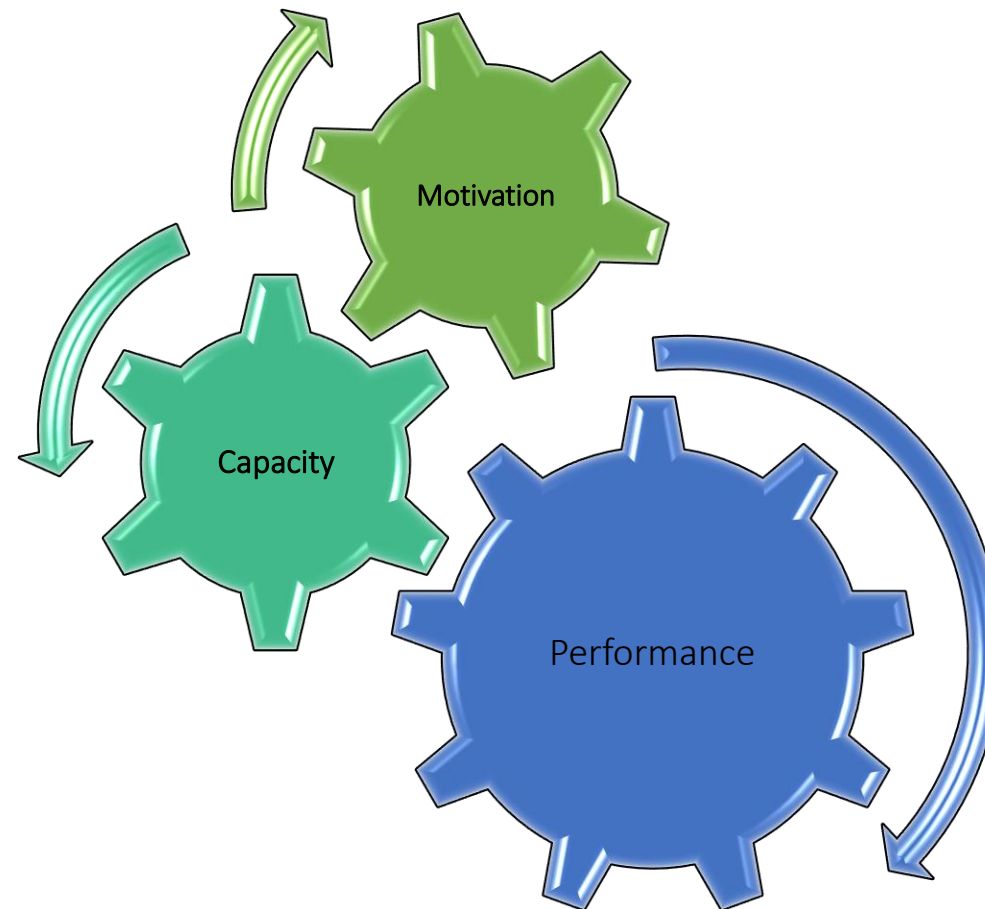




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ORGANIZATIONAL ANALYSIS AND ACTION PLANS FOR CAPACITY BUILDING OF IIoT VET PROVIDERS





1. ORGANIZATIONAL MOTIVATION

Criteria to be assessed	Assessment	Actions to be taken for capacity building as a IloT VET provider (needs)
Mission	<p>Does your organization have an expressed mission?</p> <ul style="list-style-type: none"> • If yes, is the mission of your organisation compatible with the IloTNet mission? • If not, are you planning to develop a mission for your organisation that is compatible with the IloTNet mission? <p>The IloTNet mission is:</p> <ul style="list-style-type: none"> ▪ Reinforcing a European area of IloT by developing and sharing a common European IloT culture. ▪ An increased adoption of IloT by European SMEs via supporting measures that strengthen ecosystems, structurally enhance the supply of necessary skills and facilitate organisational development. 	<p>Development or modification of the mission of the organisation in order to be compatible with the IloTNet mission.</p>
Vision	<p>Does your organization have an expressed vision?</p> <ul style="list-style-type: none"> • If yes, is the vision of your organisation compatible with the IloTNet vision? • If not, are you planning to develop a strategy for your organisation that is compatible with the IloTNet vision? <p>The IloTNet vision is to:</p>	<p>Development or modification of the organizational strategy in order to be compatible with the IloTNet vision.</p>



	<ul style="list-style-type: none"> ▪ effectively design and offer initial and continuous IIoT training for company leaders, professionals and users and ▪ advance IIoT training in the European area. 	
Culture	<p>Is your organizational culture compatible with the IIoTNet aims and objectives? (esp. as regards: internationalisation strategy, transnational cooperation, networking, quality assurance, identification and use of best practices, innovative pedagogy, enhanced cooperation with a wide array of stakeholders, taking account of EU policy objectives)</p>	Maintaining a positive mentality amongst those involved in your organisation is essential for supporting the IIoTNet activities.

2. ORGANIZATIONAL CAPACITY

Criteria to be assessed	Assessment	Action to be taken for capacity building as a IIoT VET provider (need)
Leadership	<p>Forward-thinking leadership, a strategy for achieving organizational targets, and correct and good operational management: these are fundamental requirements, which any organization will need for its entire activities. It is, however, important for those who have responsibility within the organization to have mastery of the most important topic areas. They must also be prepared to further develop topics of strategy, change management, innovation management, market research, assessment of success, information management, risk management and quality management</p>	
	Describe the organisational structure	



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Structure		
Project Management	<p>Systematically implementing your own ideas and targeting sustainable results are central to any project and project management providing the means to achieve this. They are precisely these means, which are so essential for your international projects, since this is itself also primarily a project; specifically an organisational development project.</p>	<p>A way for you to further refine and develop your organization’s internal project management methodology. Make sure that your specific methodology is in fact being used by all project teams. To this end bring involved staff over time to the same standard of knowledge. Review the extent to which your organisation’s internal approach could profit even more from current internationally recognized project management methods. These methods provide a very good base for an internal target-actual comparison within your organisation. Use project management methods as a point of comparison in order to examine your own approach for potential gaps or possibilities for improvement.</p>
Inter-organisational Linkage		
Human Resources	<p>An analysis of the competencies, which your organisation already has for international work. Alongside, hard skills such as a good command of spoken</p>	<p>Concrete HR development measures include a broad range of training</p>



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	<p>and written English, much-cited soft skills, such as communicative abilities play a decisive role in an international context. Successful groups and individuals are most likely those who are strong at communication and who have an awareness of the cultural differences within Europe.</p>	<p>possibilities (for example traditional seminars, learning at the workplace, learning abroad). The more comprehensive your international activities become, the more often your organisation will be able to work together with external experts. Attach more value to the ideas of your personnel and colleagues. Support the individual initiatives of staff within the organisation when it comes to international activities. One possibility is to set aside a specific portion of working hours for the development of international projects or initiatives. Use general recruiting or the re-staffing of management staff as an opportunity to reinforce your strategy. Working together with external experts is also important.</p>
Stakeholders	<p>Describe all stakeholders and the level of their involvement</p>	<p>In order to ensure the deployment of the platform, there is a need for trainers, businesses and stakeholders. In their tasks, production planning, quality management, monitoring, control & supervision product line.</p>



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Beneficiaries	Direct and indirect beneficiaries of the IIoT VET provider – how will they be reached? How will the communication be ensured?	

3. ORGANIZATIONAL PERFORMANCE

Criteria to be assessed	Assessment	Action to be taken for capacity building as an IIoT VET provider (needs)
Training planning	<p>Does the planning of your VET courses take account of European, national and regional goals or objectives?</p> <p>Is VET provision based on local / individual needs following consultation with stakeholders?</p> <p>Does your organization work with other VET providers, social partners or other stakeholders to coparatively plan activities?</p>	<p>Training planning based on EQAVET https://www.eqavet.eu/EU-Quality-Assurance/For-VET-Providers/Building-your-System/Planning/Indicative-Descriptors-(Planning)</p>
Training implementation	<p>Are resources appropriately internally aligned/ assigned with a view to achieving the targets set in the implementation plans?</p> <p>Are relevant and inclusive partnerships explicitly supported to implement the actions planned?</p> <p>Does the strategic plan for staff competence development specify the need for training for teachers and trainers?</p> <p>Do staff undertake regular training and develop cooperation with relevant external stakeholders to support capacity building and quality improvement, and to enhance performance?</p>	<p>Training implementation is based on EQAVET https://www.eqavet.eu/EU-Quality-Assurance/For-VET-Providers/Building-your-System/Implementation/Indicative-Descriptors-(Implementation)</p>
Training evaluation and review	<p>Is the learners' and teachers' feedback taken in full account in the review of practice?</p> <p>Is information on the outcomes of the review widely and publicly available?</p>	<p>Training evaluation is based on EQAVET https://www.eqavet.eu/EU-Quality-Assurance/For-VET-Providers/Building-</p>



	<p>Are procedures on feedback and review part of a strategic learning process in the organisation? Are results/outcomes of the evaluation process discussed with relevant stakeholders and appropriate action plans are put in place?</p>	<u>your-System/Evaluation/Indicative-Descriptors</u>
Quality Assurance Management	<p>Is your organisation’s quality assurance approach in accordance with the following EQAVET building blocks?</p> <ol style="list-style-type: none"> 1. Ensure there is a management culture which is committed to quality assurance 2. Develop approaches which reflect the provider’s circumstances 3. Develop a culture of self-assessment 4. Support staff training in relation to quality assurance 5. Use data and feedback to improve VET 6. Ensure VET is based on the involvement of external and internal stakeholders 	Application of EQAVET
Financial Management	<p>Is your organisation able to afford new or additional international activities within Europe? Taking your first or additional steps on the European stage generally requires investment. You need to have the appropriate financial leeway. Secondly, is your organisation equipped with a financial department or with financial experts who are able to cope with the challenges of international cooperation, for example value-added tax and invoicing in an international context?</p> <p>Technological solutions – platform availability (different platforms); software version (free, charge, partial charges, etc.); special equipment (smart devices, measuring instruments, adapter, sensors, hardware, etc.); platform updates, enhancements.</p>	<p>Your organisation must decide which additional financial resources you will use in the future to (co-)finance your international activities. It is perhaps possible for your organisation to reallocate its budget in the short or middle term to support your additional Europeanisation activities.</p> <p>Well planned budget planning will allow you to direct your organization well.</p> <p>When your organisation is planning its budget for the coming financial year, you</p>



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		<p>should therefore review the extent to which budgeted activities contribute towards the realisation of your strategic goals in Europe.</p> <p>Training – Training of trainers, training of business representatives, and training of users. The issue of a training certificate shall be ensured at all levels of training. Project stakeholders will conduct peer-to-peer collaborative training in the form of engaging competent professionals in platform training; attracting industry Internet specialists, as well as industrial Internet affairs professionals, who would also develop available applications.</p>
<p>Communication/ Cooperation</p>	<p>Are your international contacts and relations thoroughly established and developed? This is because it is impossible, or very difficult, to offer products or services in a foreign country, for example, without support on the ground locally. If your organisation wants to reach additional target groups abroad then it is likely that you will also establish or further expand your international online activities.</p> <p>The impact of good international cooperative partners can be clearly seen from the results of a Europe-wide survey. The majority of the over 500 interviewees described the issue of ‘International Partners’ as the most significant challenge that arises from a process of Europeanisation.</p>	<p>What international relations does your organisation need to establish or strengthen? The answer to this question depends on your strategy. In general an interplay among various activities is used: Collaboration within international (business-sector) networks; setup and expansion of an online presence in English and, if applicable, the incorporation of further</p>



	<p>Is your organisation represented well on LinkedIn?</p>	<p>languages; communication via ‘social media’ channels, such as LinkedIn; communication with potential funding bodies, whether in the same country or abroad etc., increase your international visibility, in particular by investing in your online appearance. Increase your visibility for organisations in other countries through focused measures, such as the further establishment and development of your English-speaking web presence and your communication on ‘social media’ channels, such as LinkedIn.</p>
<p>Performance Indicators</p>	<ul style="list-style-type: none"> • How does the organisation measure success (or development)? • What are the external assessment tools for performance? 	<p>Need to make sure that your organisation will remain abreast of contemporary knowledge in the future. On the basis of this, regularly review which areas of the relevant sector present new national and international opportunities to you. The transfer of innovative concepts from abroad makes for an interesting approach in this context.</p>