

Focus Area 1 – Pool Competencies!

Facts

Activity partners

- all our NeIPs
- NeIC

Activity duration (start, end)

- 1.1.2016 - 31.12.2020: Defined as Focus Area 1 in NeIC Strategy Implementation Plan for 2016-2020 (in response to Nordic eScience Action Plan2.0 as of June 2015)
- 16.12.2015: NeIC Board decides to form a working group for mapping competencies with group starting 1.3.2016 and final report due on 15.5.2017.

Activity budget (# of FTEs)

- all in-kind (guesstimate: about 1-1.5 FTEs from NeIC per year)
- NordForsk reserved 500 000 NOK per year (2016 - 2017) for training programme

References

- Slack #poco
- [public wiki](#)
- [internal wiki](#)
- Pool Competencies Focus Area Progress Report as of 29.9.2016 and accompanying presentation (on public wiki)
- Pool Competencies overview as part of Radovan's presentation at SNIC User Forum, Oct 24th-25th 2016, Lund

Achievements

What is Focus Area 1 about?

The national e-infrastructure providers in the Nordic countries possess a wide range of competencies within the operation and development of services if we consider their combined resources. However, this competence is partially fragmented and is not coordinated between the different countries. Thus, for NeIC to make the Nordic countries capable of **tackling e-infrastructure challenges beyond** what is currently possible on **individual national scales**, pooling competences from the five membership countries has become imperative in order for the collaboration to succeed. The pooling of competencies is being pursued through the following activities:

- a) mapping skills, as well as identifying and prioritizing needs,
- b) establishing Nordic cross-border training programmes, and
- c) making NeIC more attractive for competent personnel.

Selected results

- establishment of a joint training calendar and a [training meta portal](#)
- Deliverables as linked from [public wiki](#):
Workpackage 1: Pool Competencies Training Status Overview
Workpackage 4: Survey questions recommended to be added to National surveys

Lessons learned

- It takes time to come to speed with information exchange even when starting with one2one interviews and lists of questions
- Discussing internal procedures: needed but also time consuming

Plans

Upcoming for 2017

- NeIC training policy plus recommendations for corresponding national training guidelines defined
- Human resource policy defined
- NeIC employer survey conducted
- NeIC training programme manager hired
- Nordic Mobility Enhancement Programme started
- Open call for events updating existing training courses to make them more transferable to other Nordic countries

Longer term

- Common coordination of online training efforts
- More active role in moving courses based on the perceived need seen in the mobility programme

More information

- [Article Pool Nordic Competencies!](#) in PDC Newsletter 2016 No. 2