GUIDELINES FOR ENTERPRISES TO DESIGN A FRUITFUL COOPERATION NETWORK

Guidelines for Enterprises who want to design a fruitful cooperation network for personnel development in the different domains of the professional life cycle

For the establishment of sustainable cooperation networks for company-based career development it may be useful to choose a more systematic way. The following guidelines try to give an orientation.

The cooperation partners may be different according to the domains of the Professional Life Cycle.

Partners from the Education sector will play a role in the recruitment phase and also in the phase of further developing the employees' competences.

Partners from the Work sector will play a role in the phase developing professional knowledge and skills

Partners from the Public sector play a role in the phases of recruitment but also in connection with dismissal and retirement

Partners from the Career Guidance and Counselling sector play a role in all domain of the professional life cycle. They may continuously accompany the career development of an employee by counselling and training services; phases of change management may afford specialized consultants who support critical situations. It may be helpful if fruitful partnerships are agreed for lomg-term.

Partners from the Social Welfare sector may play a role wherever Corporate Social Responsibility activities are taken

The **following table** is understood as a tool to systematically plan the cooperation network of an enterprise concerning personnel development, even in detail, naming contact persons and their contact data.

Overview: Designing a constructive cooperation network of enterprises and external partners in the different phases of the professional life cycle
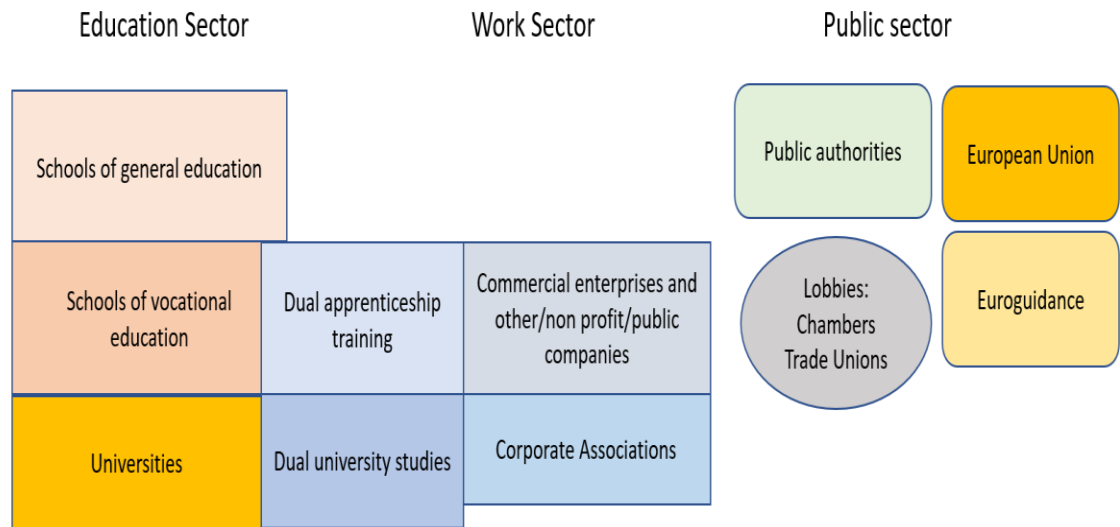
Domains of the Professional Life Cycle	External cooperation partner/s (Name of the institution company, consultant etc.)	Character/Sector of the partner/s[1]	Contact person (name, address, Phone, e-mail etc.)	Comments
Recruitment				
Integration of new employees				
Development of professional knowledge and skills				
Development of personal and social competences				
Management of change				
Dismissal				
Retirement				
Other:				

1) In the map on the following page, you will find an overview on relevant cooperation partners in different domains of the Professional Life Cycle.
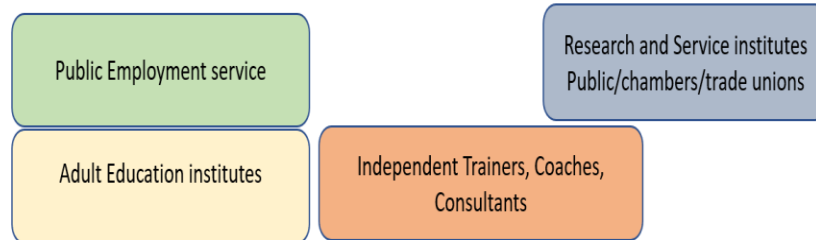
   In each domain the relevant cooperation partners will be from different sectors. Refer to this picture and name for each partner the sector it is belonging to.

   Altogether the cooperation network will become rather complex.

On the following page you find a graph showing the relevant sectors of partners for HRM:

Education Sector

Schools of general education		
Schools of vocational education	Dual apprenticeship training	Commercial enterprises and other/non profit/public companies
Universities	Dual university studies	Corporate Associations

Work Sector

Public sector

Public authorities

European Union

Lobbies: Chambers Trade Unions

Euroguidance

Sector Career Guidance and Counselling

Public Employment service

Research and Service institutes Public/chambers/trade unions

Adult Education institutes

Independent Trainers, Coaches, Consultants

Social Welfare Sector

Socially oriented institutes: Education, Counselling, Employment, other initiatives for persos with special needs