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## IO3 Capacity Building

When education (students and teachers), entrepreneurs and professionals from governments and social organizations want to find solutions together for issues from the region, every stakeholder must look at what needs to be done for his own organization (supporters) to make this working method a success. This means firstly the mapping out the own initial situation (capacity, educational goals, etc.). After that, the own agenda is formed, and then the shared agenda is determined together with the partners.

However, before starting this exercise, all actors whom want to be a part of the network must have a special mindset and commitment.

- be open and transparent
- stick to the agreements
- inform each other on time and regularly
- evaluate and reflect regularly whether the process is still on course
- take responsibility

Then jointly implement projects can be carried out if those fit in the shared agenda. To assure that all partners have the resources that are needed a joint capacity building is desired. It aims to give information for the educational institutions on the knowledge and skills of teachers and students, time investment, financials and facilities.

The below steps shall be followed to build up capacity for educational institutions for being able to cooperate as main partners in regional learning networks.

- STEP 1** Make an inventory of the service package
- STEP 2** Determine the initial situation for the entire process
- STEP 3** Establish the long-term goal
- STEP 4** Make a deal with your partners
- STEP 5** Plan the transition of the school to get step by step to the final goal
- STEP 6** Make a flow chart for the partnership that you want to enter

The steps are supported the sub action of developing the service portfolio. After analysing the current and desired service portfolios and having the results from the previous intellectual outputs, a flow chart shall be established explaining the work flow and the structure of your network.

### Developing the Service Portfolio

In developing the service portfolio, it is important to think about the appropriate financing instruments. Table1 provides an overview of the possible services. If the service is available or desired, an assessment of the current and desired quality of the services is delivered on a 1-10 scale, where 1 represents the lowest and 10 the highest score. With the help of the table, the potential shortages can be established.



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Table1 Overview of Possible Services

	<b>Present</b>	<b>Desired</b>
Labour Pool: enough qualified professionals / professionals	Yes / no offer Quality assessment	Yes / no offer Desired quality
Temporary forces	Yes / no offer Quality assessment	Yes / no offer Desired quality
Problem solving ability	Yes / no offer Quality assessment	Yes / no offer Desired quality
Bringing in new knowledge	Yes / no offer Quality assessment	Yes / no offer Desired quality
Facilitating learning networks	Yes / no offer Quality assessment	Yes / no offer Desired quality
Extra training	Yes / no offer Quality assessment	Yes / no offer Desired quality
Level up-training	Yes / no offer Quality assessment	Yes / no offer Desired quality
Retraining	Yes / no offer Quality assessment	Yes / no offer Desired quality