

VENHANS PEER LEARNING MEETING NETWORKING ENHANCEMENT

COUNTRY FOCUS: KOSOVO
30.05.2022, H 14.30 – 16.30

PEER REVIEW REPORT

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VENHANS – VET European networking Enhancement

Project no. 609023-EPP-1-2019-1-BE-EPPKA3-VET-NETPAR

1. PLR INFORMATION

TITLE	VENHANS Peer Learning Meeting - Networking Enhancement - Kosovo
DATE & TIME	30.05.2022, h. 14:30 – 16:30
LOCATION	Online, ZOOM meeting
FACILITATORS	Silvia Genero (ENAIP NET) Silvia Belotto (ENAIP NET) Emanuela Vizzarro (ENAIP NET)
PARTICIPANTS	Agron Hajdari (APPK) Valbona Hajredinaj (AVETAE)
RESPONSIBLE FOR REPORTING	ENAIP NET
OBJECTIVES	<ul style="list-style-type: none"> • Enable participants to explore in detail their internationalisation processes, through interactive sessions, allowing them to reflect on the steps to be taken; • Present good practices related to internationalisation, drawing from peer organisations' experience and expertise; • Increasing the impact of the participants at local and international level, thus contributing to the improvement of the quality of the VET system overall.
METHODOLOGY	<ul style="list-style-type: none"> • Recap of the state of the art of APPK's and AVETAE's internationalization process • Overview of the main steps to be taken in the implementation of an internationalisation process • Dynamic workshop on the definition of an internationalisation vision and strategy • Interactive lab on the mapping of stakeholders

AGENDA

30.05.2022

14:30 – 14:40 Welcome of participants/Tour de table | Emanuela Vizzarro, ENAIP NET

14:40 – 14:45 Introduction to the VENHANS project | Silvia Belotto, ENAIP NET

14:45 – 15:00 Methodology, State of the Art, Overview of the internationalisation process
| Silvia Genero, ENAIP NET

15:00 – 15:25 Dynamic Workshop on the definition of internationalisation vision and strategy | All participants

15:30 – 16:15 Interactive lab on the mapping of stakeholders | All participants

16:15 – 16:30 Wrap-up and Conclusions Silvia Genero, ENAIP NET

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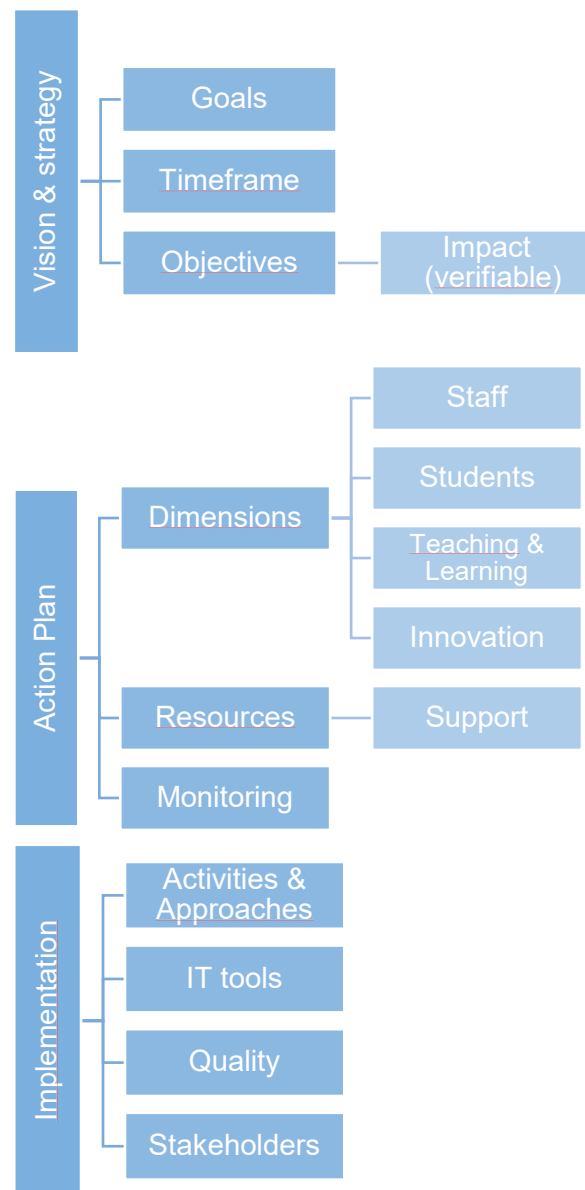
2. KEY RESULTS

The main steps to be envisaged in the set-up of an internationalisation process are presented as follows:

1. Identification of a **vision and strategy**
2. Production of a concrete **action plan**
3. **Implementation** phase, which is closely linked to the
4. **Governance** of the activities carried out.

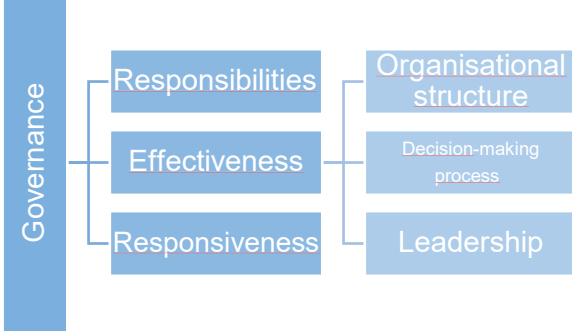
Each of these steps is then declined into further areas to be considered in the set-up of the process:

Overview of the internationalisation process



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<p>Workshop on the definition of an internationalisation vision and strategy</p>	<p>The workshop is meant to stimulate creative thinking with the aim of drafting APPK's and AVETAE's internationalisation process in the form of brainstorming.</p> <p>With the support of a Jamboard, participants have exchanged and preliminary defined APPK's and AVETAE's goals and objectives, respectively in the framework of their internationalisation vision and goals within a five-year timeframe.</p> <p>The results of this workshop can be summarised as follows:</p> <p>GOALS</p> <p>APPK</p> <ol style="list-style-type: none"> 1. To be an internationally recognized organization for providing career development and employment opportunities for individuals in Kosovo and in the Balkan Region. 2. To create sustainability of activities by diversifying sourcing of funding <p>AVETAE</p> <ol style="list-style-type: none"> 1. To create a dedicated full-time team for internationalization, in order to better develop growth opportunities and cooperation with partners <p>SPECIFIC OBJECTIVES UNDER GOAL NO.1</p> <p>APPK</p> <ol style="list-style-type: none"> 1. International recognition → to be involved in different projects 2. Sustainability → to become member of EU umbrella organizations <p>AVETAE</p> <ol style="list-style-type: none"> 1. Internationalization Team → Full time people, focusing on international cooperation, bringing innovation and change 2. EU umbrella organizations → Training the team (project design, languages, skills) <p><i>Tip: identify precise quantitative and qualitative indicators to measure the achievement of these objectives (e.g. how many</i></p>

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	<p><i>collaborations or projects? Which type of funding?, Which EU umbrella organisation (they all require a fee)? etc.)</i></p> <p>SPECIFIC OBJECTIVES UNDER GOAL NO.2</p> <p>APPK</p> <p>1. Develop staff capacity to work in different projects and funding programs</p>
<p>Interactive lab on the mapping of stakeholders</p>	<p>Having started to decline APPK’s and AVETAE’s vision through goal and objectives in a certain timeframe, the following step foresees to develop a proper Action Plan, detailing dimensions, resources and monitoring actions.</p> <p>In this phase, a great importance is given to the identification of stakeholders, who are relevant actors in providing support to the internationalisation process of an organisation. This identification is proposed through complementary sub-steps:</p> <p>Identification by category</p> <p>Provided a general category proposal, participants focused the exchanges on the following types of stakeholders:</p> <p><u>Economic sector</u> → APPK Healthcare sector public entities and private companies + other service sectors to be further developed (IT) also in the framework of dual system; AVETAE MoU with big international companies.</p> <p><u>Research and academic sector</u> → APPK collaboration with local universities</p> <p><u>Governmental Stakeholders</u> → APPK Employment Agency of Germany (DE), Municipalities to be further developed (Ministries and local Governments diversified in other Countries, i.e. Italy, UK). AVETAE Ministry of Education (already strict relation) and other Municipalities (weaker relations)</p> <p><u>Organised Civil Society</u> → APPK EVTA Association + other international networks.</p> <p><u>Donors/Investors</u> → AVETAE Donors, more simplified bureaucracy + allow for more independence.</p> <p><i>Tip: look into the following EU networks</i></p> <p><u>EVTA</u> (European Vocational Education and Training Association) <u>EVBB</u> (European Association of Institutes for Vocational Training) <u>EfVET</u> (European Forum for Vocational Education & Training) <u>ALDA</u> (European Association for Local Democracy) <u>LLL</u> (Lifelong Learning Platform)</p>

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EaFA (*European Alliance for Apprenticeship*)

🔗 *Tip: look into the following EU platforms*

EPALE (*Electronic Platform for Adult Learning in Europe*)

🔗 *Tip: when applicable, consider applying as member of (thematic) expert groups, Communities of Practice, forums, promoted by the European Commission or other relevant stakeholders (e.g. ETF Network for Excellence - ENE).*

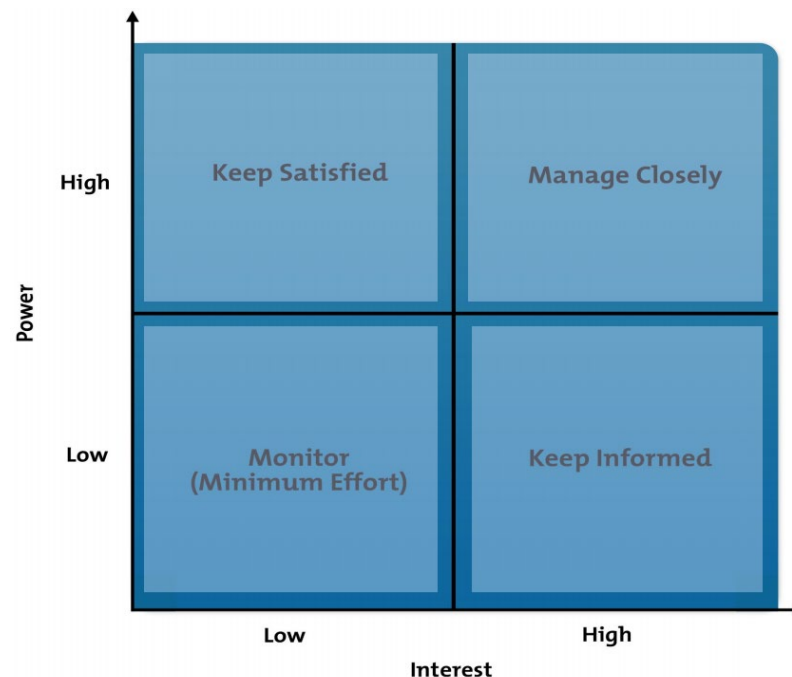
🔗 *Tip: if you wish do work more with municipalities, do not ignore funding programs addressed to them, because they often require municipalities to develop networks and involve VET providers (i.e.: do not focus only on the Erasmus program).*

Linking stakeholders and strategic goals

Categorisation by relevance

In order to ensure an efficient implementation of an internationalisation strategy, priorities must be identified when it comes to reaching out to and involving stakeholders. The following graph supports this process in distinguishing among:

- *Manage Closely* (High power, highly interested stakeholders)
- *Keep satisfied* (High power, less interested stakeholders)
- *Keep informed* (Low power, highly interested stakeholders)
- *Monitor* (Low power, less interested stakeholders)



1. Low interest from Governmental stakeholders' side, Research/Academic Institutions and Media (APPK)

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2. High power and interest from Governmental Stakeholders (AVETAE)
3. High power and interest from Private Sector, Donors/Investors and sectoral Organizations (APPK – AVETAE)
4. Low power and high interest from Organized civil society (AVETAE – APPK)

Further Reflections

A successful way of involving these stakeholders and establishing connections can be to create connections and synergies starting from the cooperation with the partners of ongoing projects.

On the other hand, a few challenges to this process are identified in the following elements:

🔗 Tip: Counteract low interest from the side of stakeholders by highlighting your strengths in your external communication.

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3. FOLLOW-UP ACTIONS

What could be the next steps towards the finalisation of the strategy?

- ⇒ Develop specific objectives for all of your strategic goals
- ⇒ Build reliability to work with companies/VISA to send workforce abroad (APPK)
- ⇒ Streamline bureaucratic procedures, solidify positive image of Kosovo (AVETAE)
- ⇒ Complete the mapping of stakeholders by:
 - linking stakeholders and strategic goals
 - linking the new categories to your strategic goals
- ⇒ Identify your strengths and become very good at promoting them, highlighting the added value your organisation can bring to a local or international partnership

- ⇒ Week 19th-23rd September 2022 (exact date to be confirmed soon): take part in a final meeting with all Balkan partners to share results organised in the framework of the VENHANS project.

ANNEX

PowerPoint used during the PEER LEARNING MEETING.