

## Workshop 5

### Widening participation – innovative formats of staff training

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The workshop on “Widening participation – innovative formats of staff training” was held in two rounds. It started with two thematic inputs by Anna Sadecka from the University of Warsaw and Dagny Schreiner from the University of Music and performing Arts Vienna. The input of Ms Sadecka focused on virtual teams and an agile approach to staff mobility. Ms Schreiner introduced the Erasmus symposium “hörraum” as an example of an innovative format for staff training.

After the two presentations and a general questions and answers round we split up into two groups to discuss the following questions:

*Widening participation: How can we increase the number of participants and how can we motivate those who are not the usual participants?*

*Innovative formats of staff training: Which (innovative) staff training formats could lead to an increase of participants?*

Some key points and recommendations from the discussions:

1. Blended mobility with a phase before and after the mobility was seen as a good possibility for staff, which cannot be absent for a longer period of time. It would also help to level out the knowledge beforehand and make the mobility itself more effective.
2. The funding for staff training mobility is still not that well known. To inform more staff was seen as a way to boost staff training mobility. Personal contact was seen as the most effective way but also general information is necessary.
3. The management of an institution has to be on board. Still quite often staff mobility for academics is seen as important whereas staff mobility for non-academics has no priority. The management has to be convinced that staff training mobility is important.
4. For the mobile staff it is important that their mobility is recognised e.g. by issuing a home certificate, to start with. Further recognition is of course most welcome.
5. Language is a barrier for mobility and it was proposed to offer language courses as a preparation and sent staff in groups, so that they are more confident. Care work also often hinder mobility, especially for woman with small children, and the group discussed ideas of a staff week with kids or funding opportunities for caregivers.
6. Subject-related staff weeks would attract new groups. It would also be a good possibility to mix academic and non-academic staff, which was seen as important as well.
7. Use innovative and interactive methods to make the staff training more attractive and more effective.