DAAD Programme "Support for the Internationalisation of Ukrainian HEI"

Management of Internationalisation and German–Ukrainian Academic Cooperation (MoI Ukraine)

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Group TOPIC: Skills development
Group Members and individual topics

- Grant writing and fundraising skills development of academic staff

- Poltava State Agrarian University

  Tetiana Kapitalova

- Internationalisation of Dniprotech: Roadmap on skills development

- Dnipro University of Technology

  Kseniia Tiukhmenova

Best practice

- **Network of International coordinators (change agents), which consists of 1-2 representatives from each faculty and institute of the University**

✓Regular meetings and information exchange via

Telegram group about grants,current needs and

research fields of faculties/institutes

✓Sharing best practices and positive experience with

colleagues

Best practice

- Materials for academic staff in grant writing, project management and fundraising

- Workshop for academic staff "First steps in grant writing"

Main goal: to form a general idea about an application form and annexes, project planning & activities

Participants: academic staff without background in grant writing

- Database of academic staff resumes in English

✓ It is used in matchmaking process to help in establishing personal contacts with international partners.

Best practice

- **Roadmap of university staff skills development in field of internationalisation**

Discussed and agreed with internationals managers and Vice-rector on   perspective development

- **Database of Foundations for German-Ukrainian Academic Cooperation**

Collected all organisations met during the MoI workhops

Best practice

- Materials for pilot workshop for young researches on international projects.

- Scheduled workshops till October'23.

- Database of internal experts on international projects:
professors and managers experienced in different types of projects and foundations.

- MoI Project page on the page of International Projects Office for disseminating results and deliverables.

Challenges of project implementation

Challenges	Support
Continuing to work on project as a strategic task for future development in conditions of uncertainty and hopelessness	Communication within project group, focusing on small steps for further big deal
Searching for relevant information about skills development programs from the experts	MoI lections, open access to EAIE database, sharing experience within project group. Look for available resources on the topic (materials of "Grant writing course" developed by Cormack Consultancy Group, "Fundraising for educational institutions" online course with the support of USAID etc.) and adapt them to the needs of the audience Online sessions with representatives of National Erasmus+ Office in Ukraine
Limited number of employees of IRO	Approval of the search for new employees for IRO by the university administration
Low interest of academic staff to participate in project activities	Establishment of direct contacts with stakeholders, their invitation to events, distribution of information, demonstration of positive results of the project activities
Insufficient level of English language proficiency of academic staff	Distribution of links for a free online English course that includes all levels
Power outages	To postpone some activities Generators from donors

Lessons Learnt and Recommendations for similar projects

- The goals of your project should match your resources and timeline
- Be flexible, adapt your project as much as possible to the requirements of your educational environment, because it is unique and has its own characteristics and needs
- No man is an island – get support from top management, involve them in certain activities, inform about progress and difficulties, communicate with other departments if necessary
- Share positive practices, results of won projects, received grants to increase the level of motivation of academic staff
- Administrative staff are important players in the process of internationalization
- Take care of your professional growth in order to be at the forefront of modern trends in the internationalization of higher education

Lessons Learnt and Recommendations for similar projects

- **Skills development is always up-to-date topic:** beginners need basic knowledge, experienced professors and managers look for upgrade.
- **Collect all previous experience** in skills development at your University: **find what works** for your institution: who was a speaker, what was the topic, what are the outcomes.
- **Internationalisation is a wide topic:** decide what is the most relevant element of internationalisation for your university now for the first step. Form a team of expert for this discussion.
- **Internationalisation is in-demand topic:** study the best practices in the academic society via open publications, news at universities websites, communications with colleagues – international managers of other universities.
- **Networking is a key!** and for skills development also. Official information is formal and statistical, effective networking provides an emotional background of official events and projects, shares relevant news and expert's comments. Communicate!