

STEP

STUDENT TRAINING FOR ENTREPRENEURIAL PROMOTION

Job Advertisement

STEP is looking for motivated research assistants for the following projects:

South Africa: University of Venda, Thohoyandou

- T1 Pre-Evaluation: Early February – Late March 2025
- T2 Post-Evaluation: Late March – Late May 2025



Please send your application
(short motivation letter, CV,
transcript of records)

to: info@step-training.com
until 25.11



Your tasks will involve:

- Getting in contact with students and recruiting them to join the STEP program either as a participant or as part of the control group
- Supporting the implementation of the STEP training
- Quantitative evaluation of the STEP training



We are looking for students who:

- Are proactive and experienced in working independently
- Have a high sense of responsibility
- Possess strong organizational and communication skills
- Are creative and able to generate alternative plans easily
- Have basic knowledge in quantitative research methods
- Possess very good English language skills
- Have experience in living/working abroad



Your opportunities through working with STEP:

- Getting to know an international entrepreneurship training and creating a positive impact
- Working in a multicultural team with the local project partners
- Extending your knowledge in the quantitative research field
- Writing your final thesis with STEP under the supervision of Prof. Dr. Michael Gielnik

Project Coordinators

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Paul Herrmann
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Deutscher Akademischer Austauschdienst
German Academic Exchange Service

Partner Institutions



University of Venda
Creating Future Leaders

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What is STEP?

The Student Training for Entrepreneurial Promotion (STEP) is a collaborative project of the Leuphana University of Lüneburg and different partner organizations around the world. It develops young people's skills, knowledge, and confidence to pursue an entrepreneurial career. During the training, the students learn step-by-step to start their own businesses, thereby learning effective means of creating jobs for themselves and other people in the community.

Why is STEP important?

STEP provides an answer to adverse labor market conditions and limited employment opportunities. A key benefit is that the students learn to take charge of their professional future. Through the training, the students become more proactive and independent, which supports them in overcoming the extreme unemployment rates among youths in many developing countries. Unemployment and poverty are inextricably intertwined. This is where STEP seeks to make a difference.



What makes STEP innovative?



An action-oriented training

- Students participating in the training receive a starting capital which is to be paid back at the end of the training. They are thereby given the chance to start their own business and gain real life experience as entrepreneurs during the training.
- STEP is transdisciplinary: The training courses include topics derived from the fields of entrepreneurship, psychology, and economic sciences.



Evaluated according to highest scientific standards

- Every STEP training is being evaluated using randomized controlled trials (RCT). This means that applicants are randomly selected into a training group and a control group to ensure that all differences between those groups after the training can be attributed to STEP.
- Data is collected for both groups before as well as several times after the training to assess the long term impact of STEP.



A sustainable implementation process

- Facilitators of the partner institutions receive a five day „train-the-trainer“ workshop to be able to conduct the STEP training and supervise its future implementation independently.
- The implementation cycle involves three years in which the hosting institution is being prepared to facilitate the training and to acquire funds independently.

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