1. Description of transnational project

1.1 Name of transnational project: Integration of Highly Educated Refugees in the Labour Market (All-in-one 4 HER)

1.2 Rationale and objectives:

- problem addressed, common interests, methodology;

Even the number of immigrants to Europe looks like to decrease or at least stabilize, the problem of immigration and integration of already settled immigrants is still evidently present. According to the researches one third of the immigrants to OECD countries are highly educated. Employment gap between citizens and immigrants differs from one country to another. Most of the highly educated immigrants work overqualified. Refugees constitutes a large part of these immigrants. Belgium is the one of the countries where this gap is over the average of EU and OECD. Employment gap raises as the education level raises in Flanders while the opposite was expected. We see hardships of attaining recognition of diplomas, absence of necessary language ability, lack of information about system and labour market, inadequacy and inefficiency of concrete systems dealing with different cases as the main causes of this huge gap.

Belgium, Bulgaria and Sweden have different number of refugees from different countries of origin and all three countries are aiming to integrate refugees into labour market. Integration of highly educated refugees into labour market suitable (accordingly to their education, training and experience) are common interest of all.

The methodology of the project is described in the project plan.

- Common transnational objectives of the partners;

A report for improvement of ongoing systems and a platform to decrease the unemployment rate of highly educated refugees and as well as closing the gap between the level of expertise needed for their jobs and their level of competency (decreasing overqualified working rate) by better mentoring/coaching.

- target group;

Our project will mainly focus on highly educated (min. bachelor degree) refugees in all 3 countries, but we will also target the prospective mentors/coaches from labour market, integration offices, employment agencies as the other part of the possible improvement and solution

- products, outputs and deliverables;

  o Set up a unique platform to communicate; exchange ideas, knowledge, and experience; gather job seekers and providers; and so on via an online network system assisting mainly refugees, integration services, and stakeholders from the labour market

  o Develop a feasible coaching/mentoring system for job seeking highly educated refugees.

  o A handbook/report for System Improvement (Guidelines to triage the newcomer refugees, Early recording and tracking, individual guiding and mentoring highly educated refugees)

  o Technological developments (ICT, internet, web applications in order to meet prospective coaches/mentors with high education)

  o Promote an integrated and cohesive community by developing training modules to increase the mutual awareness and understanding between highly educated refugees and staff in
refugee integration services

- Export best practices and know-how from other countries to Flemish case and vice versa.

- **added value of the activities and planned results for each partner.**

  Learning ongoing systems from each country to integrate highly educated refugees into labour market

  Learning experienced problems from other countries

  Using best practices from other countries (alternatively, sharing best practices with other countries through partner organisations),

  Creating a unique platform to communicate; exchange ideas, knowledge, and experience; gather job seekers and providers; and so on via an online network system assisting mainly refugees, integration services, and stakeholders from the labour market with experience from all three countries

  Adapting a solution to resolve or minimize the difference rate between male and female highly educated refugees

- **incorporation of horizontal aspects (gender, CSR, …)**

  Defining difference of ration between male and female highly educated refugees

  Finding reasons of difference (if there is any)

  Adapt a solution to resolve or minimize the difference

1.3 **Work programme and working methodology:**

- **planned transnational activities;**

  First activity will be a start-up workshop for preparation and analyse, second activity will be a workshop to discuss results of research’s and defining the needs of prospective product(s) and last one will be a workshop to discuss product prototype.

- **methodology for sharing information, results and working tools;**

  Mainly information sharing will be based on digital platforms such as e-mails, video conferences and shared cloud. We are planning only three workshops only for main activities like start up discussions, evaluation of research results and defining prospective product need and discuss product prototype. Beyond the Horizon will be responsible for organization of information sharing and organizing workshops. Travel costs will rely on the partners themselves.

- **Time schedule for milestones, outcomes and events.**

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>01 October 2018</td>
<td>Start of Project</td>
</tr>
<tr>
<td>October-November 2018</td>
<td>Preparation Phase</td>
</tr>
<tr>
<td>1-10 December 2018</td>
<td>1st Workshop (preparation and analyse)</td>
</tr>
<tr>
<td>December 2019</td>
<td>2nd Workshop (to discuss results of research’s and defining the needs of prospective product(s))</td>
</tr>
</tbody>
</table>
Dissemination strategy

A report will be prepared and shared with universities, employment agencies, government institutions working with refugees and asylum seekers.

Beyond the Horizon and UCLL will organize a conference about the results of the projects in Flanders with the attendance of actors of labour market, employment agencies and respective government institutions. Similar conferences will be organized in Sweden and Bulgaria by stakeholders.

Toolkit will not be disseminated until approval of ESF. The toolkit will be produced in English, Dutch, Swedish and Bulgarian. Dissemination of toolkit will be mostly based on social media.

Evaluation

We will use Prince2 methodology for managing and evaluating project process. Prospective Product which will be a common tool for use of organizations will be coordinated with employment agencies for testing, evaluating and comments to improve.

1.4 Organisation and decision-making:

Contribution and responsibilities of each partner;

Beyond the Horizon ISSG:

- Coordination of the transnational project and facilitating constructive dialogue.
- managing the project and administration for ESF,
- building a secretariat for documentation,
- organisation of the transnational meetings and responsible for the coordination of reporting activities, responsible for presentations and facilitating workshops with regard to the transnational activities,
- coordination between partners, establishing an online knowledge sharing platform to share and work together on project reports, working papers, transnational instruments.
- compulsory ESF reporting, process and evaluation of the transnational meetings, coordination of the conclusions and recommendations
- Preparation and application of the surveys in Belgium
- developing the platform to communicate; exchange ideas, knowledge, and experience; gather job seekers and providers; and so on via an online network system assisting mainly refugees, integration services, and stakeholders from the labour market

Nordic European Mobility (Sweden)

- describe the problems, and describe the needs of their own country.
- Participating at transnational meetings, preparing presentations and inputs, and facilitating workshops
- Participating in the transnational conference calls
- Sharing information
- Coordination with national institutions
- Application of surveys and sharing results,
- Testing prospective product,

RDA BSC SMEs (Bulgaria)

- describe the problems, and describe the needs of their own country,
- Participating at transnational meetings, preparing presentations and inputs, and facilitating workshops,
- Participating in the transnational conference calls,
- Sharing information,
- Coordination with national institutions,
- Application of surveys and sharing results,
- Testing prospective product.

- **Role and tasks relating to the co-ordination of the TCA**;

  Beyond the Horizon is the promoter of the project. Each partner (BH, SW, BG) is responsible for contacting national institutions.

- **Arrangements for decision-making**;

  Aside from planned workshops, webinars will be used for decision making meetings. Beyond the Horizon will organize webinars/shared phone calls, video conferences on a monthly basis for information sharing, decision making and updates. Decisions are to be taken by consensus, as applicable. In the case of deadlock, Beyond the Horizon reserves rights to make decisions as the project promoter.

- **Working language(s)**.

  Working language is English. Final report will be translated to Dutch for Flanders/ Belgium.
### 1.5 Budget for transnational work (please analyse the budget by activity and by partner, in €)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Beyond the Horizon Budget (BE)</th>
<th>Nordic European Mobility Budget (SE)</th>
<th>RDA BSC SMEs Budget (BG)</th>
<th>Total budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Workshop (preparation and analyse)</td>
<td>12628,8</td>
<td>5400</td>
<td>2610</td>
<td>20638,8</td>
</tr>
<tr>
<td>2nd Workshop (to discuss results of research’s and defining the needs of prospective product(s))</td>
<td>14548,8</td>
<td>5400</td>
<td>2610</td>
<td>22558,8</td>
</tr>
<tr>
<td>3rd Workshop (to discuss product prototype)</td>
<td>16468,8</td>
<td>5400</td>
<td>2610</td>
<td>24478,8</td>
</tr>
<tr>
<td>Travel costs</td>
<td>14400</td>
<td>3600</td>
<td>-</td>
<td>18000</td>
</tr>
<tr>
<td>Webinars</td>
<td>3120</td>
<td>960</td>
<td>-</td>
<td>4080</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>61166,4</strong></td>
<td><strong>20760</strong></td>
<td><strong>7830</strong></td>
<td><strong>89756,4</strong></td>
</tr>
</tbody>
</table>

Where the project is working with simplified cost options, this should be explained and appropriate detail given.
2. **Signatures of partners**

Each partner undertakes to carry out the tasks and fulfil the duties set out above as part of the transnational project, on the condition that they are granted ESF funding set out in 1.6 above. If for whatever reason any of the partners is not granted this support, this TCA must be amended or cancelled. Subject to the agreement of their respective Managing Authorities, the resulting 'orphan' partners may amend the TCA, optionally including new partners, and explore with their Managing Authorities how the grant contracts can be amended.

Signed by all the partners:

**2.1 Partner 1:**

Name of organisation
Address
Website
Signed by legally authorised representative:
Place and date of signature
Name of representative
Position of representative
Telephone
E-mail

: Beyond the Horizon ISSG
: Davincilaan 1, 1932 Zaventem, Belgium
: www.behorizon.org

: Hasan SUZEN
: CEO
: +32 (0) 2 801 13 57
: info@behorizon.org
2.2 Partner 2:
Each partner undertakes to carry out the tasks and fulfil the duties set out above as part of the transnational project, on the condition that they are granted ESF funding set out in 1.6 above. If for whatever reason any of the partners is not granted this support, this TCA must be amended or cancelled. Subject to the agreement of their respective Managing Authorities, the resulting 'orphan' partners may amend the TCA, optionally including new partners, and explore with their Managing Authorities how the grant contracts can be amended.

Name of organisation

Address

Website

Signed by legally authorised representative

Place and date of signature

Name of representative

Position of representative

Telephone

E-mail

: RDA BSC SMEs (Regional Development Agency with Business Support Centre for Small and Medium-sizes Enterprises)

: 37 Tsar Boris III Obedinitel Blvd., Pavilion 27, 4000 Plovdiv Bulgaria.

: http://rda-bg.org

: http://rda-bg.org

: Velizar Petrov

: Plovdiv, 2018-05-07

: Velizar Petrov

: Executive director

: +359(0) 32 902 399

: rdaplovdiv@gmail.com
2.3 Partner 3:
Each partner undertakes to carry out the tasks and fulfil the duties set out above as part of the transnational project, on the condition that they are granted ESF funding set out in 1.6 above. If for whatever reason any of the partners is not granted this support, this TCA must be amended or cancelled. Subject to the agreement of their respective Managing Authorities, the resulting ‘orphan’ partners may amend the TCA, optionally including new partners, and explore with their Managing Authorities how the grant contracts can be amended.

Name of organisation: Nordic European Mobility
Address: Bredbyplan 4, 16371 Stockholm, Sweden
Website: http://www.nordiceumobility.eu
Signed by legally authorised representative: Joseph Adam
Place and date of signature: 2018-05-07
Name of representative: Joseph Adam
Position of representative: Chairman
Telephone: +46769798171
E-mail: nordiceumobility@gmail.com