



**EU PROGRAMME FOR EMPLOYMENT AND SOCIAL SOLIDARITY - PROGRESS (2007-2013)**  
**GRANTS AWARDED AS A RESULT OF THE CALL FOR PROPOSALS VP/2012/009**  
**Mutual learning in the field of skills and employment, EU Sector Skills Councils and Restructuring**  
**Budget line : 04.04 01 01**

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
CENTRO PER LA FORMAZIONE PERMANENTE E L'AGGIORNAMENTO DEL PERSONALE DEL SERVIZIO SANITARIO	VIA G MULE 1 93100 CALTANISSETTA	IT - Italy	Improving the operational skills of the health personnel working in the emergency departments. A useful tool to give concrete answers to EU policies on patients' safety and to create new working opportunities.	96 101,36	80
Description of the action					

1. Research in the Countries, involved in the project, on the level of implementation of EU policies related to patients' safety, with a particular focus on emergency departments, actuality and future perspectives (existing laws, rules, guidelines, best practices).
2. Initial seminar to illustrate: the results of the researches, the importance of the skills of health workers in the emergency departments and the need for including innovative training methodologies in university education and long life education, to enhance the competencies of health operators and promoting, at the same time, a social inclusion policy. Best practices will be exchanged.
3. Three visits with demonstration on the use of the most innovative technologies in the field object of the study (simulation centres) in order to exchange best practices and enhance mutual learning and to stimulate training decision makers (deans/directors of universities and training centres for adults etc.) to promote the practical use of innovative technologies, in study programmes, to improve the skills of health personnel.
4. Creation of a database containing the information related to all health organizations, existing in the Countries involved in the project, with an emergency department annexed. This will be useful to support the meeting between demand and offer of employment also at international level.
6. Creation of a website to insert the database, the information on EU policies in the field of patients' safety and the activities carried out through the present project, including the results.
7. Dissemination of the results through the website, the online publication and the final conference. The last one will foresee the participation of all stakeholders interested: health operators/organisations, deans/directors of universities and training centres, students, local authorities and civil society, etc.

Partner organisation	Country
Centro di Ricerca per l'Efficacia e l'Appropriatezza in Medicina	IT - Italy

Partner organisation	Country
Hervel Hospital Dansk institut for medicinsk simulation	DK - Denmark
Interdisziplinäres Simulatorzentrum Medizin	DE - Germany
Istituto Mediterraneo per i Trapianti e Terapie ad Alta Specializzazione	IT - Italy
Simulation and Clinical Skills centre - Edinburgh Napier University	UK - United Kingdom
The university of Edinburgh	UK - United Kingdom

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
EUROPEAN PLATFORM FOR REHABILITATION VZW	SPASTRAAT 15 1000 BRUSSEL	BE - Belgium	Learnabil-IT: Mutual Learning on skills for the ICT labour market for people with disabilities	154 687,54	80
Description of the action					

The project has the objective to promote a mutual learning and cooperation between the worlds of work and vocational education and training in the ICT sector. The objective is to ensure a better match between skills required and skills acquired. This is done through the identification, analysis and mutual exchange of best practices regarding collaboration mechanisms between employers and their representatives, VET institutions for people with disabilities and disadvantages (here-after abbreviated to PWDD) and PWDD themselves. The project will also support a comprehensive knowledge platform and a series of bench learning visits that will ensure that the most effective practices can be deployed and transferred beyond the execution of the project itself.

People with disabilities and disadvantages are most vulnerable to exclusion from the world of work, and face more obstacles in finding quality employment. At the same time, employment of PWDD is a critical success factor for their economic independence, personal development and active participation in society on the one hand, and for the financial sustainability of social security systems on the other hand.

From the economic point of view, the ICT sector is still growing, and needs qualified workers. Besides, it is a skills-driven sector which changes rapidly and requires a close co-operation with the educational system. Our expertise and past projects show that large ICT employers in Europe are to some extent aware and sensitive to the situation of the PWDD workforce, and many have started integrating staff diversity plans and strategies.

Finally, a number of our VET partners already have experience in co-operating with employers and employer organisations on the issue of ICT jobs.

Partner organisation	Country
Astangu Vocational Rehabilitation Centre	EE - Estonia
Business Disability Forum	UK - United Kingdom
Centre de Réadaptation de Mulhouse	FR - France
European Network on Independent Living	IE - Ireland
National Learning Network	IE - Ireland
Pluryn	NL - Netherlands
University Rehabilitation Institute, Republic of Slovenia	SI - Slovenia
Valakupiai Rehabilitation Centre	LT - Lithuania

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
HRVATSKI ZAVOD ZA ZAPOSLOVANJE	RADNICKA CESTA 1 10000 ZAGREB	HR - Croatia	Skills forecasting – reverting negative trends in skills and jobs matching	92 355,56	80
Description of the action					

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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This action takes the good practices in the field of Skills forecasting, aiming to enhance the better labour market match of demand and supply in order to initiate creation of new employment opportunities through skills forecasting. Therefore we will conduct research to analyse state of the art at Croatian labour market and interrelations between educational outcomes and labour market requests. The research will include gathering indicators on demographic data, and data from educational system and labour market, aiming at early identification of the skills required on the labour market. It will be based on two streams: desk and field research. Desk research will conduct all partners as content analyses of the existing policy documents and practices in the field of skills forecasting in Croatia, Austria and Slovenia. Second phase is field research, which involves study trip to Styria (AT) and Podravje (SI). This mutual learning will be focused on analysis of educational outcomes and employment and unemployment structure in Styria and Podravje, and identifying examples of good practice in conceiving and implementation of the local skills forecasting. Special focus will be given to migration of workforce in the border region and how this influences the local job market and skills forecasting.

All gathered data will be analysed, and parallel with the end of the analyses we will start with the development of software solution. It will be conceived on best practice examples to which we were introduced during the study trips and will be user friendly. Also seminars will be organised as support for potential and end users of developed software.

All partners will be involved in dissemination of project results and information through own websites, transnational conference, press conferences and publishing results in local newspaper.

Detailed description is enclosed within Workprogramme.

Partner organisation	Country
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L&R Social Research OG

AT - Austria

Regional development agency Međimurje REDEA

HR - Croatia

Science and Society Synergy Institute

HR - Croatia

Scientific research centre Bistra Ptuj

SI - Slovenia

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
ISTITUTO ROMANO PER LA FORMAZIONE I MPRENDITORIALE AZIENDA SPECIALE	VIA DE BURRO 147 00186 ROMA	IT - Italy	Network of Mutual Exchange for Supporting Innovation	143 183,12	77,55
Description of the action					

Europe doesn't train enough ICT professionals and the digital skills shortage is forecast to be as high as 700,000 professionals by 2015 – and this is in times when unemployment hits a historic rate of 10.2% and the alarming 22.4% for young people. According to the Eurobarometer SMES, resource, efficiency and green markets (UE Commission DG Enterprises), 6,6 millions people are employed in the sector by smes in Europe. According to and ILO (2011) "shortages of people with the right skills can bring implementation of low carbon initiatives to a halt". Globally, managing talent is rated top priority for business but smes, in particular small enterprises, don't have HR departments or the experience and expertise to manage the process of recruiting and HR development or develop partnership to manage their gap. The task assumed by NeMESI is to promote policy learning and transfer processes across Europe in identified policy areas: identification of skill needs through effective collaboration between sectors and improvement of the matching of skill supply and demand for the benefit of smes in the ICT sector and in the green economy. Such processes encompass quality and effectiveness improvement of regional policies through active trans-regional cooperation around Europe. Moreover they support mutual learning on innovative policy measures and practices and their transfer into other regional systems, where feasible. This is made possible due to the operation of a participatory action-driven research worked out by project partners, the organisation of 4 national EAWS workshops, 4 EU workshops, an open space conference, website and online device with a database with information on good practices and an ad hoc search engine; hands on e-guide for smes and social media campaign.

Partner organisation	Country
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Confederación de Empresarios de Aragón

ES - Spain

Institut für Sozialpädagogische Forschung Mainz e.V.

DE - Germany

Regional Development Agency Senec-Pezinok

SK - Slovakia

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
HRVATSKI ZAVOD ZA ZAPOSJAVANJE	RADNICKA CESTA 1 10000 ZAGREB	HR - Croatia	Green Employment Opportunities (GEO)	108 750,00	79,98
Description of the action					

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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The objective of the project is to develop partnership that will identify best practices in the field of cross-sectoral cooperation with emphasis on green economy employment, transferable to Croatia. The project will achieve its purpose through the following results:

Component 1:

- Best practices from Austria and Hungary with the highest potential of transferability to Croatia identified
- Review of best practices prepared
- 2 day transnational forum in Hungary
- Croatian model for labour market forecasting developed

Component 2:

- Comparative study drafted and disseminated
- 2 day transnational conference organised
- Anthology of the Transnational conference published

Component 3:

- Toolkit for implementation of international model for facilitating effective cross-sectoral cooperation developed
- Training of trainers for implementation of the Toolkit held
- Network for dissemination of project results established
- Awareness raising communication and dissemination campaign conducted

It is important to emphasize the high possibility of replication and extension of the action outcomes, as it is envisaged that approach used in this project for development of the model for cross-sectoral cooperation with emphasis on green economy employment can easily be applied to other sectors as well as other countries, as they are faced with similar problems.

Partner organisation	Country
BFI Felnottkepzési Kozhasznu Nonprofit Kft.	HU - Hungary
City of Zagreb	HR - Croatia
Lechner, Reiter & Riesenfelder Sozialforschung OG	AT - Austria
WYG Consulting Ltd.	HR - Croatia

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
VISOKA SKOLA ZA EKONOMIJU PODUZETNI STVO I UPRAVLJANJE NIKOLA SUBIC ZRI NSKI	SELSKA CESTA 119 10110 ZAGREB	HR - Croatia	Developing Skills for Future Jobs	130 576,00	80
Description of the action					

Project "Developing Skills for Future Jobs" is based on cooperation of four universities from different PROGRESS countries: Croatia (pre-accession country), Finland, Slovenia and Portugal. Transnational dimension of the project has an additional value in exchanging best experiences and innovative approaches in teaching entrepreneurship at higher education level. Main aim of the project is to develop international "Entrepreneurial Universities Network" that will develop entrepreneurial education in Europe and provide students with enhanced skill sets: entrepreneurial, digital and foreign language, as one of the eight key competences of lifelong learning according to European Union. High unemployment is currently one of the main issues in Europe. One of the solutions for this must be improvement in the matching of skills supply and demand. This project is designed to contribute to development of students' skills for their future jobs, equipping them with needed skills for the real business world. On the beginning of the project "Entrepreneurial Universities Network" will be formed and based on two pillars: Professors' Platform of Entrepreneurial Education (PROSPER Education) and University Entrepreneurial Teams (UNITE Network). On one side, professors from partner institutions will cooperate on common platform in exchanging their experiences and working in international surrounding through lectures, job shadowing, trainings and development of "Action Plan for Development of Entrepreneurial Education at HEI's". On the other side, students will take an initiative in implementation of entrepreneurial activities at their HEI's through formed teams within each university, cooperating together on transnational level. Firstly, they will go through intensive Trainings for entrepreneurship and after finishing, organise Students' Entrepreneurial Events. Employer Advisory Groups will be established in order to build long-term relationship between HEI's and business world.

Partner organisation	Country
Faculty for Commercial and Business Sciences	SI - Slovenia

Partner organisation	Country
Instituto Superior da Maia	PT - Portugal
Novia University of Applied Sciences	FI - Finland

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
CONFINDUSTRIA UMBRIA - ASSOCIAZIONE DEGLI INDUSTRIALI DELLA REGIONE UMBRIA	VIA PALERMO 80/A 06124 PERUGIA	IT - Italy	PROACTIVE_CHANGE - Promoting Restructuring Opportunities for an Active Change	206 416,00	80
Description of the action					

Anticipating restructuring - intended as identification and support of the structural changes that occur in the productive and economic system - can be the result of different initiatives, designed to analyze the current and future developments in several key areas:

- productive sectors,
- innovation,
- the labour market,
- the system of knowledge (education , training and research)
- aggregation, clustering and internationalization

The coordination and integration of these five paths can promote positive outcomes and it is essential to define strategies for anticipating and managing restructuring in order to reduce unemployment , and to create new job opportunities. The inclusion of specific interventions are important factors in order to support investments in innovation, in the promotion of training or retraining and in the definition of adaptation strategies.

The project proposal 'Promoting Restructuring Opportunities for an Active Change' (PROACTIVE\_CHANGE) aims to promote exchanges of information and experience and to develop and disseminate the capabilities of the parties taking an active part in restructuring and promote the development of good practices in Europe.

The project has identified several sectors which are both vulnerable and of particular importance to the regions involved as: Automotive, Industrial Equipment & Tools, Agricultural Machinery, Avionics and Mechatronic Systems.

Through , seminars, round tables, training the project proposal wants to share lesson learnt from past experience in the countries of participating partners with a territorial approach and implement best practices in order to revitalize the debate on future perspectives at EU/national/regional level on possible proactive approaches to restructuring promoted by social partner organizations and other stakeholders in restructuring processes and in the anticipation of needs and skills (public authorities, innovation centers, training centers, development agencies).

Partner organisation	Country
Ajuntament de Viladecans / Viladecans City Council	ES - Spain
Italian Chamber of Commerce in Bulgaria	BG - Bulgaria
Italienische Handelskammer für Deutschland e.V.	DE - Germany
PATRONATUL CONFINDUSTRIA ROMÂNIA	RO - Romania
UMBRIA EXPORT SOC. CONS. A R.L.	IT - Italy

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
UNION DE COMUNIDAD AUTONOMA DE LES ILLES BALEARS, UNION GENERAL DE TRA BAJADORES ASOCIACION	CALLE FONT I MONTEROS 8 07003 PALMA DE MALLORCA	ES - Spain	New skills for career guidance in response to the need for reestructuring the labor market and the creation of new jobs.- SKILLS4JOBS	141 040,80	79,7
Description of the action					

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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After having read the Green Paper on “Restructuring and anticipation of change(...)”,as well as the measures of the Communication on employment:“Towards a job-rich recovery”,this project contributes to a move forward in the development of measures that promote and pursue the labour market restructuring towards the necessary transformation of the economy.This will be achieved through the incorporation of new and better skills in the labour orientator’s professional profile, considering it as a “change promoter agent”.

The professional orientator faces the difficult task to orientate people towards an uncertain, unknown and unpredictable future. This professional can not be unaware about the current socio-economic situation, and it is therefore necessary to increase their competences and skills. This is required to them to be able to adapt to the fast changes and be able to give a flexible,personalized and suitable guidance in order to:

-Contribute to the challenge that competitiveness represents: the orientator will support companies offering them suitable information to allow them to better adapt to the economic situation

-Contribute to the challenge of companies’ adaptability and workers employability:as a linking agent between:

ocompanies’ necessities to foresee competences and new emerging profiles

oAnd workers orientation and support to the most suitable training and capacitation

To guarantee that companies have qualified work force

-Contribute to create synergies between companies, local authorities and other local actors,cooperating with training providers:as a boosting agent of the necessary relations to foresee restructuring processes.

To achieve this a comparative study will be elaborated by the partners defining the new skills and competences required for improving the orientation services,which results will be spread through different dissemination activities within the partners’ territories and finally in Brussels,to arrive to the European

Partner organisation	Country
AGENZIA REGIONALE PER IL LAVORO DELLA REGIONE AUTONOMA DELLA SARDEGNA	IT - Italy
Centro de Iniciativas Empresariais e Sociais	PT - Portugal
Southampton City Council	UK - United Kingdom
Vsi Socialiniu inovaciju centras	LT - Lithuania

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
AYUNTAMIENTO DE ATARFE	PLAZA DE ESPANA 7 18230 ATARFE	ES - Spain	PROGRESS IN WHITE	142 048,00	80
Description of the action					

The current phenomenon of the aging population takes important implications of various kinds. But focusing exclusively in the area of health and social care, it is clear the consequent increase in age-dependent diseases along with other factors (social, psychological ...), that generate different situations of dependency. Home care is a social service that needs a unique qualification, because of benefits provided to a large number of people: the disabled, families with problems, convalescent, addicts and especially elderly. Home care mainly comes from an informal network, where the family-especially women-has an important role. However, current forecasts indicate a weakening of this network of care, a fact caused by several factors: change in the social role of women, or new technologies and treatments that make health and social care more complex. A priority in this project is to explore and define models of care, training and employment related to white jobs, to suit the characteristics, and deliver high-quality and efficient services with the implementation of the skills dimension, reducing skill gaps and labour shortages, covering new employment needs and ensuring that workforce is equipped with right skills. The project will count on all stakeholders in each country involved. The workplan includes a study to know the legislative and educative framework in white jobs, trends and situation in each country involved; round tables at regional and national level in each country, to analyse expectations and needs in this sector, with all stakeholders involved of the business, public, social and educative sector; the organisation of transnational seminars for the exchange of experiences amongst partners; and the edition of a web page and a good practices guide, transferable to other countries with similar problematic.

The project lasts twelve months.

Partner organisation	Country
Associação RCDI – Rede de Competências para o Desenvolvimento e a Inovação	PT - Portugal
AUTOKREACJA FOUNDATION	PL - Poland
Eurokom Association	IT - Italy
Forumul Cetatenesc pentru Actiune Sociala si Educatie Civica	RO - Romania

Partner organisation	Country
Institute for Training of Personnel in International Organizations	BG - Bulgaria
Kastamonu Teknik ve Meslek Lisesi	TR - Turkey
The Geminarie Group	MT - Malta
University of Thessaly	GR - Greece

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
FUNDACION LESMES	CALLE MANUEL ALTOLAGUIRRE SN 09007 BURGOS	ES - Spain	Rentabilité des Entreprises Sociales, Prévision, Emplois et Compétences	117 094,40	80
Description of the action					

Durant ces dernières années, l'UE a acquis une plus grande conscience du rôle central que joue l'économie sociale comme caractéristique distinctive d'une société créatrice d'emplois de qualité. Mais il continue d'exister trop de personnes inactives ou au chômage et isolées socialement, et la crise actuelle ne fait qu'augmenter le nombre de personnes en exclusion sociale. Même s'il s'agit d'une problématique européenne, il n'existe aucun cadre commun pour trouver et partager des méthodes et instruments qui permettent de lutter contre ces problèmes d'emploi et d'inclusion sociale.

Nous allons développer dans ce projet des actions d'apprentissage mutuel pour mettre en œuvre les dimensions de « compétences et emplois » appliquées au domaine de l'exclusion sociale et plus concrètement des entreprises sociales d'insertion. En effet, l'essence même de ces entreprises est de créer des emplois et de développer les compétences des personnes en exclusion sociale pour favoriser leur insertion sur le marché du travail.

Ce projet a l'avantage de réunir 3 pays européens (BE, ES, HU) avec différents niveaux de développement dans ce domaine. Les partenaires échangeront leurs bonnes pratiques favorables à la création d'emplois et au développement des compétences dans les entreprises sociales d'insertion. Les principaux axes de travail se centreront sur les aides à l'embauche, les emplois verts et les services à la personne, les stratégies de développement des compétences et les modèles fondamentaux de collaboration avec les administrations publics et les entreprises classiques. Nous proposerons aussi des méthodologies concrètes d'anticipation de l'offre et la demande d'emplois et de compétences. Ces actions ont pour objectif d'être transférables. La partie prévue pour l'implantation expérimentale des meilleures pratiques observées permettra de garantir la continuité des actions après le projet sur les territoires participants et de les étendre à d'autres régions européennes.

Partner organisation	Country
European Network of Social Integration Enterprises asbl	BE - Belgium
Federación Castellano Leonesa de Empresas de Inserción	ES - Spain
Progetti olasz-magyar nonprofit kft	HU - Hungary
Réseau d'Entreprises Sociales	BE - Belgium

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
COMUNIDAD VALENCIANA	. .	ES - Spain	Wood2Good: Management of Changes and Restructuring in the Wood Sector: Making the Wood Industry a great actor of the Green Economy	140 683,66	80
Description of the action					

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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Wood is one of the most important industrial sectors in Europe, with close to 3 million workers in EU27, and 380000 enterprises generating an annual turnover of 300 billion euro. Since this sector is mainly made of SMEs, it plays an essential role to achieve EU2020 objectives and especially the flagship initiative “An industrial policy for the globalization era”, that states the improvement of SMEs to foster the development of a strong industry based on innovation.

The wood sector is currently affected by the crisis, especially due to the contraction of the construction sector, key market for wood products. However, as mentioned by the EC in the COM(2008) 113 final, the wood sector currently faces new challenges and opportunities, to implement innovative solutions to answer the fight against climate change and become the competitive sector it is expected to be in Europe.

In this context, the project Wood2Good will have as main objective the analyze of the current situation of restructuring in the sector and establishment of recommendations to ensure a responsible change of wood SMEs oriented to the Green Economy.

Thus, the workplan of this project will focus on the comprehension of the current situation of employment and restructuring in the wood sector through the deployment of an international survey made on representatives of the main stakeholders involved in the wood industry. Wood2good will analyze 4 cases of restructuring in the wood sector in order to observe and compare their behaviors, and consider the different options to face the crisis. Project partners will seek for best practices and innovative proposals, especially focusing on green solution and promote them through a publication and a website in 5 languages. Finally, a guide with recommendations will be published in order to promote the conclusion of the projects and the expected role of each stakeholder active in the field, and presented during a European conference in Brussels.

Partner organisation	Country
Buckinghamshire New University	UK - United Kingdom
Építő-, Fa- és Építőanyagipari Dolgozók Szakszervezeteinek Szövetsége	HU - Hungary
Federación Empresarial de la madera y mueble de la Comunidad Valenciana	ES - Spain
Institut Technologique FCBA: Forêt, Cellulose, Bois - construction, Ameublement	FR - France
Pour la Solidarité ASBL	BE - Belgium
Verona Innovazione – Special Agency of the Chamber of Commerce of Verona	IT - Italy

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
CENTRO INTERNAZIONALE DI FORMAZIONE DELL' OIL	VIALE MAESTRI DEL LAVORO 10 10127 TORINO	IT - Italy	F.OR.M. Pact: Operational Framework for multi-level & multi actor synergy towards the adaptation to social and economic changes	146 191,42	80
Description of the action					

The Action proposed considers that changes underpin economic and social progress when they are anticipated and accompanied in a context of effective social dialogue and active participation of all actors. Many adaptation tools are available at EU level and the Commission provides regular support on the best way to make full use of the existing support instruments. However, there is a need to facilitate anticipation and preparation to the change. Strengths (methods, tools, bodies) and weaknesses (lack of capacity to interpret data, quality of information, coordination/active involvement of all relevant actors) have been identified along with persisting difficulties in the implementation and monitoring of the Anticipative surveys/studies carried out. The urgency of a systematic mechanism merging the Anticipation findings with an effective implementation and monitoring of timely actions is also acknowledged. Therefore, the cooperation and information exchange among local and national actors, social partner, education and training institutions, social security to better prepare changes and minimize social impact of restructuring are tasks to be strengthened. The project aims at developing a pilot action on a multi-level & multi-actor synergy to strengthen and innovate the preparation process with a view to encouraging job creation in specific sectors (i.e manufacturing). The pilot action based on a “mutual learning mechanism” among four selected countries (Germany, France, Bulgaria and Romania) will enable local authorities, social partners and stakeholders to exchange knowledge and share experience on restructuring preparation successful practices. The envisaged sectoral approach will optimized the project impact bringing together relevant actors within a common preparation mechanism focused on economic sustainability. Transnational Guidelines to better prepare changes in the sector concerned through a “preparation mechanism” will be the output of the pilot action.

Partner organisation	Country
ASTREES	FR - France
Bulgarian Industrial Association - Union of the Bulgarian Business	BG - Bulgaria
Confederation of Independent Trade Unions in Bulgaria	BG - Bulgaria



Partner organisation	Country
GENERAL CONFEDERATION OF THE ROMANIAN INDUSTRIAL EMPLOYERS (Confederatia Nationala a Patronatelor din Romania)	RO - Romania
Institute for Applied Economic Research	DE - Germany
NATIONAL TRADE UNION CONFEDERATION "Cartel ALFA"	RO - Romania
ROMANIAN ACADEMY NATIONAL INSTITUTE FOR ECONOMIC RESEARCH "COSTIN C. KIRITESCU"	RO - Romania

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
CHANIA CHAMBER OF INDUSTRY & COMMERCE	ODOS EL VENIZELOU 4 73132 CHANIA	GR - Greece	GSSkills - Geothermal and Solar skills	149 848,00	80
Description of the action					

European Union's (EU) new strategy for sustainable growth and jobs, Europe 2020, puts innovation and green growth at the heart of its blueprint for competitiveness. In the future, every job will be a green job.

In order to adapt faster, an environmentally-skilled workforce is essential. More and better skills are indispensable for the European labor force, as they make it easier to innovate, adopt new green technologies, attract investment, compete in new markets, and diversify the economy.

According to a study by UNEP on green jobs, which are "jobs in the environmental sector and/or jobs requiring specific environment-related skills", many existing jobs (i.e. plumbers, electricians, metal, and construction workers), may be altered due to the greening of day-to-day skill sets, work methods and profiles. Workers, in order to avoid the unemployment, should upgrade their existing skills through training tailored to particular "green" needs.

Aim of the project "GSSkills" is to improve the efficiency and adequacy of existing training practices in the field of green installations and in particular that of geothermal and solar ones, and to promote training for workers in related professional sectors. The network of collaborating partners consists of geographically wide spread countries, applying different type of low carbon green installations as well as different approaches in vocational training in this sector, resulting in a promising partnership for acquiring project goals.

More specifically, GSskills project has a threefold aim:

1. Firstly, to identify appropriate skills needed for a worker to meet needs of Geothermal and Solar Installation Specialists.
2. Secondly, to identify best practices, in promoting training.
3. Thirdly, to create a network among education institutions, public authorities, professional associations, and business community in the field of Geothermal and Solar Installations in the 3 partners countries.

Partner organisation	Country
Association Ouvrière des Compagnons du Devoir du Tour de France	FR - France
European Centre in Training for Employment	GR - Greece
ILE Berlin - Institute for Lifelong Learning in Europe	DE - Germany

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
ZDRAVI GRAD UDRUGE	VUKOVARSKA 65 21000 SPLIT	HR - Croatia	Green and White Skills for new jobs	142 811,48	78,98
Description of the action					

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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This project is going to tackle the emergent problem of the decreasing level of employability in the Split-Dalmatian region, enhancing the transferability of good practices, innovative approaches and effective collaboration. There are major discrepancies between supply and demand for specific knowledge and skills relevant to certain sectors. The problem is incoherence of the education system to the needs of the labour market. The proposed project creates an innovative self-sustaining and replicable system and will directly involve 120 persons whose typically limited experience in the labour market and with a lower level of specific job-related skills, providing them the opportunity to get included in the labour market. Through the project, 6 new curricula for new jobs will be provided, with new knowledge and new skills.

Specific objective of the project is the development of minimum of 6 curricula all of which will contain transversal competences of ICT and self-social-entrepreneurship, aimed at matching the demands of the labour market, at responding to the most recent EU recommendations and at promoting the Europa2020 strategy for a smart, sustainable and inclusive economy in Croatia. The curricula will affect two areas of intervention:

•Green Economy sector, promoting environmental sustainability, resource efficiency, CO2 reduction (short distance economy), by the development of the following profiles:

oChef/ culinary assistant/waiter/pastry chef of macrobiotic cuisine

oChef/procurement worker/waiter/pastry chef of organic food

oOrganic farmers

•Health and social care sector (the so-called white jobs), promoting the solidarity and the assistance to people in need and to most disadvantaged group:

oCaregivers for elderly and disabled

oCultural mediator (person trained to explain cultural differences to migrant persons and hosts in order to ensure unobstructed communication)

oPersonal and household services

Partner organisation	Country
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Asociación de Cooperación Juvenil SAN MIGUEL ADICCIONES.

ES - Spain

COOSS Marche Onlus soc. coop. p.a.

IT - Italy

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
REPUBLIKA SRBIJA	.	RS - Serbia	Towards Increased Employment through Mutual Learning, with the Focus on Youth and other Vulnerable Groups	141 612,51	79,73
Description of the action					

This action represents the first attempt of the Serbian Ministry of Labor, Employment and Social Policy as applicant and the project partners, National Employment Service, Serbia, Center for Liberal-Democratic Studies, Serbia; National Employment Service, France and Ministry of Labour, Family and Social Protection, Romania to jointly apply for a Progress funded project in the field of employment. There is a strong argument that mutual learning in the field of employment between the three countries will lead to better creation of respective national employment policies based on the Europe 2020 Strategy and the Employment Package priorities, in particular: improve the matching of jobs with job-seekers, improve labour mobility and support for self-employment, deliver on opportunities for young people. Finally, the action is closely linked with the specific objectives of the call for proposals under the area Mutual Learning in the field of skills and employment, notably with the development of mutual learning at all levels aimed at collecting and disseminating information on best practices regarding the effective collaboration between sectors and the matching of skills supply and demand.

The main method that will be promoted in the project is the Peer Review Process, as a key instrument of the Social 'Open Method of Coordination'. EU project partners and selected local communities from France and Romania will contribute to 6 transnational peer review events, followed by publication (1000 copies, 4 languages) compiling best practices in the area of successful employment policies, with a focus on youth, Roma and vulnerable groups. Added value is exchange of good practice, lessons learned and experience both on central and local level stakeholders in the area of evidence-based employment policy-making. Strong promotional component and information dissemination will enable us to reach wide audience.

Partner organisation	Country
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Center for Liberal Democratic Studies

RS - Serbia

Ministry of Labour, Family and Social Protection

RO - Romania

National Employment Service

RS - Serbia

Pôle emploi

FR - France

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
FORENINGEN AF MEJERILEDERE OG FUNKT IONAERER FORENING	MUNKEHATTEN 28 5220 ODENSE SO	DK - Denmark	Developing a European Skills Council in the Dairy sector	77 690,56	78,68
Description of the action					

The project is in line with the objectives in employment, social affairs and equal opportunities as set out in the Social Agenda, as well as to the objectives of the Europe 2020 Strategy. In 1992 representatives from nine countries established the European organisation "AEDIL - Association of European Dairy Industry Learning" with the purpose to improve the European mobility, to encourage exchanges, good practices and mutual learning at all levels.

AEDIL is a unique organisation, because its members represent all aspect of the dairy sector (social partners' organisation, training providers, universities, research institutions companies, trade organizations, chambers of commerce). It is the mission to promote the interests of the European dairy sector on behalf of both employers and employees – especially within training and education.

The project will conduct a survey in nine European countries in order to collect quantitative data. The purpose is to identify and map dairy bodies (observatories, research institutes, sector councils, training funds, training providers etc.) The survey will present the above mentioned bodies in terms of the scope and nature of their activities, their customers, and their legal status, how they are financed, their sectoral coverage and legitimacy (nationally and amongst sector stakeholders).

The project will conduct interviews in six countries (Germany, Turkey, Denmark, Poland, France and UK) The interviews will target training providers, national skills councils, social partners, companies, ministry of educations.

The project will initiate contacts with bodies in order to introduce the concept of Dairy sector skills council and assess their interest in this initiative and their willingness to participate. The results will be tested upon a set of performance indicators that provide an overview of new trends in market and structure, economic impact at company level, and training & educational performance.

Partner organisation	Country
Arla Foods a.m.b.a	DK - Denmark
Association Francaise des Diplômés de L'industrie Laitière (A-partner)	FR - France
Krajowe Stowarzyszenie Mleczarzy	PL - Poland
The National Skills Academy for Food & Drink	UK - United Kingdom
ULUDAG UNIVERSITY VOCATIONAL SCHOOL OF TECHNICAL SCIENCE	TR - Turkey
Zentralverband Deutscher Milchwirtschaftler e.V.	DE - Germany

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
REPUBBLICA ITALIANA	- -	IT - Italy	WIT - White Task force on the development of skills of the social welfare professionals working with vulnerable groups	149 953,00	79,95
Description of the action					

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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The mutations of European demographics and labor market caused by variables such as the ageing population, innovative treatments and migration of labor force have rendered the “white jobs”(people who work in hospitals and medical practices, residential and daily social care activities, those working in children’s day care)subject to higher scrutiny. The registered shortages of vocational skills that co-exists with the competencies gaps,are weakening the outstanding role of professionals and operators of the sector.The current challenges of co-production process in “social innovation policies” (according to the “Smart Cities” EU Model)and the need of high qualification,require an integrated strategy to develop sector skills in the social work field, towards which WIT core activities will be oriented.

WIT works on three pillars:

-1st pillar: FORECASTING—the project will develop an online geo-referenced system (GIS) of the European social welfare using existing early warning indicators, tools and methodologies. The purpose is to gather all available relevant data for forecasting purposes and feeding it in a comprehensive manner to decision makers and stimulate debate on it. WIT will thus involve over 100 European entities acting in education, social services, employment etc. in data gathering and interpreting.

-2nd pillar:COLLECTING AND DISSEMINATING GOOD PRACTICES on updating the working abilities social operators not only identifying the appropriate knowledge and skills to be developed but also capitalize on the methodologies applied in trans sectorial best practices around Europe. Social managers for instance constantly use instruments,practices and skills coming from other sectors for addressing/interpreting interactions and relationships among people.

-3rd pillar:FACILITATE TRANSITION FROM EDUCATION TO WORK by developing joint programs and initiatives between education institutions and public authorities and social/health care providers.

Partner organisation	Country
Alice Salomon Hochschule	DE - Germany
National Development Agency	BG - Bulgaria
University of Vilnius	LT - Lithuania

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
EUROPEAN TELECOMMUNICATIONS NETWORK OPERATOR'S ASSOCIATION	AVENUE LOUISE 54 1050 BRUXELLES	BE - Belgium	Filling the ICT skills gap in the Telecommunications Sector of the future - identifying and spreading best practice (FITS)	149 510,68	80
Description of the action					

Companies providing ICT in the telecommunications sector have been used to deal with many changes and transformations during the last 20 years. Many of them have developed initiatives and solutions for filling the skills gap in the future.

With this project ETNO and UNI Europa want to identify best practice and innovative approaches developed by Telecom Operators aiming at filling the skills gap in the future in order to share and spread effective solutions. This includes collecting and analysing information of telecommunications and ICT labour trends, analysing the main drivers of change and their impact on skills needs in the telecommunication sector.

One of the objectives of the project is therefore to perform an analysis and mapping of the qualification landscape, with emphasis on ICT related competences in order to structure a synthesis on existing competence frameworks for ICT jobs.

Partner organisation	Country
UNI europa	BE - Belgium

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
ASSOCIATION DU COMMERCE DE LA COMMU NAUTE EUROPEENNE AISBL	AVENUE DES NERVIENS 85 1040 BRUXELLES	BE - Belgium	European Sectoral Skills Council Commerce-Implementation and first year of activities & initiatives	238 578,00	79,96
Description of the action					

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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The present project follows a series of actions carried out by the applicant, in cooperation with relevant Unieuropa, sectoral European Social partner, in the direction of the creation and functioning of a COMMERCE Sector council on Employment and skills.

In particular, through a first project, it has been possible to identify, at European level, several so called "Observatories" or national skills councils, in any case organizations that were active at local or national level, in the field of Employment and Skills in the Commerce sector. This project has allowed the social partners to take direct contact with over 15 observatories.

A second project, currently running, has the final aim of developing and launching the European COMMERCE Skills Council. All results and background knowledge generated has been exploited until this point in order to get to the final objective, which is represented by the official launching of the Council at the final conference, currently scheduled for December 5th 2012. In order to do this, the experiences carried out in the previous projects have been taken as a basis for the development of a suitable structure enabled and enforced by state of the art ICT technologies.

On the basis of the mapping and of the information analysed, European Commerce Social partners and some of the observatories identified and met has assessed during a workshop held in September 13th 2012 the feasibility of setting-up an EU sector council. The decision led to a positive result. By the final conference, foreseen for Dec 5th 2012 a Council statute will be prepared, containing proposals concerning the composition of the future EU council, roles and responsibilities of each member, governance structure, eventual legal form. The conference will moreover be the occasion for the definition of the 2013 council, work programme (part of the present project) and business plan.

Partner organisation	Country
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UNI Europa	BE - Belgium
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Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
ASSOCIATION EUROPEENNE POUR LA FORMATION PROFESSIONNELLE-EUROQUALIFICATION AISBL AEFP	RUE DE LA LOI 93/97 1000 BRUXELLES	BE - Belgium	Skills and Knowledge in Learning for Transition	151 033,50	80
Description of the action					

The increasing variety of employment risks requires a move to a system of employment insurance centred on job-to-job security.

In this context the development of employability is paramount to the transition process.

Restructuring has been the first (and for a long time the only) field in which the accompaniment of transitions has been built and developed. From the accumulated experience in this field, we know that accompaniment is provided by professionals (coaches) embedded in different settings, established through different mechanisms in the various European Countries: for the purpose of this project we provisionally propose to call these settings vocational reconversion units. The development of this kind of settings has created a new and useful job: coach in vocational transition.

The emergence and existence of this new job is visible through the emergence of training or competency reference guide in various countries.

The objective of this project is to capitalise on the accumulated experience to describe and formalise the individual and collective skills required to carry out the job of coach in vocational transition.

An international team will be set up gathering skills specialists, experts in vocational transition and in restructuring at European level.

Skilled practitioners will be identified through the EVTA network in Austria, France, Germany, Italy and Spain.

Partner organisation	Country
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Arbeit Bildung Consulting Dienstleistung	DE - Germany
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Associacio Empresarial L'Alqueria Projectes Educatius	ES - Spain
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Association nationale pour la formation professionnelle des adultes	FR - France
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Berufsförderungsinstitut Oberösterreich - Institute for Vocational advancement Upper Austria	AT - Austria
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Ente Nazionale Acli Istruzione Professionale	IT - Italy
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Europäischer Verband Beruflicher Bildungsträger e.V	DE - Germany
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European Vocational Training Association	BE - Belgium
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Venero Lavoro- Regional Agency for Employment of Veneto	IT - Italy
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Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
GOTEBORGS UNIVERSITET	VASAPARKEN 405 30 GOTEBORG	SE - Sweden	MONitoring Learning Innovation in European Restructuring (MOLIERE)	156 297,75	78,82

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
Description of the action					

The European Commission has initiated a range of activities over the past 15 years with the aim of helping organizations and stakeholders to manage restructuring in way that has the least possible negative impact on workers, their families and the surrounding community. There are also a wide range of research activities aiming at identifying good practices, measures or actions to better anticipate restructuring and manage it in a responsible way, both on a national and a enterprise level (European Commission, 2012b).

However, available case studies, reports and national overviews provide focused snapshots of particular best practices, but whether they still constitute examples of best practices is more difficult to determine. Previous reports also lack a coherent comparative framework to assess the impact of implemented policies and practices for labour markets and the economy as a whole. The present project is therefore designed to monitor the longer-term impact and developments on a national level to provide European policy makers with updated and solid information to enhance the ability to design effective policy responses and to facilitate the transfer of innovative practices and measures across national borders.

The project is supported by the European Trade Union Confederation (ETUC) and the Dutch Trade Union Confederation (FNV), see letters of commitment.

Partner organisation	Country
Association Travail Emploi Europe Société	FR - France
Clinical Institute of Occupational, Traffic and Sports Medicine	SI - Slovenia
Fondatzia 'Institut za finansovi prouchvania i inovazii'	BG - Bulgaria
Institut für Arbeitsforschung und Transfer e.V.	DE - Germany
Instituto Ruben Rolo	PT - Portugal
Laboratoire d'Etudes sur les Nouvelles Technologies, l'Innovation et le Changement, Université de Liège	BE - Belgium
Labour Asociados SLL	ES - Spain
OPUS8	NL - Netherlands
RPIC-VIP Ltd	CZ - Czech Republic
Working lifes Research institute, London Metropolitan University	UK - United Kingdom

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
EUROPEAN OBSERVATOIRE OF SPORT AND EMPLOYMENT ASSOCIATION INTERNATIONA LE	GRANDE RUE DES FEUILLANTS 1 69001 LYON	FR - France	ESSC-SPORT: "Feasibility of setting-up a European Sector Council on Skills and Employment for the Sport and Active Leisure sector"	99 928,08	80
Description of the action					

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
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The need:

- It is widely acknowledged, and accepted by the EC (Sport White Paper), that Sport has significant potential to contribute to economic growth, health & social cohesion of the EU Community
- It is a changing sector, moving from state and voluntary domination to a sector growing paid employment with new employers and emerging demand
- A skilled workforce is essential if this potential is to be realised. The sector needs "new skills for its new jobs"

Challenge:

- The sector lacks the organisation and leadership at national and EU level essential to affect change and modernisation needed
- Sport is fragmented with its roots in the diverse and historic institutions and cultures across EU
- Sport qualifications largely sit in a separate system, built on informal and non formal learning, outside the development of NQF & EQF initiative
- The sector lacks up to date and consistent labour market & skills analysis that would enable to understand emerging needs and changes.

Opportunity:

- Structured Social dialogue is emerging – Informal Social Dialogue Committee has recently been accepted to enter formally to its test phase
- EOSE is recognised as an expert organisation that has successfully established tools/methodologies to support the process for bridging the gap between education & employment. These tools, if applied under the auspices of a ESSC, could provide an analytical basis process to support change
- EQF development and implementation process provide an opportunity for Sport to engage with this change agenda.

Conclusion:

- Project partners therefore need the authority that an ESSC for sport could provide and the support from key stakeholders
- The proposal to undertake a feasibility study needs to determine whether the sector is ready, willing and able to engage with this opportunity. The study will aim to assess if there is efficient support to progress and to identify what needs to happen to successfully establish a ESSC for Sport.

Partner organisation	Country
EOSE Service UK Ltd	UK - United Kingdom
SkillsActive	UK - United Kingdom
The European Association of Sport Employers	FR - France
UNI-EUROPA Sport	BE - Belgium

Beneficiary organisation	Address	Country	Action title	EU grant (€)	Co-financing rate (%)
EUROPEAN APPAREL AND TEXTILE CONFED ERATION AISBL	RUE MONTOYER 24/10 1000 BRUXELLES	BE - Belgium	European Textile Clothing Leather Sectoral Skills Council: Second year of activities & initiatives	299 315,81	80
Description of the action					

This EU Textile-Clothing-Leather (TCL) SKILLS COUNCIL aims at improving the image of the TCL sectors on the labour market, the quality of the European TCL labour force, and to assist TCL enterprises to be more competitive through the supply of better skilled, flexible human resources that should allow them meeting changing competitive market demands. By bringing together corporate executives, owner-operators of smaller firms, employees, union leaders, educators and government representatives in a network that will inform the policy recommendations of the TCL European Social Partners, our EU TCL SKILLS COUNCIL will be addressing a wide range of issues related to technological change, qualification standards, labour development planning, and human resource development. EU TCL SKILLS COUNCIL members cooperate actively for the success of the EU TCL SKILLS COUNCIL and seek to it to deliver the ambitioned results for the TCL Industries in a spirit of partnership, openness and transparency.

Partner organisation	Country
COTANCE-Confederation of National Associations of Tanners and Dressers of the European Community	BE - Belgium
EURATEX-European Apparel and Textile Confederation	BE - Belgium
INDUSTRIALL-EUROPEAN TRADE UNION	BE - Belgium