

**ANNEX 1 - LOGFRAME PLANNING MATRIX FOR PRIORITY B, Measure B  
2005**

LOGFRAME PLANNING MATRIX FOR			Programme name: and number:	<b>Economic and Social Cohesion 2005</b>
<b>Priority B: Human Resource Development; Measure B: Improving long-term labor market adaptability</b> <b>Project 1</b> A) Grant schemes promoting Life-Long Learning (LLL) for qualification and re-qualification of the work force B) TA to MLSSF, NAE and final beneficiaries to support in the implementation of the grant schemes <b>Project 2</b> National Authority for Qualifications establishment - TA			Contracting period expires: <b>30.11.2007</b>	Contract execution period expires: <b>30.11.2008</b>
			Total Budget: (MEuro) <b>10.34</b>	Phare contribution: (MEuro) <b>8.13</b>
<b>Overall objective of Phare ESC 2004 - 2006</b>	<b>Relates to Copenhagen criterion and Acquis chapter</b>			
<ul style="list-style-type: none"> <li>To develop and implement multi-annual ESC policies and programmes, through investment projects in priority sectors, in line with the provisions of the National Development Plan (NDP), to support the overall national and regional economic growth, in order to increase the overall potential of the country and of each of the eight development regions, as well as to diminish the economic and social disparities between them;</li> <li>To strengthen the institutional capacity of central ministries, the 8 Regional Development Agencies and relevant local authorities to prepare for the implementation of investment support to be provided, in line with provisions regarding the Extended Decentralised Implementation Systems (EDIS) in candidate countries.</li> <li>To build the institutional, administrative, programming and implementation structures necessary to effectively manage</li> </ul>	<p>The project is in line with the <b>Accession Partnership</b> Romanian , in particular with the following chapters:</p> <p><i>Chapter 13 - Social policy and employment :</i></p> <ul style="list-style-type: none"> <li>- Implementation of NAPE and JAP recommendations</li> <li>- Continue to support social partners' capacity building efforts with a view to their future role in the elaboration and implementation of the EU employment and social policy, including the European Social Fund</li> </ul> <p><i>Chapter 21 - Regional policy and co-ordination of structural instruments:</i></p> <ul style="list-style-type: none"> <li>- Improve the administrative capacity of the institutions involved and the management of the funds (MoLSSF and Intermediary bodies for management of ESF)</li> <li>- Strategic approach to employment and</li> </ul>			

EU Structural Funds after accession, in order to make significant progress in the negotiations on Chapter 21 of the General Acquis communautaire “Regional Policy and the Coordination of Structural Instruments”.	strategy for human resource development, combining education policy and lifelong learning, in order to align with European Employment Strategy		
<b>Project Purpose</b>	<b>Objectively verifiable indicators</b>	<b>Sources of verification</b>	<b>Assumptions</b>
<p><b>Project 1</b></p> <p>A)</p> <ul style="list-style-type: none"> <li>Promoting life long learning (LLL) and developing of labor force to become more adaptable to structural changes with focus on qualification and re-qualification of the work force .</li> </ul> <p>B)</p> <ul style="list-style-type: none"> <li>To support MoLSSF to implement the grant schemes – public awareness campaign, appraisal, selection and monitoring of the schemes</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>Creating a national transparent qualifications system in vocational education and training (VET), in view of supporting the coherency enhancement of the actual initial (TVET) and continuing vocational training (CVT) system, in a LLL perspective, benefiting of social partners full participation through sectoral agreed partnerships.</li> </ul>	<p><b>Project 1</b></p> <p>A)</p> <ul style="list-style-type: none"> <li>Higher adaptability of workers and enterprises in the regions - employees acquired skills according to labor market needs and increased competitiveness of the enterprises on the market</li> <li>Number of the regional and local Employment Partnerships</li> <li>The regional differences in the implementation of the programme will be reduced</li> </ul> <p>B)</p> <ul style="list-style-type: none"> <li>Increased awareness of programme benefit among target groups</li> <li>Increased quality of grant applications</li> <li>Increased quality of projects selection</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>Sectoral committees operational, with the involvement of social partners as well as other key stakeholders;</li> <li>Structured qualification system for VET designed</li> </ul>	<p><b>Projects 1</b></p> <p>A)</p> <ul style="list-style-type: none"> <li>Progress reports provided by the the PIUs to PCU – MoLSSF</li> <li>MoLSSF monitoring databases and statistics</li> <li>Progress reports to Steering Committee</li> <li>Programme evaluation by the European Commission</li> <li>National statistics</li> </ul> <p>B)</p> <ul style="list-style-type: none"> <li>Reports on the Programme implementation</li> <li>Reports of the institutions involved</li> <li>Reports of TA</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>Progress reports to Steering Committee</li> <li>Programme evaluation by the European Commission</li> </ul>	<p><b>Project 1</b></p> <ul style="list-style-type: none"> <li>HRD maintained as a priority of the government’s and regional authorities’ policies - Regional development authorities and regional partnership support the project</li> <li>Implementing institutions have adequate institutional capacity; Efficient co-operation of institutions and organizations involved in the project implementation</li> <li>High level of involvement and motivation among the project beneficiaries during implementation of acquired skills</li> <li>Proper promotion of services offered</li> <li>Good quality of services provided</li> <li>All projects aimed at improving at economic and social cohesion will be effectively implementing</li> <li>Enterprises are willing to participate; Service providers able to design reasonable projects</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>Romanian Government is committed to support NAQ and its sectoral committees activity</li> <li>Institutional framework is stable</li> <li>Sectoral committees are committed to the success of the projects’ implementation</li> </ul>
<b>Results</b>	<b>Objectively verifiable indicators</b>	<b>Sources of verification</b>	<b>Assumptions</b>

<p><b>Project 1</b></p> <p>A)</p> <ul style="list-style-type: none"> <li>• Labor force will have increased knowledge and acquire better and new skills according to the labor market needs, due to increased responsiveness of training providers;</li> <li>• Improvement of human resources management through development of human resources strategies including training needs analysis in enterprises.</li> <li>• Improved management skills, especially human resources management, in enterprises will ensure the survival and development of the companies, increasing their competitiveness on the market.</li> </ul> <p>B)</p> <ul style="list-style-type: none"> <li>• MoLSSF (PCU) will have improved capacity to implement the measure and its schemes;</li> <li>• NAE through its regional structure PIUs, also, will have improved capacity to implement the measure and its schemes and to build up its broader organizational capacity after 2006.</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>• Institutional building</li> <li>• Enhancement of institutional capacity of NAQ - NAQ board and its technical staff improved training level, sectoral committees' members trained</li> <li>• Professional Qualifications National Register elaborated for at least 30 qualifications in at least 10 additional sectors developed or reviewed in each sector, at all qualifications level through methodologies applied for the 10 sectors,</li> </ul>	<p><b>Project 1</b></p> <p>A)</p> <ul style="list-style-type: none"> <li>• number of employed vocational <b>trainees</b>: 12.100 employees;</li> <li>• number of beneficiaries attaining a vocational training: 8.470 persons;</li> <li>• number of companies which will access the schemes: at least 120</li> <li>• number of employed at the enterprises management level which will be involved in the training programs: 595 persons</li> <li>• number of companies which will have improved capacity to do the needs assessment and design HRD strategy: at least 70</li> </ul> <p>B)</p> <ul style="list-style-type: none"> <li>▪ awareness campaign organized, help desks established for the applicants, dissemination of information materials, information sessions organized for the applicants, well organized selection process organized;</li> <li>▪ proper quality of the monitoring, control and evaluation process organized at regional and national level</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>• NAQ board and its technical staff, and</li> <li>• sectoral committees' members trained</li> <li>• (up to 100 trainees)</li> <li>• PQNR elaborated for at least 30 qualifications in at least 10 additional sectors and methodologies applied for the 10 additional sectors, other then those applied in Phare 2004 IB project: <ul style="list-style-type: none"> <li>- the job analysis survey;</li> <li>- qualifications development and</li> </ul> </li> </ul>	<p><b>Project 1</b></p> <ul style="list-style-type: none"> <li>• Reports made by beneficiaries</li> <li>• Reports by PIUs to PCU on the progress of projects</li> <li>• MoLSSF reports and statistics, data bases</li> <li>• Evaluation reports made by PIUs and endorsed by EC Delegation</li> <li>• Reports and feedback from direct beneficiaries</li> <li>• MoLSSF reports to the Steering Committee</li> <li>• Minutes of Steering Committee and materials prepared</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>▪ Quarterly reports from TA teams</li> <li>▪ MEI reports for Joint Monitoring Committee and Sectoral Monitoring Sub-Committees</li> <li>▪ Minutes of Steering Committee and materials prepared</li> <li>▪ Documentation produced, methodologies, qualifications,</li> </ul>	<p><b>Project 1</b></p> <ul style="list-style-type: none"> <li>• Capacity of potential beneficiaries to design projects exist</li> <li>• PCU and PIUs exist and get support from TA for the management and implementation of the project</li> <li>• Procedures for financial and technical monitoring are designed and applied</li> <li>• Qualified managers and consultants associated with the project</li> <li>• Large partnerships will sustain the process</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>• Social partners, ministries and different actors committed to take part in establishing of a national transparent qualifications system in vocational education and training (VET), in view of supporting the coherency enhancement of the actual initial (TVET) and continuing vocational training (CVT) system</li> </ul>
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<p>other than those applied in Phare 2004 IB project;</p> <ul style="list-style-type: none"> <li>• Qualifications and competencies certification methodology approved and institutional implementation arrangement operational;</li> <li>• Common quality assurance principles and mechanisms at the VET system level developed</li> </ul> <p><b>Investment</b> Equipment installed for NAQ and all sectoral committees</p>	<p>review; - the qualifications validation;</p> <ul style="list-style-type: none"> <li>• PQNR development and updating;</li> <li>• Results disseminated by regional seminars for 200 participants;</li> <li>• Proposed institutional implementation arrangement for the qualifications and competencies certification – results disseminated through a national conference for 100 participants;</li> <li>• Common quality assurance principles and mechanisms at the VET system level developed – training session organised at regional level for 200 participants;</li> <li>• Newsletters published.</li> <li>• Equipment purchased according with the list established under Phare 2004</li> </ul>	<p>databases</p> <ul style="list-style-type: none"> <li>▪ Ex-post evaluation and interim reports</li> </ul>	
<b>Activities</b>	<b>Means</b>		<b>Assumptions</b>
<p><b>Project 1</b> A)</p> <ul style="list-style-type: none"> <li>• Prepare Guidelines for applicants (grant scheme)</li> <li>• Launching the call for proposals for Grants</li> <li>• Evaluation and signature of contracts for grant assisted projects</li> <li>• Monitoring and implementation</li> <li>• Projects review and evaluation</li> </ul> <p>B)</p> <ul style="list-style-type: none"> <li>• Prepare Terms of Reference for the technical assistance component</li> <li>• Launching the tender for service contract</li> <li>• Evaluation and Contract's signature for service contract</li> <li>• Awareness campaign, support for preparation of applications</li> <li>• The needs assessment and design HRD strategy made by companies will be</li> </ul>	<p><b>Project 1</b> Grant scheme Budget: (MEuro): <b>A) 8.44</b></p> <p>TA - service contract Budget : (MEuro): <b>0.50</b></p>		<p><b>Project 1</b></p> <ul style="list-style-type: none"> <li>• Co-financing of project costs through Romanian sources</li> <li>• TA under IB is contracted in due time</li> <li>• The Contractor will send highly qualified experts</li> <li>• Good quality of services provided</li> <li>• High level of involvement and motivation among the project beneficiaries during the implementation period</li> <li>• Appropriate co-ordination of the project activities</li> <li>• Effective co-operation between institutions involved in the project implementation</li> <li>• Co-ordination of the regional HRD project with the national project activities</li> <li>• Cohesion of the project activities with</li> </ul>

<p>supported by external experts</p> <ul style="list-style-type: none"> <li>• Appraisal and selection of projects organized by the PIUs and PCU which will be supported by external independent experts</li> <li>• Support the monitoring of the implementation of the HRD schemes refers to four areas: programming and programme management skills development, ex-ante evaluation, monitoring and control and evaluation.</li> </ul> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>• Prepare Terms of Reference for the technical assistance component</li> <li>• Launching the tender for service contract</li> <li>• Evaluation and Contract's signature for service contract</li> <li>• Prepare technical specifications for equipment</li> <li>• Launching the tender for supply contract</li> <li>• Evaluation and Contract's signature for supply contract</li> <li>• Implementation and monitoring activities under service and supply contracts</li> </ul>	<p><b>Project 2</b> Service contract (Technical Assistance)</p> <p>Supply contract for the equipment</p> <p>Total budget: MEuro: <b>1,4</b></p>		<p>other actions undertaken in the area by public administration units, local labour offices and training institutions</p> <p><b>Project 2</b></p> <ul style="list-style-type: none"> <li>• The Contractor will send highly qualified experts.</li> <li>• NAQ and the ministries involved must make available office accommodation and the minimum equipment the experts would need.</li> <li>• NAQ and its sectoral committees will make staff available to participate in training and will place all information related to project at the disposal of the experts.</li> <li>• Adequate staff will be recruited and maintained.</li> <li>• Commitment and support will be given by senior management in all beneficiaries institutions.</li> </ul> <p><b>Precondition</b></p> <ul style="list-style-type: none"> <li>• Ensure the necessary resources (funds, accommodation, communications) for NAQ and sectoral committees.</li> </ul>