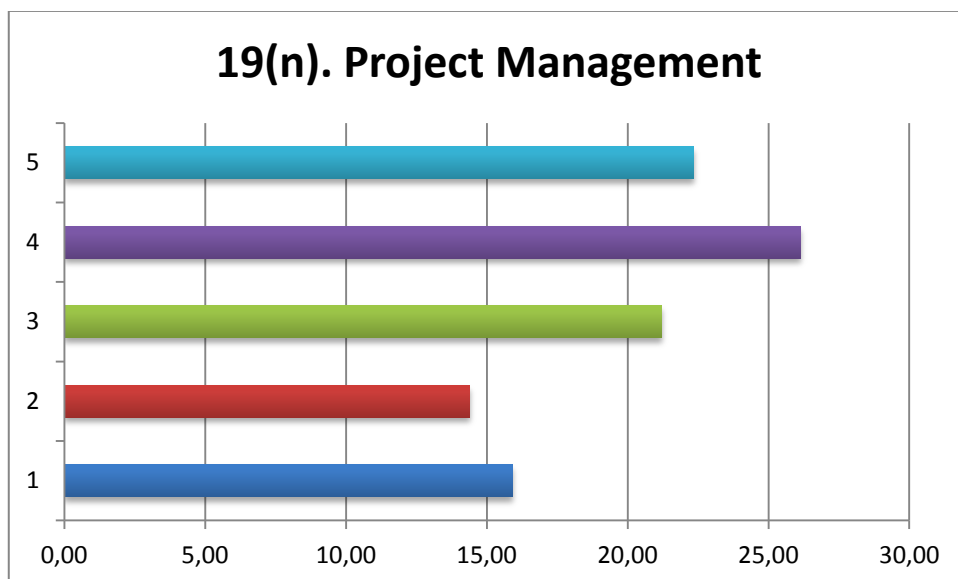
Of the total people that choose (k) Opportunity Recognition the majority of the people, **28.29%** rated it with a 5 (highest priority).



Of the total people that choose (l) Understanding Entrepreneurship the majority of the people, **27.72%** rated it with a 5 (highest priority).



Of the total people that choose (m) Use of social media the majority of the people, **25.19%** rated it with a 3 (medium priority).



Of the total people that choose (n) Project Management the majority of the people, **26.14%** rated it with a 4 (high priority).

The total respondents to this question per priority were as follows:

	1	2	3	4	5
a.	71	57	85	67	111
b.	26	30	68	77	37
c.	49	66	93	135	121
d.	26	39	57	68	32
e.	55	41	84	138	121
f.	30	34	57	57	47
g.	31	43	79	75	48
h.	37	30	47	53	23
i.	30	39	66	83	44
j.	26	62	74	68	42
k.	31	62	88	113	116
l.	46	37	55	55	74
m.	50	40	67	58	51
n.	42	38	56	69	59

In percentages:

	1 (%)	2 (%)	3 (%)	4 (%)	5 (%)
a.	18,16	14,58	21,74	17,14	28,39
b.	10,92	12,61	28,57	32,35	15,55
c.	10,56	14,22	20,04	29,09	26,08
d.	11,71	17,57	25,68	30,63	14,41
e.	12,53	9,34	19,13	31,44	27,56
f.	13,33	15,11	25,33	25,33	20,89
g.	11,23	15,58	28,62	27,17	17,39
h.	19,47	15,79	24,74	27,89	12,11
i.	11,45	14,89	25,19	31,68	16,79
j.	9,56	22,79	27,21	25,00	15,44
k.	7,56	15,12	21,46	27,56	28,29
l.	17,23	13,86	20,60	20,60	27,72
m.	18,80	15,04	25,19	21,80	19,17
n.	15,91	14,39	21,21	26,14	22,35

Question 20 If you do not believe that additional learning will help you in starting a company and successfully running it, Why is that? Please elaborate

Question 20 was a free text question where the respondents were asked to elaborate in the case they do not believe that additional learning will help them in starting up a company and successfully running it. The responses are provided here below:

English Survey in Cyprus: Answered: 4 Skipped: 32

Is about guidance and appropriate support!
I believe I have sufficient training already

Dutch Survey

Most of the respondents skipped this question (85 people). 15 people did give an answer to this question. The answers varied from wanting a stable income every month and therefore a steady job that offers this (9), not having a unique product or service that they are confident enough about to start their own business (4) and not wanting to work as many hours that entrepreneurs have to in order to successfully run a business (2).

Greek Survey: Answered: 21 Skipped: 471

1. It's something new in my country. There is no previous experience. I have to solve practical matters alone
2. Training and education alone cannot help since it cannot overcome the stagnation of the Cyprus market. The economic crisis is the number 1 factor that does not allow a business to develop
3. It is more important to have consulting services and services supporting young companies than more education
4. I consider my level of education highly sufficient
5. Education usually is not connected with the conditions of the particular market one is interested to start a business in but is of general form
6. Academic degrees are great but are not enough. Inspiration and support is further needed
7. Education is not enough but the ability of a business to receive owed amounts
8. It will be too theoretical and besides, if you want to be a business owner it's better to be an employee first in order to learn about all the issues related to managing a business
9. I have knowledge of business
10. I have a Master's in a related subject and have the required experience
11. I have the knowledge, without capital knowledge is just knowledge

12. For a business activity to start the government must provide opportunities with actions not words. The new government supports the big companies in Cyprus with the new hours that retail shops open
13. There are many examples of successful startups abroad where training in business administration has played no role, like Google, Facebook even Apple in its initial stages and its rebirth. In these cases creativity, scientific education and a clear ambitious vision was most important. Knowledge of business management is important but does not create new businesses
14. business school graduate
15. I have knowledge
16. I have an MBA
17. I have an MBA from a UK university and I believe I have the knowledge for this but not the money and the support.
18. There is no specific reason, unfortunately anyone with money can start a business, and with an accountant they can commence economic activity
19. Entrepreneurship is not taught. You can learn to be a leader
20. Because I do not trust the entrepreneurial material and or the trainers ... and I have managed alone outside of the usual ... and because I believe that education is usually directed to the usual models ...
21. I do not think there are entrepreneurship skills. The skills needed in entrepreneurship (project management, communication, analytical and strategic thinking) can be taught in educational programs that focus in these skills. I consider "entrepreneurship" programs to be superficial.

Norwegian survey: Answered: 9 Skipped: 53

No separate responses were provided in the analysis of the Norwegian survey.

English Survey in Ireland: Answered: 75 Skipped: 25

No separate responses were provided in the analysis of the English survey that run in Ireland.



Annexes



Annex I: Questionnaire

INSPIRE YOWUp
***INnovative training material to INSPIRE and Empower Young
and Women to Startup***

LEONARDO DA VINCI, TOI Agreement N° 2013-1-NO1-LEO05-06186

Project N° 2013-1-NO1-LEO05-06186

Dear _____,

The Leonardo da Vinci Transfer of Innovation project INSPIRE YOWUP carried out by partners from Norway, Cyprus, the Netherlands, Greece, Ireland and Spain¹ will transfer ***INnovative training material to INSPIRE and Empower (unemployed and inactive) Young and Women to Startup.***

The EU (Lisbon & Oslo Agenda, Bologna Process) has repeatedly emphasized the need to promote entrepreneurship skills education. Entrepreneurship has never been as important as it is today when the world is confronted with a sustained crisis and rising unemployment (World Economic Forum). However, we are still far from achieving the targets set at EU level concerning entrepreneurship.

The INSPIRE YOWUp project will adapt and develop an innovative training package on entrepreneurship skills targeting unemployed and inactive young and women to be tested and evaluated by the target groups (TGs). The aim is to inspire and empower them to set up, run and grow their companies and employability.

The project aims to transfer -and further enhance- the methodologies and training packages already developed by the innovation transferring organizations (TOs) to the receiving organizations (ROs). The development of a new training package specifically for the target groups (TGs) will enable practical and useful information and knowhow and thus further develop the TGs' skills and competencies that are required when starting and growing their own company.

¹ Led by the European Centre for Women and Technology – ECWT and the partners: Demcratic Rally – DISY, Cyprus; the Business Development Friesland Foundation – BDFF, the Netherlands, MILITOS S.A. Greece, South West Business Technology Centre CorkBIC, Ireland and Asociacion para la Gestion de CEEI Burgos, Spain

INSPIREYOWUp objectives:

- a) to identify the TGs' learning needs in every participant country to adopt the project product to each national situation,
- b) to prepare a package of methodology for the development of skills and knowledge required by the TGs,
- c) to test the adapted training package in the partner countries
- d) to produce a learning package (online and in hard copy) addressed to the TGs,
- e) to disseminate and valorize the project product in each partner country during the project and after it is completed. T

The objectives fulfill Norway's national priorities (2.4). The training will be developed initially in English based on the existing training material developed by the TOs and then it will be translated in the languages of the ROs.

The main outcomes of INSPIREYOWUp will be:

- a) a training package to inspire and empower TGs to startup and increase employability,
- b) a project website to assist in disseminating information for the training material and a brochure in each partners' language.

Impact: INSPIREYOWUp will empower hundreds of people from all over EU

- a) to activate idle population, young and women by increasing their confidence and skills
- b) to initiate and grow their companies, leading to increased startups and economic activity.

The present questionnaire will be used to evaluate the needs of the target groups in terms of entrepreneurship education and support, in order to adopt our training material to meet those needs for higher value and impact.

INSPIREYowUp highly appreciates your effort and contribution by answering our questionnaire consisting of 18 questions!

QUESTIONNAIRE – TARGET GROUP NEEDS

INSPIRE Young and Women to Startup

QUESTIONNAIRE – TARGET GROUP NEEDS

* Required

1. **What is your sex?*** *Choose one*
 - a. Female
 - b. Male

2. **What is your age group?*** *Choose one*
 - a. 18-24
 - b. 25-32
 - c. 33-39
 - d. 40-46
 - e. 47-53
 - f. 53-59
 - g. 60+

3. **What is your marital status?*** *Choose one*
 - a. Single
 - b. Married
 - c. Divorced
 - d. Other

4. **Do you have children?*** *Choose one*
 - a. Yes
 - b. No

5. **Where do you live?*** *Choose one*
 - a. Urban areas (city)
 - b. Rural Areas

6. **What language is your native language?*** *Choose one*
 - a. Dutch
 - b. English
 - c. German
 - d. Greek
 - e. Irish

- f. Norwegian
- g. Spanish
- h. OTHER _____

7. Do you own a company? * Mark one

- a. YES
- b. NO

[If the answer is YES in #7, proceed to Q#8. if the answer is NO in #7, proceed to Q#13]

8. If you own a startup, (answered yes in Q7) – have you had useful training in the past? Mark one

- a. YES
- b. NO

[If the answer is YES in #8, proceed to Q#9. if the answer is NO in #8, proceed to Q#10]

9. If you had had useful training (answered yes in Q8), what subjects did your training cover? Free Text

10. Is your company a technology / innovative – knowledge intensive startup?* Choose one that applies

- a. YES
- b. NO

[If the answer is YES in #10, proceed to Q#12, if the answer is no, proceed to Q#11]

11. If your startup company is not a technology startup, what sector is it in?

Choose one

- a. Business 2 Business
- b. Consulting
- c. Education
- d. Food industry
- e. Lifestyle
- f. Tourism
- g. OTHER _____

12. How old is your startup?* *Choose one*

- a. **0-1 year**
- b. **1-3 years**
- c. **3-5 years**
- d. **More than 5 years**
- e. **I don't have a startup**

[If the answer is (e) in #12, proceed to Q#13. If the answer is (a), (b), (c), (d) proceed to Q#17]

13. If you currently don't have a startup, are you interested to start one?*

Choose one

- a. Yes
- b. No

[If the answer is (YES) in #13, proceed to Q#14, If the answer is (NO) in #13, proceed to Q#15]

14. If you answered YES in Q#13, how eager are you to start your own company? *Choose one*

- a. Very eager
- b. Eager
- c. Slightly eager
- d. Not at all

15. **What is the most decisive factor to starting or not your own company?***

Choose one

- a. Having or lacking Business management knowledge
- b. Having or lacking Child-care
- c. Having or lacking Initial capital (money)
- d. Having or lacking Support from experts
- e. Other: _____

[If the answer is (c) in #15, proceed to Q#16. If the answer is (a), (b), (d) or (e) in #15, proceed to Q#17]

16. **If the most decisive factor you choose is INITIAL CAPITAL, what is the next most important factor? Choose one**

- a. Having or lacking Business management knowledge
- b. Having or lacking Child-care
- c. Having or lacking Initial capital (money)
- d. Having or lacking Support from experts
- e. Other: _____

17. **What is your educational background?*** *Choose one*

- a. High School diploma or equivalent
- b. Bachelor or equivalent
- c. Master's or equivalent
- d. Post graduate degree or equivalent
- e. Ph.D.
- f. Executive Education

18. **Do you believe that receiving additional training will help you in starting a company and successfully running it?*** *Choose one*

- a. YES
- b. NO

[If the answer is (YES) in #18, proceed to Q#19. If the answer is (NO) in #18, proceed to Q#20.]

19. What kind of additional training are you most interested to receive?*

Choose all that interest you up to a total of 5 in order of priority – ranking them from 1 to 5 (1 for lowest priority to 5 highest priority)

- a. Building Competences: Cooperating, Presenting, Analysing, How to Pitch, How to awake your creativity – innovative self
- b. Building valuable Boards of advisors
- c. Business planning
- d. Exit Strategies
- e. Financial management & investment readiness
- f. Work-life balance
- g. How to network
- h. Intellectual Property Management
- i. Lean Business Model Methodology: Value proposition & Market Analysis
- j. Mentoring: techniques on how to mentor and how to give mentoring
- k. Opportunity Recognition
- l. Understanding Entrepreneurship
- m. Use of social media
- n. Project Management

20. If you do not believe that additional learning will help you in starting a company and successfully running it, Why is that? Please elaborate *Free text*

The present questionnaire will be used to evaluate the needs of the target groups in terms of entrepreneurship education and support, in order to adopt our training material to meet those needs for higher value and impact.

INSPIREYowUp highly appreciates your effort and contribution by answering our questionnaire!



Annex II: Analysis of Dutch Survey

Q1 Wat is uw geslacht?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties	
Vrouw	64,00%	64
Man	36,00%	36
Totale aantal respondenten: 100		

Q2 Wat is uw leeftijdscategorie?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties	
18-24	43,00%	43
25-32	49,00%	49
33-39	8,00%	8
40-46	0,00%	0
47-53	0,00%	0
53-59	0,00%	0
60+	0,00%	0
Totale aantal respondenten: 100		

Q3 Wat is uw burgerlijke staat?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties	
Alleenstaand	46,00%	46
Getrouwd	11,00%	11
Gescheiden	00,00%	0
Anders	43,00%	43
Totale aantal respondenten: 100		

Q4 Heeft u kinderen?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties
Ja	21,00% 21
Nee	79,00% 79
Totale aantal respondenten: 100	

Q5 Waar woont u?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties
Stedelijk gebied (stad)	83,00% 83
Platteland	17,00% 17
Totale aantal respondenten: 100	

Q6 Wat is uw moedertaal?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties
Nederlands	100,00% 100
Engels	0,00% 0
Duits	0,00% 0
Grieks	0,00% 0
Iers	0,00% 0
Noors	0,00% 0
Spaans	0,00% 0
Totale aantal respondenten: 100	

Q7 Heeft u een eigen bedrijf?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties
Ja	29,00% 29
Nee	71,00% 71
Totale aantal respondenten: 100	

**Q8 Heeft u in het verleden nuttige training
gehad op het gebied van
ondernemerschap?**

Beantwoord: 100 Overgeslagen: 100

Antwoordkeuzen	Reacties	
Ja	89,00%	89
Nee	11,00%	11
Totale aantal respondenten: 100		

**Q9 Welke onderwerpen of thema's werden
tijdens deze training behandeld?**

Beantwoord: 84 Overgeslagen: 16

**Q10 Is uw bedrijf een
technologisch/innovatief – kennisintensief
bedrijf?**

Beantwoord: 29 Overgeslagen: 71

Antwoordkeuzen	Reacties	
Ja	10,00%	10
Nee	19,00%	19
Totale aantal respondenten: 29		

Q11 Als uw bedrijf geen technologisch bedrijf is, in welke sector is het dan actief?

Beantwoord: 19 Overgeslagen: 81

Antwoordkeuzen	Reacties	
Business 2 Business	15,79%	3
Consultancy	26,32%	5
Onderwijs	10,53%	2
Levensmiddelenindustrie	15,79%	3
Lifestyle	21,05%	4
Toerisme	10,53%	2
Totale aantal respondenten: 19		

Q12 Hoe oud is uw bedrijf?

Beantwoord: 29 Overgeslagen: 71

Antwoordkeuzen	Reacties	
0-1 jaar	21,14%	7
1-3 jaar	55,17%	16
3-5 jaar	10,34%	3
Meer dan 5 jaar	0,00%	0
Ik heb geen bedrijf	10,34%	3
Totale aantal respondenten: 29		

**Q13 Als u op dit moment geen eigen
bedrijf heeft, zou u geïnteresseerd zijn er
één op te starten?**

Beantwoord: 29 Overgeslagen: 71

Antwoordkeuzen	Reacties	
Ja	68,97%	20
Nee	31,03%	9
Totale aantal respondenten: 29		

Q14 Hoe graag zou u uw eigen bedrijf willen opstarten?

Beantwoord: 29 Overgeslagen: 71

Antwoordkeuzen	Reacties	
Heel graag	13,79%	4
Graag	41,38%	12
Een beetje	13,79%	4
Helemaal niet	31,03%	9
Totale aantal respondenten: 29		

Q15 Wat is de meest bepalende factor voor het starten of niet starten van een eigen bedrijf?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties
Het hebben of het ontbreken van business management kennis	22,00% 22
Het hebben of ontbreken van kinderopvang	7,00% 7
Het hebben of ontbreken van beginkapitaal (geld)	54,00% 54
Het hebben of ontbreken van ondersteuning van experts	16,00% 16
Anders, namelijk	1,00% 1
Totale aantal respondenten: 100	

**Q16 Als u BEGINKAPITAAL heeft gekozen
als meest bepalende factor, wat is de
daaropvolgende belangrijkste factor?**

Beantwoord: 54 Overgeslagen: 46

Antwoordkeuzen	Reacties	
Het hebben of ontbreken van business management kennis	61,11%	33
Het hebben of ontbreken van kinderopvang	18,52%	10
Het hebben of ontbreken van ondersteuning van experts	20,37%	11
Totale aantal respondenten: 54		

Q17 Wat is uw vooropleiding?

Beantwoord: 100 Overgeslagen: 0

Antwoordkeuzen	Reacties
Middelbare school diploma of gelijkwaardig	2,00% 2
Bachelor of gelijkwaardig	61,00% 61
Master of gelijkwaardig	34,00% 34
MBA	2,00% 2
Doctor	1,00% 1
Executive Education	0,00% 0
Totale aantal respondenten: 100	

Q18 Bent u van mening dat het krijgen van aanvullende training u zal helpen om een bedrijf te starten en het succesvol te runnen?

Beantwoord: 81 Overgeslagen: 19

Antwoordkeuzen	Reacties	
Ja	75,31%	61
Nee	24,69%	20
Totale aantal respondenten: 81		

Q19 In welk soort training bent u het meest geïnteresseerd?* Selecteer 5 trainingsonderwerpen en rangschik ze op prioriteit (1 voor laagste prioriteit tot en met 5 voor de hoogste prioriteit).

Beantwoord: 100 Overgeslagen: 0

	1.	2.	3.	4.	5.	Totaal
Competentieontwikkeling: Samenwerken, Presenteren, Analyseren, Pitchen, Creatief of innovatief denken	24	26	14	4	2	70
Hoe de juiste adviseurs aan te stellen	1	1	0	0	0	2
Business planning	13	19	26	16	6	80
Exit Strategieën	1	2	1	0	0	4
Financieel management & investeringsbeleid	21	9	10	29	21	90
Balans tussen werk & privé-leven	2	3	7	5	4	21
Hoe moet ik netwerken	1	2	5	6	3	17
Management van intellectueel eigendom	2	2	0	1	1	6
Lean Business Model: Waardepropositie & marktanalyse	3	0	0	0	0	3
Mentoring: Hoe iemand te begeleiden	2	3	0	0	0	5
Kansherkenning	5	18	16	29	22	90
Inzicht in ondernemerschap	17	8	14	2	29	70
Gebruik van social media	4	3	4	5	6	22
Project management	4	4	3	3	6	20

Q20 Als u van mening bent dat aanvullende training u niet zal helpen bij het opstarten van een bedrijf en het succesvol te runnen, waarom is dat?

Gelieve toelichten

Beantwoord: 15 Overgeslagen: 85

**Q21 Als u ingelicht wilt worden wanneer
INSPIRE Yowup training beschikbaar is in
uw land en als u op de hoogte wilt worden
gehouden betreffende INSPIRE Yowup,
laat dan hier uw e-mailadres achter**

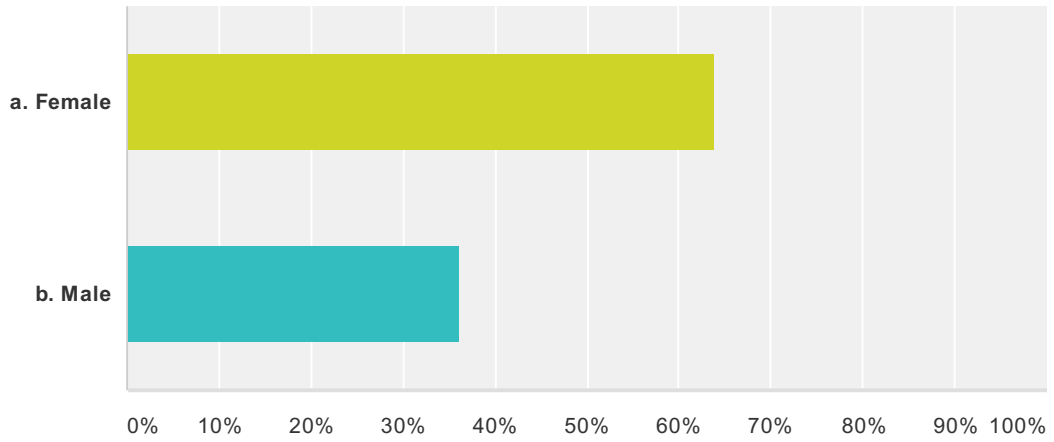
Beantwoord: 19 Overgeslagen: 81



Annex III: Analysis of English Survey

Q1 What is your sex?* Choose one

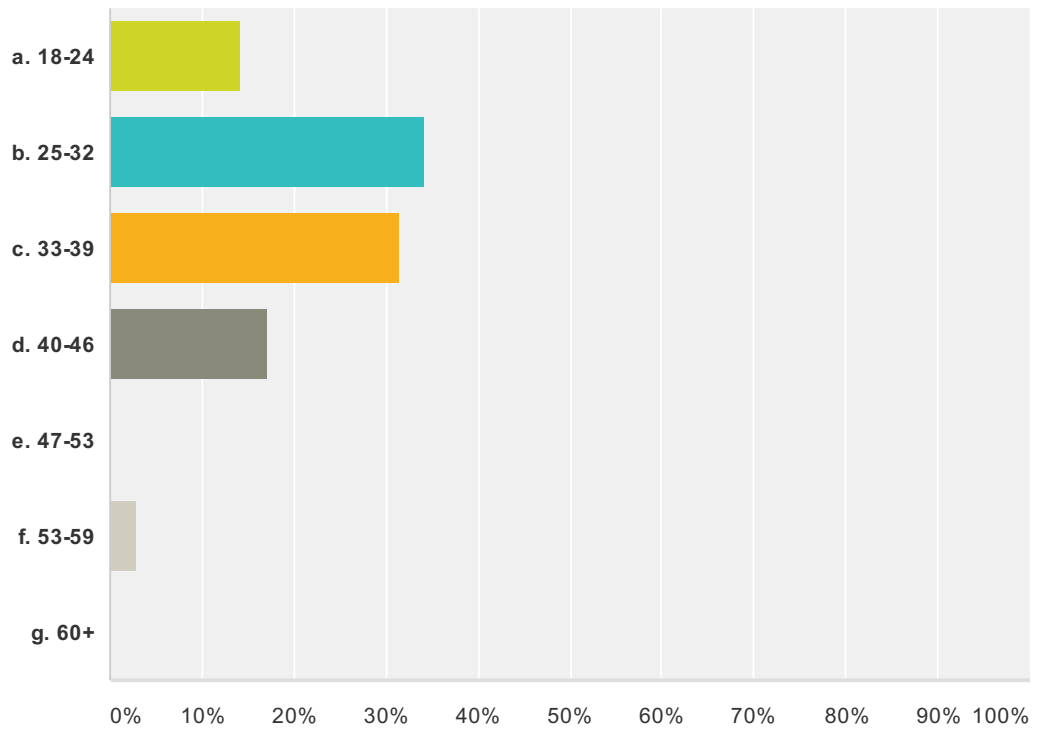
Answered: 36 Skipped: 0



Answer Choices	Responses	
a. Female	63.89%	23
b. Male	36.11%	13
Total		36

Q2 What is your age group?* Choose one

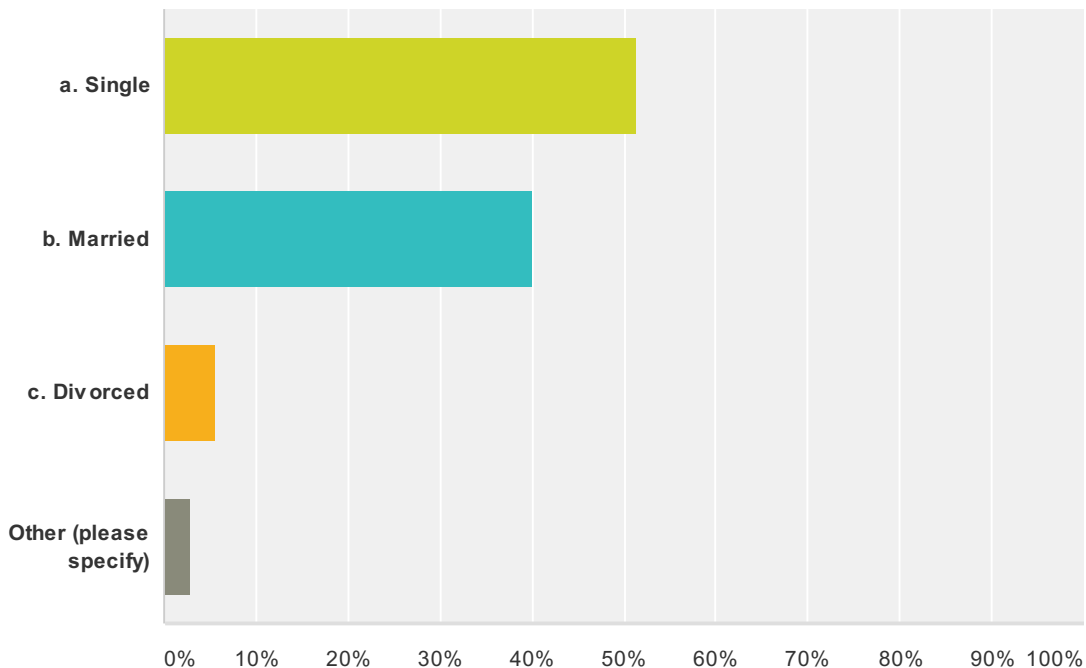
Answered: 35 Skipped: 1



Answer Choices	Responses	
a. 18-24	14.29%	5
b. 25-32	34.29%	12
c. 33-39	31.43%	11
d. 40-46	17.14%	6
e. 47-53	0.00%	0
f. 53-59	2.86%	1
g. 60+	0.00%	0
Total		35

Q3 What is your marital status?* Choose one

Answered: 35 Skipped: 1

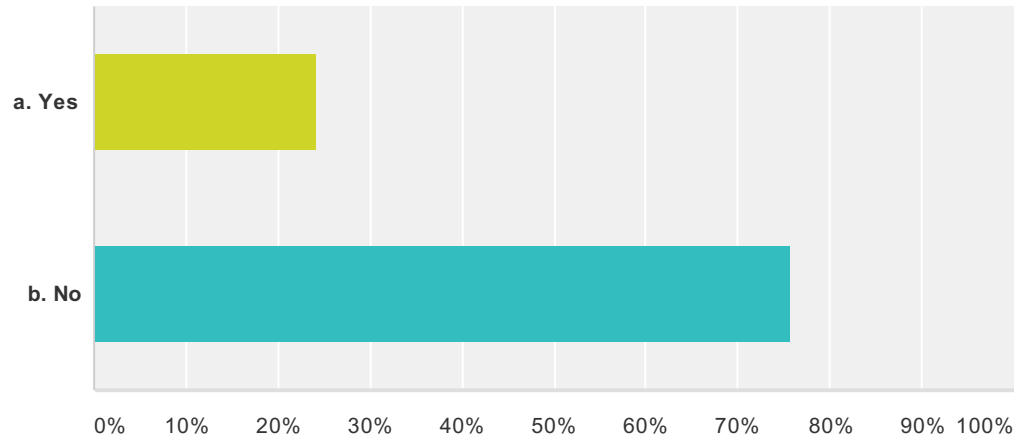


Answer Choices	Responses
a. Single	51.43% 18
b. Married	40.00% 14
c. Divorced	5.71% 2
Other (please specify)	2.86% 1
Total	35

#	Other (please specify)	Date
1	Engaged	2/28/2014 5:50 PM

Q4 Do you have children?* Choose one

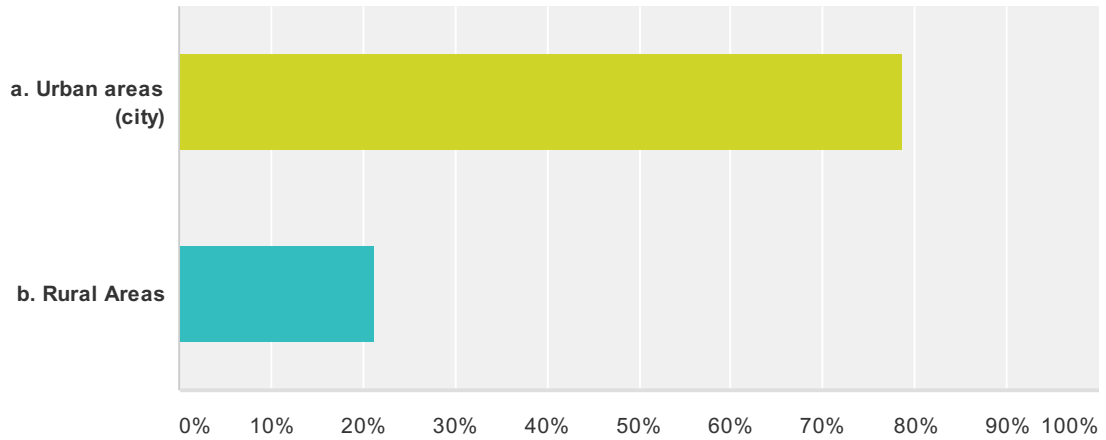
Answered: 33 Skipped: 3



Answer Choices	Responses	
a. Yes	24.24%	8
b. No	75.76%	25
Total		33

Q5 Where do you live?* Choose one

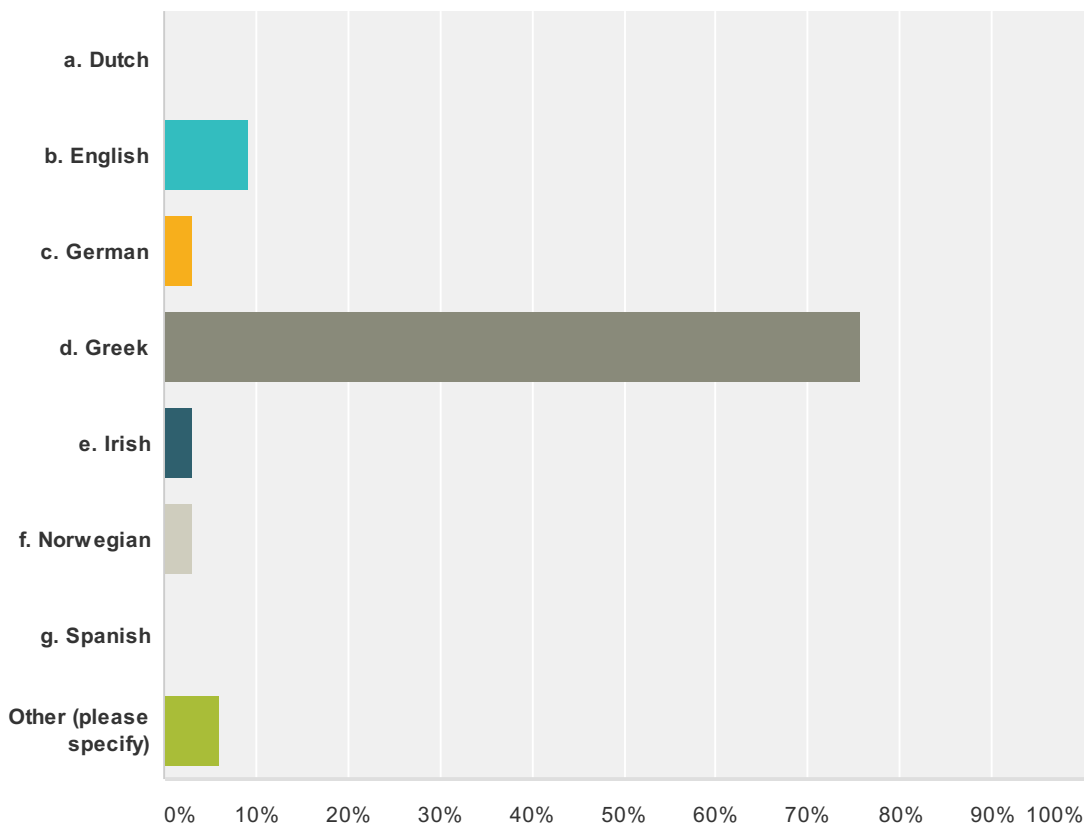
Answered: 33 Skipped: 3



Answer Choices	Responses	
a. Urban areas (city)	78.79%	26
b. Rural Areas	21.21%	7
Total		33

Q6 What language is your native language? Choose one

Answered: 33 Skipped: 3

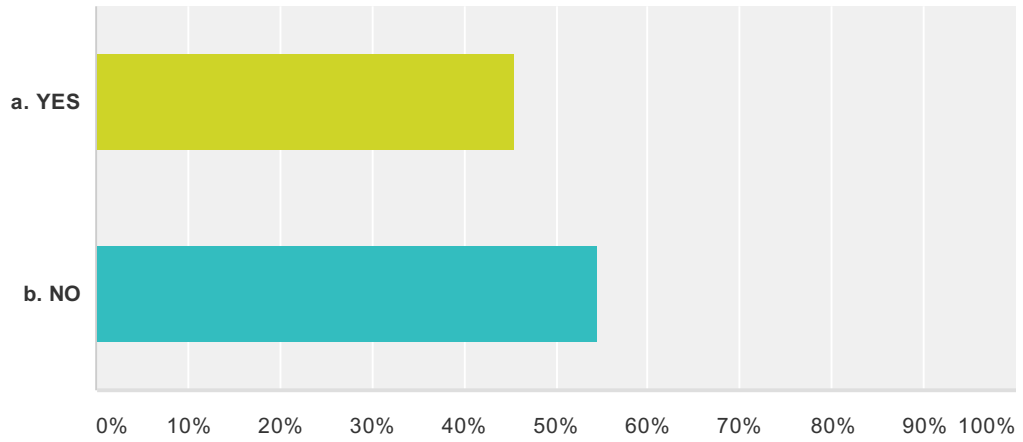


Answer Choices	Responses
a. Dutch	0.00% 0
b. English	9.09% 3
c. German	3.03% 1
d. Greek	75.76% 25
e. Irish	3.03% 1
f. Norwegian	3.03% 1
g. Spanish	0.00% 0
Other (please specify)	6.06% 2
Total	33

#	Other (please specify)	Date
1	Montenegrin	3/1/2014 9:15 PM
2	BILINGUAL GREEK AND ENGLISH	2/28/2014 6:38 PM

Q7 Do you own a company? * Mark one

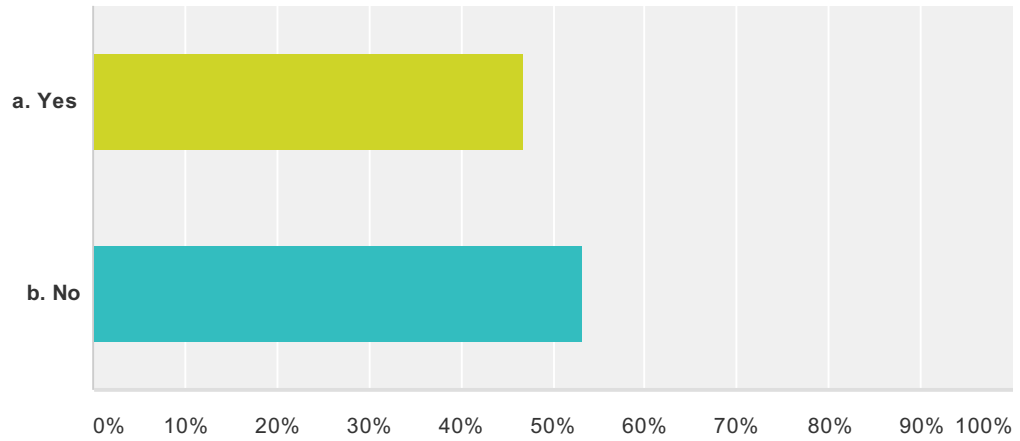
Answered: 33 Skipped: 3



Answer Choices	Responses	
a. YES	45.45%	15
b. NO	54.55%	18
Total		33

Q8 If you own a startup (answered yes in Q7) - have you had useful training in the past? Mark one

Answered: 15 Skipped: 21



Answer Choices	Responses
a. Yes	46.67% 7
b. No	53.33% 8
Total	15

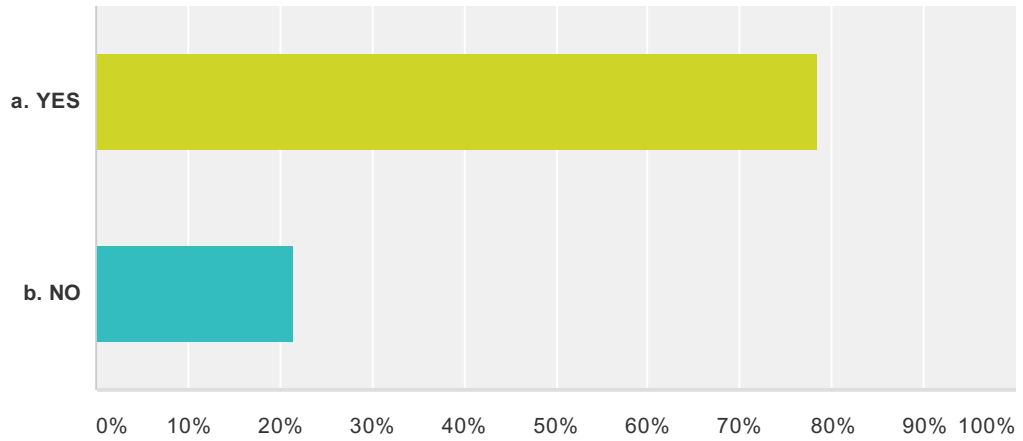
**Q9 If you had had useful training
(answered yes in Q8), what subjects did
your training cover? Free Text**

Answered: 6 Skipped: 30

#	Responses	Date
1	n\zx,c\bzx,cn	3/7/2014 6:15 PM
2	Financing, pitching, sales, growth hacking, lean startup	3/5/2014 1:50 PM
3	Business planning/ ROI / Economics	3/5/2014 9:04 AM
4	Customer service, Management	3/4/2014 5:09 PM
5	finance,marketing,entrepreneurship,	2/28/2014 7:07 PM
6	Presentation	2/28/2014 5:51 PM

Q10 Is your company a technology / innovative – knowledge intensive startup?*
Choose one that applies

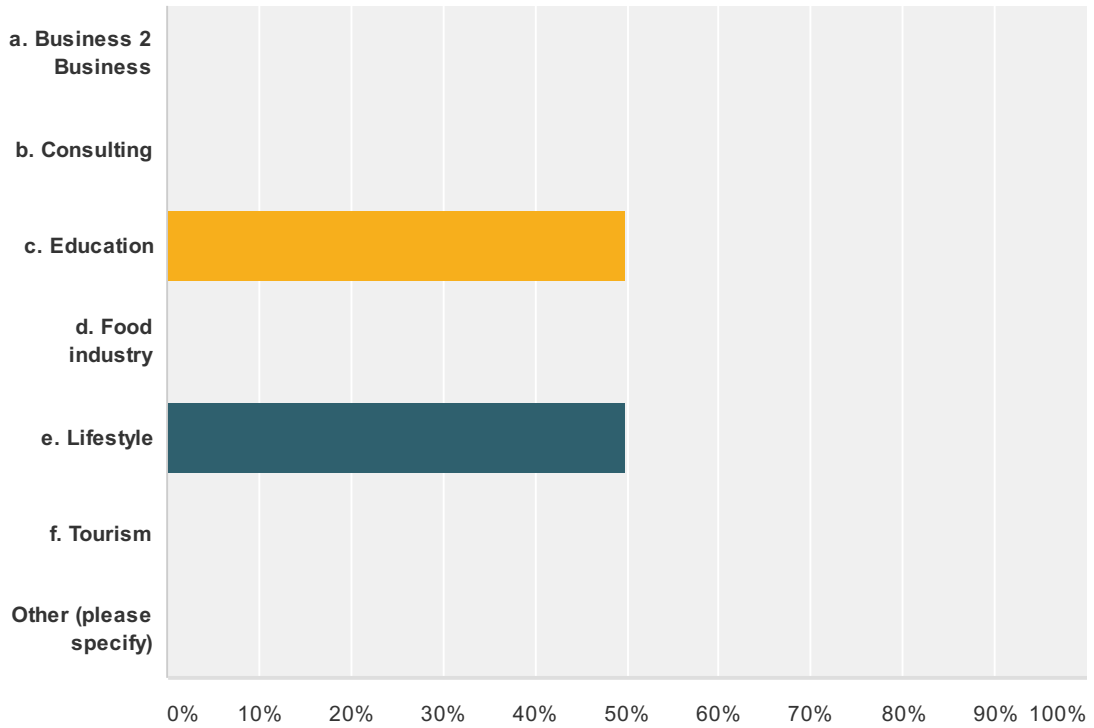
Answered: 14 Skipped: 22



Answer Choices	Responses	
a. YES	78.57%	11
b. NO	21.43%	3
Total		14

**Q11 If your startup company is not a technology startup, what sector is it in?
Choose one**

Answered: 2 Skipped: 34

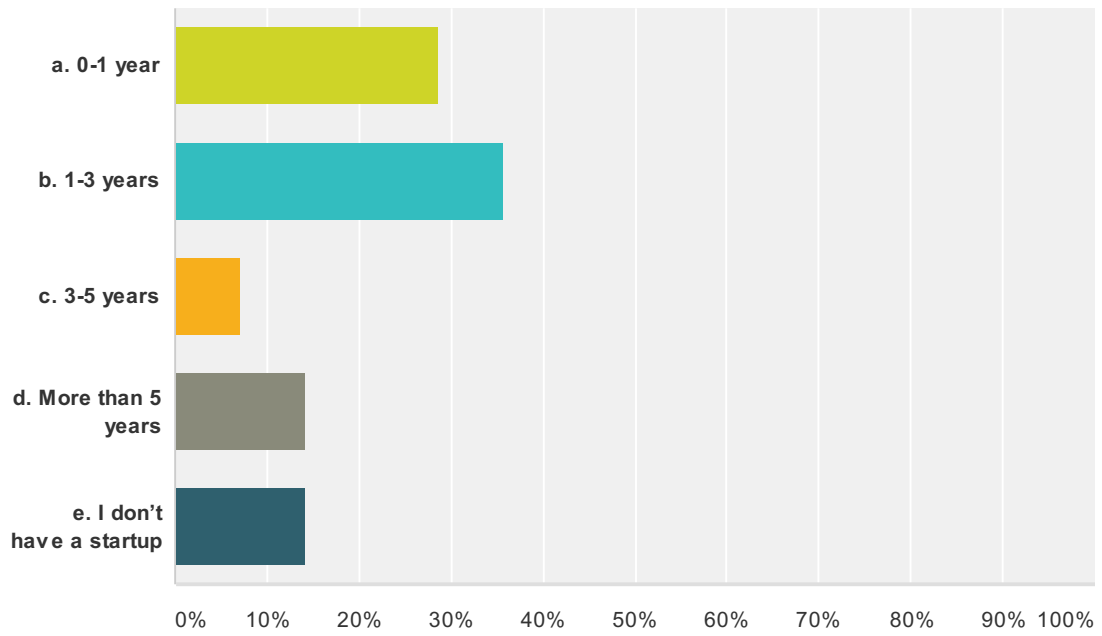


Answer Choices	Responses
a. Business 2 Business	0.00% 0
b. Consulting	0.00% 0
c. Education	50.00% 1
d. Food industry	0.00% 0
e. Lifestyle	50.00% 1
f. Tourism	0.00% 0
Other (please specify)	0.00% 0
Total	2

#	Other (please specify)	Date
	There are no responses.	

Q12 How old is your startup?* Choose one

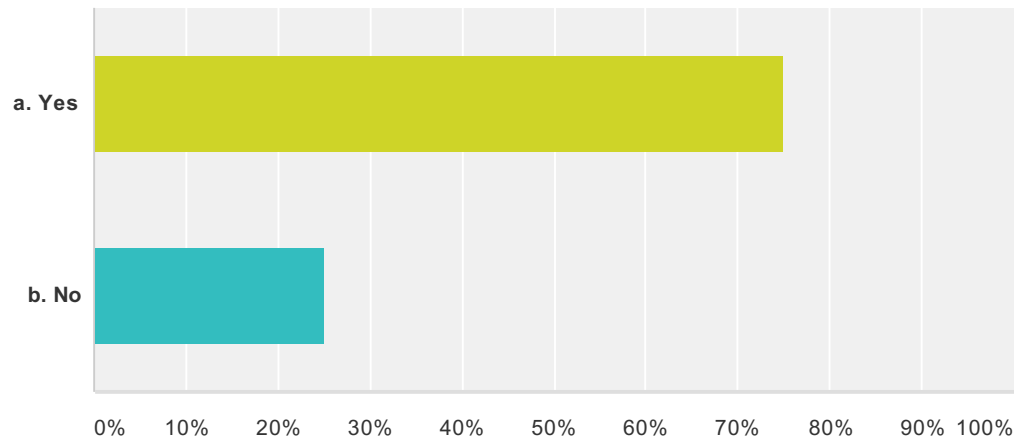
Answered: 14 Skipped: 22



Answer Choices	Responses	
a. 0-1 year	28.57%	4
b. 1-3 years	35.71%	5
c. 3-5 years	7.14%	1
d. More than 5 years	14.29%	2
e. I don't have a startup	14.29%	2
Total		14

Q13 If you currently don't have a startup, are you interested to start one?* Choose one

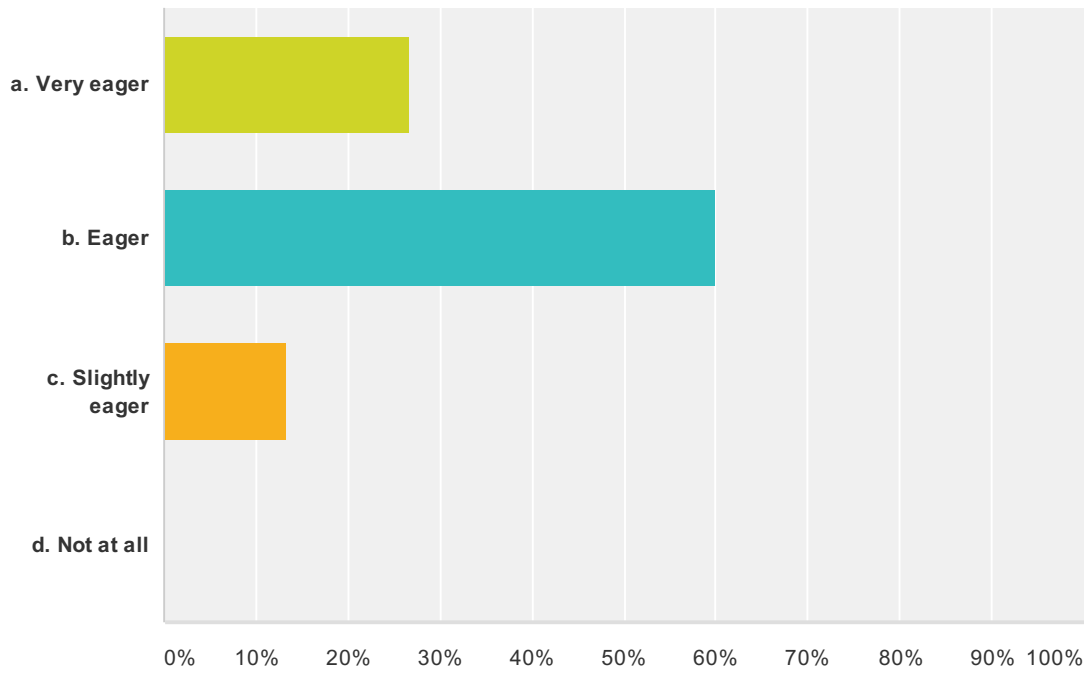
Answered: 20 Skipped: 16



Answer Choices	Responses
a. Yes	75.00% 15
b. No	25.00% 5
Total	20

**Q14 If you answered YES in Q#13, how eager are you to start your own company?
Choose one**

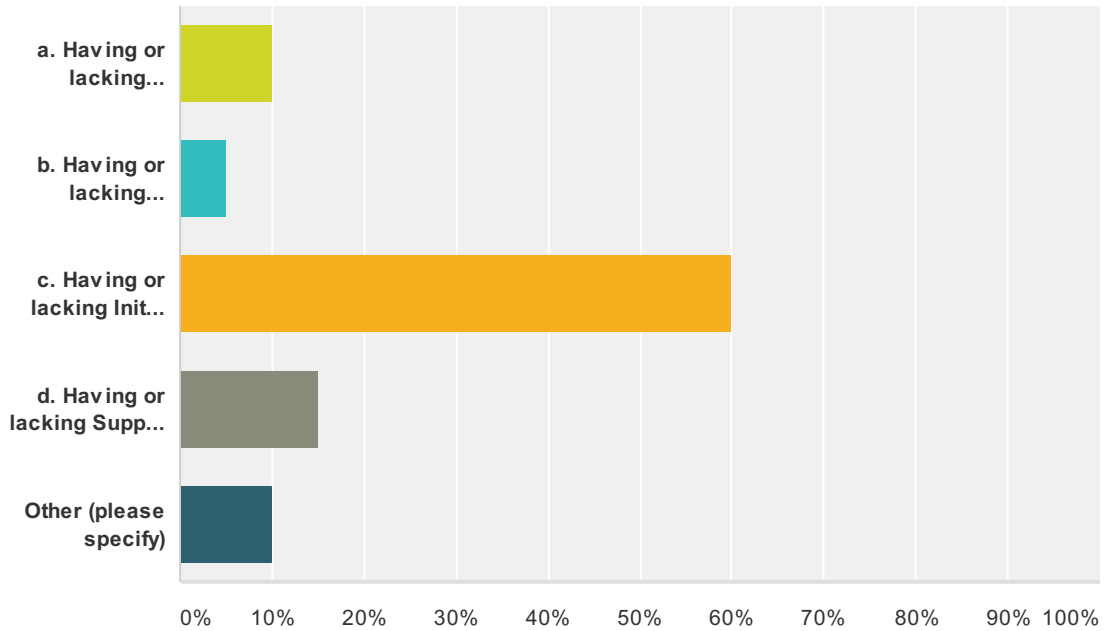
Answered: 15 Skipped: 21



Answer Choices	Responses
a. Very eager	26.67% 4
b. Eager	60.00% 9
c. Slightly eager	13.33% 2
d. Not at all	0.00% 0
Total	15

Q15 What is the most decisive factor to starting or not your own company?*
Choose one

Answered: 20 Skipped: 16

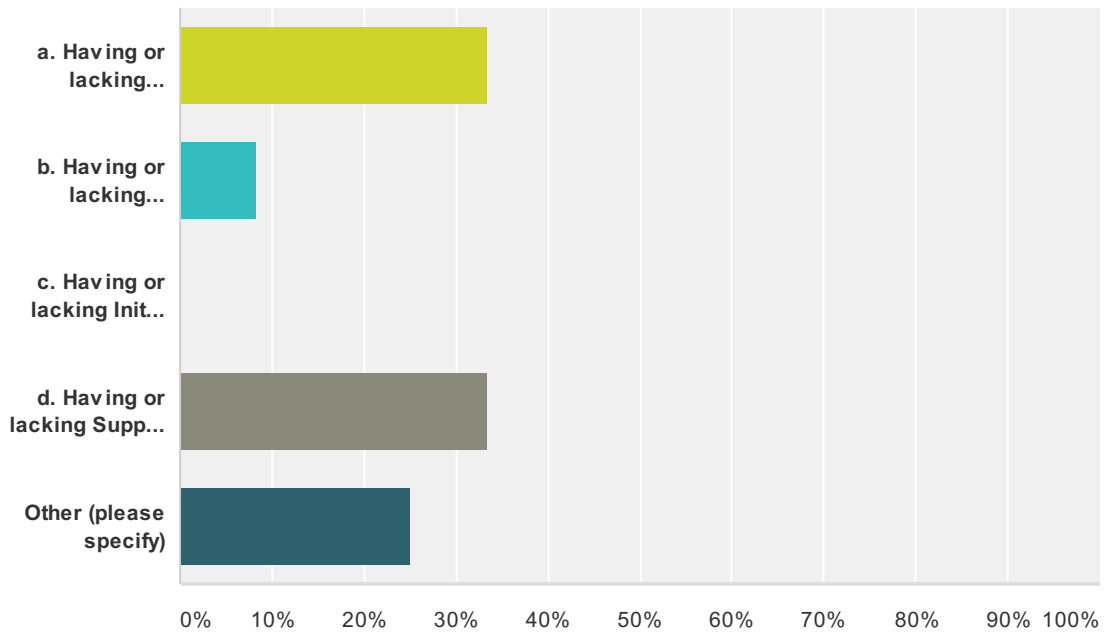


Answer Choices	Responses
a. Having or lacking Business management knowledge	10.00% 2
b. Having or lacking Child-care	5.00% 1
c. Having or lacking Initial capital (money)	60.00% 12
d. Having or lacking Support from experts	15.00% 3
Other (please specify)	10.00% 2
Total	20

#	Other (please specify)	Date
1	i do not want to take up my time with my children to follow my career.	3/6/2014 3:46 PM
2	Lack the idea that will inspire me to dedicate to it	2/28/2014 7:23 PM

Q16 If the most decisive factor you choose is INITIAL CAPITAL, what is the next most important factor? Choose one

Answered: 12 Skipped: 24



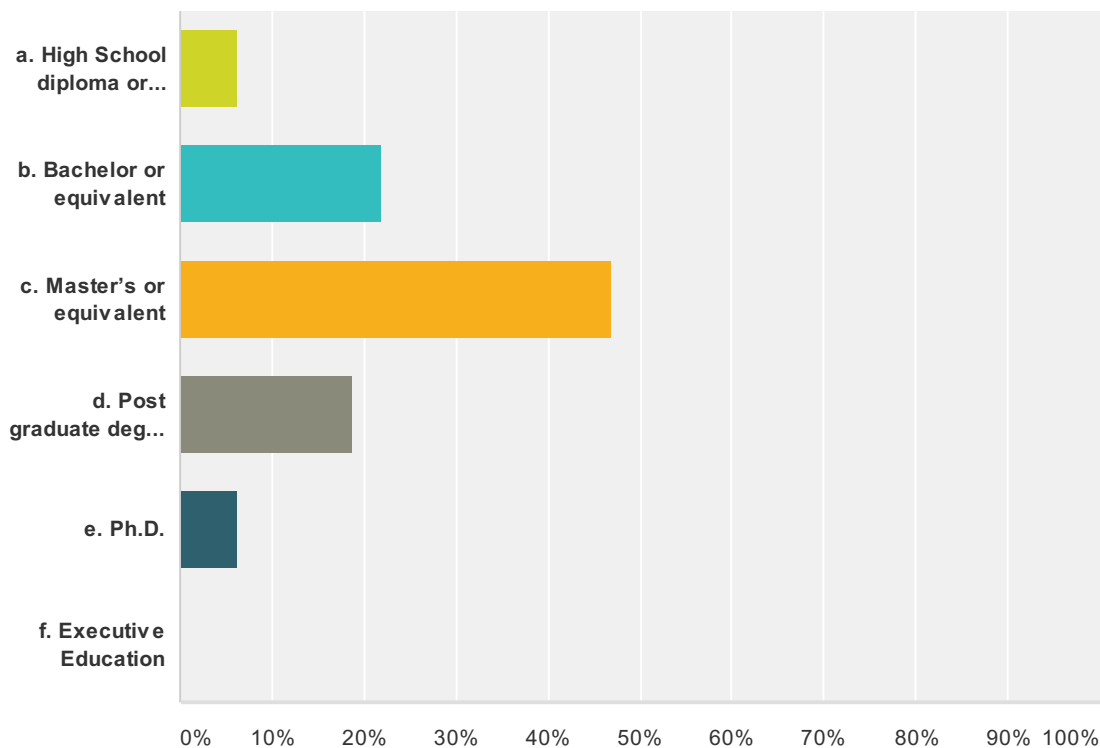
Answer Choices	Responses
a. Having or lacking Business management knowledge	33.33% 4
b. Having or lacking Child-care	8.33% 1
c. Having or lacking Initial capital (money)	0.00% 0
d. Having or lacking Support from experts	33.33% 4
Other (please specify)	25.00% 3
Total	12

#	Other (please specify)	Date
1	HUMAN RESOURCES	3/5/2014 11:36 AM
2	High Risk of failure. The startup demands to spend money and time and efforts without having any chance to do something else in parallel	3/4/2014 9:36 AM
3	Cannot devote full time to startup	2/18/2014 1:38 PM

Q17 What is your educational background?

* Choose one

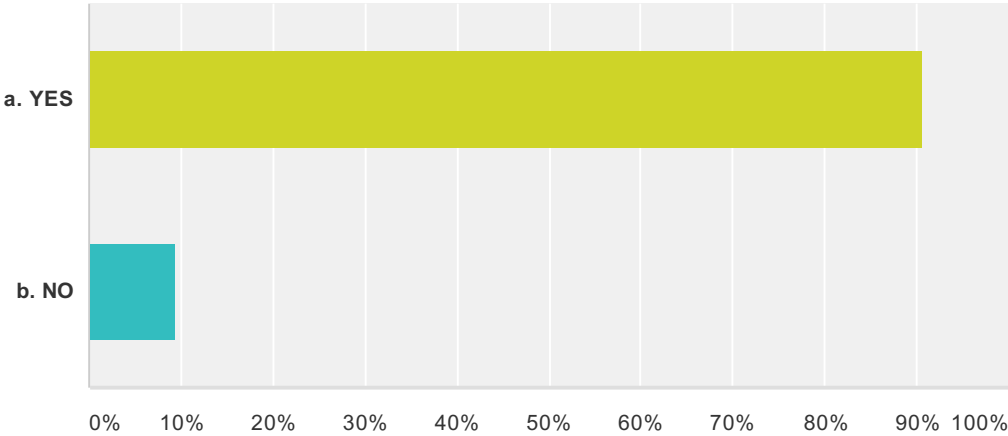
Answered: 32 Skipped: 4



Answer Choices	Responses
a. High School diploma or equivalent	6.25% 2
b. Bachelor or equivalent	21.88% 7
c. Master's or equivalent	46.88% 15
d. Post graduate degree or equivalent	18.75% 6
e. Ph.D.	6.25% 2
f. Executive Education	0.00% 0
Total	32

Q18 Do you believe that receiving additional training will help you in starting a company and successfully running it?*
Choose one

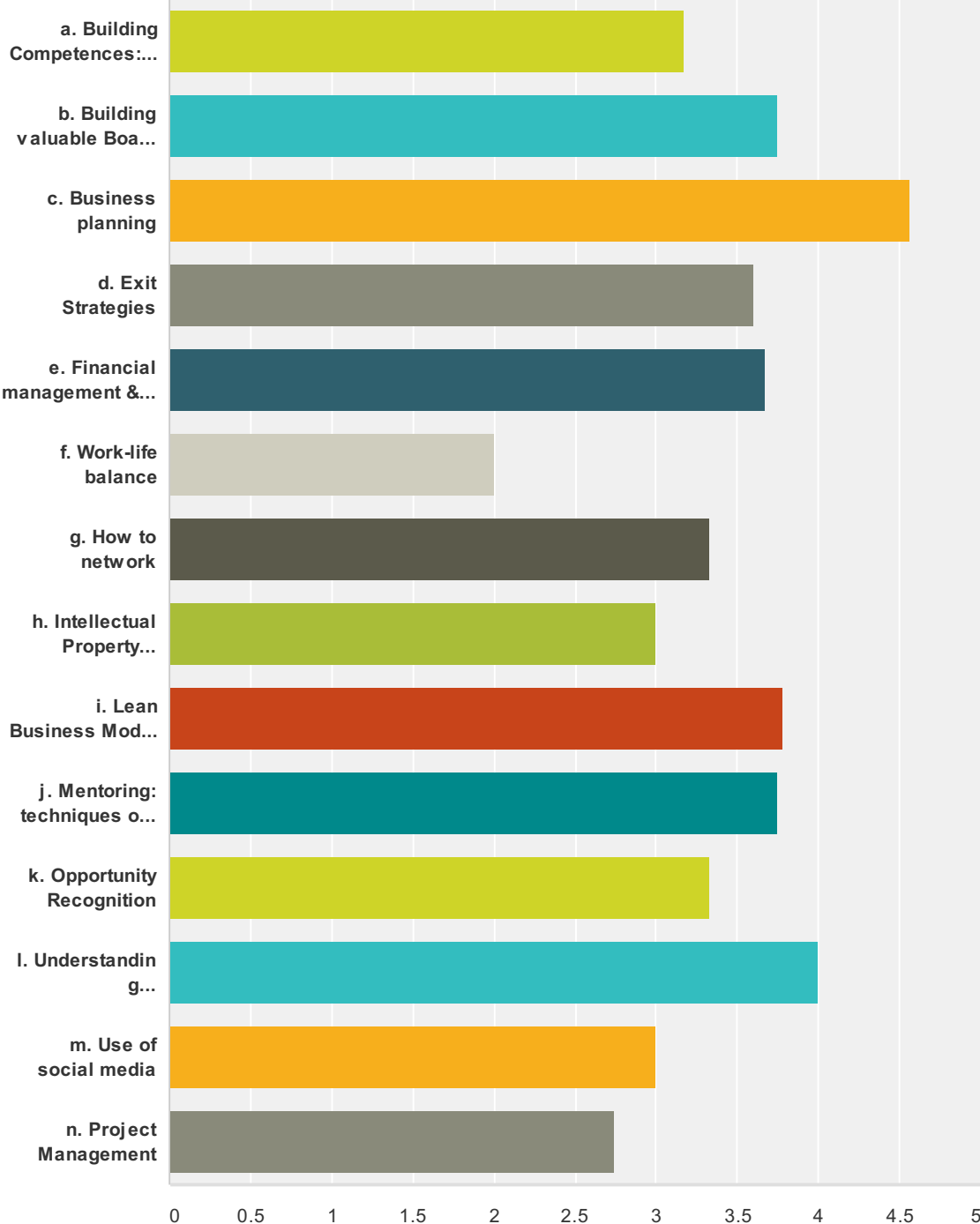
Answered: 32 Skipped: 4



Answer Choices	Responses
a. YES	90.63% 29
b. NO	9.38% 3
Total	32

Q19 What kind of additional training are you most interested to receive?* Choose all that interest you up to a total of 5 in order of priority – ranking them from 1 to 5 (1 for lowest priority to 5 highest priority).

Answered: 16 Skipped: 20



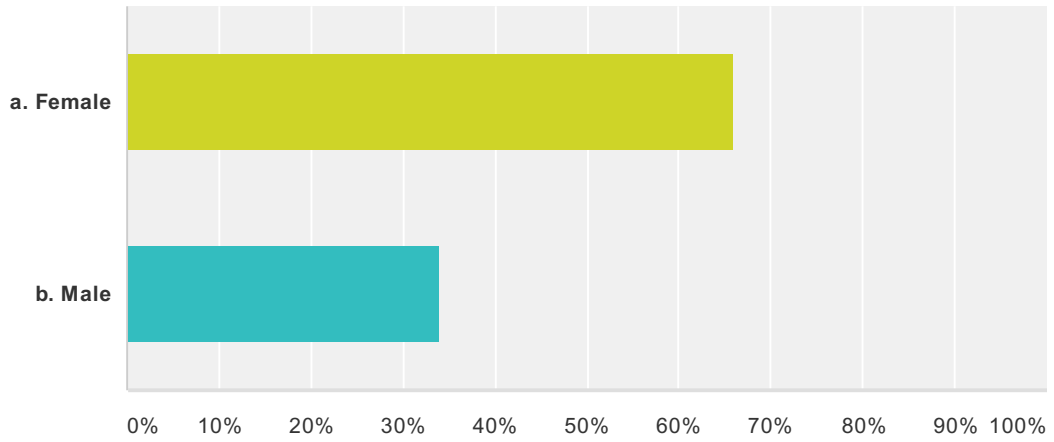
	1 (lowest priority)	2	3 (middle)	4	5 (highest priority)	Total	Average Rating
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INSPIRE Young and Women to Startup QUESTIONNAIRE – TARGET GROUP NEEDS

a. Building Competences: Cooperating, Presenting, Analysing, How to Pitch, How to awake your creativity – innovative self	25.00% 3	16.67% 2	8.33% 1	16.67% 2	33.33% 4	12	3.17
b. Building valuable Boards of advisors	0.00% 0	25.00% 1	25.00% 1	0.00% 0	50.00% 2	4	3.75
c. Business planning	0.00% 0	0.00% 0	11.11% 1	22.22% 2	66.67% 6	9	4.56
d. Exit Strategies	0.00% 0	20.00% 1	40.00% 2	0.00% 0	40.00% 2	5	3.60
e. Financial management & investment readiness	11.11% 1	11.11% 1	11.11% 1	33.33% 3	33.33% 3	9	3.67
f. Work-life balance	66.67% 2	0.00% 0	0.00% 0	33.33% 1	0.00% 0	3	2.00
g. How to network	0.00% 0	0.00% 0	66.67% 2	33.33% 1	0.00% 0	3	3.33
h. Intellectual Property Management	25.00% 1	25.00% 1	0.00% 0	25.00% 1	25.00% 1	4	3.00
i. Lean Business Model Methodology: Value proposition & Market Analysis	11.11% 1	0.00% 0	22.22% 2	33.33% 3	33.33% 3	9	3.78
j. Mentoring: techniques on how to mentor and how to give mentoring	25.00% 1	0.00% 0	0.00% 0	25.00% 1	50.00% 2	4	3.75
k. Opportunity Recognition	0.00% 0	0.00% 0	66.67% 2	33.33% 1	0.00% 0	3	3.33
l. Understanding Entrepreneurship	0.00% 0	25.00% 1	0.00% 0	25.00% 1	50.00% 2	4	4.00
m. Use of social media	0.00% 0	66.67% 2	0.00% 0	0.00% 0	33.33% 1	3	3.00
n. Project Management	25.00% 1	25.00% 1	25.00% 1	0.00% 0	25.00% 1	4	2.75

Q1 What is your gender? Choose one

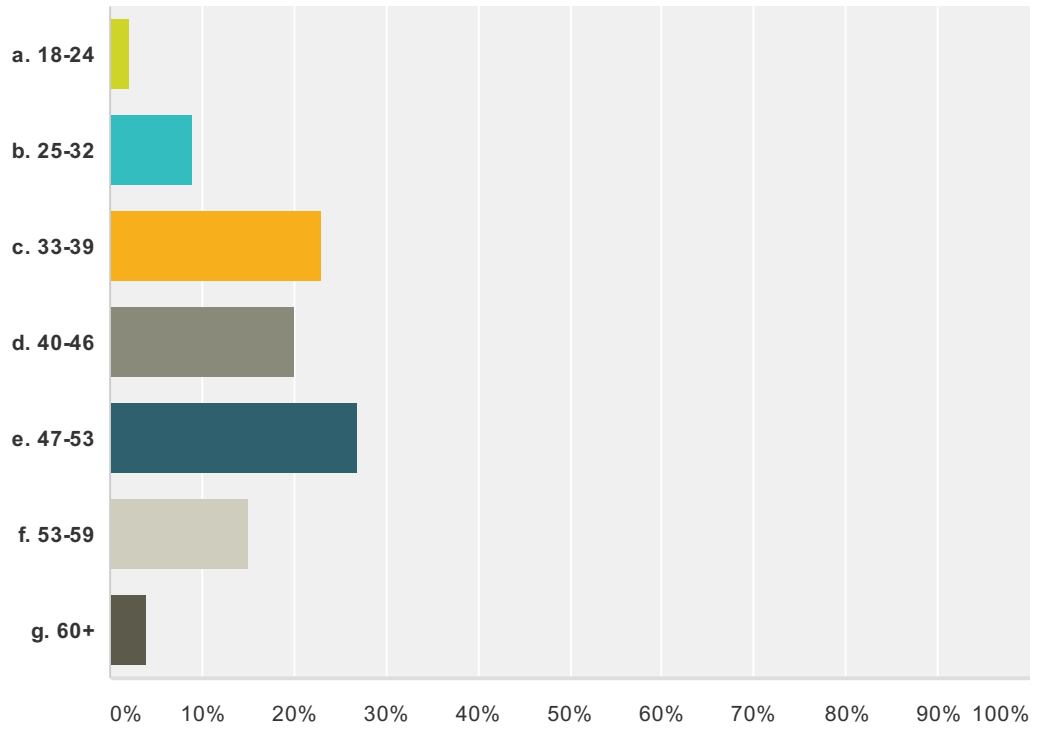
Answered: 100 Skipped: 0



Answer Choices	Responses
a. Female	66.00% 66
b. Male	34.00% 34
Total	100

Q2 What is your age group? Choose one

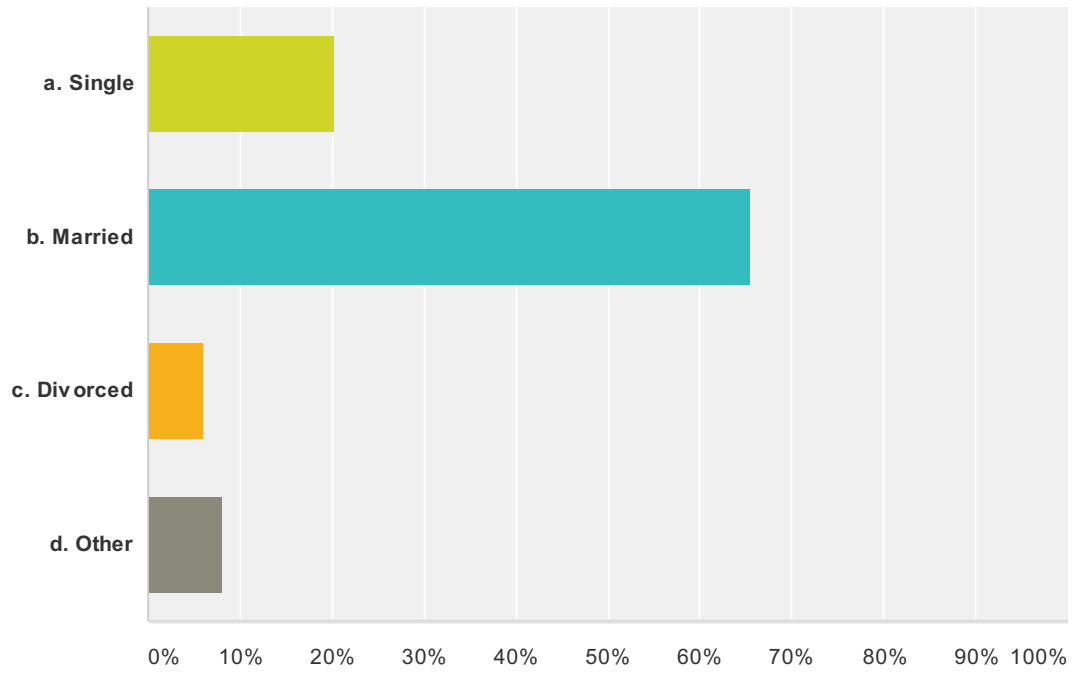
Answered: 100 Skipped: 0



Answer Choices	Responses	
a. 18-24	2.00%	2
b. 25-32	9.00%	9
c. 33-39	23.00%	23
d. 40-46	20.00%	20
e. 47-53	27.00%	27
f. 53-59	15.00%	15
g. 60+	4.00%	4
Total		100

Q3 What is your marital status? Choose one

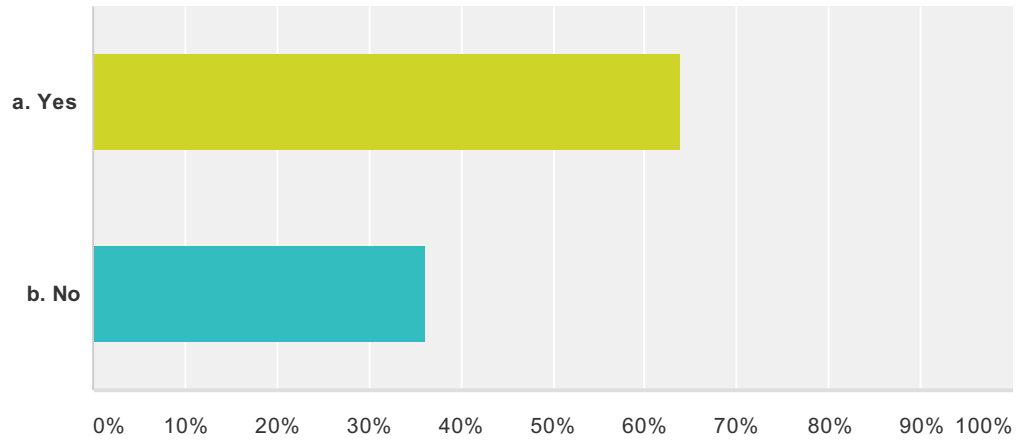
Answered: 99 Skipped: 1



Answer Choices	Responses
a. Single	20.20% 20
b. Married	65.66% 65
c. Divorced	6.06% 6
d. Other	8.08% 8
Total	99

Q4 Do you have children?

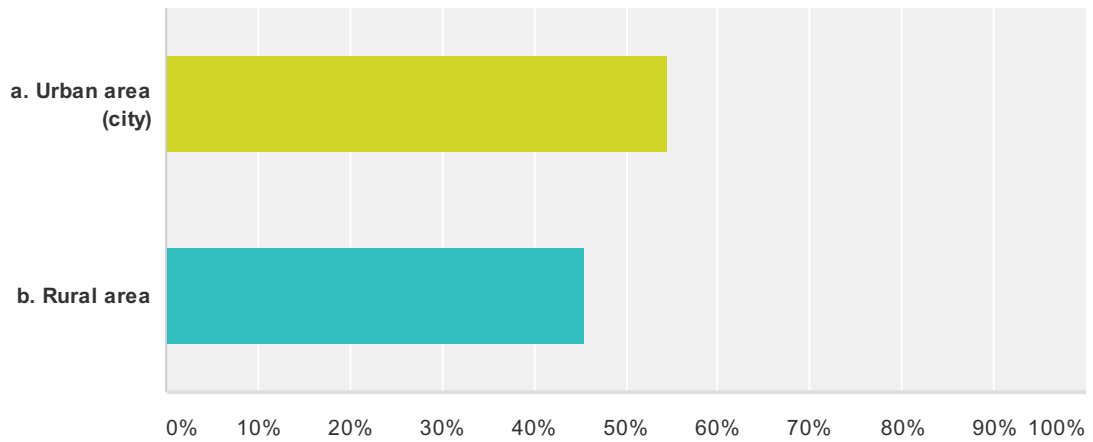
Answered: 97 Skipped: 3



Answer Choices	Responses	
a. Yes	63.92%	62
b. No	36.08%	35
Total		97

Q5 Where do you live?

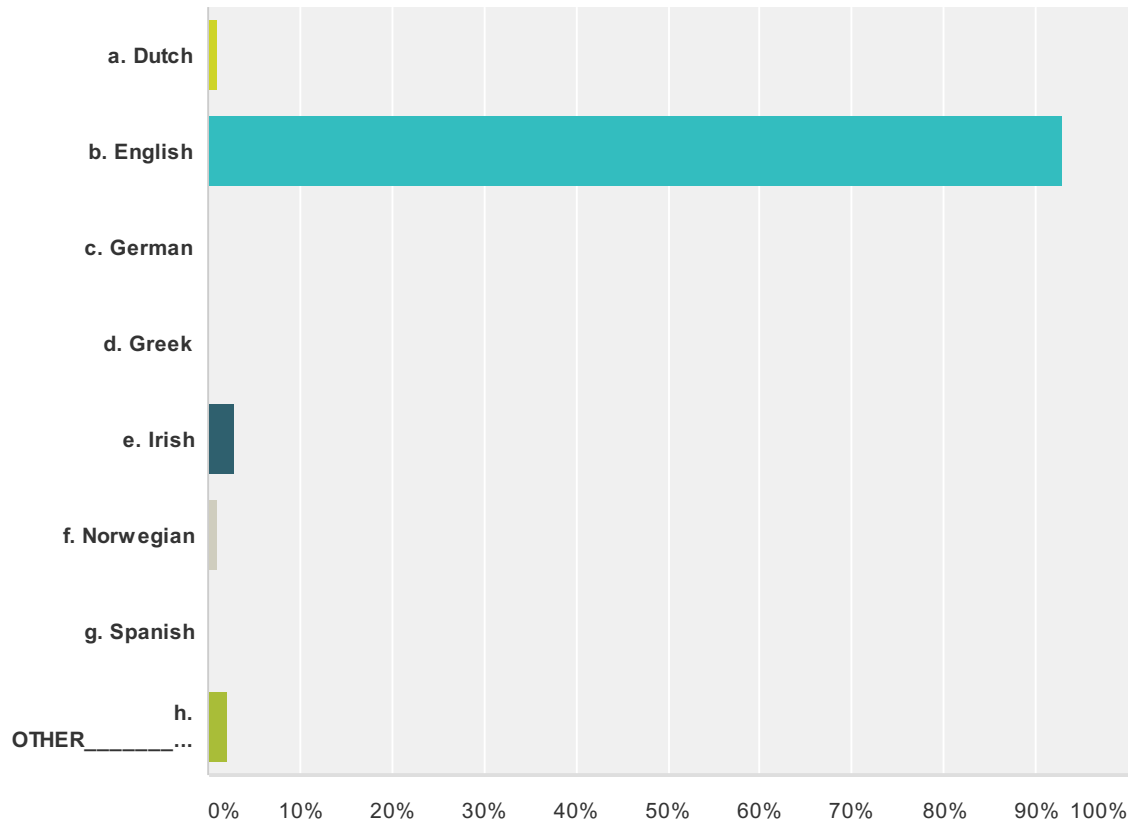
Answered: 99 Skipped: 1



Answer Choices	Responses
a. Urban area (city)	54.55% 54
b. Rural area	45.45% 45
Total	99

Q6 What language is your native language? Choose one

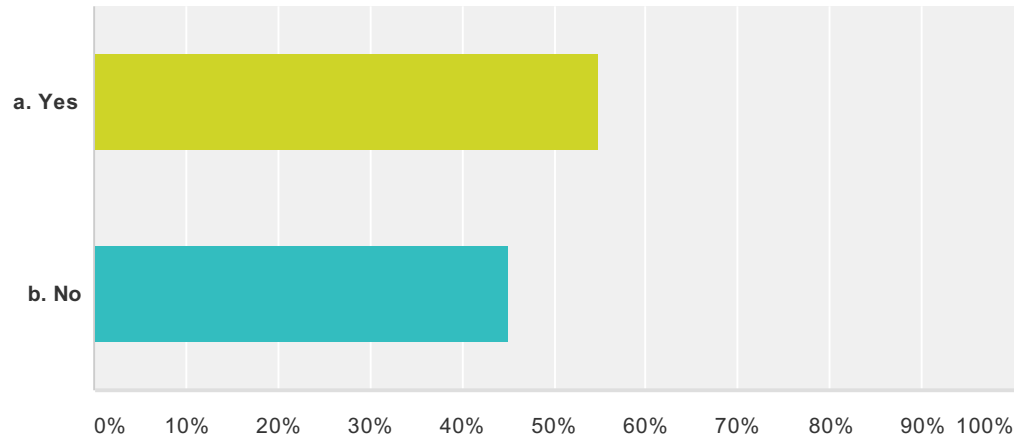
Answered: 100 Skipped: 0



Answer Choices	Responses	
a. Dutch	1.00%	1
b. English	93.00%	93
c. German	0.00%	0
d. Greek	0.00%	0
e. Irish	3.00%	3
f. Norwegian	1.00%	1
g. Spanish	0.00%	0
h. OTHER	2.00%	2
Total		100

Q7 Do you own a company? Choose one

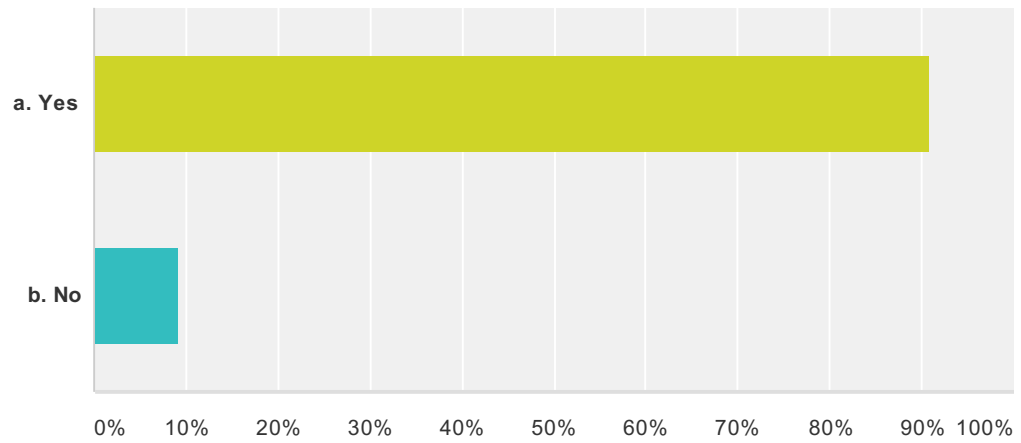
Answered: 100 Skipped: 0



Answer Choices	Responses
a. Yes	55.00% 55
b. No	45.00% 45
Total	100

Q8 If you own a startup, (answered Yes in Q7) - have you had useful training in the past?

Answered: 54 Skipped: 46



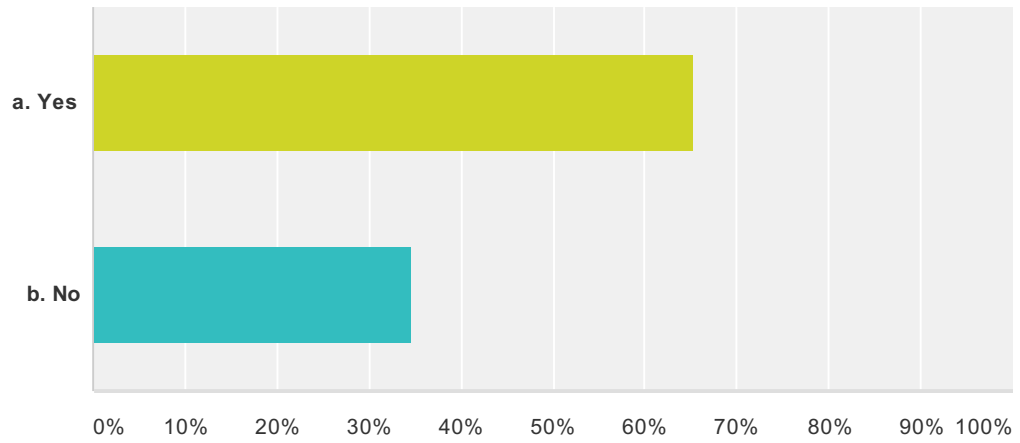
Answer Choices	Responses	
a. Yes	90.74%	49
b. No	9.26%	5
Total		54

**Q9 If you have had useful training
(answered Yes in Q8), what subjects did
your training cover?**

Answered: 39 Skipped: 61

Q10 Is your company a technology / innovative-knowledge intensive startup?

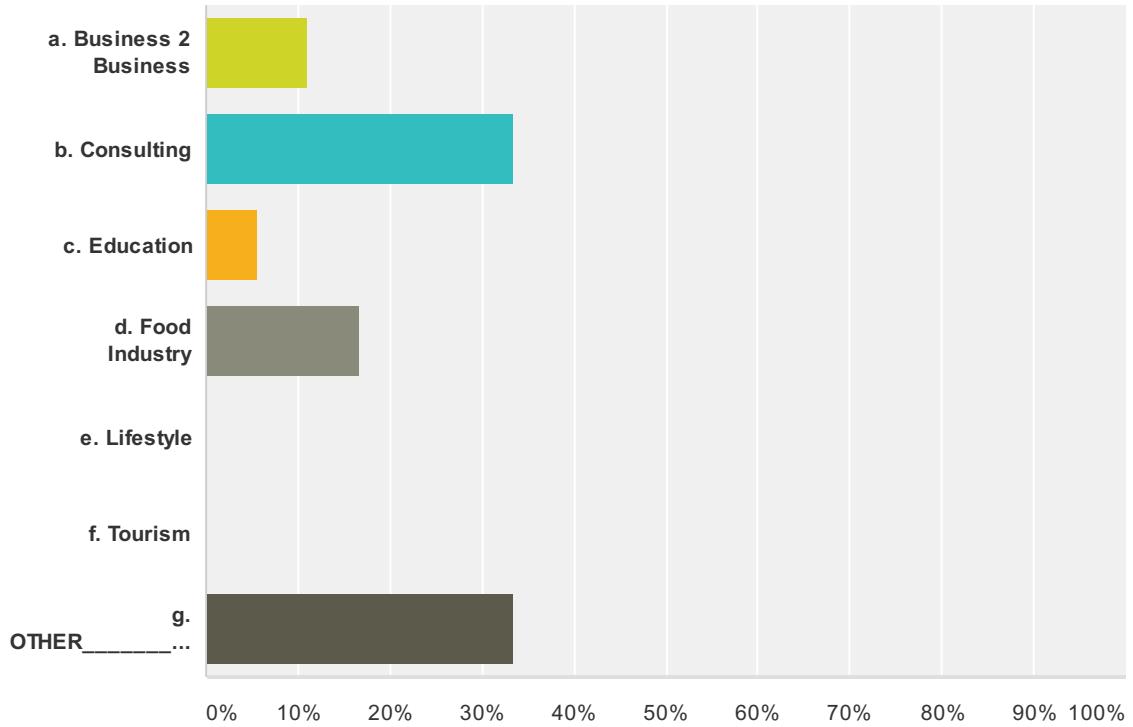
Answered: 52 Skipped: 48



Answer Choices	Responses
a. Yes	65.38% 34
b. No	34.62% 18
Total	52

Q11 If your startup is not a technology startup, what sector is it in?

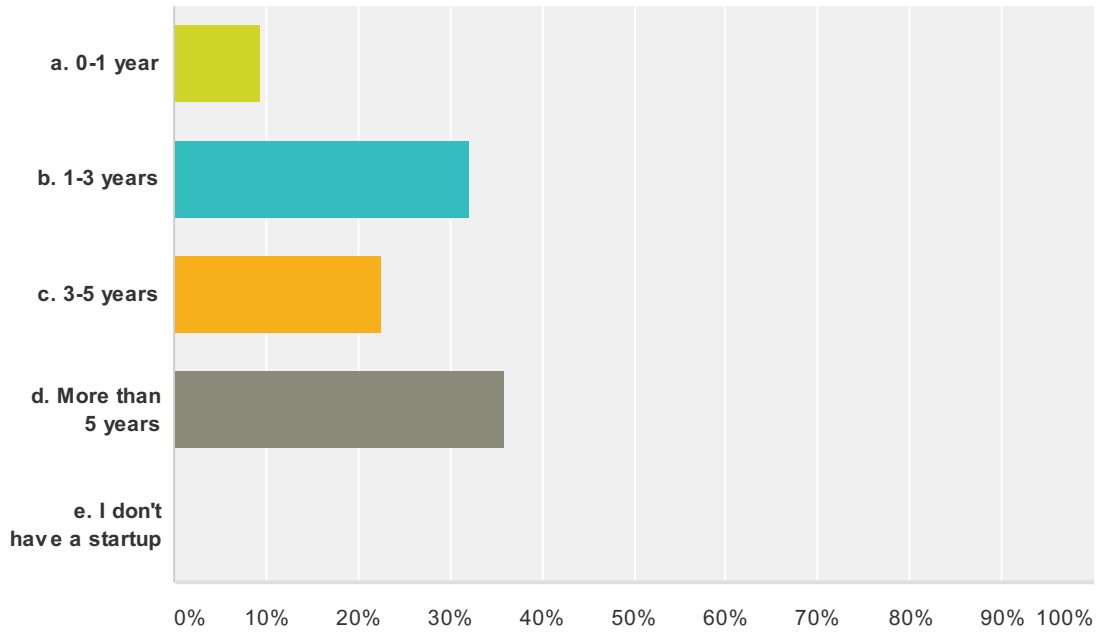
Answered: 18 Skipped: 82



Answer Choices	Responses
a. Business 2 Business	11.11% 2
b. Consulting	33.33% 6
c. Education	5.56% 1
d. Food Industry	16.67% 3
e. Lifestyle	0.00% 0
f. Tourism	0.00% 0
g. OTHER	33.33% 6
Total	18

Q12 How old is your startup?

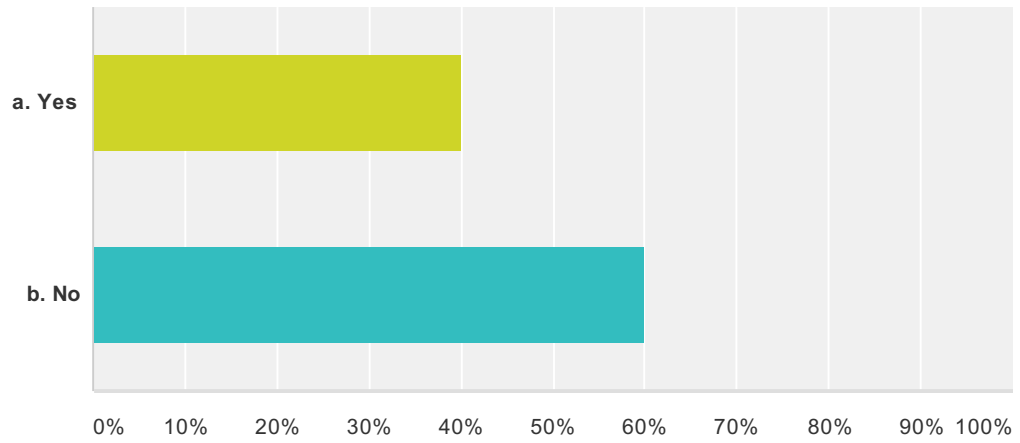
Answered: 53 Skipped: 47



Answer Choices	Responses
a. 0-1 year	9.43% 5
b. 1-3 years	32.08% 17
c. 3-5 years	22.64% 12
d. More than 5 years	35.85% 19
e. I don't have a startup	0.00% 0
Total	53

Q13 If you currently don't have a startup, are you interested to start one?

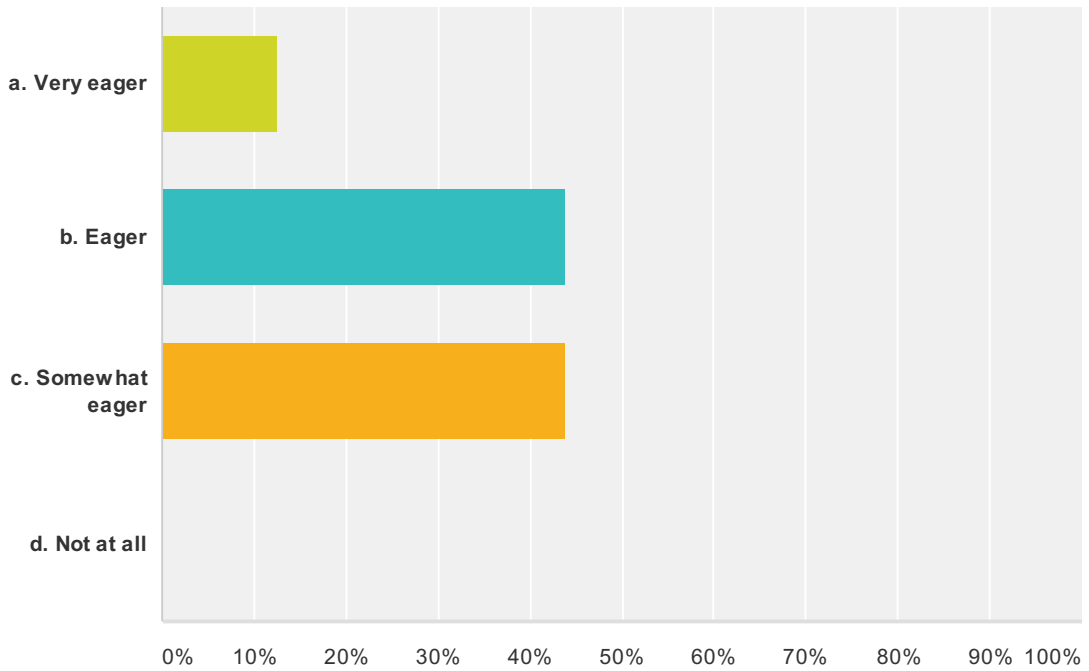
Answered: 45 Skipped: 55



Answer Choices	Responses	
a. Yes	40.00%	18
b. No	60.00%	27
Total		45

Q14 If you answered YES in Q#13, how eager are you to start your own company?

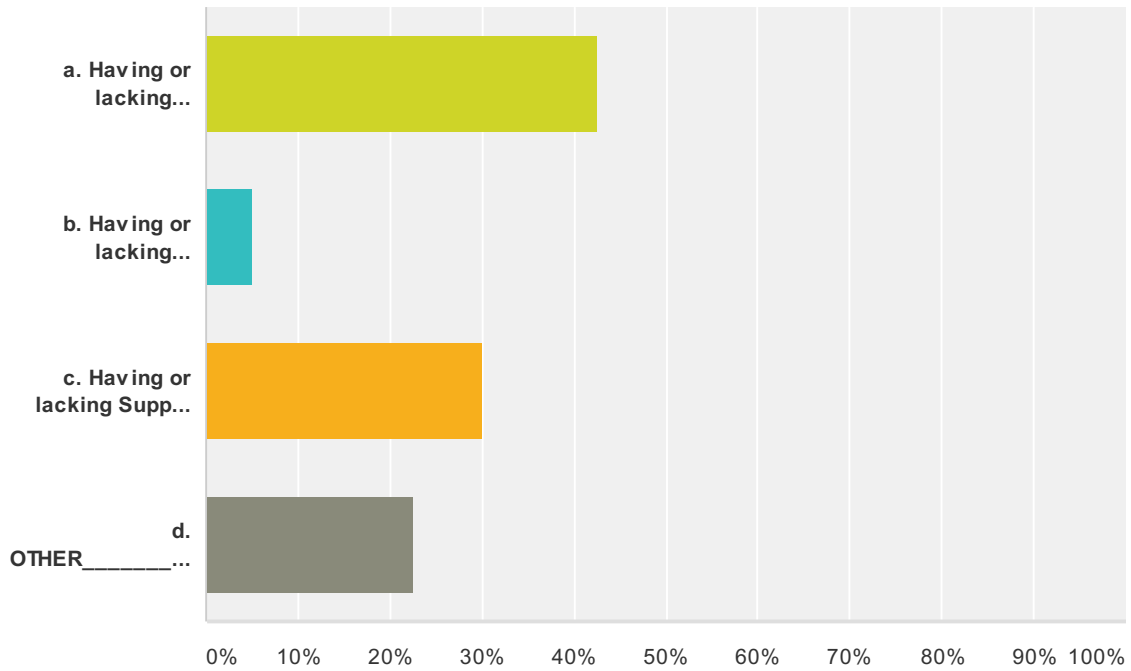
Answered: 16 Skipped: 84



Answer Choices	Responses	
a. Very eager	12.50%	2
b. Eager	43.75%	7
c. Somewhat eager	43.75%	7
d. Not at all	0.00%	0
Total		16

Q15 What is the most decisive factor to starting or not starting your own company?

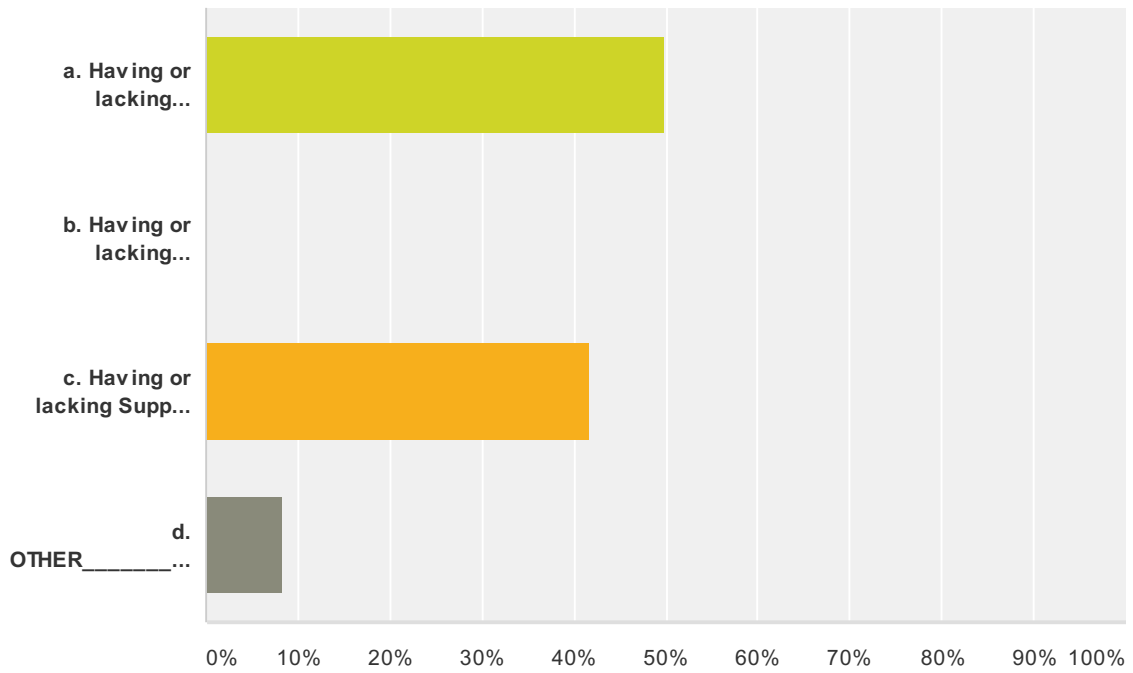
Answered: 40 Skipped: 60



Answer Choices	Responses
a. Having or lacking Business management knowledge	42.50% 17
b. Having or lacking Child-care	5.00% 2
c. Having or lacking Support from experts	30.00% 12
d. OTHER	22.50% 9
Total	40

Q16 If the most decisive factor you choose is INITIAL CAPITAL, what is the next most important factor?

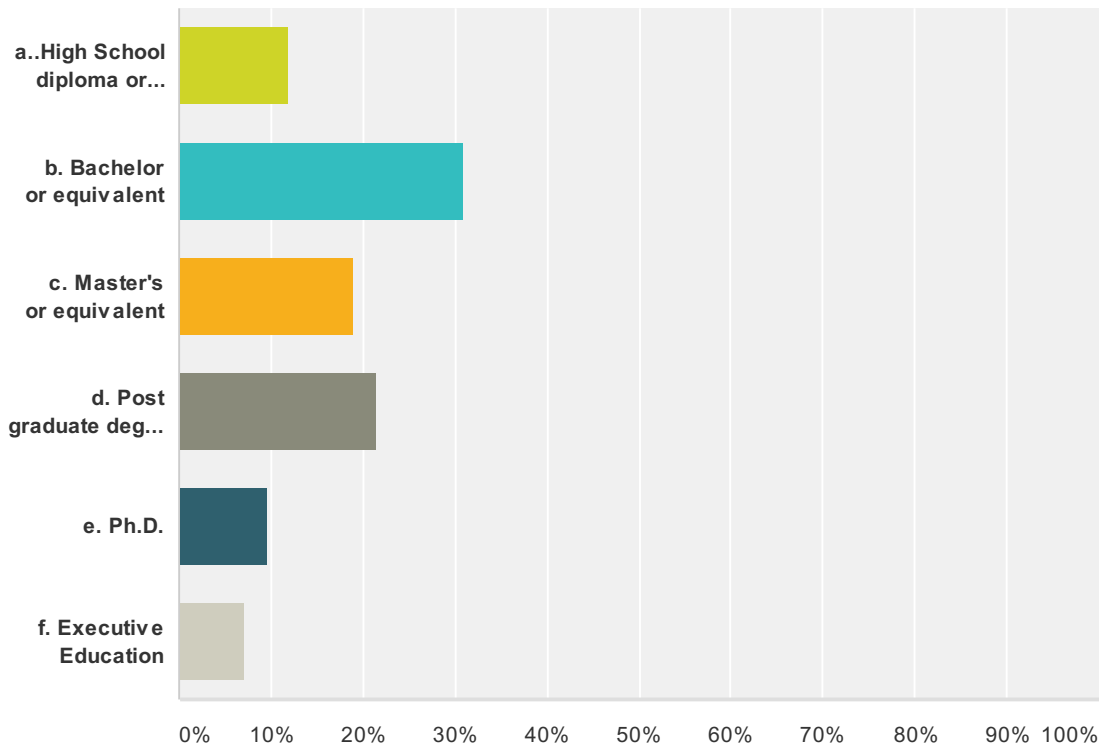
Answered: 12 Skipped: 88



Answer Choices	Responses
a. Having or lacking Business management knowledge	50.00% 6
b. Having or lacking Child-care	0.00% 0
c. Having or lacking Support from experts	41.67% 5
d. OTHER	8.33% 1
Total	12

Q17 What is your educational background?

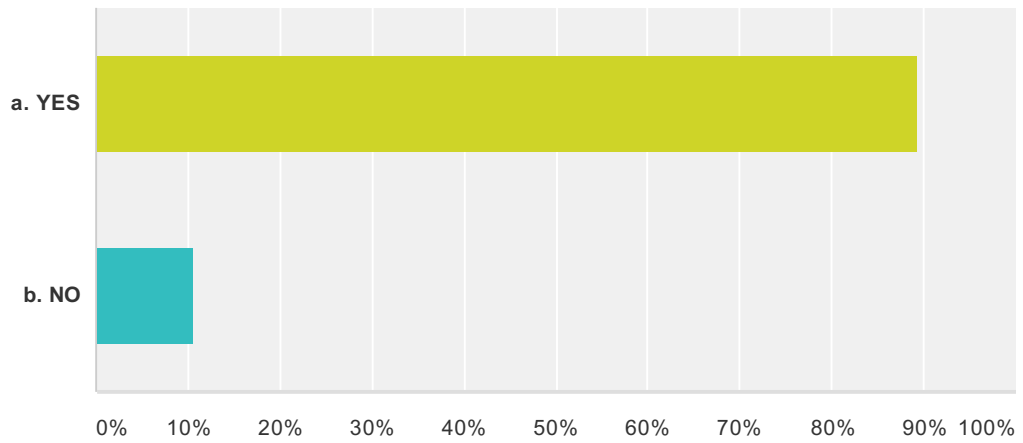
Answered: 84 Skipped: 16



Answer Choices	Responses
a..High School diploma or equivalent	11.90% 10
b. Bachelor or equivalent	30.95% 26
c. Master's or equivalent	19.05% 16
d. Post graduate degree or equivalent	21.43% 18
e. Ph.D.	9.52% 8
f. Executive Education	7.14% 6
Total	84

Q18 Do you believe that receiving additional training will help you in starting a company and running it successfully?

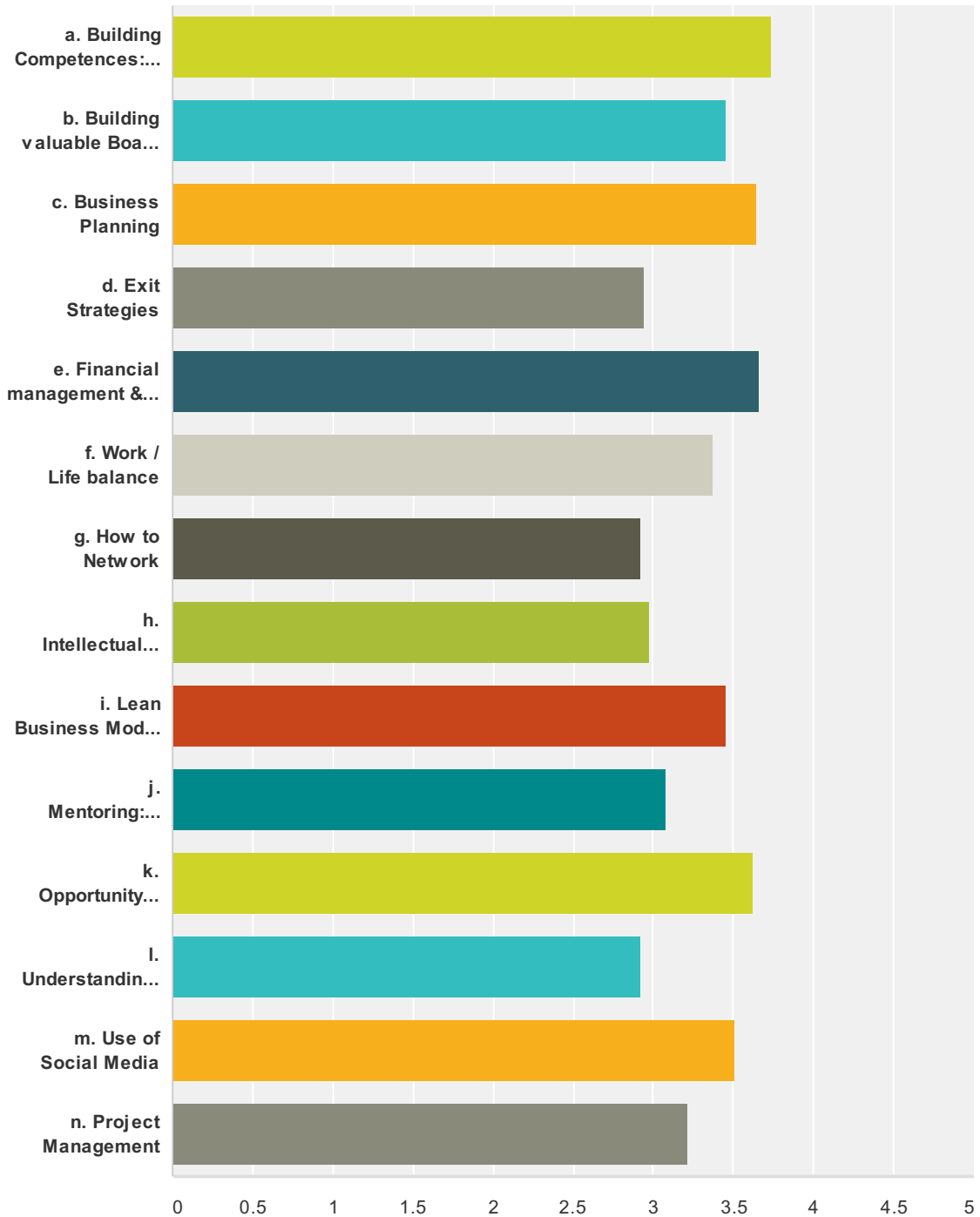
Answered: 84 Skipped: 16



Answer Choices	Responses
a. YES	89.29% 75
b. NO	10.71% 9
Total	84

Q19 What kind of additional training are you most interested to receive? Choose all that interest you up to a total of 5 in order of priority - ranking them from 1 to 5 (1 for lowest priority to 5 for highest priority)

Answered: 66 Skipped: 34



	lowest priority	(no label)	middle	(no label)	highest priority	Total	Average Rating
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INSPIRE Young and Women to Startup

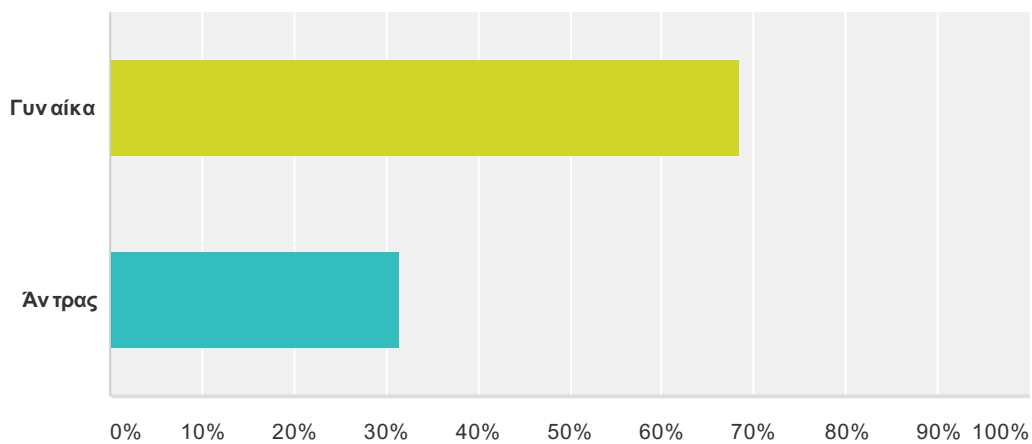
a. Building Competences: Cooperating, Presenting, Analysing, How to Pitch, How to awake your creativity - innovative self	5.26% 3	8.77% 5	28.07% 16	22.81% 13	35.09% 20	57	3.74
b. Building valuable Boards of Advisors	8.33% 4	12.50% 6	27.08% 13	29.17% 14	22.92% 11	48	3.46
c. Business Planning	5.45% 3	12.73% 7	18.18% 10	40.00% 22	23.64% 13	55	3.64
d. Exit Strategies	15.69% 8	23.53% 12	23.53% 12	25.49% 13	11.76% 6	51	2.94
e. Financial management & investor readiness	9.43% 5	5.66% 3	24.53% 13	30.19% 16	30.19% 16	53	3.66
f. Work / Life balance	11.76% 6	7.84% 4	35.29% 18	21.57% 11	23.53% 12	51	3.37
g. How to Network	14.29% 7	18.37% 9	40.82% 20	14.29% 7	12.24% 6	49	2.92
h. Intellectual Property Management	19.15% 9	12.77% 6	31.91% 15	23.40% 11	12.77% 6	47	2.98
i. Lean Business Model Methodology: Value Proposition & Market Analysis	13.21% 7	9.43% 5	20.75% 11	32.08% 17	24.53% 13	53	3.45
j. Mentoring: techniques on how to mentor and how to give mentoring	10.20% 5	16.33% 8	40.82% 20	20.41% 10	12.24% 6	49	3.08
k. Opportunity recognition	2.13% 1	8.51% 4	38.30% 18	27.66% 13	23.40% 11	47	3.62
l. Understanding Entrepreneurship	20.83% 10	14.58% 7	29.17% 14	22.92% 11	12.50% 6	48	2.92
m. Use of Social Media	7.84% 4	9.80% 5	37.25% 19	13.73% 7	31.37% 16	51	3.51
n. Project Management	10.20% 5	12.24% 6	34.69% 17	30.61% 15	12.24% 6	49	3.22



Annex IV: Analysis of Greek Survey

Q1 Φύλο

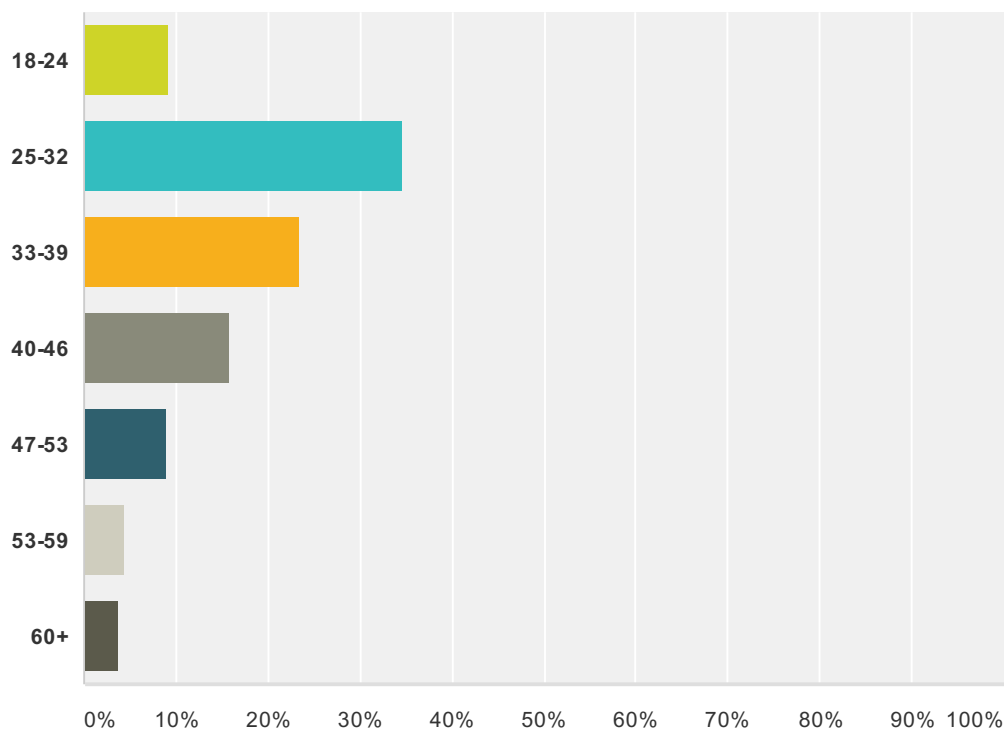
Answered: 492 Skipped: 0



Answer Choices	Responses
Γυναίκα	68.50% 337
Άντρας	31.50% 155
Total	492

Q2 Σε ποια ηλικιακή ομάδα ανήκετε;

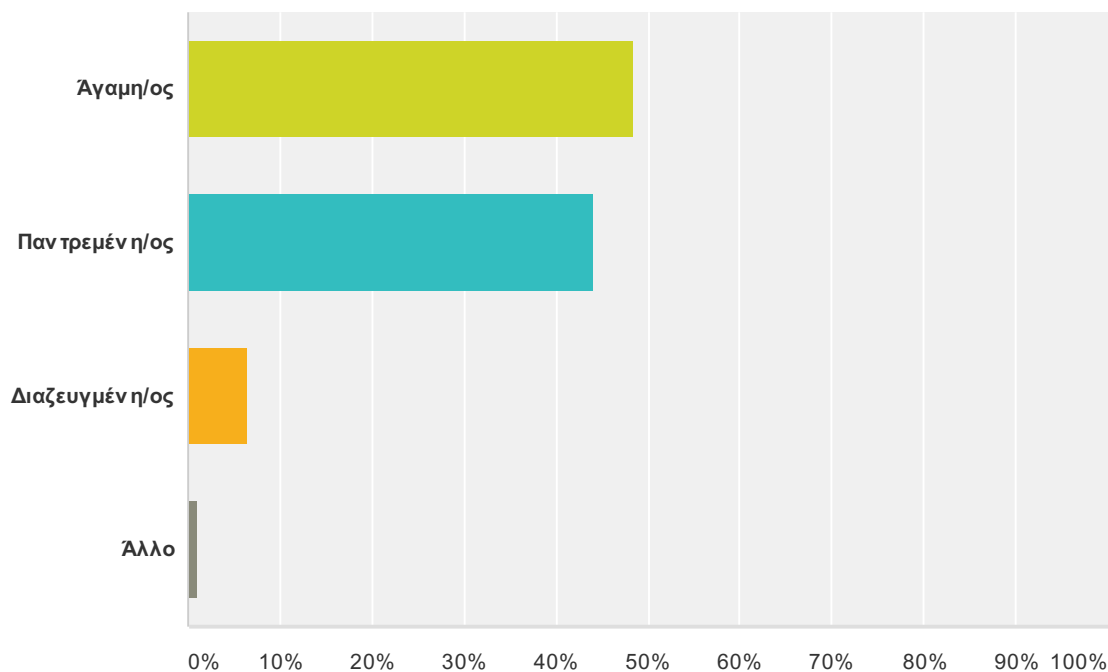
Answered: 492 Skipped: 0



Answer Choices	Responses
18-24	9.15% 45
25-32	34.55% 170
33-39	23.37% 115
40-46	15.85% 78
47-53	8.94% 44
53-59	4.47% 22
60+	3.66% 18
Total	492

Q3 Οικογενειακή κατάσταση

Answered: 492 Skipped: 0

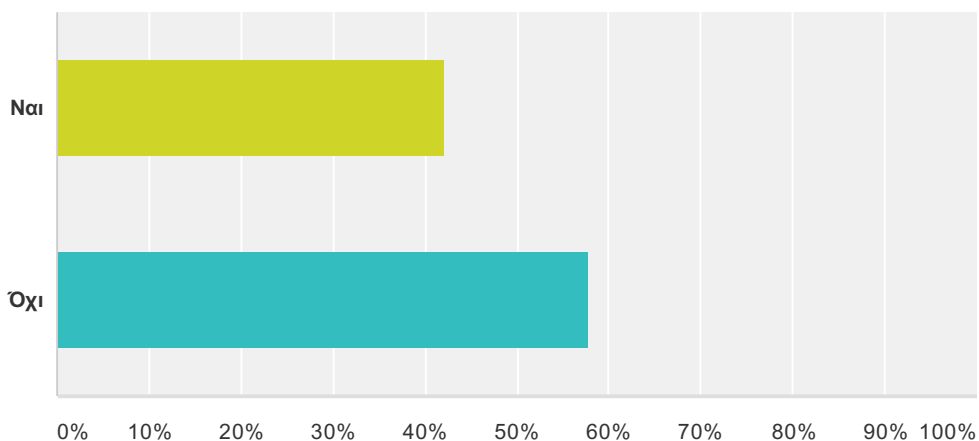


Answer Choices	Responses
Άγαμη/ος	48.37% 238
Παντρεμένη/ος	44.11% 217
Διαζευγμένη/ος	6.50% 32
Άλλο	1.02% 5
Total	492

#	Άλλο	Date
1	ΑΡΑΒΩΝΙΑΣΜΕΝΗ	3/25/2014 10:57 PM
2	αραβωνιασμενη	3/16/2014 10:00 PM
3	Συζώ	3/16/2014 6:39 PM
4	.	3/13/2014 9:36 PM
5	αρραβωνιασμένη	3/13/2014 4:10 PM

Q4 Έχετε παιδιά;

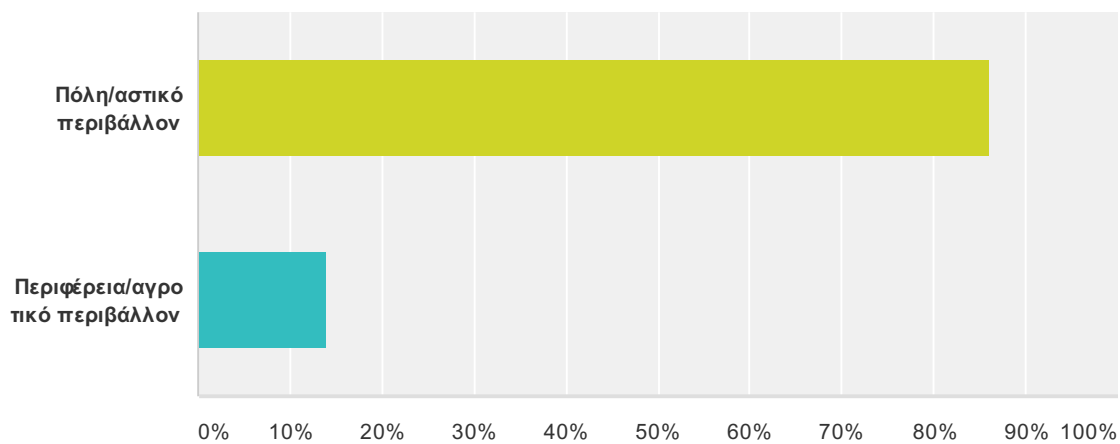
Answered: 492 Skipped: 0



Answer Choices	Responses
Ναι	42.07% 207
Όχι	57.93% 285
Total	492

Q5 Σε τι περιοχή ζείτε;

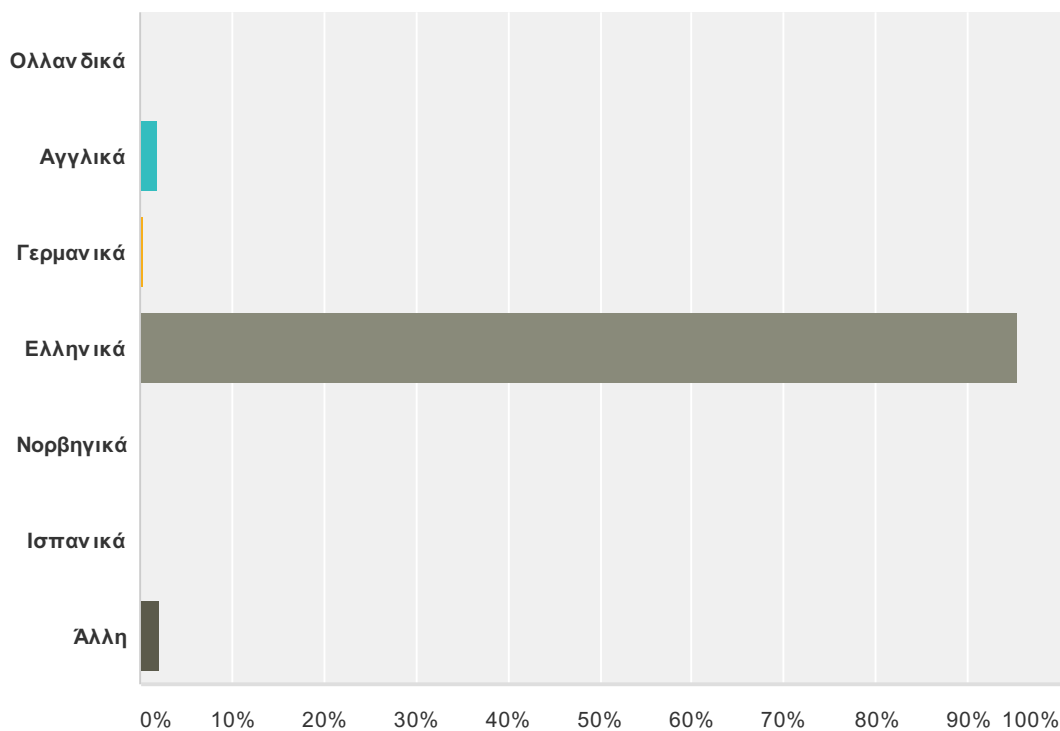
Answered: 492 Skipped: 0



Answer Choices	Responses
Πόλη/αστικό περιβάλλον	85.98% 423
Περιφέρεια/αγροτικό περιβάλλον	14.02% 69
Total	492

Q6 Ποια είναι η μητρική σας γλώσσα;

Answered: 492 Skipped: 0



Answer Choices	Responses
Ολλανδικά	0.20% 1
Αγγλικά	1.83% 9
Γερμανικά	0.41% 2
Ελληνικά	95.33% 469
Νορβηγικά	0.20% 1
Ισπανικά	0.00% 0
Άλλη	2.03% 10
Total	492

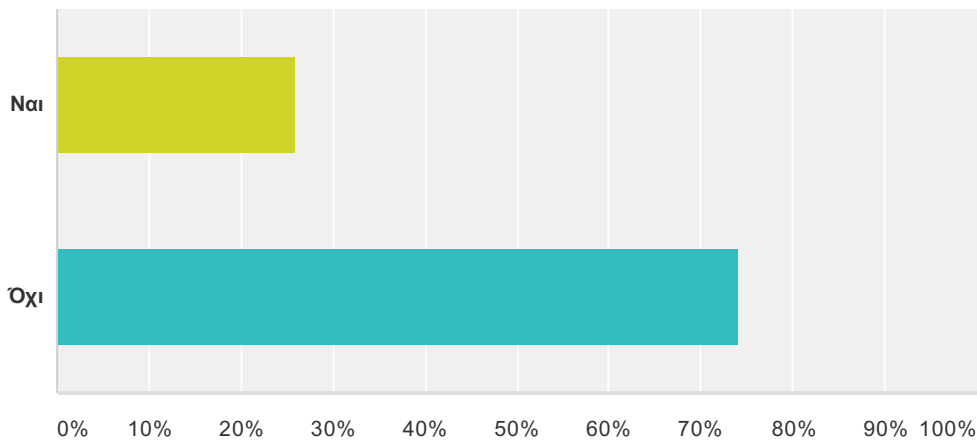
#	Άλλη	Date
1	κυπριακή	3/15/2014 3:19 AM
2	Ροσσικα	3/14/2014 5:52 PM
3	Βουλγαρικά	3/14/2014 12:54 PM
4	Γαλλικα	3/14/2014 12:21 PM
5	Russian	3/14/2014 10:33 AM
6	french	3/13/2014 8:58 PM
7	ΕΛΛΗΝΙΚΑ	3/13/2014 4:15 PM
8	Ουκρανική	3/6/2014 11:45 PM

Γυναικεία επιχειρηματικότητα και επιχειρηματικότητα νέων: Έρευνα για τις ανάγκες των γυναικών και

9	αλβανικά	3/6/2014 9:32 PM
10	Greek and English	3/6/2014 8:08 PM

Q7 Είστε αυτή τη στιγμή ιδιοκτήτρια/ης επιχείρησης;

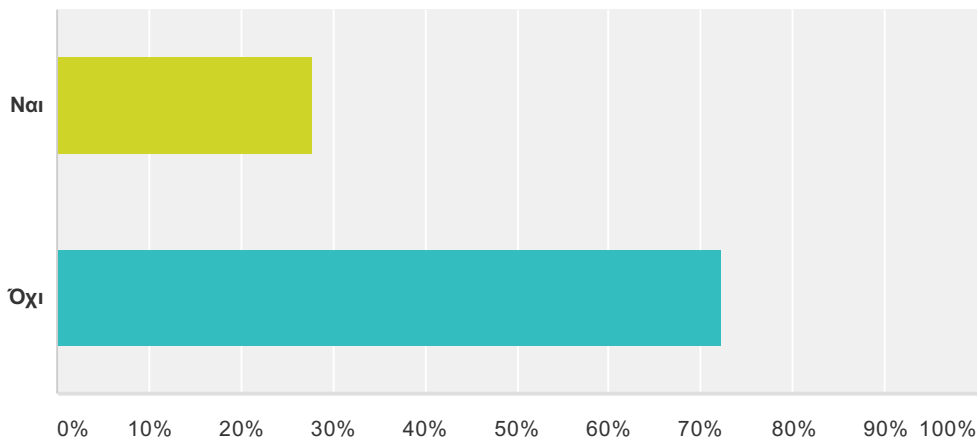
Answered: 488 Skipped: 4



Answer Choices	Responses
Ναι	25.82% 126
Όχι	74.18% 362
Total	488

**Q8 Εάν είστε ιδιοκτήτρια/ης μιας νέας
επιχείρησης (start up), έχετε συμμετάσχει
σε κάποιο εκπαιδευτικό πρόγραμμα
επιχειρηματικότητας στο παρελθόν;**

Answered: 126 Skipped: 366



Answer Choices	Responses
Ναι	27.78% 35
Όχι	72.22% 91
Total	126

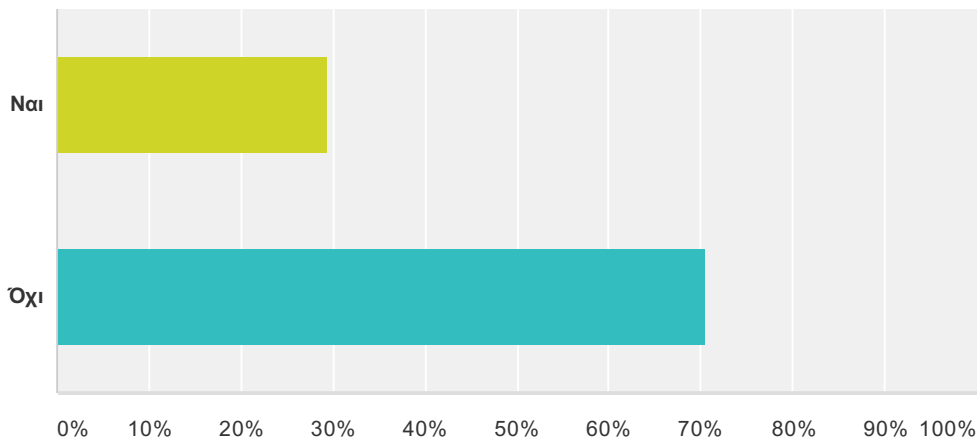
Q9 Εάν έχετε συμμετάσχει σε κάποιο εκπαιδευτικό πρόγραμμα, παρακαλούμε περιγράψτε συνοπτικά τα αντικείμενα εκπαίδευσης

Answered: 20 Skipped: 472

#	Responses	Date
1	Έρευνα και καινοτομία	3/17/2014 3:55 PM
2	marketing	3/16/2014 7:35 PM
3	How to start your own business organised by bpw cyprus.	3/14/2014 9:35 PM
4	Marketing, startup events to find investors, finance seminars, small business development seminars etc	3/14/2014 4:57 PM
5	Ανθρώπινες σχέσεις, πολιτική πωλήσεων	3/14/2014 9:08 AM
6	Polisis & marketing	3/14/2014 7:03 AM
7	MBA	3/13/2014 10:49 PM
8	- σεμινάρια για νέες επιχειρήσεις - χρηματοδοτήσεις - Επιμορφωτικά μαθήματα - Διοίκηση Μικρών Επιχειρήσεων	3/13/2014 5:04 PM
9	Business and Financial Planning.	3/10/2014 10:38 PM
10	Mentoring	3/10/2014 1:57 PM
11	Σεμινάριο σχετικά με την καινοτομία στην επιχείρηση	3/10/2014 12:25 PM
12	ΠΩΛΗΣΕΙΣ , MANAGEMENT	3/9/2014 12:53 PM
13	business start-up, mentoring women's entrepreneurship, SME's strategy, business counselling, marketing, financial management, research for enterprise, entrepreneurship, venture management	3/8/2014 11:41 PM
14	προβολή και διαφήμιση μικρομεσαίας επιχείρησης, αρχές marketing	3/8/2014 2:04 PM
15	fashion and luxury business, social media, new media	3/8/2014 1:30 PM
16	Δημιουργία επιχειρηματικής ιδέας Business plan	3/7/2014 6:32 PM
17	women@business mentoring circles in greece more technologies?more women entrepreneurs διεθνές εμπόριο και εξαγωγές στην πράξη	3/7/2014 9:17 AM
18	SOCIAL ECONOMY, ENVIRONMENTAL, ECOLOGY, NEW TECHNOLOGIES, quality,youth rights	3/6/2014 11:22 PM
19	Business Planning Internet Marketing	3/6/2014 7:30 PM
20	οργάνωση & διοίκηση μμε & πμε τεχνικός ασφαλείας	3/5/2014 9:24 PM

Q10 Η επιχείρησή σας δραστηριοποιείται στο χώρο των νέων τεχνολογιών;

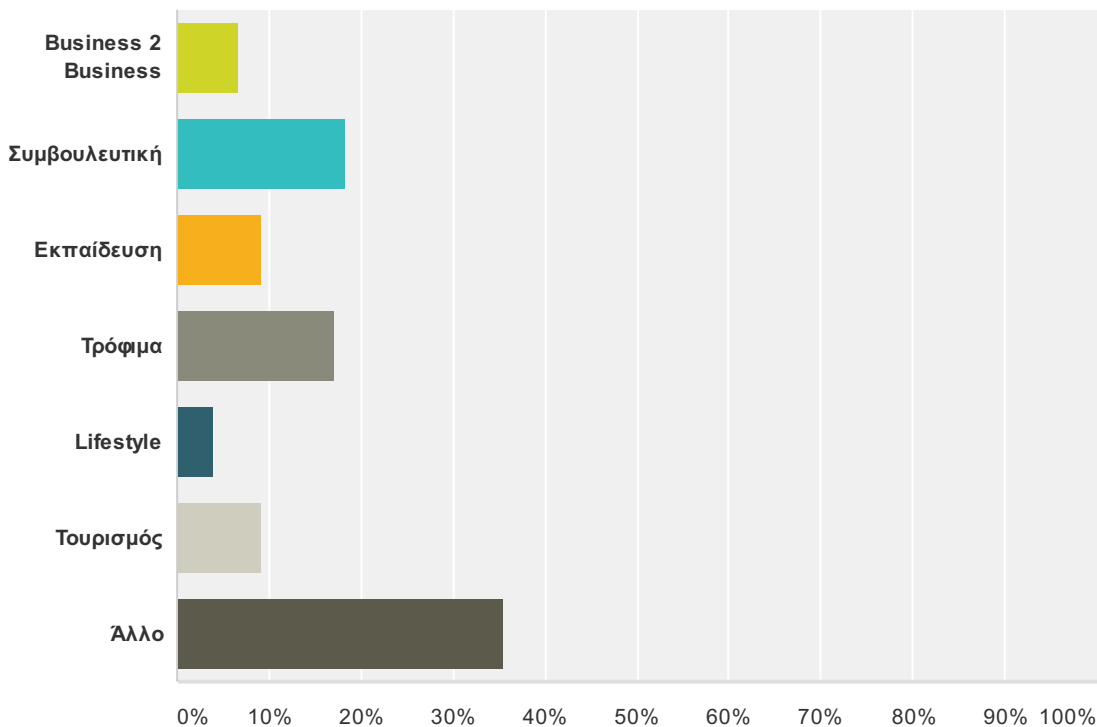
Answered: 122 Skipped: 370



Answer Choices	Responses	
Ναι	29.51%	36
Όχι	70.49%	86
Total		122

Q11 Εάν η νέα επιχείρησή που έχετε δε δραστηριοποιείται στις νέες τεχνολογίες, σε ποιόν από τους παρακάτω κλάδους ανήκει;

Answered: 76 Skipped: 416



Answer Choices	Responses
Business 2 Business	6.58% 5
Συμβουλευτική	18.42% 14
Εκπαίδευση	9.21% 7
Τρόφιμα	17.11% 13
Lifestyle	3.95% 3
Τουρισμός	9.21% 7
Άλλο	35.53% 27
Total	76

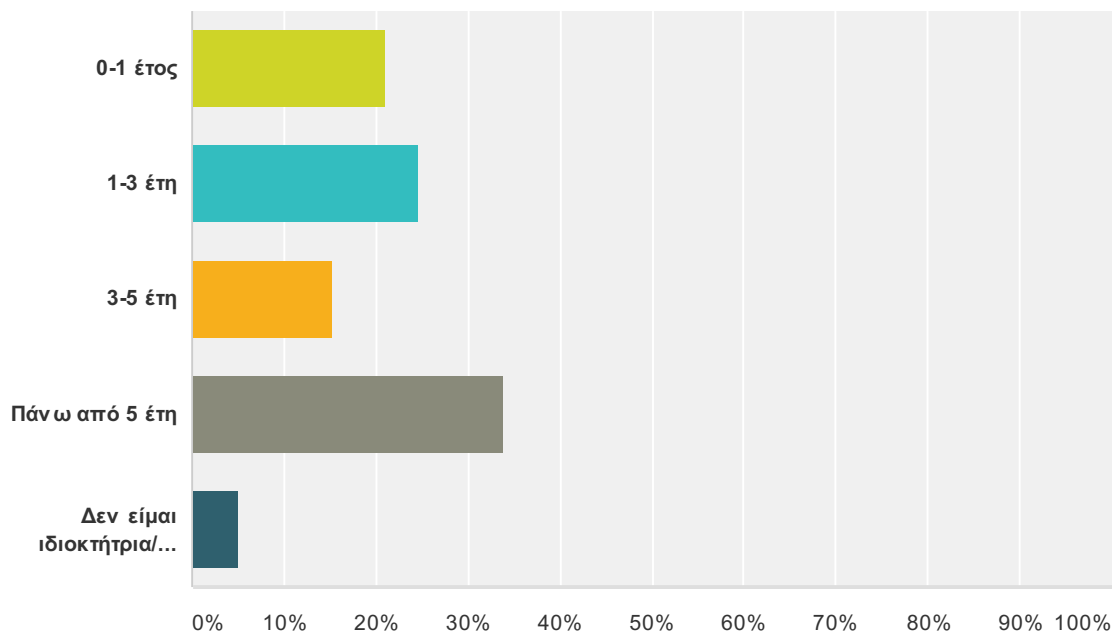
#	Άλλο	Date
1	contracting	3/18/2014 6:10 PM
2	praktoreio opap	3/17/2014 9:30 PM
3	Expanding awareness	3/15/2014 8:56 PM
4	wine merchant	3/14/2014 9:36 PM
5	ΚΑΤΟΙΚΙΑ - ΔΙΑΚΟΣΜΗΣΗ	3/14/2014 5:32 PM

Γυναικεία επιχειρηματικότητα και επιχειρηματικότητα νέων: Έρευνα για τις ανάγκες των γυναικών και

6	Service industry	3/14/2014 4:37 PM
7	ρουχισμός	3/14/2014 3:04 PM
8	gynekia roycha boutique	3/14/2014 1:49 PM
9	Αρχιτεκτονικές και Στατικές μελέτες	3/14/2014 11:08 AM
10	ΛΟΓΙΣΤΙΚΑ	3/14/2014 10:34 AM
11	εμποριο	3/14/2014 10:26 AM
12	Κατασκευαστική	3/14/2014 10:26 AM
13	asfalistiko	3/14/2014 10:24 AM
14	insurance agents & consultants	3/14/2014 10:12 AM
15	trading	3/14/2014 9:32 AM
16	efimerida epikairothta- diafimisi	3/14/2014 9:07 AM
17	culture	3/13/2014 8:59 PM
18	Αισθητική	3/10/2014 2:31 PM
19	μεταποίηση	3/10/2014 12:26 PM
20	ΥΓΕΙΑ	3/9/2014 12:53 PM
21	Αισθητική	3/8/2014 3:38 PM
22	υπηρεσίες σχεδιασμού χώρου και κατασκευή	3/8/2014 2:08 PM
23	Υγεια	3/7/2014 5:02 PM
24	φυσικά καλλυντικά	3/7/2014 9:18 AM
25	παροχή υπηρεσιών αδυνατισματος-ομορφιας	3/6/2014 4:20 PM
26	φυτικά καλλυντικά	3/6/2014 11:30 AM
27	εξοπλισμοί καφέ-είδη καθαρισμού-χαρτικά	3/5/2014 9:27 PM

Q12 Πόσα έτη δραστηριοποιείται η επιχείρησή σας;

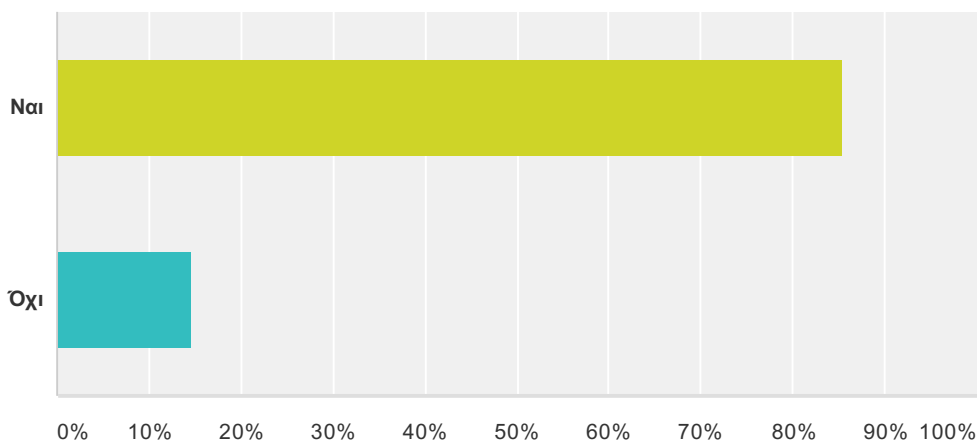
Answered: 118 Skipped: 374



Answer Choices	Responses
0-1 έτος	21.19% 25
1-3 έτη	24.58% 29
3-5 έτη	15.25% 18
Πάνω από 5 έτη	33.90% 40
Δεν είμαι ιδιοκτήτρια/ης νέας επιχείρησης (start up)	5.08% 6
Total	118

Q13 Εάν αυτήν τη στιγμή δεν είστε ιδιοκτήτρια/ης νέας επιχείρησης (start up), θα ενδιαφερόσασταν να ξεκινήσετε μία;

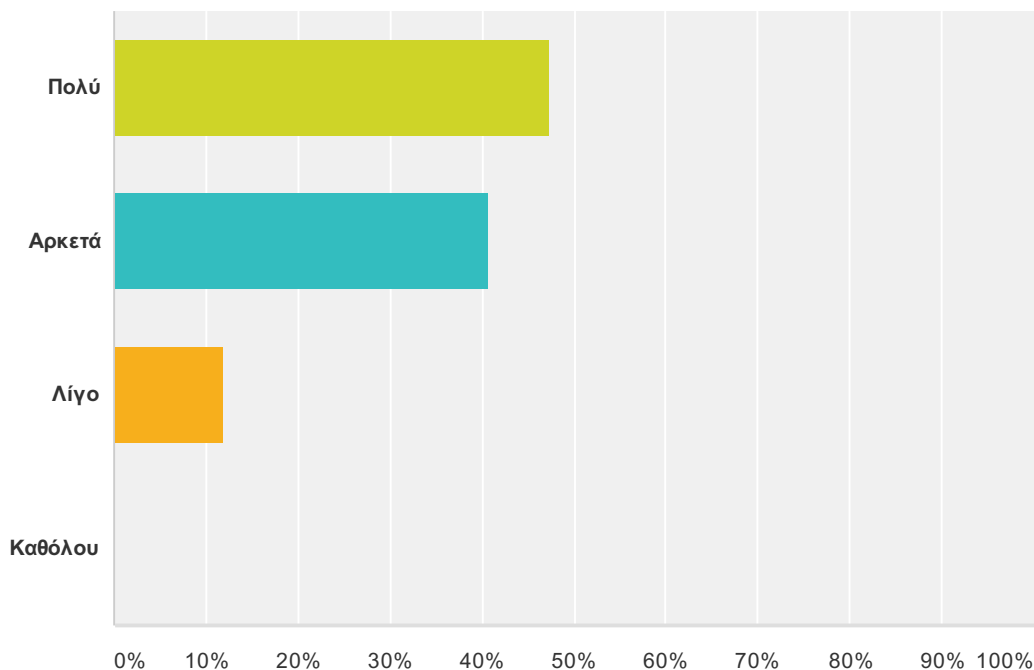
Answered: 363 Skipped: 129



Answer Choices	Responses
Ναι	85.40% 310
Όχι	14.60% 53
Total	363

Q14 Πόσο πρόθυμη/ος είσαστε να ξεκινήσετε τη δική σας νέα επιχείρηση;

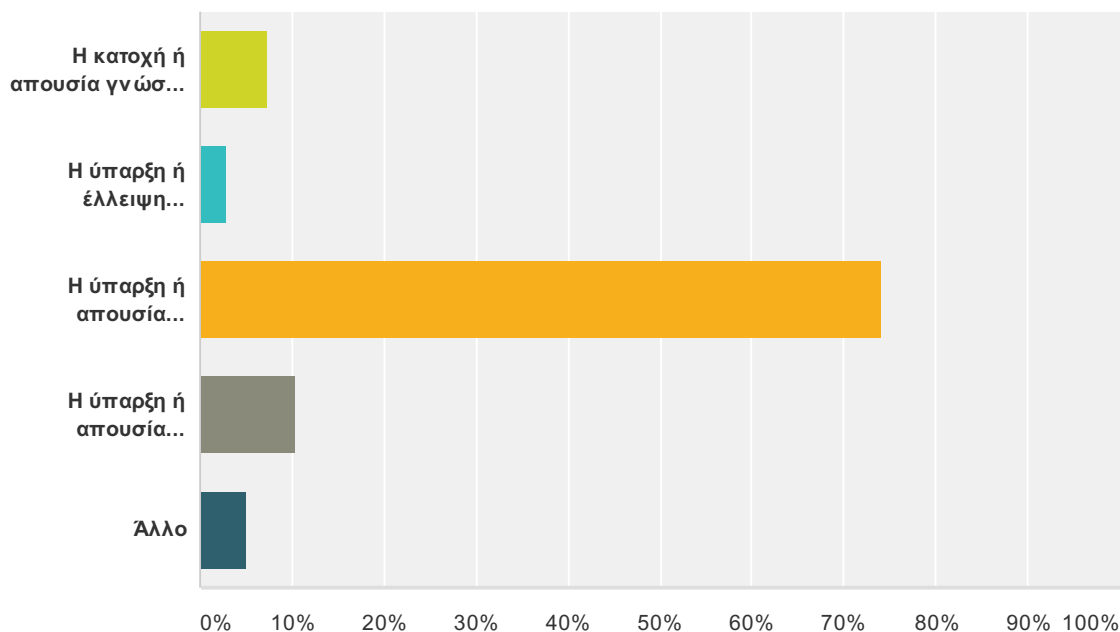
Answered: 304 Skipped: 188



Answer Choices	Responses	Count
Πολύ	47.37%	144
Αρκετά	40.79%	124
Λίγο	11.84%	36
Καθόλου	0.00%	0
Total		304

Q15 Ποιός από τους παρακάτω είναι ο πιο κρίσιμος παράγοντας που θα σας ωθούσε ή θα σας απέτρεπε να ξεκινήσετε τη δική σας επιχείρηση;

Answered: 352 Skipped: 140



Answer Choices	Responses
Η κατοχή ή απουσία γνώσεων στη διοίκηση επιχειρήσεων (Business management)	7.39% 26
Η ύπαρξη ή έλλειψη υπηρεσιών φροντίδας για τα παιδιά	2.84% 10
Η ύπαρξη ή απουσία κεφαλαίων για να ξεκινήσετε	74.15% 261
Η ύπαρξη ή απουσία εξειδικευμένης επιχειρηματικής υποστήριξης	10.51% 37
Άλλο	5.11% 18
Total	352

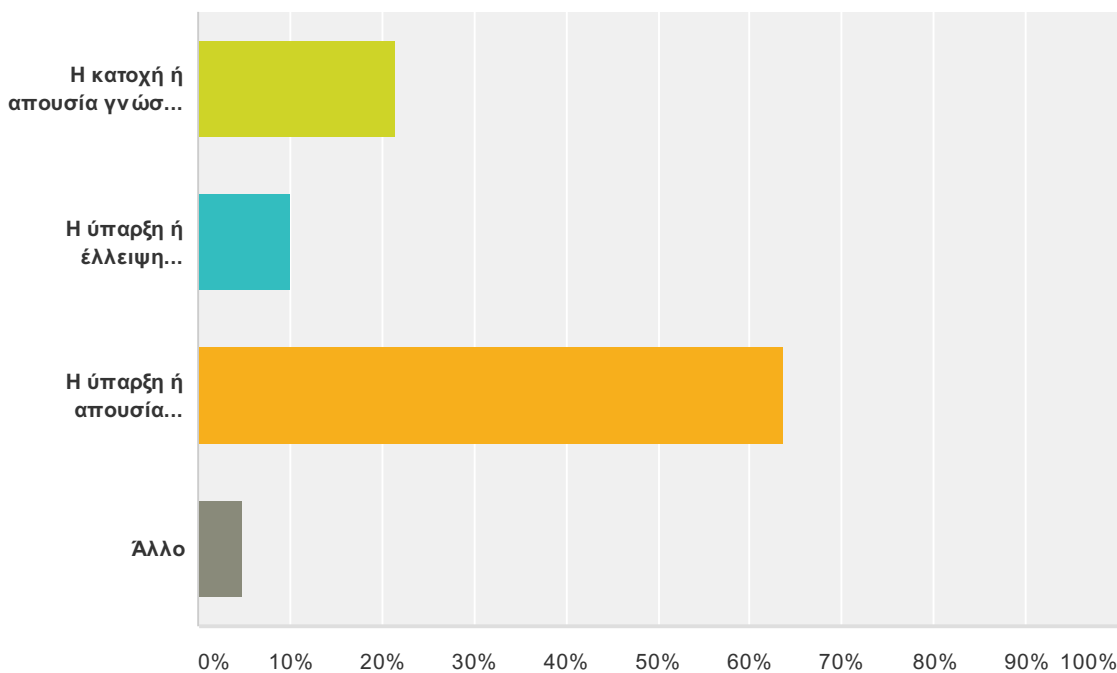
#	Άλλο	Date
1	όλα τα παραπάνω	3/16/2014 10:03 PM
2	Insecurity, stress	3/14/2014 11:40 AM
3	Η ευθύνη, ο χρόνος και το ρίσκο	3/14/2014 11:27 AM
4	Η καπιταλιστική κρίση	3/14/2014 10:26 AM
5	Είμαι συνταξιούχος	3/14/2014 10:17 AM
6	to risko	3/14/2014 10:08 AM
7	οικονομικό	3/14/2014 5:15 AM
8	Mia Kali idea	3/14/2014 12:05 AM
9	Η αβεβαιότητα της οικονομίας και της αγοράς, το ρουσφέτι και η κοροϊδία που υπάρχει στην χώρα μας απο αυτούς που μας διοικούν και κατέχουν αξιώματα	3/13/2014 11:42 PM

Γυναικεία επιχειρηματικότητα και επιχειρηματικότητα νέων: Έρευνα για τις ανάγκες των γυναικών και

10	Οικονομική κρίση	3/13/2014 4:49 PM
11	ΕΛΛΕΙΨΗ ΖΗΤΗΣΗΣ ΤΟΥ ΠΡΟΙΟΝΤΟΣ	3/13/2014 4:16 PM
12	Καινοτομική επιχειρηματική ιδέα	3/10/2014 1:38 PM
13	ΚΑΛΥΤΕΡΟ ΟΙΚΟΝΟΜΙΚΟ ΠΕΡΙΒΑΛΛΟΝ (ΠΧ ΤΡΑΠΕΖΕΣ)	3/7/2014 12:58 PM
14	η Οικονομική κρίση και οι προοπτικές	3/7/2014 9:41 AM
15	Ασφαλιστικά θέματα	3/6/2014 11:28 PM
16	η αστάθεια στην τοπική οικονομία	3/6/2014 8:12 PM
17	Μη επαρκή γνώση στον κλάδο που ενδιαφερομαι	3/6/2014 3:35 PM
18	ο ανταγωνισμός	3/5/2014 11:25 PM

Q16 Επιλέξατε την απάντηση 'ύπαρξη ή απουσία κεφαλαίων για να ξεκινήσετε', ποια είναι η δεύτερη επιλογή σας;

Answered: 250 Skipped: 242

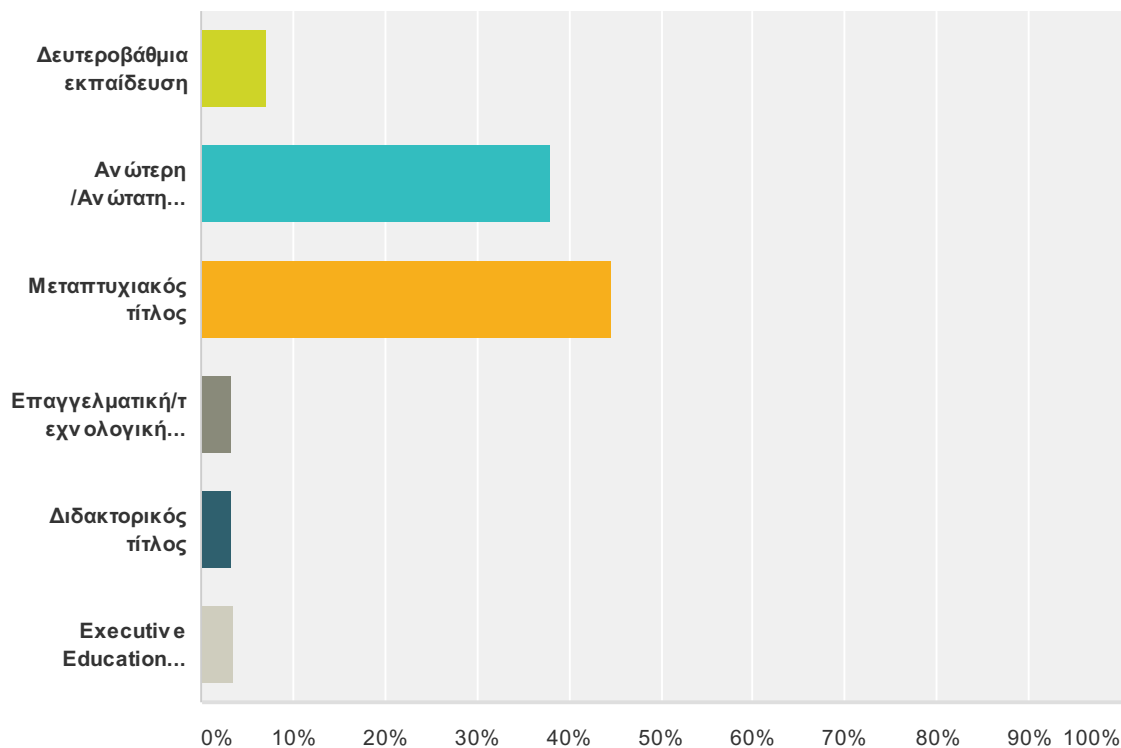


Answer Choices	Responses
Η κατοχή ή απουσία γνώσεων στη διαχείριση επιχειρήσεων (Business management)	21.60% 54
Η ύπαρξη ή έλλειψη υπηρεσιών φροντίδας για τα παιδιά	10.00% 25
Η ύπαρξη ή απουσία εξειδικευμένης επιχειρηματικής υποστήριξης	63.60% 159
Άλλο	4.80% 12
Total	250

#	Άλλο	Date
1	Business risk - new subject	3/24/2014 12:20 PM
2	krish, megalos risko, fivos	3/17/2014 9:54 AM
3	η ρευστη οικονομικη κατασταση	3/17/2014 8:54 AM
4	η τρέχουσα κατάσταση στην Κύπρο	3/15/2014 9:37 AM
5	η ανταπόκριση του κοινού	3/14/2014 10:13 PM
6	συνεργασία αρμοδιων αρχων	3/14/2014 7:57 PM
7	Η οικονομική κρίση	3/14/2014 3:16 PM
8	Αβεβαιότητα στην αγορά-δυνατότητα είσπραξεων από πλευρας πελατών	3/14/2014 1:00 PM
9	γραφειοκρατία και το νομικό πλαίσιο	3/14/2014 12:09 PM
10	Διαθέσιμος χώρος για στέγαση της επαγγελματικής δραστηριότητας	3/13/2014 9:21 PM
11	δεν υπάρχει άλλο παρά η πρώτη μου επιλογή	3/10/2014 1:23 PM

Q17 Ποιο είναι το εκπαιδευτικό σας επίπεδο;

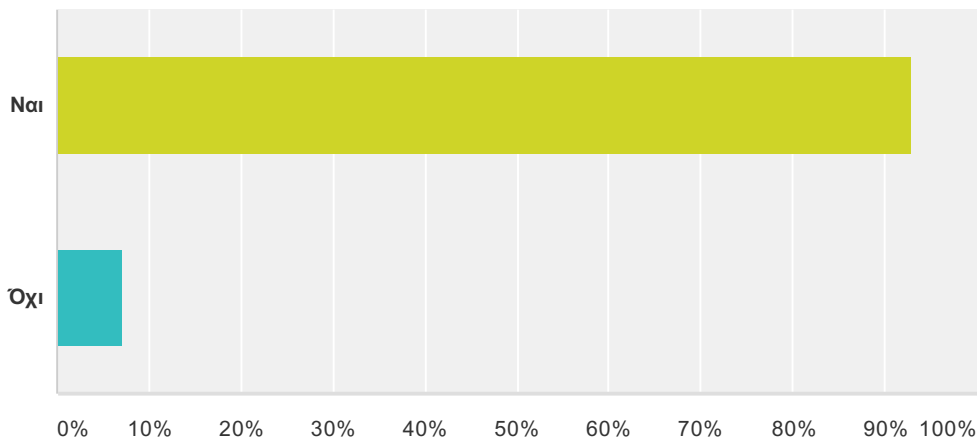
Answered: 452 Skipped: 40



Answer Choices	Responses
Δευτεροβάθμια εκπαίδευση	7.08% 32
Ανώτερη /Ανώτατη εκπαίδευση	38.05% 172
Μεταπτυχιακός τίτλος	44.69% 202
Επαγγελματική/τεχνολογική εκπαίδευση (πχ ΤΕΕ, ΙΕΚ)	3.32% 15
Διδακτορικός τίτλος	3.32% 15
Executive Education (Business schools, Colleges κλπ.)	3.54% 16
Total	452

Q18 Πιστεύετε ότι η εκπαίδευση σε θέματα επιχειρηματικότητας θα μπορούσε να σας βοηθήσει στην εκκίνηση και την επιτυχή διατήρηση μιας νέας επιχείρησης;

Answered: 452 Skipped: 40



Answer Choices	Responses
Ναι	92.92% 420
Όχι	7.08% 32
Total	452

Q19 Εάν πιστεύετε ότι η εκπαίδευση στην επιχειρηματικότητα δε μπορεί να σας βοηθήσει στην εκκίνηση μίας νέας επιχειρηματικής δραστηριότητας, περιγράψτε συνοπτικά τους λόγους γι'αυτό:

Answered: 21 Skipped: 471

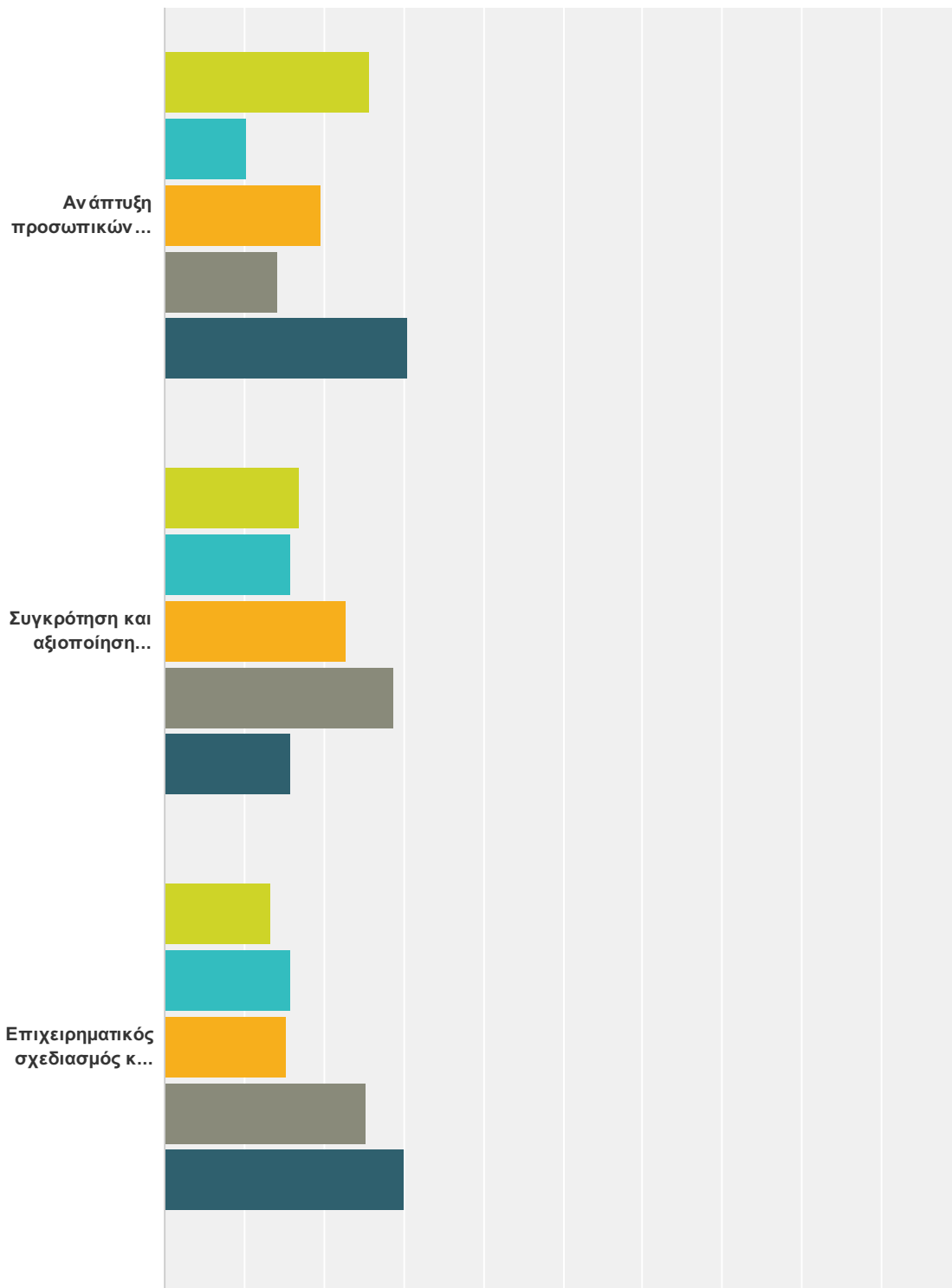
#	Responses	Date
1	Its something new in my country. There is no previous experience. I have to solve practical matters alone	3/24/2014 12:22 PM
2	Η εκπαίδευση από μόνη της δεν μπορεί να βοηθήσει αφού δεν μπορεί να υπερνικήσει τη στασιμότητα της κυπριακής αγοράς. Η οικονομική κρίση είναι ο παράγοντας Νο 1 που δεν αφήνει μια επιχείρηση να αναπτυχθεί	3/20/2014 11:29 PM
3	Είναι πιο σημαντικό να υπάρχουν συμβουλευτικές υπηρεσίες και υπηρεσίες υποστήριξης νέων εταιρειών, παρά περισσότερη εκπαίδευση.	3/20/2014 4:26 PM
4	θεωρω οτι το επιπεδο μορφωσης μου ειναι επαρκεστατο .	3/17/2014 8:56 AM
5	Η εκπαίδευση συνήθως δεν συνάδει με τα δεδομένα της αγοράς του συγκεκριμένου τύπου όπου ενδιαφέρεται κάποιος να αρχίσει μια επιχείρηση αλλά είναι γενικής μορφής.	3/14/2014 11:07 PM
6	Academic degrees are great but are not enough. Inspiration and support is further needed.	3/14/2014 4:39 PM
7	Δεν είναι αρκετή η εκπαίδευση αλλά η δυνατότητα της επιχείρησης να μπορεί να εισπράξει τα οφελούμενα ποσά. Η πρόθεση από πλευράς πελατών δεν είναι αρκετή από μόνη της, αλλά θα πρέπει να έχουν και τις δυνατότητες.	3/14/2014 1:04 PM
8	It will be too theoretical and besides, if you want to be a business owner it's better to be an employee first in order to learn about all the issues related to managing a business	3/14/2014 11:41 AM
9	giati exo idi gnosi business	3/14/2014 10:09 AM
10	Είμαι ήδη κάτοχος Μεταπτυχιακού τίτλου σε συναφή θέματα και κατέχω απαιτούμενη εμπειρία.	3/14/2014 9:52 AM
11	Οι γνώσεις υπάρχουν, χωρίς κεφάλαιο οι γνώσεις είναι γνώσεις!	3/14/2014 9:21 AM
12	Για να γίνει εκκίνηση μιας νέας επιχειρηματικής δραστηριότητας πρέπει οι κυβερνήσεις να δίνουν ευκαιρίες όχι μόνο στα λογία αλλά και με πράξεις. Πρέπει να αφήσουν πέραν από την εκπαίδευση να υπάρχει και κέρδος στον νέο επιχειρηματία. Η νέα κυβέρνηση δεν έχει απληφθεί ότι στηρίζει μόνο τους Κολοσσούς στον επιχειρηματικό κόσμο της Κύπρου με το ωραίο που δημιούργησε. Υπάρχει εξαναγκασμός εργασίας χωρίς πληρωμή με την απειλή της απολυσης και κλείνει η μία μετά την άλλη μικρή επιχείρηση. Δεν θα αλλάξει καθόλου η κατάσταση εάν δεν σταματήσει αυτό το ωραίο και οσες εκπαίδευσεις γίνουν δεν θα αποφέρουν κανένα αποτέλεσμα. Είναι ένας κύκλος ο οποίος σταμάτησε να ακολουθείται επειδή τα λεφτά σταμάτησαν να έρχονται στους μικρομεσαίους και ακολουθούν πορεία μόνο προς τους μεγάλους οπότε πρώτα επαναφέρετε τα ωραία όπως ήταν πριν και μετά θα μπορούμε και εμείς να ακολουθήσουμε. Τόσα χρόνια, τόσες γενιές επιβίωναν και οι μικροί επιχειρηματίες. Δώστε ξανά την ευκαιρία να επιβιώσουμε αυτή θα είναι η μεγαλύτερη ωθηση. Η αλλαγή ωραρίου ώστε να έχουμε ίσες οι περισσότερες ευκαιρίες από ότι τώρα που είναι μηδαμινές.	3/14/2014 8:06 AM
13	Υπάρχουν πληθώρα παραδείγματα επιτυχημένων startups στο εξωτερικό στα οποία η καάρτηση στη διοίκηση επιχειρήσεων έχει παίξει σχεδόν μηδενικό ρόλο. Κάποια παραδείγματα είναι η Google, Facebook ακόμη και η Apple στα αρχικά της στάδια αλλά και στην πρόσφατη αναγέννηση της. Σε αυτές τις περιπτώσεις ποιο σημαντικό ρόλο έπαιξε η δημιουργική τη τα, η εξαιρετική επιστημονική καάρτηση αλλά και ένα καθαρό όραμα και φιλοδοξία (με την καλή της έννοια, ambition). Γνώσεις διαχείρισης επιχειρήσεων είναι αναμφίβολα σημαντικές, αλλά δεν δημιουργούν ιδέες.	3/14/2014 1:30 AM
14	business school graduate	3/13/2014 11:28 PM
15	εχω γνωσεις	3/13/2014 10:46 PM

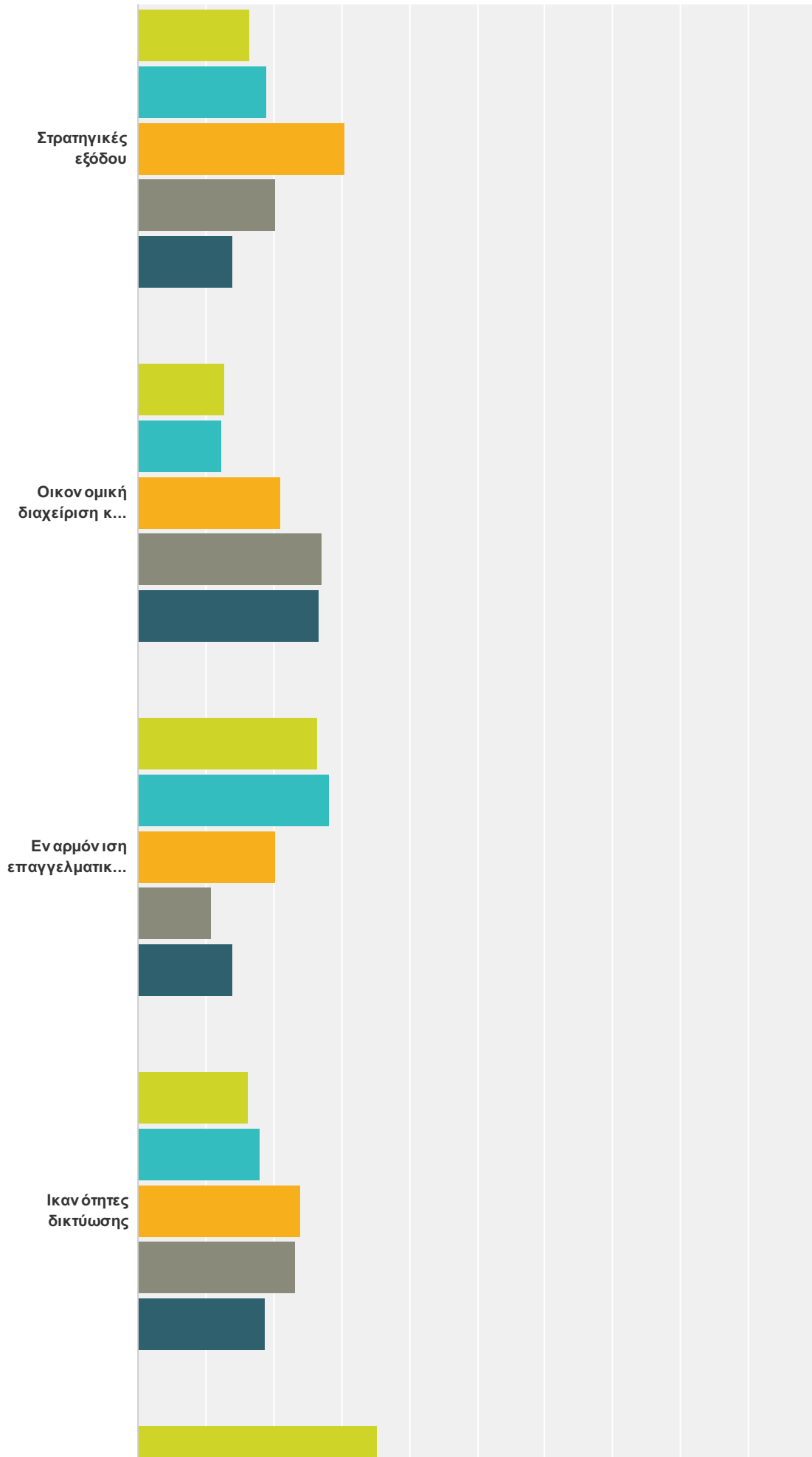
Γυναικεία επιχειρηματικότητα και επιχειρηματικότητα νέων: Έρευνα για τις ανάγκες των γυναικών και

16	Ηδη είμαι κάτοχος MBA (Master in Business Administration)	3/13/2014 10:03 PM
17	Η εκπαίδευση που έχω είναι MBA από πανε/μιο του ΗΒ και πιστεύω έχω τις γνώσεις για το αντικείμενο. Αλλά όχι τα χρήματα και αλλη υποστηρικτική βοήθεια.	3/13/2014 9:46 PM
18	Δεν υπάρχει συγκεκριμένος λόγος, δυστυχώς όποιος έχει χρήματα μπορεί να ανοίξει και μία επιχείρηση και με έναν λογιστή μπορεί να προχωρήσει ακόμα και αν δεν είναι 100% γνώστης της επιχειρηματικής δραστηριότητας.	3/10/2014 1:24 PM
19	γιατι η επιχειρημαποκτητα δεν μαθαινεται. δεν μαθαινεεις να εισαι leader. πρεπει να το εχεις εμφυτο	3/9/2014 7:30 PM
20	Επειδή δεν νιώθω εμπιστοσύνη στο εκπαιδευτικό υλικό ή/και τους εκπαιδευτές ... και τα έχω καπαφέρει μόνη μου, έξω από τα σύνηθες πρότυπα... και επειδή πιστεύω ότι η εκπαίδευση συνήθως απευθύνεται προς τα σύνηθες μοντέλα...	3/6/2014 8:12 PM
21	Δεν θεωρώ ότι υπάρχουν δεξιότητες "επιχειρηματικότητας". Οι δεξιότητες που απαιτούνται για την επιχειρηματικότητα (διαχείριση έργου, επικοινωνία, αναλυτική και στρατηγική σκέψη κλπ) μπορούν να αποκτηθούν από εκπαιδευτικά προγράμματα που εμβαθύνουν πολύ περισσότερο στις δεξιότητες αυτές. Θεωρώ τα προγράμματα "επιχειρηματικότητας" επουσιώδη και εν πολλοίς επιδερμικά	3/5/2014 11:11 AM

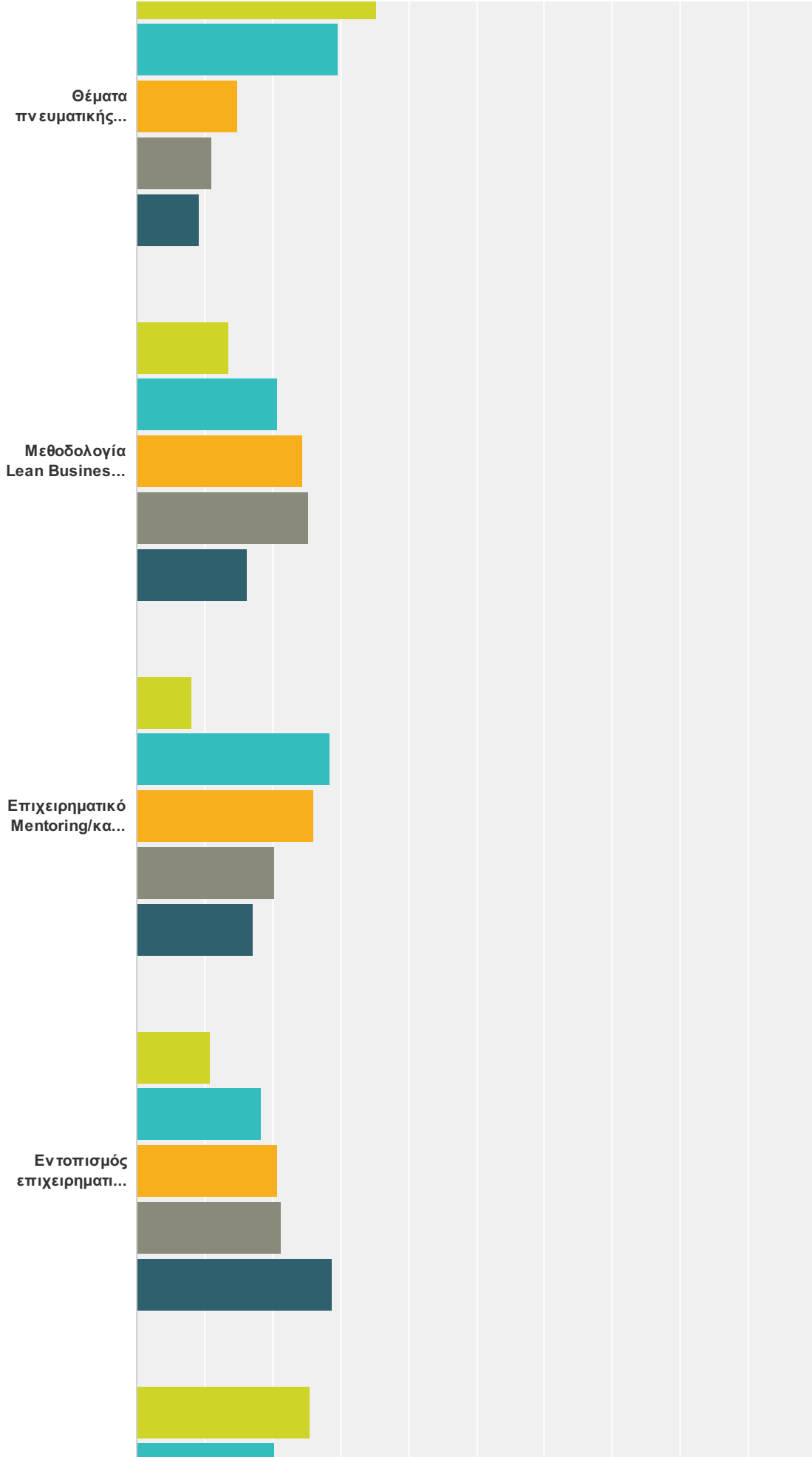
Q20 Τι είδους εκπαίδευση σε θέματα επιχειρηματικότητας θα επιθυμούσατε να λάβετε; Επιλέξτε μέχρι 5 από τα παρακάτω πεδία με σειρά προτεραιότητας , σημειώνοντας στο αντίστοιχο κουτάκι τους αριθμούς 1 έως 5 (1=χαμηλότερη προτεραιότητα / 5=υψηλότερη προτεραιότητα)

Answered: 376 Skipped: 116

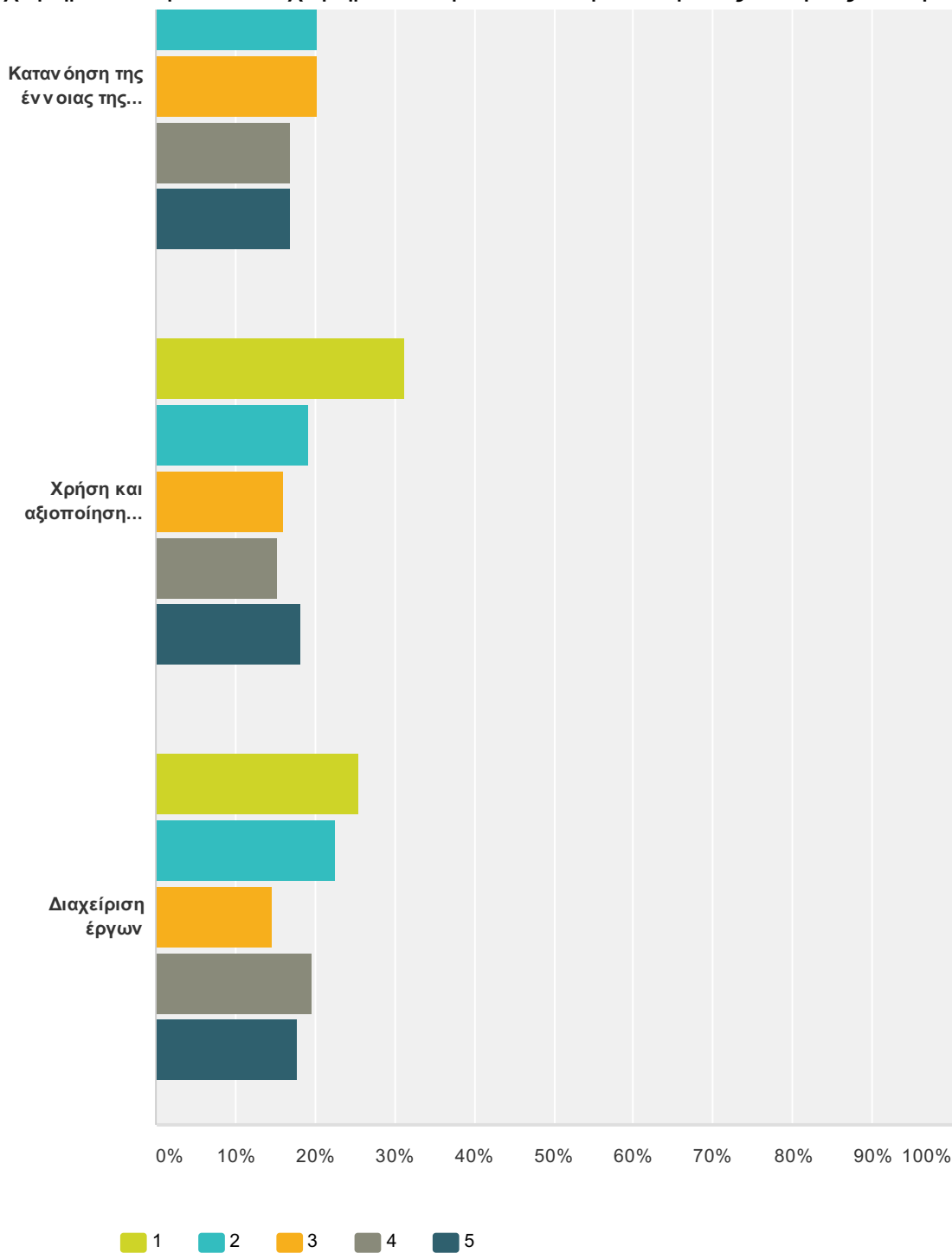




Γυναικεία επιχειρηματικότητα και επιχειρηματικότητα νέων: Έρευνα για τις ανάγκες των γυναικών και



Γυναικεία επιχειρηματικότητα και επιχειρηματικότητα νέων: Έρευνα για τις ανάγκες των γυναικών και



	1	2	3	4	5	Total
Ανάπτυξη προσωπικών δεξιοτήτων (πχ δημιουργικότητα, ομαδικότητα, επικοινωνιακές δεξιότητες, κινητοποίηση)	25.68% 38	10.14% 15	19.59% 29	14.19% 21	30.41% 45	148
Συγκρότηση και αξιοποίηση σώματος συμβούλων για την εκκίνηση επιχειρηματικής δραστηριότητας	16.83% 17	15.84% 16	22.77% 23	28.71% 29	15.84% 16	101
Επιχειρηματικός σχεδιασμός και πλάνο	13.40% 28	15.79% 33	15.31% 32	25.36% 53	30.14% 63	209
Στρατηγικές εξόδου	16.46% 13	18.99% 15	30.38% 24	20.25% 16	13.92% 11	79
Οικονομική διαχείριση και αξιοποίηση επενδυτικών ευκαιριών	12.78% 23	12.22% 22	21.11% 38	27.22% 49	26.67% 48	180

Γυναικεία επιχειρηματικότητα και επιχειρηματικότητα νέων: Έρευνα για τις ανάγκες των γυναικών και

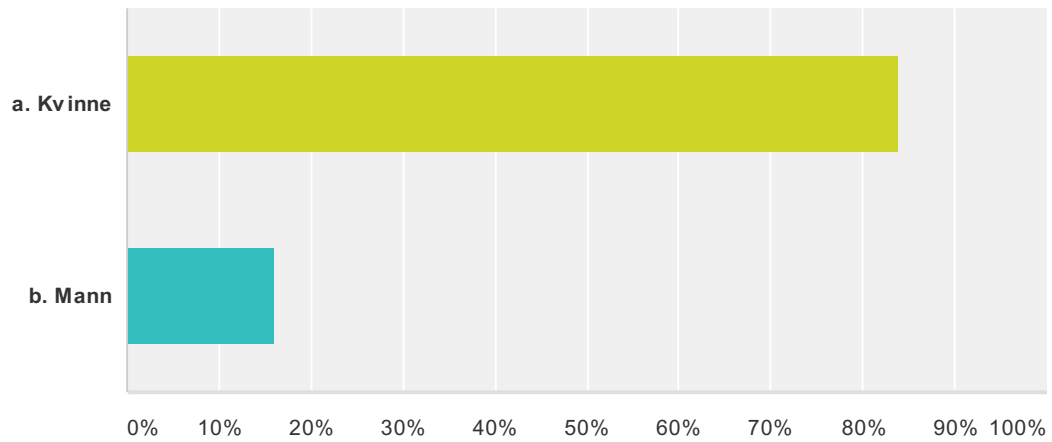
Εναρμόνιση επαγγελματικής και προσωπικής ζωής	26.56% 17	28.13% 18	20.31% 13	10.94% 7	14.06% 9	64
Ικανότητες δικτύωσης	16.24% 19	17.95% 21	23.93% 28	23.08% 27	18.80% 22	117
Θέματα πνευματικής ιδιοκτησίας	35.19% 19	29.63% 16	14.81% 8	11.11% 6	9.26% 5	54
Μεθοδολογία Lean Business Model: Ανάλυση αγοράς, Τοποθέτηση Αξίας	13.51% 15	20.72% 23	24.32% 27	25.23% 28	16.22% 18	111
Επιχειρηματικό Mentoring/καθοδήγηση	8.21% 11	28.36% 38	26.12% 35	20.15% 27	17.16% 23	134
Εντοπισμός επιχειρηματικών ευκαιριών	10.92% 19	18.39% 32	20.69% 36	21.26% 37	28.74% 50	174
Κατανόηση της έννοιας της επιχειρηματικότητας	25.42% 15	20.34% 12	20.34% 12	16.95% 10	16.95% 10	59
Χρήση και αξιοποίηση μέσων κοινωνικής δικτύωσης	31.31% 31	19.19% 19	16.16% 16	15.15% 15	18.18% 18	99
Διαχείριση έργων	25.49% 26	22.55% 23	14.71% 15	19.61% 20	17.65% 18	102



Annex V: Analysis of Norwegian Survey

Q1 Er du kvinne eller mann?

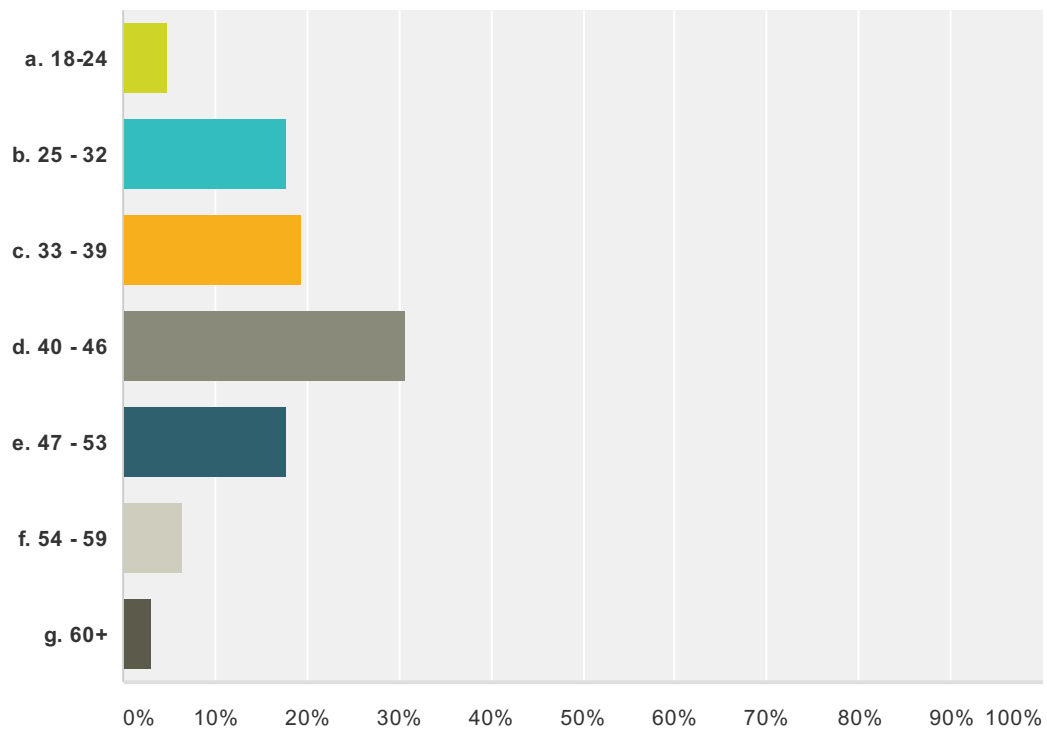
Besvart: 62 Hoppet over: 0



Svarvalg	Svar
a. Kvinne	83,87% 52
b. Mann	16,13% 10
Totalt	62

Q2 Hvilken aldersgruppe tilhører du?

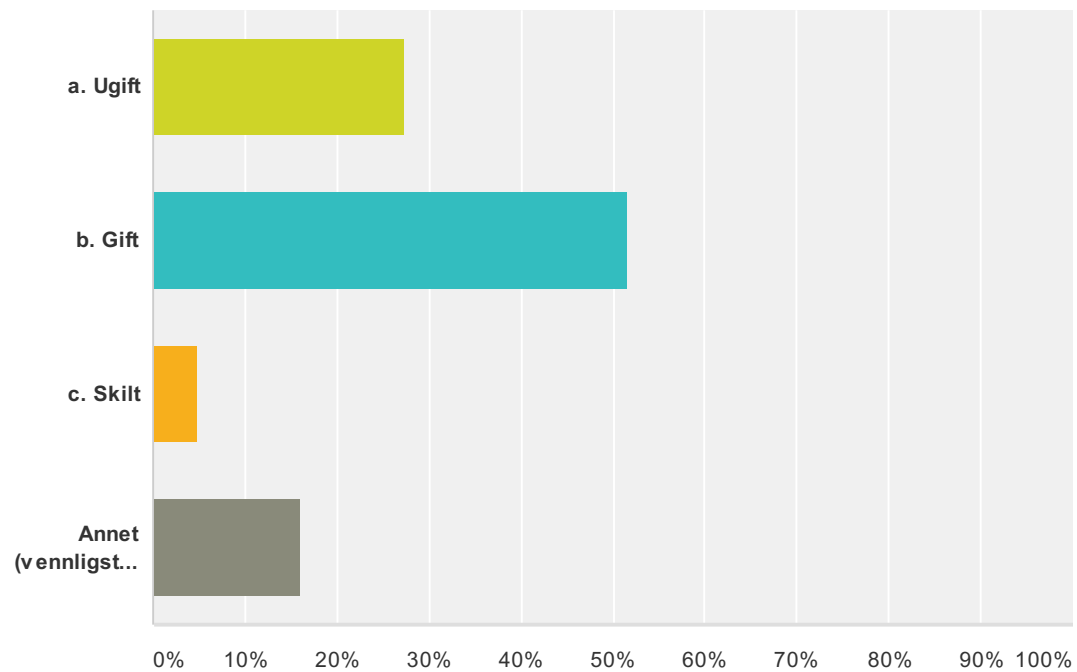
Besvart: 62 Hoppet over: 0



Svarvalg	Svar
a. 18-24	4,84% 3
b. 25 - 32	17,74% 11
c. 33 - 39	19,35% 12
d. 40 - 46	30,65% 19
e. 47 - 53	17,74% 11
f. 54 - 59	6,45% 4
g. 60+	3,23% 2
Totalt	62

Q3 Hva er din sivilstatus?

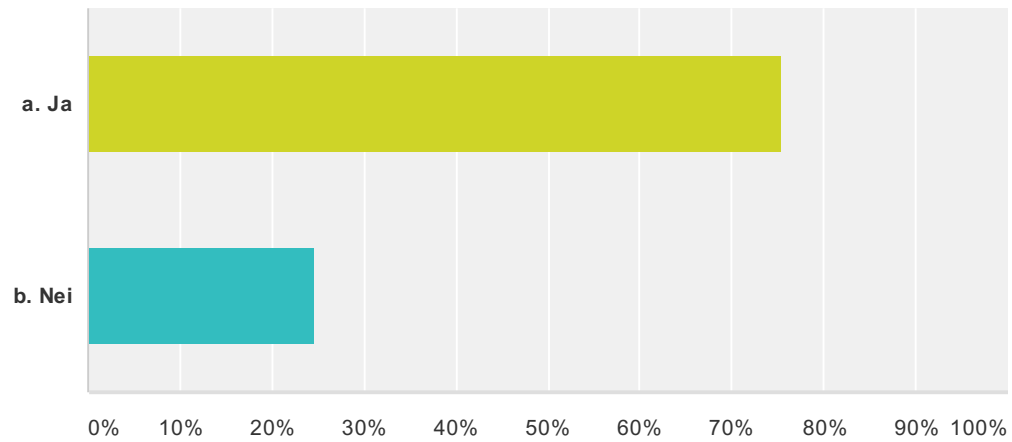
Besvart: 62 Hoppet over: 0



Svarvalg	Svar
a. Ugift	27,42% 17
b. Gift	51,61% 32
c. Skilt	4,84% 3
Annet (vennligst spesifiser)	16,13% 10
Totalt	62

Q4 Har du barn?

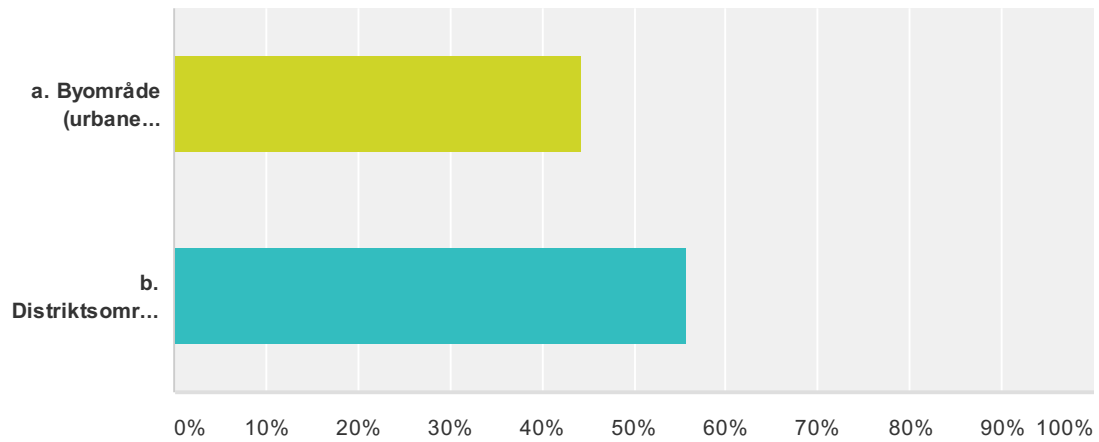
Besvart: 61 Hoppet over: 1



Svarvalg	Svar	
a. Ja	75,41%	46
b. Nei	24,59%	15
Totalt		61

Q5 Hvor bor du?

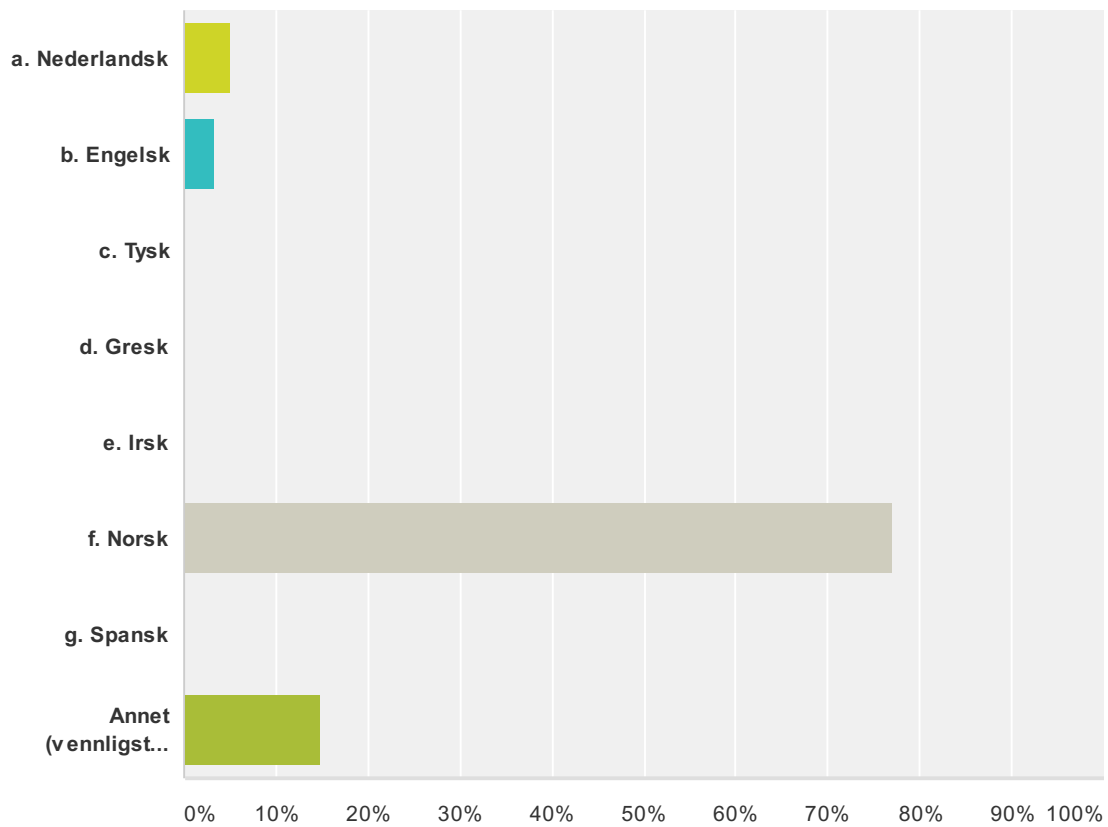
Besvart: 61 Hoppet over: 1



Svarvalg	Svar
a. Byområde (urbane områder)	44,26% 27
b. Distriktsområde (rurale områder)	55,74% 34
Totalt	61

Q6 Hva er ditt morsmål?

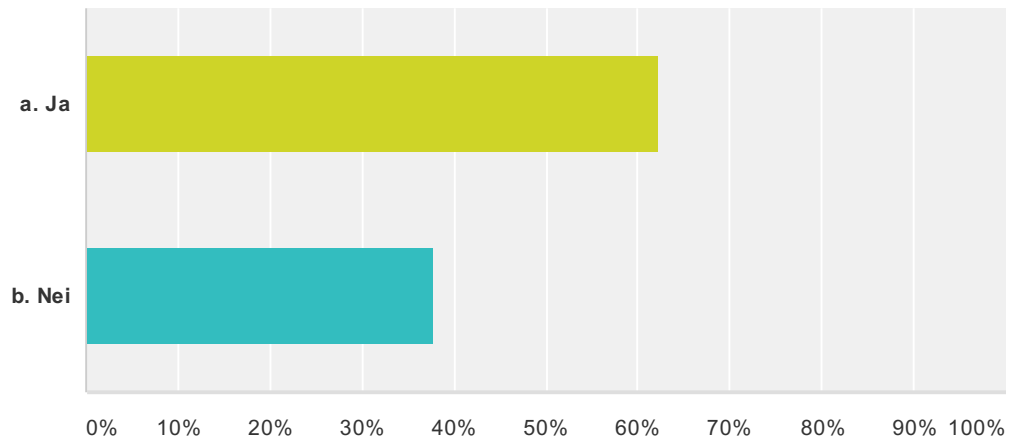
Besvart: 61 Hoppet over: 1



Svarvalg	Svar	Antall
a. Nederlandsk	4,92%	3
b. Engelsk	3,28%	2
c. Tysk	0,00%	0
d. Gresk	0,00%	0
e. Irsk	0,00%	0
f. Norsk	77,05%	47
g. Spansk	0,00%	0
Annet (vennligst spesifiser)	14,75%	9
Totalt		61

Q7 Eier du en bedrift?

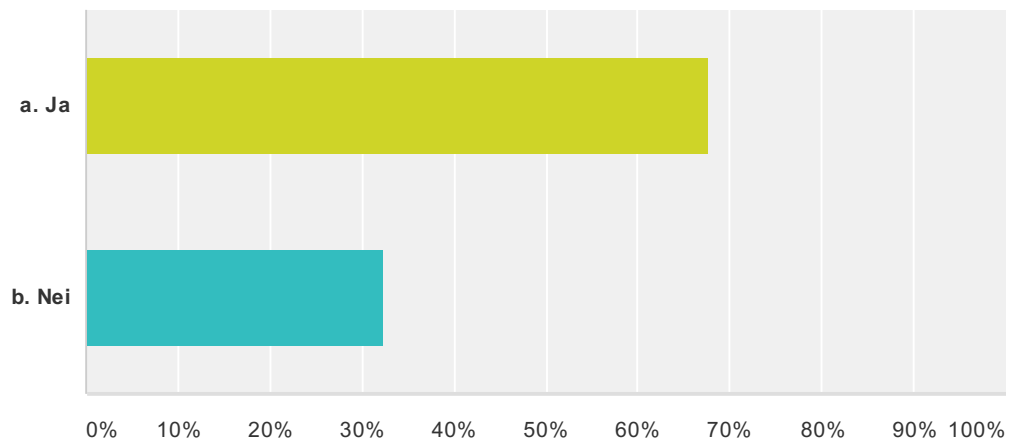
Besvart: 61 Hoppet over: 1



Svarvalg	Svar	
a. Ja	62,30%	38
b. Nei	37,70%	23
Totalt		61

Q8 Dersom du eier en nyetablert bedrift / startup-bedrift (svart ja på spørsmål 7), har du tidligere deltatt på nyttig opplæring?

Besvart: 37 Hoppet over: 25



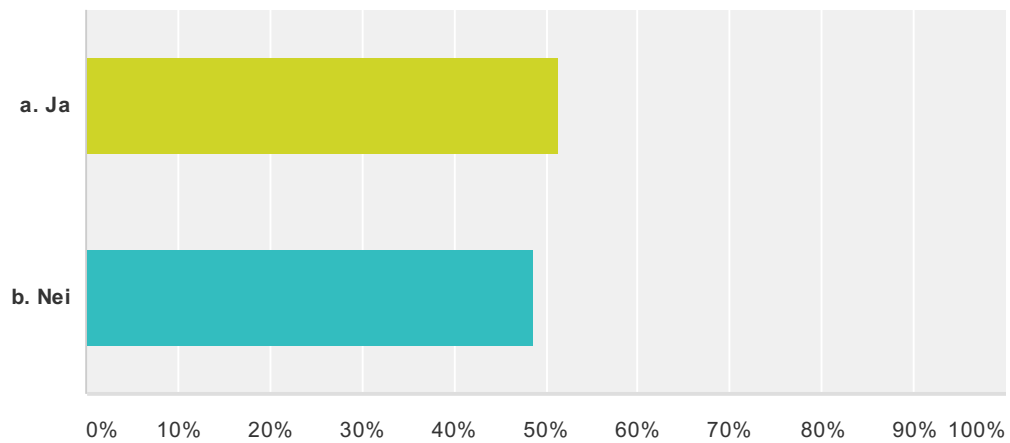
Svarvalg	Svar	
a. Ja	67,57%	25
b. Nei	32,43%	12
Totalt		37

Q9 Dersom du tidligere har deltatt på nyttig opplæring (svart ja på spørsmål 8), hvilke temaer ble tatt opp i opplæringen?

Besvart: 21 Hoppet over: 41

Q10 Er din bedrift en teknologi/innovativ – kunnskapsintensiv nyetablert bedrift/startup-bedrift?

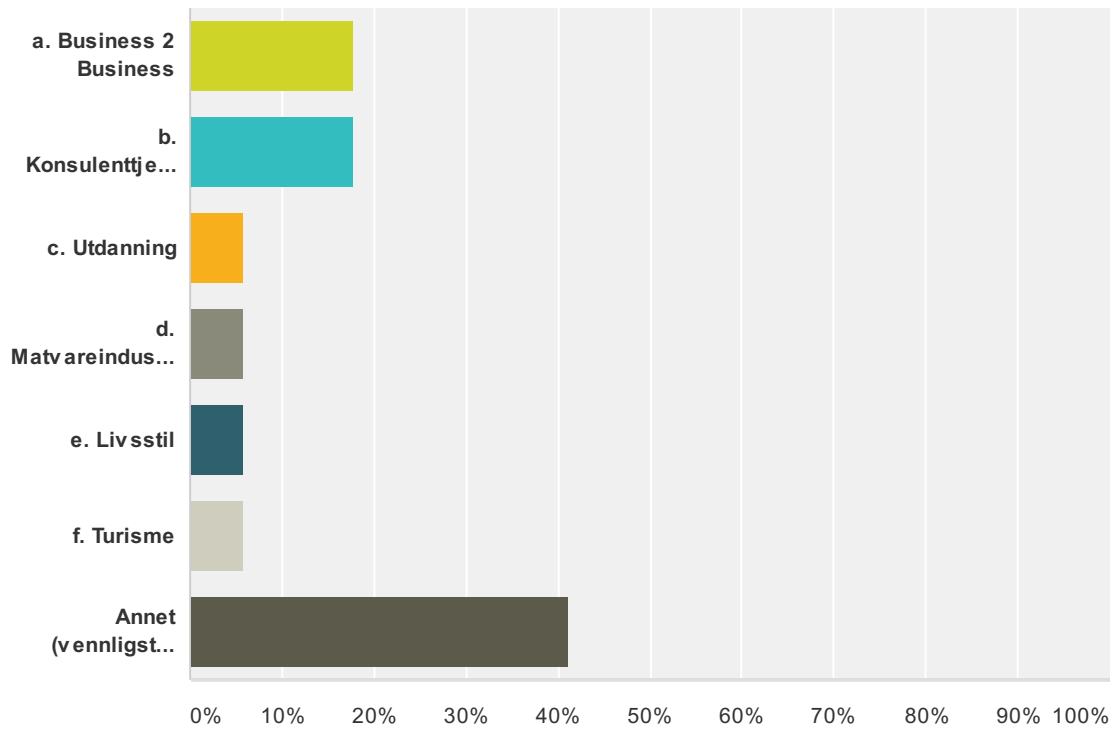
Besvart: 35 Hoppet over: 27



Svarvalg	Svar	
a. Ja	51,43%	18
b. Nei	48,57%	17
Totalt		35

Q11 Hvis din startup-bedrift ikke er en teknologi-startup, hvilken sektor tilhører den?

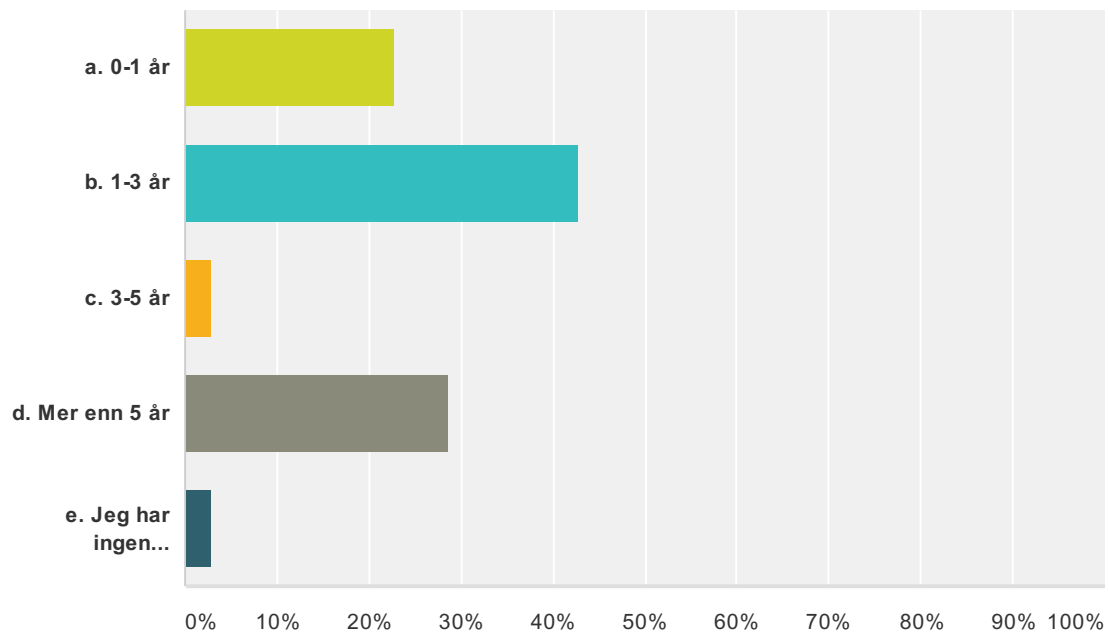
Besvart: 17 Hoppet over: 45



Svarvalg	Svar
a. Business 2 Business	17,65% 3
b. Konsulenttjenester / rådgivning	17,65% 3
c. Utdanning	5,88% 1
d. Matvareindustri / næringsmiddelindustri	5,88% 1
e. Livsstil	5,88% 1
f. Turisme	5,88% 1
Annet (vennligst spesifiser)	41,18% 7
Totalt	17

Q12 Hvor gammel er din startup-bedrift?

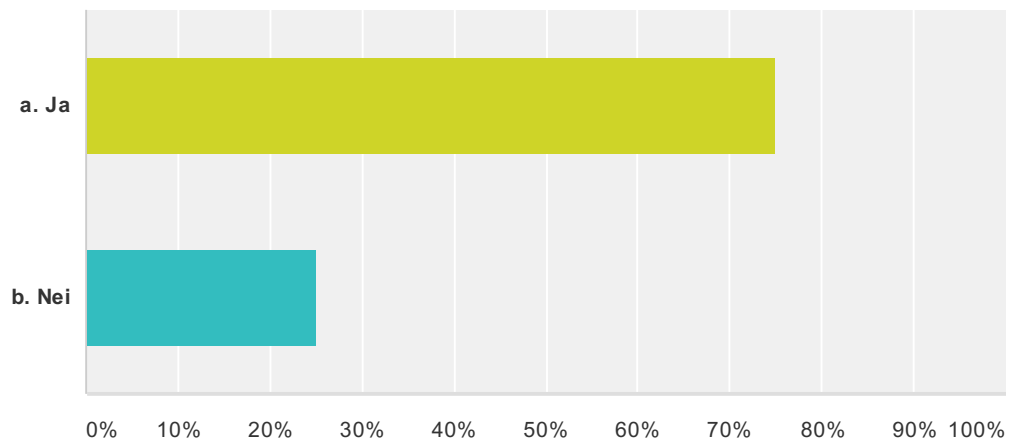
Besvart: 35 Hoppet over: 27



Svarvalg	Svar
a. 0-1 år	22,86% 8
b. 1-3 år	42,86% 15
c. 3-5 år	2,86% 1
d. Mer enn 5 år	28,57% 10
e. Jeg har ingen startup-bedrift	2,86% 1
Totalt	35

Q13 Dersom du for øyeblikket ikke eier startup-bedrift, er du interessert i å etablere en?

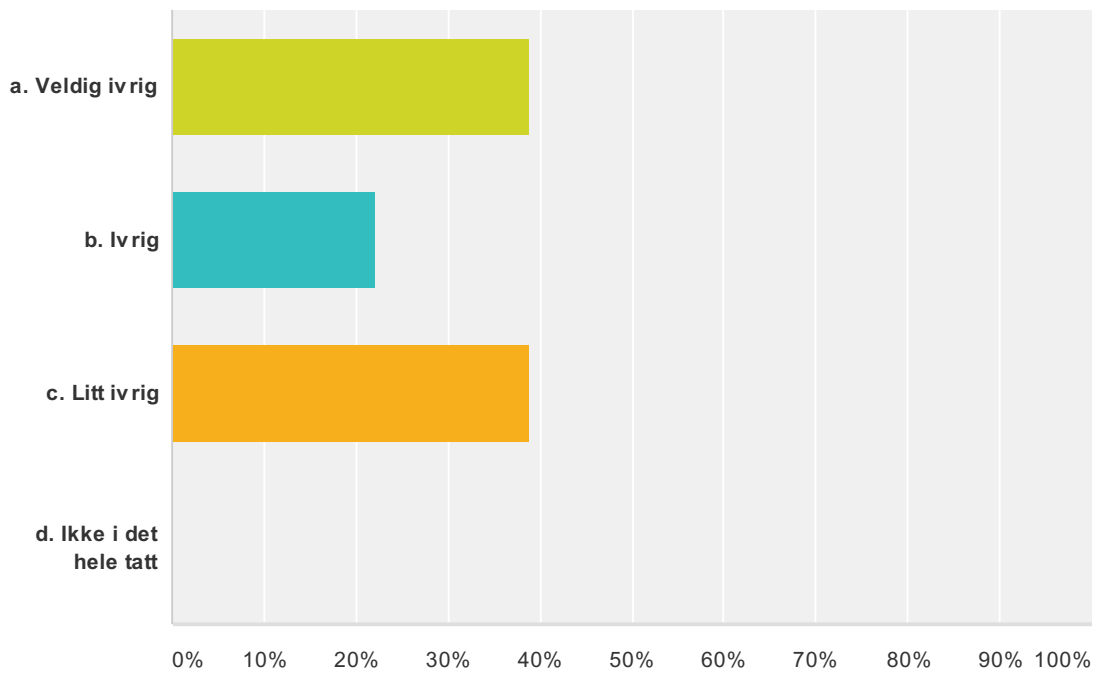
Besvart: 24 Hoppet over: 38



Svarvalg	Svar	Antall
a. Ja	75,00%	18
b. Nei	25,00%	6
Totalt		24

Q14 Dersom du svarte ja på spørsmål 13, hvor ivrig er du etter å starte din egen bedrift?

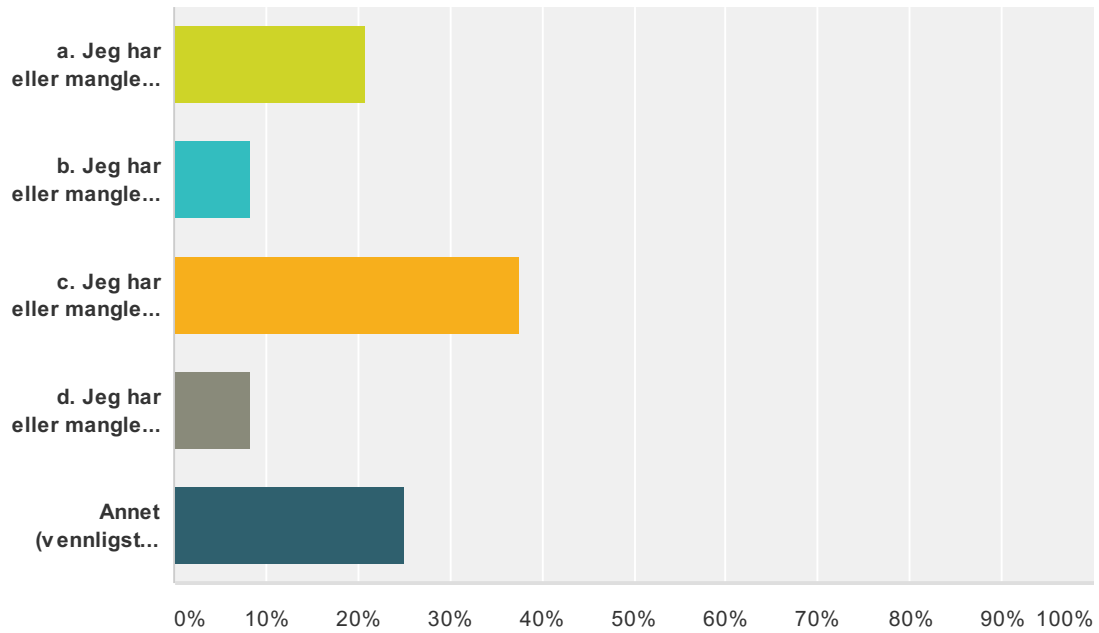
Besvart: 18 Hoppet over: 44



Svarvalg	Svar
a. Veldig ivrig	38,89% 7
b. Ivrig	22,22% 4
c. Litt ivrig	38,89% 7
d. Ikke i det hele tatt	0,00% 0
Totalt	18

Q15 Hvilken faktor veier tyngst for å starte / ikke starte din egen bedrift?

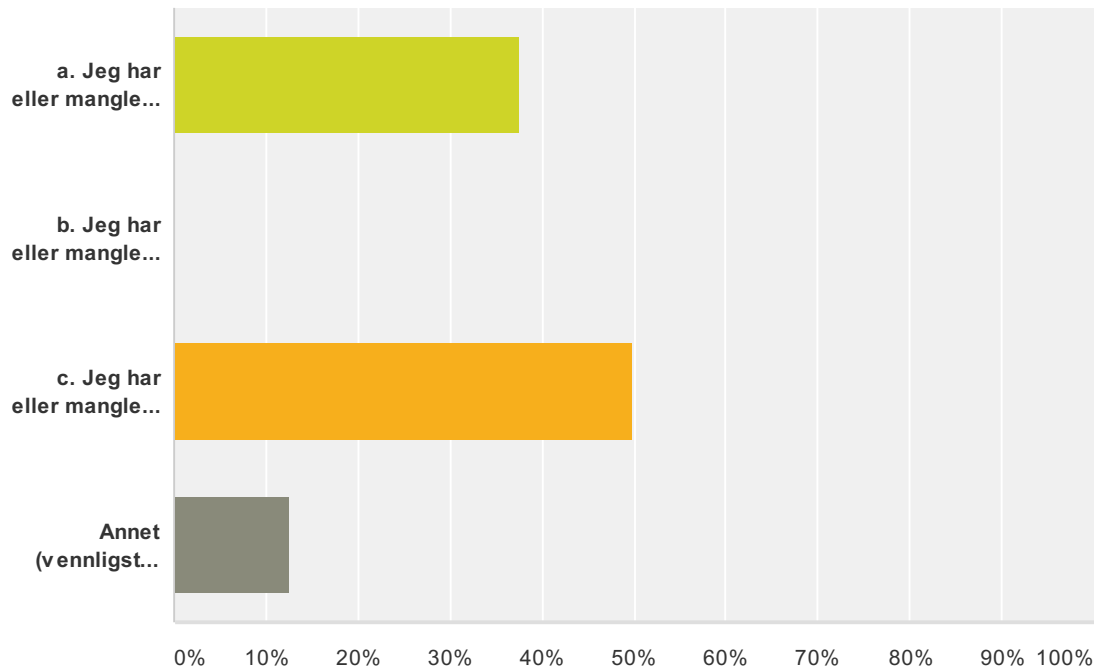
Besvart: 24 Hoppet over: 38



Svarvalg	Svar	
a. Jeg har eller mangler kunnskap om bedriftsledelse	20,83%	5
b. Jeg har eller mangler bamepass	8,33%	2
c. Jeg har eller mangler startkapital (penger)	37,50%	9
d. Jeg har eller mangler støtte fra eksperter	8,33%	2
Annet (vennligst spesifiser)	25,00%	6
Totalt		24

Q16 Dersom den tyngstveiende faktoren er STARTKAPITAL, hva er den nest viktigste faktoren?

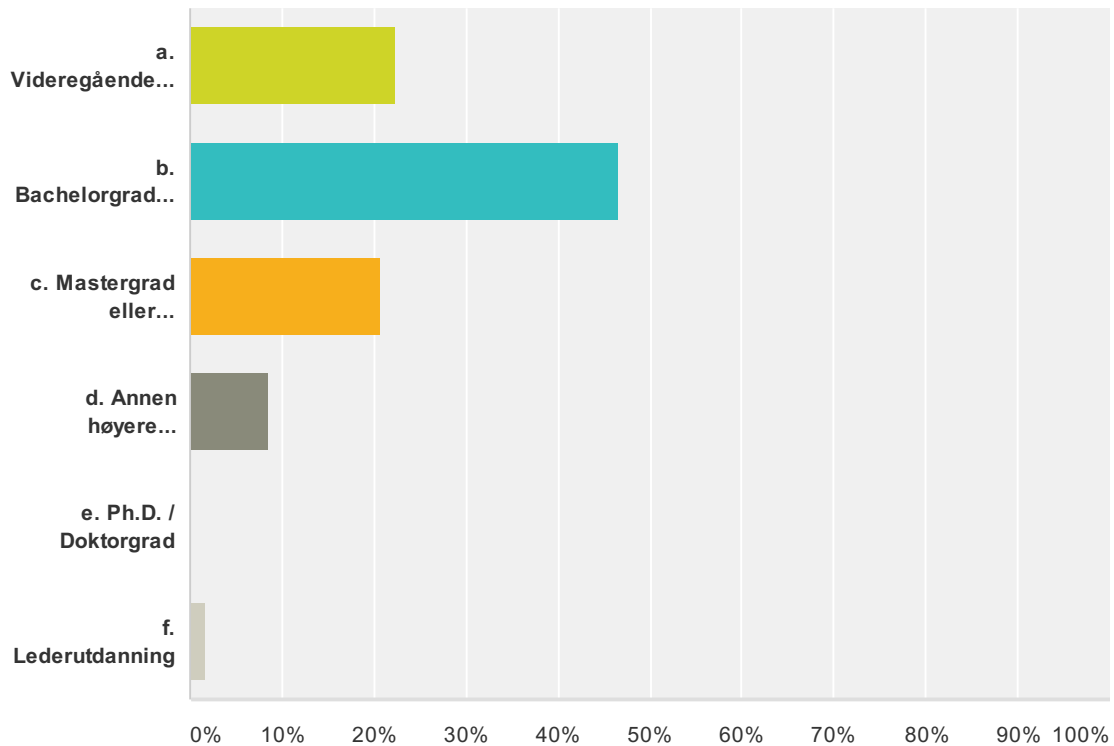
Besvart: 8 Hoppet over: 54



Svarvalg	Svar
a. Jeg har eller mangler kunnskap om bedriftsledelse	37,50% 3
b. Jeg har eller mangler bamepass	0,00% 0
c. Jeg har eller mangler støtte fra eksperter	50,00% 4
Annet (vennligst spesifiser)	12,50% 1
Totalt	8

Q17 Hvilken utdanning har du?

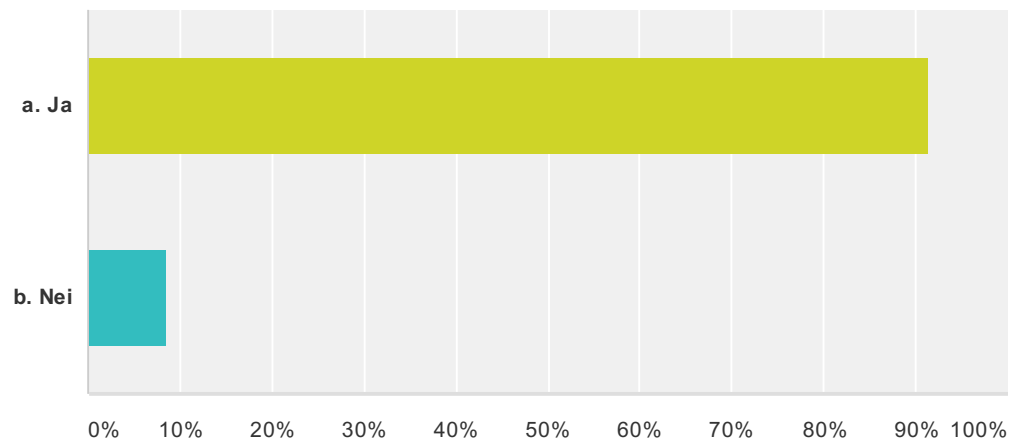
Besvart: 58 Hoppet over: 4



Svarvalg	Svar
a. Videregående skole eller tilsvarende	22,41% 13
b. Bachelorgrad eller tilsvarende	46,55% 27
c. Mastergrad eller tilsvarende	20,69% 12
d. Annen høyere utdanning	8,62% 5
e. Ph.D. / Doktorgrad	0,00% 0
f. Lederutdanning	1,72% 1
Totalt	58

Q18 Tror du at tilleggsopplæring kan hjelpe deg til å starte din egen bedrift og drive den på en vellykket måte?

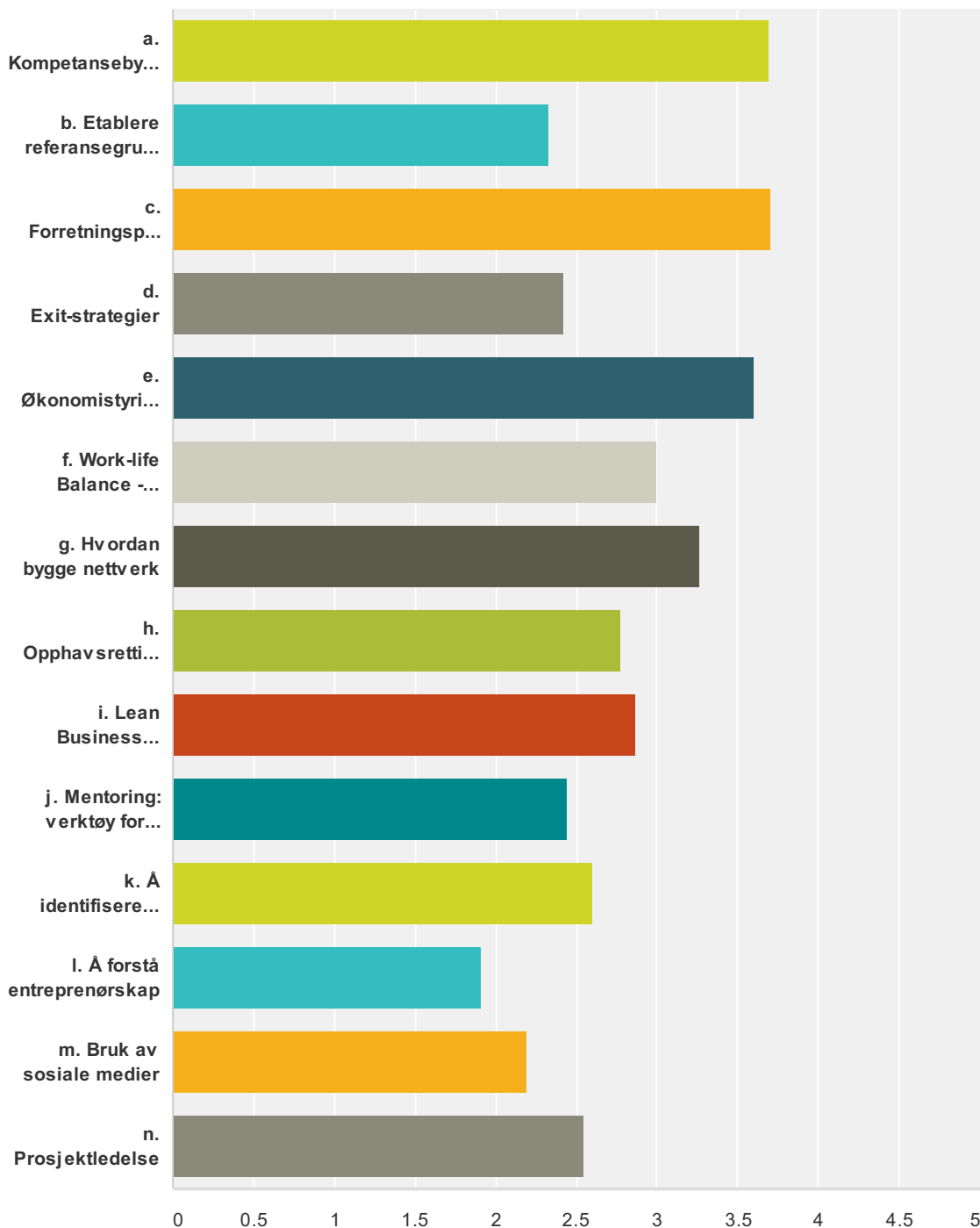
Besvart: 58 Hoppet over: 4



Svarvalg	Svar	
a. Ja	91,38%	53
b. Nei	8,62%	5
Totalt		58

Q19 Hvilken type opplæring er du mest interessert i? Velg totalt 5 som interesserer deg og ranger disse i prioritert rekkefølge, hvor 1 er laveste og 5 er høyeste prioritet.

Besvart: 44 Hoppet over: 18



	1 - laveste prioritet	2	3	4	5 - høyestes prioritet	Totalt	Gjennomsnittlig vurdering
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Innovative opplæringsprogram for å inspirere og gi unge og kvinner mulighet til

a. Kompetansebygging: samarbeid, presentere, analysere, hvordan gi en kort verbal/visuell presentasjon, hvordan finne egen kreativitet/ditt innovative jeg	8,70% 2	8,70% 2	26,09% 6	17,39% 4	39,13% 9	23	3,70
b. Etablere referansegrupper	22,22% 2	44,44% 4	11,11% 1	22,22% 2	0,00% 0	9	2,33
c. Forretningsplanlegging	12,90% 4	9,68% 3	16,13% 5	16,13% 5	45,16% 14	31	3,71
d. Exit-strategier	25,00% 3	33,33% 4	25,00% 3	8,33% 1	8,33% 1	12	2,42
e. Økonomistyring og investeringsvilje	13,33% 4	3,33% 1	20,00% 6	36,67% 11	26,67% 8	30	3,60
f. Work-life Balance - hvordan balansere arbeid og fritid	33,33% 3	11,11% 1	0,00% 0	33,33% 3	22,22% 2	9	3,00
g. Hvordan bygge nettverk	20,00% 3	6,67% 1	13,33% 2	46,67% 7	13,33% 2	15	3,27
h. Opphavsrettigheter/åndsverk	22,22% 2	11,11% 1	44,44% 4	11,11% 1	11,11% 1	9	2,78
i. Lean Business Metodikk: merverdi og markedsanalyse	6,67% 1	33,33% 5	40,00% 6	6,67% 1	13,33% 2	15	2,87
j. Mentoring: verktøy for hvordan veilede og hvordan du kan gi veiledning	22,22% 2	33,33% 3	33,33% 3	0,00% 0	11,11% 1	9	2,44
k. Å identifisere muligheter	25,00% 5	25,00% 5	25,00% 5	15,00% 3	10,00% 2	20	2,60
l. Å forstå entreprenørskap	27,27% 3	63,64% 7	0,00% 0	9,09% 1	0,00% 0	11	1,91
m. Bruk av sosiale medier	37,50% 6	31,25% 5	6,25% 1	25,00% 4	0,00% 0	16	2,19
n. Prosjektledelse	36,36% 4	18,18% 2	18,18% 2	9,09% 1	18,18% 2	11	2,55

Q20 Dersom du tror at ytterligere opplæring ikke vil hjelpe deg til å starte egen bedrift og drive denne på en vellykket måte; utdyp hvorfor? Fri tekst

Besvart: 9 Hoppet over: 53

**Q21 Dersom du ønsker å bli varslet om
INSPIRE YoWup opplæring når det blir
tilgjengelig i ditt land, og motta nyheter fra
INSPIRE YoWup, vennligst oppgi din e-
postadresse nedenfor**

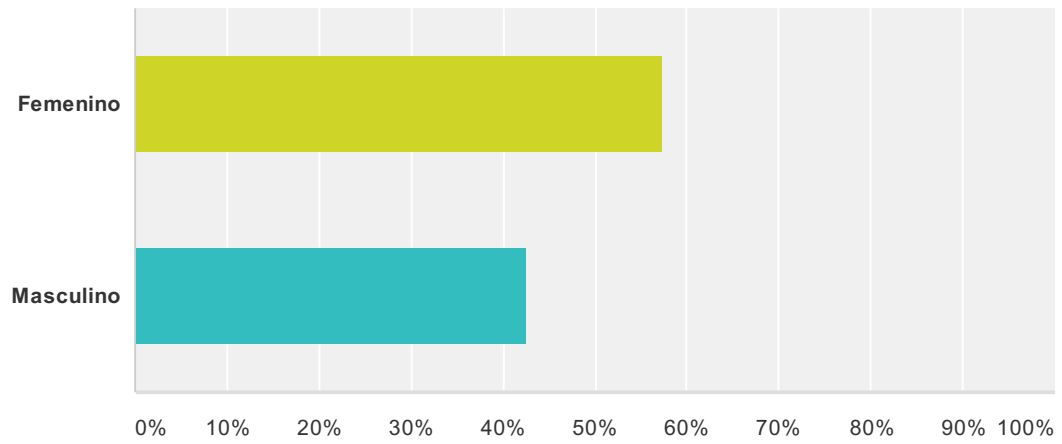
Besvart: 23 Hoppet over: 39



Annex VI: Analysis of Spanish Survey

Q1 ¿Cuál es su sexo

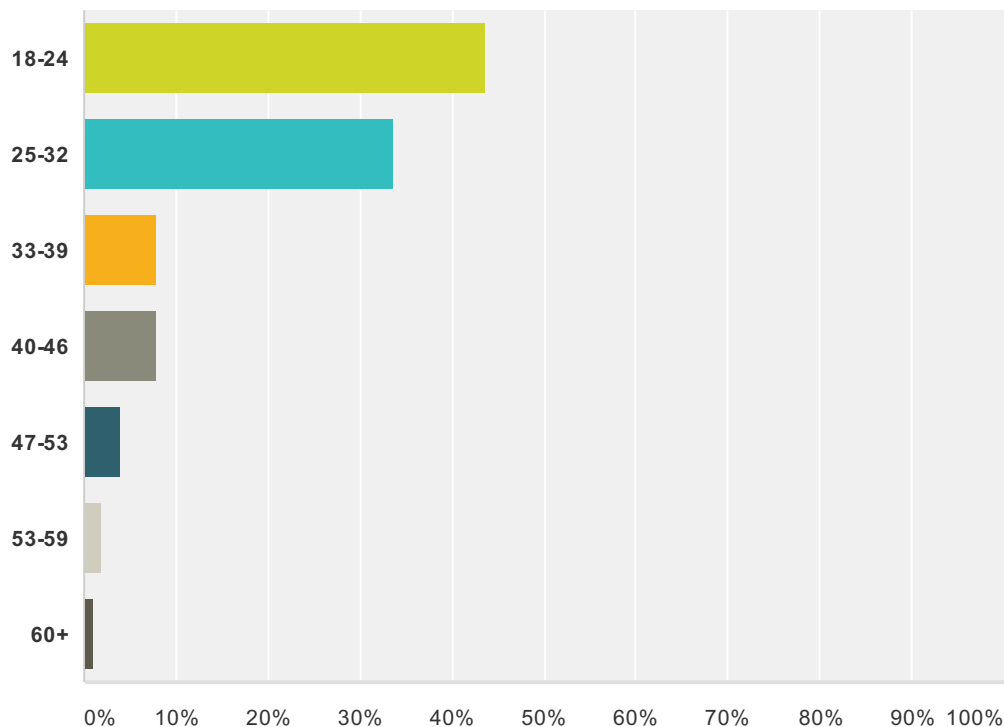
Answered: 101 Skipped: 0



Answer Choices	Responses	
Femenino	57.43%	58
Masculino	42.57%	43
Total		101

Q2 ¿Cuál su rango de edad?

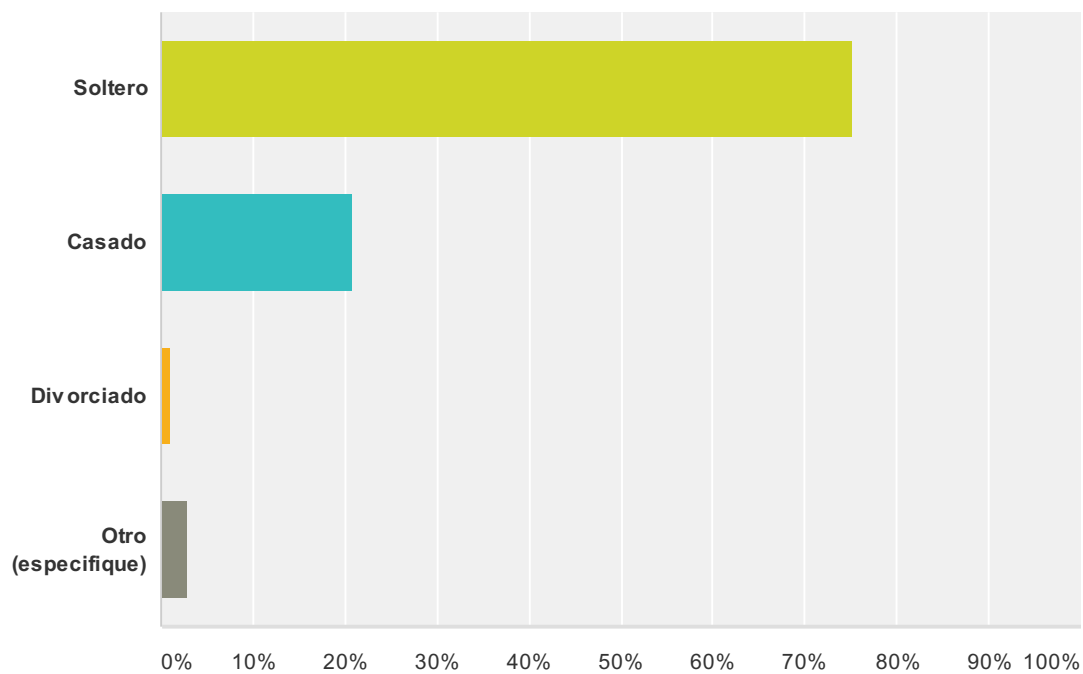
Answered: 101 Skipped: 0



Answer Choices	Responses
18-24	43.56% 44
25-32	33.66% 34
33-39	7.92% 8
40-46	7.92% 8
47-53	3.96% 4
53-59	1.98% 2
60+	0.99% 1
Total	101

Q3 ¿Cuál es su estado civil?

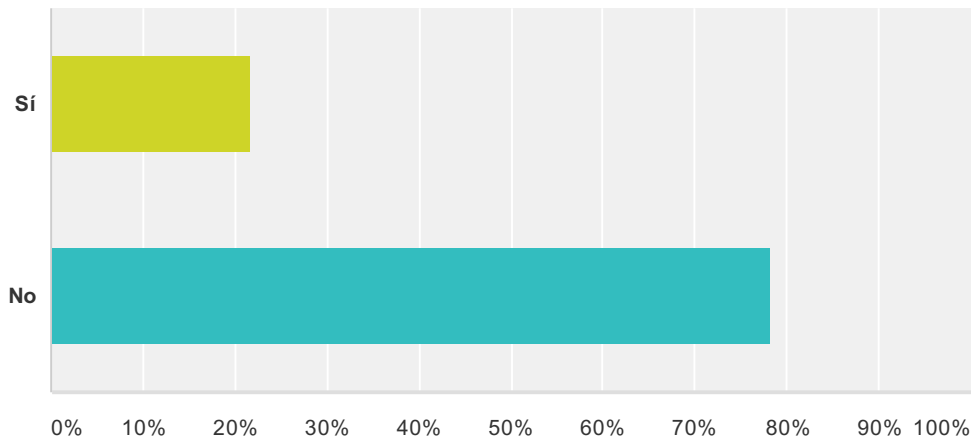
Answered: 101 Skipped: 0



Answer Choices	Responses	
Soltero	75.25%	76
Casado	20.79%	21
Divorciado	0.99%	1
Otro (especifique)	2.97%	3
Total		101

Q4 ¿Tiene hijos?

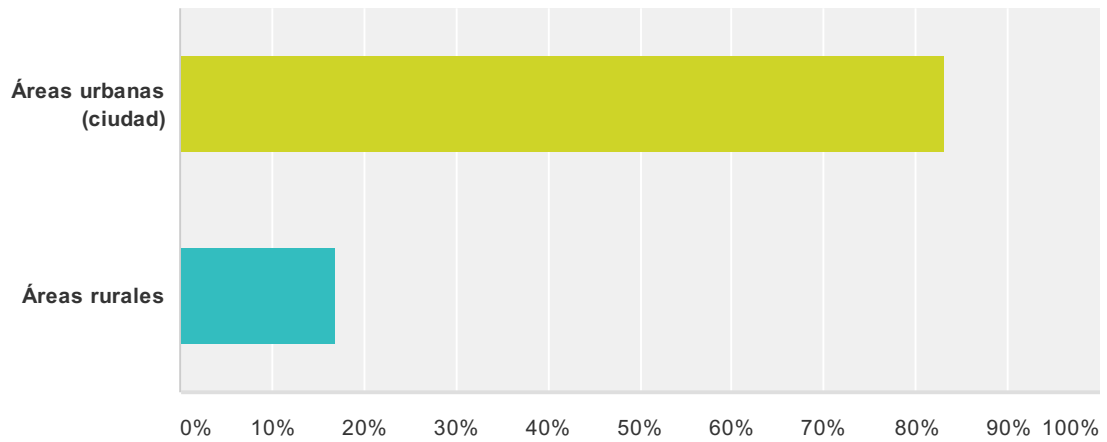
Answered: 101 Skipped: 0



Answer Choices	Responses	
Sí	21.78%	22
No	78.22%	79
Total		101

Q5 ¿Dónde vive?

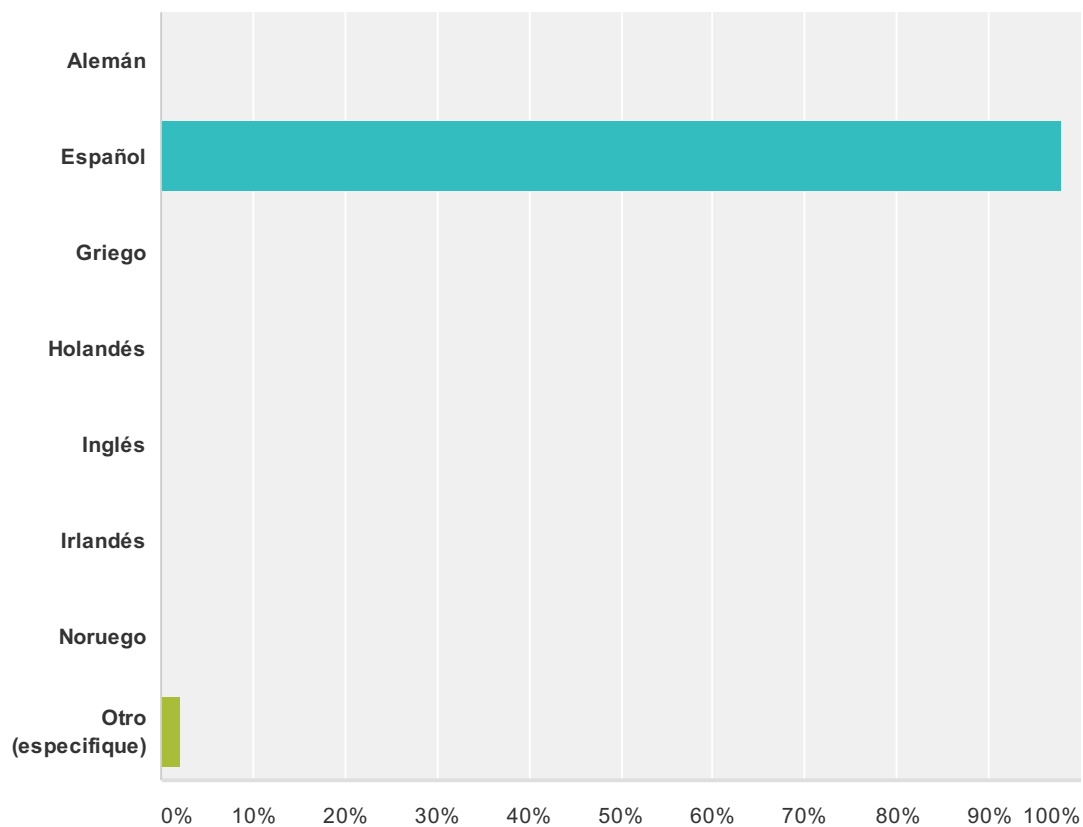
Answered: 101 Skipped: 0



Answer Choices	Responses	
Áreas urbanas (ciudad)	83.17%	84
Áreas rurales	16.83%	17
Total		101

Q6 ¿Cuál es su lengua materna?

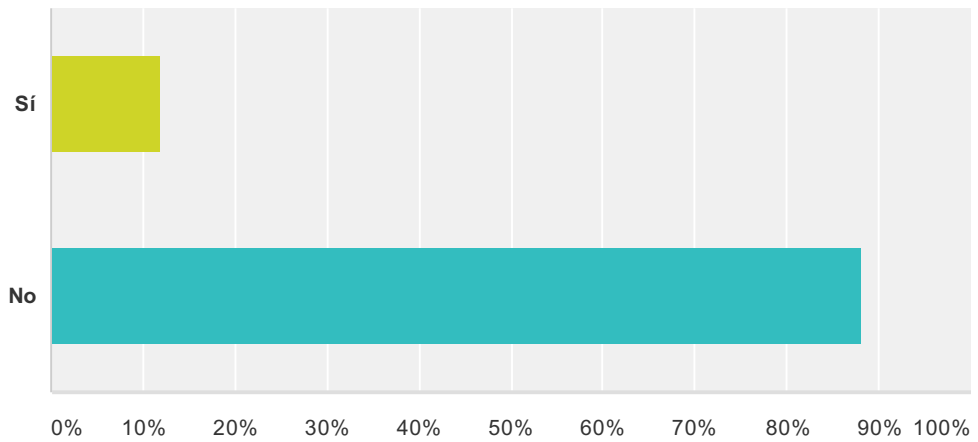
Answered: 100 Skipped: 1



Answer Choices	Responses
Alemán	0.00% 0
Español	98.00% 98
Griego	0.00% 0
Holandés	0.00% 0
Inglés	0.00% 0
Irlandés	0.00% 0
Noruego	0.00% 0
Otro (especifique)	2.00% 2
Total	100

Q7 ¿Es dueño de una empresa?

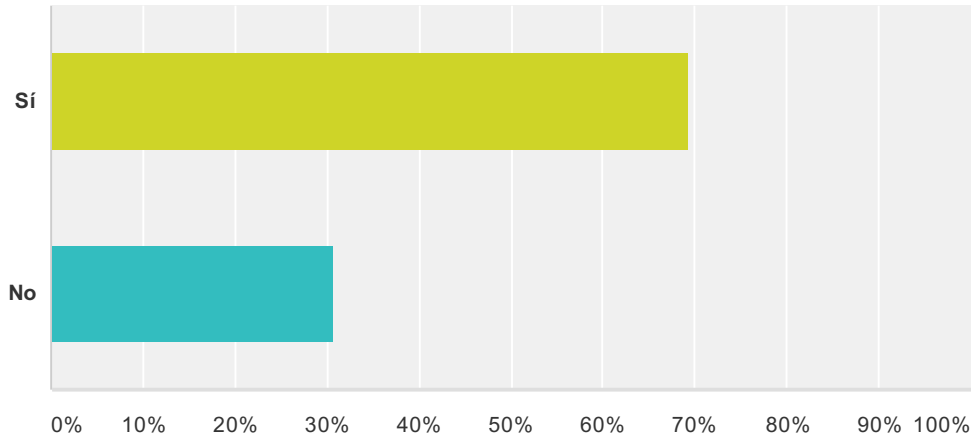
Answered: 101 Skipped: 0



Answer Choices	Responses	
Sí	11.88%	12
No	88.12%	89
Total		101

Q8 Si usted es dueño de una startup / empresa (respondió Sí en la pregunta anterior), ¿ha tenido formación útil en el pasado?

Answered: 13 Skipped: 88



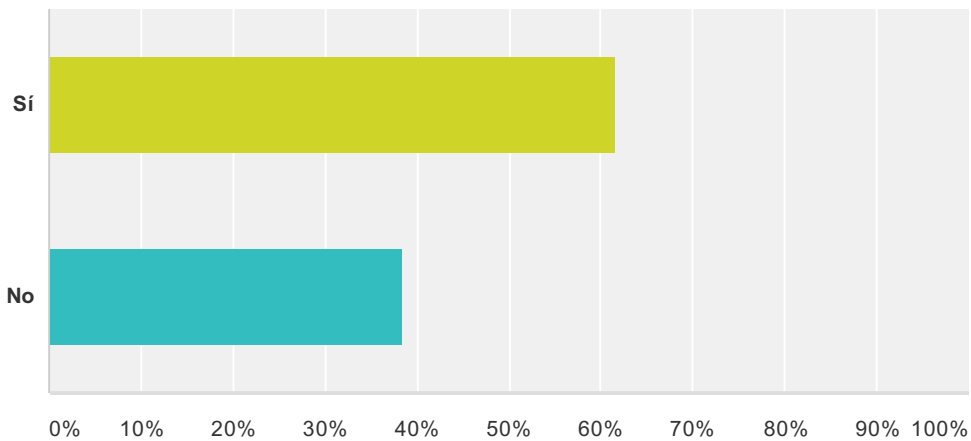
Answer Choices	Responses	
Sí	69.23%	9
No	30.77%	4
Total		13

**Q9 Si ha tenido una formación útil
(respondió Sí en la pregunta anterior),
¿qué temas abarcó su formación? Texto
libre.**

Answered: 7 Skipped: 94

Q10 ¿Es su empresa una startup tecnológica?

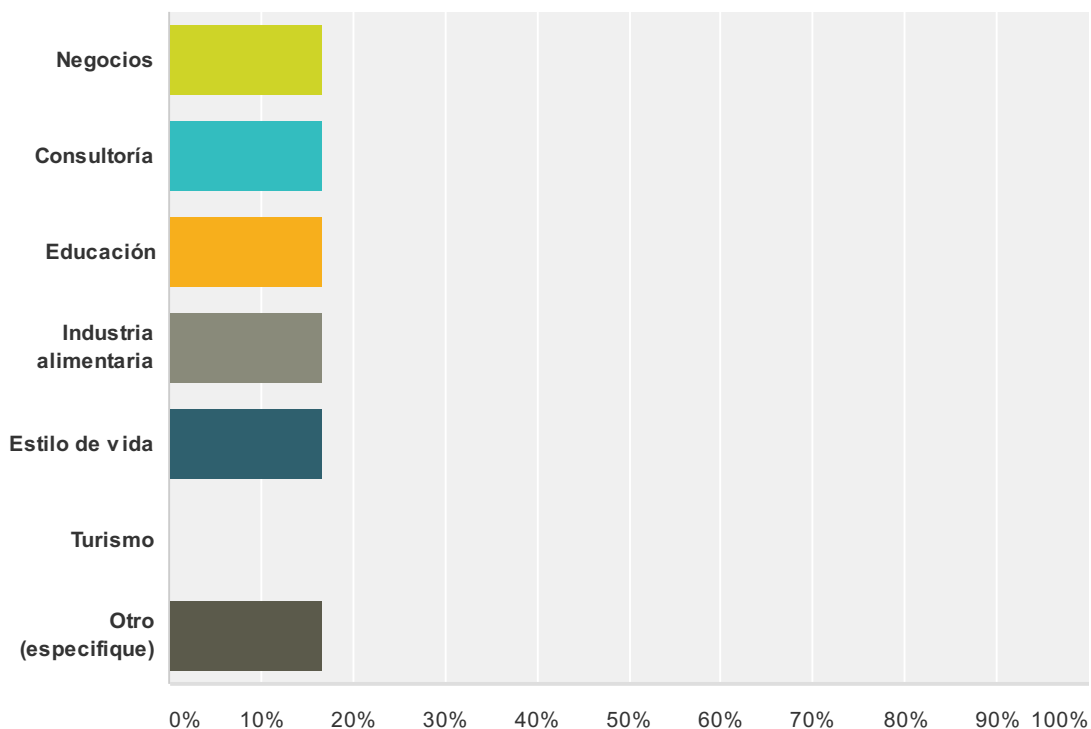
Answered: 13 Skipped: 88



Answer Choices	Responses	
Sí	61.54%	8
No	38.46%	5
Total		13

Q11 Si su empresa no es una startup tecnológica, indique el sector en el que se encuentra.

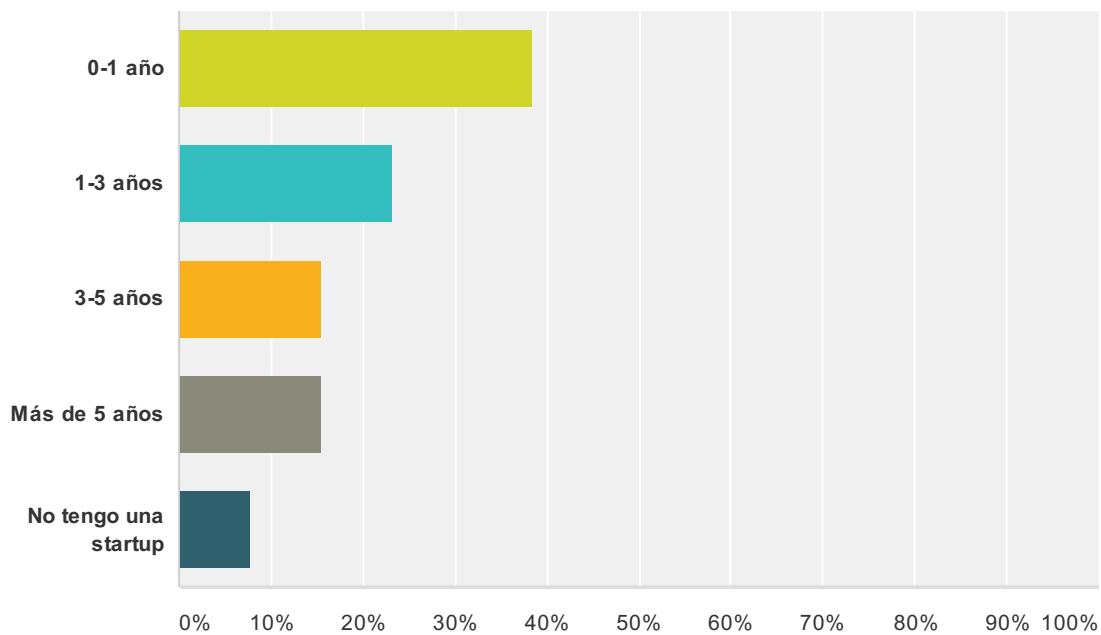
Answered: 6 Skipped: 95



Answer Choices	Responses
Negocios	16.67% 1
Consultoría	16.67% 1
Educación	16.67% 1
Industria alimentaria	16.67% 1
Estilo de vida	16.67% 1
Turismo	0.00% 0
Otro (especifique)	16.67% 1
Total	6

Q12 ¿Cuántos años tiene su startup / empresa?

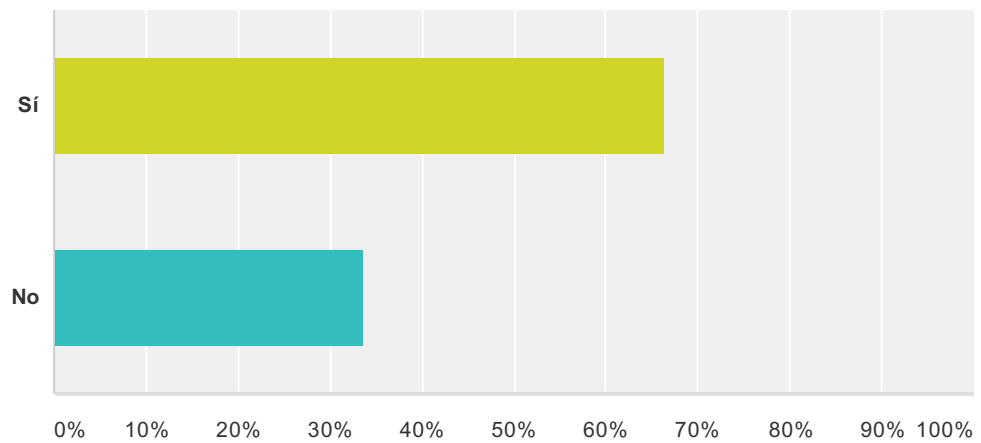
Answered: 13 Skipped: 88



Answer Choices	Responses
0-1 año	38.46% 5
1-3 años	23.08% 3
3-5 años	15.38% 2
Más de 5 años	15.38% 2
No tengo una startup	7.69% 1
Total	13

Q13 Si actualmente no tiene una startup / empresa, ¿estaría interesado en comenzar una?

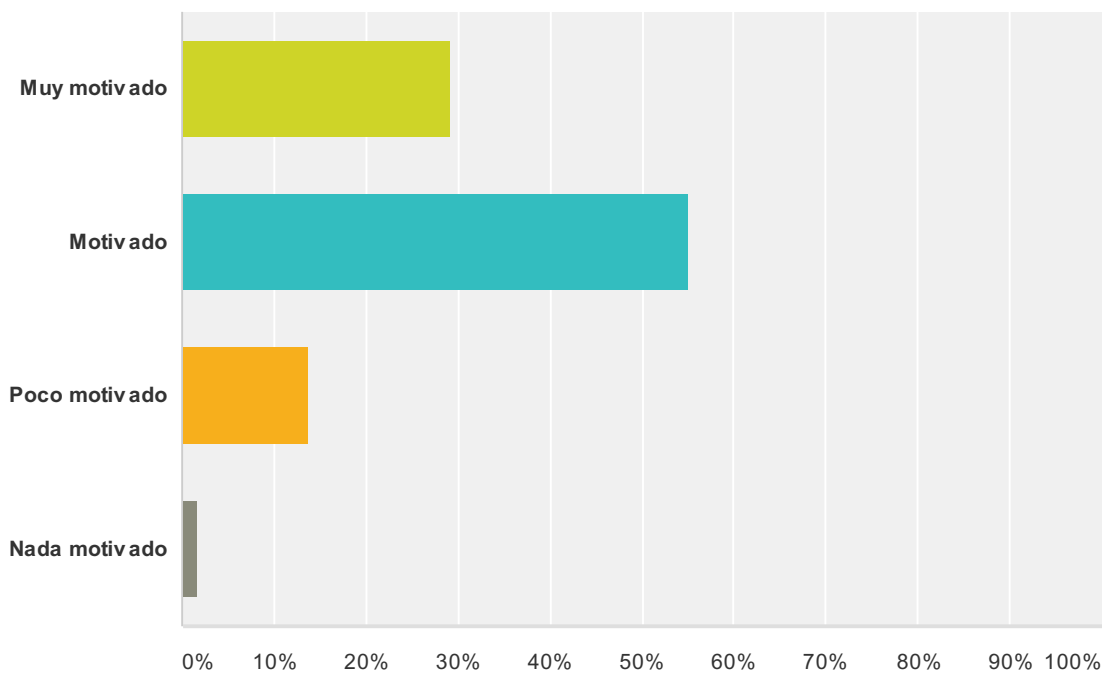
Answered: 89 Skipped: 12



Answer Choices	Responses	
Sí	66.29%	59
No	33.71%	30
Total		89

Q14 Si respondió SÍ en la pregunta anterior, ¿cómo está usted de motivado para crear su propia empresa?

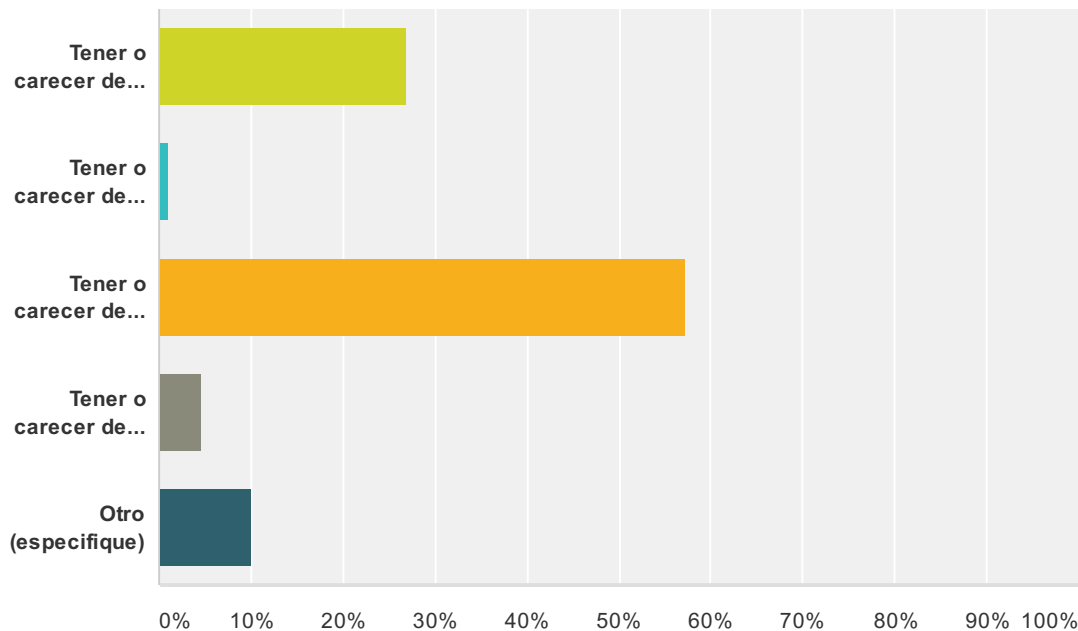
Answered: 58 Skipped: 43



Answer Choices	Responses
Muy motivado	29.31% 17
Motivado	55.17% 32
Poco motivado	13.79% 8
Nada motivado	1.72% 1
Total	58

Q15 ¿Cuál es el factor más decisivo para usted para crear o no su propia empresa?

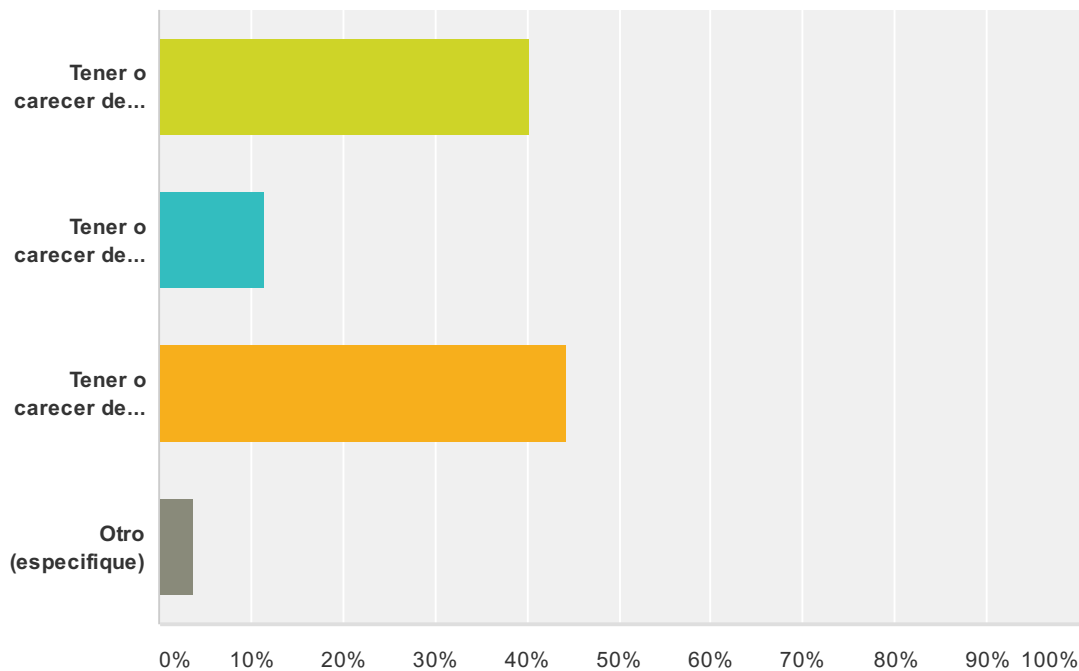
Answered: 89 Skipped: 12



Answer Choices	Responses
Tener o carecer de conocimiento de gestión empresarial.	26.97% 24
Tener o carecer de atención para los hijos.	1.12% 1
Tener o carecer de capital inicial (dinero).	57.30% 51
Tener o carecer de apoyo de expertos.	4.49% 4
Otro (especifique)	10.11% 9
Total	89

Q16 Si el factor más decisivo que usted eligió es el CAPITAL INICIAL, ¿cuál es el siguiente factor más importante?

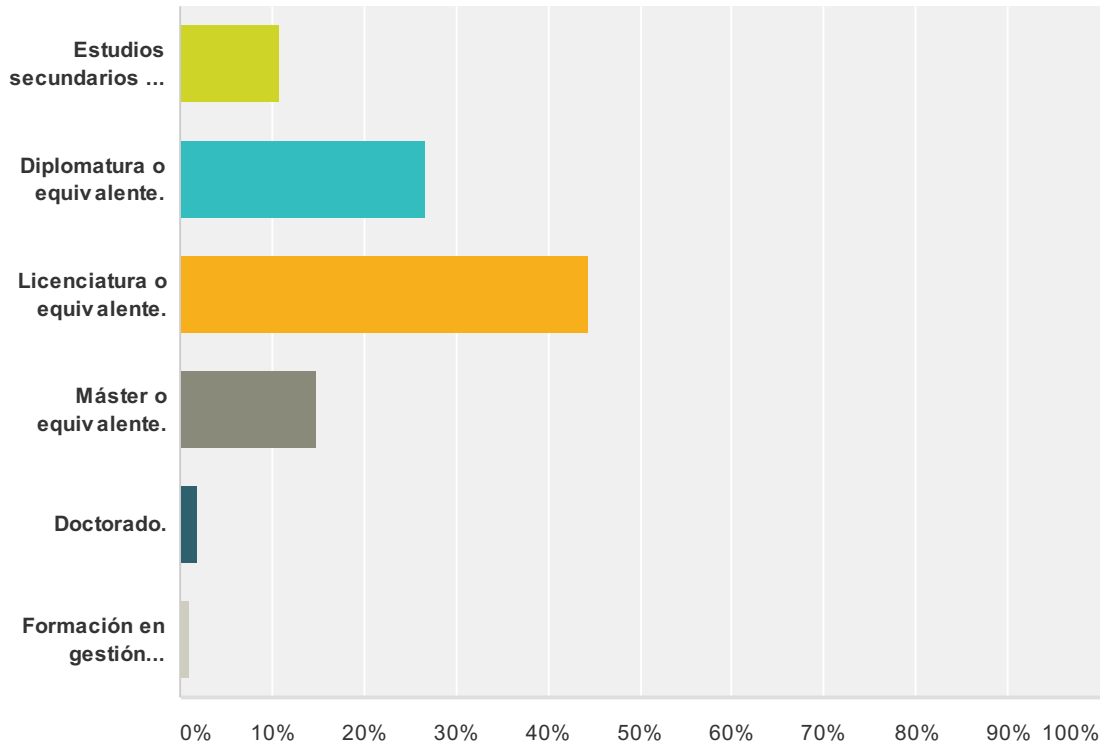
Answered: 52 Skipped: 49



Answer Choices	Responses
Tener o carecer de conocimiento de gestión empresarial.	40.38% 21
Tener o carecer de atención para los hijos.	11.54% 6
Tener o carecer de apoyo de expertos.	44.23% 23
Otro (especifique)	3.85% 2
Total	52

Q17 ¿Cuál es su formación académica?

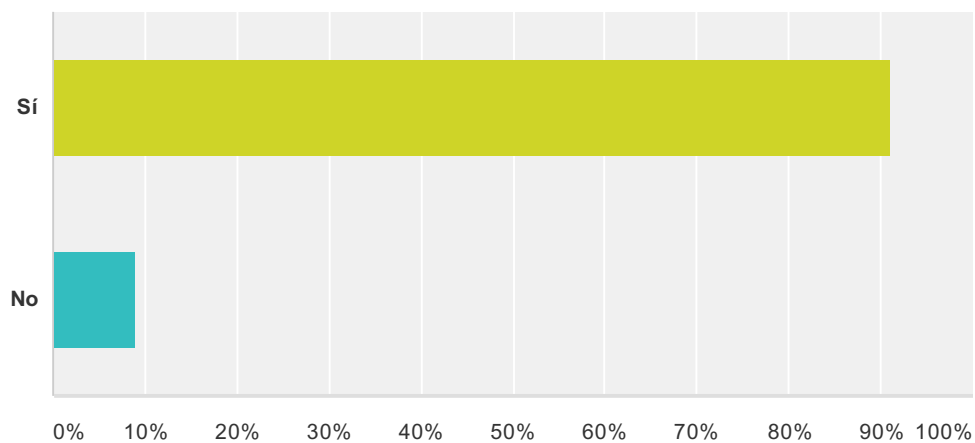
Answered: 101 Skipped: 0



Answer Choices	Responses
Estudios secundarios o equivalentes.	10.89% 11
Diplomatura o equivalente.	26.73% 27
Licenciatura o equivalente.	44.55% 45
Máster o equivalente.	14.85% 15
Doctorado.	1.98% 2
Formación en gestión empresarial.	0.99% 1
Total	101

Q18 ¿Cree usted que recibir formación adicional le ayudará a la hora de crear una empresa y a llevarla adelante con éxito?

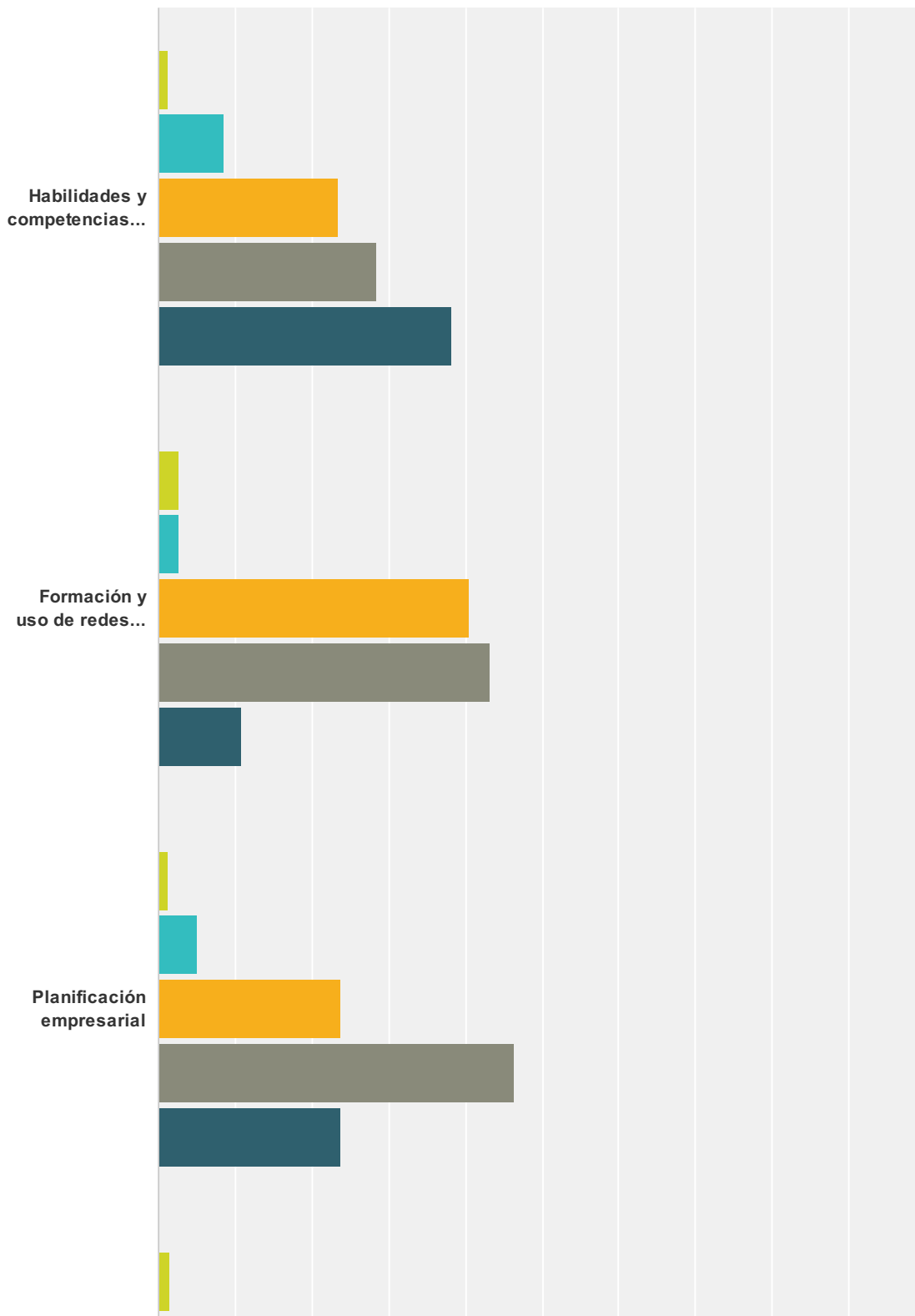
Answered: 101 Skipped: 0



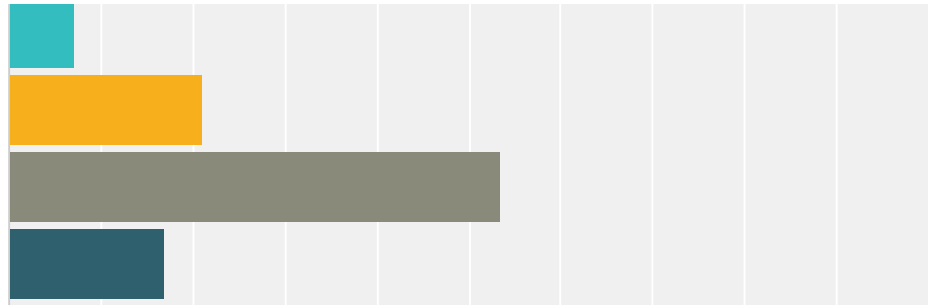
Answer Choices	Responses
Sí	91.09% 92
No	8.91% 9
Total	101

Q19 ¿Qué tipo de formación adicional le interesa más recibir? Elija todas las que le interesen hasta un total de 5 en orden de prioridad, clasificándolos de 1 a 5 (1 para la prioridad más baja y 5 para la prioridad más alta)

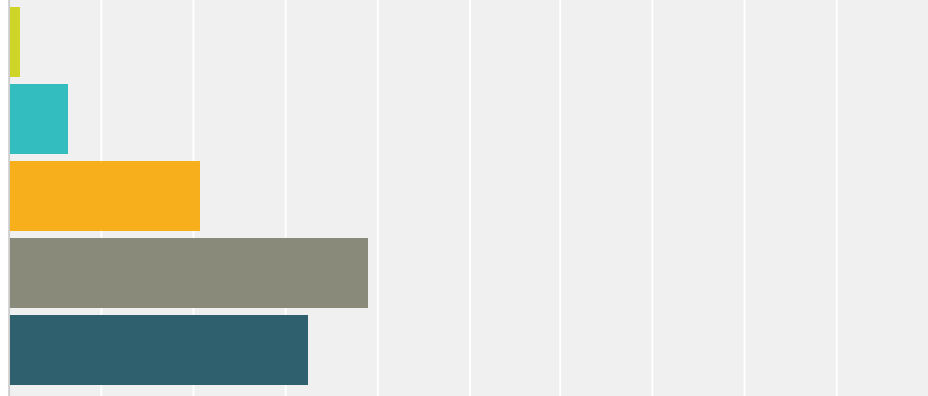
Answered: 90 Skipped: 11



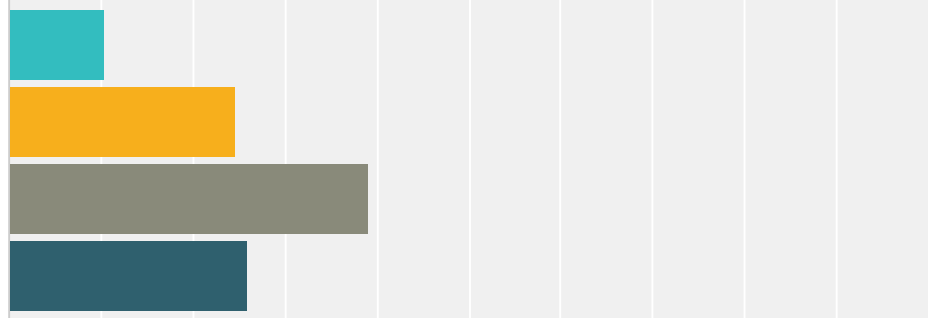
Estrategias de salida



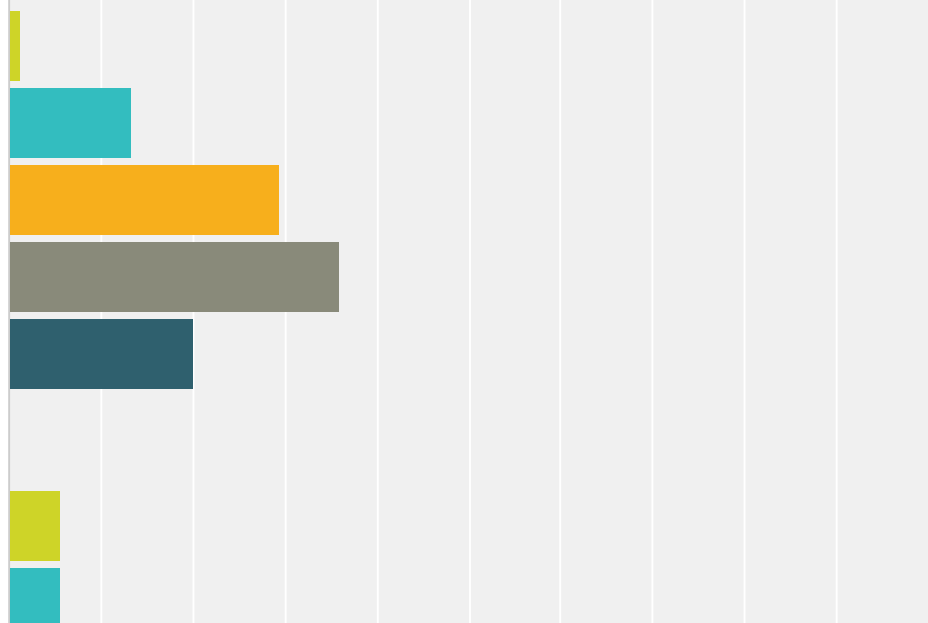
Gestión financiera y...

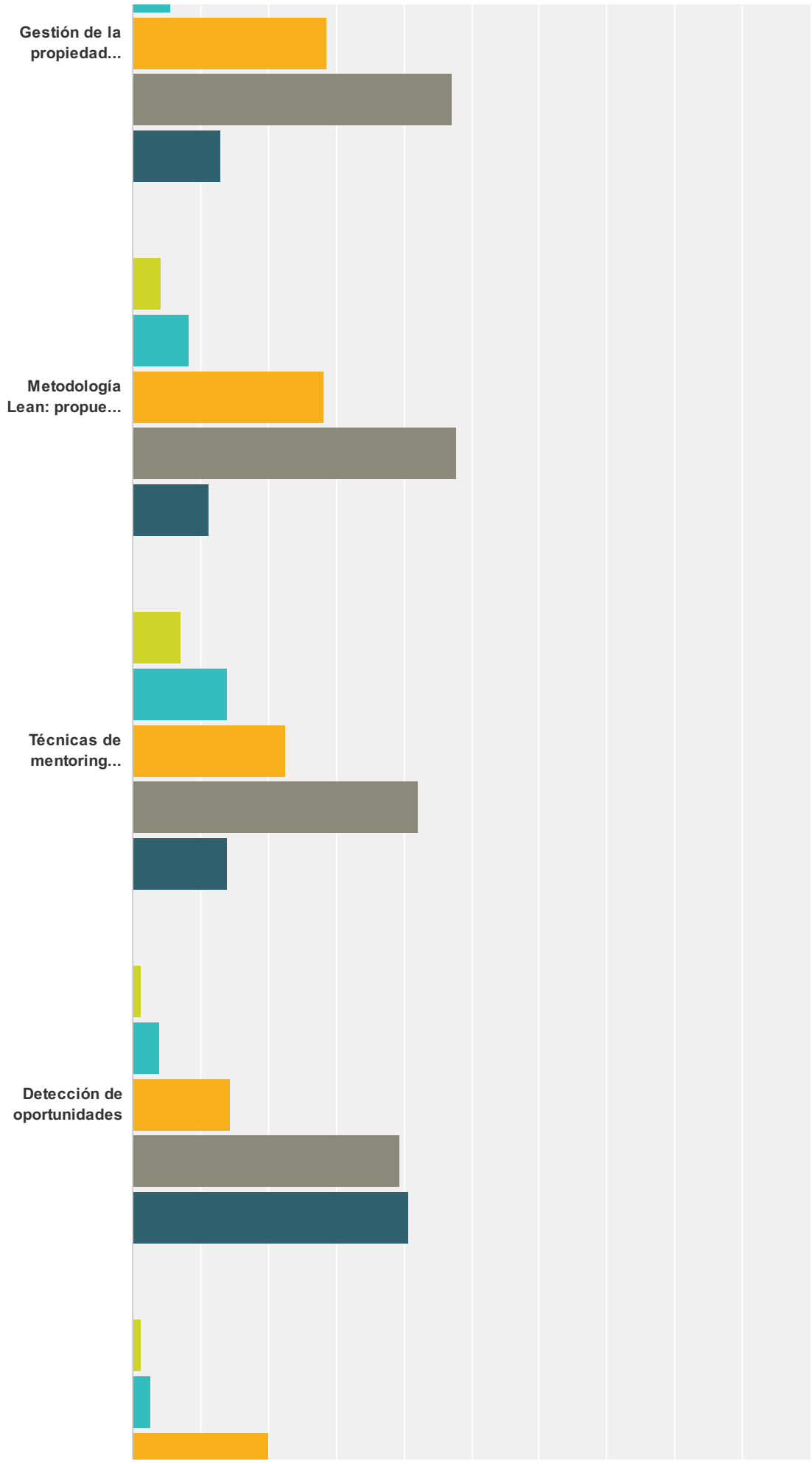


Networking - Relaciones...

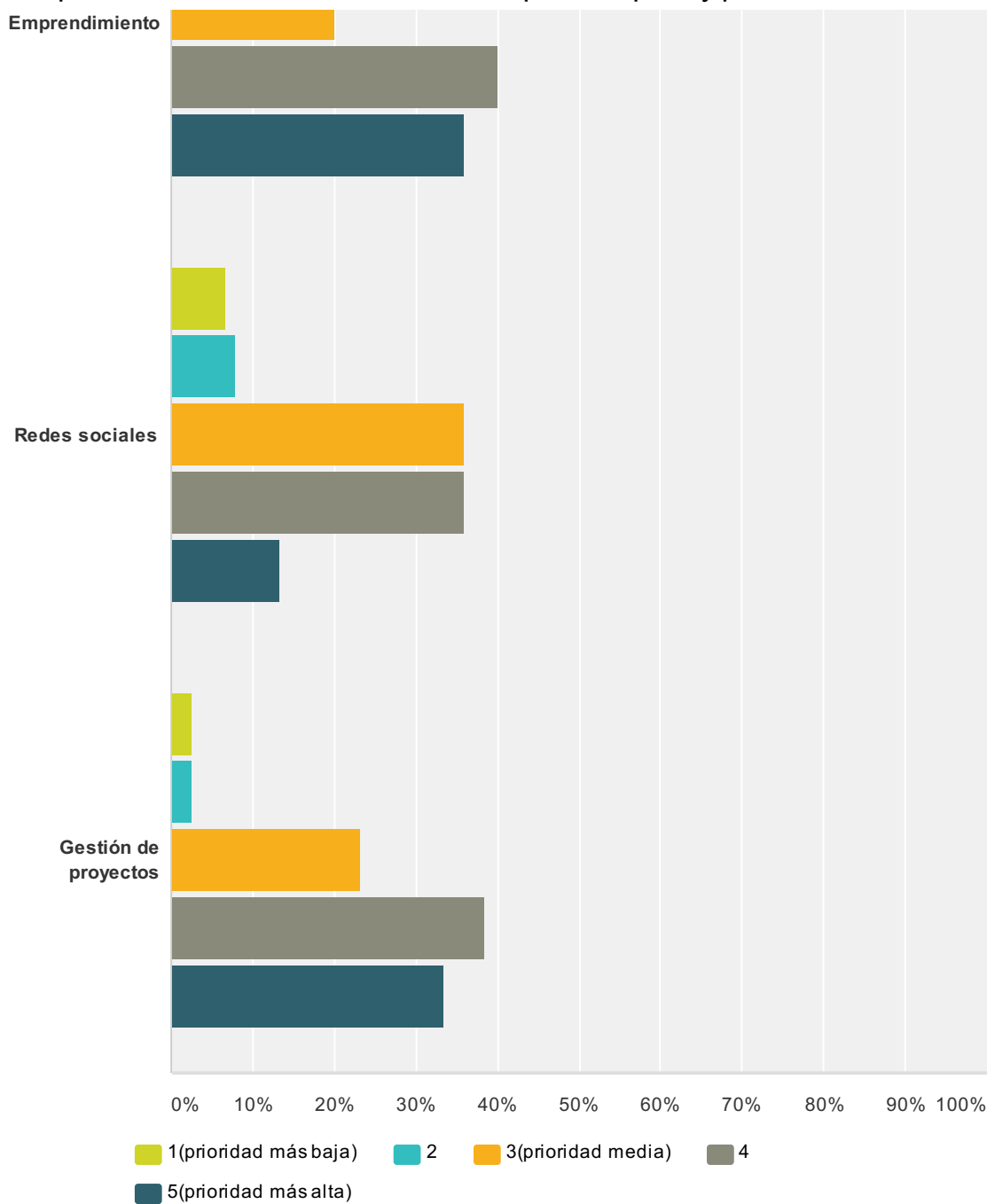


Equilibrio trabajo-vida





INSPIRE YOWUp: Material INnovador de formación para INspirar y potenciar a Jóvenes y Mujeres



	1 (prioridad más baja)	2	3 (prioridad media)	4	5 (prioridad más alta)	Total
Habilidades y competencias: cooperación, presentación, análisis, cómo comenzar, como despertar sus facultades creativas e innovadoras	1.23% 1	8.64% 7	23.46% 19	28.40% 23	38.27% 31	81
Fomación y uso de redes de asesores	2.70% 2	2.70% 2	40.54% 30	43.24% 32	10.81% 8	74
Planificación empresarial	1.25% 1	5.00% 4	23.75% 19	46.25% 37	23.75% 19	80
Estrategias de salida	1.41% 1	7.04% 5	21.13% 15	53.52% 38	16.90% 12	71
Gestión financiera y preparación para la inversión	1.30% 1	6.49% 5	20.78% 16	38.96% 30	32.47% 25	77

INSPIRE YOWUp: Material INnovador de formación para INspirar y potenciar a Jóvenes y Mujeres

Networking - Relaciones públicas	0.00% 0	10.39% 8	24.68% 19	38.96% 30	25.97% 20	77
Equilibrio trabajo-vida	1.33% 1	13.33% 10	29.33% 22	36.00% 27	20.00% 15	75
Gestión de la propiedad intelectual	5.71% 4	5.71% 4	28.57% 20	47.14% 33	12.86% 9	70
Metodología Lean: propuesta de valor y análisis	4.23% 3	8.45% 6	28.17% 20	47.89% 34	11.27% 8	71
Técnicas de mentoring (tutorización)	7.04% 5	14.08% 10	22.54% 16	42.25% 30	14.08% 10	71
Detección de oportunidades	1.32% 1	3.95% 3	14.47% 11	39.47% 30	40.79% 31	76
Emprendimiento	1.33% 1	2.67% 2	20.00% 15	40.00% 30	36.00% 27	75
Redes sociales	6.67% 5	8.00% 6	36.00% 27	36.00% 27	13.33% 10	75
Gestión de proyectos	2.56% 2	2.56% 2	23.08% 18	38.46% 30	33.33% 26	78

**Q20 Si usted no cree que la formación adicional y específica le ayudará en la creación de una empresa y en el éxito de su puesta en marcha. Explique por qué.
Texto libre.**

Answered: 9 Skipped: 92

Q21 Si usted desea recibir una notificación de la formación INSPIRE Yowup en cuanto esté disponible en su país y recibir noticias de INSPIRE Yowup por favor escriba su e-mail.

Answered: 40 Skipped: 61