

MEASURE	OPERATION	IMPLEMENTATION MODLITY	DURATION	OBJECTIVE	DESCRIPTION
PRIORITY AXIS 1: EMPLOYMENT – ATTRACTING AND RETAINING MORE PEOPLE IN EMPLOYMENT AND PROMOTING ADAPTABILITY TO CHANGE					
Measure 1.1: Promotion of employability and ability to adapt to labour market changes					
1.1	Promoting alternative childcare services	Service	30 months	To promote implementation of alternative childcare services that ease the participation of parents, in particular women in the labour market	The operation should aim at creating a frame for more affordable, flexible and quality childcare services. It will encompass analysis of the needs; raising awareness on the need to reconcile work-family life; encouraging employers to help their employees to combine work and family life; implementation of training courses for care workers, etc. Pilot actions to implement alternative childcare services will be designed and supported (possible link to self-employment grants programmes).
1.1	Grant for implementing trainings for job seekers	Grant	24 months	To increase employability of unemployed young people, long-term unemployed and women by increasing their competences (knowledge, skills, and attitude)	The following Active Labour Market Measures (ALMM) from the national Operational Programme for ALMM (OP ALMM) will be supported: Activity 1 - Practical Trainings for Unemployed Activity 2 - Trainings for General Skills Activity 3 - Training for Skills Demanded in the Labour Market
1.1	Grant for supporting self-employment	Grant	18 months	To create new employment opportunities for unemployed people through training, counselling and provision of financial support for self-employment	The following ALMM will be supported: Activity 1 - Supporting self-employment and business start-up Activity 2 - Financial Support to legal entities (SME and craftsmen shops) for opening new jobs. Additionally, the operation will have to foresee activities which will enable ESA to take over the full management of the implementation of those ALMM.
1.1	Earmarked Active Labour Market Measures (ALMM)	Grant	18 months	To increase employability and employment opportunities for the job seekers	The content of the operation will depend upon: the achievements of the twinning project in ESA, the impact assessments as well as the absorption capacity of ESA. Therefore, the operation that will be implemented by the national authorities will be programmed in details later on.
1.1	Fostering social entrepreneurship	Service	24 months	To support qualitative development and growth of social enterprises in the country	The operation will: 1. further advance the general environment for social entrepreneurship, especially establishment of different kinds of support for social enterprises targeting disadvantaged people; 2. support pilot projects.
1.1	Human Resources in private enterprises	Service	18 months	To increase competitiveness by improving quality of human resources in enterprises that create employment, through financing their training needs	The operation will support the creation and the development of a sustainable model for financing training needs in the private sector in partnership and cooperation with social partners (a bipartite or tripartite management model).
1.1	Technical assistance - to manage and monitor the grant scheme "Social inclusion and employment at local level"	Service	24 months	To provide project management and monitoring support for efficient and effective implementation of the grant scheme	The project will support the Operating Structure in monitoring of the grant scheme as well as in supporting grantees in the implementation of their projects. It will provide technical and advisory support to the grant beneficiaries for issues related to administration of the projects (contracts).
1.1	Social inclusion and employment at local level- Lot 1 Employment	Grant	15 months	To support development and implementation of Active Labour Market Measures and local employment initiatives aiming at improving the labour market at local level	The operation will support: implementation of local employment activities and local partnerships for employment. Various cooperation mechanisms will be promoted, such as improving links between education and business sector, establishment of inter-municipal employment partnerships and networks, etc.
Measure 1.2: Strengthening the capacities for implementation of the employment policy					
1.2	Support to employment policy	Twinning	15 months	To upgrade capacities of the national authorities in the field of employment and social policy	The operation would have 2 components: Component 1: Support to the Ministry of Labour and Social Policy (MLSP) in terms of acquis, of intensification of the policy dialogue with EU, of fulfilling the "Employment and Social Reform Programme" (ESRP) requirements, of forecasting of labour market and evaluation of employment policy. Component 2: Support to ESA to reinforce the quality and accessibility of the employment services and measures. The focus will be on establishing/upgrading the career guidance and professional orientation and employment mediation. The project will also provide support to ESA as a continuation of the work that would be undertaken in the twinning for ALMM.

1.2	Top up supply and works	Works	24 months	To improve working conditions of the employment centers, thus increasing the quality and efficiency of employment services	Renovation of 12 employment centers
1.2		Supply	24 months		Nota bene: this operation is a top up to the already programmed and approved allocations. Procurement of IT and furniture for the employment centers
1.2	Earmarked allocations for supply and works	Supply/Works	20 months		Supplies and works will be defined later based on the upcoming needs.

MEASURE	OPERATION	IMPLEMENTATION MODLITY	DURATION	OBJECTIVE	DESCRIPTION
1.2	Support to the health and safety at work and to the fight against undeclared work	Service	15 months	To increase the effectiveness of the occupational safety and health system as well as of the fight against undeclared work	The operation will support: 1. Strengthening the capacities of the State Labour Inspectorate (SLI) and other stakeholders in the field of safety and health at work. 2. Strenthening the fight against undeclared work at national and local level (MLSP, SLI and other national actors).
1.2	Social dialogue	Grant	24 months	To extend and enhance tripartite and bipartite social dialogue as a means to achieve economic growth	The operation will: 1. Enhance institutional capacity of stakeholders in charge of tripartite and bipartite social dialogue for their participation in the creation, development and implementation of economic and social policies; 2. Strengthen social partnership on the national/industry/branch/company level including a coordinated and effective machinery of collective bargaining; 3. Establish an operational mechanism of amicable settlement of labour disputes.
TOTAL PRIORITY AXIS 1: 18,1 M€					
PRIORITY AXIS 2: EDUCATION AND TRAINING – INVESTING IN HUMAN CAPITAL THROUGH BETTER EDUCATION AND SKILLS					
Measure 2.1: Enhancing synergies and links between education and labour market					
2.1	Further improvement of the system for implementation of the NQF	Service/Twinning	24 months	To foster further improvement of the system for implementation of the National Qualification Framework (NQF) according to the European Qualification Framework.	Module 1: Development of procedures for tracing and self-tracing of the NQF according to the European Qualification Framework Module 2: Development of all levels of the professional qualifications Module 3: Development of reference Framework for recognition of the non-formal and in-formal education Module 4: Development of comprehensive register of qualifications Module 5: Establishment of National Council for NQF and iprovement of the work of the National Focal Point
2.1	Support to the implementation of the NQF	Supply	18 months	To contribute for integrated and comprehensive system in order to foster the implementation of the NQF.	Module 1: Creation of information system
2.1	Modernization of VET and AE systems in line with LLL perspective	Service	24 months	To contribute towards creation of comprehensive and integrated LLL (Lifelong Learning) and VET (Vocational Education and Training) and AE (Adult Education) systems by establishing a dynamic correlation between the education and the changes of both the social sphere and the labour market.	Module 1: Further strengthening of the VET system - Support to the preparation of standards and curricula (with educational and teaching material) for 2- and 3- years VET in close cooperation with the private sector and the social partners - Trainings (re-qualification) for the teacher and other relevant staff within VET schools - Support development and implementation of practical training in VET in close cooperation with the private sector and the social partners - Public awareness raising on attractiveness and opportunities of the VET educational offer Module 2: Further strengthening of the AE system - Development of programmes for AE with particular attention to vulnerable and marginalized groups - Support development of teaching materials for AE programmes - Support implementation of AE programmes Module 3: Further strengthening of the LLL system
2.1	Establishment of integrated monitoring and evaluation system of VET and AE	Supply	18 months	To extend the LLL system by continuing to develop the national systems of VET and AE.	Module 1: Development of system for monitoring and evaluation of VET and AE
2.1	Support to the modernization of VET and AE systems in line with LLL perspective	Supply	18months	To extend the LLL system by continuing to develop the national systems of VET and AE.	Module 1: Support to the implementation of the reformed curricula within the VET system and developed programmes within the AE system
2.1	Governance and quality of functioning of the educational institutions	Service	24 months	To strengthen the governance and quality of the functioning of the educational institutions in order to achieve better educational and learning outcomes of the students.	Module 1: Strengthening capacities of managerial staff within the educational institutions Module 2: Strengthening capacities of the national education system in preparing students for international assessments including participation and following of the international recognized assessments
2.1	Integrated monitoring and evaluation system of the educational sector	Supply	18 months	To provide integrated governance educational system in long-term perspective.	Module 1: Development of monitoring and evaluation system of the educational sector with particular attention to quality control

MEASURE	OPERATION	IMPLEMENTATION MODLITY	DURATION	OBJECTIVE	DESCRIPTION
2.1	Developing cooperation in between higher education institutions, research centers, private sector and relevant public bodies	Twinning	18 months	To stimulate, promote and support the cooperation between the educational institutions and private sector in order to provide better sectoral synergies, effective and efficient human resources mobilization and development of human potential in research and innovation.	Module 1: Development of platform for cooperation among the educational institutions, research centers, private sector and relevant public bodies Module 2: Supporting mobility and staff exchange Module 3: Development of concepts for Resources Training Centers for additional education and training for teaching and engineer staff in within the technical sciences
2.1	Post-secondary education	Framework	9 months	To further improve the system of post-secondary education towards better connection of the education and the labour market needs.	Module 1: Support to the modernization of the post-secondary education
2.1	Strengthening the overall capacity of the educational system for better connection with the labour market needs	Service	24 months	To provide support of educational institutions for better transition towards labour market needs.	Module 1: Further improvement of the forecasting system for educational purposes of the needed skills according to the market needs in close cooperation with MLSP Module 2: Support to establishment and functioning of system for recognition of prior learning and non-formal education Module 3: Strengthening of HRD on local level (HRD centers and system of ToT)
2.1	Support the educational institutions for better connection with the labour market needs	Supply (3 lots)	24 months	To increase quality and efficiency of the educational institutions towards labour market needs.	Module 1: Updating of forecasting system Module 2: Development of system for recognition of prior learning and non-formal education Module 3: Equipping of HRD centers
2.1	HRD on local level	Works	18 months	To provide and implement local based HRD services for building synergies and links between the education and labour market.	Module 1: Establishment of HRD centers
Measure 2.2: Providing quality inclusive education for all					
2.2	Achieving quality education through providing inclusiveness and intercultural learning environment	Grant	36 months	To contribute for achieving equal access to quality Early Childhood Development and education for all children regardless of background and abilities towards higher educational results and competencies.	Module 1: Pre-school education (Early Childhood Development) Module 2: Support to interculturalism, inclusive education and conflict resolution Module 3: Strengthening capacities of the relevant education institutions
2.2	IT Equipment for integration of children with disabilities	Supply	24 months	To provide equal access to quality education for all children regardless of their abilities for better inclusion and integration in the educational system including the learning outcomes.	Module 1: Development of systems for support of E-accessible Education Module 2: Networking of the schools based on different grounds using the IT technology, language and the inter-cultural education
2.2	Systems of support for providing inclusion of all children in the education system	Service	24 months	To achieve quality and inclusive education for all children regardless of their background and ability towards strengthening the systems of support.	Module 1: Revision of system situation with analysis - targeting specific categories Module 2: Mentoring support for equal access to quality education for all children regardless of their background and ability Module 3: Strengthening and developing services for equal access to quality education by developing and implementing specific mechanisms, programmes and trainings
TOTAL PRIORITY AXIS 2: 13,3 M€					
PRIORITY AXIS 3: SOCIAL INCLUSION – EQUAL OPPORTUNITIES AND REINFORCING SOCIAL INCLUSION					
Measure 3.1: Fostering social inclusion of people and areas at disadvantage and combating against all forms of discrimination					
3.1	Promotion of the social inclusion services	Service	30 months	To develop and implement standardized system of social services (vocation rehabilitation and personal assistance) for more intensive and quality integration of persons with disability and other beneficiaries into the labour market.	The operation will encompass development and introduction of quality standards for delivery, control and supervision of vocational rehabilitation and personal assistance services. The networking among providers of social protection will be strengthened. The services will be piloted before the launch of the system in the whole country. The project will also support upgrade of the existing IT monitoring system and networking.
3.1	Support to Roma	Service	18 months	To increase Roma participation in employment, thereby strengthening their social integration.	The operation will include situation analysis, development and implementation of a comprehensive set of measures and services tailored to the needs of Roma people to facilitate their access to the labour market and society in general. The operation will in particular focus on economic migrants, persons without documents, Roma living in substandard housing conditions and Roma women. Partnership with the business community, local authorities and institutions will be promoted.

MEASURE	OPERATION	IMPLEMENTATION MODLITY	DURATION	OBJECTIVE	DESCRIPTION
3.1	Top up supply and works	Works	16 months	To improve working conditions of the social work centers, thus increasing the quality and efficiency of social services aiming at integration of disadvantaged groups in the labour market	Renovation of 18 social work centers centers Nota bene: this operation is a top up to the already programmed and approved allocations.
3.1		Supply	20 months		Supply and installation of equipment (including IT equipment), assets (vehicles, furniture, etc.), as well as special tools and equipment needed for better access for people with disabilities Nota bene: this operation is a top up to the already programmed and approved allocations.
3.1	Social inclusion and employment at local level- Lot 2 Social inclusion	Grant Scheme	15 months	To develop and implement community based social services for integration of especially disadvantaged men and women affected by social exclusion and discrimination in the labour market and the society in general	The operation will support, in particular, the implementation of local employment activities and local partnerships for employment: 1. Enhancing the employment potentials of people at risk of social exclusion by promoting individual pathways towards employment; 2. Developing and implementing specific community based social services enabling independent life of persons in disadvantage; 3. Identifying and transferring good practices of labour market integration of people at risk of social exclusion and ensuring their greater impact and multiplication. As far as possible, an interconnection will be foreseen with the "Support to Roma" operation.
TOTAL PRIORITY AXIS 3: 5,2 M€					
GRAND TOTAL (PA 1 + PA 2 + PA 3): 36,6 M€					