STANDARD SUMMARY PROJECT FICHE

1. Basic Information

1.1 Désirée Number: CZ2003/005-601.03.08.04

1.2 Title: Sectoral Operational Programme HRD - Measure 3.4. Development of further education

1.3 Sector: Economic and Social Cohesion

1.4 Location: The Czech Republic

2. Objectives

2.1 Overall objective
To adapt education and training system to the requirements of the knowledge society and to the need for application of the lifelong learning concept into the practice.

2.2 Project purpose
To set up a system of continuing vocational training (CVT) supported by relevant infrastructure in pilot regions providing further and specialist competence-based qualifications for all groups of adults in relation to the labour market needs, serving as a model for application to other regions and using ESF support after accession

2.3 Accession Partnership and NPAA priority
The activities proposed ensue from the Joint Assessment of Employment Policy – key priority areas for future assistance: to support development of the legal and institutional framework for continuing vocational training that lays the basis for CVT provision, accreditation, certification, monitoring and evaluation as well as implementation of an information systems, and seeks to reinforce links to initial VET with a view to implementing an overall concept of human resource development to strengthen employability and competitiveness of the workforce and to foster lifelong learning.

2.4 Contribution to National Development Plan
The project contributes to the implementation of the third Priority Axis of the NDP – Human Resource Development. It also supports the achievement of the second Specific Objective of the NDP, i.e. improving the skill level, competitiveness and mobility of the labour force.

2.5 Cross Border Impact
n.a.

3. Description

3.1 Background and justification
The CVT system has been developed spontaneously in the Czech Republic in the last years. Its development is based on the supply and demand of main stakeholders without priorities set up by the state or social partners. Therefore, the achievements of the CVT system are results of fragmented activities performed by many individual institutions, which take decisions concerning CVT in compliance with their specific needs. Essential components of a modern CVT system have not yet been put in place. This concerns in particular: occupational standards, agreed curricula and modularisation, relevance to labour market requirements, quality control and assessment, accreditation and certification.

Continuing training is only partly responsive to the needs of the labour market and individuals. Part-time study programmes provided by schools for adults are mostly too long. The design of training courses is developing too slowly (traditionally designed courses prevail, a modular approach and
competence-based training methodology is only used on an exceptional basis, the courses do not reflect the actual individual experience and abilities, distance learning is developing slowly. The CVT of employees in enterprises is not a company management priority. The number of participants in re-qualification courses being organised by the Labour Offices is increasing; however, this type of CVT is being provided to the low percentage of unemployed (7% compared to approx. 20% in EU member states).

Continuing vocational training lacks a coherent and cohesive framework that would facilitate and support its efficient development. In particular, the competencies and responsibilities of the relevant institutions and partners are not defined yet and the appropriate legislation is missing. A comprehensive state continuing vocational policy does not exist. No ministry is yet responsible for a system of continuing vocational training and its development. The role of social partners in the area of CVT is very week. The current legal framework does not reflect continuing vocational training as a whole system, responsibilities and competencies of the state, social partners, regional bodies, CVT providers and individuals are not determined in any law. Institutional infrastructure for CVT is not sufficient. No institutions are in charge of a research and development of methodologies of adult training. The level of funding for continuing education is insufficient and the participation of the state in this respect (with the exception of retraining) is negligible.

There is not a system of recognised qualifications that would interlink continuing vocational training and employment sectors. Employers and other social partners have so far been little involved in the development of the content and methods of educational provision and certification requirements. Certificates awarded in continuing education are not equal to those in initial education and the two systems are not interlinked in this respect. There is not an opportunity for partial certification of shorter, incomplete or non-formalised education.

When compared with EU member countries, the CR lacks adult education and training centres providing generally recognised qualifications to all adult applicants who completed compulsory schools, entered employment and, for various reasons, need or want to achieve a new or upgraded (exceptionally first) qualification. These centres would deliver a wider range of qualification programmes based on methods and approaches developing competencies directly linked to regional labour market needs.

The human resource development and continuing vocational training sector suffers from lack of strategic dimension of its management and development both at national and regional levels. Newly established regions are now responsible for strategic regional development including HRD. However, regional authorities do not have sufficient tools, mechanisms and suitable infrastructure for implementing their HRD strategies leading to increasing competitiveness and prosperity of the regions and for flexible meeting of labour market needs.

The effective framework for CVT system in the Czech Republic to be compatible with EU countries requires at least following:

• strategic leadership for CVT at national level in taking forward the modernisation of continuing vocational training.
• opportunity at national, regional and local levels for the social partners and particularly employers to influence the direction of CVT provision so that it is flexible and responds to labour market requirements.
• a financial framework that ensures the diversity, effectiveness and efficiency of the CVT system by encouraging desirable change and innovation in the delivery of CVT through the allocation of state funds.
• an appropriate infrastructure and management and professional capacity for driving forward the modernisation process of CVT.

This project is targeted to the main priority of the national HRD strategy that is to set up a system of continuing vocational training and education and build up a suitable infrastructure and professional capacity for vocational adult training to obtain particularly further vocational and specialist vocational qualifications for adults in direct and flexible relation to the labour market needs in regions.
Purpose of the project is to support this process by building up vocational adult training centres in 2 pilot regions providing competence-based vocational qualifications and vocational training programmes for adults based on training forms, training methods and competence development approaches specifically adapted to the individual needs and conditions of adults and reflecting their existing experience and skills. CVT centres will match qualification potential of people with real labour market needs in regions in flexible and effective way.

The CVT centres should offer training programmes in specific forms, with teaching and training methods designed specially for adults (short-term training programmes /for instance courses for manual workers, lasting from six to twenty four months/, specially prepared trainers and consultants, methods and approaches based on competence development, learning by experience, etc.), with standardized contents (competence profile of a graduate will be defined in close collaboration between adult education methodologists, employers, and research institutions, such as the National Vocational Education and Training Institute). Previous qualification, individual experience and background of adult trainees will be taken into account (using supporting advisory services, individual diagnostics).

CVT centres will be created in 2 selected regions, using the existing suitable material, technical and personal capacities (e.g. well operating vocational schools or other secondary and higher schools or previous company training institutes with suitable material, technical and technological background). Apart from providing further vocational education and training, the centres should serve for qualification assessment and certification in case of qualification acquired by way of a non-formal or informal learning. Also, they should bring new approaches, methods and innovative concepts of lifelong learning. CVT centres should operate under responsibility of MoLSA in a close co-operation with regional authorities and social partners as an integrated tool for implementing active employment policy and HRD policy. Two pilot adult training centres will serve as a model for application to other regions. This new structure shall be used as final beneficiaries for ESF upon accession.

The two proposed CVT centres should become a base for establishment of a system of CVT in the Czech Republic in compliance with the new regional structure. This intention is formulated in a Governmental document Strategy of Human Resource Development in the Czech Republic, which has been approved by the Government on March 3, 2003 and projected into the related documents such as National Employment Action Plan 2002 (Measure 4.6) and SOP HRD (Measure 3.4). Completion of the infrastructure for CVT responds to the recent increase of structural unemployment and also to the transfer of responsibility for HRD to the regions. The Draft Employment Law ready for approval by the Government, anticipates wide support of CVT, increase of re-qualifications and enlargement of the target group of re-qualified to all citizens. In accordance to the HRD Strategy approved by the Government the Regional Labour Offices have to play a key role in CVT and HRD for all target groups in individual regions.

At present there are no training centres for adults in the CR, which would have direct state support and which could preventatively respond to the labour market needs and its development. This project of pilot centres will create a base of the system containing legislative, methodological, information, financial, organisational, diagnostical and prognostic framework for implementation of CVT. The pilot testing of the two centres will serve as a model for implementation in other regions potentially using support from ESF.

For MoLSA the establishment of the centres represents a significant long-term priority submitted under Phare. Already within programming of Phare 2002 MoLSA met the preconditions for setting up the centres, it selected the two pilot regions, negotiated with them the location of the centres and earmarked state budget 2003 and 2004 resources for this purpose.

The sustainability of the project and the centres themselves is devised from the above mentioned strategy to establish similar CVT centres in all other regions based on the Strategy of Human Resource Development in the Czech Republic and projected into the National Employment Action Plan 2002.
(Measure 4.6) and SOP HRD (Measure 3.4). The sustainability is also guaranteed by public ownership of both centres.

3.2 Linked activities

- Activities proposed are in direct link to the findings and recommendations of the following Phare projects: CZ 9705-03&04-01-01 HRD Strategy for the Czech Republic and CZ 9902-02-02 Implementing a HRD Strategy for the Czech Republic. Outputs of both projects stress the importance of ability to build and effectively use framework for strategic multi-subject management of HRD at national and regional levels and necessity to establish system of continuing vocational training including amendment of legal definition of responsibilities of the different bodies namely in fields of adult training and lifelong learning. In order to guarantee compatibility of national structures with the policies implemented by the European Union and with the use of the European Social Fund it is proposed unambiguously to build the system of CVT under the ministry responsible for employment, i.e. the Ministry of Labour and Social Affairs.

An analysis of the needs and requirements in the area of human resources development under the proposed system of strategic management of human resources development on national and regional level has shown that a network of vocational training centres for adults is missing in the Czech Republic. Such network should exist as a parallel to the formal educational system, providing primary or advanced qualification to adults with previous working experience and playing the role of multipurpose training centres. The network should be supported from the national budget and co-financed from regional sources.

Under the project CZ 9902-02-02 Implementing a HRD Strategy for the CR which is still running the newly created regional bodies are supplemented by basic methodologies and tools for strategic management of HRD. The regions are prepared to be committed to the co-operation with MoLSA and other state bodies and social partners to share responsibility for continuing vocational training system and are starting to develop partnership with the main stakeholders on CVT at regional level.

Project of MoEYS LS0105 Adult Education within Lifelong Learning: Important project relevant to CVT topics Adult Education within Lifelong Learning has been completed in November 2001 under the contract between National Training Fund and MoEYS in the framework of the State programme for research and development. The main output was the analytical study suggesting a wide range of provisions for improvement of adult education and continuing vocational training system in the Czech Republic in relations to the EU situation and trends. The study conclusions correspond fully to the objectives and expected results of this project.

3.3 Results

The following results will be achieved by the end of the project in the pilot regions (Vysocina and Moravskoslezsko):

- Two continuing vocational training centres fully operational in two pilot regions
- Technical, technological and training facilities serving specifically for continuing vocational training in two pilot regions
- Tools, mechanisms, procedures and comprehensive methodology for assurance of continuing vocational training system in regions tested in pilot regions and ready for transfer to other regions (developed methodology pilot tested on selected occupations)
- Group of trainers, teachers and consultants qualified in using adult training and consulting methodology based on competence development and experiential learning methods and approaches
- Staff of two pilot centres qualified in using CVT methodology
- Social partners and other stakeholders in two regions motivated and committed to play an active role in vocational qualifications field and share responsibility for development of continuing vocational training system
- System for assurance of compatibility of CVT qualifications with initial qualifications developed
• Legislative and financial rules and conditions for system of continuing vocational training developed
• National CVT policy framework created

3.4 Activities

Component 1 - Technical Assistance:
• Working out a development study (an analysis and forecast of the development in the region, research and identification of training needs in the region, elaboration of HRD strategies, organisation and management model of the centre, financing plan, , methodology of adult vocational training and counselling) for setting up of CVT centres in two selected regions
• Comprehensive institutional support to two CV training centres including management and organisational support, marketing and promotion strategy development
• Development of qualification and training standardization methodology
• Producing quality assurance and quality assessment mechanisms and tools for CVT
• Application of competence-based development methods and approaches to CVT
• Training of pilot CVT centres staff
• Training of trainers and consultants from two pilot centres in using CV training and consulting methodologies.
• Preparation of a national continuing vocational policy framework
• Development of legislative and financial rules for the CVT system at national and regional levels
• Development of system for assurance of compatibility of CVT qualifications with initial qualifications
• Designing and implementation of training and development programmes for social partners and regional representatives from two pilot regions focused on CVT policy as a tool for regional competitiveness development and employment and employability development (development programmes should include training, best practices presentations, benchmarking and short-term internships to EU countries ).

Beneficiaries: MoLSA, MoEYS, regional government of the two selected regions, social partners at national and regional levels, new established CVT centres, adult trainers and consultants.

Target groups: employed and unemployed adults, people without qualification, women re-entering the labour market, enterprises, entrepreneurs, Labour Offices.

Component 2 – Supply of Equipment:
(see also Annex 4)
• Supply of equipment of standard training rooms for interactive adult training
• Supply of technical and technological facilities for practical adult training for key qualifications according to specific needs of the selected regions ( ICT training rooms, CNC workplaces, facilities and technologies for training in machine industry qualifications, building industry, wooden industry, electronics, services etc. ).

Beneficiaries: new established CVT centres.
Target groups: employed and unemployed adults, people without qualification, women re-entering the labour market, enterprises, entrepreneurs, Labour Offices.

Component 3 – Construction adaptation of the premises financing from czech resources
Preparation of the construction project documentation and its approval
Selection of the Contractor and carrying out the works
Reconstruction of premises for CVT in both pilot regions
Adaptation of workshops for installation of equipment purchased under Component 2
Supply and installation of additional equipment in case that the TA (development study) identifies such a need for this
3.5 Lessons learned
The conclusions and recommendations of the recent M&A report by OMAS No.R/CZ/REG/00020 have been considered during the preparation of this project.
The outputs of previous projects have been fully taken into account in project preparation, namely the Twinnings (Phare 1999) aimed at preparation for ESF stressed the need for establishing the system of CVT and setting up the centres.

4. Institutional Framework
The institutional framework described below includes all of the relevant technical institutions and bodies that be beneficiaries of this projects, and will be involved in the ESF aspects of the CSF:

Ministry of Labour and Social Affairs (MoLSA)
The Ministry of Labour and Social Affairs is a central ministry and is responsible for labour relations, occupational safety, employment and re-training, social policy, etc. Government decision No. 159 of 4 March 1997, appointed MoLSA as the lead Ministry and administrator for the ESF. The Employment Services Administration section is responsible for designing and implementing employment policy and managing the Employment Services Network consisting of 77 District Labour Offices and their local branches which shall play the role of final beneficiaries and/or project partners in the regions.

Ministry of Education, Youth and Sport (MoEYS)
The Ministry of Education, Youth and Sports is a central body of national administration for pre-school facilities; basic schools, secondary schools and higher schools; for science research and development policies, including international co-operation in these areas; national policies and services for children, youth, physical training, sports, tourism and national representation in sports.

National Training Fund (NTF)
The NTF is a non-profit institution (public beneficially organisation) established in 1994.

Regional Councils of Vysocina and Moravskoslezský kraj
Other regional bodies:
Committee for education, training and employment
Regional Council for social and economic agreement
Chamber of Commerce of the CR
Confederation of Industry and Transport of the CR
Chamber of the Trade Unions of the CR

5. Detailed Budget (mil.€)

<table>
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<th>Project Component</th>
<th>Phare Support</th>
<th>Total Phare (=I+IB)</th>
<th>National Cofinancing*</th>
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<td>Investment</td>
<td>Institution Building</td>
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<td>Contract 1-technical Assistance</td>
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<td>Contract 2- Supply of Equipment</td>
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<td>Contract 3 – Construction adaptation</td>
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<td>of the premises</td>
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<td>Total</td>
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<td>0.60</td>
<td>2.05</td>
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* Co-financing will be ensured by the MoLSA – from state budget - chpt. the MoLSA

6. Implementation Arrangements

6.1 Implementing Agency
The PAO for this project will be Mr Miroslav Fuchs, Deputy Minister for the European Integration and International Relations, MoLSA, tel. +420 2 21922300, fax +420 2 21922223, e-mail: miroslav.fuchs@mipsv.cz

Implementing Agency for this project will be the NTF
A Steering Committee for the project will be established to ensure efficient project management and monitoring. The SC will be chaired by MOLSA and include representatives of the key bodies involved in the project implementation, including also the NTF as the IA for the project and CFA – UCFA as the executive body of the National Aid Coordinator responsible for Phare programmes programming, coordination, monitoring and evaluation.

6.2 Non-standard aspects

6.3 Contracts
(1) Service contract 0.60 MEUR.
(2) Supply contract 1.45 MEUR.

7. Implementation Schedule

7.1 Start of tendering/call for proposals 1Q 2004
7.2 Start of project activity 3Q 2004
7.3 Project Completion 1Q 2006

8. Equal Opportunity

Equal opportunity principles and practices in ensuring equitable gender participation in the project will be guaranteed.

9. Environment
n.a.

10. Rates of Return
n.a.

11. Investment Criteria
n.a.

12. Conditionality and Sequencing
Preparation of the centres done by the Czech cofinancing.

ANNEXES TO PROJECT FICHE

1. Logframe planning matrix
2. Detailed implementation chart
3. Contracting and disbursement schedule
4. Justification of selection of the two pilot regions
   Indicative technical specification for equipment of the two CVT centres in two pilot FORMTEXTregions
## LOGFRAME PLANNING MATRIX

### Project title: Sectoral Operational Programme HRD-Measure 3.4. Development of further education

<table>
<thead>
<tr>
<th>Overall objective</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
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</thead>
</table>
| To adapt education and training system to the requirements of the knowledge society and to the need for application of the lifelong learning concept into the practice | • Positive EC assessment | • Statistical yearbooks, HRD and employment surveys and studies  
• Mid-term Evaluation | |

### Project purpose

- To set up a system of continuing vocational training supported by relevant infrastructure in pilot regions providing further and specialist competence-based qualifications for all groups of adults in relation to the labour market needs, serving as a model for application to other regions and using ESF support after accession

<table>
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<tr>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
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</table>
| • Tools, mechanisms, and comprehensive methodology for implementation and development of continuing vocational training system in place – in 2004  
• Continuing vocational training centres fully operational in two regions, equipped sufficiently for providing a wide range of vocational qualifications – after completion of the project in 2006  
• Newly recruited trainers and consultants trained and qualified in using of CVT methodology – during 2004  
Social partners (Employers, trade unions, Chamber of Commerce) and regional representatives from two pilot regions passed through development programmes – during 2003, 2004 | • Joint Assessment of the Employment Policy reports  
• Reports prepared for the Monitoring sub-committees on Social Policy and Employment and ESC | • Further harmonisation of the steps towards the adoption of the European Employment Strategy becomes institutionalised. CVT is a precondition for employment development and CVT will be strengthened by establishment of the network of CVT centres; the two proposed will serve as pilot ones. |

### Results

<table>
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<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
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</table>
| • Two continuing vocational training centres fully operational in two pilot regions  
• Technical, technological and training facilities serving specifically for continuing vocational training in two pilot regions  
• Tools, mechanisms, procedures and comprehensive | • Project progress and final reports  
• Evaluation Reports  
• Project Assessment  
• MoLSA | • Regional authorities and social partners in selected regions are willing to be involved and participate in project |
methodology for assurance of continuing vocational training system in regions tested in pilot regions and ready for transfer to other regions (developed methodology pilot tested on selected occupations)

- Group of trainers, teachers and consultants qualified in using adult training and consulting methodology based on competence development and experiential learning methods and approaches
- Staff of two pilot centres qualified in using CVT methodology
- Social partners and other stakeholders in two regions motivated (they will act as members of the Regional Councils for HRD) and committed to play an active role in vocational qualifications field and share responsibility for development of continuing vocational training system
- System for assurance of compatibility of CVT qualifications with initial qualifications developed – CVT follows the initial training
- Legislative and financial rules and conditions for system of continuing vocational training developed
- National CVT policy framework created

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<th>Activities</th>
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<td>The activities proposed ensue from the Joint Assessment of Employment Policy – key priority areas for future assistance: to support development of legal and institutional framework for continuing vocational training. Activities proposed are in direct link to the findings and recommendations of the following Phare projects CZ 9705-03&amp;04-01-01 HRD Strategy for the Czech Republic and CZ 9902-02-02 Implementation of HRD Strategy. The activities are, as follows:</td>
<td>(see also Annex 4)</td>
<td>• Strategic leadership on continuing vocational training system is agreed and accepted by all stakeholders</td>
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<td>• Technical assistance (approximately 20 man-months per each centre) on development and implementation of the core of the continuing vocational training system at national level and on building up pilot vocational training centres in regions as a part of the CVT national system, preparation and application of rules and tools for systematic support of CVT</td>
<td>• Relevant Czech legislation</td>
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<td>• Project records / files (Methodology elaborated within the project, e.g. training standards, quality assurance and assessment tools)</td>
<td>• Appropriate technical assistance and suppliers are available and all required contracts are concluded in time.</td>
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- Working out feasibility study (an analysis and forecast of the development in the region, research and identification of training needs in the region, elaboration of HRD strategies, organisation and management model of the centre, financing plans, methodology of adult vocational training and counselling) for setting up of CVT centres in two selected regions
- Designing two continuing vocational training centres in two pilot regions in accordance with the specific regional conditions and needs; the facilities will be prepared as a cofinancing contribution
- Specification of material, technical and technological capacity requirements for continuing vocational training
- Investment design for supply of equipment for technical, technological and training facilities.
- Comprehensive support to two CV training centres including management and organisational support, marketing and promotion strategy development
- Development of qualification and training standardization methodology
- Producing quality assurance and quality assessment mechanisms and tools for CVT
- Application of competence-based development methods and approaches to CVT
- Training of pilot CVT centres staff
- Training of trainers and consultants from two pilot centres in using CV training and consulting methodologies.
- Preparation of a national continuing vocational training policy framework
- Development of legislative and financial rules for the CVT system at national and regional levels

- supply of training, IT and specialised technical equipment for two continuing vocational training centres

### Preconditions
- Building permits for reconstruction of premises for CVT in both pilot regions obtained.
**DETAILED IMPLEMENTATION CHART**

Project: Sectoral Operational Programme HRD-, Measure 3.4. Development of further education

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<td>Submission of tender dossier for TA by MoLSA to CFA</td>
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<td>Issue of tender for TA</td>
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<td>Submission of technical specifications by MoLSA to CFA</td>
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<td>Issue of tender for supplies</td>
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<td>Preparation of the construction project documentation and its approval</td>
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<td>Selection of the Contractor, carrying out the reconstruction works and possible supply of</td>
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<td>additional equipment (financed from Czech sources)</td>
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## CONTRACTING AND DISBURSEMENT SCHEDULE

### Cumulative Quarterly Contracting Schedule (mil.€)

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### Cumulative Quarterly Disbursement Schedule (mil.€)

<table>
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<th>3Q/03</th>
<th>4Q/03</th>
<th>1Q/04</th>
<th>2Q/04</th>
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<th>1Q/06</th>
<th>2Q/06</th>
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<th>4Q/06</th>
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<tr>
<td>Sectoral Operational Programme HRD-.(Measure 3.4. Development of further education)</td>
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Total: 2.05
ANNEX 3

Justification of selection of the two pilot regions

The two pilot training centres meet a number of criteria defined and used within the selection process. These are inter alia the unemployment rate in the respective region, the structure and level of qualification, need for structural change of the qualification and prevailing economic activity in the region (industry, agriculture, etc.).

The selected centres and regions represent two different models for further replication in all remaining Czech regions. Both regions possess an extensive experience of retraining programmes implementation.

The Moravia-Silesia region is a region with a high unemployment rate, it requires a change of the qualification structure, it suffers from decline of a heavy industry (steelworks, mining).

The Vysočina region is a less developed rural region with a lower qualification level. It requires agriculture and light industry restructuring.
## ANNEX 5

**Indicative technical specification for equipment of the two CVT centres in two pilot regions:**

(estimate based on the costs of equipment for existing centres with a similar purpose)

### Standard lecture rooms (3):
- Seating capacity - 20 trainees
- 20 training seats (mobile furniture)
- Overhead projector
- Data projector
- LCD panel
- PC
- Multipurpose board
- 2 flipcharts
- Photocopier
- Special training panel
- TV set + VCR
- Darkening of the room
- Didactic tools for individual specialisations

**3 x 25,000 EUR**

### ICT lecture rooms:
- Seating capacity - 12 trainees
- 12 training seats (PC furniture)
- 13 PCs
- Multipurpose board
- Data projector
- Scanner
- Printer
- Network
- Internet
- Software

**3 x 35,000 EUR**

### Workshops for practical training:
- Specialised machinery, equipment, tools and material
  - Workshop for electrical specialisations (2)
  - Workshop for engineering specialisations (1)
  - CNC workplace (2)
  - Workshop for construction specialisations (1)
  - Workshop for woodworking specialisations (1)
  - Workshop for service specialisations (2)

**2 x 55,000 EUR**

**1 x 160,000 EUR**

**2 x 80,000 EUR**

**1 x 20,000 EUR**

**1 x 30,000 EUR**

**2 x 30,000 EUR**

**TOTAL BUDGET FOR EQUIPMENT OF ONE CVT CENTRE**: **720,000 EUR**
DESCRIPTION OF THE CONSULTATION PROCESS

26. 11. 2002 – Olomouc and 28. 11. 2002 - České Budejovice MoLSA in close cooperation with MoEYS prepared two seminars for representatives of potential final beneficiaries at the regional level. After presentation there was a large discussion about all HRD OP measures. The conclusions: regional partners agreed with proposed priority 1 and 4. Regional partners had different opinion at order of suggested measures within priority 3 - representatives of educational system agreed with proposed measures 3.1., 3.2., and 3.3. Representatives of Moravia-Silesian region strongly supported measure 3.4.

31. 01. 2003 took place Monitoring Committee for HRD. Present were representatives of MoF, MoLSA, MIT, MRD, MoEYS, regional/district representatives. At the beginning we informed members about timetable of Phare 2003 and suggested criteria for measure selection. At the end we asked them to score suggested measures according to criteria for measure selection. Ran discussion about number of suggested measures and about budget for Phare 2003. There were suggested two new measures, which were important for members of MC and they weren’t in the list. After the scoring MoLSA compiled the list of suggested measures (1.1., 3.1, 3.2., 3.3. and 4.1.) and newly added measures 2.1. and 3.4.

06. 02. 2003 took place internal meeting with representatives of relevant departments of MoLSA, NTF and Employment Services Administration. Each representative expressed himself/herself to the suggested measures and justified, why is the suggested measure important from the point of view of MoLSA. During discussion there were approved two new measures, which were suggested by MC. Representatives scored selected measures, which come under MoLSA, according to the new criteria for measure selection, which were elaborated by DEC. Result of this scoring are the following measures: 1.1., 2.1., 4.1. for grant scheme and 3.4. for pilot projects.

07. 02. 2003 took place meeting with representatives of 14 Regional Labour Offices, Employment Services Administration and relevant departments of MoLSA. Directors of Labour offices expressed themselves to the suggested measures, which come under MoLSA competency. At the end we asked them to score suggested measures according to criteria for measure selection. All measures were found important for preparedness testing of implementing structure for future effective ESF management at national and regional level. Result of this scoring are the following measures: 1.1., 2.1., 4.1. and pilot project 3.4.

17. 02. 2003 took place internal meeting with representatives of relevant departments of MoEYS. Representatives had large discussion about reduction of suggested measures, which come under MoEYS competency. Representatives agreed reduction of number pre-selected measures. They cancelled measure 3.2. and moved some activities under measure 3.1. They scored measures according to criteria for measure selection. Result of this scoring is a strong support of measures 3.1. and 3.3. At the meeting held on 26. 02., MoLSA presented consultation process running. We submited a list of selected measures (1.1., 2.1., 3.1., 4.1. for grant scheme and 3.3., 3.4. for a pilot project). During meeting with DEC and CFA there were measures 3.1. and 4.1 cancelled and there were exceptions to measure 3.3.. These modifications have been made in order to implement the most important measures and to adequately use the implementation framework.