



# LESSON 1 "Analysis Validate the performance gap"

The first step in the analysis is to validate the performance gap. How does this work?

You find out what knowledge, skills, and attitudes in the STREAMpreneur field your children and young people already have. You compare these with the knowledge, skills and attitudes that the children and young people should have. By comparing the actual performance with the desired performance, you identify the performance gap. Then consider the causes for this performance gap and determine the purpose statement for your STREAMpreneur activities.

Let's go through this in detail.

What is the actual level of performance of the children and young people?

Together with the children and young people it is important to find out what knowledge, skills, and attitudes they have and to what extent. To understand what knowledge, skills and attitudes are at stake, we first need to remember what STREAMpreneur is about.

STREAM is a comprehensive, unique, and holistic approach that integrates science, technology, research, engineering, arts and maths into the youth work process. This approach encourages children and young people to see things from the perspective of inventors, creators, designers, problem solvers and collaborators, and enables them to apply their knowledge in real-life situations. In the future, STREAM activities and entrepreneurship will be more interlinked than ever before. Entrepreneurship and STREAM activities go hand in hand. Both STREAM activities and entrepreneurship encourage children and young people to take thoughtful risks, engage in experiential learning, be persistent in problem solving, value collaboration and work to solve real problems through the creative process.

In this table you will find an overview of STEM employability skills and corresponding entrepreneurship skills. These can be enriched with art skills and research skills. Use this list as a starting point to reflect with the children and young people on their current level of knowledge, skills, and attitudes.

10 STEM employability skills	Corresponding skills in EntreComp1 framework
Using your initiative and being self-motivated	Motivation and perseverance
Organisational skills	Planning and management
Working under pressure and to deadlines	Coping with ambiguity, uncertainty and risk; Self-awareness and self-efficiency
Ability to learn and adapt	

Communication and interpersonal skills	Mobilising others
Team working	Working with others; Learning by doing
Negotiation skills	Spotting opportunities; Mobilising others
Valuing diversity and difference	Valuing ideas
Problem-solving skills	Creativity
Numeracy	Financial and economic literacy

If you are not yet familiar with the topics, you should take a closer look at the "STEM Top 10 Employability skills" and the "EntreComp: The Entrepreneur Competence Framework".

STEM Top 10: <https://www.stem.org.uk/resources/elibrary/resource/418157/top-ten-employability-skills#&gid=undefined&pid=1>

EntreComp: [EntreComp: The Entrepreneurship Competence Framework](#)

Now that you have found out with the children and young people what competences they already have, the next step is to determine what knowledge, skills and attitudes are to be newly acquired? What is the desired performance?

Sit down with the children and young people, but also with other relevant stakeholders, and exchange ideas. Relevant stakeholders can be schools, clubs, associations, companies, trade unions, career guidance or political organisations. The table with STEM and entrepreneurship skills used earlier can serve as a stimulus for this exchange of ideas.

If you now have a good assessment of current and desired performance, the performance gap becomes tangible. Now think about the causes of this gap. There are couple possible areas:

First, lack of resources.

Is there a lack of technical equipment? For example, are there no computers, tablets, smartphones, Wi-Fi, software or the like? Or is there a lack of cognitive skills? Would the children and young people simply be overtaxed? Or is there a lack of structures, procedures and processes, so that something cannot take place at all, perhaps because permission or access is lacking?

Secondly: Lack of attitude and motivation

Is there a lack of attitude and motivation because the children and young people do not know why STREAMpreneur skills are needed? Or is there a lack of coaching and feedback?