

## @PART A - Project summary

### @A.1 Project identification

@Programme priority	PA3 - Improve employment and promote cross-border labour mobility (Cooperating on employment)
@Programme priority specific objective	SO8/b Increased employment within the eligible area
@Project acronym	CAREER
@Project title	Cross-border network to support the professional career development in the border region
@Project number	331
@Name of the lead partner organisation/original language	Societatea de Binefacere Don Orione Oradea
@Name of the lead partner organisation/English	Don Orione Beneficence Charity Society
@Project duration	24 @months 0 @days
@Start date	01.03.2019
@End date	28.02.2021

## @A.2 Project summary

@Please give a short overview of the project and describe - the common challenge of the programme area you are jointly tackling in your project; - the main overall objective of the project and the expected change your project will make to the current situation; - the main outputs you will produce and who will benefit from them; - the approach you plan to take and why is cross-border/transnational approach needed - what is new/original about it?

The present project is the result of joint efforts of five partners representing different areas of activity: Don Orione Beneficence Charity Society (acting as a Lead Partner) is an NGO that deals with education and training of young generations, including the entrepreneurial education, AJOFM Bihor is an institution specialized in employment problems, Bekes County Chamber of Commerce and Industry is an organization representing companies' interests and a source of information and professional counselling for the private sector, Békés Megyei Kormányhivatal is a local authority that deals with the employment problems (through Department of Social Security and Employment) and Békés County Foundation for Enterprise Development which is an NGO that supports and stimulates activities for the socio-economic development of Békés County.

The main objective of the project is to increase the quality of employment in the cross-border programme area by creating the framework conditions for a better exploitation of the existing talents in Bihor and Bekes counties. This objective is set as a result of a sharp analysis of the existing regional challenges in the field of labour market. The target territory of the project is still struggling with a weak economic potential, characterized by a partial lack of adequate job opportunities and a relevant rate of unemployment. Moreover, the labour market is affected in terms of mobility, competitiveness and sustainability. As a result of these factors, people living in the area often become part of a selective emigration process which is showing a growing tendency in this territory. The potential of the labor force is not fully exploited, generating a negative effect on the economic performance of the cross-border region.

The labour market data from these two counties reveals a medium sized rate of unemployment, but still unable to develop a joint labour market across the border.

In this context, our project intends to become a tangible answer to many of the socio-economic difficulties that unemployed citizens from this cross-border area are facing.

The main result of the project will be the set-up of a network of career guidance services provided for the youngsters (and not only) from Bihor and Bekes counties which are at the beginning of their active, professional lives. These services are meant to support them in identifying a suitable career based on their skills and competences, but also by taking into consideration the existing and future trends on the labour market. At present, specialized career guidance is available in the target area, but due to the lack of resources and coordination, it is rather difficult to get access to it.

The services will be provided by the partners in an integrated manner, building upon each other competences, professional experience and expertise. Hence, an essential part of the network will be the two Centers created in Oradea and Bekescsaba which, beyond their public service provider character, will represent important resource centers for career guidance in the area. The specialists of the two centers will offer a large array of support activities to the interested persons, having an instrumental role in achieving the project objectives.

The activity of the Centers will be complemented by actions undertaken by the partners on various relevant topics: identification of the professions which are lacking on the labor market, so that the professional orientation is directed towards fields where there are good chances that they will be able to work; events designed to provide a detailed insight into certain professions, with the possibility to make a first contact and to experience in person certain characteristics of these occupations; provision of practical information about the entrepreneurship as an alternative to classical jobs (2 large scale job fairs, 2 joint workshops, 1 international conference, 50 communities that benefit of information and counseling services provided by a mobile office; 14 employees prepared for career guidance services; several professional trainings etc).

The main target group of the project is represented primarily by pupils aged over 15 years from the two counties Bihor (17,032 pupils) and Bekes (9,361 pupils) who will benefit from a much wider range of services in the field of guidance, orientation in their career and implicitly in the choices they make in terms of professional life. Young people are the direct beneficiaries of all the activities organized within the project: career fairs, counseling and orientation, developed IT programs and platforms, competitions. In addition to the pupils, an important target group is the young graduates, the students (over 12,000 in Bihor county, there are no university education institutions in Bekes) and the young Neets - "Not in Education, Employment, or Training" (in Bihor, 1076 are registered and profiled and in Bekes, 2103). Moreover, another relevant target group are 5 universities and 48 schools (high schools, vocational schools) from Bihor, and 56 schools in Bekes County that have students aged over 15 years. All the organized activities and services offered within the project constitute a category of extracurricular activities to which all these educational institutions will have access.

In 2017, the number of unemployed in Bihor County was 6.497, an unemployment rate of 2.43%, and in the county of Bekes, the number of unemployed slightly exceeded 7.000, with an unemployment rate of 4.7%. Given that services provided in the frame of this project are open to everyone, from this category, we estimate that the target group is about 96,000 people (people who will benefit directly or indirectly from the results of the project).

Our project proposes an innovative approach that is based on extensive-scale cross-border cooperation actions, providing a solid framework for the existing labour market, but also providing practical experiences and expertise exchange for the project partners. The partnership brings added value not only because it gathers different entities from the two counties, but also because it offers a complex solution for the gap that exists between labour supply and the unmet labour demand from the target area. We propose an "umbrella project" with considerable positive impact on the cross-border labour market.

The total budget is 2.561.015,80 Euro.

Our project seeks to solve territorial problems, creating a solid framework for labour market, promoting specialised information exchanges and reducing non-visible barriers to labour market and mobility. Taking into account the geographical proximity between target groups and the resemblance of the labour market along the border, a project developed only on one side will never have the same impact as a cross-border project could have.

## @Project budget summary

### @ERDF

@Partner			@Programme Co-financing			@Contribution			@Total Eligible Budget
@Partner	@Partner Abbreviation	@Country	@ERDF	@ERDF Co-Financing( %)	@Percentage Of Total ERDF	@Public Contribution	@Private Contribution	@Total Contribution	
Societatea de Binefacere Don Orione Oradea	[RO] SBDO	ROMÂNIA	917 498.50	85.00 %	42.14 %	140 312.51	21 598.99	161 911.50	1 079 410.00
Agentia Judeteana pentru Ocuparea Fortei de Munca Bihor	[RO] AJOFM	ROMÂNIA	379 754.50	85.00 %	17.44 %	67 015.50	0.00	67 015.50	446 770.00
Békés Megyei Kereskedelmi és Iparkamara	[HU] BMKIK	MAGYARORSZÁG	206 401.25	85.00 %	9.48 %	24 280.08	12 143.67	36 423.75	242 825.00
Békés Megyei Kormányhivatal	[HU] BMKH	MAGYARORSZÁG	605 870.65	85.00 %	27.83 %	106 918.35	0.00	106 918.35	712 789.00
Békés Megyéért Vállalkozásfejlesztési Alapítvány	[HU] BMVA	MAGYARORSZÁG	67 405.68	85.00 %	3.09 %	7 929.29	3 965.83	11 895.12	79 300.80
@Sub Total For Partners Inside			2 176 930.58	---	100.00 %	346 455.73	37 708.49	384 164.22	2 561 094.80
@Sub Total For Partners Outside			0.00	---	0.00 %	0.00	0.00	0.00	0.00
@Total			2 176 930.58	---	100,00 %	346 455.73	37 708.49	384 164.22	2 561 094.80

## @PART B - Project partners

### @B.1 Project Partner

#### @Project partner 1

@Partner Role In The Project	LP
@Partner Name	Societatea de Binefacere Don Orione Oradea
@Partner Name Engl	Don Orione Beneficence Charity Society
@Abbreviation	[RO] SBDO
@Department	President
@Nuts Id0	RO, ROMÂNIA
@Nuts Id1	RO1, Macroregiunea Unu
@Nuts Id2	RO11, Nord-Vest
@Nuts Id3	RO111, Bihor
@Postalcode City	410282 Oradea
@Street Streetnumber	Alexandru Cazaban 49/E
@Home Page	www.ldo.ro
@Proj Partner Assimilated	@no
@Vat Number	
@Recover Vat	@no
@Other National Identifying Number	5003571
@Type of Identifying Number	Fiscal code
@Type of Partner	interest groups including NGOs
@Small or Medium Enterprise	@no
@Co Financing Source	ERDF
@Co Financing (%)	85.00
@Legal Representative Firstname	Mihai
@Legal Representative Lastname	Fecheta
@Legal Representative Email	mihaifecheta@yahoo.it
@Legal Representative Telephone	0040766585384
@Contact Person Firstname	Martin Peter
@Contact Person Lastname	Miheller
@Contact Person Email	mihellerpeter@gmail.com
@Contact Person Telephone	0040765212686
@Legal Status	private

<p>@Experiences</p>	<p>In the field of projects, LP has implemented 6 projects with European financing and NATO financing and at least 5 projects funded from the local budget of Oradea. The Manager of the association is qualified for project management, holding a degree in this respect. Implementation of projects involved volunteers, teachers of the high school and the Association administers. Thus, in project teams were involved about 10 volunteers. Don Orione Beneficence Charity Society carries out, since its foundation in 1992 (as set in statute), entrepreneurial activities with young people. One of the association's objectives is to provide entrepreneurial education and professional training for young people with logistical and informational support for helping their integration on labour market and society and to offer organized framework for young high school or professional school graduates to develop businesses. Don Orione high school is an accredited school run (sponsored, funded and coordinated) by Don Orione Beneficence Charity Society. The high school, founded in 1995, carries out systematic education activities aimed to increase the employment and improve the attractiveness of young people on the labour market. Don Orione Beneficence Charity Society has the the best equipped and performant laboratory of mecatronics in Bihor county. Don Orione Beneficence Charity Society manage a business incubator in Oradea. This incubator was founded in 2014 through the Cross-border Access for Business Support project. Don Orione Beneficence Charity Society along with BMKIK (PP2 of this project) and Koros-Maros National Park Directorate have submitted for funding the „Joint Challenge and Joint Cooperation for the Management of Cross-Border Natural Heritage" project, in the frame of ROHU Programme, PA1.</p>
<p>@Benefit</p>	<p>Benefits of LP's projects: - Let's go to Italy (2010)-Skills training and increased professionalism of students working in the fields of mechanics, electricity, etc. Study and work in a different context, increasing the capacity of relationships in an intercultural environment. - Tortona 2010 (2010) - 18 volunteers have taken part at charity activities done in Oradea and have participated at a training in Italy. - Playground for children (2011)-Building a playground for children in the school yard. - Sky - Skills for Young People in the social services (2013)-Seminar for young volunteers involved in social activities with disadvantaged children. 8 young volunteers from Romania participated in Italy (Genoa) on trainings and workshops. - Euroschool - Development of competences through educational partnership and cross-border cooperation (2012-2013) – organization of joint thematic teaching meetings, conduct of sharing lessons, organization of AutoCad and CNC practical courses, improvement of school infrastructure, organization of joint camps and common contests, presentation and visiting investors, organization of thematic workshops on labour market. - Cross-border Access for Business Support (2012-2014)–The explicit aim of the project was to strengthening the cross-border cooperation between the partner institutions in the field of economics and entrepreneurship through a number of joint activities involving entrepreneurs. The result of this project was to develop business infrastructure in the cross-border area: 1 business incubator in Oradea (Ro) and 1 business center in Bekescsaba (Hu). - Cross-border Access for Business Support – Extension (2015)-The previous project is extended with some equipments for increasing efficiency (Elevator for disabled persons, increasing accessibility). - Open gate for educational and social inclusion (2015)-adapt two bathrooms in Don Orione Highschool Oradea for people with physical disabilities: students / pupils and adults</p>

<p>@Other International Projects</p>	<p>The Lead Partner is experienced in the management of external projects, for example, "Let's go to Italy" LLP-LdV/ IVT/ 2007/ RO/ 210 - Skills training and increased professionalism of students working in the fields of mechanics, electricity, etc., Study and work in a different context, increasing the capacity of relationships in an intercultural environment - Leonardo Mobility; "Playground for children" Building a playground for children in the school yard - NATO Charity Bazaar ASBL Bruxelles; "Tortona 2010" - 18 volunteers who have taken part in the charity activities done in Oradea participated at a training in Italy, "Euroschoo - Development of competences through educational partnership and cross-border cooperation HURO/1001/072/2.3.1. - organization of joint thematic teaching meetings, conduct of sharing lessons, Organization of AutoCad and CNC practical courses, Improvement of school infrastructure, Organization of joint camps and common contests, Presentation and visiting investors, Organization of thematic workshops on labour market, „Cross-border Access for Business Support”, HURO/1101/034/2.1.1. - construction of Business Incubator and Training for Young Graduates, organization of HURO Business Conferences, meetings and exhibitions, „Open gate for educational and social inclusion” (adapt two bathrooms in Don Orione Highschool Oradea for people with physical disabilities: students / pupils and adults) NATO Charity Bazaar ASBL Bruxelles. Also, LP has implemented several projects financed by the Municipality of Oradea (NGO Funds) for education, youth activities, environment protection, social activities. LP was chosen on the basis of its acquired experience in project implementation. It possesses the necessary human resources with experience in project implementation, meets the financial requirements of co-financing, and its organizational structure renders the handling and promotion of the project possible.</p>
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## @B.2 Project Partner

### @Project partner 2

@Partner Role In The Project	PP
@Partner Name	Agentia Judeteana pentru Ocuparea Fortei de Munca Bihor
@Partner Name Engl	Bihor County Employment Agency
@Abbreviation	[RO] AJOFM
@Department	Executive Director
@Nuts Id0	RO, ROMÂNIA
@Nuts Id1	RO1, Macroregiunea Unu
@Nuts Id2	RO11, Nord-Vest
@Nuts Id3	RO111, Bihor
@Postalcode City	410354 Oradea
@Street Streetnumber	Transilvaniei 14
@Home Page	<a href="http://www.bihor.anofm.ro/">http://www.bihor.anofm.ro/</a>
@Assimilated Partner	@no
@Vat Number	
@Recover Vat	@no
@Other National Identifying Number	6961289
@Type of Identifying Number	Fiscal code
@Type of Partner	sectoral agency
@Small or Medium Enterprise	@no
@Co Financing Source	ERDF
@Co Financing (%)	85.00
@Legal Representative Firstname	Csaba Lajos
@Legal Representative Lastname	Bekesi
@Legal Representative Email	csaba.bekesi@bh.anofm.ro
@Legal Representative Telephone	0040724277288

@Contact Person Firstname	Csaba
@Contact Person Lastname	Bekesi
@Contact Person Email	csaba.bekesi@bh.anofm.ro
@Contact Person Telephone	0040724277288
@Legal Status	public
@Experiences	<p>AJOFM Bihor is the public employment service that ensures the implementation of measures to prevent unemployment, measures to stimulate employment, social protection of non-employed people, organizes and carries out the process of employment and training. PP1 provides to the interested natural or legal persons free of charge employment services, according to the law, as follows: professional information, guidance and counseling; mediation between demand and supply on the labor market; qualification and retraining of non-employed persons; the professional re-conversion of the personnel from the economic entities undergoing restructuring, prevention of unemployment; establishment and payment, according to the law, of the social protection rights of non-employed people and of other socio-professional categories; applying incentives to create new jobs; to stimulate the employment of graduates and persons in disadvantaged categories. PP1 has gained experience both in the implementation of POSDRU projects and in the implementation of employment measures for inactive people, job seekers, unemployed, achieving notable results in this respect. From the institution, 7 employees received a Project Manager diploma and 1 employee followed a course in project development and management. Each year, PP1 organizes several job fairs: general and graduate fairs. In 2016, there were 76 employers with 1248 job vacancies, 1250 attendees, of which 347 were selected and 246 were hired. 1334 job vacancies were available at the job fair for graduates, 1050 young people attended from which 275 were selected and 190 hired. The job market is one of the most important measures to stimulate employment, meeting demand with labor supply, setting the conditions for hiring employees, increasing the speed of mediation and lowering the employment time of a job vacancy. The job market is a way to facilitate contacts between employers and people who are actively looking for a job.</p>

<p>@Benefit</p>	<p>Benefits of implemented projects: FACTOR Registration in the target group of 355 people (people looking for a job, unemployed, long-term unemployed); completing a training program by 24 people. CEO 652 people (job-seekers, unemployed, long-term unemployed) benefited from information and counseling services; 129 people have completed a training program. Research and Forecasting of the Labor Market in Western Romania Organization of a caravan for information and promotion of the employment services provided by the Public Employment Service; 20 fairs, 2 international workshops, 2 study visits. A Better Future for Women in Bihor 50 women benefited from consultancy and assistance services for starting an independent business/activity, 20 participated in the course Entrepreneurial Competences. RuralInterActiv. 14 interactive seminars attended by 490 people looking for a job and 210 companies; 79 people benefited from entrepreneurial consultancy; 14 job fairs; 900 people benefited from professional information and counseling services; 665 people attended 44 training courses. It's Your Chance! 12 interactive seminars attended by 484 people looking for a job and 183 companies; 160 people benefited from entrepreneurial consultancy; 12 job fairs; 749 people have been provided with information and counseling services; 674 people participated in 43 professional training courses. Active inclusion on the labor market of people with disabilities in Bihor County Realization of 2 social inclusion centers; 178 people with disabilities attended vocational training, 136 graduated; 18 people were employed as a result of completing training courses. ALTER TOUR 1035 unemployed have benefited from information and counseling services; 2048 unemployed have benefited from mediation services; 600 unemployed participated in 24 qualification courses. CALIPSO 3 agencies (Bihor, Harghita and Giurgiu) have obtained the certification in the QMS according to ISO 9001:2008.</p>
<p>@Other International Projects</p>	<p>PP1 was and is involved, as a beneficiary or partner, in the implementation of several POSDRU projects: FACTOR. Be active in your city!-increasing the employment rate at the level of the implementation regions (N-W and N-E) by facilitating access to the labor market inactive people, jobseekers, unemployed, long-term unemployed. CEO. Hospitality Excellence Center-increasing the adaptability of employees and enterprises in the N-W and W Regions. Research and Forecasting of the Labor Market in Western Romania. Marking out unregistered unemployment in Arad County-improving the services provided to the Public Employment Service clients by developing solutions to address unregistered unemployment. A Better Future for Women in Bihor-increasing employment opportunities and building a professional career for women in Bihor county. RuralInterActiv. Employee or entrepreneur in rural areas. Your chance to integrate into the labor market-development of human resources in rural areas through qualification/retraining, specialization and advanced training. It's Your Chance! Integrated employment program in the N-W, W and Center regions-improving the employability of people with a difficult situation on the labor market, strengthening an integrated program of interventions in favor of the target group. Active inclusion on the labor market of people with disabilities in Bihor County-facilitating access to the labor market for persons with disabilities in the county, in order to avoid social exclusion, marginalization and discrimination. ALTER TOUR-facilitating and increasing access to the labor market for people looking for a job in areas of dynamic development. CALIPSO. Ensuring the quality management of the public employment service at European standards-increasing the efficiency and effectiveness of the services provided by three Romanian Employment Agencies. AJOFM is extremely experienced in national and regional projects related to labour.</p>
<p><b>@Project partner 3</b></p>	
<p>@Partner Role In The Project</p>	<p>PP</p>



@Partner Name	Békés Megyei Kereskedelmi és Iparkamara
@Partner Name Engl	Békés County Chamber of Commerce and Industry
@Abbreviation	[HU] BMKIK
@Department	President
@Nuts Id0	HU, MAGYARORSZÁG
@Nuts Id1	HU3, Alföld És Észak
@Nuts Id2	HU33, Dél-Alföld
@Nuts Id3	HU332, Békés
@Postalcode City	H-5600 Bekescsaba
@Street Streetnumber	Penza LTP 5
@Home Page	www.bmkik.hu
@Assimilated Partner	@no
@Vat Number	
@Recover Vat	@no
@Other National Identifying Number	18374027-2-04
@Type of Identifying Number	Tax number
@Type of Partner	business support organisation
@Small or Medium Enterprise	@no
@Co Financing Source	ERDF
@Co Financing (%)	85.00
@Legal Representative Firstname	Dr. Orosz
@Legal Representative Lastname	Tivadar
@Legal Representative Email	bmkik@bmkik.hu
@Legal Representative Telephone	003666324976
@Contact Person Firstname	Szikszai
@Contact Person Lastname	Csaba
@Contact Person Email	szikszai@bmkik.hu
@Contact Person Telephone	003666451775
@Legal Status	private
@Experiences	<p>Five employees have project management experience gained during years of implementation of several audited projects in the frame of EU programmes and financial instruments (Phare, Hungary-Romania Cross-Border Co-operation Programme, Leonardo da Vinci, ERASMUS+). The internal Project Management Policy of Békés Chamber of Commerce and Industry (CCI) determines the standard rules of every project implementation process. Besides the project manager and the project assistant every project team includes a member responsible for financial implementation and a member responsible for PR and communication plan. In projects related to Romania the secretary of Committee for Hungarian-Romanian Relations joins the project team. Project management experiences includes complete planning, submitting process, audited financial implementation and follow-up period in accordance with the actual requirements of eligibility. Based on the network of international and Hungarian economic chambers, and the database of 12.000 companies in Békés county, Békés CCI organise conferences, training, roadshows, matchmaking events and business events to promote specific themes (i.e. available tenders for companies to finance the purchasing of renewable energy producer units, conferences for companies to change attitudes on business use of IT&amp;C conferences and outreach events to disseminate specific project outcomes etc.). In order to give the companies access to international market and promote business opportunities abroad Békés CCI participates in foreign business events and trade fairs in accordance with its yearly international activity schedule. These activities include traveling to foreign countries with a delegation of businessmen or renting a stand to exhibit products of companies from Békés county.</p>

<p>@Benefit</p>	<p>The most important and relevant benefit of our projects is the mobility of more than 160 persons (Leonardo da Vinci and Erasmus+ projects). Other benefits: •publication about the VET system of Cyprus in particular of the methods and possibilities of the integration of pupils with special educational needs •understanding the financial background and the funding methods of the German VET system-roles and competences of the economic chambers, links between companies and the VET schools that fostering the efficiency of practical training •dissemination of the gained experience and project ideas to regional and country level decision-makers •understanding the main aspects of the Dutch vocational training model which is organized on regional level •besides the studying of new career guidance, and pupil assessment methods outgoing experts gained experience on management and operation of VET Centers that were useful during the organization of Hungarian VET schools into regional VET Centers •development on the professional skills of outgoing experts •study and evaluation of the experience of the dual-system abroad in order make the pupils and institutions more competitive on the European labourmarket •studying the possibilities of teaching renewable energy related professions and skills in order to implement the findings in the HU VET syllabus •dissemination of the gained experience to regional and country level decision-makers • participation in the project of a Hungarian VET school to study solar energy related practical education •studying career guidance methods in order to reach the ideal balance in mid-education that fits to the needs of the employers and the private sector •studying possibilities of establishing chamber workshops for educational purposes The benefits of previously implemented HURO projects are very significant: acquisition of a building for the BMKIK Romanian section, organization of HURO Business Conferences, meetings and exhibitions.</p>
<p>@Other International Projects</p>	<p>The Project Partner has experience regarding specific projects from the following fields of interest: business, training, tourism promoting. PP implemented cross-border and transnational European projects (for example, Baross G. project: Technological innovation of South Plains machinery industry contractors BAROSS 3 2008 0001. Network development in the machinery industry; Baross G. projekt: Development of bioethanol cluster. Development of a bioethanol cluster. KTI Fund, Business bridge over the Southern Great Plains region and Háromszék region KKC-2008-V-08-08-99. Cooperation for economic development; From idea to implementation -Vocational business school KKC-2008-A-09-04-158. Training. NFGM; CBC Exhibitions HURO/0901/083. Programme-series for the reinforcement of HU-RO business cooperation. HURO/0901; AB-EXPO HURO/0802/023_AF. Common Expo - single market, fostering commerce and business between Arad and Békés counties. HURO/0802_AF. Cross-border Access for Business Support, HURO/1101/034/2.1.1., Leonardo da Vinci project 2012 „Knowledge transfer on the practical experience of integration of students with special education needs in vocational training schools, adaptation of experiences” LdV-HU-12-VEP-3031 (Cyprus), Leonardo da Vinci project 2012 „Masters in the practical education” LdV-HU-12-VEP-3009 (Germany), Leonardo da Vinci project 2012 „Experience of the functioning of the dutch vocational training model” LdV-HU-12-VEP-3025 (Holland), Erasmus+ project 2014 „Offers in the vocational training and can we make it more suitable for the labour market needs” 2014-1-HU01-KA102-000282 (Holland, Finland, Germany, Italy), Erasmus+ project 2015 „Study tour on technology and practical education of solar energy” 2014-1-HU01-KA102-000335 (Spain), Erasmus+ project 2015 „Proper job-orientation + excellent practical placement = satisfied enterprises” 2015-1-HU01-KA102-013476 (Iceland, 2x Germany, Spain).</p>

**@Project partner 4**

<p>@Partner Role In The Project</p>	<p>PP</p>
<p>@Partner Name</p>	<p>Békés Megyei Kormányhivatal</p>

@Partner Name Engl	Government Office of Békés County
@Abbreviation	[HU] BMKH
@Department	Government commissioner
@Nuts Id0	HU, MAGYARORSZÁG
@Nuts Id1	HU3, Alföld És Észak
@Nuts Id2	HU33, Dél-Alföld
@Nuts Id3	HU332, Békés
@Postalcode City	H-5600 Békéscsaba
@Street Streetnumber	Derkovits sor 2
@Home Page	www.bekeskh.hu
@Assimilated Partner	@no
@Vat Number	
@Recover Vat	@no
@Other National Identifying Number	15789264-2-04
@Type of Identifying Number	Tax number
@Type of Partner	local public authority
@Small or Medium Enterprise	@no
@Co Financing Source	ERDF
@Co Financing (%)	85.00
@Legal Representative Firstname	Dr. Takács
@Legal Representative Lastname	Árpád
@Legal Representative Email	vezeto@bekes.gov.hu
@Legal Representative Telephone	00 36 66 622 000
@Contact Person Firstname	Ijjasne Rota
@Contact Person Lastname	Annamaria
@Contact Person Email	rota.annamaria@bekes.gov.hu
@Contact Person Telephone	00 36 30 24 95 011
@Legal Status	public

<p>@Experiences</p>	<p>The current project will be implemented by the Department of Social Security and Employment of Békés County Government Office. The Department and its 9 local divisions of employment play key role in improving the labour-market situation in the county, enhancing employment, in preventing and moderating unemployment. As a state organisation, it has been offering services free of charge and operating employment programmes both for employers and job-seekers. It collects information on the labour-market situation of the county and operates the support and service system that covers working, career and job-seeking counselling, job mediation and placement, labour-market training and providing information on occupations. Employees are helped with several tailor-made services and supports, while employers are helped with services and supports designed for their special demands. It carries out their tasks related to providing job-seeking benefits and allowances as being the largest job mediation office in the area, it enhances the job-seeking process and finding jobs. An important task for the Department is to satisfy the demand of employers of a labour-force having the appropriate skills and qualifications and making job-seekers amenable for becoming suitable for employer demands via attending the appropriate VET considering economic demands. It plays a key role in improving the employment situation of disadvantaged groups, especially young people and career starters. With career guidance and orientation activity it tries to prevent them from becoming unemployed and with different tailor-made services and supports it tries to help job-seeker young people to become employed or entrepreneurs. The Department organised a career guidance fair for students and job-seekers in order to help them select career and school and also facilitate them make the appropriate career decision, one suitable for labour-market demands. BHKH has over 20 years of experience in organizing job fairs.</p>
<p>@Benefit</p>	<p>By implementing Erasmus+ and other international projects the Government Office of Békés County got acquainted with current approaches, good practices, methodologies concerning VET, entrepreneurship, career guidance and other labour market services. Due to the international projects the Government Office developed mutually beneficial strategic partnerships with a large scale of foreign public organizations, non-governmental organizations, with Hungarian and foreign stakeholders in the field of vocational training and/or employment. This extended partnership makes easier the dissemination of the project results at international level. The members of the international project staff of the Government Office can also improve their skills and experiences for project implementation. The work method developed during the implementation of these projects – division of tasks among the partners, scheduling, keeping the deadlines, giving feedback and approval processes – helps this staff in providing a high quality project work. In 20 years of experience in organizing large scale job fairs, approx. 6.000-7.000 people / year benefited from these events.</p>

<p>@Other International Projects</p>	<p>The Department of Social Security and Employment has been implementing different projects in national and international cooperation, the acquired experiences of which it regularly builds into the everyday work, the operation of the organisation and makes use of them. It carries out the following activities concerning the topic of the project: - It operates demand-driven labour-market training and supports job-seekers in acquiring qualifications, which on the one hand match their interests, skills, competences, on the other hand meet economic demands. - It organises the training of job-seekers cooperating with adult education institutions and employers implementing practical training and work-based learning. - It provides career guidance for job-seekers, for young people and adults facing career/education choices. Each year it organises a Career Guidance Fair for students of elementary, secondary and higher education and job-seekers facing career and school choice, in order to support them in making sound career decisions meeting labour-market demands. It pays particular attention to promoting skills shortages. The Department also helps the employment of career starters and youngsters with its special programmes. For example, it targets young people under 25 entering the labour market through its 'Improving the Employment Situation of Disadvantaged Groups' project. Similarly, the Youth Guarantee Programme – launched in 2015 – provides tailor-made services to the same target group, particularly around training and entrepreneurship. The Department has wide experience in implementing national and international projects in the fields of VET, career guidance, entrepreneurship and in improving the employment situation.</p>
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**@Project partner 5**

@Partner Role In The Project	PP
@Partner Name	Békés Megyéért Vállalkozásfejlesztési Alapítvány
@Partner Name Engl	Békés County Foundation for Enterprise Development
@Abbreviation	[HU] BMVA
@Department	Director
@Nuts Id0	HU, MAGYARORSZÁG
@Nuts Id1	HU3, Alföld És Észak
@Nuts Id2	HU33, Dél-Alföld
@Nuts Id3	HU332, Békés
@Postalcode City	H-5600 Békéscsaba
@Street Streetnumber	Gyulai út 1
@Home Page	www.bmva.hu
@Assimilated Partner	@no
@Vat Number	
@Recover Vat	@no
@Other National Identifying Number	19057787-2-04
@Type of Identifying Number	Tax number
@Type of Partner	interest groups including NGOs
@Small or Medium Enterprise	@no
@Co Financing Source	ERDF
@Co Financing (%)	85.00
@Legal Representative Firstname	Szász
@Legal Representative Lastname	Zsolt
@Legal Representative Email	director@bmva.hu
@Legal Representative Telephone	0036202390443
@Contact Person Firstname	Szász
@Contact Person Lastname	Zsolt
@Contact Person Email	director@bmva.hu
@Contact Person Telephone	0036202390443

@Legal Status	private
@Experiences	<p>The Békés County Foundation for Enterprise Development since 1994 is operating with aim of promoting the economic and social development in Békés County. The main task of Foundation is to support the enterprises through counseling, training and other services which improve their financial potential, so that their competitiveness can be enhanced, and their preparedness can be enhanced to meet EU requirements. The founder's wealth was provided by the Békés County Council. The Foundation, together with the Hungarian Development Foundations from a national professional network (legally completely independent entities, developing similar professional activities on their own territories), has professional relations on the entire Hungary territory. Among the partners, BMVA has the most cross-border projects and project management experiences, starting from 2002, it already took part in 7 CBC projects, thus, it can help in the management, organization and communication activities, its experts speak Romanian, Hungarian and English languages. Besides this, by contracting entrepreneurs and other NGOs during the project implementation, as well as after it, they can involve support on a large scale and can promote the project in several languages. Given its qualities as an organization, besides its personnel information equipment (e.g. laptops, projectors), being able to work effectively on external sites, as well (if needed). Taking into account its professional, human, financial and administrative capacities, the institution is able to fulfill the role of the beneficiary in order to successfully manage and implement a project as it is required by the Programme rules and bodies. The Békés County Foundation for Enterprise Development and the other County Foundations for Enterprise Developments constitute a national network. The most popular program of the Foundations is the micro-credit program, which is available in whole Hungary.</p>
@Benefit	<p>From the experience of projects already implemented by the BMVA, it knows the necessary processes such as professional and financial planning, preparation of the application, commitment for establishing contracts, the timing of the implementation, the importance of reporting, compliance with the accounting rules, availability during controls, the fulfillment of visibility conditions, the development and maintenance of the active communication relationship with the Program bodies, the partners and target groups of the project ensuring sustainability of the project. As beneficiary, BMVA is able to share and apply past experiences in each stage of the project. Besides knowing the processes, the previous project results comprise the following: 1. Common preparation of leaflets presenting the tourist attractions of the region in Hungarian and Romanian side. 2. Hungarian and Romanian business guide has been designed, where the Romanian companies were informed about Hungarian entrepreneurship and Hungarian companies were informed about Romanian entrepreneurship. 3. A study on agricultural cooperation was completed. 4. HURO/0808/001 "Agricultural Producer Network without borders" implementing a common portal where the Hungarian and Romanian farmers generated joint procurements and recoveries. 5. Presentation materials regarding common touristic packages were completed. 6. Hungarian and Romanian businesses could upload on the sell-and-buy interface. 7. The AB-EXPO event hall was built with full infrastructure. The results created a well-working active relation between Arad and Békés counties, still supported by BMVA. Besides this, BMVA also has a database containing several Romanian and Hungarian businesses.</p>

@Other International Projects

BMVA took part in the following CBC projects: 1. RO 2002/000.628.03-32 "Creation of a regional tourism information portal and cross-border relations" submitted in 2002, implemented in 12 months. Object: generation of common touristic appearances on the Hungarian-Romanian border. 2. HU 2003/005-830-03-25 " Business foundation without borders" submitted in 2003, implemented in 12 months. Object: entrepreneurship development and promotion on the other side of the border. 3. HU-RO-SCG-1/263 "Agricultural cooperative network - study preparation" submitted in 2004, implemented in 12 months. Object: the possibility of Joint Agricultural Recovery through preparing a study. 4. HURO/0801/001 "Agricultural Producer Network without Borders" submitted in 2005, implemented in 12 months. Object: achievement of a joint procurement and recovery agricultural portal for the Romanian and Hungarian farmers. 5. RO-2004/016-940.01.01.10 " Europa! Aradul Si Bekes-ul Te Asteapta" (Europe! Arad and Bekes are waiting for you!), submitted in 2004, implemented in 12 months. Object: creation of common tourist program packs on the Romanian-Hungarian border. 6. HURO/0801/058 " Creation of a counseling network for the Hungarian - Romanian companies", submitted in 2008, implemented in 12 months. Object: creation of a counseling network for the Hungarian-Romanian companies. 7. HURO/0802/023\_AF"AB-EXPO" consortium partner role, submitted in 2008, implemented in 24 months. Object: building an exhibition and event hall in Békés County. As you can see the above mentioned projects, the BMVA has significant experience in CBC projects. Other projects: TÁMOP-1.4.5-12/1-2012-0012 – Mentoring activities for young entrepreneurs, promoting young people's to become entrepreneurs. TÁMOP-2.3.6.A-12/1-2012-0008 – Counseling for young entrepreneurs, providing trainings and organizing events.

## @PART C - Project description

### @C.1 Project relevance

<p>@C.1.1 What are the common territorial challenges that will be tackled by the project? Please describe the relevance of your project for the programme area in terms of common challenges and/or joint assets addressed?</p> <p>As identified by the ROHU Cooperation Programme's document, the target territory of the project is still struggling with a weak economic potential, characterized by a partial lack of adequate job opportunities and a relevant rate of unemployment. Moreover, the labour market is affected in terms of mobility, competitiveness and sustainability. As a result of these factors, people living in the area often become part of a selective emigration process which is showing a growing tendency in this territory. Because of this phenomenon, combined with the natural decrease of the population, the potential of the labor force is not fully exploited, generating a negative effect on the economic performance of the cross-border region. The five project partners represent two of the eligible counties: Bihor (Ro) and Bekes (Hu). The labour market data from these two counties reveals a medium sized rate of unemployment, but still unable to develop a joint labour market across the border. Official statistical data reveals some territorial challenges that include low level of job creation, underuse of economic potential, inadequate cross-border mobility. In this context, our project intends to become a tangible answer to many of the socio-economic difficulties that unemployed citizens from this cross-border area are facing. The project is highly innovative and involves many supporting activities from career guidance, to skills development, giving beneficiaries a real advantage in the cross-border labour market. Our project is relevant for this territory since it addresses one of the most important challenges set by the Programm: CH18 (Administrative obstacles, language issues, improper flow of information make cross-border labour market mobility marginal, and the development of a joint labour market more difficult). We are proposing an enhanced partnership to promote specialised range of cross-border initiatives that may address the former mentioned challenge.</p>	
<p>@C.1.2 What is the project's approach in addressing these common challenges and/or joint assets and what is new about the approach the project takes? Please describe new solutions that will be developed during the project and/or existing solutions that will be adopted and implemented during the project lifetime and in what way the approach goes beyond existing practice in the sector/programme area/participating countries.</p> <p>Our project proposes an innovative approach that is based on extensive-scale cross-border cooperation actions, providing a solid framework for the existing labour market, but also providing practical experiences and expertise exchange for the project partners. The partnership brings added value not only because it gathers different entities from the two counties, but also because it offers a complex solution for the gap that exists between labour supply and the unmet labour demand from the target area. We propose an "umbrella project" with considerable positive impact on the cross-border labour market. This feature is given first by the large amplitude of this project that covers a considerable target group. Then, activities declared by partners are various, covering actions related to development of specific infrastructure, but also actions of promoting the existing and potential cross-border labour market. Many of the proposed activities are innovative. For example, we will organize in Bihor two large-scale job fairs (never happened here before); we will develop a career guiding center were individuals starting with 16 years old will benefit of specialized career orientation services and assessment tools for this reason; a smart mobile application will be created, serving both unemployed people, but also those who want to develop their career, or to organizations that seek employees etc. In addition to the above mentioned reason, the project brings more added-value due to the fact the some of the results are dedicated directly to youths, by implementing know-how and developing an innovative employment model for them, which will be not only theoretically but also practically implemented and based on their future career guidance. The project approach and its results will be ensured by the practical implementation of the umbrella model, through resource efficiency achieve, where human resource will generate not only more results, but also socially useful ones.</p>	
<p>@C.1.3 Why is cross-border/transnational cooperation needed to achieve the projects objectives and result? Please explain why the project goals cannot be efficiently reached acting only on a national/regional/local level and/or describe what benefits the project partners/target groups/project area gain in taking a cross-border / transnational approach.</p> <p>Taking into account the existing well known challenges that characterises the labour market from RO-HU territory, cross-border cooperation can help to develop new regional strategies taking into account the development trends within the cross-border areas, not stopping at the edge of the border. Joint management of the labour market from this area could provide a solid basis for the development of an integrated and logical framework for the cross-border cooperation labour market. Cross-border institutional dialogue, as well as dialogue between organisations gathering employees and employers, is indispensable to jointly overcome the constantly emerging challenges, such as changes in the demographic structure or lack of a qualified labour force, to the benefit of the entire cross-border region. All the five partners aim to a functional co-operation. Our project proposal seeks to solve territorial problems, creating a solid framework for labour market, promoting specialised information exchanges and reducing non-visible barriers to labour market and mobility. Taking into account the geographical proximity between target groups and the resemblance of the labour market along the border, a project developed only on one side will never have the same impact as a cross-border project could have. Benefits will have a larger-scale upon the labour market, allowing a faster economical growth of the target area. Also, there are some activities that only partners from one side of the border have experience to deal with. For example, large-scale job fairs have never been organised on the Romanian side of the border, yet such activities are considered to be very helpful for the labour market. In this respect, PP3 will share know-how especially with PP1 to help the Romanian partner to have success in developing the two fairs. On the other side, Romanian partners will share experience abroad on how to deal with young generation in relation to the economic and labour sector.</p>	
<p>@C.1.4 Please select all cooperation criteria that apply to your project and describe how you will fulfil them. Cooperation criteria Please select all that applies to your project</p>	
<p><b>@Cooperation criteria</b></p>	<p><b>@Description</b></p>



<p>@Joint Development</p>	<p>X</p> <p>The project idea and the budget calculation have been elaborated in the course of working meetings between project partners. The partnership has come to life and works on the common basis of welfare activities in all four institutions. Workpackages have been elaborated on the occasions of negotiations, and the partners have volunteered to allocate human, financial and time resources in order to comply with the steps specified in the program's guideline. The project was prepared by all five partners and the elaboration of application form was coordinated by the lead partner. SBDO has contracted a company in order to draw up the entire project. The cooperation between partners was very intense in the last six weeks before the submitting of the project. Each partner appointed a contact person responsible for providing information and data. Several project meetings and site visits took place, many exchanged e-mails and telephone discussions were part of the project preparation activity. The objectives, the results, indicators, deliverables, target groups, risks, activities and budget were set out jointly by the partners during the preparation phase. Taking into consideration the large number of partners involved in the project (five partners), the preparation activity was complex and laborious. Every idea, desire or request coming from any partner was discussed, negotiated, before decisions were taken. Each partner brought a contribution to the project development. The experience of each partner has left its mark on the project idea. Several meetings took place in Bekescsaba and Oradea. These meetings were attended by the legal representatives of the project partners and the representatives of the consultancy company.</p>
<p>@Joint Implementation</p>	<p>X</p> <p>Each activity shall be carried out with the joint participation of the partners, and the long-term results will be felt on both sides of the Romanian and Hungarian border, thus binding the participants to maintain the cooperation. The Partnership and the Budget reflect the distribution of tasks between partners that shall perform all activities together, and shall reciprocally support and supervise. Activities shall be exclusively performed on the basis of the partners' mutual participation. The five partners will be involved in all activities of the project. Delegations consisting of representatives and experts from each partner will participate at every joint action. Joint implementation meetings will be held with the participation of partners' representatives, project team members and representatives of project implementation companies. In the project development phase, a Communication plan has been drawn up, plan that will be respected and monitored during project implementation. Also, a joint activity / action plan and a travel chart will be developed by the management teams of partners at the beginning of the implementation phase. All this documents will help the project management teams and will simplify their activity, so the project can be easily monitored. The implementation activity will be coordinated by the lead partner.</p>

<p>@Joint Staffing</p>	<p>X</p> <p>In this project are involved five organizations from two countries, so the implementation method is different for each partner: the lead partner and project partner 1 (the Romanian side) will have mixed project management services (2 internal responsables / partner and externalized project management company for each), project partner 2, project partner 3 and project partner 4 (Hungarian side) will appoint internal project teams/responsibles. Each partner decided the best method for the project implementation staff (internal, external or mixed team). The two Romanian partners drew up the Terms of reference and Job descriptions, documents that will guide the development of the project management activities. The project management companies` role will be to develop the necessary documents and to advise the internal staff of LP and PP1 regarding the project implementation. The three Hungarian partners drew up the Job description (tasks, duties, responsibilities) for their project teams. The project teams of Hungarian partners are made up as following: project partner 2 – 3 persons; project partner 3 – 3 persons and project partner 4 – 1 person, each of them having the necessary qualification to successfully implement the project. Also, a joint structure will be created in the frame of the project: the Project Steering Committee. This Committee will represent the main decision making body of the project, having as members the legal representatives (or their empowered representatives) of the partner organizations. Each partner`s project team and the companies tasked with the project implementation will cooperate in order to achieve the objectives, to accomplish the results and indicators and to develop the activities. The communication between the structures responsible with the implementation of the project will be assured by e-mail correspondence, joint meetings, online or telephonic discussions.</p>
<p>@Joint Financing</p>	<p>X</p> <p>The project is joint financed with own contribution by four of the five partners: SBDO, AJOFM, BMKIK and BMVA. BMKH (Government Office of Békés County) is a beneficiary who is classified as „Hungarian Beneficiary other than Central Budgetary Organs in Hungary, who does not need to provide own contribution“. In his case, the national contribution will cover 15% of this partner budget. However, like the other partners, BMKH will allocate the necessary amount of money for the implementation of the project, until the reimbursement of these sums. The lead partner and AJOFM will allocate each 2% own contribution to their part of the budget. For BMKIK and BMVA the own contribution will be 5%. The budget is balanced between partners, according with each partner activities, and is proportional with partner`s role and responsibility in the project. The budget of each partner is realistic and based on price offers. The joint financing is also assured by the national co-financing of Romania and Hungary. The joint financing of this project implies provision of funds from two sources (local and national budget).</p>

## @C.2 Project focus

### @C.2.1 Project objectives, expected result and main outputs

#### @Programme priority specific objective

#### @Project main overall objective

@What is the main overall objective of the project and how does it link to the programme objective? Specify one project main objective and describe its contribution to the programme priority specific objective.

The main objective of the project is to increase the quality of employment in the cross-border programme area by creating the framework conditions for a better exploitation of the existing talents in Bihor and Bekes counties. When defining their objectives, the partners started from the fact that the general economic environment of the target area is not outstanding. Besides the lack of job opportunities (concentrated in the county capitals), one of the drawbacks is represented by the mismatch often experienced on the labor market between the offer and the demand. It became rather common that employers are complaining about the lack of qualified, motivated work force, while the employees on the other hand are not happy with the wages offered and the general working environment. Nevertheless, the total population of the two counties is of almost 1 million people, therefore it represents a pool of talents, which may contribute to the economic revitalization of the area. While the general economic situation is dependant of a complexity of internal and external factors beyond the influence of the partners, the project may bring a meaningful contribution to the better identification and exploitation of the skills and competences from the area. Based on this recognition, the partnership defined its main objective as an initiative meant to provide support for youngsters (and not only) in choosing the most suitable professional career, based on their personal skills and abilities. The partners represent relevant institutions and organization which are in the position to provide efficient help in this sense, since they are in contact and have a deep understanding of the entire local labor market. Hence, the ultimate goal of the project will be to contribute to the professional development of the labor force, by guiding it to the professions where there is (and will be) demand for, and which are the closest to the psychological and professional structure of the individuals.

#### @Programme result

@Select one programme result indicator your project will contribute to.

R 8/b Employment rate in the eligible area as a percentage of the working age population

#### @Project main result

@What is/are the project main results and how do they link to the programme result indicator? Specify your one or more projects main results and describe their contribution to the programme result indicator.

The main result of the project will be the set-up of a network of career guidance services provided for the youngsters (and not only) from Bihor and Bekes counties which are at the beginning of their active, professional lives. These services are meant to support them in identifying a suitable career based on their skills and competences, but also by taking into consideration the existing and future trends on the labor market. At present, specialized career guidance is available in the target area, but due to the lack of resources and coordination, it is rather difficult to get access to it. The services will be provided by the partners in an integrated maner, building upon each others competences, professional experience and expertize. Hence, an essential part of the network will be the two Centers created in Oradea and Bekescsaba which, beyond their public service provider character, will represent important resource centers for career guidance in the area. The specialists of the two centers will offer a large array of support activities to the interested persons, having an instrumental role in achieving the project objectives. The activity of the Centers will be complemented by actions undertaken by the partners on various relevant topics: identification of the professions which are lacking on the labor market, so that the professional orientation is directed towards fields where there are good chances that they will be able to work; events designed to provide a detailed insight into certain professions, with the possibility to make a first contact and to experience in person certain characteristics of these occupations; provision of practical information about the entrepreneurship as an alternative to classical jobs. All these activities will provide for the target group a comprehensive set of high quality services of support for career development, making them accessible throughout the territory of the two counties.

#### @Project overall objectives

@Which are the specific objectives the project will be working towards? Define max. 3 project specific objectives.

**@Title of specific objective**

**@Please provide a short explanation on the defined specific objectives**

<p>To create the material and professional background for the development of career orientation services in Bihor and Bekes counties</p>	<p>This objective represents a pre-condition for achieving the project overall objective, since it is intended to set-up the core elements of the upgraded career guidance system in the two counties. The fulfilment of this objective will secure an important development in the quality of the existing career guidance activities from the two counties. An important aspect is represented by the professional trainings for the specialists which will provide the services within the project. Through these trainings, the available know-how will be refreshed and complemented with the latest developments in the field, thus the target group will have access to improved, more efficient consultations. The professional workshops which will function as a platform for exchanging experiences at cross-border level, will not only increase the capacity of the partners to implement the project activities, but in the meantime it will allow the transfer of good practices in the field, contributing to the overall improvement of the career guidance system. The creation of the two Centers in Oradea and Bekescsaba will have the major impact on the project area. Besides the services provided, they will act as professional hubs in this specific topic, providing access to knowledge and methodology for the experts from throughout the two counties (and beyond).</p>
<p>To increase the visibility of the career orientation services and to raise awareness about their importance</p>	<p>The services developed within the project will have a limited impact in case they won't be accessible to a large share of the target groups. Beyond its physical aspect, the accessibility refers mainly to the dissemination of the information about this opportunity. The relative low interest related to such type of services is determined mainly by the lack of their visibility, many potential interested persons being unaware of their existence. Moreover, even if in case of awareness, the career guidance is not considered as a helpful instrument, being often ignored due to skepticism. Hence, the partners set the goal of increasing the visibility of such services and of facilitating the understanding of their benefits. The objective will be achieved partly through the communication activities, which were built-in as integral part of the project. On the other hand, the partners will deploy important resources in establishing personal connection with as many representatives of the target group as possible. Based on the local circumstance, resources and socio-economic conditions, the partners will use a large variety of instruments in this sense: from roadshows to participating in local/regional public events where a large number of potential beneficiaries are gathering; from advertisements to large scale job fairs, where the participants will be offered the opportunity to get in contact and to understand the benefits of such services.</p>

<p>To develop competences meant to support the career development of the youth</p>	<p>Acquiring specific knowledge related to a certain professions is a necessary but not sufficient step in developing a successful career. There are a large number of other, so-called general skills which are necessary for the full valorization of the professional competence. Considering the specificities of the project, the partners selected a number of skills which are considered essential for the target group and which will support their efforts in developing a career. These are trainings in entrepreneurship, in order to familiarize the youngsters with the most important challenges which are faced when starting and managing an enterprise. They will have an educational purpose, of handling knowledge which will be useful for running an enterprise. But beyond this aspect, this activity will also support the target group in making informed decisions about starting to act individually on the labor market. In order to make the learning process interesting and engaging for the youngsters, the partners will develop a software which will act as a training material, presenting the necessary information in the form of a computer game. Additionally, trainings in computer literacy and foreign languages will be provided. While most of the youngsters are nowadays familiarized with computers, their knowledge is often limited to handling internet browsers, or smartphone applications. When it comes to using the IT facilities as tools for daily work, often the existing competences prove to be insufficient. Similarly, it is widely acknowledged that the youngsters are speaking foreign languages. But this knowledge is acquired via internet, movies and TV, and when it comes to a good command of a specific language, the results are not very good. Both of the abovementioned competences represent valuable assets during the career development process. Therefore, dedicated trainings will be made available through the project.</p>
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<b>@Project main outputs</b>					
<b>Overview table on project outputs as defined in the work plan</b>					
<b>@Programme output indicators</b>	<b>@Project output indicator targets</b>	<b>@Measurement Unit</b>	<b>@Project main output quantification (target)</b>	<b>@Project main output number</b>	<b>@Project main output (title)</b>
CO44 Labour Market and Training: Number of participants in joint local employment initiatives and joint training	9 010.00	Number	516.00	T1.1.1	Enhanced level of accessibility for target groups to joint local employments initiatives and joint training
			7 100.00	T2.1.1	Balanced labour market in the programme area between supply and demand
			360.00	T3.1.1	Increased level of preparedness for integration on the labor market of the youth from Bekes county
			500.00	T4.1.1	Increased access to career guidance services for the population of Bekes county
			520.00	T5.1.1	Youth in Bekes county better equipped with practical information about entrepreneurship
			4.00	I1.1.1	Prepared employees to manage people who need career guidance
			10.00	I2.1.1	Qualified consultants providing career guidance services for the population of Bekes county

**@C.2.2 Target groups**

<b>@Target group/-s</b>	<b>@Please further specify the target group/s (e.g., bilingual elementary schools, environmental experts, etc.).</b>	<b>@Target value</b> <b>Please indicate the size of the target group you will reach.</b>

Other	<p>The main target group of the project is represented primarily by pupils aged over 15 years from the two counties Bihor (17,032 pupils) and Bekes (9,361 pupils) who will benefit from a much wider range of services in the field of guidance, orientation in their career and implicitly in the choices they make in terms of professional life. Young people are the direct beneficiaries of all the activities organized within the project: career fairs, counseling and orientation, developed IT programs and platforms, competitions. They represent the future and investing in their education and training is a win of the whole society. The 125 pupils aged over 15 years of Don Orione High School, educational institution administrated by SBDO, will be also the beneficiaries of the Career Guidance and Professional Training, along with other pupils/students from Oradea and Bihor. In addition to the pupils, an important target group is the young graduates, the students (over 12,000 in Bihor county, there are no university education institutions in Bekes) and the young Neets - "Not in Education, Employment, or Training" (in Bihor, 1076 are registered and profiled and in Bekes, 2103). Young graduates, students or young Neets looking for a job at the beginning of a professional career will be helped and supported in making an important professional decision by specialized services. Being the most important target group, young people will be involved in most project activities. Well-trained students with new skills and abilities, aware of the importance of choosing a suited career, are a benefit of educational institutions and of the community in general.</p>	41 572.00
education/training centre and school	<p>Educational institutions – all educational institutions in the counties of Bihor and Bekes (high schools, vocational schools, universities) will benefit from the activities and results of the project. In Bihor County there are 5 universities and 48 schools (high schools, vocational schools), and 56 schools in Bekes County that have students aged over 15 years. All the organized activities and services offered within the project constitute a category of extracurricular activities to which all these educational institutions will have access. In Bihor County, the schools will be contacted through the County School Inspectorate and the 5 schools will be contacted directly. In Bekes county, the relationship with the educational institutions will be intermediate through Pedagogical Education Center from Békéscsaba and Klebelsberg Institution Maintenance Center. The possibility of multiplying the results of the project is higher due to the involvement of an educational institutions.</p>	109.00

SME	<p>Companies and the business environment of the two counties, Bihor and Bekes – the SMEs and the business environment will benefit from the results of this project due to the increased quality of the workforce. All activities of the project aim at increasing the attractiveness on the labor market of the jobseekers. The SMEs and the business environment will benefit of potential employees with more abilities, improved skills and various knowledge. Also, SMEs will be beneficiaries of the Large Scale Job Fairs. At European Union level the SMEs accounted for 99.8% of total non-financial businesses. In Bihor county, in 2016, the total number of active SMEs was 17.945, as follows: 0-9 employees: 15.938 companies, 10-49 employees: 1.702 companies, 50-249 employees: 305 companies. In Bekes county, at the end of 2017 there the total number of active SMEs was 64.030. The system of SMEs represents the "heart" of Europe 2020 strategy of growth of the European economy. Encouraging the SME sector is an important concern at European Union level, considering that SMEs are key drivers for economic growth. Small and medium enterprises play an important role in the development of economy, by creating jobs, by supporting competitiveness and innovation, emphasizing dynamism and market atomicity. Both in Hungary and in Romania, small and medium enterprises are predominant in both the total number of enterprises and in terms of number of employees. Therefore SMEs directly affect employment and economic growth.</p>	81 975.00
General public	<p>The residents of Oradea and Bekescsaba in particular and of Bihor and Bekes counties in general – the entire cross-border community will indirectly benefit from the results of the project. According to the latest available statistical data, on 1st of January 2017 Bihor County had a total population of 618,582 inhabitants (of which in Oradea 222,193), and Bekes County, on 1st of January 2015, had a total population of 351,148 inhabitants (of which in Bekescsaba 60,334). A particular target group is represented by pupils' parents, teachers and jobseekers (unemployed persons, including the long-term unemployed, persons with disabilities, women returning from child care leave, housewives who want to reintegrate into the labor market, people who came out of prison, people who want to change their jobs - professional reconversion, etc.). In 2017, the number of unemployed in Bihor County was 6.497, an unemployment rate of 2.43%, and in the county of Bekes, the number of unemployed slightly exceeded 7.000, with an unemployment rate of 4.7%. Given that services provided in the frame of this project are open to everyone, from this category, we estimate that the target group is about 96,000 people (people who will benefit directly or indirectly from the results of the project).</p>	96 000.00



### @C.2.3 Durability of project outputs and results

@How does/will the project ensure that project outputs and result/s have a lasting effect beyond project duration? Please describe concrete measures (including institutional structures, financial resources, etc.) taken during and after project implementation to ensure and/or strengthen the durability of the project `s outputs and results. Explain how outputs will be further used once the project has been finalised and, if relevant, explain who will be responsible and/or who will be the owner of results and outputs.

Our project matches the real needs of cross-border labour market actors, and thus, it is more likely to be durable in time, long after the project ends. There are few key conditions in this project that will strengthen the durability of the project outputs and results. The first factor is that the proposed actions have a large coverage in terms of target groups. The second is that our project mitigates the weaknesses in the national legislation, in the education curricula by providing to specific target groups an opportunity to gain real theoretical and practical experience officially recognized at national level. Moreover, once the infrastructure is ready to use and the services are set, the two career guidance and professional training centers from Oradea and Bekes, will develop sound relations with actors in the labour market field (cross-border, local and national actors). All partners that will implement activities related to infrastructure development and equipment purchasing have resources to maintain it long time after the project is ended, including acquiring specific insurances. In addition to these, all partners will assure human resources to support the outcomes and results gained through this project (some partners have already specialised employees; others will hire skilled personnel to do this e.g. LP). The ownership for infrastructure and equipment will be assured by partners according to the budget and developed activities. The existing cross-border partnership between LP and PP2 (they successfully implemented before one large CBC project), the existing partnerships between partners on both sides of the border in terms of labour topics, the past experience of partners in implementing CBC projects are all factors that assure the durability of this project. Moreover, this close cooperation among partners generates opportunities to launch new cross-border and other international projects after the end of the project.

### @C.2.4 Transferability of project outputs and results

@How does will the project ensure that project outputs and results are applicable and replicable by other organisations/regions/countries outside of the current partnership? Please describe to what extent it will be possible to transfer the outputs and results to other organisations/regions/countries outside of the current partnership.

Project outputs and results that surely will have a high transferable character are: a. running 2 large-scale job fairs in Oradea (no such type of job fair was ever been organised in Romania. PP 3 is experienced in conducting such events and past experience had shown many benefits for the labour market. PP1 will take over the PP3s best practice. Once project is ready, other similar organisations from region and country could be inspired to conduct such events); b. target groups that will be trained during this project by different partners, will be able to transfer their newly acquired / developed skills in many jobs from now one (individuals will be trained on transferable skills like communication, IT skills, time management etc that will bring benefits for them and for employers. Such transferable skills are characterized by flexibility, diversity, portability, and high employability); c. development of mobile-offices for getting closer to the geographically marginalized target groups (this activity could be taken over by other public institutions that offer employment services, especially from rural regions where individuals are highly involved and agricultural services); d. the mobile application developed by the Hungarian partner will be highly transferable in other regions and could offer an added value for the general labour market; e. the IT application developed by PP4 has also transferable features because educational institutions or profile organization could transfer the idea of using such an application to develop business awareness skills to individuals that indent to create business of their owns; f. the quality assessment document (action plan of PP1) will set future action/intervention directions on the labour market that could be used or inspire resembling organizations to further develop and implement innovative labour market solutions, to transfer tailored models into different country contexts and share lessons learnt.

## @C.3 Project context

@C.3.1 Project Contribution wider strategies and policies  
How does the project contribute to wider strategies and policies? Please describe the project `s contribution to relevant strategies and policies; in particular, those concerning the project or programme area.

The RO-HU Programme's aim related to the labour market is that of a market that is able to cope efficiently with structural issues and fluctuations from this market, being characterized by more jobs and increased cross-border labour mobility. Our project will reform the cross-border labour market from the target territory, reducing the labour market segmentation between those in precarious employment and those on more stable employment, delivering youth opportunities (e.g. career guidance centres), reinforcing public employment services (increasing quality of services and the infrastructure), reinforcing also the social dialogue (e.g. during job fairs). In addition to this, we put a great emphasis on the idea of coping with skills mismatches (career assessment&guidance, counselling and mediation, professional trainings), ensuring thus a better recognition of skills and qualifications, anticipating skills needs and improving on a long term the synergy between the worlds of education and work. Our project is in line with The Europe 2020 Strategy on the topics of inclusive growth. The Europe 2020 strategy has placed a strong emphasis on job creation and on increasing the rate of employment in EU. Our project is relevant because it develops and it increases the quality of the employment in this area. Activities are designed so that individuals will plenty benefit of up-to-date jobs information, of professional trainings, of career guidance sessions, of on-site meetings (dedicated to people that can't reach events or services delivered usually in the urban zone). Thus, we will enhance the target group's employability. The project is also in line with the two national strategies for employment (2014-2020) and it addresses challenges that are similar in Romania and Hungary. One of the benefits of this project is related to expanding the network of counseling, guidance and retraining centers, including free assessment of skills and competences.

@Indicate if the project contributes to a macro-regional strategy and describe in what way.

**@Description**

<p>EU Strategy for the Danube Region</p>	<p>The project fits pillar no. 3 of the European Union Strategy for the Danube Region: building prosperity. The project partially fits another two pillars of the European Union Strategy for the Danube Region: connect the region and strengthening the region. The project is in connection with four priority areas; Priority Area 7 "Knowledge Society", Priority Area 8 „Competitiveness of Enterprises”, Priority Area 9 “Investing in People and Skills” and Priority Area 10 “Institutional Capacity and Cooperation”. The project contributes to the achievement of several targets set out under priority axes. These targets are translated into actions / activities of the project. Through its goals, objectives and activities, the project contributes to: - a higher employment rate in the Danube Region, especially through tackling youth and long-term unemployment, - improved educational outcomes and relevant skills and competences in the Danube Region, focusing on learning outcomes for employability, equal opportunities and non-discrimination as well as the promotion of civic competences and lifelong learning opportunities for all, - ensuring inclusive education and training and promoting inclusive labour markets, equal opportunities and non-discrimination as well as the promotion of civic competences and lifelong learning opportunities for all - a closer cooperation between educational, training and labour market, in particular on regional and bilateral levels. The project is integrated into the European Union Strategy for the Danube Region and fits the goals stipulated in the Danube Strategy, contributing to fulfill its established targets. The main objective of the project is to increase the quality of employment in the ROHU cross-border area by creating the framework conditions for a better exploitation of the existing talents in Bihor and Bekes counties.</p>
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**@C.3.2 Synergies**

@What are the synergies with other past or current EU and other -projects or EU-initiatives the project makes use of?

Many synergies can be found with past projects in case of all five partners. PP1 and PP3 are the most experienced in conducting projects having objectives closely related to the labour market. This project is in synergy with POSDRU projects that PP1 had implemented before (e.g. “FACTOR. Be active in your city!”-increasing the employment rate at the level of the implementation regions by facilitating access to the labour market inactive people, jobseekers, unemployed, long-term unemployed; “CEO. Hospitality Excellence Center”-increasing the adaptability of employees and enterprises in the N-W and W Regions; “A Better Future for Women in Bihor”-increasing employment opportunities and building a professional career for women in Bihor. The present project proposal continues past initiatives of PP1 bringing new activities like the organisation of large scale job fairs. In the same time, initiatives carried out before by PP3 (e.g. “Improving the Employment Situation of Disadvantaged Groups’ ”; “Youth Guarantee Programme”) will receive more consistency after the Carer Guidance Centre will be developed through this project in Bekescsaba.

This project is also synergic with LP’s EU projects like “Let’s go to Italy (2010)-Skills training and increased professionalism of students working in the fields of mechanics, electricity”; “Sky-Skills for Young People in the social services”; “Euroschoo-Development of competences through educational partnership and cross-border cooperation”. LP is a relevant actor in the educational filed that clearly shows its interest in labour market and career guidance and trainings, so the present project continues its efforts in this field.

PP2 and PP4 are partners that are related more to the entrepreneurial environment. Past projects put accent rather on the business environment (as target group); instead of this, the present project will continue their work and will bring entrepreneurs closer to the potential employment market.

@C.3.3 Knowledge

@How does the project make use of building available knowledge?

The available knowledge is high in case of all partners. All of them have experience in implementing European projects, three of them having a lot of experience in conducting cross-border EU projects. Two of the partners deliver specific public employment services that ensures the implementation of measures to prevent unemployment, measures to stimulate employment, social protection of non-employed people, organizes and carries out the process of employment and training. Their experience and access to official data bases related to labour market is crucial to this project. All of the project partners have knowledge in dealing with the entrepreneurial sector so that a smooth connection to the potential job seekers could be assured.

This project will teach partners how to deal with other partner-organisations coming from different fields: public institutions, NGO, chamber of commerce. Once the general framework for labour market will be set, partners will learn how to manage and to monitor it in order to have mutual gains in such a relevant field of interest. LP will show to the other partners the importance of integrating and guiding young people through the cross-border market. PP1 will share to the other partners information on how to get closer to target groups that normally have lower access to specialised information and services related to employment market. PP2 and PP4 bring in this partnership their experience in dealing with business environment which wouldn't exist without a proper-matched employment market.

An important lesson of sharing different know-how for the same purpose will be learned; during all the meetings and events, partners will identify comments and recommendations that could be valuable for future projects. We expect that this project will provide us guidance on finding effective and suitable solutions for an integrated labour market in this cross-border area.

### @C.4 Horizontal principles

@Please indicate which type of contribution to horizontal principles applies to the project, and justify the choice.

@Horizontal principles	@Description of the contribution	@Type of contribution
Sustainable development (environment)	<p>Project Partners took into consideration potential harmful effects of the planned investments upon the environment, especially in case of LP and PP3 who will develop two centers for career guidance and professional trainings and counseling for target groups. Thus, the infrastructure from Oradea and Bekescsaba shall respect environmental laws and norms regarding such type of buildings; moreover, environmental-friendly technical solutions were chosen for the two buildings (for example, solar panels shall be put of the LP's building roof for supplementing the inner heating; LP will use as external insulation of the building shall be ecological, and easy recyclable etc.). PP1, PP2 and PP3 will purchase two cars (VANs) that will respect the emission standard EURO 6. The positive consequence on environment as cross-border impact will be an effective management of environmental factors that have effects on both sides of the border. In the tender documentation, providers will be asked specifically to propose environmentally friendly equipment and tools solutions. Since our project also involves purchasing products these products will comply with the energy efficiency requirements set out in Annex III of the Energy Efficiency Directive (2012/27/EU) for products subject to public procurement. This project will help meet the needs of both the present generation, but also of the future one. Project activities will stimulate economic growth and social inclusion by protecting the environment rather than damage it. This project will have no negative impact upon the surrounding environment and also does not affect NATURA 2000 sites.</p>	positive

<p>Equal opportunity and non-discrimination</p>	<p>We will ensure that European (including: The Racial Equality Directive 2000/43/EC The Employment Equality Directive 2000/78/EC; Gender Equality Directives 2002/73/EC &amp; 2004/113/EC) and importantly national legislation as regards equal opportunities will be followed. When preparing this project proposal we focused also on the GENDER EQUALITY AND NONDISCRIMINATION within the Interreg V-A Ro Hu Programme 2014-2020 document, and we took into consideration the followings: - given the diversity of the cross-border labour market in terms of target groups and individuals, all the five partners will conduct activities that are taking into account the needs of groups at risk of discrimination. First, the job-fairs will have a general feature and free access, and will be organized so that no group of individuals should be discriminated. The infrastructure and buildings of the two career guidance and professional trainings centers will take into account facilities for disabled people (elevators, wheelchair ramps, handrails etc). When choosing the halls for organizing job-fairs, partners will choose only locations that permit access for disabled persons. In addition, some of the project partners intend to purchase special cars (VANs) just to be closer to individuals who have low access to specialized services in terms of job guidance, mediation, counseling. Because of some physical disabilities or unfavorable geographical settings, many people cannot reach events that specialized institutions are organizing for the labour market, thus they constantly remain out of this market. - the young generation, as a disadvantaged group on the labour market (mostly because its lack of work experience) is one of the target groups focused by this project (special meetings and career guidance sessions will be dedicated to them. - the project members will be responsible for equal opportunity and diversity consideration monitoring.</p>	<p>positive</p>
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<p>Equality between men and women</p>	<p>Partners will offer equal treatment between women and men, will take into consideration different capacities, needs and aspirations of men and women and while offering equal treatment. Actions proposed through the project implementation phase will take into account gender equality and non-discrimination principles. In Romania, official statistics related to December 2017 show that in case of Bihor County, the number of unemployed women is 2.946 from the total of 6.497 people that have no job. Although this number does not overcome the number of men that have no job, the difference is not relevant and the number of women is still high for this vulnerable group. In Bekes County the amounts are quite similar. We will pay attention to the proportion of men and of women that can be part of this project, and after closing, that can actually benefit of the project results. We will give special consideration to women that are willing to re-entry the labour market after spending time at home for raising children. Then, when designing the promotional materials, we will pay attention especially to pictures, so that women will be presented in equal proportion as men. Partners will pay attention to the number of men and women that will participate to the events organized through this project, so that the difference of number between them to be as small as possible. Our project will have no negative impact on equality between men and women. No discrimination will be shown when organizing public procurement procedures. As for the project team members, we will keep a balanced gender approach between members of female and male gender. As the work description documents show, we will ensure non-discriminatory working conditions for all the members of the project team in terms of salary, job description, workload distribution, distribution of responsibilities, work schedule, keeping the same balanced gender approach.</p>	<p>positive</p>
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**@C.5 Work plan per work packages**

@Type: Preparation

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
P	Preparation	01.2017	01.2018	22 120.00

<b>@Partner involvement</b>	
@Partners involved	
@Name: Bihor County Employment Agency @Role: PP	
@Name: @Role:	
@Name: Government Office of Békés County @Role: PP	
@Name: @Role:	
@Name: @Role:	
@Name: Békés County Chamber of Commerce and Industry @Role: PP	
@Name: @Role:	
@Name: Don Orione Beneficence Charity Society @Role: LP	
@Name: @Role:	
@Name: Békés County Foundation for Enterprise Development @Role: PP	
<b>@Summary description and objective of the work package</b>	
<p>The idea of the project arose in 2016, when the lead partner began discussions regarding the project idea with BMKIK. In early 2017, AJOFM has joined this partnership. After shaping the idea, two new partners – BMKH and BMVA - joined the development of the project. Joint discussions have intensified in late 2017, the project idea became more concrete. In the same period, the project partners started the visits aimed to know better each other. Lead Partner is the entity who led during this period the exchange of information between partners.</p> <p>Don Orione Beneficence Charity Society - contracted the services of a specialized company for the elaboration of project and annexes related, has contracted the services of an architect to carry out technical documentation, submitted documentation and obtained urban planning certificates, submitted documentation and obtained from Bihor County Environmental Agency the report related to the investment, contracted the services of a certified translator for translating the documentation necessary to obtain the title deed for the land, obtained the title deed, centralized the needed information for the project development.</p> <p>Bihor County Employment Agency – requested price offers for the equipment and services provided in the project budget, formed an internal team for project planning, provided technical and professional information needed to develop the project, obtained from Bihor County Environmental Agency the report related to the project.</p> <p>Bekes County Chamber of Commerce and Industry - requested price offers for the equipment and services provided in the project budget, formed an internal team for project planning, provided technical and professional information needed to develop the project.</p> <p>Government Office of Békés County - contracted the services of a technical expert to carry out technical documentation, requested price offers for the equipment and services provided in the project budget, formed an internal team for project planning, provided technical and professional information needed to develop the project.</p> <p>Békés County Foundation for Enterprise Development - requested price offers for the equipment and services provided in the project budget, formed an internal team for project planning, provided technical and professional information needed to develop the project.</p> <p>The partners have collaborated and provided information necessary to draw up the application form at meetings held both in Oradea and Bekescsaba, but also via electronic mail.</p>	

**@Type: Management**

<b>@WP Nr</b>	<b>@WP Title</b>	<b>@WP Start date</b>	<b>@WP End date</b>	<b>@WP Budget</b>
M	Management	03.2019	02.2021	234 800.05

@WP responsible partner		Societatea de Binefacere Don Orione Oradea		
<b>@Partner involvement</b>				
@Partners involved	@Name: Don Orione Beneficence Charity Society			
	@Role: LP			
	@Name: Bihor County Employment Agency			
	@Role: PP			
	@Name: Békés County Chamber of Commerce and Industry			
@Role: PP				
@Name: Government Office of Békés County				
@Role: PP				
@Name: Békés County Foundation for Enterprise Development				
@Role: PP				
@Describe how the management on the strategic and operational level will be carried out in the project, specifically:				
<ul style="list-style-type: none"> <li>• @structure, @responsibilities, @procedures @for the day-to-day management and co-ordination</li> <li>• @communication within the partnership</li> <li>• @reporting and evaluation procedures</li> <li>• @risk and quality management</li> <li>• @Indicate whether the management is foreseen to be externalised</li> </ul>				
<p>The management activities are designed in line with the size and complexity of the project. The internal management procedures were planned in such a way that they will provide a solid backgroundt for the implementation of the professional activities. The partners performed a detailed analysis of the specific know-how requested by the implementation of a cross-border project and identified those area where, due to the lack of availability of sufficient internal human resource, it will become necessary the involvement of external technical assistance. Hence, the WP was carefully designed both from procedural and resource point of view, so that it will ensure the observance of the Programme and national level rules and thus will contribute to the smooth implementation of the project, from professional as well as from financial perspective.</p>				
@Please describe activities and deliverables within the work package				
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.M.1	Project management at the SBDO	03.2019	02.2021	52 800.00
<p>Building on its previous experience in CBC projects, the LP will put a strong emphasis on ensuring a solid internal management of the activities, but also on securing a coherent coordination of the partnership. Thus, its management activities will be divided on two levels: partner and project level. Due to the limited available human resource with proper professional background, the LP will involve in this activity specialized external expertise to support the efficient overall management. Hence, the project management will be ensured by an internal project manager and financial manager (involved in the project part-time - 4 hours/day - 600 Eur/month/person) and external technical assistance (estimated at 24000 Eur/project duration). As part of the partner level management activities, the LP will ensure the conclusion of the necessary contracts with external providers (goods, services and works) in line with the applicable national level procurement legislation and the relevant programme level rules. An important part of the management activities will be to ensure a reliable audit trail, which will allow an easy access to the project documentation. The reporting activity at partner level will be essential for the proper implementation of the project, thus special attention will be given to the preparation and elaboration of the partner level progress reports. At project level, the management will build intensive communication chanel with the partners, so that there will be a constant flow of information about the problems encountered and the progresses made in the project implementation. Based on this, the LP will be able to identify and to react fast in case any deviations occurs. As a LP, SBDO will convene and chair the project meetings, will keep contact with the programmme management bodies on behalf of the partnership, will submit the project level progress reports and will ensure the distribution of the reimbursed ERDF support towards the partners.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

@Deliverable D.M.1.1	Partner level progress reports submitted by SBDO	Regular reports towards the First Level Control body in Romania, submitted each 4 months, detailing the activities implemented in the respective reporting period. The reports will include the costs submitted for validation, and will be accompanied by the justifying documentation as requested by the programme rules. The report will refer exclusively to the progresses registered in relation with the project parts which are under the responsibility of SBDO.	6.00	02.2021
@Deliverable D.M.1.2	Project level progress reports	Regular reports towards programme bodies (JS/MA) detailing the activities implemented during the respective period of 4 months at the level of the entire partnership, and including the costs validated by the First Level Control bodies from Romania and Hungary. The reports will be accompanied by supporting documents (as requested by the programme rules), and will refer to the progresses made by the project in achieving its objectives	6.00	02.2021
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.M.2	Project management at AJOFM	03.2019	02.2021	64 320.00
<p>Considering the complexity of its activities within the project, PP1 will involve in the project management two internal experts: one financial manager and a project coordinator, both on part-time basis (4 hours/day, at a cost of 708 Eur/month/person). While the financial manager will keep track of ensuring the necessary resources for the timely implementation of the activities, the project coordinator will have an important role in ensuring the coherence between the different departments of the institution in delivering the professional activities. Nevertheless, besides the internal experts, due to the limited experience in the procedures specific for a CBC project, AJOFM will involve an external service provider, to secure the compliance with the relevant regulations and to ensure a strong communication and synchronization with the partnership - at an estimated total cost of 24000 Eur. Moreover, in order to make sure that the public procurements will be done in line with the relevant legislation, considering the number and complexity of the procedures, a specialized external service provider will be contracted at an estimated cost of 12000 Eur. Similarly to the LP, the tasks will be divided on partner and project level. At partner level, the management team will ensure that the public procurements are delivered on time and in line with the relevant rules, the contracts are properly monitored and the payments are respecting the contractual obligations. Based on the solid audit trail defined at the beginning of the project, and building on the inputs from the internal/external experts contributing to the professional implementation of the activities, the management team will prepare and submit to the FLC body the regular partner level progress reports, each four months. In case deviations are identified compared to the initial planning, the management team will announce immediately the LP in order to identify the solutions for overcoming the problems</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>



@Deliverable D.M.2.1	Partner level progress reports submitted by AJOFM	Regular reports towards the First Level Control body in Romania, submitted each 4 months, detailing the activities implemented in the respective reporting period. The reports will include the costs submitted for validation, and will be accompanied by the justifying documentation as requested by the programme rules. The report will refer exclusively to the progresses registered in relation with the project parts which are under the responsibility of AJOFM.	6.00	02.2021
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.M.3	Project management at BMKIK	03.2019	02.2021	33 025.00
<p>BMKIK will invest important resources in ensuring a smooth project implementation, as a basis for reaching the objectives and targets defined at project level. Hence, a team of 3 internal experts will be involved in the project management: a project manager, a financial manager and a project assistant. They will take care of the administrative background of the activities (procurements, relation with the subcontractors, payments, HR and accountancy issues), securing a solid internal communication channel in between the different departments of the Chamber of Commerce, with the aim of mobilizing all the available resources for the benefit of the project. Moreover, the project management team will keep the contact with all the other partners, will participate to and (whenever the case) will organize the regular project meetings and project Steering Committee meetings. A very important part of the activity of the internal management team will be to prepare and submit the partner level progress reports to the First Level Control body. This task will be coordinated by the project manager, which will involve also other colleagues from the organization, especially the internal experts which are coordinating the WP Implementation. Each of the members of the project management team will be involved in the project on a part-time basis (2 hours/day). Their remuneration will be of 225 Eur/month each, which means 675 Eur/month. For performing the complex coordination and monitoring activities, a set of IT equipments will be purchased. This activity includes also the expenses related to the travels associated with the project management. The regular partnership meetings, the participation in programme level information events (organized by the First Level Control or National Authority), will impose transportation costs for the personnel of BMKIK. The cost is estimated at an average 100 Eur/month, and includes the transportation and (if relevant) per diems.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
@Deliverable D.M.3.1	Partner level progress reports submitted by BMKIK	Reports towards the First Level Control body in Hungary submitted each 4 months, detailing the activities implemented within the respective reporting period and including the costs submitted for validation, together with the justifying documentation, as prescribed by the programme rules. In case the FLC body will request clarifications related to the submitted documentation, additional information will be provided within the prescribed deadline.	6.00	02.2021

@Deliverable D.M.3.2	Set of IT equipment for project management	A set of IT equipments will be purchased for the use of the members of the project management team. The goal is to provide them modern instruments, which will facilitate a high quality implementation of their tasks. The set if composed of 3 laptops to facilitate the mobility of the members, 3 smartphones to support the internal and external communication, 3 laser pointers to be used during presentatons, a high-performance, color, multifunctional device which shall support the day-to-day management and the preparation of the progress reports, and a wifi router to ensure a strong internet connection during the project meetings. The estimated cost of the IT equipment is 14425 Eur	1.00	06.2019
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Actitity End Date</b>	<b>@Activity Budget</b>
@Activity A.M.4	Project management at BMKH	03.2019	02.2021	59 900.00
<p>Being a large institution, with highly regulated internal procedures, BMKH will rely on its entire organizational structure for ensuring the proper management of the project. (CONTINUE AT 4.1.1. DESCRIPTION) Their responsibility will be to ensure a smooth internal communication between the different departments of the institution in the project-related matters, so that the procedures are progressing on time and at the required quality. They will initiate the procurement relevant for the project implementation, and will follow the realization of the contracts with the external providers. It will be their responsibility to constantly monitor the investments and the professional activities, making sure that they are advancing according to the plan. In case problems arise, they will have the responsibility to make all the necessary efforts to find and implement solutions and to propose plans for catching-up. A very important task will be to create and maintain a proper audit trail, which will allow the rapid and accurate access to the project documentation within the institution. Moreover, the project and the financial managers will be the interface of the institution with the other partners and the programme management bodies. They will participate and represent BMKH in the project meetings, and will attend the programme level information events. It will be their task to prepare the regular progress reports and to submit these to the first level control bodies. A set of equipment will be purchased in order to provide them proper working conditions. This activity includes also the travel costs associated to project management, estimated at a total of 1000 Eur</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

@Deliverable D.M.4.1	Partner level progress reports submitted by BMKH	<p>Reports towards the First Level Control body in Hungary submitted each 4 months, detailing the activities implemented within the respective reporting period and including the costs submitted for validation, together with the justifying documentation, as prescribed by the programme rules. In case the FLC body will request clarifications related to the submitted documentation, additional information will be provided within the prescribed deadline.</p> <p>CONTINUE FROM A.M.4. ACTIVITY DESCRIPTION</p> <p>Nevertheless, in order to ensure a strong coordination and a solid monitoring of the planned activities, an internal team of two experts will be involved in full time between 01 -31. March 2019 (salary cost is 1150 Eur/month) and from 01. April 2019 part time (95%) in the tasks related to the project: a project manager and a financial manager. The salary costs for one person (part time) from 1st 2019 will be 1.092,50 Eur/month, hence 52.555 Eur for the entire duration.</p>	6.00	02.2021
@Deliverable D.M.4.2	Set of equipments to support the project management	<p>A set of equipments will be purchased in order to provide proper working conditions for the two full-time employed managers. The set will be composed of: 2 tables, 2 chairs, 2 laptops, 2 smartphones and 1 printer. The estimated costs of the set are of 3700 Eur</p>	1.00	06.2019
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.M.5	Project management at BMVA	03.2019	02.2021	7 482.00

This activity covers the management of the project part which is under the responsibility of BMVA. It is meant to ensure a smooth implementation of the professional activities, and to maintain the communication and cooperation channels with the other project partners. In case the project will be selected for financing, BMVA will get in touch with the national level programme bodies in order to start the procedure for contracting the national co-financing. Furthermore, an important part of these activities will be represented by the procedures prescribed by the national legislation and the programme rules for contracting the external service providers. The follow-up of these contracts, as well as the execution of the related payments will also be part of this activity, with the close observance of the rules related to invoicing and registering the costs in the accountancy - e.g. indication of the project on the invoices. It is very important that a proper audit trail will be put in place, securing the storage of the project related documentation in such a way that it will be easily identified and made available, whenever needed. This step will be of special value when the regular progress reports will be prepared (each 4 months), since it will facilitate the accurate and rapid reporting. Moreover, the management activities will include a close monitoring of the timeplan of implementation, which will allow the timely identification of any deviations. In such cases, BMVA will take the necessary measures for recovery. The activity will be implemented with the involvement of an internal expert, on a part-time basis (4 hours/day), with a retribution of 288 Eur/month - a total of 6912 Eur. He/she will be assisted whenever needed by the entire personnel of BMVA, especially in tasks related to payments, HR or legal issues. This activity includes also the travel costs associated with the participation in the regular project meetings and Steering Committee meetings - 570 Eur

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
@Deliverable D.M.5.1	Partner level progress reports submitted by BMVA	Reports towards the First Level Control body in Hungary submitted each 4 months, detailing the activities implemented within the respective reporting period and including the costs submitted for validation, together with the justifying documentation, as prescribed by the programme rules. In case the FLC body will request clarifications related to the submitted documentation, additional information will be provided within the prescribed deadline.	6.00	02.2021
@Activity Number	@Activity Title	@Activity Start Date	@Activity End Date	@Activity Budget
@Activity A.M.6	Regular project meetings	03.2019	02.2021	0.00

Besides the frequent exchange of information about the implementation of the project among the partners, the efficient internal communication will be ensured by monthly project meetings which will involve especially the members of the management teams. The meetings will be organized on a rotation basis in the two countries and will be hosted at the premises of the partners. Thus the expenditures will be limited to the transportation costs (included in the partners' budget whenever relevant). Considering the geographical proximity, this will not imply significant efforts on either of the organizations. Nevertheless, in case the personal meetings will not be possible, these will be organized via internet (skype). The scope of the meetings will be to constantly overlook the progresses made and the problems faced, and to exchange the information about the experiences in dealing with specific situations. Thus, they will represent a tool for increasing the efficiency of the management of the project. Another important role of the meetings will be to provide the background for transfer of information needed in order to synchronize the activities so that a high cross-border impact can be achieved. During the meetings the partners will transfer information which will support the elaboration of the consolidated, project level progress reports. Moreover, in case clarifications will be requested by the Joint Secretariat, the partners will have the opportunity to formulate and provide the answers based on personal consultations, increasing thus the overall quality of the progress reports. Not least, the project meetings will prepare the Project Steering Committee (PSC) meetings, increasing their efficiency. The administrative, management level will previously discuss the subjects on the agenda of the PSC and will elaborate proposals for the decisions to be taken. Hence, the PSC will be able to focus on the strategic issues related to the project implementation.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
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@Deliverable D.M.6.1	Regular project meetings	The regular project meetings will be organized on monthly basis, with the exception of the months when Project Steering Committee meetings will take place. Hence, there will be 3 meetings per reporting period, 18 meetings during the entire duration of the project. The logistics of the meetings will be provided by the organizing partners at their own premises, therefore no costs will be implied. In case of travelling, considering the small number of participants, car sharing among partners will be encouraged, contributing to the environmental sustainability and the sound financial management principles. Nevertheless, in case the personal meetings will not be possible, these will be organized via internet (skype)	18.00	02.2021
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.M.7	Project Steering Committee meetings	03.2019	02.2021	0.00
<p>The Project Steering Committee will represent the main decision making body of the project, having as members the legal representatives (or their empowered representatives) of the partner organizations. The PSC will meet regularly, once per reporting period, at the premises of the project partners, on a rotation basis. The agenda of the PSC meetings will be prepared during the regular project meetings, which will also prepare proposals for decision making. The PSC will make decisions on the strategic level of project implementation. Hence, it will overview the timely and quality implementation of the project, will decide about the measures to be put in place in case of serious deviations from the plan. The PSC will decide about the proposals to submit contract modification request to the programme management bodies, in case no other solution was identified for recovering the deviations. The PSC will be chaired by the representative of the LP, and in the decision making process each partner will have one vote. In case of emergency, the decision making process can be done via written consultation, the procedures being launched and managed by the LP. Furthermore, it will discuss and decide about opportunities to reinforce the transferability and durability of the project results. The Steering Committee represents an important instrument in ensuring the sustainability of the project, since it will strengthen the links and communication channels among the five partners. The process which will represent a solid basis for continuing and widening their professional cooperation beyond the project implementation period.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

@Deliverable D.M.7.1	Project Steering Committee meetings	The Project Steering Committee meetings will be organized each 4 months at the partners' locations, on alternative basis. The first and the last PSC will be hosted by the LP. The meetings will be convened by the LP in close cooperation with the hosting organization. Each PSC meeting will be documented and minutes will be prepared about the decisions taken. Since the meetings will be hosted at the partners' premises, they will not require any additional logistical efforts. In case needed, the partners planned the transportation costs within their management-related activities	6.00	02.2021
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.M.8	Project risk management	03.2019	02.2021	0.00
<p>The implementation of a project implies a series of risks of different nature (procedural, professional, etc), which may have a negative impact of the successful attainment of the results and objectives. Therefore, the risk management is considered a very important element of the overall project management, and therefore is provided special attention already from the beginning of the project. In the first progress period, the project manager will prepare a Risk management plan which will investigate the main factors which may hamper the implementation of the project. The plan will define procedures to be applied in case the risks are producing, including the definition of responsibilities at the level of partnership. This instrument will support rapid reaction in case deviations appear compared to the initial planning, limiting the potential negative effects on the project. Since the circumstances and external environment in which the project is implemented are continuously changing, the risk management plan will be reviewed and revised after the first year of implementation. The experiences gathered so far will be used in refining the content of the plan. The activity will be finished with the elaboration of the risk management plan (or its revision), but it will consist of an active monitoring, throughout the project implementation period. The elaboration, monitoring and revision of the risk management plan will represent one of the responsibilities of the LP, which will perform this task with the support of the specialized external expertise involved for providing technical assistance for project management. Therefore, this activity will not imply any additional costs on the project budget.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
@Deliverable D.M.8.1	Risk management plan	The Risk management plan will contain a comprehensive analysis of the risks having a potential to negatively influence the project implementation. Based on the analysis, the risks will be ranked into three categories, based on the probability of their occurrence and the impact they may generate. The document will provide for a mitigation plan, detailing measures and responsibilities in order to minimize the effects. The plan will be endorsed by the PSC of the project, and will be updated after one year of implementation	1.00	06.2019

@Type: Investment

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
I1	LP investment activities	03.2019	04.2020	944 400.00
@WP responsible partner		Don Orione Beneficence Charity Society		
<b>@Partner involvement</b>				
@Partners involved		@Name: Don Orione Beneficence Charity Society @Role: LP		
@Description and objective of the work package				
<p>There are two important components of this activity:</p> <p>(1). Construction and organization of a Career Guidance and Professional Training Center in Oradea - This activity involves the construction of the building by extending the existing one, endowing it with furniture and IT equipment necessary for carrying out the activities of career guidance and professional training. The actual construction of the center will last approximately 10 months; additional 2 months will be required to develop the technical documentation, obtaining the agreements, approvals and construction permits and contracting the company that will carry out the works. The building will be used for career guidance of young people and adults and for professional training of jobseekers. It will be a 4-level building and will provide appropriate functioning for 200 people. The ground floor is designated for spaces with administrative function, office and the counseling room, respectively a training hall and examination hall. At the basement level will be carried out the specific activities of the laboratories, as well as a multimedia room. The 1st floor will accommodate 4 training rooms and one office, and the last floor will be designated for a multi-functional hall for various joint activities.</p> <p>(2). Supporting activities for the investment: elaboration of technical documentation (including execution details and technical project supervisor), obtaining approvals, agreements and authorizations, technical supervisor, technical assistance from the designer engineer, policy of insurance of the building. The technical documentation will be detailed and specific and will describe the intervention / investment. In the execution period, a technical supervisor will be contracted in order to supervise, control, monitor and assist the works. After completion of the works, a policy of insurance for fire and other calamities will be concluded.</p>				

<b>@Justification</b>					
<p>@Explain the need for investment to achieve project objectives and results. Describe clearly the cross-border relevance of the investment. Describe who is benefiting (e.g. partners, regions, end-users etc.) from this investment and in what way. In case of pilot investment, please clarify which problem it tackles, which findings you expect from it, how it can be replicated and how the experience coming from it will be used for the benefit of the programme area.</p> <p>Creating this center is very important to the community, because: -In RO, career guidance is not a professionally organized, efficient and effective activity, with a real, positive impact on the beneficiaries (the regulatory framework is almost non-existent, in career guidance centers organized in universities a single employee in the field of counseling/career guidance has an average of 8493 students-an ANOSR study, and in the pre-university environment, 1 teacher-school counselor is responsible for at least 800 pupils); -At present, there are many providers of training on the market, but they provide services for a fee (except for rare situations when these courses are funded under some projects); the public employment service is the only one that provides free professional training services to those who are in its database; in this context, where those who need both career guidance and training (real support for labor market integration) are part of vulnerable, disadvantaged categories, LP, a charitable organization, is committed to providing free of charge services to all those interested. The initial objective was achieved in 1993-94 and consisted of 3 independent buildings at that time-Don Orione High School Complex consisting of 3 building bodies: the Administrative Body, the Building that houses the School and the Sports Hall .Vertical expansion of the High School building has been achieved through a new level in which there are rooms/halls for a business incubator. The studied site is in a context that benefits from all specific utilities (domestic water, individual sewerage, thermal agent, telephony). As the SBDO proposed the creation of an organized framework for the career guidance of young people over 15 years and adults, in order to better integrate them into the labor market, it was considered appropriate to achieve this extension with a new body of the building. Currently, DO High School and a business incubator function in the existing building.</p>					
<b>@Location of the investment</b>					
<p>@Location of the physical investment Nuts0: RO, ROMÂNIA Nuts1: RO1, Macroregiunea Unu Nuts2: RO11, Nord-Vest Nuts3: RO111, Bihor</p> <p>Romania, Bihor County, Municipality of Oradea, A. Cazaban street no. 49/E. The land is private property of Municipality of Oradea, with parcel no. 196485, urban location. Land area is 14977 sqm (documented) and 14692 sqm (measured).</p>					
<b>@Risks associated with the investment</b>					
<p>@Description of the risks associated with the investment, go/no-go decisions, etc. (if any)</p> <p>Risk associated with the investment: delays and legal issues in the public procurement process, bad weather conditions during execution, poor communication between the beneficiary (project partner) and the investor/company, the contracted company does not perform the works within the time schedule approved, bad time prevision of partial payments stipulated by the execution contract, delays in purchasing the supplies or contracted services, unforeseen / hidden works identified during the investment works, breach the terms of payment, changes regarding public tender laws, raised prices for different types of services or equipment.</p>					
<b>@Investment documentation</b>					
<p>@Please list all technical requirements and permissions (e.g. building permits) required for the investment according to the respective national legislation. In case they are already available attach them to this application form, otherwise indicate when do you expect them to be available.</p> <p>Title deed no. 196485, Feasibility study (written and designed parts - including plans), Urban planning certificate no. 6543 from 05th of December 2017, Report issued by the Bihor Environmental Protection Agency no. 17955 from 15th of December 2017, Comodate contract (free usage contract) no. 139 from 18th of February 2015 (addendum no. 1 from 29th of November 2016) until 31 of December 2035, Declaration of land owner.</p>					
<b>@Ownership</b>					
<p>@Who owns the site where the investment is located? - Who will retain ownership of the investment at the end of the project? - Who will take care of maintenance of the investment? How will this be done?</p> <p>The land (title deed no. 196485 - Oradea, A. Cazaban street no. 49/E) is owned by the Municipality of Oradea. Don Orione Beneficence Charity Society is registered in the title deed with comodate contract (free usage contract) no. 139 from 18th of February 2015 (addendum no. 1 from 29th of November 2016) until 31 of December 2035.</p>					
<p>@Please describe project main outputs that will be delivered based on the activities carried out in this work package. For each project main output a programme output indicator should be chosen. Please note that they need to have the same measurement unit.</p>					
<b>@Project main output</b>	<b>@Describe your project main output</b>	<b>@Choose a programme indicator to which the project main output will contribute</b>	<b>@Measurement unit</b>	<b>@Quantify your distribution</b>	<b>@Delivery Date</b>
	In the newly built investment, 3 career advisors/ guidance				



I1.1	Prepared employees to manage people who need career guidance	<p>counselors will be employed half-time. These may be psychologists, sociologists or social workers. Experience in this field is mandatory. Also, a center coordinator, a person with higher education and management experience will be hired, also half-time. Career Advisor's Generic Attributions:</p> <ul style="list-style-type: none"> <li>• Informing the beneficiaries / target group on the effective course of professional guidance and training;</li> <li>• Organizing professional and personal development courses and workshops for the beneficiaries / target group;</li> <li>• The psychological evaluation of the beneficiaries / target group, necessary for a personalized professional orientation;</li> <li>• Individual counseling of the beneficiaries / target group in the professional orientation;</li> <li>• Group counseling of the beneficiaries / target group in the professional guidance process. Through these activities, the following will be pursued: 1. Developing the capacity of beneficiaries of self-evaluation and self-knowledge; 2. Developing the capacity of beneficiaries to identify their own motivational system; 3.</li> </ul>	CO44 Labour Market and Training: Number of participants in joint local employment initiatives and joint training	Number	4.00	04.2020
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		<p>Improving the skills of beneficiaries to orientate effectively in their careers; 4. Identify time management mechanisms and strategies; 5. Familiarize beneficiaries with coping mechanisms in anxiogenic and stressful situations. Mainly, the center coordinator will have the following tasks: - Ensures the smooth running of all activities within the Center - Coordinates employee activity - Evaluates the Center's activities - Ensures the planning and coordination of the Center's employees in accordance with their duties; - Approves the Center's annual action plan; - Provides liaison with the institutions / centers / associations / professional organizations with which the Center establishes collaboration relationships.</p>				
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<b>@Target groups per main outputs</b>				
@Who will use the main outputs				
@How will you involve target groups (and other stakeholders) in the development of the project main outputs?				
<b>@Durability and transferability of main outputs</b>				
@How will the project main outputs be further used once the project has been finalised? Please describe concrete measures (including eg. institutional structures, financial sources etc.) taken during and after project implementation to ensure the durability of the project main outputs. If relevant, please explain who will be responsible and/or the owner of the output. NB. Take note of rules governing ownership of outputs linked to investments (items of infrastructure) in line with Art 71 CPR.				
@How will the project ensure that the project outputs are applicable and replicable by other organisations/regions/countries outside of the current partnership? Please describe to what extent it will be possible to transfer the outputs to other organisations/regions/countries outside of the current partnership.				
@Please describe activities and deliverables within the work package				
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.1.1	Construction and organization of a Career Guidance and Professional Training Center	03.2019	02.2020	913 810.00
<p>This activity involves the construction of the building by extending the existing one, endowing it with furniture and IT equipment necessary for carrying out the activities of career guidance and professional training. The actual construction of the center will last approximately 10 months, and 2 months will be required to develop the technical documentation, obtaining the agreements, approvals and construction permits and contracting the company that will carry out the works. After contracting the works, the contracts with the designer and site engineer will be concluded. The payment for the works will be done according to the legislation in force, following the partial receptions of the work. At the end of the construction works, the necessary equipment (furniture and IT equipment) will be purchased and mounted / installed. Also, the authorization for use and other approvals provided by the normative acts will be obtained, including an insurance policy for the building and goods. The building will be used for career guidance of young people and adults and for professional training (within the 5 accredited courses) of jobseekers. At the request of AJOFM, this partner will be able to use the center free of charge for the courses organized at the level of the public employment service. The equipment (furniture and IT) will be purchased for the endowment of the following rooms: offices, counseling room, training hall, examination hall, laboratories, multimedia room, training rooms and multi-functional hall.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
		<p>The 4-level distribution of functions was considered in such a way as to ensure optimal operation for both external and internal users. The building will provide good functioning for 200 people. The proposed building was thought of as an independent building body that will be functionally linked to the existing building. Thus, at the level of the ground floor we will have spaces with administrative function, Office and the Counseling Room, respectively a Training Hall and Examination Hall. At the level of the basement will be carried out the specific activities</p>		

<p>@Deliverable D.11.1.1</p>	<p>Built surface - sqm</p>	<p>of the Laboratories, as well as a Multimedia room. The 1st floor will accommodate 4 training rooms and one Office, and the last floor will have the function of a multi-functional hall that can function as a space for activities that require larger rooms as a space for various joint activities. The proposed surfaces of the building are: B.A. = 463.050 sqm, D.B.A. = 1852.200 sqm, D.U.A. = 1647,066 sqm. Basement: B.A. = 463.050 sqm, U.A. = 408.905 sqm Ground floor: B.A. = 463.050 sqm, U.A. = 405.203 sqm Floor 1: B.A. = 463.050 sqm, U.A. = 408.490 sqm Floor 2: B.A. = 463.050 sqm, U.A. = 424,468 sqm The existing building has a functional elevator, purchased in the frame of the HURO/1101/034/2.1.1. project. This elevator can also be used by the visitors of the Career Guidance and Professional Training Center (the proposed building will be linked to the existing building). The building will be equipped with anti-burglary system, video surveillance system, fire detection and warning system, internet network, geothermal water heating system and solar panels. The building will be connected to the centralized sewerage system and electricity. The approximate cost / sqm is 460 euros.</p>	<p>1 852.20</p>	<p>01.02.2020</p>
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<p>@Deliverable D.11.1.2</p>	<p>Number of furniture items purchased</p>	<p>The furniture purchased is specific to such centers, including the necessary equipment for the professional training part (furniture of the classrooms, of the laboratories) and for the career guidance (furniture of the individual counseling room, of the group counseling room). Due to the specificity of the building (intense use), the physical strength / solidity of the furniture will be taken into account. Furniture:          Conference chairs with writing table 100 pcs x 55 euros/pc = 5500 euros, Lectern 1 pc x 275 euros = 275 euros, Presidium table 1 pc x 200 euros = 200 euros, Writing table adjustable in height 225 pcs x 40 euros/pc = 9000 euros, Adjustable height seats 225 pcs x 35 euros/pc = 7875 euros, Desk 13 pcs x 100 euros/pc = 1300 euros, Bookstand (shelf) 5 pcs x 50 euros/pc = 200 euros, Office table 4 pcs x 120 euros/pc = 480 euros, Conference table 1 pc x 120 euros = 120 euros, Cabinets 14 pcs x 200 euros/pc = 2800 euros, Upholstered chairs 13 pcs x 50 euros/pc = 650 euros, Sofa 1 pc x 500 euros = 500 euros, Armchairs 2 pcs x 150 euros/pc = 300 euros.</p>	<p>604.00</p>	<p>01.02.2020</p>
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@Deliverable D.I1.1.3	Number of IT equipment purchased	IT equipment: SMART writing board+ projector 10 pcs x 1500 euros/pc = 15000 euros, Laptop 29 pcs x 500 euros/pc = 14.500 euros, Multifunctional Printer 4 pcs x 300 euros/pc = 1200 euros. Minimal technical specifications regarding the IT equipment: SMART writing board+ projector: Interactive whiteboard allowing writing using the marker / finger / other object. The used software must be included in the price and compatible with Windows system. The computer to be controlled by touching the board with the finger or the tools provided by the board, the virtual keyboard and mouse button on the board surface. Compatible videoprojector with HDMI connection, at least 3000 lumens, with wall / ceiling instalation kit. Laptops: I5 processor, 4 GB RAM memory, HDD 500 GB Multi-functional printer: scanning, copying, printing, laser, monochrome, minimum printing/copying speed 10 ppm or ipm (pages or images per minute)	43.00	01.02.2020
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Actitity End Date</b>	<b>@Activity Budget</b>
@Activity A.I1.2	Supporting activities for the investment	03.2019	04.2020	30 590.00
<p>The supporting activities for the investment will be: elaboration of technical documentation (including execution details and technical project supervisor), obtaining approvals, agreements and authorizations, technical supervisor, technical assistance from the designer engineer, policy of insurance of the building. The signed contracts are external services provided by specialists/ experts (specialized companies), according to the national legislation in force. Obtaining the permits, approvals and agreements necessary to carry out the investment will be done according to the norms, on the basis of the necessary documentation submitted and payment of the related fees. Without these support activities, the investment can not be realized. The technical documentation will be detailed and specific and will describe the intervention / investment. In the execution period, a technical supervisor will be contracted in order to supervise, control, monitor and assist the works. The technical supervisor guarantee the quality of the works and the correspondence between the project and the real work. Obtaining the approvals, agreements and authorizations, including the building permit, represents the stage that allows work to begin. In this phase, the competent institutions will issue the requested documents: the Environmental Protection Agency, the Emergency Situation Inspectorate, the Public Health Directorate, The Aeronautical Authority, and others. After completion of the works, a policy of insurance for fire and other calamities will be concluded.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
		In accordance with the legislation on the authorization of construction works and the regulations the Territorial Inspectorate in Construction, the lead partner must contract the following services:		

<p>@Deliverable D.I1.2.1</p>	<p>Signed contracts</p>	<p>elaboration of technical documentation (including execution details and technical project supervisor), technical supervisor, and technical assistance from the designer engineer. After the elaboration of the Feasibility study (in the preparation period) the lead partner will contract a specialized company in order to elaborate the technical documentation. This documentation will be more detailed and specific and will help the lead partner to obtain the building permit. The documentation will include also the execution details of the investment and the technical project checking - 17.970 euros. In the execution period, a technical supervisor and a technical assistant from the designer engineer will be contracted in order to supervise, to monitor and assist the investor (the company who will realize the center). These specialists guarantee the quality of the works and the correspondence between the project and the actual work - total costs: 7.820 euros (7.060 - technical supervisor and 760 - technical assistant from the designer engineer). After completion of the works, a policy of insurance for fire and other calamities will be concluded. The following risks will be covered by the insurance policy: fire, earthquake, lightning, explosion, fall of flying vehicles/objects, flood, storm and heavy rain, landslide and / or land-crash, snow cover weight, damage to water installations, sewage or central heating, floods from neighbors, theft, vandalism, political risks, fall of objects, sonic waves, vehicle hits. The cost of the insurance for a 12-month period will be 1400 euros. Obtaining the necessary permits, approvals and</p>	<p>4.00</p>	<p>30.04.2020</p>
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		agreements - 3.400 euros.		
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@Type: Investment

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
I2	PP3 Investment activities	03.2019	03.2020	430 541.00
@WP responsible partner		Government Office of Békés County		
<b>@Partner involvement</b>				
@Partners involved		@Name: Government Office of Békés County @Role: PP		
@Description and objective of the work package				
<p>This Work Package represents an important part of the project, since it creates the infrastructure and the logistics for the operation of one of the pivotal element of career guidance system in Bekes county: Career Guidance, Counselling and Methodological Center. Therefore it represents a pre-condition for the fulfilment of the project part which is under the responsibility of BMKH.</p> <p>The main element of the WP is the rehabilitation of the building located on Arpad sor 2 street in the central part of the city of Bekescsaba. Besides the building itself, the courtyard and the fences of the property will be rehabilitated, so that the location becomes suitable to host the Center. The building will be compartmented according to the needs of such activities, ensuring a comfortable and in the meantime efficient allocation of space. Furthermore, since the operation of the Center would not be possible without the provision of the equipments specific for such activity, the WP includes also the acquisition of the general and specific endowments.</p> <p>Once the infrastructure will be finalized, the professional work of the consultants from BMKH will start in the newly operational Center. By providing high quality logistic background and through its highly qualified personnel, the Center has the potential to become a resource center, a professional hub in the field of career guidance, playing a decisive role in increasing the efficiency of the specific services in Bekes county and the entire CBC area. The expectation is that the Center will have a significant positive impact on the labor market, both on medium and long term, increasing the overall quality of employment.</p> <p>Moreover, together with the Center created in Oradea, through continuing the cooperation even after the finalization of the project, they may develop models of best practice in career guidance in the region.</p>				



### @Justification

@Explain the need for investment to achieve project objectives and results. Describe clearly the cross-border relevance of the investment. Describe who is benefiting (e.g. partners, regions, end-users etc.) from this investment and in what way. In case of pilot investment, please clarify which problem it tackles, which findings you expect from it, how it can be replicated and how the experience coming from it will be used for the benefit of the programme area.

Even if increasingly important in the modern economic life, the career guidance services do not have the necessary amplitude and visibility. In Hungary, they are part of the school curricula, but with very limited number of hours dedicated per class, which makes it difficult to provide quality, personalized assistance to the youngsters seeking this kind of support. Extra-curricular services are also available, but their accessibility is low, and most often they are provided without a proper logistical support, which is negatively affecting their efficiency. Hence, a vicious circle is created, where the career guidance services are not popular since their quality is affected by the lack of proper infrastructure, while the infrastructure is not developing due to the limited interest towards career guidance services. This investment comes to address this situation and to create a modern, up-to-date Center which will provide the conditions necessary for high quality services. Due to its central location in county capital, coupled with an intensive promotional campaign delivered through the project, and complemented with a network of InfoPoints and mobile unit, the Center will be highly accessible for all the interested persons from the county.

### @Location of the investment

@Location of the physical investment  
Nuts0: HU, MAGYARORSZÁG  
Nuts1: HU3, Alföld És Észak  
Nuts2: HU33, Dél-Alföld  
Nuts3: HU332, Békés

The building is located in Bekescsaba, Arpad sor 2, nr topographical number 44/1

### @Risks associated with the investment

@Description of the risks associated with the investment, go/no-go decisions, etc. (if any)

Risk associated with the investment: delays and legal issues in the public procurement process, bad weather conditions during execution, poor communication between the beneficiary (project partner) and the investor/company, the contracted company does not perform the works within the time schedule approved, bad time prevision of partial payments stipulated by the execution contract, delays in purchasing the supplies or contracted services, unforeseen / hidden works identified during the investment works, breach the terms of payment, changes regarding public tender laws, raised prices for different types of services or equipment.

### @Investment documentation

@Please list all technical requirements and permissions (e.g. building permits) required for the investment according to the respective national legislation. In case they are already available attach them to this application form, otherwise indicate when do you expect them to be available.

Title deed no. 44/1, Feasibility study and maps, Preliminary declaration of construction works, Administration contract no. IX-35 from 8th of January 2014, Declaration of land owner.

### @Ownership

@Who owns the site where the investment is located? - Who will retain ownership of the investment at the end of the project? - Who will take care of maintenance of the investment? How will this be done?

The building is the ownership of the Hungarian State through Magyar Nemzeti Vagyonkezelő, who ceded the administration rights to Bekes Megyei Kormányhivatal through a contract - attached to the project documentation

@Please describe project main outputs that will be delivered based on the activities carried out in this work package. For each project main output a programme output indicator should be chosen. Please note that they need to have the same measurement unit.

@Project main output		@Describe your project main output	@Choose a programme indicator to which the project main output will contribute	@Measurement unit	@Quantify your distribution	@Delivery Date
12.1	Qualified consultants providing career guidance services for the population of Bekes county	The indicator reflects the number of employees which will work within the Career Guidance, Counselling and Methodological Center.	CO44 Labour Market and Training: Number of participants in joint local employment initiatives and joint training	Number	10.00	04.2020

<b>@Target groups per main outputs</b>				
@Who will use the main outputs				
@How will you involve target groups (and other stakeholders) in the development of the project main outputs?				
<b>@Durability and transferability of main outputs</b>				
@How will the project main outputs be further used once the project has been finalised? Please describe concrete measures (including eg. institutional structures, financial sources etc.) taken during and after project implementation to ensure the durability of the project main outputs. If relevant, please explain who will be responsible and/or the owner of the output. NB. Take note of rules governing ownership of outputs linked to investments (items of infrastructure) in line with Art 71 CPR.				
@How will the project ensure that the project outputs are applicable and replicable by other organisations/regions/countries outside of the current partnership? Please describe to what extent it will be possible to transfer the outputs to other organisations/regions/countries outside of the current partnership.				
@Please describe activities and deliverables within the work package				
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.I2.1	Construction works	03.2019	03.2020	384 741.00
<p>The activity concerns the renovation of the building situated in Bekescsaba, on Arpad sor 2 street, so that it will become suitable for hosting the Career Guidance, Counselling and Methodological Center. The existing building has a net surface of 272,13 sqm, being located on a property with a total area of 4277 sqm. The construction works will concern the rehabilitation of the building in itself, including interventions meant to increase its energy efficiency, but it will deal with its immediate surroundings from the property, as the fences or the parking spaces. The activity includes a preparatory step represented by the elaboration of the detailed technical documentation, followed by obtaining the necessary permits for renovating the building. The costs estimated for the detailed planning include also the costs of the technical inspection during the construction works. The estimated value of these services is 24580 Eur. This stage will be followed by a procurement procedure for the selection of the construction company which will perform the works, which will have a deadline of 9 months to execute the required interventions. The selection requires employing an accredited public procurement consultant (procurement service provider), which costs 4.097 EUR. In line with the feasibility study the following works will be performed: - floor plan changes of the existing building - Floor plan changes of the sanitary units of existing building - Mechanical engineering works of existing building - Electrical work of existing building - Development works of the electric meter - 10kW solar power system implementation work - Breaking up the existing fence and building the new fence - Renovation work for existing parking and road - Public utilities constructions</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
@Deliverable D.I2.1.1	Rehabilitated building	Rehabilitation of the building with a net surface of 272.13 sqm and of its surroundings. The estimated costs for achieving this deliverable are of 384.741 Eur (24.580 Eur for technical plans and technical inspection, 4.097 EUR for employing an accredited public procurement consultant (procurement service provider), 356064 Eur for the construction works).	1.00	01.03.2020
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.I2.2	Acquisition of equipments for the Center	03.2019	02.2020	45 800.00

In order to make the Career Guidance, Counselling and Methodological Center operational, besides rehabilitating the building, there is a need to provide the necessary furnitures, appliances and equipments, adapted to the future use of the Center. Hence a detailed analysis was performed during the preparation phase in order to identify the necessary endowments and to estimated their values. The work was performed with the involvement of the career guidance consultants fro BMKH, in order to make sure that the instruments they use during their activity will be included in the project. Hence, the list of equipment was planned carefully, by taking into account the specific activities which will be organized at this location, adapting their type and number to the complexity of the planned actions. After the construction works will begin, BMKH will start the procedures for contracting the equipments necessary for the operation of the Center. Based on the preliminary needs assessment, there will three categories of goods to be purchased: - office furniture for the Center - IT equipments for the Center - furniture and appliances for the kitchinette. The delivery at the goods shall be synchronized with the rehabilitation works, but it should be later than February 2020, so that the operation of the Center can start according to the plan

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
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<p>@Deliverable D.I2.2.1</p>	<p>Sets of equipment for the Center</p>	<p>- furniture for the Center: 4 office tables, 6 office chairs, 75 chairs, 10 coat hangers, 8 wall clocks, 2 meeting tables, 1 brochure stand, 1 coffee tables, 1 wall protection material, 6 movable small cabinet, 15 small sized office storage cabinet, 3 High cabinet with two doors and selves ( lockable); 4 conference tables, 5 round table - - furniture and appliances for the kitchenette: 1 tables, 6 chairs, 1 microwave, 1 fridge, 1 coffee machine, 1 water boiler, 2 sets of cutleries, 100 glasses, 100 plates - IT equipment for the Center: 1 smart blackboard; 5 tablets, 15 laptops (software, mouse, laptop bag included), 1 flipcharts 1 set of VR equipment (goggles, consoles, films, games), 1 PC for the VR equipment with monitor (including mouse and keyboard), 1 smart TVs, 1 supports for the TVs, 2 special suitcases for trainers, 1 set of electronic response system for students used during activities, 1 set of guiding system, 10 board games, 2 projectors, 1 high quality digital cameras including memory card and bag, 1 wifi routers, 2 sets of loudspeakers (active Bluetooth, mixer, microphone), 1 stand for brochures, 1 PCs with monitors (including mouse and keyboard), 15 headphones, 1 smart phone for the trainers, 1 large digital printer, 1 multifunctional pinting device, 1 shredder, 2 external memory, 2 power banks. Total estimated costs – 45,800 Eur.</p>	<p>3.00</p>	<p>28.02.2020</p>
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**@Type: Implementation**

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
T1	SBDO implementation activities	08.2019	02.2021	53 220.00

@WP responsible partner		Don Orione Beneficence Charity Society				
<b>@Partner involvement</b>						
@Partners involved		@Name: Don Orione Beneficence Charity Society @Role: LP				
@Summary description and objectives of the work package including explanation of how partners will be involved.						
<p>This package is structured around the 2 main purposes of the Career Guidance and Professional Training Center: offering specialized services of career guidance to the general public, and organizing professional trainings targeted to physical persons (personal development and employability of participants). This activity will provide career development through self-knowledge, gaining information, planning, preparing for a job search, individuals trained for development important transferable soft-skills. Career guidance services in Bihor are provided by NGOs or economic operators for a fee-by-cost basis, very rarely free of charge, if these services are provided and reimbursed in the frame of a project. Career guidance is not regulated in Romania, the only regulation concerns the organization and operation of Career Counseling and Career Centers in universities.</p> <p>This Work Package contributes to the Project specific objective no.1 - To create the material and professional background for the development of career orientation services in Bihor and Bekes counties. A preparation phase is foreseen for activities of career guidance and for those of trainings. This phase consists in the followings: the employment of 4 people (1 coordinator and 3 career guidance counselors), the participation of the 3 guidance counselors in training courses (career assessment and guidance, HR Expert, communication skills), the acquisition of tools necessary for the evaluation of the beneficiaries (11 pieces of tests / test batteries). LP will submit the files for the accreditation of 3 trainings / courses (computer skills, foreign languages-English, Italian, Hungarian-and entrepreneurship) by the National Authority for Qualifications.</p> <p>After the preparation phase is successfully ended, LP will initiate the career guidance activities (Counseling and professional guidance activities; Personal and professional development programs) and professional training activities for target groups.</p>						
@Please describe project main outputs that will be delivered based on the activities carried out in this work package. For each project main output a programme output indicator should be chosen. Please note that they need to have the same measurement unit.						
@Project main output		@Describe your project main output	@Choose a programme indicator to which the project main output will contribute	@Measurement unit	@Quantify your distribution	@Delivery Date
		<p>Rapid and fundamental changes in the economy, including the emergence of new technologies, result in continuous changes in labour markets and in the demand for more, new and different skills. However, the development of skills requires a substantial amount of time and investment, but also requires access to local employments initiatives and joint training. The early identification of skills requirements is critical as it helps to reduce uncertainty and increase incentives to invest in training. Individuals are considered most</p>				

T1.1	Enhanced level of accessibility for target groups to joint local employments initiatives and joint training	<p>employable, able to find and retain jobs and adaptable to workplace changes when they have broad based education and training, basic and portable high-level skills, including teamwork, problem solving, ICT, communication and language skills. Our opinion is that individuals' lack of access to education and training or the low quality or relevance of the training that is available traps them in the vicious circle of low skills and low productivity employment. We estimate that around 516 people will have a greater access to skills development programmes and to professional guidance services through the activities that we proposed. In order to reach the above mentioned outcome (that of enhancing the level of accessibility for target groups to joint local employments initiatives and joint training), LP will do the followings: -LP will conduct 15 sessions of courses where each group will be composed of 20 people. Thus, at the end of the 12 months a number of approx. 300 beneficiaries will receive a recognized ANC diploma. -LP will develop a</p>	CO44 Labour Market and Training: Number of participants in joint local employment initiatives and joint training	Number	516.00	04.2020
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		structured framework for guiding careers of individuals coming from different target groups. We estimate that during the project implementation phase, an approximate number of 216 people will benefit free-of charge of career guidance counseling sessions. The LP's initiatives will be promoted through different media channels so that target groups have access to trainings and career guidance services.			
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**@Target groups per main outputs**

@Who will use the main outputs	
@How will you involve target groups (and other shareholders) in the development of the project main outputs?	

**@Durability and transferability of main outputs**

@How will the project main outputs be further used once the project has been finalised? Please describe concrete measures (including eg. institutional structures, financial sources etc.) taken during and after project implementation to ensure the durability of the project main outputs. If relevant, please explain who will be responsible and/or the owner of the output. NB. Take note of rules governing ownership of outputs linked to investments (items of infrastructure) in line with Art 71 CPR.	
@How will the project ensure that the project outputs are applicable and replicable by other organisations/regions/countries outside of the current partnership? Please describe to what extent it will be possible to transfer the outputs to other organisations/regions/countries outside of the current partnership.	

@Please describe activities and deliverables within the work package

@Activity Number	@Activity Title	@Activity Start Date	@Activity End Date	@Activity Budget
@Activity A.T1.1	Preparation of career guidance activities	11.2019	02.2020	6 310.00

This activity has three major stages: the employment of four people (a center coordinator and three career advisors/ guidance counselors), the participation of the three guidance counselors in training courses and the acquisition of tools necessary for the evaluation of the beneficiaries (tests / test batteries). The first stage will include the preparation of the selection methodology, the elaboration of the job descriptions, the promotion of the positions, the registration of the candidates, the selection of the staff (CV, the interview) and the implementation of the legal employment procedures. After hiring, the staff will be integrated into the Center as well as familiarizing them with the attributions they will have. The four people will be hired one month before the completion of the works at the Center. In the second stage, the course providers will be identified and the periods in which they will be organized. The three career counselors will enroll in these courses. The successful completion of this phase will be followed by the necessities assessment and identification of suppliers for the evaluation tools of the beneficiaries (tests / test batteries). Once the order has been elaborated and purchased, the Center staff will become acquainted with the use, application and interpretation of the tests. The employees of the Center will continue their activity within the newly created structure after the end of the project. Funding for the center's operation, including the salaries of the four employees, will be provided by SBDO. The staff of the center will be responsible for drafting the necessary documents for the functioning of the new structure: Organization and Functioning Regulation, Internal Regulation, documents and forms used.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
@Deliverable D.T1.1.1	Number of employed persons	<p>In order for career guidance to work, 3 career advisors/ guidance counselors will be employed half-time. These may be psychologists, sociologists or social workers. Experience in this field is mandatory. Also, a center coordinator, a person with higher education and management experience will be hired, also half-time. Career Advisor's Generic Attributions:</p> <ul style="list-style-type: none"> <li>• Informing the beneficiaries / target group on the effective course of professional guidance and training;</li> <li>• Organizing professional and personal development courses and workshops for the beneficiaries / target group;</li> <li>• The psychological evaluation of the beneficiaries / target group, necessary for a personalized professional orientation;</li> <li>• Individual counseling of the beneficiaries / target group in the professional orientation;</li> <li>• Group counseling of the beneficiaries / target group in the professional guidance process. Through these activities, the following will be pursued:               <ol style="list-style-type: none"> <li>1. Developing the capacity of beneficiaries of self-evaluation and self-knowledge;</li> <li>2. Developing the capacity of beneficiaries to identify their own motivational system;</li> <li>3. Improving the skills of beneficiaries to orientate effectively in their careers;</li> <li>4. Identify time management mechanisms and strategies;</li> <li>5. Familiarize beneficiaries with coping mechanisms in anxiogenic and stressful situations. Mainly, the center coordinator will have the following tasks:                   <ul style="list-style-type: none"> <li>- Ensures the smooth running of all activities within the Center</li> <li>- Coordinates employee activity</li> <li>- Evaluates the Center's activities -</li> </ul> </li> </ol> </li> </ul>	4.00	02.2020



		Ensures the planning and coordination of the Center's employees in accordance with their duties; - Approves the Center's annual action plan; - Provides liaison with the institutions / centers / associations / professional organizations with which the Center establishes collaboration relationships.		
@Deliverable D.T1.1.2	Number of training courses of the three guidance counselors	The professional training of the center's own staff will contribute to the efficiency of the services offered and, ultimately, to the increase in employment among those who call for the services of the center. Career guidance activities do not have a tradition in Romania and for their implementation specialized knowledge and competencies in the field are required. The three guidance counselors will participate at three type of training courses, as following: 1. Training course in the field of career assessment and guidance - The team will participate in a course through which to strengthen the knowledge and skills needed for professional assessment and career guidance. Develop skills in order to use the tools for assess professional skills. Develop competencies to select and apply evaluation methods and tools according to the purpose of the evaluation. 2. HR Expert: Developing skills in order to deliver a training - Ability to present content (structure, speech, use of technology and presentation tools); Ability to manage the dynamics of a group of participants (knowing the participants, creating a relationship of trust, capturing the attention, involving all participants, managing the differences in expectations, understanding the group dynamics and	3.00	02.2020

		<p>using it for training purposes, etc.); Managing difficult situations that may occur during a training session. 3. Communication skills training - The course aims to develop skills and competencies that help improve communication and increase team cohesion. This Managerial Skills Development Program has the following objectives: to streamline team communication, to provide patterns of action to solve a problematic situation, to help increase the degree of cohesion and performance of a team. The training programmes will be completed with nationally recognized certificates of qualification/ completion and/or certificate of competence, delivered by authorized providers. Total costs: 2.700 euros.</p>		
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<p>@Deliverable D.T1.1.3</p>	<p>Number of assessment / evaluation tools purchased</p>	<p>Purchasing the necessary tests for evaluation and counseling the project's beneficiaries: - Jackson Vocational Interest Survey: effective tool for measuring vocational interests (320 euros) - Torrance Tests of Creative Thinking: measures creativity (380 euros) - Multidimensional Battery of Skills, version II: designed to provide a comfortable and scalable, objective measure of general cognitive ability, ie intelligence.(600 euros) - Learning Styles Inventory: built to measure preferences, temperament and learning styles (230 euros) - Barron Welsh Art Scale: measures creativity and openness to experience (140 euros) - Emotional Quotient Inventory: measures emotional intelligence (700 euros) - Work trial for vocational intelligence: technical occupations and crafts: for the selection in the technical and crafts fields, especially for the apprentices, can be used in the vocational orientation (280 euros) - Kit TOM (manual scoring): self-report type questionnaire, developed to measure the motives guiding behavior at work (100 euros) - Achievement Motivation Inventory Kit AMI10 (electronic scoring Psy4): measures motivation (210 euros) - Intelligenz-Struktur-Test 2000 R: tool for assessing cognitive skills (370 euros) - Poppleton Allen Sales Aptitude Test 2000: designed to improve the sales force selection process (280 euros). Total: 3610 euros. These standardized tests will be used to evaluate beneficiaries during counseling.</p>	<p>11.00</p>	<p>02.2020</p>
<p>@Activity A.T1.2</p>	<p>Preparation of professional training activities</p>	<p>08.2019</p>	<p>01.2020</p>	<p>5 000.00</p>

SBDO will submit the files for the accreditation of 3 trainings / courses by the National Authority for Qualifications (ANC). This means that, upon graduation, participants will receive a qualification/competence certificate recognized by the Ministry of Labour, Family, Social Protection and the Elderly and the Ministry of National Education, accompanied by the descriptive supplement confirming the acquired skills. The accreditation process is organized at local level, in Oradea, by the local office of ANC (National Authority for Qualifications). The approximate duration required for one course accreditation is 2 months. The files for the accreditation of trainings will be submitted simultaneously. A team from the SBDO will prepare the files for each course (computer skills, foreign languages - English, Italian, Hungarian - and entrepreneurship) according to the legislation in force. The accreditation file will contain the following types of documents: administrative and financial documents, documents proving the existence of infrastructure and material resources, documents proving the existence of the human resource and documents specific to the course. These type of training will raise the employability of participants. The abilities acquired during the trainings are categorized as soft skills (people skills, social skills) that enable people to navigate their environment, work well with others, perform well, and achieve their goals with complementing hard skills. The accreditation of courses represents the authorization of SBDO as a provider of adult professional training and the its registration in the Professional Training Providers Register.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
@Deliverable D.T1.2.1	Number of ANC authorized trainings	1. Computer Skills Course - initiation / training in using computer and operating system. The course is recommended for people who want to develop their PC usage skills to make the professional activity and communication at the workplace more effective. The competences developed during the course will be: <ul style="list-style-type: none"> <li>· Knowledge of the basic concepts regarding the structure and functioning of a PC;</li> <li>· Using the basic functions of an operating system (Microsoft Windows);</li> <li>· Using a word processing application (Microsoft Office Word);</li> <li>· Use spreadsheet spreadsheets (Microsoft Office Excel);</li> <li>· Using modern means of communication (Internet and e-mail).</li> </ul> 2. Foreign languages training: English, Italian, Hungarian - It becomes more obvious day by day that employers or research and educational institutions claim the knowledge of at least two foreign languages and encourage learning not only of the major languages, but also the emerging languages on the labour market.           3. Entrepreneurship course - This course aims at forming entrepreneurial culture by: developing the skills of transforming business ideas into concrete actions, providing all the	5.00	01.2020

		information related to the business environment and the existing opportunities, developing a business plan and implementing it, running and developing a successful business. The training programmes will be completed with nationally recognized certificates of qualification/ completion and/or certificate of competence, delivered by authorized providers. The fee for accreditation is 1000 euros/training.		
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@Activity A.T1.3	Organization of career guidance activities	03.2020	02.2021	35 410.00
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Lifelong counseling and career guidance refers to all the services and activities that help people of all ages, at any time of their existence to make educational, training or work choices and manage their careers. Career guidance consists of services that help people successfully manage their career development. Career development, an aspect of human development, is the process through which an individual's work identity emerges. Many people seek out assistance from career development professionals only when they are trying to choose a career for the first time, or perhaps when they are going through a transition. The intent of career guidance, however, is to provide support to individuals throughout their entire lives. Guidance activities will include organizing individual and group assessment and counseling sessions. The approximate number of counseling hours per beneficiary will be 10 hours (approx. 200 beneficiaries/year/center). The Center, on the one hand, and the beneficiary, on the other, will conclude a counseling agreement. After about three months, the beneficiaries will return to the center to conduct an assessment of the effectiveness of the counseling and its outcomes. Once every 6 months, a general activity report will be prepared. Within this activity, the salaries of the three career advisors/guidance counselors will be reimbursed. The target group of career guidance activities consists of: high school/vocational school graduates, unemployed, people who want to change their workplace (professional reconversion), people who become unemployed collective as a result of redundancies, people with disabilities but who are able to work. Another target group for career guidance is women who stayed home on childcare leave, and after leave they stayed home for further care of children, but at one point they want to reintegrate in the labor market. This group is considered a disadvantaged group on the labor market. The provided services will be promoted.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
		There will be 2 type of activities organized by the Center, each of them having sub-tasks, as following: 1.Counseling and professional guidance activities-Organizing individual and / or group meetings to advise and professionally guide project beneficiaries 1.a.Individual and group evaluation of interests and abilities-Activity setting out the characteristics/features/particularities of project beneficiaries by applying assessment tests. 1.b.Intervention by individual psychological counseling (on identified personal problems)-Counseling activity that seeks to solve the problems faced by project beneficiaries; discussion meetings, debates, confrontations and analyzes on the targeted		

<p>@Deliverable D.T1.3.1</p>	<p>Type of new career guidance activities provided by the Career Guidance and Professional Training Center</p>	<p>issues developed by the beneficiaries of the project. 2.Personal and professional development programs-Series of activities for the beneficiaries to build up the necessary skills in developing a successful career 2.a.Self-knowledge and unconditional acceptance program-Set of activities designed to develop participants' ability to discover themselves, identify their own qualities and flaws, accept themselves and wish to personally develop. 2.b.Motivational development program-Set of activities to track the development of will, attention, and desire for progress. Motivation is the basis for personal and professional development, and if this psychological phenomenon is neglected, the risk of resignation/dismissal/no n-employment/unemployment will increase. 2.c.Training course for the necessary skills in the hiring process-Activity that will provide information on how to make a CV, how to prepare a letter of intent, how to handle an interview, how to look for the desired/ appropriate workplace. 2.d.Program for the development of socio-emotional abilities-A set of activities to track the development of teamwork skills, the management of intense negative emotions, negotiation, the ability to empathize, but also the development of rational and pragmatic thinking.</p>	<p>2.00</p>	<p>02.2021</p>
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@Deliverable D.T1.3.2	Leaflets	SBDO will contract an advertising firm to produce 4,000 leaflets that will promote the services provided by the Career Guidance and Professional Training Center, especially regarding career guidance services. The leaflets will contain information about the location of the center, the operating hours, the staff of the center, the services offered, the benefits for the beneficiaries. The reasons staying behind this type of promotional materials are related to the importance of disseminating data about the Career Guidance and Professional Training Center. The aim of this material is to raise awareness about the importance for young people of the career guidance. Budget: 4000 pieces x 0,4 euros/piece = 1600 euros	4 000.00	03.2020
@Activity A.T1.4	Organization of professional training activities	03.2020	02.2021	6 500.00
<p>Professional training is an important support point in professional development and evolution, especially in the perspective of recent years of macroeconomic and social evolution. Changes are becoming more and more frequent, requiring rapid adaptation to increasingly diverse and challenging professional situations. Professional training ensures the growth and diversification of the job-seekers' professional skills in order to integrate or reintegrate them into the labor market. Professional training can be carried out in various forms, the most at hand being organizing courses. Access to professional training programs comes after information and professional counseling or mediation. Adult professional training has as main objectives: facilitating the social integration of individuals; the proper preparation of human resources; the acquisition of advanced knowledge, modern methods and procedures necessary to fulfill duties. The courses will be organized within the Career Guidance and Professional Training Center. Thus, both infrastructure and material resources will be assured. The lecturers of these courses will be experienced teachers working in the Don Orione High School (Institution organized within SBDO). The courses will be organized in close collaboration with AJOFM, which has complete databases with the potential beneficiaries of the courses, thus providing the population group to be trained. So, the promotion of organizing the courses will be carried out with the support of AJOFM and ISJ (County School Inspectorate). The following conditions will be respected for all the operating lifetime of the centre: training activities will be exclusively targeted to physical persons; training activities will be provided for free; participation to training activities will be open to anyone interested; training programmes will have social purposes (personal development and employability of participants).</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

<p>@Deliverable D.T1.4.1</p>	<p>Number of organized training sessions</p>	<p>The organization of each training session will have a wide promotion among potential beneficiaries (promotion by AJOFM and ISJ, online promotion, display). All the organizational requirements will be met and the participants will be enrolled, the groups will be formed. Infrastructure and material resources will be provided by SBDO within the Career Guidance and Professional Training Center. Participants' access will be free, unrestricted, the infrastructure allowing for the participation of physically disabled people (there are ramps, lift and adapted sanitary groups). During the 12 months (from the completion of the center construction to the end of the project), we estimate the organization of 5 types of courses x 3 series = 15 sessions of courses. Each course group will be composed of about 20 people. Thus, at the end of the 12 months a number of approx. 300 beneficiaries will receive a recognized ANC diploma. The trainers who will lecture these courses will be paid a fee of 400 euro / course. Thus, for the 15 sessions of courses, the total fees for trainers will be 6000 euros.</p>	<p>15.00</p>	<p>02.2021</p>
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@Deliverable D.T1.4.2	Posters	SBDO will contract an advertising company to produce 500 posters that will promote the professional trainings (about 100 posters / training). These posters will be displayed at the AJOFM headquarters and the four working points in the county (Alesd, Salonta, Marghita and Beius), the ISJ (the Bihor County School Inspectorate), the 48 schools and 5 universities in the county, other interested institutions. The posters will promote the organized courses, containing all the information needed by potential participants. The posters will respect the Visual Identity Manual' requirements and the integrated visual concept of the project (this concept will be conceived by the joint communication manager). The posters will be color, A3 format. Budget: 500 pieces x 1 euro/piece = 500	500.00	03.2020
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**@Type: Implementation**

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
T2	AJOFM implementation activities	03.2019	02.2021	324 702.00
@WP responsible partner		Bihor County Employment Agency		
<b>@Partner involvement</b>				
@Partners involved		@Name: Bihor County Employment Agency @Role: PP		
@Summary description and objectives of the work package including explanation of how partners will be involved.				
<p>The services developed within the project will have a limited impact in case they won't be accessible to a large share of the target groups. This is why PP1 will conduct several activities in order to reach the second specific objective that partners have set, namely to increase the visibility of the career orientation services and to raise awareness about their importance. In this respect, the following actions will be accomplished: a) Organization of 2 large scale job fairs dedicated to young pupils / students aged over 15, in order to familiarizing young people, parents, teachers with the existing educational offer and the jobs/professions sought on the labour market. No other Ro stakeholder have ever organised such event in our country. At least 50 private companies, 5 institutions, 15 educational institutions and 10 providers of vocational training will took part. Estimated no. of participants is 3,000. b) Organization of a mobile office. PP1 will purchase and use a commercial multi-van vehicle and an inflatable tent to get closer to people all over the county, going beyond geographical and social barriers that stop people to reach information about the existing labour market. This type of activity is called hands-on assistance. There will be organized information and counseling activities, in at least 50 communities from Bihor during 18 months. We estimate a total number 1000 people who will benefit from these services. c) Development of a Joint Action Plan for an Integrated Labour Market at the Romanian-Hungarian border, in to provide guidance to manage existing barriers and proposals to take on the challenges of the cross-border labour market and mobility. d) Organization of 3 events in order to exchange relevant experience between partners and related actors: 2 workshops will be organized, one at the beginning of the project and one at its end. In addition, PP1 will organize a Conference with national and international participation-60 people.</p>				
<p>@Please describe project main outputs that will be delivered based on the activities carried out in this work package. For each project main output a programme output indicator should be chosen. Please note that they need to have the same measurement unit.</p>				

	<b>@Project main output</b>	<b>@Describe your project main output</b>	<b>@Choose a programme indicator to which the project main output will contribute</b>	<b>@Measurement unit</b>	<b>@Quantify your distribution</b>	<b>@Delivery Date</b>
		<p>The performance of any labour market depends on the balance between the supply and the demand, and the influence of many complex factors. Unbalanced situations occur when workers have either fewer or more skills than jobs require. Such issues are costly for employers, workers and society at large. PP1 prepared a package of activities with high impact on target groups, first due to the novelty of some of the initiatives, but also due to the high level and quality that PP1 assumes for the way these activities will be organized. Thus, PP1 will conduct two large-scale job fairs in Oradea where the main target groups will be approx. 6.000 people, parents, teachers. These events are excellent opportunities for young people to meet relevant actors and employers from the cross-border labour market. Direct communication and direct contacts produces information sharing, clarifies existing issues that target groups might have in relation</p>				

T2.1	Balanced labour market in the programme area between supply and demand	to challenges and opportunities for the regional job market, and permits the development of a real and up-to-date labour network in the program's area. In addition to this, PP1 will organize information and counseling activities, in at least 50 communities from Bihor County (20 people per action). We estimate thus a number of 1000 people who will benefit from these services. Besides these, two workshops will be organized (20 guests / event) and 1 Conference (60 participants from Romania, Hungary and European Union). All the proposed activities are suppose to have positive effects upon 7.100 people.	CO44 Labour Market and Training: Number of participants in joint local employment initiatives and joint training	Number	7 100.00	04.2020
<b>@Target groups per main outputs</b>						
@Who will use the main outputs						
@How will you involve target groups (and other shareholders) in the development of the project main outputs?						
<b>@Durability and transferability of main outputs</b>						
@How will the project main outputs be further used once the project has been finalised? Please describe concrete measures (including eg. institutional structures, financial sources etc.) taken during and after project implementation to ensure the durability of the project main outputs. If relevant, please explain who will be responsible and/or the owner of the output. NB. Take note of rules governing ownership of outputs linked to investments (items of infrastructure) in line with Art 71 CPR.						
@How will the project ensure that the project outputs are applicable and replicable by other organisations/regions/countries outside of the current partnership? Please describe to what extent it will be possible to transfer the outputs to other organisations/regions/countries outside of the current partnership.						
@Please describe activities and deliverables within the work package						
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>		
@Activity A.T2.1	Organization of Matching events	03.2019	10.2020	140 000.00		

The job fair is one of the most important measures to stimulate employment, meeting demand with labor supply, setting the conditions for hiring employees, increasing the speed of mediation and lowering the employment time of a job vacancy. The job fair is a way to facilitate contacts between employers and people who are actively looking for a job. Thus, job seekers have the possibility to contact a large number of employers, to identify more employment alternatives, and the economic agents participating can recruit their staff directly, without an intermediary, according to the specific requirements jobs they offer. A job fair referred commonly as a career fair or career expo, is speed dating for companies and professionals job seekers. A job fair is an event in which employers, recruiters, and schools give information to potential employees. Job seekers attend these while trying to make a good impression to potential coworkers by speaking face-to-face with one another, filling out resumes, and asking questions in attempt to get a good feel on the work needed. Job fairs usually include company or organization tables or booths where resumes can be collected and business cards can be exchanged. Job fairs provide a convenient location for visitors to meet employers and perform first interviews. This is also an opportunity for companies to meet with students and talk to them about their expectations from them as students and answer their potential questions such as the degree or work experience needed. In case of job fairs, the economic character and the indirect advantage for economic operators is excluded. The events will be widely promoted and the participation will be open to anybody, not subject to any fee. Also, and job fairs will not have any promotional content related to specific firms/companies, services or products (commercial advertising). AJOFM will organize 2 large scale (1 event/year).

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
@Deliverable D.T2.1.1	Large Scale Job and Career Orientation Fair	There will be two major events, dedicated to young pupils / students aged over 15. These events have the role of familiarizing young people, parents and, to some extent, teachers with the existing educational offer and the jobs / professions sought on the labor market. This type of event is unique in Romania. The impact will be long-term, leading young informed people to a job/profession being a particularly important aspect for the career development of each individual. The participation of at least 50 private companies, 5 institutions, 15 educational institutions (high schools, vocational schools and universities) and 10 providers of vocational training will be ensured. The estimated number of participants is 3,000 (young people, parents, teachers). The event will be organized in partnership with the School Inspectorate of Bihor County. The event will last two days. The service of organizing this event will be contracted with an event organizing company with experience in organizing fairs / exhibitions. The following will be provided: exhibition facilities (rooms, tents, etc.) totaling 1000 sqm, parking for cars and buses, outdoor exhibition tent, test	2.00	10.2020

		platforms for companies wishing to do practical demonstrations, visitors' triage / registration tent, food-court, first-aid tent, feed-back tent, specific logistics (furniture, stands, access to utilities), transport of young people with buses / minibuses from around the county to Oradea and return, providing a meal for exhibitors, promotional materials, materials for the participants, the provision of photo-video services, promotion in written and on-line media (respecting the program's visibility manual). The communication expert will ensure the integrated concept of the project and of the organized actions and will supervise the whole promotion part of the event. An open announcement will be made in order to inform potential exhibitors about the organization of job fairs. Estimated cost is 70.000 euros.		
@Activity A.T2.4	Organizing a mobile office	03.2019	02.2021	138 702.00
<p>Labor mediation is the activity of connecting employers with people looking for a job, in order to establish labor or service relationships. Employment mediation services for jobseekers are provided free of charge by employment agencies and consist of: a) information on job vacancies and the conditions for their employment by publishing, displaying, organizing job fairs; b) electronic mediation aimed at making automatic matching of job application and job vacancies by computer technology; c) preselection of the candidates according to the requirements of the offered jobs and in accordance with their training, skills, experience and their interests. Professional information and counseling is an ensemble of free services for job-seekers, which aim at: a) providing information on the labor market and the evolution of occupations; b) evaluation and self-evaluation of the personality for professional orientation; c) developing ability and self-confidence of job seekers in order to make their own career decision; d) training in methods and techniques of searching for a job. Information on the labor market, establishing the professional path, evaluation and self-evaluation are done through self-information, by providing individual or group counseling services offered on demand to jobseekers by employment agencies. With the help of the mobile office, the employment agency will reach isolated communities, which are far away from the cities, in areas with a higher poverty rate, with a poor population that can't afford to travel to AJOFM headquarters in Oradea or work points in Alesd, Beius, Marghita or Salonta in order to take advantage of the free services offered by the agency. Thus, with the help of this mobile office, AJOFM will reach the most vulnerable population groups/communities, those most in need of aid for employment.</p>				
@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
		PP1 will purchase the following equipments,necessary for the implementation of the project: an inflatable tent for events and a commercial multivan vehicle (the mobile office). Minimum requirements for the tent: inflatable, hermetic, modular, stable at high wind speeds, with a surface area of over 40 m <sup>2</sup> and a weight of less than 80		

<p>@Deliverable D.T2.4.1</p>	<p>Purchase of specific equipment</p>	<p>kg, easy to mount (quick, low human effort) with reversible walls and anchoring both on the ground and on concrete, waterproof, flame and UV resistant, warranty of at least 1 year. The tent will be equipped with folding furniture: 2 tables with 8 seats and 20 chairs for presentations. A commercial multivan vehicle will be purchased to be used as a mobile office. This truck will be able to attach, if necessary, to the inflatable tent (which will be connected to the car to supply electricity). Minimum requirements for the minivan: - air conditioning - ABS, ESP, ASR, ACC - Central locking - Individual rotating chairs with armrest (R2) on rails - Front, rear, side airbags - Anti-burglary alarm - Summer and winter tires - Fuel: diesel - LED front / rear headlamps - Fog lights - Minimum 150 HP - Consumption: maximum 10l/100km. - Pollution standard Euro 6 - Fuel tank: approx. 70L - 3 rows of seats - Rubber cover in the passenger compartment - Multifunctional table between R2 and R3 - WIFI and WLAN router - Minimum 2 USB ports - Minimum 3 car sockets - Automatic gearbox - Auxiliary heater - Tailgate with electrical opening - Two batteries - Tempomat, cruise control - Trailer coupling - 240 V socket The tent and minivan will be personalized with the program logo, the project logo and the name of the project partners, respecting the Project Visibility Guide.</p>	<p>2.00</p>	<p>10.2019</p>
		<p>This type of activities are called hands-on assistance. There will be organized information and counseling activities, in at least 50 communities from Bihor county, during 18 months. Thus, we estimate a total of 20 people per action, altogether 1000 people</p>		

<p>@Deliverable D.T2.4.2</p>	<p>Number of information and counseling actions</p>	<p>who will benefit from these services. Using the equipment purchased, the three counselors will travel to the remote communities of Bihor County where they will carry out information and counseling activities within the mobile office. It will be located / organized in a public place with increased visibility (eg in front of the mayoralty, the cultural center, etc.). The actions will be carried out according to a predetermined schedule so as to include in the 18 months all the isolated settlements (communes, small villages) in the county. The actions will be carried out with the involvement and support of the local authorities that will promote the AJOFM actions among the population. Support for this will also be given by the communication expert contracted within this project. The activities will be documented by the counselors, for each individual beneficiary. To carry out the information, counseling and mediation activities, the three counselors need 3 laptops and a multi-functional printer. Minimum technical features for laptops: I7 processor, 4 GB RAM, 1 TB, license included. Minimum technical features for multi-functional printer: laser, A4, copying (speed: 40 cpm, resolution: 600 x 600 dpi), printing (speed: 40 ppm, resolution: 1200 x 1200 dpi), scanning (resolution: 600 x 600 dpi), interface: USB, Wireless, Network connection. During 18 months, the necessary fuel for the multivan will be purchased in the frame of a supply contract of 1800 euros (100 euros/month) - approx. 1000 km/month.</p>	<p>50.00</p>	<p>02.2021</p>
		<p>Professional counseling, training in methods and techniques of job finding and interview</p>		

<p>@Deliverable D.T2.4.3</p>	<p>Number of employees involved in the information, counseling and mediation activities</p>	<p>presentation are carried out by specialized counselors, in centers/mobile specialized offices. 3 employees from AJOFM will be involved in the information, counseling and mediation activities organized in the frame of this project. The 3 employees will be senior advisors with experience in information, counseling and mediation on the labor market. Their salaries include mandatory taxes paid to the state budget. These counselors will work in the mobile office and will attend job fairs. Counselors will have the following main attributions: • Provide information services to any jobseeker on both the labor market specific issues (occupations, crafts and professions, conditions for their exercise, payment and promotion, conditions imposed by employers, dynamics of occupations), and about the person requesting support (psychological profile, professional interests, identifying strengths as basic elements in establishing the professional path), job analysis and professional orientation; • Provide professional information and counseling services to interested persons in the field of employment, career choice, complementary training / formation opportunities; • Assisting beneficiaries to help them make decisions about: choosing a profession / occupation, completing qualification courses, retraining, professional development, changing the occupation / job; • Provide the beneficiaries with specialized assistance so that they become aware of their interests and professional skills; • Provide beneficiaries with information about professions and occupations in demand on the labor market; •</p>	<p>3.00 02.2021</p>
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		Help beneficiaries compare the requirements of professions and occupations for which they have opted with their own professional characteristics and their level of education/qualification/vocational training, offering them choices in decision-making.		
@Activity A.T2.5	Development of a Joint Action Plan for an Integrated Labour Market at the Romanian-Hungarian border	08.2020	02.2021	20 000.00

The main aim of our project is to increase the general quality of labour market in the target territory, balancing supply and demand in the labour market of the programme area and enhancing the mobility of workforce. In this respect, partners are proposing several activities, one of these being the elaboration of a specific document: A Joint Action Plan for an integrated labour market at the Romanian-Hungarian border. This Action Plan aims to provide guidance to tackle existing barriers and proposals to take on the challenges of the cross-border labour market and mobility. Another asset of this document is that it will allow taking advantage from this project experience, good practices and existing know-how and to learn from other (cross-border) regions. The proposed action plan will be an excellent aim to guide the elaboration of new policies and projects in this field of interest. It will clarify specific challenges on the local, regional, cross-border labour market, proposing specific solutions for managing these challenges. The work to the elaboration of this Joint Action Plan will be undertaken in consultation with private and public sector agencies, as well as existing and potential labour market participants and stakeholders. Meeting with various actors will draw on perspectives and aspirations of the various stakeholders about future labour market needs and trajectories, labour market competition and salaries and wage differentials, and opportunities and challenges related to population, labour migration (in both directions), graduate and vocational opportunities (considering existing technical and vocational education and training available), and so on.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
		Key questions to be addressed through this document: - What are the major factors that currently influence the labour market in the target region? - What are the current and likely future labour market demands? This will include a baseline of the current situation, and an indication as to the capacity of the workforce and the education and training providers to meet future needs. This will help to better understand current skills gap and short-to-longer term skills needs. - What are the existing and potential skills and training gaps in the target region? - Are the legislative, institutional and labour policy frameworks conducive to developing and enabling the business environment facilitating both private and public sector investment in skills and training development, and promoting a fair and		

@Deliverable D.T2.5.1	Document: Joint Action Plan for an Integrated Labour Market at the Romanian-Hungarian border	inclusive labour market? - What are the challenges that will hinder implementing a comprehensive and integrated approach to the labour market strategy? The Joint Action Plan will contain several chapters. The exactly quantity of information and the number of chapters will be set by the contractor (the private service provider who elaborates this document) along with the project team members from both sides of the border. The way the document and its content will evolve, will be periodically discussed during project meetings with both project beneficiaries. The document will contain, besides the very specific topics of labour market and employment, a chapter where this project and its general idea and aims will be described. Also, there will be a chapter where the working group members will be mentioned, along institutions or organizations that they are representing. The methodology of collecting data will be also described. The contractor will provide the Joint Action Plan both in Romanian and Hungarian language, on editable IT support and on paper support (1 sample in Romanian language and 1 sample in Hungarian language).	1.00	02.2021
@Activity A.T2.6	Exchange of experience	03.2019	02.2021	26 000.00
<p>The project aims to promote the build-up of knowledge and skills, as well as an exchange of experiences and best practices in order to improve the mediation, information and counseling services available to job seekers and to compare the specific legislative framework of both countries (RO and HU) and the legislative framework at EU level. Also, sharing experience will lead to improvement of dissemination of relevant outcomes. Within the project, the exchange of experience will be organized in the form of two workshops and an international conference. In the framework of these events, the exchange of experience and best practices will be carried out between experts in the field, representatives of partner institutions and other institutions interested in working in the aforementioned domain or whose activity is affected by the issues discussed (labor force and its quality, matching supply and demand in the labor market, professional / vocal training, career guidance activity. BMKH has over 20 years of experience in organizing Large Scale Job Fairs with a participation of 6.000 – 7.000 vizitors (1 event of 2 days / year).This experience will be shared especially with with AJOFM Bihor. Also, the BMKH and AJOFM experience on working with unemployed and jobseekers will be shared with other partners. The experience of BMKIK and BMVA with economic agents will be shared by these two partners, and work with young people and aspects of their training will be shared by SBDO with the project partners. The common goal of the project brings together the five partners in the desire to find the most effective methods to strengthen the employment-related approach, each partner contributing with methods and approaches specific to the sector of activity it represents. The next level of experience sharing is the international conference. At this conference, the exchange of know-how will focus on the legislative framework.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

<p>@Deliverable D.T2.6.1</p>	<p>Number of workshops</p>	<p>Two workshops will be organized, one at the beginning of the project and one at its end. The number of participants in the workshops will be 20 guests / event. There will be representatives of the five partners (about 4 representatives from each partner). The partner organizations represent various sectors of activity: public employment, education, private sector. Thus, the approach of the topics discussed will be complex. The duration of the event will be one day. The purpose of organizing these events is to exchange experience, best practices in the areas of interest of the project: organization matching events (eg the Large Scale Job Fairs), organizing and carrying out career guidance activities in the two partner countries, the legislative framework: strengths and weaknesses. At the end of each workshop, a document will be drawn up, containing the topics debated and the conclusions of the discussions. It will be bilingual (Ro and Hu). Organizing services will be contracted with a company specialized in organizing such events. Will be provided: room with equipment and logistics, necessary for the event, catering for the participants, RO-HU and HU-RO interpreter.</p>	<p>2.00</p>	<p>02.2021</p>
		<p>AJOFM will organize a Conference with national and international participation (participants from Romania, Hungary and European Union). The conference will be attended by 60 people: representatives of the partners, the employment services from the other counties eligible for the program (Timis, Arad, Satu Mare, Szabolcs-Szatmar-Bereg, Hajdu-Bihar, Csongrad) from Hungary and Romania, national and</p>		

@Deliverable D.T2.6.2	Number of conferences	<p>European parliamentarians representing the population of the Ro-Hu border area, representatives of local authorities with attributions / interest in the field, other stakeholders. At least one speaker in the field at European level (eg DG Employment, Social Affairs and Inclusion) will be invited. The role of parliamentarians will be to raising awareness about the problem of employment, compatibility of supply and demand on the labor market, career orientation, professional training. Specialists in the field will hold presentations, free discussions, questionnaire sessions and answers will take place. Duration of conference will be one day. Costs related to the organization of the conference will be subcontracted with an event organizing company (room rental, catering, payment for lecturers, transportation and accommodation for guests from abroad or from cities. Expenses related to project partners' representatives are not included). The purpose of this conference is to gain access to working methods and knowledge at European level, to regulate the issues debated and to know the way the institutions that manage these specific issues are organized. Also, during the conference will discuss the issue of young NEETs at European level.</p>	1.00	06.2020
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**@Type: Implementation**

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
T3	BMKIK implementation activities	03.2019	02.2021	139 870.00

@WP responsible partner		Békés County Chamber of Commerce and Industry				
<b>@Partner involvement</b>						
@Partners involved		@Name: Békés County Chamber of Commerce and Industry @Role: PP				
@Summary description and objectives of the work package including explanation of how partners will be involved.						
<p>The Work Package comprises the contribution of BMKIK to the project objectives. The Chamber of Commerce is a close observer of the labor market of the county, and one of the major problem which has been identified is related to the career development of the graduates of gymnasiums in the county. Since they do not follow a vocational training programme, at the graduation these youngsters have as a first option the continuation of their studies at university level. But the high education system cannot fully absorb the generations of graduates, therefore many of the youngsters with a gymnasium diploma are in a difficult situation when they seek to successfully access the labor market, since they do not possess a profession. The WP will provide support to this target group through a series of complex, integrated activities.</p> <p>When planning the project, an important aspect was to propose a set of activities which are interesting for the youngsters, which will create a stimulating environment for their involvement. Hence, BMKIK will operate with a set of modern, dynamic instruments (as outdoor activities, youtube campaign).</p> <p>Besides the youngsters, the activities will be targeted to their teachers and their parents as well - professional conferences. It is important to help them acquiring updated information about the opportunities existing on the labor market, since they are in the best position to support the youngsters in the decision making process.</p> <p>Not the least, BMKIK will elaborate a study which will provide validated data about the career development of the graduates of vocational trainings in Bekes county in the near past. This data will support BMKIK in its efforts to investigate and steer the career orientation process in its region of competence.</p> <p>The WP is contributing to the project objectives as it is providing support for the graduates of gymnasiums in identifying the most promising career development opportunities.</p>						
@Please describe project main outputs that will be delivered based on the activities carried out in this work package. For each project main output a programme output indicator should be chosen. Please note that they need to have the same measurement unit.						
@Project main output		@Describe your project main output	@Choose a programme indicator to which the project main output will contribute	@Measurement unit	@Quantify your distribution	@Delivery Date
T3.1	Increased level of preparedness for integration on the labor market of the youth from Bekes county	The gymnasium graduates represent an important pool of talents, a very valuable workforce resource, which unfortunately is not exploited to its full potential. Even if they receive a high quality education during their secondary education, the university system is not capable to fully integrate the entire generations, hence a large number of youngsters is forced to find a way to access the labor market. Unfortunately, since they do not possess a professional qualification, this task is not easy, hence many of them do not manage to build				

		<p>up a solid professional career. BMKIK is addressing this problem through this WP, the output being an increased level of preparedness for integration on the labor market of this target group. Even if the activities deployed for the achievement of this output will reach a larger number of persons, in order to have a solid methodological background only those individuals were included in the calculation of the indicator for whom there will be a documented proof of involvement. Hence, the indicator covers the youngsters which will receive individual consultations during the roadshow events, and for which an individual consultation form will be filled-in. Therefore, the target value of the indicator is set on 360, since at least 20 youngsters will receive individual consultation during each of the 18 events organized at the gymnasiums from throughout Bekes county.</p>	<p>CO44 Labour Market and Training: Number of participants in joint local employment initiatives and joint training</p>	<p>Number</p>	<p>360.00</p>	<p>04.2020</p>
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<b>@Target groups per main outputs</b>				
@Who will use the main outputs				
@How will you involve target groups (and other shareholders) in the development of the project main outputs?				
<b>@Durability and transferability of main outputs</b>				
@How will the project main outputs be further used once the project has been finalised? Please describe concrete measures (including eg. institutional structures, financial sources etc.) taken during and after project implementation to ensure the durability of the project main outputs. If relevant, please explain who will be responsible and/or the owner of the output. NB. Take note of rules governing ownership of outputs linked to investments (items of infrastructure) in line with Art 71 CPR.				
@How will the project ensure that the project outputs are applicable and replicable by other organisations/regions/countries outside of the current partnership? Please describe to what extent it will be possible to transfer the outputs to other organisations/regions/countries outside of the current partnership.				
@Please describe activities and deliverables within the work package				
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.T3.1	Professional coordination of the WP	03.2019	02.2021	10 800.00
<p>Considering the activities implemented by BMKIK within the project, there will be a need for strong coordination of the activities, complemented by an intensive professional contribution to achieve the expected results. Therefore, two internal experts in career orientation and development will be involved in the project. Their tasks will concern all the professional events: roadshow, professional conferences, youtube campaign and the study. Hence, they will contact the gymnasiums from Bekes county and will take care of the organization of the roadshow. They will also contribute to the roadshow by providing specialized consultations to the participants. Parallely, they will prepare the logistics of the professional conferences, being in charge of building-up the agenda of the events and of holding presentations about the career development opportunities and the offer of vocational trainings for the gymnasium graduates. The internal experts will keep in touch with the external service provider in charge of preparing the films included in the youtube campaign, and last but not least, they will coordinate and contribute to the study on the career development of alumni graduates from Bekes county. In order to achieve the highest results possible, when delivering these complex and diverse tasks, they will rely on the internal resources of the Chamber of Commerce. Their work will be supported by the different departments of the organization, depending on the topic tackled at the given moment. The two internal experts will be involved in the project on part-time basis (4 hours/day) with an estimated staff cost of 225 Eur/month each, for a period of 24 months - a total of 10800 Eur.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
@Activity A.T3.2	Acquisition of equipments	03.2019	06.2019	62 450.00
<p>The goal of BMKIK is to involve in the project activities as many youngsters of the target group as possible. Therefore, the events which will be organized (especially the roadshow), shall be appealing to them, they must be dynamic, colorful and spectacular, so that they catch the attention of the potential participants. Since the schools' infrastructure does not offer a proper environment for the organization of such events, there is a need to provide the instruments for achieving this goal. Hence, the activity will consist of the acquisition of an inflatable, hexagonal tent, which will represent the main location for the roadshow organized within the project. The tent shall be light, easy to assemble/disassemble, and of at least 50 sqm. The tent will represent the main stage of the roadshow, and it will be equipped with the IT instruments necessary for the presentations/consultations. During the events, it will host the stands with project promotional materials and it will be the location of the group activities. BMKIK will purchase a minivan, which will also represent a part of the roadshow activities. The minivan will be used not only for transportation purposes, but it will represent part of the locations where the services delivered during the roadshow will be organized. In the case of individual consultations, the participants are not always willing to disclose their plans or worries about the future, in open, public spaces. Therefore the minivan will provide an intimate space, where the consultant and the participant will be able to held discreet conversations about the career development plans, increasing thus the efficiency of the events.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

@Deliverable D.T3.2.1	Tent for event organization	A minimum 50 sqm, inflatable, hexagonal tent, easy to assemble/disassemble, and not taking too much space when stored. The tent shall be light, waterproof, ignifug, UV resistant and stable under windy conditions. Moreover, it shall not require a constant source of energy for keeping it inflated. Based on the market research performed, the estimated cost of the tent is of 5800 Eur	1.00	06.2019
@Deliverable D.T3.2.2	Minivan	In order to fit the needs of the project, the minivan shall the following minimal configuration: EURO 6, at least 1,9 l engine, 110 kw/150 Hp, and to be equipped at an average level for the nowadays automobiles (in particular the safety equipment). The minivan will be purchased in Period 2 after a procurement process (in accordance with the PIM). The estimated cost is of 44000 Eur. Additionally, the deliverable includes also the costs of the insurance of the vehicle amounting to 1000 Eur.	1.00	06.2019
@Deliverable D.T3.2.3	Set of IT equipments	The set of IT equipments needed for the organization of the roadshow is composed of 2 laptops, 2 smart phones, 2 presenters, 5 monitors (to displays the films part of the youtube campaign), 1 projector with a projection screen, 1 smart TV, 1 extension cord (40 m long), 1 HDMI cable, 1 photo camera with accessories, 1 Info terminal with information about career orientation and about the services developed within the project), and 1 inverter to ensure the energy supply from the battery of the minivan. The estimated cost of these equipments is 11650 Eur	1.00	06.2019
@Activity A.T3.3	Roadshow	06.2019	02.2021	9 000.00



Within this activity, the professionals from BMKIK will visit all the 18 gymnasiums from Bekes county, providing information and consultations to the pupils (aged 15 or more) about the opportunities of accessing the labor market after graduation. The scope is to present the possibilities to continue their professional development through enrolling in vocational training programs available in the region. The activity is of special importance for this target group, since many of the youngsters will not be able to continue their studies at university level, and the sources of information about the alternative options are rather scare and, in many cases, not fully reliable. Through this activity the project will offer the possibility to directly address the youngsters and to offer them individual, tailored consultations about their future options. The consultations will be held by the internal professional experts of BMKIK, with a solid experience in career guidance. The events will be hosted in the immediate proximity of the schools, most probably in the school courtyards, where the minivan and the tent will be installed. During the events, all the participants will receive a set of promotional materials produced under the Communication WP, composed of a folder, a notebook, a pen, flyer, leporello flyer, a wrist band, a student calendar and a baloon, all packed in the paper bag. The event will consist of group activities and presentations, but it will offer the possibility for individual consultations as well. The program will be designed in such a way that it will be attractive for the youngsters, therefore, a relaxed atmosphere will be encouraged. The estimated attendance will be rather high, since everybody will be welcome to participate. Personalized, individual consultations will be provided to a number of at least 20 youngsters per event, which means that in total a number of at least 360 youngsters will receive support during this activity.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
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<p>@Deliverable D.T3.3.1</p>	<p>Roadshow events</p>	<p>There will be a series of 18 events organized as part of the roadshow, at all the gymnasiums from Bekes county. As a first step of the organization, the two internal experts in career development will contact all the schools in order to inform them about the planned actions and to prepare their participation in the events. In the preparation phase, the schools were already consulted about the initiative and all the feedbacks received were positive. The exact calendar of the events will be defined by taking into consideration the vacations or other periods when the school schedule is intensive (tests, etc). Moreover, the weather conditions will be also taking into account, therefore the events will be concentrated in the months when outdoor activities are suitable. For each person which is receiving an individual consultation a personal file will be opened, documenting the services provided (on the spot and later on at the premises of BMKIK, in case requested). A minimum number of 20 youngsters will be offered a personal consultation during each event. Since the equipments necessary for organizing the events are included in the A.T3.3 activity, and the promotional materials used will be produced under WP Communication, the estimated costs of these events are of 1000 Eur, and cover the fuel costs for the transportation</p>	<p>18.00</p>	<p>02.2021</p>
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@Deliverable D.T3.3.2	Media campaign for promoting the roadshow	The success of the roadshow is largely dependant of the visibility of the events. Therefore an intensive media campaign will be deployed in the county, advertising the events. The campaign will focus on the local media products, as local radios, newspapers, internet portals, using all the available instruments in order to increase the awareness about the services made available during the roadshow. The campaign will be realized with a support of an external service provider, which shall be responsible for the realization of the campaign but also for monitoring and reporting about it. The programme and project level visibility requirements will need to be closely observed. The estimated cost of the services is 8000 Eur	1.00	02.2021
@Activity A.T3.4	Professional conferences	03.2019	02.2021	30 000.00
<p>BMKIK will organize a series of professional conferences on vocational training throughout Bekes county. The aim is to raise awareness about the opportunities provided by the vocational training programmes, about the professions which are lacking on the labor market (at present and in the future), and about the possibilities offered by the dual vocational training system, combining apprenticeship with classic education. Besides being an association of entrepreneurs, BMKIK is mandated by the national legislation to closely follow and observe the vocational training system in Bekes county. Therefore, it is in the best position to convene the offer and demand on the labor market. The conferences will be organized in two annual rounds in Bekescsaba and in the 3 largest and economically most developed cities of the county: Gyula, Oroshaza and Szeghalom. As compared to the roadshow events, the target group of these events is formed of the teachers in gymnasiums (especially class-masters), parents of the youngsters, and by the local entrepreneurs interested in joining apprenticeship programmes which would help the integration of youth on the labor market. The scope will be to present the latest trends on the labor market and to bring practical examples related to methods of organizing and operating dual vocational training systems. BMKIK will invite to the conferences specialized, highly qualified lecturers, to hold presentations and to provide answers to possible questions. They shall be experienced in fields related to the processes and procedures specific for the labor market. The events will be intensively promoted through the local media, through the social media instruments and the websites of the partners. BMKIK will also involve its professional network in the promotion of the events, in order to make sure that the information reaches a wide audience, especially entrepreneurs interested in cooperation possibilities with the vocational training network.</p>				
@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date

@Deliverable D.T3.4.1	Professional conference	There will be a total number of 8 conferences, organized annually in turns of 4 events in Bekescsaba, Gyula, Oroshaza and Szeghalom. The estimated number of participants is 80 for the events from Bekescsaba and 50 in the other cities, hence a total of 460 persons. For the events in Bekescsaba, BMKIK will invite the representatives of the Romanian partners as well, which will be given a chance to present to the audience the experiences of the vocational training in Romania. The partners will be encouraged to involve also representatives of their professional network from Bihor county, so that the information is disseminated throughout the target area of the project. The estimated costs of the events in Bekescsaba are of 4500 Eur/event, and includes the rental costs of the venue, the catering services, the interpretation (RO/HU) and the fees of the lecturers. The events in the other cities are estimated at a cost of 3500 Eur/event and includes rental, catering and fees for the lecturer.	8.00	02.2021
@Activity A.T3.6	Follow-up survey on the vocational training system in Bekes county	03.2019	02.2020	26 000.00
<p>The activity aims to gather and process information about the professional pathways of the graduates from vocational training institutions from Bekes county. It will focus on the generations graduated in 2016, 2017, 2018 and 2019, and will reveal patterns in the development of their career. Based on this information, conclusions can be drawn about what are the most promising opportunities for the youngsters finishing a gymnasium cycle in Bekes county and which are thinking about getting a profession. Moreover, combined with the information from the labor market accumulated at the level of the Chamber, these patterns may reveal professions which are lacking interest on behalf of the graduates, even if there is (or it is expected to be) a high demand from the labor market. No such studies have been performed at the level of Bekes county in the past. Therefore, the activity would contribute to a deeper, more detailed understanding of the career development of the graduates from vocational training institutions in the county. Moreover, it will support the career orientation system from Bekes county, since it will provide validated information about the processes on the labor market, which can make this type of services more effective and more reliable. The study will be performed with the support of a specialized external service provider. It will take the form of phone survey and will rely on the contact data provided by the BMKIK. The structure and content of the survey will be proposed by the service provider, and will be agreed with the representatives of the Chamber. The questions shall focus on the career developed by the interviewees, it will investigate if they have managed to find a job in the profession they were trained in, it will inquire about the period of time passed until they have managed to find a job, etc.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

@Deliverable D.T3.6.1	Study	<p>The study will be developed with the support of an external service provider. Based on an agreed methodology, a phone survey will be performed among a representative pool of youngsters which have graduated a form of vocational training in Bekes county from 2016 to 2019. Since BMKIK is empowered by law to supervise the vocational training system in the county, it possesses the relevant contact data. The phone survey shall be applied to a statistically relevant number of interviewees, and measures shall be put in place in order to secure a proper rate of response. The interpretation of the collected data will be done in close cooperation with the representatives of BMKIK, and in line with the methodology defined at the beginning of the activity. The results of the study will be disseminated through the BMKIK webpages, but also through the other partners and collaborators of the Chamber. The outcomes will be also presented during the professional conferences organized as part of Act A.T3.5.</p>	1.00	02.2020
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**@Type: Implementation**

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
T4	BMKH implementation activities	03.2019	02.2021	215 609.75

@WP responsible partner	Government Office of Békés County
<b>@Partner involvement</b>	
@Partners involved	@Name: Government Office of Békés County @Role: PP
@Summary description and objectives of the work package including explanation of how partners will be involved.	
<p>BMKH will implement a comprehensive set of activities aimed to boost the labor market in Bekes county, to integrate and to make more accessible the career orientation services available to the general public, but also to investigate and address the challenges imposed on the labor market by the rapid technological advancements of the modern economy. The career orientation services are already available within the Employment Department of the institution, but through the project they will be upgraded both in terms of quality and quantity, to a level which is in line with the highest standards in the field. The Career Center which will be established will function in the building rehabilitated with WP I.2. The BMKH experts working within the Center will receive specialized trainings and guidance, so their performance will become more efficient. In order to reach out to as many potentially interested persons as possible, 4 Information Points will be created within the districtal offices of the institution, hence the services of the Center will become more accessible, regardless of the location of the citizen. The accessibility will be served also by the Mobile Counselling Point, which will represent an extension of the Center throughout the territory of Bekes county.</p> <p>An innovative element of special importance, with a high impact of the labor market in Bekes county (and beyond), will be the identification and certification of 3 new professions, which will emerge in the near future due to the developments in the global economy. Thus, the project will codify 3 sets of competences, which were previously not existing in this form, and will develop the training materials and the methodological background necessary to achieve them.</p> <p>Hence, the WP is fully in line with the project objectives (capacity building, awareness raising and competence building), responding to the present and future challenges experienced on the local labor market.</p>	

@Please describe project main outputs that will be delivered based on the activities carried out in this work package. For each project main output a programme output indicator should be chosen. Please note that they need to have the same measurement unit.

@Project main output		@Describe your project main output	@Choose a programme indicator to which the project main output will contribute	@Measurement unit	@Quantify your distribution	@Delivery Date
T4.1	Increased access to career guidance services for the population of Bekes county	The main output will be result of the operationalization of the Career Guidance, Counselling and Methodological Center in Bekescsaba. The services of the Center will be available at its central headquarters in Bekescsaba, but also through its InfoPoints in 4 of the districts from throughout Bekes county. Moreover, the Mobile Counselling Point will ensure that specific service will be accessible even outside the physical facilities developed within the project. Hence, the methodology for determining the indicator is based on the documented individual consultations provided through the three instruments developed within the project, and comprises the total number of consultation and/or services - 350 at the Center in Bekescsaba, 75 through the InfoPoints and 75 through the Mobile Counselling Point	CO44 Labour Market and Training: Number of participants in joint local employment initiatives and joint training	Number	500.00	04.2020

<b>@Target groups per main outputs</b>				
@Who will use the main outputs				
@How will you involve target groups (and other shareholders) in the development of the project main outputs?				
<b>@Durability and transferability of main outputs</b>				
@How will the project main outputs be further used once the project has been finalised? Please describe concrete measures (including eg. institutional structures, financial sources etc.) taken during and after project implementation to ensure the durability of the project main outputs. If relevant, please explain who will be responsible and/or the owner of the output. NB. Take note of rules governing ownership of outputs linked to investments (items of infrastructure) in line with Art 71 CPR.				
@How will the project ensure that the project outputs are applicable and replicable by other organisations/regions/countries outside of the current partnership? Please describe to what extent it will be possible to transfer the outputs to other organisations/regions/countries outside of the current partnership.				
@Please describe activities and deliverables within the work package				
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.T4.1	Workshops for CBC transfer of knowledge	07.2019	10.2020	4 000.00
<p>As previously mentioned, BMKH is having a large experience in organizing events to support the career orientation of the youth. The accumulated knowledge will be shared with the partners (especially with the Romanian ones) within a series of 2 dedicated workshops. The events will be addressed mainly to the technical personnel of the partners, tackling topics of high relevance when organizing large scale events targeted to job-seekers. Issues like the choice of the location, the timing of such events, the methods of involving the participants (both employers and potential employees), but also the instruments to follow-up on the results will be presented and discussed during the workshops. As compared to the workshops organized by AJOFM, these events will have a strong focus on the large scale specific events, and, among others, it will serve as a preparation and follow-up for the organization of the job fairs realized by AJOFM within the project. Hence, they are planned to be organized before and after the first of the series of two events (see T2 WP) from Oradea, which will serve as a practical exercise to be analyzed by the participants. In order to ensure the efficiency of the transfer of knowledge and to facilitate the learning process during the workshops, experienced moderators will be hired to steer the discussions. Moreover, recognized experts in the field will be invited to hold presentations on the given topics, so that the participants will have access to the newest available know-how in the field. Besides the representatives of the partners, other interested institutions and organizations may be invited, from both sides of the border, as representatives of entrepreneurs. The events will be organized by BMKH which will have the responsibility of ensuring the proper logistics of the events.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
@Deliverable D.T4.1.1	Workshops	Workshops with an estimated number of 25 participants, representing mainly the technical personnel of the partner organizations, but also interested institutions/organizations from both sides of the border. The one-day events will be organized at the premises of BMKH in Bekescsaba. The estimated cost of an event is 2000 Eur, and includes catering services for the participants and the fees of the moderators/lecturers.	2.00	02.2020
@Activity A.T4.2	Development of the methodological framework for new professions.	03.2019	06.2020	21 500.00



Within this activity BMKH will conduct a study which shall reveal what are the measures to be taken in order to prepare the vocational education system to better respond to the challenges imposed by the digital industrial revolution and by the evergrowing automatization process. The focus will be on the identification of those professions which will emerge in the near future in the local economy, on the analysis of the professional requirements associated with these occupations and on the development of training programmes which shall facilitate the acquirement of the necessary skills and competences. The first step will be to prepare a needs assessment of the new professions which are foreseen on the labor market. This will be based on a methodology defining the instruments and methods to be used. In line with this methodology, a number of at least 50 employers from allover Bekes county - selected according to the principle of representativity - will be interviewed with the support of the questionnaires, being inquired about the professions which they would need in the future. The results of the interviews will be centralized and closely analyzed, and new professions requested on the labor market will be identified. Moreover, the results of this survey will be used by the consultants in the Center, during their support activities This list of new professions emerging from the needs assessment will be further analyzed with the involvement of experts from certified vocational training institutions and of HR specialists from the companies. The options will be researched in detail by applying specialized methods (DACUM process) for mapping the competences required. Based on this in-depth analysis proposals will be formulated for the certification of new professions and new training programs, for which the related curricula will be prepared. The activity will be performed with the support of external service providers, but will involve the experts of the BMKH as well

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
@Deliverable D.T4.2.1	Needs assessment of the labor market	The needs assessment will be performed under the coordination of BMKH and will be based on a representative survey of the labor market from Bekes county. A methodology will be prepared in this sense, which will include the identification of a representative pool of employers to be addressed during the data mining process, the development of the instruments used for the collection of data, the keys for interpretation of the results, as well as a short training for the experts which will be involved in the procedure. Part of this process will be the elaboration of the questionnaires which will be used during the interviews. Special attention will be given to introduce in the structure of the questionnaire elements which will provide details about those skills/competences/professions, which the employers would need in the future and for the moment are not codified in the Hungarian vocational education system. The efficiency and accuracy of the survey will be largely influenced by the professionalism of the interviewers. Therefore, as a preparatoy pahse, a training will be organized for the participating persons, tackling topics like behaviour rules during	1.00	10.2019

		<p>the interview, specialized vocabulary to be used during this activity, etc. As specified, the needs assessment shall be based on at least 50 interviews with a representative pool of employers from Bekes county. The questionnaires will be centralized and a detailed analysis will be performed in order to identify new professions requested on the labor market. The analysis will try to minimize the number of the professions by grouping the indicated tasks, skills and competences, and will result in a short list of well-defined occupations proposed for further investigation and development. The elaboration of this complex assessment will be done with the involvement of external service providers. The estimated costs for the assistance is 9000 Eur.</p>		
	<p>New training</p>	<p>This deliverable consists of 3 newly developed and certified training programmes. Its development is largely based on the needs assessment carried out in a previous phase (which identified the 3 new professions), and it will involve a wide consultation process with certified vocational training institutions and HR coordinators of the companies from Bekes county. The proposals emerging from the needs assessment will be closely inspected by using the DACUM (Developing a Career) process within a series of meetings involving 5 experts. During this stage, the relevant tasks will be identified together with the professional requirements and competences specific for the proposed professions. These will represent the basis for the new professional standards and the training programs. The required professional knowledge, the related</p>		

@Deliverable D.T4.2.2	programmes certified	skills and competences, will be described from educational perspective and a proposal will be submitted for approval to the Hungarian Chamber of Commerce and Industry. This is the institution entrusted on national level to keep record and certify the professional requirements of the adult training programs. Based on the certification from the HCCL, specific training programs will be developed and submitted for certification to the Government Office from Pest County. For these programs a detailed curricula will be elaborated, made available to all interested certified vocational training providers. The entire process of developing the new training programmes will be carried out with the professional support of an external service provider. The estimated cost of the service is 12500 Eur.	3.00	06.2020
@Activity A.T4.3	Operation of the Career Guidance, Counselling and Methodological Center in Bekescsaba	03.2019	02.2021	38 600.00
<p>This activity is closely linked to the Investment WP, since the Center will operate in the building renovated and equipped within this WP. The operation of the center will be ensured by an internal team of 10 consultants, already working at the BMKH. These are highly qualified experts, with an extensive experience in career guidance. For the coordination of their activity, but also to ensure the proper implementation of the professional activities defined in the project, BMKH will designate a senior professional coordinator. The related staff cost for the coordinator will be of 1150 Eur/month, for a period of 14 months. The work of the consultants will be supported by a series of trainings meant to increase their capacity to analyze specific situations, to identify problems and solutions and to deal with different situations and different types of personalities. The following services will be available at the Center for individuals: consultations related to choosing a profession, to modifying the existing profession, consultancy in jobseeking, advisory service related to labor code, assistance in career guidance. For groups, the center will provide activities related to job seeking, trainings in developing key competences, group consultations for career development, motivation trainings, support activities for returning in employment, support activities for reintegration, information about employment abroad, organization of lectures held by professionals in relevant fields (psychologists, HR specialists, lawyers, etc). The access to the services will be opened to all interested parties, mainly on reservation basis, but also ad-hoc in case consultants will be available. No fees will be charged for the services, which will be widely advertised in the local media, through the Information Points and through the Mobile Counselling Point. It is estimated that the Center will provide consultations to a minimum number of 350 persons (documented by consultation files)</p>				
@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
		The trainings will be provided by external service providers and will be delivered throughout the project implementation in order to ensure the high standards of quality for the career orientation services. There will be 4 sets of trainings: -		

<p>@Deliverable D.T4.3.1</p>	<p>Sets of trainings for the consultants</p>	<p>training in career orientation - with a duration of 40 hours, aimed to update the know-how of the consultants with the newest available professional knowledge. It will be organized twice during the project implementation period, once before starting the operation of the Center, and the second time after approx. 6 months of activity. The training will be provided to all the approx. 15 consultants involved in the career orientation activities, both at the Center and at the InfoPoints. - training to avoid burn-out and motivational trainings for the consultants in order to maintain the high level of their professional performance. These trainings are needed since the consultants are working under emotionally stressful conditions which may have a negative impact on their performance. There will 10 sessions of 20 hours organized during the project for all the consultants. - supervisory group meetings to review the experiences and discuss the solutions applied by the consultants during their activity. These will be organized with the involvement of a specialized moderator in line with the professional standards. There will be 20 sessions. - individual specialized consultations on labor psychology provided by qualified experts. There will be a number of 50 individual sessions provided for the consultants from the Center and from the InfoPoint, based on their request or on the evaluation of the coordinators. The estimated cost of services altogether is 22.500 Eur.</p>	<p>4.00</p>	<p>02.2021</p>
<p>@Activity A.T4.4</p>	<p>Information Points</p>	<p>03.2019</p>	<p>02.2021</p>	<p>8 944.75</p>

The activity is linked to the operation of the Center for Consultation in Career Orientation established in Bekescsaba. In order to increase the accessibility and visibility of the services developed within the Center, a number of four Information Points will be established throughout Bekes county. These will be located in the centers of the administrative sub-units (jaras), as follows: Szeghalom, Mezokovacs-haza, Gyula and Sarkad. The main role of these Points will be to provide general information about career orientation, about the labor market, identification of needs related to career orientation and obstacles in career development. Additionally, the Information Points will provide details about the services available at the Center for Consultation in Bekescsaba and will facilitate the access to the Center, by establishing appointments for individual consultations. The InfoPoints will address mainly youngsters which are in the phase of choosing a career, but it will be opened also for adults which are thinking about changing their present jobs or are interested in lifelong training opportunities. The InfoPoints will be located at the Governmental Offices in the four towns, in the vicinity of the employment offices. They will have at least 3\*3 m, and will be equipped with a desk and a background wall. The operation of the InfoPoints will be ensured by the employees of the Governmental Office, the information being provided also with the support of TV screens installed at the stands. In order to ensure that the consultants from the InfoPoints are up to date with the latest developments in the field, they will participate in the trainings which will be organized at the Center in Bekescsaba (see Act A.T4.3). The consultants from the InfoPoints will provide services to a number of at least 75 interested persons during the project implementation period. These will be documented through individual consultation files.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
@Deliverable D.T4.4.1	Information Points	The Information Point will be installed in the reception area of the Employment Departments in the 4 districtal offices of BMKH: Szeghalom, Mezokovacs-haza, Gyula and Sarkad. Furniture for the 4 Info Points: 4 tables, 4 chairs for the information stand, 4 TVs with a support (including consoles), 4 information stands, 4 popup walls (with halogen), 4 laptops. Total cost is 8,944.75 Eur.	4.00	02.2021
@Activity A.T4.5	Mobile Counselling Point in Career Orientation	09.2019	02.2021	39 650.00

The visibility of the Center and the accessibility of the services provided by it are pivotal elements for the success of the project implementation. Considering the large geographical area covered by Bekes county and the limited accessibility of certain areas, there is a need to ensure a proper promotion of the services and to provide a certain degree of mobility in order to reach the most disadvantaged groups, which are often in the highest need of support on the labor market. In this sense, a mobile career orientation consultation point will be developed within the project. This will consist of the acquisition of a minivan (8+1 seats) which shall be adapted and equipped in such a way that it can provide suitable office-like conditions for facilitating its scope. The minivan will be involved in a series of events, in line with its scope of activity: - once a year it will facilitate the participation in the larger youth festivals from the border area (as Campus in Debrecen, or Youth Days in Szeged), so that the youngsters can be approached directly and in a familiar, relaxed environment. - at least 40 participations per year at events organized independently from the project, in the entire Bekes county, ensuring the presence in all the 9 districts which are part of the county. There will be a large variety of events where the Mobile Point will participate, the main criterion being the relevance and the size of audience of the given event. Hence, services will be provided during the career orientation activities organized by the secondary schools, the community events organized by the local administrations (village days), or thematic festivals and gatherings from Bekes county. The activity of the mobile point will be based on the contribution of the consultants for the Center in Bekescsaba. It is estimated that at least 75 persons will receive consultations through the Mobile Point, which will be documented by individual consultation files.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
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@Deliverable D.T4.5.1	Mobile Counselling Point	In order to make it suitable for the services planned for the Mobile Counselling Point, the minivan will have to be equipped with a set of necessary instruments, as follows: 1 set of table with 6 chairs, 2 laptops for the consultants, 1 printer, 1 tent with a size of 3*6 meters, 2 heating mushrooms, 1 set of wireless loudspeakers, 1 pop-up spider wall and informational stand, digital photo-wall ("Can you imagine?" message), 1 trainer suitcase, prepaid mobile internet. 2 chairs for the information stand. Minivan (8+1 seats) which shall be adapted and equipped in such a way that it can provide suitable office-like conditions for facilitating its scope . Total cost of equipment is 39,650 EUR	1.00	02.2021
@Activity A.T4.6	Webpage and mobile application	03.2019	02.2021	99 000.00
<p>The activity includes the development of modern communication tools which will make the services provided by BMKH even more accessible for the general public. Moreover, to a certain extent, these are complementing the services available at the Center and InfoPoint, through the built-in functions which will support the users in identifying the suitable jobs. Hence, a complex webpage will be developed which will provide useful, practical information related to employment, jobseeking and career orientation. Furthermore, the webpage will make available short films presenting different professions, it will contain questionnaires, job descriptions, data about employment and labor market, as well as updated information about the available vocational trainings in the region. The webpage will have an online helpdesk function built-in, which will allow the user to get in immediate contact with one of the consultants from the Center, in order to book an appointment. If the consultant is not available, the website will allow the user to send a written message. A very important feature will be CV-wizard function, which will support the users in preparing and keeping updated record of their resume, increasing the chances of getting the desired jobs. The webpage will host an updated list of the available jobs, and will be connected with the most important jobseeking websites (Virtualis Munkaero Portal, bekesi.jarasok.hu, munka.hu). The content of the application will be similar to that of the webpage, but it will extend its functions with additional options, as the identification of the shortest routes to the most relevant institutions relevant on the labor market. Based on registration, the app will allow the users to create personal profiles, to download and to store the questionnaires and other content, and to make comments to certain articles. In time, the app may get a community-building role, supporting the flow of information among individuals with similar interests.</p>				
@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
		<p>The deliverable includes the webpage and the application developed in line with methodology indicated under the description of activity. The instruments will be in line with the most strict regulations in terms of web security. They will have to have a modern structure and design, and their content will be divided based on the target groups of users: 1. youngsters which are in the phase of choosing a career, 2. professionals in career guidance, 3.</p>		

@Deliverable D.T4.6.1	Set of Website and application	<p>jobseekers, 4. employers, 5. institutions. They will have a media section, where the users will have the possibility to follow a large variety of content, from films to lectures provided within professional conferences. The website and the app will include a detailed list of the vocational training providers from Bekes county, which will be updated continuously, by indicating their offer and precisely determining their location. The instruments shall have search filters based on location or type of training requested. Both the websites and the application will contain information about the job opportunities and vocational training programmes available in Bihor county. Moreover, reflecting the cross-border character to the project, it will provide news about the labor market in Bihor, including statistical data and other useful information. The website and the app shall have a configuration which shall make them easily accessible for the users, even through instruments of average performance. Moreover, the app shall have an offline mode as well, in order to make possible its usage when internet connection is not available.</p>	1.00	02.2021
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**@Type: Implementation**

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
T5	BMVA Implementation activities	03.2019	02.2021	70 782.00

@WP responsible partner		Békés County Foundation for Enterprise Development				
<b>@Partner involvement</b>						
@Partners involved		@Name: Békés County Foundation for Enterprise Development @Role: PP				
@Summary description and objectives of the work package including explanation of how partners will be involved.						
<p>Entrepreneurship is a widely encouraged form of economic activity, seen as a viable alternative to employment. But the practical information about what the management of an enterprise (be it individual or incorporated) involves is often missing, the potential entrepreneurs relying in most of the case on the information gathered through individual research. Along with the general economic environment and other external circumstances, this situation contributes to the rather high rate of unsuccessful businesses especially in the start-up phase, since not all facets are taking into account. Nevertheless, if based on realistic planning and on sufficient information, entrepreneurship may indeed represent a viable vehicle for valorising innovative ideas and valuable talents.</p> <p>Hence, this WP is meant to provide support for the youth in acquiring valuable practical information regarding the management of an enterprise. The target group was selected since it represents one of the most creative and innovative age group, and entrepreneurship being ranked high in their career development plans. Taking into account the preferences for gathering information of this target group, and using the know-how accumulated in the past, BMVA will develop a software which will function as a computer game with educational purpose, which will simulate the operation of an enterprise using practical examples. Efforts will be deployed in presenting this instrument to a large number of youngsters, so when they come to that given point in their personal development, they will be able to make an informed decision about pursuing a career as an employee or choosing to start an enterprise on their own.</p> <p>Hence, the WP is contributing to the project objectives, since it will support the youngsters from Bekes county in choosing a professional development path which suits their skills, by helping them understand with practical examples, the different aspects implied by entrepreneurship.</p>						
@Please describe project main outputs that will be delivered based on the activities carried out in this work package. For each project main output a programme output indicator should be chosen. Please note that they need to have the same measurement unit.						
@Project main output		@Describe your project main output	@Choose a programme indicator to which the project main output will contribute	@Measurement unit	@Quantify your distribution	@Delivery Date
T5.1	Youth in Bekes county better equipped with practical information about entrepreneurship	This WP will result in an increased level of know-how among the youth in Bekes county in the field of entrepreneurship. The software created will play an educational role, containing a large amount of practical information about the management of a business. The knowledge will be passed on to the users of the software in an attractive, game-like manner, stimulating the learning process of the youngsters. The target groups is formed of youngsters of 15 or above, which are involved in the formal education system in Bekes				



		<p>county (high schools, vocational schools, etc). They have been selected, since it is important to provide them the information needed to make an informed decision about their career development already prior to the moment they are graduating. Hence, the presentation of the content will be adapted to the characteristics of this target group, for maximizing the efficiency of the learning process. It is estimated that at least 520 youngsters will receive information about entrepreneurship during the project implementation. Their number will be probably much higher, since the software will be made available through numerous internet sources. Nevertheless, the estimation includes only those individuals which will be documented in using the software, during the project activities.</p>	<p>CO44 Labour Market and Training: Number of participants in joint local employment initiatives and joint training</p>	<p>Number</p>	<p>520.00</p>	<p>04.2020</p>
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<b>@Target groups per main outputs</b>				
@Who will use the main outputs				
@How will you involve target groups (and other shareholders) in the development of the project main outputs?				
<b>@Durability and transferability of main outputs</b>				
@How will the project main outputs be further used once the project has been finalised? Please describe concrete measures (including eg. institutional structures, financial sources etc.) taken during and after project implementation to ensure the durability of the project main outputs. If relevant, please explain who will be responsible and/or the owner of the output. NB. Take note of rules governing ownership of outputs linked to investments (items of infrastructure) in line with Art 71 CPR.				
@How will the project ensure that the project outputs are applicable and replicable by other organisations/regions/countries outside of the current partnership? Please describe to what extent it will be possible to transfer the outputs to other organisations/regions/countries outside of the current partnership.				
@Please describe activities and deliverables within the work package				
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.T5.1	Professional coordination of the activities	03.2019	02.2021	19 080.00
<p>Considering the complexity of the activities and the high number of events organized within this WP, a solid organizational background must be provided, so that the implementation is adequately coordinated. BMVA will involve two internal experts which will be in charge of this task: a professional coordination and an IT coordinator. The professional coordinator will have a pivotal role in the WP, since it will be his/her responsibility to contribute to the elaboration of the content of the software and to follow-up its development. He/she will be intensively involved in the testing phase of the product and will be in constant communication with the service provider in order to ensure that all the functions are working properly. Parallely, the professional coordinator will manage the relationship with the high schools from Bekes county, getting in contact with them, explaining the goals and the activities of the project. Furthermore, he/she will be finalizing the list of schools participating in the further stages of the project, based on the defined criteria. He/she will organize and participate in the promotional events in the selected schools and will support the selection process of the youngsters which will participate in the presentations. Afterwards, it will be his/her responsibility to moderate and provide guidance during the presentations, explaining the functionality of the software and answering the questions coming from the participants. Finally, the professional coordinator will organize the different stages of the contest, presiding the jury which will select the best performing participants. The professional coordinator will be involved full time in the project, with a retribution of 600 E/month for the entire implementation period. The IT coordinator will provide technical support during the events organized within the project. He/she will be involved in the project for a period of 12 months, with a remuneration of 390 Eur/month.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
@Activity A.T5.2	Development of IT background of the activities	03.2019	09.2019	35 800.00
<p>Within this activity BMVA will create the necessary software and hardware background for implementing its part of the project. In terms of hardware, a set of IT equipments will be procured in order to secure the instruments needed for the preparation and, later on, the organization of the events. The set will be composed of a laptop, a portable printer, a projector and a projection screen. In terms of software, BMVA will develop a computer game which will simulate the operation of a company. The software will be able to reproduce situations often faced during the management of a firm, confronting the users with specific problems which require active measures. The set-up of the scenario will build on problem tree development, leading the user from one phase to another in a linear form. The software will have an education character, which means that, based on the decisions taken, the player will advance through the different stages while receiving useful, practical information about the management of a company. Within this we will inform about entrepreneurial forms, basic accounting theses, practical tips, costs and funding opportunities. The goal is to give hands-on experience to young people by thinking about starting a real business. The development will take into consideration that the software shall be able to run on computers with average configuration. It will be available online, with a link accessible from the partners' webpage and from the webpage developed within the project. Considering the target group, the interface shall be friendly with modern graphic design, ensuring a vivid visual experience. The development of the software will require external specialized support. The estimated timeframe of the task is 12 months, including an intensive testing phase. In order to facilitate the usage of the software, a user manual will be prepared and made available together with the soft.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

@Deliverable D.T5.2.1	Set of IT equipments	A set of IT equipments needed as support for the organization of the events within the project. The set is composed of a laptop, a portable printer, a projector and a projections screen. The estimated cost of the set is 3300 Eur	10.00	06.2019
@Deliverable D.T5.2.2	Software	The software will be developed specifically for the project. It shall be PHP based, with MySQL engine, and be able to run on HTML5 + CSS3 + JavaScript. The software shall not require special hardware resources, it shall be compatible for storage on virtual servers. On the users side, it shall run on classic browsers (Mozilla Firefox or Google Chrome), which support normal graphic application (HTML5). The software shall be equipped with an administration module (backend), and an online (frontend) module for the users. The estimated cost of the software development is 31500 Eur (including the testing phase). The software will be accompanied with a user manual, with comprehensive explanation of the minimal technical specifications of the IT infrastructure necessary for its use. Moreover, the manual will present indications and rules to be followed during the usage of the software. The estimated cost of the user manual is 1000 Eur.	0.00	09.2019
@Activity A.T5.3	Presentation of the software		02.2021	13 040.00

In parallel with the development of the software, BMVA (through the professional coordinator) will contact schools which are interested in participating in the project, where the developed software can be presented to the pupils and where the pupils can try it with professional support. Due to the characteristics of the target group (youngsters above 15), only high-schools will be addressed and they will be informed about the details related to the planned activities and the conditions for participation (availability of suitable rooms equipped with the IT infrastructure which would allow access to internet). Based on the feed-back received from the schools, a list of 10 locations will be selected. In case of a higher number of interested institutions, the selection will take into consideration the principle of a balanced geographical representation, ensuring that schools from all over Bekes county are going to be involved. As a second step, in close cooperation with the selected schools' management, BMVA will settle the dates for organizing presentations of the software, where the participating pupils will get the chance to try its functionality and to ask questions from the professional coordinator. There will be two presentations in each school, a total number of 20. In order to popularize the software and to increase its accessibility to a wider audience, besides the presentations in schools, BMVA will organize a set of additional 4 public presentations. These will be organized in the biggest cities of the county (2 in Bekescsaba and 2 in Gyula) and will be addressed to youngsters of 15 and above, enrolled in the formal education system and which did not participate in the presentations in schools. The goal is the same, to hand over practical information about entrepreneurship and to promote the software as a tool for acquiring information.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
@Deliverable D.T5.3.1	Presentations in schools	<p>There will be 20 presentations in the 10 selected high-schools from allover Bekes county. Two groups of 20 pupils (aged 15 or above) will be formed in each school, the selection of the participants being done with the support of the schools' management. In the very likely case when more than 40 pupils will express their interest to participate, the main criterion for selection will be the academic performance of the candidates. After the final lists of participants are defined, the professional coordinator will start to negotiate the dates which would be suitable for the organization of the presentations. The dates will be choosen by taking into consideration the school calendar, and the professional coordinator will pay special attention to the coordination among different schools, so overlaps are avoided. The estimated costs of the events are of 390 Eur/event, and includes a minimal rental fee for the computer room (which shall cover the administrative costs of the institution), and a small catering for the participants.</p>	20.00	02.2021

@Deliverable D.T5.3.2	General presentations	<p>The public presentations will be organized in Bekescsaba and Gyula, 2 in each of the cities. They will be organized after the presentations in schools, and will be open to all interested youngsters aged 15 and above, which are enrolled in the formal education system. These events will be promoted in schools, but also on BMVA webpage and through the social media channels. Each event will host a number of 30 youngsters. The participation will be based on registration via email, and will follow the principle of first come, first served. The events will contain a presentation of the software and a practical part, when the participants can try its functions. In order to contribute to the accessibility of the software and to ensure the sustainability of the activity, local mass-media will be invited to these events. The representatives of the media will be invited to try out the software, so they can further disseminate the information about its functions and benefits. The estimated costs are of 1310 Eur/event, and includes a full day rental of a computer room with a capacity of at least 30 stations, and a minimal catering for the participants.</p>	4.00	02.2021
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@Type: Communication

@WP Nr	@WP Title	@WP Start date	@WP End date	@WP Budget
C	Communication	03.2019	02.2021	125 050.00

@WP responsible partner	Don Orione Beneficence Charity Society			
<b>@Partner involvement</b>				
@Partners involved	@Name: Don Orione Beneficence Charity Society @Role: LP			
	@Name: Bihor County Employment Agency @Role: PP			
	@Name: Békés County Chamber of Commerce and Industry @Role: PP			
	@Name: Government Office of Békés County @Role: PP			
	@Name: Békés County Foundation for Enterprise Development @Role: PP			
@Summary description and objectives of the workpackage including explanation of how will partners be involved of activities carried out and contribution of each partner.				
<p>The communication activities are of strategic importance for the successful implementation of the project. A well designed, regular, efficient communication will create the premises for the active involvement of the target groups in the activities and will contribute to the fulfilment of the defined objectives. Moreover, the attainment of a wide visibility for the services developed within the project will have a major impact on the sustainability of the results achieved during implementation. The partnership recognizes all these aspects, and gave a special attention to the careful planning of the overall project communication activities. As part of the planning process, the communication activities were strategically designed. The target groups of the project communication is represented by the institutional/organizational stakeholders active in the programme eligible area in fields connected to career orientation. This includes high schools, governmental and other local/regional level institutions with competences in the field of education and professional development, organizations (private and public) active on the labor market - from both sides: offer and demand. Another important target group is represented by the youngsters and adults which are in the phase of choosing a career or thinking about changes in their professional life.</p> <p>The project communication activities will aim to reach all the identified target groups and to provide them extensive information about the purposes of the project. The major goal of this WP is to ensure the involvement of the target groups in the project and thus to contribute to the achievement of its objectives.</p> <p>One fundamental principle is that the messages shall be adapted to the characteristics of the target group addressed. A specific type of message may work in the case of institutions, but it will most probably be less effective in case of individuals. Similarly a specific approach shall be used when addressing youngsters, and a different one shall be applied in case of adults. Therefore, different methods and instruments for communication were planned.</p> <p>All the communication activities will take into consideration the specific requirements at Programme level provided by the Visibility Manual.</p> <p>Considering the complexity of the project, the size of the partnership and the importance of a consolidated, integrated communication, the partners decided to invest AFOJM with a coordinating role at the level of the entire project. The long lasting experience of this partner in communicating with stakeholders from the labor market recommends it for this task. Due to the limited human resource available within the institution, AJOJM will involve in the fulfilment of this task an external expert. One of the first task of the communication manager will be to elaborate a project level Visibility Guideline, which shall point out the major rules and milestones related to communication.</p>				
<b>@Project specific objectives</b>	<b>@Communication objectives - What can communications do to reach a specific project objective?</b>	<b>@Approach/Tactics - How do you plan to reach the communication objective?</b>		
To create the material and professional background for the development of career orientation services in Bihor and Bekes counties				
To increase the visibility of the career orientation services and to raise awareness about their importance				
To develop competences meant to support the career development of the youth				
@Please describe activities and deliverables within the work package				
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.C.1	Start-up activities including communication s	03.2019	02.2021	32 000.00

The start-up communication activities are of special importance, since they will have a major influence on the capacity of the project to reach the target groups and to present to the public the objectives and activities of the project already at an early stage. Moreover, they have a strong impact on the project implementation as a whole, since a proper design and planning in this phase will support the partnership throughout the implementation period. The start-up phase is composed of an opening conference and the elaboration of the visual identity elements of the project. The partnership made the decision to organize two opening conferences, one on each sides of the border. The main rationale behind this approach is the need to ensure an extensive coverage of the events in the local media. Based on the partners' experience, there is a limited availability of the local journalists to travel and/or to reflect in detail about events which do not take place in the area they are usually covering. On the other hand, the visibility of the project in the local communities is essential for reaching the objectives, hence the decision of organizing two opening conferences, on each side of the border. As part of the start-up activities, a joint communication manager will be involved in the project implementation. This task will be the responsibility of AJOFM which will select an external service provider to ensure that the project level communication is solid, coherent and in line with the programme rules. The service provider will be involved for the entire duration of the project and will be in close contact with all partners on matters related to communication. This service will include the development of a unified visual identity of the project, included into a Visual Identity Guideline delivered in the first month of project implementation. The Guideline will be the basis of all communication materials produced within the project and the manager will follow it.

<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
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<p>@Deliverable D.C.1.1</p>	<p>Opening conferences</p>	<p>Two opening conferences will be organized on both sides of the border: one in Oradea, organized by AJOFM, and one in Bekescsaba organized by BMKIK. The main scope of the opening conferences will be to present the project objectives and the planned activities, highlighting the results which are foreseen by the partnership. Invitations will be sent out to the stakeholders which will be potentially interested in being involved in the project, as high schools, county level institutions/organizations active in the labor market especially in the field of professional orientation. The ROHU CBC Programme management bodies will be invited as well. The partners will invest efforts in ensuring a large media coverage of the event, so that the start of the project will be reflected as widely as possible. The estimated number of participants is 100 persons/event. The partners will make sure that the two events are not overlapping, since the partnership will be represented in each of them. The partners will involve specialized companies in the organization of events, which will provide services as rental of suitable rooms and technical equipment, catering, hostessing and interpretation. The estimated costs for the events is 3000 Eur for Romanian side and 5000 Eur for Hungarian side. The differences are due to the market prices of the services required in the two countries.</p>	<p>2.00</p>	<p>08.2019</p>
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<p>@Deliverable D.C.1.2</p>	<p>Project Visual Identity Guideline</p>	<p>The Project Visual Identity Guideline will represent an instrument of major importance for the partners in helping them to implement the communication activities in a consolidated, synchronized manner. The document will be fully in line with the Visual Identity Manual of the Programme, providing the partnership details about the usage of the visual elements (as logo, fonts, slogan, etc). Moreover, the Guideline will define the project level visual identity, by applying the general programme rules to the specificities of the present project. Hence, it will provide details about the communication instruments to be used during the implementation, and it will contain procedural steps to be followed by the partners in implementing their related activities. Since it is part of the external contract which will be concluded by AJOFM for fulfilling the communication management tasks, this deliverable does not imply additional costs in the project budget.</p>	<p>1.00</p>	<p>08.2019</p>
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@Deliverable D.C.1.3	External contract for coordination and follow-up of the project communication	Considering the size of the partnership, the complexity of the activities and the intensive contact with the target groups, the partnership will involve an external communication manager for the entire duration of the project. This is needed so that the messages are transmitted in a coordinated manner and in line with the programme requirements and the provisions of the Project Visual Identity Guideline. The communication manager will be in charge of elaborating the Visual Identity Guideline and of following its implementation. He/she will participate in the project events (including opening/closing conferences, project regular meetings and Project Steering Committee meetings) and will provide contribution to their organization. Another important task will be to collaborate to the project level progress reports, by providing communication related inputs. The estimated cost for these services is 24000 Eur.	1.00	02.2021
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.C.2	Promotional material	03.2019	02.2021	65 650.00
<p>The promotional materials are very important for capturing and keeping the attention of the target groups. Therefore, they have to be produced in a sufficient number and with a design which suits the scope of the project. For cost-efficiency reasons, the promotional materials will be produced by one partner on each side of the border. They will be further on distributed to all the other partners for being used during the project events. This approach ensures an optimization of costs due to the economy of scale, while in the meantime represents a measure for securing a unified visual identity of the project. In line with this strategy, the promotional materials will be produced by AJOFM on the Romanian side, and BMKIK on the Hungarian side. The design will be developed by the external communication manager, which will coordinate the entire process of producing the materials. Part of this coordination task will be to ensure that the promotional materials produced on the two sides of the border are respecting the unified visual identity. The number of materials planned within the project is based on the estimation of the number of participants in the project events, which is complemented with the estimated number of persons reached directly/indirectly by the partners (materials distributed through schools or other stakeholders). The production of the promotional materials will be one of the first activities of the project. The partners will make sure that they are available for the opening conferences, and further on they will be distributed to the partners according to their needs. The project makes a distinction between the general promotional materials and the materials designed to promote a specific service or event organized as part of the Implementation WPs (as posters promoting the trainings WP T1, or media campaign for the roadshow WP T3). Due to their particular focus, the latter ones will be produced separately and are not part of this WP.</p>				
<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>

@Deliverable D.C.2.1	Sets of promotional materials	<p>There will be two sets of promotional materials, as follows: AJOFM: - roll-up banners - 4 pcs - A3 posters in line with the requirements of EU Regulation - 100 pcs - folders to be used during the project events - 3500 pcs - flyers with general information about the project - 10000 pcs - brochures with more detailed information about the project - 3500 pcs - personalized notebooks - 3500 pcs - personalized pens - 3500 pcs - USB sticks to be distributed as promotional materials during the conferences - 200 pcs - textile personalized back-packs - 200 pcs The estimated cost for the production of this set of promotional materials is 26500 Eur</p> <p>BMKIK: - roll-up banners - 4 pcs - personalized folders - 4810 pcs - personalized notebooks - 4810 pcs - personalized pens - 4810 pcs - flyers with general information about the project - 4810 pcs - leporello flyers with general information about the project - 4810 pcs - personalized paper bags - 4810 pcs - personalized silicone wristbands - 4560 pcs - personalized ballons - 4560 pcs - candies with personalized packaging - 200 kg - personalized student calendars - 4000 pcs - personalized brochure holder stand - 2 pcs - spider pop-up wall - 1 pcs - plexi pulpit - 1 pcs - explanatory plaques - 2 pcs - pendrives for the participants in the opening conference - 120 pcs The estimated cost for the production of this set of promotional materials is</p>	2.00	02.2021
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.C.3	Digital activities	03.2019	02.2021	0.00

Considering that the project is addressing mainly the youngsters of 15 and above involved in formal education, and the habits of this target group in what the information sources are concerned, the proper digital presence of the project in the virtual space is instrumental for the success of the project. Hence, the partners will make use of a large number of digital instruments (webpage, app, computer software), but these will be developed as part of the implementation related WPs, hence are not treated under this section. Nevertheless, other digital instruments for communication will be used under this WP. All partners will develop links from their existing webpages to a section dedicated to the project, containing information about the its objectives, activities and results. These will be fully in line with the visibility requirements defined at programme and project level, and will encourage the visitors to get in touch with the partners in case they would like to be involved in the project. A joint content will be prepared by the communication manager, the partners adapting it to their particular circumstances. Besides the webpages, the partners will use their social media accounts to distribute up-to-date information about the project activities. The major reason for not creating new social media instruments is related to their visibility. The existing accounts are already well-established and have a considerable number of followers, therefore the dissemination of specific information about the project is more efficient if building on the existing virtual infrastructure. The project-related communication will be coordinated by the communication manager, and will respect all the requirements related to visibility defined at programme level. The digital activities related to the project will not imply additional costs for the partners, since they will be part of the day-to-day communication activities of their organizations.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
@Deliverable D.C.3.1	Webpages updated with information about the project	The partners will update their webpages with special sub-pages dedicated to the project. They will continuously update their pages with up-to-date information about the project activities. The design of the webpages will be fully in line with the visibility requirements of the programme.	5.00	06.2019
@Deliverable D.C.3.2	Social media accounts updated with information about the project	The partners will continuously update their social media accounts with information about the progresses achieved during the project implementation. This instrument will be intensively used to promote the large number of events planned within the project.	5.00	02.2021
@Activity Number	@Activity Title	@Activity Start Date	@Activity End Date	@Activity Budget
@Activity A.C.4	Public Event(s)	03.2019	02.2021	3 400.00

The project includes a big number of events which involve a large plethora of stakeholders as well as the general public. Since they are closely related to the professional content of the activities (workshops, fairs, conferences, roadshow) they are treated under the relevant Implementation WPs. Nevertheless, beyond the opening conferences, the project is planning to organize two closing conferences on both sides of the border. The reason for this approach is similar to the case of opening conferences, and it is related to the involvement of a large number of local journalists and stakeholders, so that the message is transmitted to an as wide as possible audience. As compared to the opening events, the closing conferences will be organized by SBDO and BMKH, and will be hosted in the two buildings which will function as Centers for Career Guidance developed within the project. The main goal of the two events will be to present to the stakeholders and local communities the results achieved during the project implementation. Also, it will provide the opportunity to share the experiences during implementation, highlighting the benefits of cooperation and the main lessons learnt during the cross-border cooperation. Moreover, the partners will present the participants the planned activities for securing the sustainability of the project results. As part of this element of the closing conference, AJOFM will present the public the content of the Joint Action Plan for an Integrated Labor Market on the Romania-Hungarian Border, elaborated within the T2 Implementation WP. Invitations will be addressed to the local stakeholders involved during the project implementation, but also to national/regional level relevant institutions active in fields connected to labor market. Moreover, the Programme management bodies will be invited to participate. A special emphasis will be put on ensuring the presence of local media, so that the information will be widely disseminated.

@Deliverable Number	@Deliverable Title	@Deliverable Description	@Deliverable Targetvalue	@Deliverable Delivery Date
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@Deliverable D.C.4.1	Closing conferences	The conferences will be organized in Oradea and Bekescsaba, at the premises of the Centers for Career Guidance developed through the project. The organizing partners (SBDO and BMKH) will involve in this activity specialized companies, which will be in charge of all elements related to the organization of the event (catering, interpretation, etc). The estimated number of participants is of 100 persons/event. The estimated costs is of 1500 Eur/event.	2.00	02.2021
<b>@Activity Number</b>	<b>@Activity Title</b>	<b>@Activity Start Date</b>	<b>@Activity End Date</b>	<b>@Activity Budget</b>
@Activity A.C.5	Digital activities	03.2019	10.2019	24 000.00

One of the most efficient instrument for communication and information which is addressing the youngsters is represented nowadays by the internet. In the meantime, the written, classic messages are often ignored, priority being given to catchy, easy to follow instruments. Therefore, PP3 will develop a set of short films which will present the advantages of getting a professional qualification, the benefits of investing sufficient efforts into choosing a career. The films have to be dynamic, based on real life situations, with well-defined characters, and to contain powerful, easy-to-understand messages. The series will contain 15 films, depicting different relevant topics. An external service provider will be contracted in this sense, which will be in charge of developing the scenarios and producing the films. The scenarios (including the topics) will be defined in close cooperation with the specialists from the PP3, which will also consult the partners about the proposed content. Based on the agreed scenarios, the service provider will take care of the entire production of the short films, from choosing the most suitable locations, to selecting the actors, ensuring the technical equipment and specialized personnel for the shootings, and finishing with the post-production tasks. The decision about the format of the film files will be taken in cooperation with the service provider, the aim being to ensure that the films will be accessible from computers with average configuration, but guaranteeing in the meantime a high quality. The films will have to respect all the visibility requirements defined at Programme level, especially the indication of the financial support received for the implementation of the project. The films will be made available on Youtube, ensuring a wide visibility and accessibility which will be sustained by an intensive sharing through the social media. Moreover, the films will be made available also on the webpage developed by BMKH (PP4).

<b>@Deliverable Number</b>	<b>@Deliverable Title</b>	<b>@Deliverable Description</b>	<b>@Deliverable Targetvalue</b>	<b>@Deliverable Delivery Date</b>
@Deliverable D.C.5.1	Youtube campaign (BMKIK) - Short films included in the youtube campaign	BMKIK - The estimated average cost of one film is 1600 Eur, therefore the entire package of 15 films is estimated at 24000 Eur.	15.00	10.2019

#### @C.5.1 Periods

<b>@Period Number</b>	<b>@Duration (month)</b>	<b>@Start Date</b>	<b>@End Date</b>	<b>@Reporting Date</b>
0	12	01.01.2017	27.01.2018	28.02.2021
1	4	01.03.2019	30.06.2019	20.09.2019
2	4	01.07.2019	31.10.2019	20.01.2019
3	4	01.11.2019	29.02.2020	20.05.2020
4	4	01.03.2020	30.06.2020	20.09.2020
5	4	01.07.2020	31.10.2020	20.11.2020
6	4	01.11.2020	28.02.2021	30.03.2021

#### @C.6 Activities outside the Union part of the programme area

@If applicable, please list activities to be carried out outside (the Union part of) the programme area. Describe how these activities will benefit the programme area. What is the added value of activities to be carried out outside (the Union part of) programme area? If applicable, please list the relevant activities and describe how they will benefit the programme area.

@Total budget of activities to be carried out outside (the Union part of) the programme area (indicative)	0.00
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ERDF	@(indicative)	0.00
	@% of total (indicative) ERDF	0.00

## @PART D - Project Budget

### @D.1 Project budget per co-financing source (fund) - breakdown per partner

@Partner		@Programme Co-financing			@Contribution			@Total Eligible
@Partner Abbreviation	@Country	ERDF	ERDF Co-Financing(percentage)	@Percentage of Total ERDF	@Public Contribution	@Private Contribution	@Total Contribution	
[RO] SBDO	ROMÂNIA	917 498.50	85.00 %	42.14 %	140 312.51	21 598.99	161 911.50	1 079 410.00
[RO] AJOFM	ROMÂNIA	379 754.50	85.00 %	17.44 %	67 015.50	0.00	67 015.50	446 770.00
[HU] BMKIK	MAGYARORSZÁG	206 401.25	85.00 %	9.48 %	24 280.08	12 143.67	36 423.75	242 825.00
[HU] BMKH	MAGYARORSZÁG	605 870.65	85.00 %	27.83 %	106 918.35	0.00	106 918.35	712 789.00
[HU] BMVA	MAGYARORSZÁG	67 405.68	85.00 %	3.09 %	7 929.29	3 965.83	11 895.12	79 300.80
@Sub-total For Partners Inside		2 176 930.58	--	100.00 %	346 455.73	37 708.49	384 164.22	2 561 094.80
@Sub-total For Partners Outside		0.00	--	0.00 %	0.00	0.00	0.00	0.00
@Total		2 176 930.58	--	100.00 %	346 455.73	37 708.49	384 164.22	2 561 094.80

### @D.2 Project budget - overview per partner/ per budget line

@Partner Abbreviation	@Co-financing Source	Staff costs	Office and administration	Travel and accomodation	External expertise and services	Equipment	Infrastructure and works	@Total Budget	@Net Revenue	@Total Eligible
[RO] SBDO	ERDF	58 200.00	8 730.00	0.00	98 670.00	59 900.00	853 910.00	1 079 410.00	0.00	1 079 410.00
[RO] AJOFM	ERDF	70 800.00	10 620.00	1 800.00	275 500.00	88 050.00	0.00	446 770.00	0.00	446 770.00
[HU] BMKIK	ERDF	27 000.00	4 050.00	3 400.00	131 500.00	76 875.00	0.00	242 825.00	0.00	242 825.00
[HU] BMKH	ERDF	68 655.00	10 298.25	2 500.00	177 177.00	98 094.75	356 064.00	712 789.00	0.00	712 789.00
[HU] BMVA	ERDF	25 992.00	3 898.80	570.00	45 540.00	3 300.00	0.00	79 300.80	0.00	79 300.80
@Total		250 647.00	37 597.05	8 270.00	728 387.00	326 219.75	1 209 974.00	2 561 094.80	0.00	2 561 094.80
@Percentage Of Total Budget		9.78 %	1.46 %	0.32 %	28.44 %	12.73 %	47.24 %	100,00 %	0.00 % @Of Total Budget	100.00 % @Of Total Budget

@Co-financing Source	Staff costs	Office and administration	Travel and accomodation	External expertise and services	Equipment	Infrastructure and works	@Sum Financed Budget	@Decreasing Net Revenue	@Total Financed Budget
ERDF	250 647.00	37 597.05	8 270.00	728 387.00	326 219.75	1 209 974.00	2 561 094.80	0.00	2 561 094.80

### @D.3 Project budget - overview per partner/ per period

@Partner Abbreviation	@Co-financing Source	@Period 0	@Period 1	@Period 2	@Period 3	@Period 4	@Period 5	@Period 6	@Total Budget	@Net Revenue	@Total Eligible
[RO] SBDO	ERDF	22 120.00	253 790.00	368 920.00	362 910.00	24 190.00	22 790.00	24 690.00	1 079 410.00	0.00	1 079 410.00
[RO] AJOFM	ERDF	0.00	3 000.00	215 984.00	32 284.00	49 934.00	96 284.00	49 284.00	446 770.00	0.00	446 770.00
[HU] BMKIK	ERDF	0.00	65 100.00	101 825.00	14 375.00	41 375.00	14 375.00	5 775.00	242 825.00	0.00	242 825.00
[HU] BMKH	ERDF	0.00	74 063.25	142 292.75	421 760.00	32 041.00	21 541.00	21 091.00	712 789.00	0.00	712 789.00
[HU] BMVA	ERDF	0.00	7 454.80	36 684.80	7 444.80	9 238.80	9 238.80	9 238.80	79 300.80	0.00	79 300.80
<b>@Total</b>		<b>22 120.00</b>	<b>403 408.05</b>	<b>865 706.55</b>	<b>838 773.80</b>	<b>156 778.80</b>	<b>164 228.80</b>	<b>110 078.80</b>	<b>2 561 094.80</b>	<b>0.00</b>	<b>2 561 094.80</b>
<b>@Percentage Of Total Budget</b>		<b>0.86 %</b>	<b>15.75 %</b>	<b>33.80 %</b>	<b>32.75 %</b>	<b>6.12 %</b>	<b>6.41 %</b>	<b>4.29 %</b>	<b>100,00 %</b>	<b>0.00 % @Of Total Budget</b>	<b>100.00 % @Of Total Budget</b>

@Co-financing Source	@Period 0	@Period 1	@Period 2	@Period 3	@Period 4	@Period 5	@Period 6	@Total Financed Budget
ERDF	22 120.00	403 408.05	865 706.55	838 773.80	156 778.80	164 228.80	110 078.80	2 561 094.80



#### @D.4 Project budget - overview per partner/ per WP

@Partner Abbreviation	@Co-financing Source	WP P	WP M	WP T1	WP T2	WP T3	WP T4	WP T5	WP I1	WP I2	WP C	@Total Budget	@Net Revenue	@Total Eligible
[RO] SBDO	ERDF	22 120.00	57 120.00	53 220.00	0.00	0.00	0.00	0.00	944 400.00	0.00	2 550.00	1 079 410.00	0.00	1 079 410.00
[RO] AJOFM	ERDF	0.00	68 568.00	0.00	324 702.00	0.00	0.00	0.00	0.00	0.00	53 500.00	446 770.00	0.00	446 770.00
[HU] BMKIK	ERDF	0.00	35 455.00	0.00	0.00	139 870.00	0.00	0.00	0.00	0.00	67 500.00	242 825.00	0.00	242 825.00
[HU] BMKH	ERDF	0.00	65 138.25	0.00	0.00	0.00	215 609.75	0.00	0.00	430 541.00	1 500.00	712 789.00	0.00	712 789.00
[HU] BMVA	ERDF	0.00	8 518.80	0.00	0.00	0.00	0.00	70 782.00	0.00	0.00	0.00	79 300.80	0.00	79 300.80
@Total		22 120.00	234 800.05	53 220.00	324 702.00	139 870.00	215 609.75	70 782.00	944 400.00	430 541.00	125 050.00	2 561 094.80	0.00	2 561 094.80
@Percentage Of Total Budget		0.86 %	9.16 %	2.07 %	12.67 %	5.46 %	8.41 %	2.76 %	36.87 %	16.81 %	4.88 %	100,00 %	0.00 % @Of Total Budget	100.00 % @Of Total Budget

@Co-financing Source	WP P	WP M	WP T1	WP T2	WP T3	WP T4	WP T5	WP I1	WP I2	WP C	@Total Financed Budget
ERDF	22 120.00	234 800.05	53 220.00	324 702.00	139 870.00	215 609.75	70 782.00	944 400.00	430 541.00	125 050.00	2 561 094.80

### @D.5 Project budget - overview per WP/ per budget line

@WP Number	Staff costs	Office and administration	Travel and accomodation	External expertise and services	Equipment	Infrastructure and works	@Total Budget	@Net Revenue	@Total Eligible
WP P	0.00	0.00	0.00	22 120.00	0.00	0.00	22 120.00	0.00	22 120.00
WP M	132 787.00	19 918.05	3 970.00	60 000.00	18 125.00	0.00	234 800.05	0.00	234 800.05
WP T1	29 400.00	4 410.00	0.00	19 410.00	0.00	0.00	53 220.00	0.00	53 220.00
WP T2	42 480.00	6 372.00	1 800.00	186 000.00	88 050.00	0.00	324 702.00	0.00	324 702.00
WP T3	10 800.00	1 620.00	1 000.00	64 000.00	62 450.00	0.00	139 870.00	0.00	139 870.00
WP T4	16 100.00	2 415.00	1 500.00	147 000.00	48 594.75	0.00	215 609.75	0.00	215 609.75
WP T5	19 080.00	2 862.00	0.00	45 540.00	3 300.00	0.00	70 782.00	0.00	70 782.00
WP I1	0.00	0.00	0.00	30 590.00	59 900.00	853 910.00	944 400.00	0.00	944 400.00
WP I2	0.00	0.00	0.00	28 677.00	45 800.00	356 064.00	430 541.00	0.00	430 541.00
WP C	0.00	0.00	0.00	125 050.00	0.00	0.00	125 050.00	0.00	125 050.00
<b>@Total</b>	<b>250 647.00</b>	<b>37 597.05</b>	<b>8 270.00</b>	<b>728 387.00</b>	<b>326 219.75</b>	<b>1 209 974.00</b>	<b>2 561 094.80</b>	<b>0.00</b>	<b>2 561 094.80</b>
@Percentage Of Total Budget	9.78 %	1.46 %	0.32 %	28.44 %	12.73 %	47.24 %	100,00 %	0.00 % @Of Total Budget	100.00 % @Of Total Budget

@Co-financing Source	Staff costs	Office and administration	Travel and accomodation	External expertise and services	Equipment	Infrastructure and works	@Sum Financed Budget	@Decreasing Net Revenue	@Total Financed Budget
ERDF	250 647.00	37 597.05	8 270.00	728 387.00	326 219.75	1 209 974.00	2 561 094.80	0.00	2 561 094.80

### @D.6 Project budget - overview per WP/ per period

@WP Number	@Period 0	@Period 1	@Period 2	@Period 3	@Period 4	@Period 5	@Period 6	@Total Budget	@Net Revenue	@Total Eligible
WP P	22 120.00	0.00	0.00	0.00	0.00	0.00	0.00	22 120.00	0.00	22 120.00
WP M	0.00	42 928.05	41 964.40	41 964.40	35 964.40	35 964.40	36 014.40	234 800.05	0.00	234 800.05
WP T1	0.00	0.00	7 100.00	6 310.00	13 270.00	13 270.00	13 270.00	53 220.00	0.00	53 220.00
WP T2	0.00	3 000.00	164 370.40	10 170.40	33 820.40	80 170.40	33 170.40	324 702.00	0.00	324 702.00
WP T3	0.00	3 670.00	74 320.00	10 870.00	37 870.00	10 870.00	2 270.00	139 870.00	0.00	139 870.00
WP T4	0.00	43 400.00	23 994.75	105 695.00	21 840.00	11 340.00	9 340.00	215 609.75	0.00	215 609.75
WP T5	0.00	6 060.00	35 260.00	6 020.00	7 814.00	7 814.00	7 814.00	70 782.00	0.00	70 782.00
WP I1	0.00	243 970.00	352 300.00	346 730.00	1 400.00	0.00	0.00	944 400.00	0.00	944 400.00
WP I2	0.00	16 580.00	108 097.00	305 864.00	0.00	0.00	0.00	430 541.00	0.00	430 541.00
WP C	0.00	43 800.00	58 300.00	5 150.00	4 800.00	4 800.00	8 200.00	125 050.00	0.00	125 050.00

@Co-financing Source	@Period 0	@Period 1	@Period 2	@Period 3	@Period 4	@Period 5	@Period 6	@Total Financed Budget
ERDF	22 120.00	403 408.05	865 706.55	838 773.80	156 778.80	164 228.80	110 078.80	2 561 094.80
@Total EU Funds	22 120.00	403 408.05	865 706.55	838 773.80	156 778.80	164 228.80	110 078.80	2 561 094.80
@ERDF Equivalent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

### @D.7 In-kind contribution

@Partner Abbreviation	@Amount
[RO] SBDO	0,00
[RO] AJOFM	0,00
[HU] BMKIK	0,00
[HU] BMKH	0,00
[HU] BMVA	0,00
<b>@Total</b>	<b>0.00</b>
<b>@Percentage Of Total Budget</b>	<b>0.00 %</b>

@Co-financing Source	@Amount
ERDF	0.00
<b>@Total E U Funds</b>	<b>0.00</b>

## @Partner Budget

@Name of partner organisation	Societatea de Binefacere Don Orione Oradea
@Partner ID	1
@Legal status	private
@Type of partner	interest groups including NGOs
@Co-financing source	ERDF
@Outside (the Union part of) the programme area	@no

@Partner Budget		
	@Amount	@Co-financing Rate
@Programme co-financing	917 498.50	85.00
@Partner contribution	161 911.50	
@Partner Total Eligible Budget	1 079 410.00	

@Origin of partner contribution (indicative)			
@Source of contribution	@Legal status	@ % of total partner contribution	@Amount
Societatea de Binefacere Don Orione Oradea	private	13.34 %	21 598.99
National state budget - RO	public	86.66 %	140 312.51
@sub-total public contribution		86.66 %	140 312.51
@sub-total private contribution		13.34 %	21 598.99
@Total		100.00 %	161 911.50
@Partner Total Target Value			161 911.50

@In-kind contribution	
@Is there any in-kind contribution included in the project budget for this partner?	no

@Staff costs	
@Are you using the flat rate for staff costs?	@No

Staff costs	@Description			@Unit type	@WP1		
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit

	Staff costs		Salary of 2 persons: project manager and financial manager - part time 4 h/day: 2 persons X 600 euros/month h = 1200 euros /month (X 4 months = 4800 euros)		@Period 1	1.00	0.00	4 800.00
			Salary of 2 persons: project manager and financial manager - part time 4 h/day: 2 persons X 600 euros/month h = 1200 euros /month (X 4 months = 4800 euros)		@Period 2	1.00	0.00	4 800.00
			Salary of 2 persons: project manager and financial manager - part time 4 h/day: 2 persons X 600 euros/month h = 1200 euros /month (X 4 months = 4800 euros)		@Period 3	1.00	0.00	4 800.00
			Salary of 2 persons: project manager and financial manager - part time 4 h/day: 2 persons X 600 euros/month h = 1200 euros /month (X 4 months = 4800 euros)		@Period 4	1.00	0.00	4 800.00

			Salary of 2 persons: project manager and financial manager - part time 4 h/day: 2 persons X 600 euros/mont h = 1200 euros /month (X 4 months = 4800 euros)		@Period 5	1.00	0.00	4 800.00
			Salary of 2 persons: project manager and financial manager - part time 4 h/day: 2 persons X 600 euros/mont h = 1200 euros /month (X 4 months = 4800 euros)		@Period 6	1.00	0.00	4 800.00
<b>@Total</b>								<b>28 800.00</b>

Staff costs	@Description			@Unit type	@WP2			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00

		Part time with a fixed percentage	Salaries of the 3 guidance counselors - part time 4 h/day: 3 persons X 600 euros/month h = 1800 euros /month (X 4 months = 7200 euros) Salary of the center coordinator - part time 4 h/day: 1 person X 650 euros/month h = 650 euros /month (X 4 months = 2600 euros) Salaries include all related taxes under applicable law.		@Period 4	1.00	0.00	9 800.00
			Salaries of the 3 guidance counselors - part time 4 h/day: 3 persons X 600 euros/month h = 1800 euros /month (X 4 months = 7200 euros) Salary of the center coordinator - part time 4 h/day: 1 person X 650 euros/month h = 650 euros /month (X 4 months = 2600 euros) Salaries include all related taxes under applicable law.		@Period 5	1.00	0.00	9 800.00



			Salaries of the 3 guidance counselors - part time 4 h/day: 3 persons X 600 euros/month = 1800 euros /month (X 4 months = 7200 euros) Salary of the center coordinator - part time 4 h/day: 1 person X 650 euros/month = 650 euros /month (X 4 months = 2600 euros) Salaries include all related taxes under applicable law		@Period 6	1.00	0.00	9 800.00
<b>@Total</b>								<b>29 400.00</b>

Staff costs	@Description			@Unit type	@WP3			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP4			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP5			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP6			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP7			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP8			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP9			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
@Total								0.00

@Office and administration costs - real costs	
@Are you using the flat rate for office and administration costs?	@Yes
@Flat rate amount:	15.00

External expertise and services	@Description			@Unit type	@WP0			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	External expertise and services				@Period 0	1.00	0.00	22 120.00
@Total								22 120.00

External expertise and services	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	4 000.00
			@Period 2	1.00	0.00	4 000.00
			@Period 3	1.00	0.00	4 000.00
			@Period 4	1.00	0.00	4 000.00
			@Period 5	1.00	0.00	4 000.00
			@Period 6	1.00	0.00	4 000.00
@Total						24 000.00

External expertise and services	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	7 100.00
			@Period 3	1.00	0.00	6 310.00
			@Period 4	1.00	0.00	2 000.00
			@Period 5	1.00	0.00	2 000.00
			@Period 6	1.00	0.00	2 000.00
@Total						19 410.00

External expertise and services	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	23 970.00
			@Period 2	1.00	0.00	2 300.00
			@Period 3	1.00	0.00	2 920.00
			@Period 4	1.00	0.00	1 400.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>30 590.00</b>

External expertise and services	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	300.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	350.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	1 900.00
@Total						2 550.00

Equipment	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	59 900.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
@Total						59 900.00

Infrastructure and works	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
@Total						0.00

Infrastructure and works	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
@Total						0.00

Infrastructure and works	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
@Total						0.00

Infrastructure and works	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
@Total						0.00

Infrastructure and works	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
@Total						0.00

Infrastructure and works	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
@Total						0.00

Infrastructure and works	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	220 000.00
			@Period 2	1.00	0.00	350 000.00
			@Period 3	1.00	0.00	283 910.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
@Total						853 910.00

Infrastructure and works	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
@Total						0.00

Infrastructure and works	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
@Total						0.00

<b>@Name of partner organisation</b>	Agentia Judeteana pentru Ocuparea Fortei de Munca Bihor
<b>@Partner ID</b>	2
<b>@Legal status</b>	public
<b>@Type of partner</b>	sectoral agency
<b>@Co-financing source</b>	ERDF
<b>@Outside (the Union part of) the programme area</b>	@no

<b>@Partner Budget</b>		
	<b>@Amount</b>	<b>@Co-financing Rate</b>
<b>@Programme co-financing</b>	379 754.50	85.00
<b>@Partner contribution</b>	67 015.50	
<b>@Partner Total Eligible Budget</b>	446 770.00	

<b>@Origin of partner contribution (indicative)</b>			
<b>@Source of contribution</b>	<b>@Legal status</b>	<b>@ % of total partner contribution</b>	<b>@Amount</b>
Agentia Judeteana pentru Ocuparea Fortei de Munca Bihor	public	0.00 %	0.00
National state budget - RO	public	100.00 %	67 015.50
<b>@sub-total public contribution</b>		100.00 %	67 015.50
<b>@sub-total private contribution</b>		0.00 %	0.00
<b>@Total</b>		100.00 %	67 015.50
<b>@Partner Total Target Value</b>			67 015.50

<b>@In-kind contribution</b>	
@Is there any in-kind contribution included in the project budget for this partner?	no

<b>@Staff costs</b>	
@Are you using the flat rate for staff costs?	@No

<b>Staff costs</b>	<b>@Description</b>			<b>@Unit type</b>	<b>@WP1</b>			
	<b>@Staff function</b>	<b>@Type of staff</b>	<b>@Comments</b>		<b>@Period</b>	<b>@No. of units</b>	<b>@Price per unit</b>	<b>@Total</b>
Staff costs					@Period 1	1.00	0.00	0.00

			Salaries of the 2 project management employees: 1 financial manager and 1 project coordinator - part time 4 h/day: 2 persons X 708 euros/month = 1416 euros /month (X 4 months = 5664 euros)		@Period 2	1.00	0.00	5 664.00
			Salaries of the 2 project management employees: 1 financial manager and 1 project coordinator - part time 4 h/day: 2 persons X 708 euros/month = 1416 euros /month (X 4 months = 5664 euros)		@Period 3	1.00	0.00	5 664.00
			Salaries of the 2 project management employees: 1 financial manager and 1 project coordinator - part time 4 h/day: 2 persons X 708 euros/month = 1416 euros /month (X 4 months = 5664 euros)		@Period 4	1.00	0.00	5 664.00



			Salaries of the 2 project management employees: 1 financial manager and 1 project coordinator - part time 4 h/day: 2 persons X 708 euros/month = 1416 euros /month (X 4 months = 5664 euros)		@Period 5	1.00	0.00	5 664.00
			Salaries of the 2 project management employees: 1 financial manager and 1 project coordinator - part time 4 h/day: 2 persons X 708 euros/month = 1416 euros /month (X 4 months = 5664 euros)		@Period 6	1.00	0.00	5 664.00
<b>@Total</b>								<b>28 320.00</b>

Staff costs	@Description			@Unit type	@WP2			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP3			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs	Part time with a fixed percentage			@Period 1	1.00	0.00	0.00

			Salaries of the 3 counselors - part time 4 h/day: 3 persons X 708 euros/mont h = 2124 euros /month (X 4 months = 8496 euros)		@Period 2	1.00	0.00	8 496.00
			Salaries of the 3 counselors - part time 4 h/day: 3 persons X 708 euros/mont h = 2124 euros /month (X 4 months = 8496 euros)		@Period 3	1.00	0.00	8 496.00
			Salaries of the 3 counselors - part time 4 h/day: 3 persons X 708 euros/mont h = 2124 euros /month (X 4 months = 8496 euros)		@Period 4	1.00	0.00	8 496.00
			Salaries of the 3 counselors - part time 4 h/day: 3 persons X 708 euros/mont h = 2124 euros /month (X 4 months = 8496 euros)		@Period 5	1.00	0.00	8 496.00
			Salaries of the 3 counselors - part time 4 h/day: 3 persons X 708 euros/mont h = 2124 euros /month (X 4 months = 8496 euros)		@Period 6	1.00	0.00	8 496.00
<b>@Total</b>								<b>42 480.00</b>

Staff costs	@Description			@Unit type	@WP4			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP5			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP6			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP7			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP8			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP9			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

@Office and administration costs - real costs	
@Are you using the flat rate for office and administration costs?	@Yes
@Flat rate amount:	15.00

Travel and accomodation	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	200.00
			@Period 3	1.00	0.00	400.00
			@Period 4	1.00	0.00	400.00
			@Period 5	1.00	0.00	400.00
			@Period 6	1.00	0.00	400.00
<b>@Total</b>						<b>1 800.00</b>

Travel and accomodation	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	10 800.00
			@Period 3	1.00	0.00	10 800.00
			@Period 4	1.00	0.00	4 800.00
			@Period 5	1.00	0.00	4 800.00
			@Period 6	1.00	0.00	4 800.00
<b>@Total</b>						<b>36 000.00</b>

External expertise and services	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	3 000.00
			@Period 2	1.00	0.00	70 000.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	20 000.00
			@Period 5	1.00	0.00	70 000.00
			@Period 6	1.00	0.00	23 000.00
@Total						186 000.00

External expertise and services	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	34 300.00
			@Period 3	1.00	0.00	4 800.00
			@Period 4	1.00	0.00	4 800.00
			@Period 5	1.00	0.00	4 800.00
			@Period 6	1.00	0.00	4 800.00
<b>@Total</b>						<b>53 500.00</b>

Equipment	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	84 400.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	3 650.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>88 050.00</b>

Equipment	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>



Net Revenue	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Net Revenue		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00

<b>@Name of partner organisation</b>	Békés Megyei Kereskedelmi és Iparkamara
<b>@Partner ID</b>	3
<b>@Legal status</b>	private
<b>@Type of partner</b>	business support organisation
<b>@Co-financing source</b>	ERDF
<b>@Outside (the Union part of) the programme area</b>	@no

<b>@Partner Budget</b>		
	<b>@Amount</b>	<b>@Co-financing Rate</b>
<b>@Programme co-financing</b>	206 401.25	85.00
<b>@Partner contribution</b>	36 423.75	
<b>@Partner Total Eligible Budget</b>	242 825.00	

<b>@Origin of partner contribution (indicative)</b>			
<b>@Source of contribution</b>	<b>@Legal status</b>	<b>@ % of total partner contribution</b>	<b>@Amount</b>
Békés Megyei Kereskedelmi és Iparkamara	private	33.34 %	12 143.67
National state budget HU	public	66.66 %	24 280.08
<b>@sub-total public contribution</b>		66.66 %	24 280.08
<b>@sub-total private contribution</b>		33.34 %	12 143.67
<b>@Total</b>		100.00 %	36 423.75
<b>@Partner Total Target Value</b>			36 423.75

<b>@In-kind contribution</b>	
<b>@Is there any in-kind contribution included in the project budget for this partner?</b>	no

<b>@Staff costs</b>	
<b>@Are you using the flat rate for staff costs?</b>	@No

<b>Staff costs</b>	<b>@Description</b>			<b>@Unit type</b>	<b>@WP1</b>			
	<b>@Staff function</b>	<b>@Type of staff</b>	<b>@Comments</b>		<b>@Period</b>	<b>@No. of units</b>	<b>@Price per unit</b>	<b>@Total</b>

	Staff costs		salary and related costs for a project manager - 225 Eur/month, a financial manager - 225 Eur/month and a project assistant - 225 Eur/month		@Period 1	1.00	0.00	2 700.00
			salary and related costs for a project manager - 225 Eur/month, a financial manager - 225 Eur/month and a project assistant - 225 Eur/month		@Period 2	1.00	0.00	2 700.00
			salary and related costs for a project manager - 225 Eur/month, a financial manager - 225 Eur/month and a project assistant - 225 Eur/month		@Period 3	1.00	0.00	2 700.00
			salary and related costs for a project manager - 225 Eur/month, a financial manager - 225 Eur/month and a project assistant - 225 Eur/month		@Period 4	1.00	0.00	2 700.00

			salary and related costs for a project manager - 225 Eur/month, a financial manager - 225 Eur/month and a project assistant - 225 Eur/month		@Period 5	1.00	0.00	2 700.00
			salary and related costs for a project manager - 225 Eur/month, a financial manager - 225 Eur/month and a project assistant - 225 Eur/month		@Period 6	1.00	0.00	2 700.00
<b>@Total</b>								<b>16 200.00</b>

Staff costs	@Description			@Unit type	@WP2			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP3			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP4			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs		salaries and related taxes for the two internal experts - 225 Eur/month each		@Period 1	1.00	0.00	1 800.00
			salaries and related taxes for the two internal experts - 225 Eur/month each		@Period 2	1.00	0.00	1 800.00
			salaries and related taxes for the two internal experts - 225 Eur/month each		@Period 3	1.00	0.00	1 800.00
			salaries and related taxes for the two internal experts - 225 Eur/month each		@Period 4	1.00	0.00	1 800.00
			salaries and related taxes for the two internal experts - 225 Eur/month each		@Period 5	1.00	0.00	1 800.00
			salaries and related taxes for the two internal experts - 225 Eur/month each		@Period 6	1.00	0.00	1 800.00
<b>@Total</b>								<b>10 800.00</b>

Staff costs	@Description			@Unit type	@WP5			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP6			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP7			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP8			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP9			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

@Office and administration costs - real costs @Are you using the flat rate for office and administration costs?								@Yes
@Flat rate amount:								15.00

Travel and accomodation	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	400.00
			@Period 2	1.00	0.00	400.00
			@Period 3	1.00	0.00	400.00
			@Period 4	1.00	0.00	400.00
			@Period 5	1.00	0.00	400.00
			@Period 6	1.00	0.00	400.00
@Total						2 400.00

Travel and accomodation	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00

Travel and accomodation	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00

Travel and accomodation	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	200.00
			@Period 3	1.00	0.00	200.00
			@Period 4	1.00	0.00	200.00
			@Period 5	1.00	0.00	200.00
			@Period 6	1.00	0.00	200.00
@Total						1 000.00

Travel and accomodation	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00

Travel and accomodation	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>



External expertise and services	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	1 600.00
			@Period 2	1.00	0.00	9 600.00
			@Period 3	1.00	0.00	8 600.00
			@Period 4	1.00	0.00	35 600.00
			@Period 5	1.00	0.00	8 600.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>64 000.00</b>

External expertise and services	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	43 500.00
			@Period 2	1.00	0.00	24 000.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>67 500.00</b>

Equipment	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	14 425.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>14 425.00</b>

Equipment	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	62 450.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>62 450.00</b>

Equipment	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

<b>@Name of partner organisation</b>	Békés Megyei Kormányhivatal
<b>@Partner ID</b>	4
<b>@Legal status</b>	public
<b>@Type of partner</b>	local public authority
<b>@Co-financing source</b>	ERDF
<b>@Outside (the Union part of) the programme area</b>	@no

<b>@Partner Budget</b>		
	<b>@Amount</b>	<b>@Co-financing Rate</b>
<b>@Programme co-financing</b>	605 870.65	85.00
<b>@Partner contribution</b>	106 918.35	
<b>@Partner Total Eligible Budget</b>	712 789.00	

<b>@Origin of partner contribution (indicative)</b>			
<b>@Source of contribution</b>	<b>@Legal status</b>	<b>@ % of total partner contribution</b>	<b>@Amount</b>
Békés Megyei Kormányhivatal	public	0.00 %	0.00
National state budget - HU	public	100.00 %	106 918.35
<b>@sub-total public contribution</b>		100.00 %	106 918.35
<b>@sub-total private contribution</b>		0.00 %	0.00
<b>@Total</b>		100.00 %	106 918.35
<b>@Partner Total Target Value</b>			106 918.35

<b>@In-kind contribution</b>	
@Is there any in-kind contribution included in the project budget for this partner?	no

<b>@Staff costs</b>	
@Are you using the flat rate for staff costs?	@No

<b>Staff costs</b>	<b>@Description</b>			<b>@Unit type</b>	<b>@WP1</b>		
	<b>@Staff function</b>	<b>@Type of staff</b>	<b>@Comments</b>		<b>@Period</b>	<b>@No. of units</b>	<b>@Price per unit</b>

	Staff costs		Cost of the salaries and related taxes for a project and a financial manager - full-time employment - 1150 Eur/1st month		@Period 1	1.00	0.00	8 855.00
			Cost of the salaries and related taxes for a project and a financial manager - full-time employment - 1092,50 Eur/month		@Period 2	1.00	0.00	8 740.00
			Cost of the salaries and related taxes for a project and a financial manager - full-time employment - 1092,50 Eur/month each		@Period 3	1.00	0.00	8 740.00
			Cost of the salaries and related taxes for a project and a financial manager - full-time employment - 1092,50 Eur/month each		@Period 4	1.00	0.00	8 740.00
			Cost of the salaries and related taxes for a project and a financial manager - full-time employment - 1092,50 Eur/month each		@Period 5	1.00	0.00	8 740.00

			Cost of the salaries and related taxes for a project and a financial manager - full-time employment - 1092,50 Eur/month each		@Period 6	1.00	0.00	8 740.00
<b>@Total</b>								<b>52 555.00</b>

Staff costs	@Description			@Unit type	@WP2			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP3			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
					@Period 4	1.00	0.00	0.00
					@Period 5	1.00	0.00	0.00
					@Period 6	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP4			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP5			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
			Salary and related taxes for the senior consultant at the Center - 1150 Eur/month* 2 months		@Period 3	1.00	0.00	2 300.00
			Salary and related taxes for the senior consultant at the Center - 1150 Eur/month* 4 months		@Period 4	1.00	0.00	4 600.00
			Salary and related taxes for the senior consultant at the Center - 1150 Eur/month* 4 months		@Period 5	1.00	0.00	4 600.00
			Salary and related taxes for the senior consultant at the Center - 1150 Eur/month* 4 months		@Period 6	1.00	0.00	4 600.00
@Total								16 100.00

Staff costs	@Description			@Unit type	@WP6			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
@Total								0.00



Staff costs	@Description			@Unit type	@WP7			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP8			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
@Total								0.00

Staff costs	@Description			@Unit type	@WP9			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
@Total								0.00

@Office and administration costs - real costs	
@Are you using the flat rate for office and administration costs?	@Yes
@Flat rate amount:	15.00

Travel and accomodation	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	200.00
			@Period 2	1.00	0.00	150.00
			@Period 3	1.00	0.00	150.00
			@Period 4	1.00	0.00	150.00
			@Period 5	1.00	0.00	150.00
			@Period 6	1.00	0.00	200.00
@Total						1 000.00

Travel and accomodation	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	300.00
			@Period 3	1.00	0.00	300.00
			@Period 4	1.00	0.00	300.00
			@Period 5	1.00	0.00	300.00
			@Period 6	1.00	0.00	300.00
<b>@Total</b>						<b>1 500.00</b>

Travel and accomodation	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	3 750.00
			@Period 2	1.00	0.00	14 750.00
			@Period 3	1.00	0.00	102 750.00
			@Period 4	1.00	0.00	16 250.00
			@Period 5	1.00	0.00	5 750.00
			@Period 6	1.00	0.00	3 750.00
<b>@Total</b>						<b>147 000.00</b>

External expertise and services	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	16 580.00
			@Period 2	1.00	0.00	8 097.00
			@Period 3	1.00	0.00	4 000.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
@Total						28 677.00

External expertise and services	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	1 500.00
@Total						1 500.00

Equipment	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	3 700.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
@Total						3 700.00

Equipment	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	39 650.00
			@Period 2	1.00	0.00	8 944.75
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>48 594.75</b>

Equipment	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	45 800.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>45 800.00</b>

Equipment	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 1	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>



Infrastructure and works	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	100 000.00
			@Period 3	1.00	0.00	256 064.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
@Total						356 064.00

Infrastructure and works	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00

Net Revenue	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Net Revenue		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00

Net Revenue	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Net Revenue		@Period 1	1.00	0.00	0.00
@Total						0.00

<b>@Name of partner organisation</b>	Békés Megyéért Vállalkozásfejlesztési Alapítvány
<b>@Partner ID</b>	5
<b>@Legal status</b>	private
<b>@Type of partner</b>	interest groups including NGOs
<b>@Co-financing source</b>	ERDF
<b>@Outside (the Union part of) the programme area</b>	@no

<b>@Partner Budget</b>		
	<b>@Amount</b>	<b>@Co-financing Rate</b>
<b>@Programme co-financing</b>	67 405.68	85.00
<b>@Partner contribution</b>	11 895.12	
<b>@Partner Total Eligible Budget</b>	79 300.80	

<b>@Origin of partner contribution (indicative)</b>			
<b>@Source of contribution</b>	<b>@Legal status</b>	<b>@ % of total partner contribution</b>	<b>@Amount</b>
Békés Megyéért Vállalkozásfejlesztési Alapítvány	private	33.34 %	3 965.83
National state budget HU	public	66.66 %	7 929.29
<b>@sub-total public contribution</b>		66.66 %	7 929.29
<b>@sub-total private contribution</b>		33.34 %	3 965.83
<b>@Total</b>		100.00 %	11 895.12
<b>@Partner Total Target Value</b>			11 895.12

<b>@In-kind contribution</b>	
<b>@Is there any in-kind contribution included in the project budget for this partner?</b>	no

<b>@Staff costs</b>	
<b>@Are you using the flat rate for staff costs?</b>	@No

<b>Staff costs</b>	<b>@Description</b>			<b>@Unit type</b>	<b>@WP1</b>			
	<b>@Staff function</b>	<b>@Type of staff</b>	<b>@Comments</b>		<b>@Period</b>	<b>@No. of units</b>	<b>@Price per unit</b>	<b>@Total</b>

	Staff costs		Salary of one project manager - part time 4 h/day: 1 persons X 288 euros/mont h = 288 euros /month (X 4 months = 1152 euros)		@Period 1	1.00	0.00	1 152.00
			Salary of one project manager - part time 4 h/day: 1 persons X 288 euros/mont h = 288 euros /month (X 4 months = 1152 euros)		@Period 2	1.00	0.00	1 152.00
			Salary of one project manager - part time 4 h/day: 1 persons X 288 euros/mont h = 288 euros /month (X 4 months = 1152 euros)		@Period 3	1.00	0.00	1 152.00
			Salary of one project manager - part time 4 h/day: 1 persons X 288 euros/mont h = 288 euros /month (X 4 months = 1152 euros)		@Period 4	1.00	0.00	1 152.00
			Salary of one project manager - part time 4 h/day: 1 persons X 288 euros/mont h = 288 euros /month (X 4 months = 1152 euros)		@Period 5	1.00	0.00	1 152.00

			Salary of one project manager - part time 4 h/day: 1 persons X 288 euros/month = 288 euros /month (X 4 months = 1152 euros)		@Period 6	1.00	0.00	1 152.00
<b>@Total</b>								<b>6 912.00</b>

Staff costs	@Description			@Unit type	@WP2			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 4	1.00	0.00	0.00
					@Period 5	1.00	0.00	0.00
					@Period 6	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP3			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 4	1.00	0.00	0.00
					@Period 5	1.00	0.00	0.00
					@Period 6	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP4			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 4	1.00	0.00	0.00
					@Period 5	1.00	0.00	0.00
					@Period 6	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP5			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 4	1.00	0.00	0.00
					@Period 5	1.00	0.00	0.00
					@Period 6	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP6			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs		Salary of professional coordinator - part time 4 h/day: 1 person X 600 euros/month = 2400 euros		@Period 1	1.00	0.00	2 400.00
			Salary of professional coordinator - part time 4 h/day: 1 person X 600 euros/month = 2400 euros		@Period 2	1.00	0.00	2 400.00
			Salary of professional coordinator - part time 4 h/day: 1 person X 600 euros/month = 2400 euros		@Period 3	1.00	0.00	2 400.00

			Salary of professional coordinator - part time 4 h/day: 1 person X 600 euros/mont h = 600 euros /month (X 4 months = 2400 euros) Salary of IT coordinator - part time 4 h/day: 1 person X 390 euros/mont h = 390 euros /month (X 4 months = 1560 euros)		@Period 4	1.00	0.00	3 960.00
			Salary of professional coordinator - part time 4 h/day: 1 person X 600 euros/mont h = 600 euros /month (X 4 months = 2400 euros) Salary of IT coordinator - part time 4 h/day: 1 person X 390 euros/mont h = 390 euros /month (X 4 months = 1560 euros)		@Period 5	1.00	0.00	3 960.00

			Salary of professional coordinator - part time 4 h/day: 1 person X 600 euros/month = 2400 euros) Salary of IT coordinator - part time 4 h/day: 1 person X 390 euros/month = 1560 euros)		@Period 6	1.00	0.00	3 960.00
<b>@Total</b>								<b>19 080.00</b>

Staff costs	@Description			@Unit type	@WP7			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 4	1.00	0.00	0.00
					@Period 5	1.00	0.00	0.00
					@Period 6	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP8			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 4	1.00	0.00	0.00
					@Period 5	1.00	0.00	0.00
					@Period 6	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
<b>@Total</b>								<b>0.00</b>

Staff costs	@Description			@Unit type	@WP9			
	@Staff function	@Type of staff	@Comments		@Period	@No. of units	@Price per unit	@Total
	Staff costs				@Period 1	1.00	0.00	0.00
					@Period 2	1.00	0.00	0.00
					@Period 4	1.00	0.00	0.00
					@Period 5	1.00	0.00	0.00
					@Period 6	1.00	0.00	0.00
					@Period 3	1.00	0.00	0.00
@Total								0.00

@Office and administration costs - real costs	
@Are you using the flat rate for office and administration costs?	@Yes
@Flat rate amount:	15.00

Travel and accomodation	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	70.00
			@Period 2	1.00	0.00	100.00
			@Period 3	1.00	0.00	100.00
			@Period 4	1.00	0.00	100.00
			@Period 5	1.00	0.00	100.00
			@Period 6	1.00	0.00	100.00
@Total						570.00

Travel and accomodation	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
@Total						0.00

Travel and accomodation	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
@Total						0.00



Travel and accomodation	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Travel and accomodation	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Travel and accomodation		@Period 1	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

External expertise and services	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	32 500.00
			@Period 3	1.00	0.00	3 260.00
			@Period 4	1.00	0.00	3 260.00
			@Period 5	1.00	0.00	3 260.00
			@Period 6	1.00	0.00	3 260.00
@Total						45 540.00

External expertise and services	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
@Total						0.00

External expertise and services	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	External expertise and services		@Period 3	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP1			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP2			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP3			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP4			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP5			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	3 300.00
			@Period 2	1.00	0.00	0.00
			@Period 3	1.00	0.00	0.00
			@Period 4	1.00	0.00	0.00
			@Period 5	1.00	0.00	0.00
			@Period 6	1.00	0.00	0.00
<b>@Total</b>						<b>3 300.00</b>

Equipment	@Description	@Unit type	@WP7			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP8			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Equipment	@Description	@Unit type	@WP9			
			@Period	@No. of units	@Price per unit	@Total
	Equipment		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
<b>@Total</b>						<b>0.00</b>

Infrastructure and works	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Infrastructure and works		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00

Net Revenue	@Description	@Unit type	@WP6			
			@Period	@No. of units	@Price per unit	@Total
	Net Revenue		@Period 1	1.00	0.00	0.00
			@Period 2	1.00	0.00	0.00
@Total						0.00