**Mapping EAPN Members Training Needs and Expertise**

**A process led by the Training and Capacity Building Task Force**

**Introduction:**

**This mapping process contributes to Goal 2 of the EAPN Strategic Plan: EAPN is a dynamic, membership driven organisation that is recognised as a key civil society actor fighting poverty, social exclusion and inequalities at National and European levels.**

EAPN is fighting for a social and democratic Europe, free of poverty and social exclusion! The EAPN Strategic Plan 2012-2014 includes three goals, broadly focusing on engaging with the current EU policy-making processes with an impact on poverty and social exclusion, building alliances for a more social and sustainable development model, strengthening the national anti-poverty networks and NGOs and for the political empowerment of people experiencing poverty and social exclusion to engage in policies and decisions that affect their lives and those of their communities. Working towards this common European project of EAPN requires constant engagement and capacity building.

EAPN Executive Committee appointed the Training and Capacity Building Task Force to develop a new Training Agenda for EAPN, based on the framework set in the [Membership Assessment and Support System (MASS)](http://www.eapn.eu/images/stories/docs/EXCO/Exco_March_2013/MASS-complete-final.doc), and to establish a Pool of Trainers and Experts. The MASS identifies four pillars of strong anti-poverty networks that actively engage at all levels with the common European work of EAPN and proposes a system for self and peer-assessment that should guide members in identifying priorities and drafting development plans. To support this development work, EAPN is revising its training and capacity building agenda, starting by reviewing the member needs and expertise in terms of training and capacity building.

The Training and Capacity Building Task Force **requests your involvement in mapping out the training needs and expertise of EAPN members**, before its next meeting on 6th September. All this knowledge will be used for preparation of the EAPN network development seminar, at the end of 2013, and will feed into the future Training Agenda of EAPN. It is hoped that the Task Force would finalise its proposal in 2014 and a first meeting of the EAPN Pool of Trainers and Experts is held at the end of 2014. That group should serve as a resource pool for membership development and for implementing the Training Agenda nationally. They would provide trainings received to the Networks and would be available to do similar support training and capacity building work to other members, based on request. These two (MASS and Training Agenda + Pool of Experts) are contributing to the implementation of EAPN Strategic Plan Goal 2. Although the MASS has been developed for National Networks, European Organisations are welcome to send their responses to this questionnaire, based on their own priorities in relation to the EAPN Strategic Plan.

**What we ask of you:**

Please complete this questionnaire by involving your representatives in European and national work of EAPN. The following are possible spaces of involvement with the EAPN European work: the Executive Committee, EU Inclusion Strategies Group, National Coordinators of the EU Meetings of People Experiencing Poverty, Task Force members. In addition, your National Network has people responsible for network development, training and capacity building, who could make valuable input in this area.

Please be as specific and as detailed as possible when completing this questionnaire and return it along with any additional thoughts/information by email to: [tanya.basarab@eapn.eu](mailto:tanya.basarab@eapn.eu) by 20 August 2013.

**Deadline for completing and returning the questionnaire is 20th August. WE COUNT ON YOUR INPUT FOR DEVELOPING A TRAINING AND CAPACITY BUILDING AGENDA THAT RESPONDS TO THE MEMBER NEEDS! Please develop all the answers as far as you can so that the Task Force can base its proposals on the reality that members experience.**

**Name of NN/EO: \_\_\_\_\_EAPN Sweden\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**The Network has the following number of member organisations \_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name (email and phone contact) of person we can contact about this questionnaire \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Sonja Wallbom,** [**sonja.wallbom@gmail.com**](mailto:sonja.wallbom@gmail.com)**, phone: +46 739868104**

**Priorities and current activities of your National Network**

1. What are the priorities of your Network at national level?

* Keep in contact with decision makers by lobbying and conferences.
* React on political invitations or proposals (the NRP etc…)
* Lobbying to implement the EU agenda on poverty and exclusion on National level, as it is not mentioned anywhere or been taken under consideration at all.
* Participate in “User´s Delegations” on National and regional level.
* Build an ongoing dialogue between officials, politicians and “users”. (“User” in a Swedish context meaning “users of different kind of social services”. Others may use the word “client” instead...) The dialogues are held on regional levels and once a year on national level.
* It is a big job organizing the dialogues as you will have to mobilize the decision makers as well as the users on all levels. To make the conferences meaningful you will also have to train the users and to make them feel that this is important and that the dialogues are an ongoing process that in the long run may change the politics. It is, on the other hand, the same problem to mobilize the decision makers, to make them understand the importance of involving themselves in this process. Our ambition is to make those conferences regular every year, both on regional and national level, and that we will have the economic support that is needed to make them.

1. What are you focusing the Network activities on?

* See above

1. Please include one activity of your Network, implemented in the past 12 months that you would evaluate as successful (give a short description)?

* The last National Dialogue Conference was successful because:
  + - 1. There were participants from the whole country representing different organizations, such as people out of work, mental problems, homeless, drug problems, ex-convicts etc.
      2. We managed to have 1,5 days training before the conference.
      3. The training was devided into different themes that the participants wanted to discuss with the politicians. Each group selected one member to take part in the dialogue and bring the message from the group to the decission makers.
      4. All parties, except one, from the Parliament were present.
      5. There were very positive reactions from the participants and many new contacts were made. Representatives from the Parliament promised to follow up on different issues that were raised.

**Engagement with EAPN Europe strategic plan**

1. Please explain which of the EAPN Europe Goals is your NN engaging with most and why?
2. What are the priorities in your engagement with EAPN Europe work? (which goals do you focus on more and why?)

* Exco, the SIWG-group, Mobilize delegates to the PEP-meeting and preparing them for a good participation, following up on issues introduced by EAPN Europe, trying to implement them in our work and into a bigger political debate.

1. What training needs, from the perspective of your NN’s engagement, EAPN Europe should consider when drafting the new Training and Capacity Building Agenda?

* Very basic information about EU and how it is dealing with poverty and exclusion.
* Where does EAPN fit into this work and how do we do it?

**Challenges and needs**

1. What are the problems/challenges you face in your Network’s work?

* No funding for the Network. We have to totally rely on volountary work and work done on time the members “steel” from their organizations.
* Lack of money also gives problems with meetings for all member organizations as we can not pay for travel costs, hotels or venues. We have partly solved it by organizing the Network on regional levels to make it easier for people to act, meet and keep in contact.
* The language problems with only a few members able to participate on European level.
* The language is also a concern for the “Brussels English”, meaning that even if your English is rather good, it´s a problem to understand the EU agenda, the EAPN agenda and also the vocabulare connected to those.
* Making our own members and member organizations understand the EU agenda/the EAPN agenda and why they should participate in this.

1. What are the needs of the NN in terms of the 4 pillars of strong ant-poverty networks (See the full description of each pillar in the [MASS document](http://www.eapn.eu/images/stories/docs/Task_Forces/CB/MASS-complete-draft-final-March.doc) on the member’s room)? Please include up to 3 priorities and 3 needs per pillar:
   1. Influencing government policies

* We are taking actively part in many forums, are often invited and are quite well known, considering that we are a network built upon the activities of members working on their own time.
* Our government is not taking up influences from anyone…
  1. Development and capacity building
* Using all energy and imagination to find money, new members and to activate the NN is our biggest and most difficult targets. In the end: How is the NN going to survive in the long run?
* We don´t have the capacity to a systematic development of the network due to lack of resources. As a result of that we don´t grow very fast and is not reaching many new members.
  1. Participation of people experiencing poverty and social exclusion
* On National level we have many grass root organizations, meaning that the participation is not an issue. The problem is how to bring them into the European work, how to explain the importance of that and how to translate both the agenda itself and the text
  1. Governance and internal democracy and management of the Network
* Again, sorry for saying the same things, we just about manage to have our meetings, answering all the documents sent from Brussels, discuss whatever needed to be discussed, make planes for activities and struggle to do whatever is needed to be done.

1. In relation to the four pillars above, which one is your Network strongest in and which is the one your Network needs to work on most?

* The strongest is participation of people experiencing poverty and exclusion, the weakest is development and capacity building.

1. What do you expect EAPN to do in support of some of your training and capacity building needs/challenges?

* We see it as a weakness that fewer members can participate on European level (the GA, the task forces etc) as this was a way of engaging more people and to make them understand EAPN and Europe.
* We have proposed that each NN should have a contact person from the secretariat, as a way of better understanding of the NNs and what the secretariat can expect from their members, and also, the other way around, what kind of knowledge and expertice that could be used on European level from the NNs. That could lead to a better balance in the work load that is possible to manage for all of us.

**Resources, knowledge and expertise:**

1. What resources/knowledge/expertise related to the four pillars (as mentioned above) do you have in your NN to share with other members of EAPN?
2. Do you have a Training and Capacity Building agenda/plan/strategy in your network and could you share it with us? If your National Network doesn’t have one, do you see the necessity to develop one?

* Most of our work is done in “the last minute” because of lacking of available persons or resources. Most of the time we are surprised that there is so much work done, even if there is no time or person to do it…

1. Is there anything you want to add in relation to the renewed EAPN training and capacity building agenda of EAPN?

**Please return this completed questionnaire, along with any additional documents/information to** [**tanya.basarab@eapn.eu**](mailto:tanya.basarab@eapn.eu) **by 20 August 2013.**