

# ATSIV

## Skills matrix

*Advancing the Third Sector through Innovation and Variation*  
*Skills matrix*  
*Part of Intellectual Output 1*  
*August 2017*

Law and Internet Foundation, LIF, Bulgaria

<i>Project Title</i>	<i>Advancing the Third Sector through Innovation and Variation</i>
<i>Project Acronym</i>	<i>ATSIV</i>
<i>Reference Number</i>	<i>2016-1-EL01-KA204-023550</i>
<i>Project Duration</i>	<i>01.09.2016 – 31.08.2019</i>
<i>Project Partners</i>	<b><i>P1</i></b> <i>University of Peloponnese (UoP) (Greece)</i> <b><i>P2</i></b> <i>KENTRO EREVNON NOTIOANATOLIKIS EVROPIS ASTIKI MI KERDOSKOPICI ETAIREIA (SEERC) (Greece)</i> <b><i>P3</i></b> <i>FUNDACJA WSPIERANIA ORGANIZACJI POZARZADOWYCH “UMBRELLA” (Poland)</i> <b><i>P4</i></b> <i>NATIONAL SCHOOL OF POLITICAL STUDIES AND PUBLIC ADMINISTRATION (SNSPA) (Romania)</i> <b><i>P5</i></b> <i>Higher Incubator Giving Growth &amp; Sustainability (HIGGS) (Greece)</i> <b><i>P6</i></b> <i>Law and Internet Foundation (Bulgaria)</i>





Advancing the Third Sector  
through Innovation & Variation

Advancing the Third Sector through Innovation and  
Variation-ATSIV  
Grant Agreement No.: 2016-1-EL01-KA204-023550  
Skills matrix  
Part of Intellectual Output 1  
P6 LIF-Bulgaria



Erasmus+



## Table of contents

1. Introduction and goals of the skills matrix .....	3
2. Methodology.....	3
3. Results – skills matrix.....	5
4. Conclusion.....	7



Co-funded by the  
Erasmus+ Programme  
of the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

## 1. Introduction and goals of the skills matrix

The project ATSIV supports the efforts of the EU to boost adult education in the NGO sector by improving the quality and relevance of NGO workers' skills (including digital) across Europe in a multi-stakeholder, open innovation & co-creation approach, strengthening quality through mobility and cross-border cooperation and boosting social cohesion through active stakeholder engagement in the project's outputs development.

The project is implemented under the framework of the European Commissions' Programme Erasmus+, within Key Action 2: Cooperation for innovation and the exchange of good practices, Action: Strategic partnership for adult education.

The following matrix, as part of Output 1, identifies the skills, which have been pointed out as important and needed by stakeholders of the project, including the academia, practitioners, NGOs, etc.

## 2. Methodology

The Skills Matrix presented in part 3 of this document is based on the aggregated results from the focus groups of the ATSIV partners.

The table below presents the results from the focus groups, held in each ATSIV partner country and aggregated to showcase the needs and gaps in knowledge and skills for the NGOs in each country.

Highlighted in green are the skills with a low overall level of confidence together with a high need of training, or have been, in a way, recognized by the respondents of the questionnaire, which ATSIV consortium sent out to NGOs in their respective countries, as the most valuable skills they would like to learn.

Highlighted in yellow are the skills with low confidence levels but below-average need for training. These skills are still in need of improvement in the organizations, however are for some reason or another not recognized as important as the others. The reasons behind are interesting to explore, as the skills are otherwise crucial for the survival and development of non-governmental organizations around the world.

Skill	Greece	Poland	Bulgaria	Romania	Score
-------	--------	--------	----------	---------	-------

Use free apps & online tools for NGOs	YES	YES	YES	YES	4
Set up crowdfunding campaigns	YES	YES	YES	YES	4
Receive individual funding	YES	YES	YES	YES	4
Create video	YES	YES	YES	YES	4
Apply for structural funds	YES	YES	YES	YES	3.5
Find institutional donors (Private foundations)	YES	YES	YES	YES	3.5
Grant Proposal Writing	YES	YES		YES	3
Find international donors	YES		YES	YES	3
Advocacy		YES	YES	YES	3
Corporate social responsibility		YES	YES	YES	3
Apply for European funds	YES	YES		YES	2.5
Apply for state funds	YES		YES	YES	2.5
Prepare a logical framework		YES	YES	YES	2.5
Web design and creation		YES	YES	YES	2.5
Provide financial reports to donors, government and public	YES	YES	YES		2
Sustainability and long-term impact	YES			YES	2
Risk management			YES	YES	2
Project evaluation		YES	YES		2

Quality assessment		YES	YES		1.5
Marketing techniques	YES				1
Design a project			YES		1
Funding sources				YES	1
Implementing strategic thinking				YES	1
Strategic planning				YES	1
Identifying strategic challenges				YES	1
Prepare a timeplan		YES			0.5
Budgeting/cost monitoring			YES		0.5
Use of social media				YES	0.5

The skills are accordingly ranked to provide a comprehensive outlook:

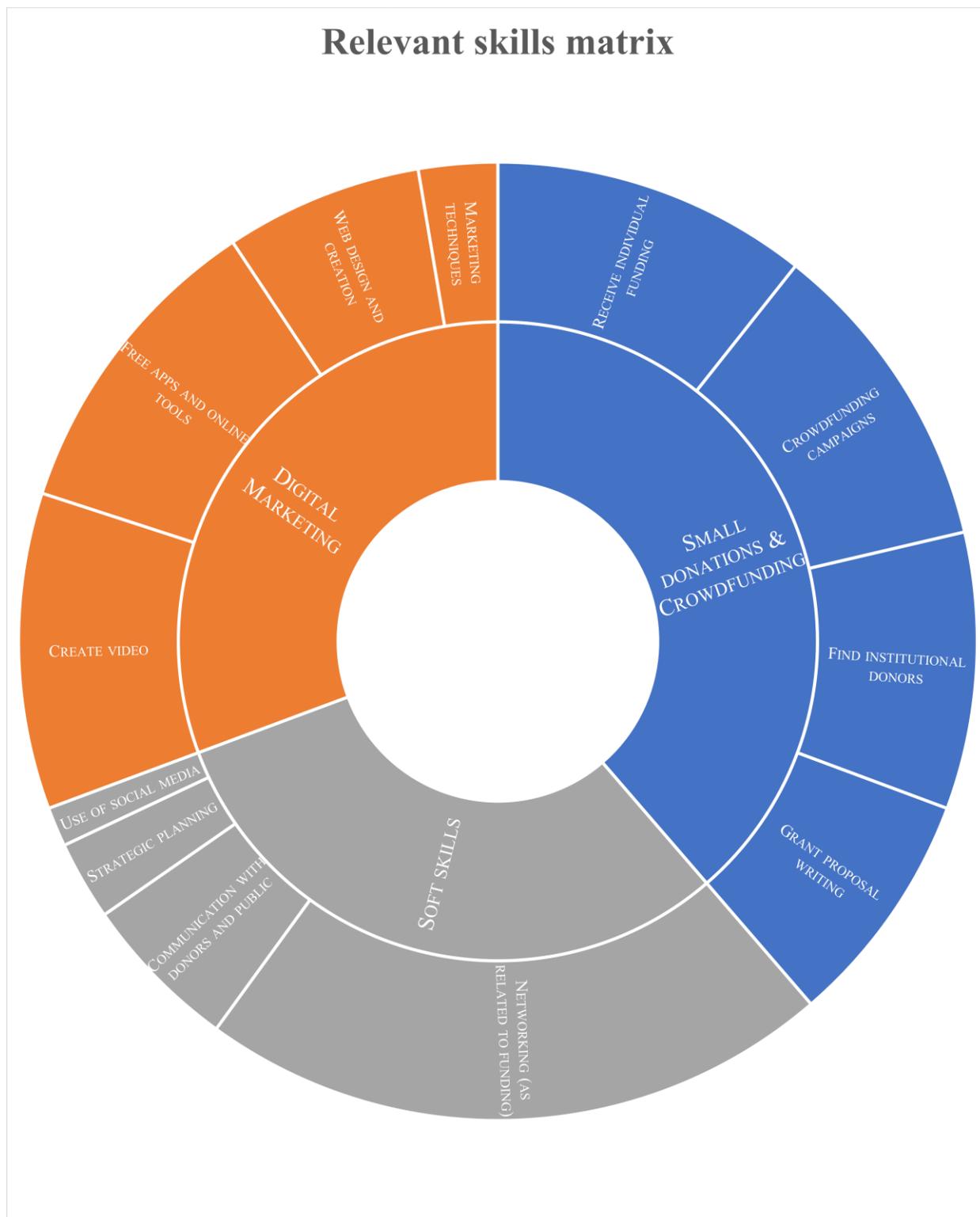
- low overall level of confidence and high need of training – 1 point
- low confidence levels and below-average need for training – 0.5 points

### 3. Results – Skills Matrix

Below is the final skills matrix. The relevant skills matrix bundles and classifies a significant part of the skills, identified as needed and important by the participants in the questionnaire, considered together with the discussions, which were held during the focus groups in all countries. Each skill has been ranked with their score from the matrix above (where 4 is maximum and 0.5 is minimum).

Discussions from focus groups lead the ATSIV team to identify an important need for soft skills, which was not as clearly visible by the questionnaire results.

## Relevant skills matrix



## 4. Conclusion

It should be noted that the present version of the skills matrix is a preliminary one. The current version will be regularly updated and upscaled over the course of ATSIV implementation.

The skills matrix can be used to showcase the needs of NGOs in the partner countries as a basis of the needs of NGOs in the European Union. As a part of Output 1 of ATSIV, the skills matrix will be used to develop the curriculum and every following output of the project.

Since the Skills Matrix is distributed according to the grade each skill has received throughout the research and focus groups, the graph itself can be used as a visual representation and guideline for the project outputs and needs.