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step

Support Transition & Empower Performers

Improving Career Guidance and
Lifelong Learning for Adult Dancers

30

Months Duration



4

Work Packages



4

Partner Countries



6

Consortium Partners





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Introduction

This roadmap outlines the **implementation phases, responsibilities,** and **timeline** of the STEP project. It provides partners with a clear overview of the workflow, milestones, and deliverables across all work packages.

STEP is designed to support transition and empower Performers by Improving career guidance and lifelong learning for adult dancers in physically demanding and hazardous professions. The project brings together partners from Greece, Romania, Italy and the Netherlands, working collaboratively to ensure high-quality outputs, measurable impact, and sustainability beyond the funding period.

The partners in the STEP project (Support Transition & Empower Performers) are organized into a multi-tiered management structure, with each organization leading specific technical areas based on their unique expertise.

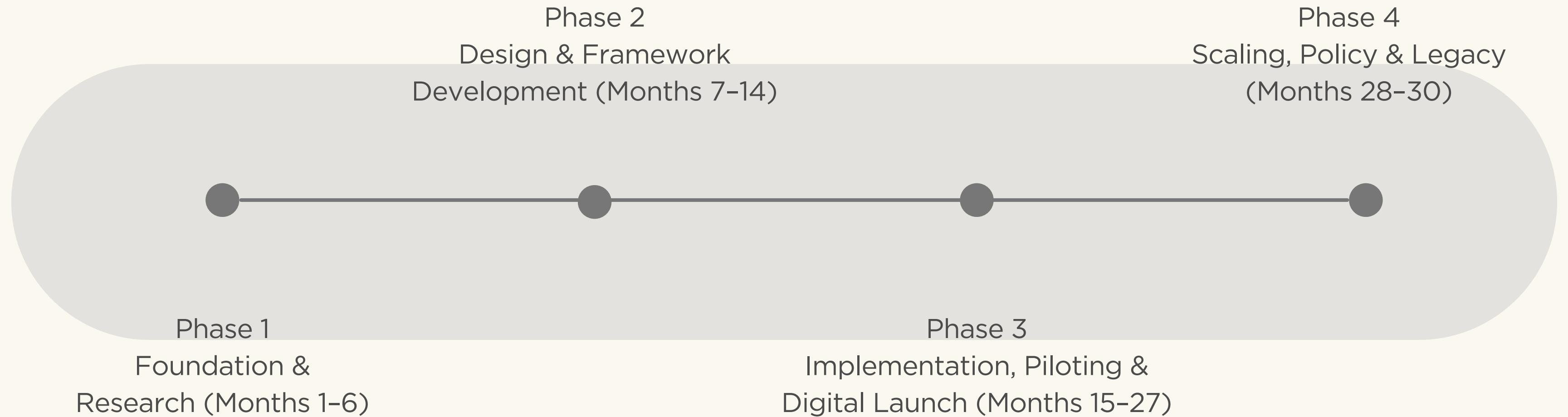
Project Overview

The **STEP** project aims to support professional dancers transitioning to new careers by developing tools, training programmes, mentorship models, and policy recommendations that strengthen lifelong learning pathways.

The project is structured around four main work packages, implemented across a 30-month timeline:

Work Package	Focus	Lead
WP1	Project Management & Coordination	ROES
WP2	Mapping & Transition Framework Development	LOF
WP3	Training, Platform & Mentorship Programme	Academy of Entrepreneurship (AKEP)
WP4	Dissemination, Alliances & Policy Engagement	Puglia Culture

Project Timeline



Phase 1

Key activities:

Kick-off meeting and project setup

Internal communication and coordination structures established

National research on dancer career transition

Focus groups and interviews with dancers and stakeholders

Outputs:

Project roadmap (M2)

Project Quality Plan (M3)

Project Communication Plan (M6)

Research methodology (M6)

Quality and Risk Management Plan (M6)

Initial mapping of national contexts (M6)

Phase 2

Key activities:

Analysis of research results

Co-creation of the Professional Dancer Transition Framework

Development of the modular training curriculum

Design of outreach and inclusion strategy

Outputs:

National mapping reports (M14)

Modular Training Curriculum (M14)

STEP Transition Framework (M14)

Mentorship Toolkit (M14)

Outreach and Inclusion Strategy (M14)

Phase 3

Key activities:

Development of the STEP Digital Learning Platform

Recruitment of dancer participants

Piloting training modules in partner countries

Mentor recruitment and mentor training

Implementation of mentorship programme

Outputs:

Digital learning platform launch (M26)

Training modules piloted with dancers (M15-24)

Mentorship Toolkit and trained mentor database release (M27)

Mentor Training Sessions (M15-27)

Phase 4

Key activities:

Creation of Dancer Career Development Alliance

Stakeholder engagement events

Policy dialogue with institutions

Final conference and publication of policy recommendations

Outputs:

Policy recommendation report (M28-M30)

National Stakeholder Engagement Reports (M30)

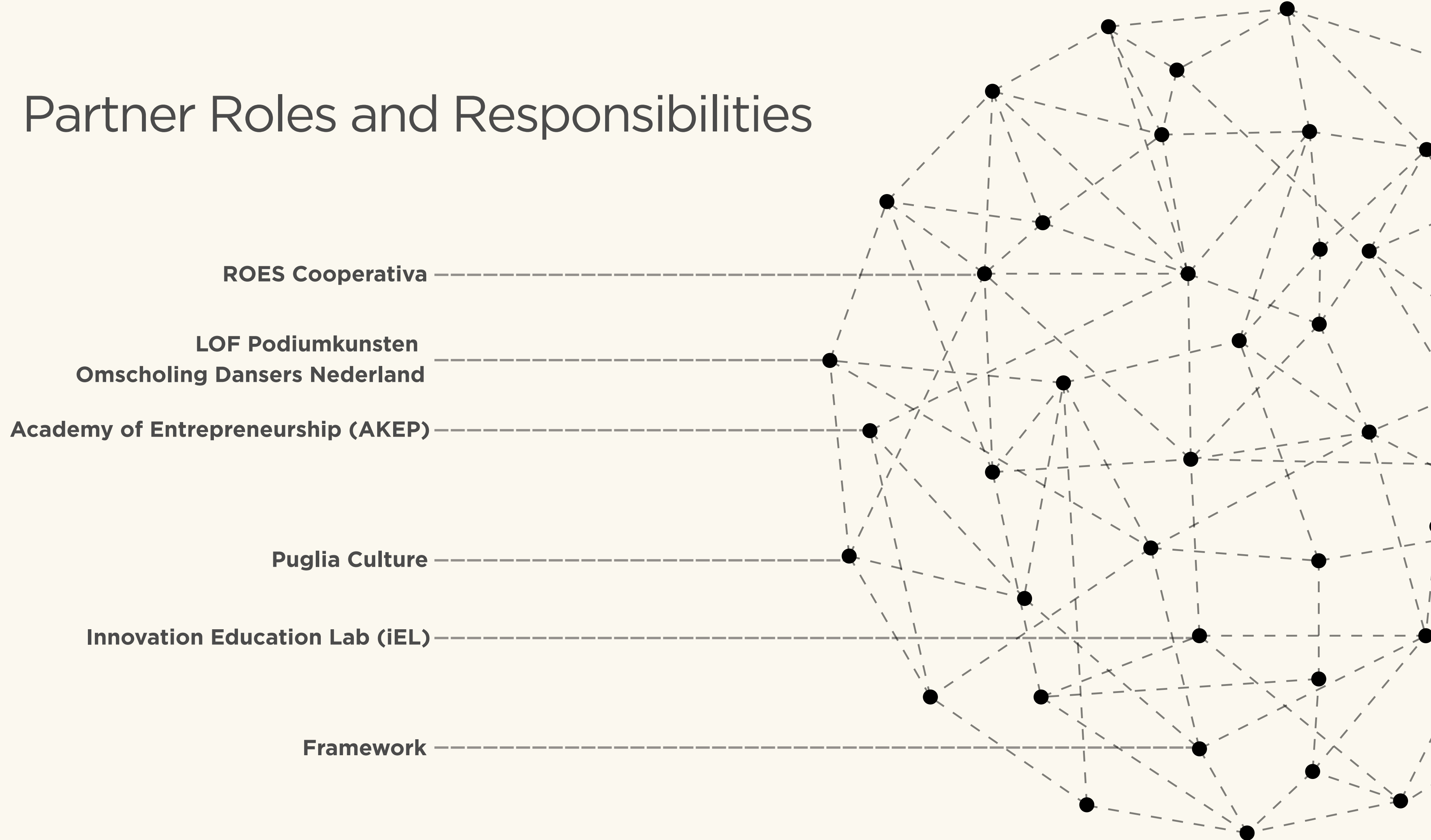
National Alliance- Dancers Alliance Briefing Document (M30)

Final conference in Bari (M30)

Project Website (M30)

Final project evaluation (M30)

Partner Roles and Responsibilities



ROES Cooperativa (Coordinator)

Responsible for overall coordination and management. Leads project coordination, financial oversight, and internal communication. Develops the Consortium Agreement and manages dissemination and stakeholder outreach.

As Lead Beneficiary, Roes ensures compliance with Erasmus+ regulations and supervises the timely implementation of all project activities. Roes leads Work Package 1 (Project Management and Coordination) and chairs the Steering Committee, overseeing strategic decision-making, risk monitoring, and alignment with the project's objectives.



LOF Podiumkunsten/Omscholing Dansers Nederland

ProvideS expertise on dancer transition systems. LOF leads Work Package 2 (Mapping and Framework Development), overseeing the methodological design and coordination of activities related to competence identification and transition pathway structuring.

Within this framework, the organisation co-leads the development of the Professional Dancer Transition Framework, contributing its established national expertise in retraining systems and psychosocial support mechanisms for dancers undergoing career transition. In addition, LOF directs the design and testing of the mentorship model and associated toolkit, ensuring that both components are practical, adaptable, and aligned with the real needs of professional dancers navigating post-performance career pathways.



Academy of Entrepreneurship (AKEP)

Leads the development of the career self-assessment tools, mentoring methodologies and modular training curriculum. Academy of Entrepreneurship (AKEP) leads Work Package 3 (Platform, Training Piloting, and Coaching), overseeing the development and implementation of the project's digital training and mentoring components. Within this framework, Academy of Entrepreneurship (AKEP) is responsible for the design of career self-assessment tools and the development of structured mentoring methodologies tailored to professional dancers in transition.

Academy of Entrepreneurship (AKEP) hosts and maintains the project's digital learning platform, including both the web-based environment and the mobile application, ensuring accessibility, functionality, and user-centred design. Furthermore, Academy of Entrepreneurship (AKEP) contributes its expertise in entrepreneurial thinking, skills recognition, and micro-credentialing systems for adult learners, strengthening the project's alignment with labour market needs and lifelong learning strategies.



**Academy of
Entrepreneurship[®]**

Puglia Culture

Leads efforts for national outreach and stakeholder mobilization, establishing the Dancer Career Development Alliance, organizes policy events and engages stakeholders at national and EU levels. Puglia Culture leads Work Package 4 (Exploitation, Dissemination and Policy Engagement), overseeing the strategic visibility, sustainability, and policy integration of the project's results. Within this framework, the organisation is responsible for establishing the national Dancer Career Development Alliance in Italy, ensuring structured stakeholder engagement and long-term impact at regional and national levels.

Puglia Culture coordinates the drafting of policy recommendations for both national and European levels, working in close collaboration with all consortium partners to ensure evidence-based and transferable proposals. Furthermore, the organisation facilitates institutional dialogue with public authorities, cultural bodies, and sector representatives, strengthening the integration of the project's outcomes into cultural and labour policy discussions.



Innovation Education Lab (iEL)

Co-designs the modular upskilling curriculum and the STEP Mentorship Toolkit. Responsible for hosting and maintaining the project's digital platform. Innovation Education Lab participates in the development of digital training content, applying innovative pedagogical approaches such as microlearning structures, modular pathways, and gamified learning experiences. Its role ensures that the project's digital resources are engaging, flexible, and accessible to adult learners navigating career transition. In addition, iEL adapts coaching frameworks to address the specific psychosocial needs of professional artists, ensuring that the mentoring model reflects the identity-related and emotional dimensions of career change.

The organisation also prioritises outreach and engagement of underrepresented learners, particularly in Eastern Europe, contributing to the project's inclusiveness and geographical balance.



Framework

Leads the Quality Assurance and Evaluation. Framework develops the Quality Assurance strategy and Project Quality Plan. Conducts independent evaluations and ensures deliverables meet project standards. Associazione Culturale Framework is responsible for the project's Quality Assurance strategy, ensuring high standards of implementation, monitoring, and evaluation throughout the project lifecycle. The organisation leads the development of the Project Quality Plan (PQP), establishing clear quality indicators, reporting templates, and structured monitoring mechanisms across all work packages.

Framework maintains an independent role within the consortium to ensure neutrality and objectivity in evaluations, as it is not directly involved in the delivery of training or mentoring activities. This independent positioning strengthens the credibility and reliability of the project's internal monitoring and final impact assessment processes.



Management Structures

All partners participate in three primary managerial bodies to ensure high-quality implementation:

Steering Committee (SC): Led by Roes Cooperativa and composed of two representatives per partner, the SC is responsible for approving key documents (Action Plan, Monitoring and Evaluation Plan, etc.), ensuring efficiency, and making final decisions by consensus.

Partner Operation Teams (POT): At the local level, each partner assigns specialized staff to implement activities within their national context.

Dissemination Committee (DC): The Dissemination Committee (DC) will coordinate all activities related to communication, dissemination, visual identity, outreach and exploitation of project results.

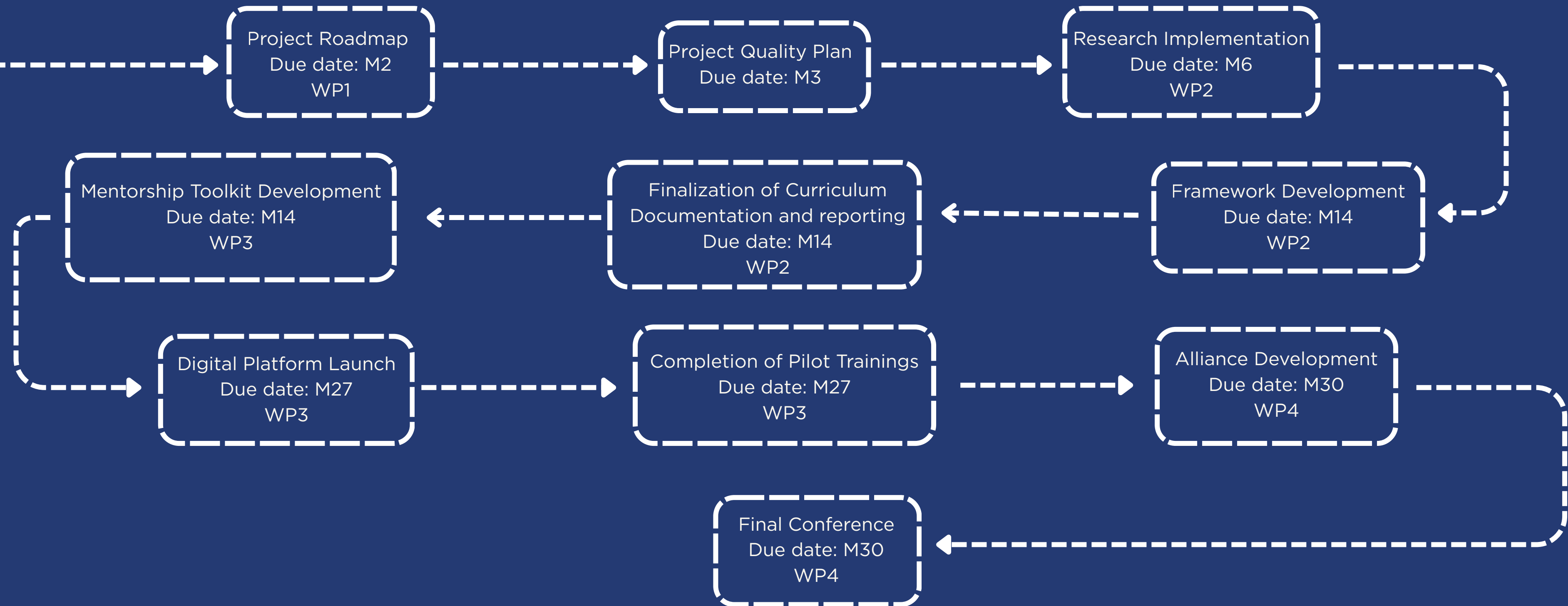
Additional Contributors

Associated partners, including organisations such as **Nea Kinisi (Cyprus)** and the **International Organisation for the Transition of Professional Dancers (IOTPD)**, support the project through advocacy, networking, and dissemination activities. Although they do not manage a project budget or assume formal implementation responsibilities, their contribution strengthens the project's outreach, sectoral credibility, and policy visibility at both national and international levels. Their involvement facilitates broader stakeholder engagement and enhances the sustainability and transferability of project outcomes.

Key Milestones and Deliverables

The STEP project is structured over a **30-month duration**, with key milestones and deliverables organized across four interdependent work packages. The following milestones and deliverables represent significant moments in the implementation of activities, training, and evaluation.

Key Milestones



Deliverables



Project Communication Plan

Due date: M6

WP1



Quality and Risk Management Plan

Due date: M6

WP1



External Quality Assessment Report

Due date: M15

WP1



External Quality Assessment Report

Due Date: M30

WP1



Project Website

Due date: M30

WP1



National Mapping Reports

Due date: M14

WP2



Outreach Strategy and Target

Group Engagement - Design of
Outreach and Inclusion Strategy

Due date: M14

WP2



Co-creation of the Modular Training
Curriculum

Due date: M14

WP2



Development of the Professional

Dancer Transition Framework

Due date: M14

WP2



Development of the STEP Digital
Learning Platform

Due date: M26

WP3

Deliverables



National Piloting of the Training Programme/ Completion of Pilot Trainings

Due date: M24

WP3



Design of the STEP Mentorship Toolkit and Programme

Due date: M14

WP3



Mentor Training and Programme Implementation

Due date: M27

WP3



Establishment and Facilitation of National Dancer Career Development Alliances

Due date: M30

WP4



Stakeholder Engagement and Policy Dialogue Events

Due date: M30

WP4



Development of policy recommendations

Due date: M30

WP4

Transnational Meetings

Meeting	Location	Timing
Kick-off Meeting	Athens	Month 4
Mid-Term Meeting	Brasov	Mid-project
Final Meeting	Bari	Final phase

Monthly Coordination Meetings

To ensure smooth implementation, continuous communication, and timely delivery of project activities, the consortium will organise monthly online coordination meetings throughout the duration of the STEP project in which the SC will attend. The monthly meetings will be attended by one at least representative from each partner organisation and there will be assessment of completed activities, monitoring of ongoing activities and planning of future activities.