Human capital in European peripheral regions: Brain - Drain and Brain - Gain

**Project design**
The action plan consists of two overlapping phases. In the initial **analytic phase** the specific details of brain gain/brain drain and their underlying processes in three regions are analyzed. This is not meant as a study project but rather a method to evaluate, design and implement brain drain gain instruments through a thorough analysis of processes.

The **implementation** phase deals with the development, implementation and evaluation of instruments as well as the dissemination of results.

**Stake holder participation**
Within the project, key measures to reduce brain drain will be developed, tested and evaluated together with the stakeholders. Only those measures accepted by stakeholders will be worked out and implemented. Stakeholders are firms, public authorities, schools, universities as well as the inhabitants of the regions. A moderation method for the participatory development of measures will be developed. The method will be an instrument which can be used in other NWE regions. The development of the method in a regional partnership has many advantages: robust results, the incorporation of different frameworks and a cross-national, cross-sectional evaluation of the results of the moderation process.

**Output**
The project will produce factual information about the causes of brain drain and its effects on regional economies in a trans-national context.
- Methods of how to collect strategic information on brain drain is an explicit output of the project.
- The project will produce knowledge on the best practice in brain gain and brain gain measures based on the evaluations of existing measures, a literature review and testing newly developed measures within the project.
- The project will produce a manual about how to set up these types of measures together with regional stakeholders. The methods and guide will be tested in practice.

The output of the project can be considered strategic information for regional development policies in terms of know-how on best practice for policy-makers and other stakeholders for dealing with brain drain and brain gain.

In the three regions the project will contribute to the creation of a network among stakeholders within and between regions; an internet platform to enable exchange about the problems associated with brain drain among regional authorities and stakeholders.

The project expects to achieve durable results that will be sustainable after the project, like:
- highly educated people kept in the region or attracted to the region
- creation of jobs;
- changes in regional policy-objectives;
- change in structures of the labour market for highly skilled individuals, for instance "job markets on the internet";
- promotion for establishment factors like taxes, rents, education, etc. within the town-marketing to foster brain gain and to reduce brain drain;
- growth of human and social capital (more highly educated people in the region)

**Trans-national contact**
Many measures have been implemented in attempts to reduce brain drain. But there has been little effort to discover effects between peripheral regions. It is very important to develop measures in a trans-national context and exchange experiences between stakeholder groups in different regions suffering from the same problem. With the transfer of experiences and the joint development of measures we expect a clear added value beyond that of regional processes. In the analysis of successful and unsuccessful measures, contextual factors will be an important contribution to our project’s aim of giving advice to those NWE-Regions also suffering from the brain drain problem.