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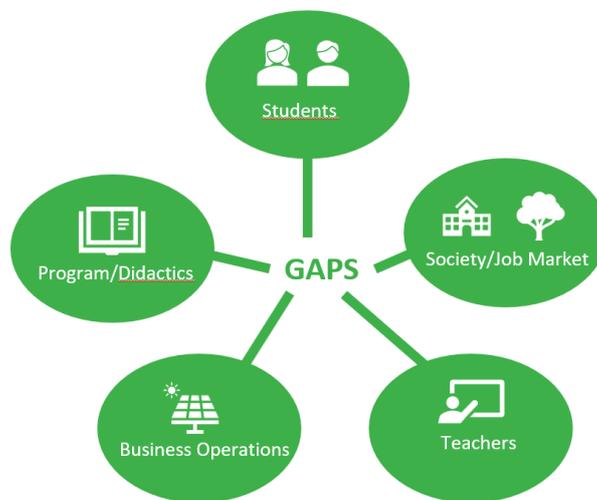
NEED ANALYSIS

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INTRODUCTION

In PROGRESS we work on the innovation of our Green Educational institutes from the integral scope of the Whole School Approach to Sustainable Development (WSA). The overall goal of the project is to attract more students and new types of students to our schools but this cannot be realised by marketing campaigns solely. Innovations are needed so our schools will be more attractive and adapted to the actual needs.

Needs Analysis Model



Within the framework of the WSA, the Needs Analysis is a formal, systematic process of identifying and evaluating the specific needs and expectations of an individual or group of students (our target groups), related to the needs for and requirements of the Program/Didactics, the needs and expectations of the Teachers, the needs and requirement for the School Business Processes and the needs and requirements of the Society and Job Market. The goal of the Need Analysis is to identify the “gaps” or the differences between what is currently done and what should be performed.

This format is a guideline for the partners to perform the Need Analysis for their own institute. It contains several questions you should think about and try to answer. It is just a guideline and not an exhaustive list. Please add your own specific questions if needed.

During the TPM ,in which we focus on the several parts of this WSA framework, we will discuss the results of these Need Analysis, Good and Bad Practices and formulate recommendations for future plans and activities to close these gaps.



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Need Analysis Questions

Needs of Students and new Target Group

1. What are the main characteristics and backgrounds of your current students? E.g. age, gender, pre-education, social background, rural/urban background, etc.
2. What is the service and recruitment area of your school?
3. What is your inflow/outflow (actual numbers) of students (also lifelong learners) during the last 5 years? Dropouts? What trends can be seen? Related to the characteristics of students?
4. What are the main characteristics and backgrounds of the students that might enter your school but don't enter? What are their interests and expectations of your school?
5. What are the interests and expectations of your students? What kind of future are they aiming at?
6. What is their interest in Sustainable development? What about Social Inclusion?
7. Are you doing regularly research on Students Satisfaction? What are the results?
8. Are students involved in the development and innovations within your school? Do you have a Student council?

Needs and requirements of the Society/Job Market

1. What are the main characteristics of the renewed Society and Job Market of the service area of your school?
2. What challenges does the sector (our sectors) face? Which (region-specific) developments require attention? What will the future Job Market look like?
3. What are the needs of the work field / companies? How to find out about these needs?
4. What are the main actual/future developments the school should anticipate on? Especially in the field of Sustainability and the SDG's and digitalisation related to our sectors. What future jobs are expected?
5. Who are your main partners? Is your school network up to date related to these new developments?
6. What does the business community expect from our schools?
7. What might be the role of your business community? Cooperation?
8. ...

Needs and requirements of the Program/Didactics

1. What are the governmental requirements of your current Program and Didactics?
2. What are the main characteristics of your Program and Didactics? Flexibility? Digital? Practical?
3. What kind of innovations have started and what are the results? Especially in the field of Sustainability and the SDG's and digitalisation.

Needs of Teachers and other colleagues

1. What are the main characteristics and expectations of your current teachers?
2. What is your inflow/outflow of teachers during the last 5 years? What trends can be seen? Related to the characteristics?
3. What are the main characteristics of the teachers that might enter your school but don't enter?
4. What is their interest in Sustainable development? What about Social Inclusion? Digitalisation?
5. What is the level of knowledge and competences of your teachers about Sustainability in general and digitalisation?
6. What is the level of knowledge and competences of your teachers of the actual developments within their field of expertise?
7. Are you doing regularly research about teacher satisfaction? What are the results?
8. What are the training needs of the teachers? Professional training? Training in Didactics?
9. What kind of teachers does the organization need in the future? Working part-time in education and in business? Teachers who have a large network in their sector?



Needs and requirements of Business Operations

1. What are the main characteristics of your current Business Operations within the context of Sustainability? You might think of operations in the field of Energy, Mobility, Water, Food&Catering, Waste, Purchase of supplies and ICT
2. What kind of innovations have started and what are the results? Especially in the field of Sustainability and the SDG's.

Integral overall view of needs

How are the needs related to each other? Try to combine some of the above viewpoints and ask yourself how do they relate to each other. Is there a gap between these needs or do they fit well.

For example:

- Is the contents of our program visible in our own building and physical learning environment. Do we practice what we preach?
- Is our program suitable for the renewed society and green job market?
- Are our teacher well connected and equipped with the needs of our renewed economy?
- Do the programs fit the interests and expectations of our current students and the target groups we would like to attract.
- Is our network up to date related tot the developments?
- ...

Gaps

If you look at the results of the need analysis: what are the main gaps (top 5?) that you should work on to attract new target groups to your school and increase the number of current students that enter the school.

Describe these gabs as concrete as possible.

We will use these gaps as our focus to collect Good Practices for our PROGRESS Good Practice collection.



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