



WP6 – First step towards upscaling of PoVE Water

Pilot PoVE Water Scale-up Strategy



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Executive Summary

The aim of the Pilot PoVE Water work package 'First step towards upscaling of PoVE Water' is for the Platform of Vocational Excellence Water to grow and to create a critical mass to ensure a sustainable ground for further development.

With the Scale-up strategy, partners developed a shared ambition for the future. The plans presented in this strategy cover a period of 4 years, 2022-2026. The strategy formed the basis for the EACEA application in the Sept 2021 Call 'Partnership for Excellence - Centres of Vocational Excellence' and several other smaller scale funding applications of the partners in different composition to make sure the PoVE Water network can grow and stay sustainable.

With the intention of scale-up the PoVE Water network, the consortium has identified and mapped existing Vocational excellence initiatives in the water sector in all EU Member states. Several tools were used to scale up the consortium and facilitate the partners in the scaling-up process. At several high profile EU events, the ambitions of scaling up the PoVE Water was showed to gain interest and activate potential partners to join the platform.

The scale-up strategy defines the strategic objectives the partner share when scaling up the platform.

- Expand the holistic approach to Vocational Excellence in the EU Water sector by securing a central role of VET in the regional Innovation Ecosystems.
- Expand PoVE Water by setting up and interlinking CoVE Water networks that operate on regional level.
- Drive innovation by developing contemporary Digital and Virtual Reality learning materials.
- Ensure that current and future water sector professionals have the key skills & competences demanded.
- Increasing student's, teacher's and professional's competence for international activities.
- Building EU and global recognition for PoVE Water as a worldwide point of reference for VET in the water sector.
- Future proof the workforce for the Water sector and avoid a brain- & skillsdrain.

The scale-up strategy defines the following SMART indicators:

- The intention is to grow from 4 CoVEs Water to 6 over the period 2022-2026.
- The intention is that each regional CoVE Water adds 2 partners/stakeholders per year.
- The intention is that in 2024, each CoVE Water has a solid business case applying multiple sources of funding making them self-sustainable.
- The intention is that in the period 2022-2026 there will be monthly interaction between International CoVEs Water (including potentials) of which 75% occurs digitally. In case of physical meetings train travel is the preferred option above plane travel.
- The intention is to develop and publish 20 online courses and 10 story-based immersive scenarios (Virtual Reality content) by 2026.
- The intention is to involve at least 400 students (young people and adults) on average per CoVE Water by the end of 2026.
- The intention is that in 2026, 25% of students and teachers involved in the PoVE Water had an international experience.
- The intention is that 81% of the participants report improvement in level of competencies and transversal skills after an international PoVE Water experience.
- The intention is that by the end of 2026, PoVE Water has appeared on 50 regional, 20 national, 20 European and 8 Global events.
- The intention is that the VET providers in the consortium updated their annual recruitment campaign tailored to Water related education based on the Betatech mentality model (strong industry involvement).

- The intention is to publish at least 8 online courses and 20 engaging 10 story-based immersive scenarios (virtual reality courses) on the POVE Water Moodle by 2026.

The partners defined a cooperation method where a Regional bottom-up approach and a clear set of responsibilities and designated staff assigned in every Regional CoVE Water are leading.

The scale-up strategy includes plans for activities and deliverables of PoVE Water, which will be jointly developed by the partners.

1 . Introduction

The Pilot PoVE Water project

Pilot PoVE Water is a transnational project that draws on existing and emerging vocational competences and skills needs in the water sector, translating them into an approach of vocational excellence. This ensures upward convergence of VET with (EU) knowledge triangles and a strong engagement with the regional economic and social ecosystems. The project intends to create the infrastructure necessary to embed vocational excellence in the water sector in Europe, thus laying the grounds for vocational curriculum development and consequently competence development of VET students.

The aim of Scaling up PoVE Water

The aim of the Pilot PoVE Water work package ‘First step towards upscaling of PoVE Water’ is for the Platform of Vocational Excellence Water to grow and to create a critical mass to ensure a sustainable ground for further development.

A growing network of Centers of Vocational Excellence Water, joined under the umbrella of the Platform of Vocational Excellence Water, will act as catalysts for business investment and support European and regional innovation and smart specialisation strategies by ensuring supply of high-quality skilled workers through flexible and timely offer of training for the skills needs of companies.

One of the key features of the Pilot PoVE Water project is that it plans to generate impact going beyond the project’s lifetime and beyond the organisations involved in the project; the partnership and its activities will persist and grow after the lifespan of the project.

Connection to other activities in the PoVE Water Pilot project

Work packages 3,4,5 have developed the guidelines and tools necessary for VET institutions (and a broader audience) across Europe to achieve Vocational Excellence in their organisations, adapting to the diversity of VET systems in the various countries. The upscaling efforts of this work package made sure the transferable outputs of the project will remain accessible and are used across Europe.

Partners that joined the PoVE Water consortium, used the tools developed under work package 3 (Vocational Excellence Scanning), to determine their current position and identify the gaps they need to focus on developing in order to join the PoVE Water network. Potential partners used the work package 4 tools and input to fill the gaps. The internationalisation strategy developed under work package 5 – PoVE Water, formed the basis for development of the Scale-up Strategy, as well as the WP5 e-learning platform.

2. Scale-up strategy development process

In order for the Platform and the transnational partnership to grow, the Pilot PoVE Water project needed to engage VET providers at secondary, post-secondary non-tertiary, as well as tertiary levels, companies, chambers, research centres, organisations involved in water innovation ecosystems and relevant public authorities that are working on or have ambitions in achieving Vocational Excellence in the Water Technology Sector.

Mapping of vocational excellence and potential partners

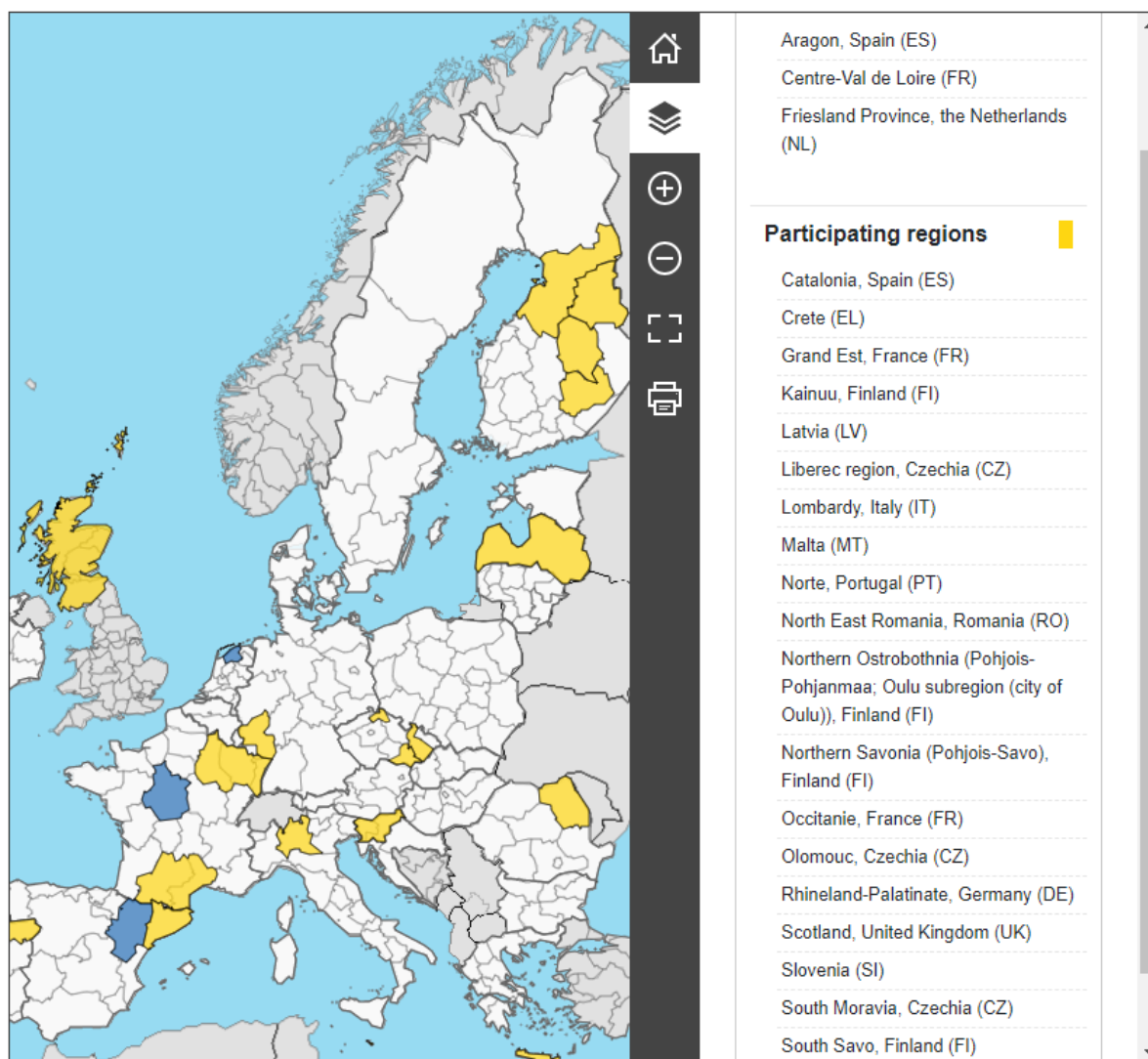
With the intention of scale-up the PoVE Water network, the consortium has identified and mapped existing Vocational excellence initiatives in the water sector in all EU Member states (closely connected to the EC publication of July 2019 'Mapping of Centres of Vocational Excellence (CoVEs)¹. In addition to the existing initiatives, the overview was complemented with Vocational schools and organisation that had the ambition of developing Vocational Excellence in the water sector in their region. The mapping exercise resulted in an overview of prospective Centres of Vocational Excellence Water. The overview of potential partners that were considered and evaluated is added to this strategy in Annex A (confidential).

As a result of the preparations for upscaling our PoVE Water initiative, the partners identified and made the connection to several initiatives with similar ambitions and activities carried out by other organisations. Contacting these complementary initiatives already proofed to be highly beneficial to the PoVE Water Scale-up project, resulting in several Triple helix stakeholderships and network expansion. A selection of the main initiatives is:

- Interreg Europe project iWATERMAP (Water Technology Innovation Roadmaps - PGI05062) for expanding the network vice versa and disseminating the outcomes. iWATERMAP focuses on the critical mass of European innovation ecosystems, with special attention to widening countries. The project will deliver three roadmaps (Open Resources): 1) Critical mass; 2) Human Capital; 3) Transnational Cooperation. The Human Capital Roadmap of iWATERMAP can draw inspiration from Pilot PoVE Water. There are no copyright issues, iWATERMAP is a policy learning project.
- [Water Smart Territories](#). The main goal of the Water smart Territories (WST) partnership (of which one of the founders is PoVE Water Scale-up lead partner region Friesland, NL) is to strengthen innovation capacity of European regions beyond resource efficiency, in order to facilitate new investments based on open innovation infrastructure and new technologies for sustainable water management by clusters in regional ecosystems. A closer and interdisciplinary collaboration by partner regions and regional cluster organisations will respond to the water industry challenges through advanced technological solutions to tackle European water territories and society needs. PoVE Water Scale-up will use the regions of this partnership as a guiding principle for expansion of the Regional CoVEs Water.

¹ EC publication in July 2019 'Mapping of Centres of Vocational Excellence (CoVEs), ET 2020 Working Group on Vocational Education and Training (VET).

List of regions involved



- UNESCO AU-NEPAD African Centres of Excellence on Water Science and Technology (DG DEFCO ACEWATER II). The Focus of the ACEWATER II project is on: 1) establishing National Human Capacity Development Programmes addressing junior and senior professional and technician level human capacity and skills challenges and 2) Implementing the Human Capacity Development Programmes in these countries within three Regions in Africa, in collaboration with Government Authorities and relevant Higher Education and Technical Vocational Institutions to build capacity for sustainable development in the Water Sector.

Development of the Scaling up strategy

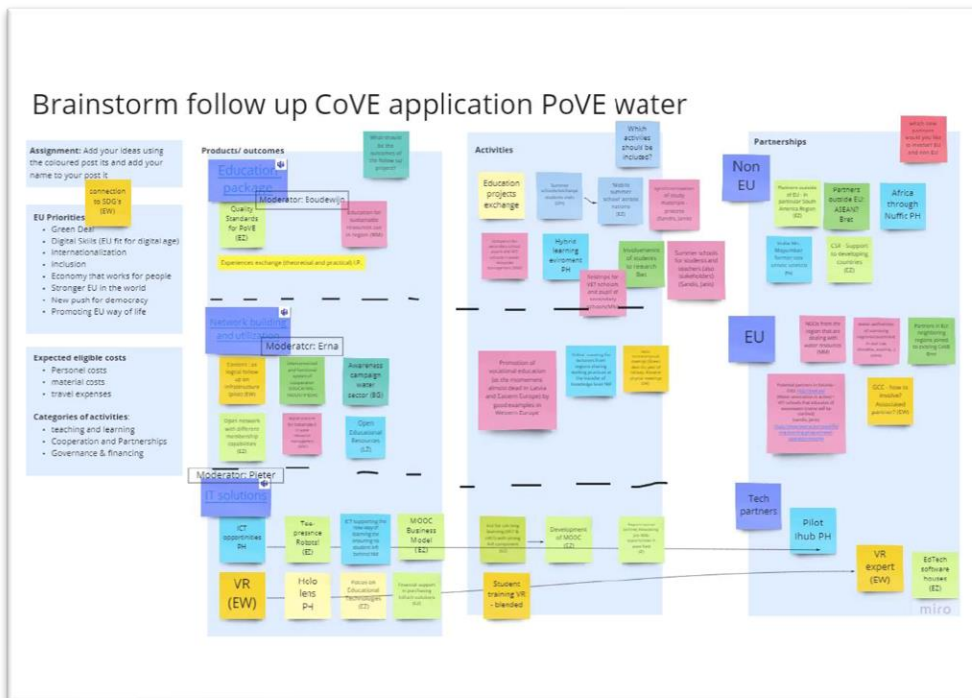
Having the target group identified, partners worked together to develop the upscaling strategy, which eventually resulted in a more elaborated document, i.e. the EACEA application in the SEPT 2021 Call 'Partnership for Excellence - Centres of Vocational Excellence'². In addition to the EACEA

² 'Call: ERASMUS-EDU-2021-PEX-COVE (Partnership for Excellence - Centres of Vocational Excellence), Type of Action: ERASMUS-LS, Proposal number: SEP-210765221, Proposal acronym: PoVE Water Scale up.

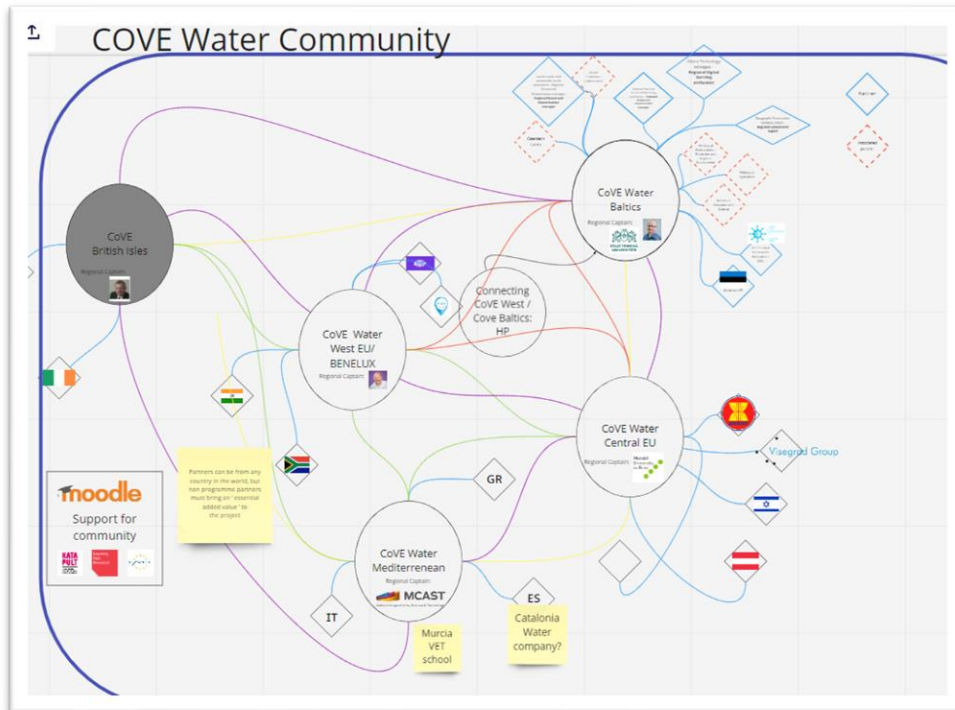
Application, partners individually applied for funding for activities that connect to the strategic objectives as mentioned in the scale-up strategy, indifferent compositions.

Several tools were used to scale up the consortium and facilitate the partners in the scaling-up process, i.e. the partner information template (Result 6.4 Tool 2), The Letter of Support template (Result 6.4 Tool 4), the initial concept for the PoVE Water scale-up (Result 6.2 Tool 1), the potential partner overview (Result 6.1) and the summary of the PoVE Water Scale-up (Result 6.2 Tool 2).

Under the coordination of WP leader Learning Hub Friesland, a working group was formed to structure and detail the plans of the consortium into a more elaborated plan. The working group got together online on a weekly basis during several months. In several working sessions with the entire Pilot PoVE Water consortium were organised to check the plans and progress of the Scale-up strategy and make sure the entire consortium was on the same page, provided feedback and input and continuously engaged its regional and international network in the process of growing the PoVE Water consortium and activities, both in terms of quality as in quantity.



Online Worksession 23,24 Sept 2020 about the scale up process and joint internationalisation activities



Online Worksession 03 March 2021 about the scale up process and joint internationalisation activities

I n t e r n a t i o n a l l y o r i e n t e d e v e n t s

Various high profile internationally oriented events were organised and attended in order to gain interest for the PoVE Water initiative, launch the plans and create a network of potential partners. The events were attended and organised in order to showcase the public results, demonstrate their relevance, their interconnection and “usability” to enable integrated action in other regions as well. Another aim of the events was to introduce and explain the concept of the Platform of Vocational Excellence Water to the stakeholders attending. In all events significant media coverage was gained for the PoVE Water platform, the project and the ambitions of the consortium for scaling-up.

- 11-22 October 2021: Launch of Pilot PoVE Water and the Scale-up strategy at the [EU week of Regions and Cities](#).
- 10-11 November 2021: Katapult presentation of the Community of Practise of the Centers of Vocational Excellence and the need to scale-up up their activities at the [Tknika International VET conference](#) .
- 18-21 January 2021: Presentation of Pilot PoVE Water and the Scale-up ambitions at the [Unesco Water and Beyond](#) online event.
- 5-6 October 2021: Presentation of Pilot PoVE Water and the Scale-up strategy at the [Wetsus International Water Conference 2021](#).
- CoVE Water Community of Practise events such as the Basque country event.

3 . S c a l e - u p S t r a t e g y

B a c k g r o u n d a n d r a t i o n a l e

Scaling up the Platform of Vocational Excellence Water will build on and further innovate the infrastructure that was prepared, piloted and implemented in the Erasmus+ Sector Skills Alliance project Pilot Platform of Vocational Excellence Water (Pilot PoVE Water). This Pilot PoVE Water succeeded in tough competition and was one of the first five pilot Centers of Vocational Excellence funded by the European Commission. The Pilot PoVE Water paved the way for the ambitious vision of the PoVE Water Scale-up to further integration of Vocational Excellence in the Water sector, thus ensuring high quality skills and competences that lead to quality jobs and careers, meeting the needs of an innovative, inclusive and sustainable economy. The results developed under Pilot PoVE Water will form an integral part of the Scale-up project and will be used to expand PoVE Water both geographically, in focus and in overall quality.

As mentioned by Georgios Zisimos, Head of Policy Advice and EU Programming Unit of the European Training Foundation during the VET excellence seminar organised by Tknika from the Basque Country in the late spring of 2020, key feature of a Centre of Vocational Excellence is: it develops. Setting up a CoVE takes years as it relies on industry involvement and the connection to innovation ecosystem in order to create relevant curriculum. This view is supported by the evaluation of the RIF programme in the Netherlands (a national programme similar to the CoVE's), stating Public-Private partnerships and excellence in VET needs at least 4 years to mature properly and become sustainable.

In the next phase, PoVE Water will build on the results of the pilot PoVE Water project, becoming a worldwide point of reference for Vocational Education in the Water sector over, embedding sustainability and digitalisation in all of its activities.

S t r a t e g i c o b j e c t i v e s a n d i n d i c a t o r s

PoVE Water will further integrate Vocational Excellence in the Water sector, thus ensuring high quality skills and competences that lead to quality jobs and careers, meeting the needs of an innovative, inclusive and sustainable economy. This strategy will facilitate the platform and the partners in the process of becoming a worldwide point of reference for Vocational Education in the Water sector.

To achieve the ultimate goal of the PoVE Water, the following strategic scale-up objectives are defined:

- Expand the holistic approach to Vocational Excellence in the European Water sector by securing a central role of VET in the regional Water Sector Innovation Ecosystems and further developing strong and enduring relationships between VET providers, the full spectrum of education & research policy makers and water industry stakeholders such as waterboards, utility companies and companies improving water technologies and water smart agriculture bodies. The intention is to grow from 4 CoVEs Water to 6 over the period 2022-2026.

- Further integrate regional VET providers in frameworks of regional development, innovation and smart specialisation strategies in the Water domain, creating synergies between the policies of the CoVE Water triple helix stakeholders. The intention is that each regional CoVE Water adds 2 partners/stakeholders per year.
- Expand PoVE Water geographically in an economically sustainable way by setting up CoVE Water networks that operate on Regional level. This in order to achieve financially self-sustainable CoVEs Water. The intention is that in 2024, each CoVE Water has a solid business case applying multiple sources of funding making them self-sustainable.
- Expand PoVE Water geographically in an environmentally sustainable way in line with the EU Green deal strategy by setting up CoVE Water networks that operate on Regional level. The intention is that in the period 2022-2026 there will be monthly interaction between International CoVEs Water (including potentials) of which 75% occurs digitally. In case of physical meetings train travel is the preferred option above plane travel.
- Drive innovation in water related VET education on a regional, European and Global level by developing contemporary learning materials with a strong focus on Digital learning experiences and Virtual Reality. The intention is to develop and publish 20 online courses and 10 story-based immersive scenarios (Virtual Reality content) by 2026.
- Ensure that the current and future water sector professionals (young people and adults) have the professional work attitude, knowledge, sustainability awareness and key skills & competences that the rapid changing water industry demands. The intention is to involve at least 400 students (young people and adults) on average per CoVE Water by the end of 2026.
- Structure and implement international mobilities of students in VET and higher education, educators, triple helix representatives to become common part of cooperation in Water related education. The intention is that in 2026, 25% of students and teachers involved in the PoVE Water had an international experience.
- Enhancing competencies and transversal skills of students and teacher to be active outside their regions, though international mobility approaches such as online and blended training, and collaboration trajectories both at EU intra-regional and Global levels. The intention is that 81% of the participants report improvement in level of competencies and transversal skills after an international PoVE Water experience.
- Building EU and global recognition for PoVE Water as a worldwide point of reference for VET in the water sector. The intention is that by the end of 2026, PoVE Water has appeared on 50 regional, 20 national, 20 European and 8 Global events.
- Use the expanding PoVE Water network to future proof the present and new workforce of the Water sector with tailored knowledge, skills and attitudes, and avoid a brain- & skills drain by securing a flow of highly competent current and (increasing numbers of) future students in water-related studies. Currently the recruitment campaigns of VET providers in the consortium are generic (no focus on Water related education). The intention is that the VET providers in the consortium updated their annual recruitment campaign tailored to Water related education based on the Betatech mentality model (strong industry involvement).
- Support a culture of lifelong learning to equip young people (IVET) and adults (CVET) with the qualifications and skills and competences needed for the green and digital transition. The intention is to publish at least 8 online courses and 20 engaging 10 story-based immersive scenarios (virtual reality courses) on the POVE Water Moodle by 2026.

M e a n s o f c o o p e r a t i o n

While scaling up PoVE Water, the consortium partners will bring together the Regional CoVEs Water that, as a result of the PoVE Water pilot project, share a common interest and approach in the Water sector, including digitalisation, stakeholder involvement and sustainability aspects. In the Scale-up process, we will establish North-South collaboration by connecting to an existing water and water smart agriculture cluster including 6 VET schools via Stellenbosch University in South Africa. This link also brings on board additional learning materials to all partners and a dissemination platform for these materials across Africa.

A Regional bottom-up approach

Building on the lessons learned from the pilot project, PoVE Water Scale-up will take the next step in the bottom-up approach to Vocational Excellence in the European Water sector. This is demonstrated by the way the partnership is set-up and how the project is managed. Rather than applying an organisational style where the goals, projects and tasks are determined and communicated by applicant beneficiary FC-CIV Water, PoVE Water Scale-up implements a structure of autonomous teams that work on a regional level and yet are united in their vision and ambitions under and by the umbrella of PoVE Water. This bottom-up approach gives room and flexibility to address the cultural and socio-economic differences and respects Europe's rich cultural and linguistic diversity. This joint ambition is also reflected in the development of the Scale-up strategy, where all Regional CoVEs Water were invited to set goals and grow their Regional CoVE Water network as they find best fit to Regional contexts, but within the framework of our joint international strategy developed in the Pilot PoVE Water. Being the lead partners, FC-CIV Water will, backed by the support community Learning Hub Friesland, PBT-Katapult, MSM and EfVET, facilitate the partners in their journey of becoming a self-sustainable and self-operating Regional CoVEs Water.

By continuing to build on the national CoVEs Water in NL, MT, CZ and LV, which were established in the pilot project, each CoVE expands by including neighbouring countries in the partnership. The following four CoVEs Water are, united under the international PoVE Water umbrella, operating as self-managing teams:

- **CoVE Water West-EU:** involving as core beneficiaries two VET providers, a University, a Water supply company and an industry representative with international scope. Multiple scientific research partners, the mbo raad, waterboards, utility companies, water tech companies and the Regional government are part of the CoVE in the role of Triple helix stakeholder.
- **CoVE Water Mediterranean:** involving as core beneficiaries one VET and HE provider and a Water supply company. Several sector representatives, companies, governmental institutions, Environmental protection organisations and the Centre for Mediterranean cooperation are committed to the CoVE in the role of Triple helix stakeholders. The CoVE also includes CIFEV VET school from Murcia and the University of Ljubljana.
- **CoVE Water Baltics:** involving as core beneficiaries four VET providers, two water and wastewater industry representatives and 1 scientific research partner. Multiple sector representatives, water companies and regional and local governments are part of the CoVE in the role of Triple helix stakeholder.
- **CoVE Water Central EU:** involving as core beneficiaries a VET providers, an Industry representative, a scientific research partner and 3 informal educational partners. The Regional government is connected to the CoVE Water in the role of Triple helix stakeholder.

- *A first step towards a fifth and new CoVE Water will be established in **South Africa**. As part of the CoVE West EU, collaboration with South Africa will be established. The Dutch government previously funded a project of Maastricht School of Management and Stellenbosch University, creating an online platform with learning materials in the water agriculture sector. This project includes 6 VET schools in South Africa and disseminates the digital learning materials across the continent. By including MSM and SU into this project, we join forces from the previous projects to make a larger impact in terms of reach and focus areas. This fifth CoVE Water will ensure exchange and mobility of people and knowledge between EU and the South.*

Each CoVE Water is an integrated part of skills ecosystems, contributing to regional development, innovation, inclusion, and smart specialisation strategies. The set-up of the regional consortia reflects the close cooperation with other education and training providers, the Water industry and the Water scientific community, thus empowering VET (EQF3-5) to take a central position in regional knowledge triangles (EQF3-8). As a result of this bottom up approach, the VET institutions (EQF3-5) that are at the centre of each Regional CoVE Water work hands-on to rapidly adapt their skills provision to the needs to the regional water industry stakeholders. Having the freedom to adapt to local circumstances, while being supported by the transnational collaborative platform PoVE Water is a main strength of PoVE Water Scale-up Strategy. Regional acceleration would not have been achieved when operating in isolation. PoVE Water Scale-up integrates a learner centred holistic approach in all its activities. Not only are the VET institutions at the core of the CoVE Water communities, VET students will acquire vocational and key competences through high-quality delivery of Water related learning materials, Virtual Reality and international experiences, supported by the continuous professional development of teaching and training staff and a strong connection to the world of work and work based learning component. PoVE Water Scale-up aims for "upward convergence" of VET excellence throughout Europe, as well as share best practices with and learn from VET excellence in South Africa. It brings together regions and partners at different stages of VET excellence development and innovations in the Water industry. There exists an enormous variety of interpretations of vocational excellence in Europe. In the PoVE Water Scale-up strategy, excellence is pursued through involvement in designated national/regional networks. As described in the EC's Mapping of Vocational Excellence publication, there are various stages of maturity for CoVEs. The project partners from NL, DE, MT are in a higher phase of maturity than the partners from LV, EE, CZ.

A clear set of responsibilities and designated staff assigned in every Regional CoVE Water

Every Regional CoVE Water will assign designated staff to take responsibility for certain tasks and results. Because of the extensive span and high ambitions the project intends, and also to manage the risk of individuals changing jobs or drop-out of the project because of personal circumstances, every in Regional CoVE Water assigned the following roles:

- **Regional Captain (R-C):** One of the key functions of the Regional Captain is ensuring that the Regional CoVE Water operates smoothly on a daily basis. The Regional Captain have a good understanding of the skills, experience and capabilities of their team members as well as the ability to effectively delegate tasks and manage performance of individuals in the teams. The Regional Captain sets the CoVe Water goals (short term and long term), acts as the representative for the entire team and keeps close interactions with the other Regional Captain. Also the correlation between developments in the Regional CoVEs Water and PoVE Water community is made by the Regional Captains.

- **Regional Brand & Dissemination Manager (R-DM).** The Regional CoVE Brand and Dissemination Managers are in charge of overseeing and coordinating all internal and external communications for the Regional CoVE Water ensuring its message is consistent and engaging. Main duties include preparing detailed media reports, press releases and marketing materials To this end the Dissemination Managers have regular meetings with their Regional CoVE Water peers and jointly work on the PoVE Water branding and dissemination. Additional duties are summarizing all dissemination and communication activities in an annual report to record and assess the progress in the promotion of the project and its result.
- **Regional Digital Learning Enthusiast (R-DLE).** With the strong focus of PoVE Water on digitalisation in education, creation of online learning content and the development of VR learning experiences every CoVE Water assigned a VET school staff member that is up to date on Digital learning developments and eager to learn more. The upscaling strategy of PoVE Water employs the model whereby partners have ownership of the Regional programme and unite and strengthen each other under an international umbrella PoVE Water. In PoVE Water, digital interventions are being designed, developed, tested and integrated into educational programmes. This requires a dedicated and enthusiastic Digital Learning Manager that is curious about and embraces the fast changing digital technologies that are available for education. The peer Digital Learning Enthusiasts meet up regularly to exchange experiences and align activities.
- **Regional Educational Expert (R-EE).** Vocational professions are on the move. In order to keep pace with Water Industry developments, PoVE Water will assign a Regional Educational expert with expertise on Water education EQF level 3 and 4 to make sure PoVE Water educational materials are relevant for student and water sector. Peer learning and alignment of the educational profiles is assured by the regular meetings between the Regional Educational Experts.
- **Regional Water Industry Expert (R-WIE).** To ensure that Water related Vocational Education is at the forefront of social, environmental and technical developments in the Water sector, all Regional CoVEs Water will assign a Water expert from the Industry that feeds the consortium with the latest developments in the sector. In addition to aligning activities and exchanging knowledge and experiences with the Industry peers in the PoVE Water, this person is the reference point and resource-base for the Regional CoVEs Water (Captains, Digital Learning Enthusiast, Educational experts, etc.) to draw from.
- **Regional Academic Expert (R-AE)** (either Water related or Vocational Excellence related). Further strengthening, developing and geographical upscaling of the 5 Regional CoVEs Water require active participation and involvement of academic staff and scientific research partners. Also because a main aim of the project is having VET providers actively participating in "knowledge triangles" a team of dedicated academic staff will ensure alignment with and focus on VET.

In order to manage the day to day activities of the project, in addition to above mentioned roles that are covered by the differentiated participants in each Regional CoVE Water (VET/Industry/Scientific Research) all project beneficiaries have assigned a Steering Committee member (SC: project manager of the participating beneficiary managing the project within the own organisation and coordinates assigned work packages) and an Admin support (AD: Staff member of the participating organisation in charge of the projects (financial) administration).

W o r k p l a n a n d e x p e c t e d r e s u l t s

When scaling up the Platform of Vocational Excellence, the partners intend to develop the following deliverables and activities.

- **‘Management and coordination’** aiming to provide strong and coherent coordination in administrative management terms, to coordinate the Vocational Excellence aspects of the project and to ensure that PoVE Water achieves its overall goals in an efficient manner.
Deliverables: 1) Project & Partner Contracts, 2) Description of GDPR Ethics requirements and tools (Consent footage form, Informed Consent Form, etc.), 3) Project Management Handbook, Project team with clear roles and responsibilities, 4) Internal communication platform (ICP) with all project related documents, Interim and final activity & financial reports, 5) Dissemination reports, 6) Process and quality Evaluation Strategy, Tools and Assessment Reports (incl. assigning an external evaluator and Project Reference Group).
- **‘Scaling up of CoVEs and PoVE’** will have the main objective to scale up the Centers of Vocational Excellence Water and the PoVE Water established during the pilot PoVE Water project. Scaling-up in size and quality will happen on Regional COVE Water level and International PoVE Water level.
Deliverables: 1 Validated CoVE Water activities, 2) Sustained Regional CoVEs Water, 3) Scaled-up Regional CoVEs Water, 4) Peer reviewed Regional CoVEs Water, 5) 4 Funding maps, 6) Governance & business model for the PoVE Water, 7) Procedure for new partners, 8) Food for policy reform, 9) Participation in the CoVE Community of Practice.
- **‘International mobility activities’**. All the planned Learning, Teaching or Training activities are a necessary part of the project and aim in itself. They are organized to enhance internationalization and at the same time to share innovative approaches to water resources management and Vocational Excellence in Water education.
Deliverables: 1) Report on international mobility competences of all stakeholder groups, 2) Strategy plan for development of international mobility competences, 3) Strategy plan for international mobility competences for stakeholders from partners and associated partners,) Plan for mobility activities for VET, HEI students and educators (Water Weeks in Leeuwarden, Water Days in Brno, Summer School SW-AT), 4) Plan for Mobility activities for staff from enterprises and other institutions (Thematic lecture visits, Educators visits to companies and other institutions, company representatives visits to VET schools and HEIs, Study trips for policy makers, preparation and participation on Euroskills competition), 5) Strategy plan for internship programme abroad, 6) Safety Management Plan for Mobilities, 7) Organisation of national round for Junior Water Prize and preparation and participation on Euroskills/Worldskills competition in 2025/2024 or alternatively creating Water skills competition for selected VET students from partner countries.
- **‘Development of Water Learning teaching training material’** with the principal objective to enhance VET excellence in the field of the water industry across regions (West-EU, Central EU, Mediterranean, Baltics), through the coordination of specific modular vocational education and training programmes, learning/teaching/training material and Virtual Reality training experiences in topics related to the key areas of this concept.
Deliverables: 1) Futureproof VET curricula aligned to job profiles pertaining to the water industry for Regional use (NL, CZ, MT, LV, EE), 2) Professional International Online platform with learning content in English, 3) Library of Digital VR learning experiences, 4) EU Workshops on digital learning experiences, gamification and Virtual Reality in educational programmes, 5) Digital transformation plan on how to transition from e-learning / offline

product to digital platform, 6) high-performing digital education ecosystem with Digital VR learning experiences.

- **'Water sector Recruitment, retainment, reputation'**. PoVE Water project is the need from all partners to make the water sector sexy again, for students to choose as study program, for employees to keep working in the water sector, retaining them for the sector, and for the general public, by raising awareness about the importance of the Water sector. The objectives of this work packages are related to these needs and include the creation and execution of a promotional campaign, aimed at students, youngsters, the general public and professionals to attract them to the water sector.

Deliverables 1) Overview of existing tools and campaigns, 2) Water sector recruitment, retainment, reputation campaign and tools, 3) Awareness campaign aimed to retain workers and involve youngsters in the Water sector. •

- Impact Evaluation, with the aim to evaluate impact on the target groups and participants involved in PoVE Water. Based on the result of the impact evaluation measurements, impact stories will be developed, thus not only ensuring that the results of the project are evidence based, but also making shore that the message gets across.

Deliverables: 1) Impact evaluation methodology and plan, 2) Baseline measurement, 3) Midterm and Final Impact Stories, 3) Impact measurement questionnaire, 4) Impact analysis and evaluation.

- **'Dissemination'**. Reputation Building of International PoVE Water ensures consistent branding and targeted dissemination and will be central to the success of the project as it enables PoVE Water to become a worldwide point of reference for Vocational Education in the Water sector.

Deliverables: Reputation Building of International PoVE Water: 1) General Dissemination and Communication Strategy, 2) Sustainable International PoVE Water Brand Strategy and Campaign, 3) Engaging and contemporary International PoVE Water branding tools (logo, brochures, socials, infographics, animated video's), 4) External Communication web platform, 5) Effective and Dynamic international marketing campaign.

4. Annexes

Result 6.2 Tool 1 – Initial Concept

Result 6.2 Tool 2 – Summary

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