

# Setting-up and Developing an IP Academy - the example of the European Patent Academy

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## Challenges

- Recognition of current status
  - Training was provided by the EPO International Academy, a subdivision of the EPO's International Co-operation Dept.
- Initiation of decision making process (2002)
  - EPO President
- Involving stakeholders
  - The new initiative seen as competition by external and internal parties
- Politics of decision making
  - AC of the Organisation
- and...

## Risks

- Decision making process lasts too long
- Not sufficient clarity about cost/financing before start
- Lack of role clarity at start
- Not having the right personnel to start activities
- Particular interests of current providers might prevail
- No or little support from already established Academies

## Challenges

- Feasibility study (2003-2004)
  - Needs assessment
    - identifying possible target groups
    - also with a view to IP rights other than patents
  - Legal basis
    - Where in the EPC it is provided for the set-up of an Academy?

## Potentials

- Unique pool of expertise on patent grant procedure available internally
- External set-up would allow additional flexibility - at what price ?
- Set-up internal to the office could create utmost synergy with EPO staff
- Huge potential identified on the basis of 2 principles:
  - Complementarity
  - Subsidiarity

## Effective Organizational Model

- Not another "university" but
  - a flexible "task force" of facilitators
- Set-up as an institution of the Organisation within the organisational structure of the Office
  - joint decision of Office and Organisation
  - Established in 2004, operational in 2005
- Subject to double control (office hierarchy and external boards)



## Structure

2 Directorates, 6 units, 2 Boards,  
1 Financial Administration and Support Unit

- Dir. "Operations & Customer Care"
  - Institutional Strengthening
  - Patent Profession
  - Materials, Media, Technology
- Dir. "Know-How"
  - Academia
  - Innovation Support
  - Judicial Training



## Structure

- The Academy was set up as a Principle Directorate
- As of 2004, staff of the former International Academy operated all sections and offered education and training to all target groups
- In 2005 the International Academy was integrated into the European Patent Academy
- Additional staff was hired or (internally) transferred to man the various units
- The Academy's Supervisory Board and
- The Academic Advisory Board were formed



### **Administration of Activities**

- Planning
  - resource based; annual budget
- Regular Supervisory Board meetings (planning and reporting)
- Systematic consultation with partner institutions
- Performance measurement of individual staff
- Expense control in line with financial regulations (including audits)



### **Administration of Activities**

- Implementation on site, at partners locations, or elsewhere
- Increasing use of blended learning and e-learning
- Basic distinction between supported and fully organised training
- Regular and individual consultation with members of the Academic Advisory Board
- Systematic Feedback collection from participants and evaluation of results



**Questions?**

Thank you for your attention!

Feedback to [academy@epo.org](mailto:academy@epo.org)