Standard Summary Project Fiche

1  Basic Information

1.1 CRIS Number: BG2004/006-070.01.01
1.2 Title: Development of an adult training centre network
1.3 Sector: Employment, Social Policy and Education
1.4 Location: Bulgaria, Ministry of Labour and Social Policy

2. Objectives

2.1 Overall Objective(s):

- Improving employability and adaptability of the labour force and preventing social exclusion
- Adapting the Bulgarian employment system for implementation of the European Employment Strategy

2.2 Project Purpose:

- To build up a system for vocational training of adults corresponding to the needs of a dynamic market economy

2.3 Accession Partnership (AP) and National Programme for Adoption of the Acquis (NPAA) priority

The project shall contribute to the achievement of the AP objectives, make further efforts in the volume and quality of public investment, including education environment:

- “Continue to pursue alignment of mutual recognition of professional qualifications and diplomas and introduce required administrative structures, education and training programmes”
- “Continue to support social partners’ capacity-building efforts, in particular with a view to their future role in the elaboration and implementation of the EU employment and social policy”
- “Prepare a national strategy, including data collection, with a view to future participation in the European strategy on social inclusion”
- “Make further efforts in the volume and quality of public investment, including education environment.

The project is in conformity with the NPAA in its part related to:

- Increasing the employment through enhancing the labour force employability
- Maintaining and improving the human resources quality and their job placement
- Decreasing and prevention against unemployment and social exclusion
- Increasing the labour market flexibility and employment
- Vocational education and training efficiency
- Development of the system for recognition of qualifications
2.4 Contribution to the National Development Plan (2000 – 2006)

The project addresses directly the following objectives laid down in the Human resources development key national development priority, in order to achieve the strategic goals and the NEDP vision till 2006:

- Social and economic integration of disadvantaged groups on the labour market - young people, long-term unemployed, people with disabilities, ethnic minorities, etc.;
- Guaranteeing equal access to Lifelong Learning;
- Strengthening the administrative capacity for implementation of the human resources development policy and ensuring employment and better working and living conditions;
- Improvement of labour force quality
- Betterment of the labour market condition and effective implementation of the market principles;
- Promotion of the entrepreneurship;
- Enhancement of employability and adaptability of labour force.

Contribution to the Government program in the sphere of employment and social policy (2001-2005)

The project is in accordance with the priorities setting up in the Government program covering the period 2001-2005, such as:

- Development of system for vocational training and retraining of the personnel related to the changes in the economic environment and employers' requirements
- Elaboration and implementation of the continuing vocational training schemes in order to develop and stabilize employment and ensuring economic growth
- Improvement of the social partnership to ensure labour force qualification adequately to the labour market demands
- Increasing labour force adaptability to the changes in work conditions according to the labour market demands
- Widening vocational training access right through elimination of the legislative restrictions to bound training with vacancy existing
- Introducing the mechanisms for improving quality of vocational education and training system
- Evolving of the system for training, retaining and permanent training

The proposed activities in this project are contributing strongly to the achievement of the goals under Chapter 1 “Employment policy” of the Government programme e.g.:

- Increasing the overall employment levels
- Development of the labour force capacity
- Development of effective active labour market measures aiming to reduce unemployment levels
- Increasing the labour force adaptability in accordance to the real labour market needs
3. Description

3.1 Background and Justification

Changes in the socio-economic sphere, fast development of the knowledge-based economy and the impact of the demographic change have resulted in the necessity to promote a new approach in the vocational training of adults. The ongoing process of economic restructuring unavoidably leads to a large-scale destruction of jobs, which is not sufficiently matched by the creation of new jobs. The European conception for Lifelong Learning should be an integral part of the national training policy. Transition of the Republic of Bulgaria to the market economy as well as the preparation of the country to full EU membership requires development of the adequate conditions concerning vocational training policy. One of them is availability of a well-organized, modern, and adequate to the requirements and demands of the economy, national system for vocational training of adults.

The high quality of the labour force is a major factor and precondition for improvement of the employability, labour productivity and competitiveness of human resources. Employability and adaptability are the key factors for human potential development in the context of the globalization and the new social developments. Thus, employability, defined as ability to work, depends on the levels of the acquired skills and knowledge.

Generally, unemployment in Bulgaria is dominated by low educational level, lack, low or inadequate qualification of the labour force. Educational system is a main provider of vocational education and training for youth. Vocational training of persons over 16 years of age (economic active population outside school system) shall be organized by an adequate system for adults training.

Referring to the priorities setting up in the Joint Assessment of Employment Priorities in Bulgaria, the skills level and structure of the labour force is a concern in an immediate and medium-term perspective. The qualifications held by many employees do not meet the requirements of the newly created jobs; the participation rate of young people in the education system is very low at tertiary level and a substantial share does not continue beyond the basic education.

At present, vocational training of the labour force (employed and unemployed) have the following characteristics:

- Insufficient scope and resources
- Inadequate to the labour market requirements and diversity
- Insufficient legislative and methodological provisions
- Underdeveloped training equipment to the modern developments

Currently, activities on adults training are implemented by different kind of schools (within the public education system) and different training institutions outside it – Vocational Training Centres, training units for adults at higher schools and universities; employers. Even if the schools are considered as training providers, their scope of activities is focused primary on the school education of children. At present, training of unemployed as a self-dependent system is implemented by the Employment Agency. Employment Agency organizes vocational training for unemployed and employed. The training is sub-contracted to training organizations selected after a tender procedure. Training measures include training for acquisition of an initial vocational qualification, upgrading of the skills and retraining. However, the quality scope of this training is limited due to the irregular provisions and the significant lack of financial funds.
The above-mentioned problems could be solved through functioning of a particular system for vocational training of adults, which is based on the market principles, decentralized and modern organizational scheme. The system for vocational training of adults should include all persons (employed and unemployed) - economic active population, outside public education system and higher education system.

The following advantages will be achieved through functioning of a national system for vocational training of adults:

- Facilitate the access to different types of training;
- Improvement of training quality;
- Reducing of the training costs;
- Ensuring the higher effectiveness of the funds invested in the training;
- Establishment of a unified basis for implementation and assessment of the training as well as for its outputs by applying vocational qualification standards.

The transition to market economy is characterized by considerable decrease in the demand of the labour force, which still cannot be overcome. In the educational structure of the registered unemployed there is an unfavourable tendency towards increasing the share of persons with secondary and lower education. According to the Employment Agency official data persons with elementary and lower education and without specialty represent 53.37% from the average annual number of the registered unemployed in 2002. Unemployed with higher education are required to a great extent at the labour market. The continuation of the unemployment increases for persons with low education and with low and without qualification.

According to the Employment Promotion Act, Ministry of Labour and Social Policy jointly with the Ministry of Education and Science, develops and coordinates the policy and strategies for vocational training of unemployed and employed at national level; organizes and guides the national system for vocational training of unemployed and employed; study, analyze and forecast the condition, development and demands for vocational training of adults.

Relying on the Joint Assessment of Employment Priorities in Bulgaria (JAEP) concerning employment and labour market objectives necessary to advance the country’s labour market transformation, to make progress in and to prepare it for accession to the EU, “….vocational training must be adapted to the need of the labour market’. According to the same strategic document, both the intensity and the participation in training are extremely low for the unemployed and employed. The intention to develop a strategy for continuing training is welcome and is a most urgent task in a country undergoing swift restructuring. Fundamental problems such as employers’ attitudes towards training, the lack of funding and incentive for employers and workers need to be addressed within this strategy. Thus, all the above-mentioned recommendation within the JAEP will be addressed by the process of establishing of the nationals system for vocational training of adults.

Aiming at coordination of the national policy on vocational training of adults, a National Advisory Council for Vocational Qualification of Labour Force at the Minister of Labour and Social Policy is established. The Advisory Council includes representatives of ministries, agencies, commissions, representative organisations of employers and employees at national level and other non-profit legal entities.
The Council is a standing committee for coordination and consultation on:

- Coordinating development of national policy and strategies regarding vocational training of unemployed and employed;
- Coordinating interaction among the representative organizations of employers and employees at national level with regard to the Lifelong Learning.

Establishment of a national system for vocational training of adults will resulted in the incorporation of the system for studying, identifying and monitoring of the employers’ demands of labour force vocational training and the methodology for vocational training of adults, developed under Vocational Qualification Project (Phare Programme 2003), as basic and coherent components of the national system for vocational training of adults.

The present project is a crucial undertaking and step forward in the national efforts aiming at creation of a fundamental base for ensuring qualitative training of the labour force in the context of the Lifelong Learning as a requisite for combating unemployment, encouraging social inclusion and human resources development.

3.2 Linked Activities

The current project supplements and develops further activities within other projects in the field of vocational education and training under Phare Programme and as a result of bilateral international projects.

The following activities financed by the EU Phare Program have been or will be implemented:

Ministry of Labour and Social Policy is involved in the following projects under Phare Programme concerning vocational training of adults:

- **BG 0004.03** “Vocational training” Project under Phare 2000 – aimed at assisting unemployed and other disadvantaged groups within the labour force to find employment by new relevant vocational training courses as well as retraining of employees
- **BG 0004.04** “Renovation of Vocational Training Institutions” Project under Phare 2000 – aimed at improvement of quality of vocational training through provision of better training facilities and their more effective usage
- **BG 0102.05** “Labour Market Initiatives” Project under Phare 2001 – aimed at increasing the level of entrepreneurship, employability and adaptability of the labour force
- **BG 0202.03** “Life Long learning and Vocational Education and Training” Project under Phare 2002 – aimed at improving the adaptability and competitiveness of the labour force through Lifelong Learning
- “Vocational Qualification” Project under Phare 2003 – improving Labour Force mobility and competitiveness with a view to European labour market integration (inter alia developed and agreed system for studying, identifying and monitoring employers’ and employees for vocational training and trained staff to work with the system; Developed and agreed strategy and methodology (ies) for vocational training of adults and trained staff to apply it
The following activities financed by other external donors have been implemented:

The Ministry of Labour and Social Policy has been a recipient of technical assistance provided through a number of projects funded under bilateral aid programmes:

- “Establishment of Bulgarian-German Centres for vocational training in the cities of Stara Zagora, Pleven and Pazardjik” Project (Government of the Republic of Bulgaria and Government of the Federal Republic of Germany), establishment of the 3 Centres for vocational training
- “Quick Start” Programme for vocational training of workers for certain jobs, The United States Department of Labour, The U.S. Agency for International Development

3.3 Results

Component 1 – Technical Assistance

1. Identified measures for institutional building of the structure of the national system for vocational training of adults - Build up the National Management Unit
2. 200 persons administrative staff on the national, regional and local and training staff of the training centres network trained to work within the national system for adults training
3. Elaborated Guidelines for applicants for the Grant scheme
4. Carried out a Grant scheme promotional campaign

Component 2 – Grant scheme for establishment of training centres network for adults training

1. 7 Training Centres for adults training organized
2. 500 beneficiaries (unemployed and employed) provided with vocational training by the adults training centres

3.4 Activities

The project activities will be spread all over the country. However, the Grant scheme will be launched in those regions identified prior the project commencement. The survey will be conducted under a PPF for the relevant Phare 2003 project (“Vocational Qualification”). The MLSP has already prepared the Terms of Reference which is approved for financing under the Project Preparation Facility 2002 (BG 0205.01 Project Preparation Facility).

Under the project will be established a National Management Unit. The main task of this Unit is organization and coordination of the activities within the national system for vocational training of adults. This Unit will have a mandate for 4 years. The main task of the Unit is to ensure sustainability of the national system for vocational training of adults. Then the national system will be managed by an Advisory Board based on the tri-partite principle.
The National Management Unit will proceed with its functions as an administrative unit, aiming at provision of the central direction of the national system for vocational training of adults through:
- planning of the activities
- activities concerning methodical provision and coordination
- activities on funding of the system
- human resources provision
- control and monitoring of the national system’s activities

The National Management Unit is going to function at the Ministry of Labour and Social Policy. The activities of the Unit are in close relation with the activities, implemented by the National Employment Promotion Council, which is composed of the representatives of the social partners on the tri-partite base.

The national system for vocational training of adults, as a whole, will be managed by the MLSP, in close cooperation with the Ministry of Education and Science. The National Management Unit will implement its activities in permanent consultation with the National Agency for Vocational Education and Training. The representatives of the three Bulgarian-German Centres for vocational training (created through an Agreement between the Government of the Republic of Bulgaria and the Government of the Federal Republic of Germany) will participate in the National Management Unit.

Component 1 – Technical Assistance

The envisaged results will be achieved through Technical Assistance Support. The basic activities expected by the TA are as follows:

1. Design and development of a National Management Unit for vocational training of adults
2. Provision of training:
   - Training of the administrative staff on the national, regional and local to work within the national system for adults training (representatives of the Employment Agency and National Agency for Vocational Education and Training, “Regional Employment Service” Directorates, “Labour Office” Directorates, employers and trade unions, licensed Centres for vocational training.
   - Training of the training staff of the training centres network trained to work within the national system for adults training
   - The training will be focused on the provision of management knowledge and skills, organizing and methodical skills.
3. Preparation of the Grant scheme:
   - Elaboration of a Guidelines for applicants
   - Organizing and carrying out a promotional campaign
Component 2 – Grant scheme for establishment of training centres network for adults training

Within the Grant scheme an adults training network will be developed.

The training centres network shall include 7 newly organized adults training centres. There will be an open competition for the 7 Centres which will be established in those regions identified in view of the relevant Phare 2003 project (“Vocational qualification”) under the PPF.

The 7 training centres will be selected through launching a call for proposal. The grant scheme will be available for vocational training centres - existing or newly created, which cover the particular criteria in conformity with the Government priorities concerning improvement of employability, adaptability and competitiveness of the labour force.

The awarded applicants will have to ensure the implementation of the following activities:

- Renovation of the existing buildings of the centres in the identified regions;
- Procurement of training equipment and other necessary equipment;
- Provision of vocational training to the beneficiaries (unemployed and employed) in the target regions.

3.5 Lessons learned:

In the process of elaboration of this project, MLSP has taken into account the previous experience with other projects under Phare Programme concerning the quality of the vocational training.

In view of existing legislation, particularly the Vocational Education and Training Act as well as the Employment Promotion Act, successful implementation of the project objectives depends on effective involvement, participation and collaboration with Ministry of Education and Science (MES) and social partners both on central and regional/local level.

The project is compliant with the existing legislation in the field of employment and vocational education and training, based on decentralization and regionalization principles.

4. Institutional Framework

Key partners in the project management and implementation will be the MLSP and Employment Agency. A Memorandum of Understanding will be signed between the MLSP and the EA, and will cover the establishment and the functions of the PIU.

The Ministry of Labour and Social Policy is the Implementing Agency (respectively Contracting Authority) of the project as it is mandated to be IA under PHARE Programme in social and human recourses development sector.

The MLSP will manage and administrate the project through the Program Authorizing Officer (PAO). The Directorate “Pre-accession Funds and International Programmes and Projects” (DPFIPP) will be acting as an administration of the IA/PAO.

The day-to-day management of the project will be entrusted to a PIU.

For the strategic management a Project Steering Committee (PSC) will be established.
The Project Steering Committee (PSC)

The PSC shall provide strategic guidance in respect of the project implementation and shall take all major decisions. The PSC will include representatives of key organizations as well as state organizations. The composition of the PSC shall be as follows:

Ministry of Labour and Social Policy (MLSP) 1+1 chairperson
Employment Agency (EA) 1
Ministry of Education and Science (MES) 1
National Agency for vocational education and training (NAVET) 1
EU Delegation – Sofia Observer
Employers’ associations representatives 2
Trade unions’ representatives 2

The PSC will take its decisions with simple majority. It will hold its regular meetings at least four times a year. When important matters are to be concerned the chairman or 2/3 of the PSC members could convene the PSC for a meeting.

The PAO has ultimate responsibility for ensuring that the programme is implemented fully in line with the Financing Memorandum and government policy in terms of sound administrative and financial management of the project, including tendering, contracting, disbursement, accounting, payment and reporting procedures and monitoring of the project.

The overall administrative and financial management is the responsibility of the MLSP through the DPFIPP. The latter include:

- Preparing and submission of the documentation based on inputs from the PIU and contracting procedures;
- Negotiations of the contracts;
- Accounting, payments and financial control for the contracts;
- Overall monitoring and evaluation of the project activities;
- Overall monitoring and evaluation of the project activities implementation;
- Preparation of quarterly and ad hoc reports on project status and fund management.

5. Detailed Budget (in Million EUR)

<table>
<thead>
<tr>
<th>Phare Support</th>
<th>Phare Support</th>
<th>Total Phare (=I+IB)</th>
<th>National Co-financing</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Investment</td>
<td>Institution Building</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service Contract 1 - TA</td>
<td>0.7</td>
<td>0.7</td>
<td></td>
<td>0.7</td>
</tr>
<tr>
<td>Grant Scheme</td>
<td>1.725</td>
<td>1.725</td>
<td>0.575</td>
<td>2.3</td>
</tr>
<tr>
<td>Total</td>
<td>1.725</td>
<td>0.7</td>
<td>2.425</td>
<td>0.575</td>
</tr>
</tbody>
</table>

1 As appropriate the National Advisory Council for Vocational Qualification of the Labour Force will participate in its function as consultative body
6 Implementation Arrangements

6.1 Implementing Agency

The Implementing Agency (IA) is the Ministry of Labour and Social Policy through the Directorate “Pre-accession Funds and International Programs and Projects”.

The PAO shall be:

Mr Roumen Simeonov
Deputy Minister of Labour and Social Policy
2, Triaditza Str., Sofia 1051, Bulgaria
Phone: (+359 2) 933 24 59 - Fax: (+359 2) 986 13 18
E-mail: rsimeonov@mlsp.government.bg

The major responsibilities of the Ministry of Labour and Social Policy (IA) under this project shall covered: tender procedures, contracting, financial accounting, monitoring and other activities in compliance of Practical Guide to contract procedures financed from the General Budget of the European Communities in the context of external actions.

The PIU shall be responsible for the day-to-day technical implementation of the project. the responsibilities of the PIU shall include observance of the procedure of the Practical Guide in the implementation of the project activities, submission of the request for launching tender procedures, preparation of tender documentation and ToRs, and their submission to the IA for approval by the PAO.

The Technical Assistance under the project will be in charge of the preparation of the main operational documentation such as Operations Manuals, Guidelines for Applicants and other project related documentation. Moreover the TA will provide assistance and guidance to the MLSP, the PAO and the PIU for complicated management and implementation issues.

6.2 Twinning: not applicable to the project

6.3 Non-standard aspects:

Practical Guide to contract procedures financed from the General Budget of the European Communities in the context of external actions will be strictly followed.

6.4 Contracts

The envisaged activities under the project will be implemented through service contracts and grant scheme. In order to enhance effective management of the grant schemes, a call of proposals for the relevant activities will be issued amongst appropriate organizations that will further implement the activities foreseen.

The table below summarizes the possible breakdown of contracts under the project:

<table>
<thead>
<tr>
<th>Type of contract procedure</th>
<th>Project activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service contract - Technical Assistance</td>
<td>Component 1 – TA for design and development of a National Management Unit for vocational training of adults; Provision of training and Preparation of the Grant scheme</td>
</tr>
<tr>
<td>Grant Scheme</td>
<td>Component 2 – Grant scheme for establishment of training centres network for adults training</td>
</tr>
</tbody>
</table>
7 Implementation Schedule

The formal implementation schedule will commence in January 2005. Prior to this date, however, there will be a need to establish the PIU and PSC.

7.1 Start of the project activities - January 2005
7.2 Tendering of the TA - January 2005
7.3 Call for proposals under the Grant Scheme - October 2005
7.2 Project completion - November 2007

7 Equal Opportunities

The equal opportunities for men and women is a major principle which shall be observed at any stage and in any project component in compliance with the Bulgarian legislation providing equal conditions for training and employment for men and women.

Bulgaria has applied the equality principle between men and women in respect of vocational training and employment provision. There are no quotas relating to gender. All persons irrespective of gender enjoy equal opportunities when applying for training or job.

8 Environment

N/A

9 Rates of return

Economic rates of return cannot be calculated for the whole project but for separate project components only.

10 Investment Criteria

11.1 Catalytic Effect

The project shall contribute to the improvement of the quality of vocational training of adults. Establishment of an adults training centres network will guarantee correspondence of the acquired qualification and market requirements. Active involvement of different administrative bodies and public organisations in project implementation will result in a strengthening of linkages between particular stakeholders in the field of the vocational training of adults. On the other hand it will promote the activities related to the training quality improvement and LLL.

11.2 Co-financing

All aspects of the program are based upon co-financing between Phare and the Bulgarian national budget on a 75:25 basis.

11.3 Additionality

Investments from privet donors are not envisaged.

11.4 Project readiness and Size

The project envisaged 2.425 M EUR Phare aid.

There have been done analyses of the activities concerning vocational training of adults (National Action Plan for Employment, Joint Employment Policy Review).
Setting up a system for vocational training of adults has been enacted by the Employment Promotion Act (in force of January 1, 2002). The Employment Agency reports and analyzes the activities on training of employed and unemployed by a quarterly reports and an annual review of the labour market. A conception for vocational training of adults was developed. It consists of the vision of the Ministry of Labour and Social Policy for the organization of the system.

Before the project commencement the proper regions for development of 7 Training Centres for adults training will be identified under the PPF. The MLSP has already prepared the Terms of Reference which is approved for financing under the Project Preparation Facility 2002 (BG 0205.01 Project Preparation Facility).

Project preparation taking in to account experience from other similar schemes has been undertaken by the Ministry of Labour and Social Policy, assisted as required by the EC Delegation in Sofia. More detailed work on the grant scheme component will be carried out under the TA component of the project as set out above.

11.5 Sustainability

The adults training centres network developed under this project should function permanently. The proposed activities are part of the active labour market policy implemented by the MLSP. In order to ensure the sustainability of the project, each applicant will be required to contribute to the financing of its participation in the training centres network. The amount of the own contribution of each of each successful candidate should be minimum 5% from the individual grant.

11.6 Compliance with state aids provisions

The activities within the project will be implemented in accord with the Article 92 (3)(a) of the Treaty of Rome with respect to regional aid in an Objective 1 Member States.

11.7 Contributions to the National Development Plan and Regional Development Plans

These are in accordance with those elements identified in item 2.4.

12. Conditionality and sequencing

The MLSP will have to demonstrate to the Commission that adequate staffing and other resources have been made available to the relevant IA and PIU for the project start. The MLSP will also have to demonstrate that the lessons from the previous projects under Programme Phare have been learnt and the experience applied.

Key milestones in the project implementation:

- Establishment of PSC and PIU – prior the project commencement date;
- Selection of the regions for development of the 7 training centres for adults training;
- Signing of the contracts with the TA;
- Call for proposals and contracting of the grants;
- Implementation of the activities;
- Final Evaluation Report.
Annexes to the Project Fiche

1. Annex 1 – Logframe Planning Matrix for the project
2. Annex 2 - Implementation Chart
3. Annex 3 – Contracting and disbursement Schedules
4. Annex 4 – List of relevant Laws and Regulations
5. Annex 5 – Reference to relevant Government Strategic Plans and Studies
## Annex 1

### Phare Log Frame

<table>
<thead>
<tr>
<th>LOGFRAME PLANNING MATRIX FOR Project:</th>
<th>Contracting period expires:</th>
<th>Execution of contracts period expires:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development of an adult training centre network</td>
<td>November 2006</td>
<td>November 2007</td>
</tr>
<tr>
<td></td>
<td>Total budget: 3.0 M EUR</td>
<td>Phare contribution: 2.425 M EUR</td>
</tr>
</tbody>
</table>

#### Overall Objective

- Improving employability and adaptability of the labour force and preventing social exclusion
- Adapting the Bulgarian employment system for implementation of the European Employment Strategy

#### Objectively verifiable indicators

- Changes in number and % in the employment levels

#### Sources of Verification

- National Statistics Institute Reports;
- Reports and analysis of the MLSP and Employment Agency;
- Ex-post evaluation surveys

#### Project Purpose

- Build up a system for vocational training of adults corresponding to the needs of a dynamic market economy

#### Objectively verifiable indicators

- 7 Training centres for adult training developed
- 200 persons administrative and training staff trained
- 500 unemployed and employed provided with vocational training

#### Sources of Verification

- Reports and analysis of the MLSP;
- Direct and ex-post evaluation surveys;
- PIU reports.

#### Assumptions

- Stable macroeconomic conditions;
- Sustainable economic growth;
- Public and professional support.
<table>
<thead>
<tr>
<th>Results</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
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<tbody>
<tr>
<td><strong>3.6 Results</strong></td>
<td></td>
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<tr>
<td><strong>Component 1 – Technical Assistance</strong></td>
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<tr>
<td>1. Identified measures for institutional building of the structure of the national system for vocational training of adults - Build up the National Management Unit</td>
<td>- Build up a National Management Unit</td>
<td>- Reports of PIU</td>
<td>- Personnel motivation and engagement to different activities of the project</td>
</tr>
<tr>
<td>2. 200 persons administrative staff on the national, regional and local and training staff of the training centres network trained to work within the national system for adults training</td>
<td>- Number of trained administrative staff on the national, regional and local levels</td>
<td>- Reports of Consultants</td>
<td>- Active involvement of all key actors</td>
</tr>
<tr>
<td>3. Elaborated Guidelines for applicants for the Grant scheme</td>
<td>- Number of trained training staff of the adults training centres network</td>
<td></td>
<td>- Existence of appropriate training providers capable to participate in the system</td>
</tr>
<tr>
<td>3. Carried out a Grant scheme promotional campaign</td>
<td>- Guidelines for applicants</td>
<td></td>
<td>- Active attitude of the trained personnel and achievements sustainability</td>
</tr>
<tr>
<td><strong>Component 2 – Grant scheme for establishment of training centres network for adults training</strong></td>
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<td></td>
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<tr>
<td>1. Training Centres for adults training organized</td>
<td>- Promotional campaign</td>
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<tr>
<td>2. 500 beneficiaries (unemployed and employed) provided with vocational training by the adults training centres</td>
<td></td>
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<tr>
<td><strong>Activities</strong></td>
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<tr>
<td><strong>Component 1 – Technical Assistance</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Design and development of a National Management Unit for vocational training of adults</td>
<td>- Service contract</td>
<td>- Available know-how (from international and/or national practice)</td>
<td></td>
</tr>
<tr>
<td>2. Provision of training:</td>
<td>- Training of the administrative staff on the national, regional and local to work within the national system for adults training</td>
<td>- Availability of experts/consultants interested in project activities</td>
<td></td>
</tr>
<tr>
<td>- Training of the training staff of the training centres network trained to work within the national system for adults training</td>
<td>- Training of the training staff of the training centres network</td>
<td>- Available high motivation to best practices acceptance</td>
<td></td>
</tr>
<tr>
<td>3. Preparation of the Grant scheme:</td>
<td>- Elaboration of a Guidelines for applicants</td>
<td>- Appropriate conditions to apply an adequate system</td>
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<tr>
<td>- Organizing and carrying out a promotional campaign</td>
<td></td>
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<tr>
<td><strong>Component 2 – Grant scheme for establishment of training centres network for adults training</strong></td>
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</tbody>
</table>
6. Development of an adult training centre network
   - Renovation of the existing buildings of the centres in the identified regions;
   - Procurement of training equipment and other necessary equipment
7. Provision of vocational training to the beneficiaries (unemployed and employed) in the target regions

<table>
<thead>
<tr>
<th>Precondition</th>
<th>Grant scheme</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Existing aspirations for broaden and increasing personnel skills in the field of vocational training of adults</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Preconditions</th>
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<tbody>
<tr>
<td>• Political support for the proposed project</td>
</tr>
<tr>
<td>• Clear expressed support and engaging of the administrative structures</td>
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</table>
**ANNEX 2**

**Implementation Chart – DEVELOPMENT OF AN ADULT TRAINING CENTRE NETWORK**

<table>
<thead>
<tr>
<th>Components</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
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<tr>
<td></td>
<td>Q 4</td>
<td>J</td>
<td>F</td>
<td>M</td>
<td>A</td>
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<tr>
<td>Identification of the regions</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Operational PIU</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
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<td>Operational PSC</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Procedures for TA selection and contracting</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>TA</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
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<td>Call for proposals under the Grant Scheme</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Grants execution</td>
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<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Monitoring</td>
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<td>X</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Final Evaluation</td>
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<td>X</td>
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</tbody>
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**ANNEX 3**

**CONTRACTING AND DISBURSEMENTS SCHEDULES – DEVELOPMENT OF AN ADULT TRAINING CENTRE NETWORK**

**Figures in MEURO**

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<thead>
<tr>
<th>Date</th>
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<th>30/06/05</th>
<th>30/09/05</th>
<th>31/12/05</th>
<th>31/03/06</th>
<th>30/06/06</th>
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</table>

<table>
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<th>31/12/07</th>
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<td>Disbursed</td>
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<td>3.0</td>
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ANNEX 4
LIST OF RELEVANT LAWS AND REGULATIONS
1. Employment Promotion Act
2. Rule on Application of the Employment Promotion Act
3. Vocational Education and Training Act
4. Public Education Act
5. Framework Agreement between the Commission of the European Communities and the Republic of Bulgaria

ANNEX 5
REFERENCE TO RELEVANT GOVERNMENT STRATEGIC PLANS AND STUDIES

1. Accession Partnership
2. National Program for the Adoption of Acquis (NPAA)
3. National Economic Development Plan
4. Operational Human Resources Development Programme
5. Joint Assessment Paper of Employment Priorities in Bulgaria
7. Government’s Program 2001 on Priority Fields