

Steps2Scale

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Steps2Scale Project Partners:



Bulgarian Industrial Association – Union of the Bulgarian Business, Bulgaria



Birmingham Chamber Of Commerce and Industry, United Kingdom



University of Deusto, Spain



ECQA GmbH, Austria



Obrtno-Podjetniska Zbornica Slovenije, Slovenia



Knowledge, Innovation and Strategies Management Club, Bulgaria

I. Third coordination meeting

Third coordination meeting, Portorož, Slovenia, 20-21 September 2018

The third project meeting was held on 20-21 September 2018 in Portorož, Slovenia.

The third meeting of “Steps to scale-up management” was held at Hotel Slovenija, Portorož, Slovenia on 20th and 21st of September 2018.

Some of the main topics discussed were:

- Final discussion on O1 Qualification framework;
- O2: Harmonized occupational profile;
- O3: Training and learning methodology;
- Interim progress report and administrative issues;
- Next steps;

First day of the meeting was dedicated to E1 event with the participation of more than 50 local entrepreneurs and stakeholders as guests. Step2Scale project was presented, a core speech by Slovenian economist, round table with three local scale-ups, and an interactive workshop on fast growing mentors.

Second day meeting started with V.Iliev’s question “what’s happening after the project’s finalization” – possible commercialization of the outputs, or other way to implement the Qualification framework as common tool.

The next project meeting will be held in Bilbao, in March 2019.

II. What Startups Need To Scale Up

It's estimated that there are around 300 million startups around the world, with many of these located in the various clusters that have formed around the world. The Global Startup Ecosystem provides an overview of the global startup landscape and highlights how the best startups are no longer concentrated in globally renowned hubs, such as Silicon Valley for technology, Boston for medtech and London for fintech, but rather spread around the globe, with smaller, less glamorous locations proving that specialization can allow them to thrive.

Building an entrepreneurial culture

The report concludes with a number of key recommendations that the authors believe can best support startups in the short/medium term:

1. Complete, strengthen and extend the EU Single Market and the EU Digital Single Market.

2. Removing asymmetry in the ease of doing business, especially around areas such as tax systems and regulations.
3. Support to scale up, not just to start up
4. Capital funds and investment for globalizing, with the costs involved in scaling across Europe greater than when doing so domestically.
5. Build an entrepreneurial spirit and overcome the preference for employment over self-employment in Europe.

III. Top 10 scale-ups for 2018

1. *Takeaway.com*

Year of establishment: 2000; Growth rate: 68%; New jobs created: 936; Location: Amsterdam. Takeaway.com (Thuisbezorgd.nl) is one of the world's leading food-order sites.

2. *Rituals*

Year of establishment: 2000; Growth rate: 44%; New jobs created: 2448; Location: Amsterdam. Inspired by the wisdom and ancient traditions of Asian cultures, Rituals created an extensive collection of luxurious yet affordable products for home and body.

3. *Coolblue*

Year of establishment: 1999; Growth rate: 50%; New jobs created: 2040; Location: Rotterdam. Coolblue. Once, it was only a college start-up. Today, it's an online enterprise that's made up of 8 physical stores and over 325 specialised webshops.

4. *Action*

Year of establishment: 1993; Growth rate: 24%; New jobs created: 9000; Location: Zwaagdijk. Action is a fast-growing, international non-food discounter with a simple and successful business model. They lead on price and differentiate on surprise.

5. *Catawiki*

Year of establishment: 2008; Growth rate: 82%; New jobs created: 500; Location: Assen. Catawiki is the fastest growing online auction platform in the world, with over 14 million monthly visitors from all over the globe.

6. *YoungCapital*

Year of establishment: 2000; Growth rate: 59%; New jobs created: 605; Location: Hoofddorp. YoungCapital connects high-educated, young talent to employers.

7. *Basic-Fit*

Year of establishment: 2004; Growth rate: 20%; New jobs created: 755; Location: Hoofddorp. With 1.5 million members and over 500 clubs, Basic-Fit is the European market leader in the value-for-money fitness market.

8. *Adyen*

Year of establishment: 2006; Growth rate: 35%; New jobs created: 356; Location: Amsterdam. The main focus is on building a frictionless, state-of-the-art infrastructure that connects directly to card schemes and payment methods around the world.

9. *Bol.com*

Year of establishment: 2009; Growth rate: 20%; New jobs created: 533; Location: Utrecht. Bol.com opened on their online store on 30th March 1999. More than eighteen years later, the shop has 8 million active customers in the Netherlands and Belgium. At Bol.com, customers get the biggest assortment of over 20 product categories with books & e-books in Dutch and other languages, music, movies, games, electronics, toys, baby products, furniture, sports, leisure time and much more.

10. *Dynagroup*

Year of establishment: 1993; Growth rate: 20%; New jobs created: 273; Location: Sittard. To stay competitive it is key for companies to meet this challenge. Offering cutting edge technology they streamline processes.

IV. Next planned actions

The consortium agreed on the content of the main modules of the qualification framework and the occupational profile.

The training methodology will go through three different phases: development, testing and finalization.

The next coordination meeting will be in Bilbao, Spain, in March 2018.

Steps2Scale will identify and create the community of experts and scale up companies to build a community for further cooperation.