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| **Programme specific objective: 1.1 Enhancing the employability of the labour force, and increasing the employment opportunities** | |
| **Results:**  **1.1.1 New products and services, as well as industrial and commercial processes, thanks to transfer of knowledge and innovativeness, result in new sustainable employment opportunities in the cross-border area**  **1.1.2 Increased competitiveness in the commercialisation of products and services by a common use of resources in strategic sectors (e.g. wood manufacturing, food processing and metal works)**  **1.1.3 Unemployed persons obtained new practical skills in real working environments, based on the labour market demand and similarities at both sides of the border** | |
| **Programme specific objective: 1.2 Fostering social and economic inclusion** | |
| **Result: 1.2.2 The employability and entrepreneurship abilities of vulnerable groups are improved through joint cross-border efforts including the promotion of sustainable social entrepreneurship** | |
| IMPACT INDICATORS | Number of direct beneficiaries involved (to be disaggregated by type of vulnerable group and gender)\*\* |
| people with disabilities |
| youth |
| long-term unemployed |
| ethnic minorities |
| other (please specify) |
| Number of new jobs created by the businesses which received assistance from the scheme (including self-employment initiatives) (to be disaggregated by type of vulnerable group and gender) |
| Number of businesses still active after two years of their establishment (to be disaggregated by type of vulnerable group and gender of the entrepreneur) |
| Number of new services available in the market one year after project ends |
| Percentage of the unemployed people going through CBC initiatives who manage to get a job (to be disaggregated by gender)  *Calculated based on the following indicators:*  Number of the unemployed people going through CBC initiatives (to be disaggregated by gender)  Number of participants managing to find employment thanks to new skills and competences acquired and/or as a consequence of development of new programmes and services (to be disaggregated by gender)\*\*\* |
| Percentage of people trained in rural areas who manage to find employment and decide not to move to the cities (to be disaggregated by gender)  *Calculated based on the following indicators:*  Number of people trained in rural areas (to be disaggregated by gender)  Number of people trained in rural areas who manage to find employment and decide not to move to the cities (to be disaggregated by gender) |
| Percentage of unemployed who went through an internship or mentoring and were hired by the host enterprises (to be disaggregated by gender)  *Calculated based on the following indicators:*  Number of interns involved (to be disaggregated by gender)  Number of persons receiving mentoring support (to be disaggregated by gender)  Number of unemployed who went through an internship or mentoring and were hired by the host enterprises (to be disaggregated by gender) |
| Number of enterprises, trades, crafts and institutions accepting a continuing internship programme (out of which for vulnerable groups) |
| Number of training curricula matching the needs of the labour market demand introduced and implemented in (vocational) education institutions |
| Percentage of potential entrepreneurs having been final beneficiaries of the actions who create a business (to be disaggregated by gender)  *Calculated based on the following indicators:*  Number of potential entrepreneurs included in the target group (to be disaggregated by gender)  Number of potential entrepreneurs having been final beneficiaries of the actions who create a business (to be disaggregated by gender) |
| Percentage of new SMEs established in the cross-border areas that are owned by young people and members of marginalised groups (to be disaggregated by type of vulnerable group and gender) |
| Increase in the number of registered agricultural producers and providers of rural tourism services in the cross-border areas (to be disaggregated by type of vulnerable group and gender) |
| Percentage of students who have finished school and were final beneficiaries of the actions and found a job within one year of graduation (to be disaggregated by gender)  *Calculated based on the following indicators:*  Number of students who have finished school and were final beneficiaries of the action (to be disaggregated by gender)  Number of students who have finished school and were final beneficiaries of the action and found a job within one year of graduation (to be disaggregated by gender) |
| Percentage of increase in the turnover and sales of the enterprises being part of the scheme |
| Percentage of students and unemployed who finished a VET course and found a job within one year after graduation (to be disaggregated by type of vulnerable group and gender)  *Calculated based on the following indicators:*  Number of students and unemployed who have finished a VET course finding a job within one year after graduation (to be disaggregated by type of vulnerable group and gender)  Number of students and unemployed who have finished a VET course (to be disaggregated by type of vulnerable group and gender) |
| Number of enterprises, trades and crafts accepting a continuing mentoring programme |
| Percentage of increase in the number of people in cross border region who start practicing the collection, processing, cultivation and commercialisation of forest grown fruits and medical herbs (to be disaggregated by type of vulnerable group and gender)  *Calculated based on the following indicator:*  Number of people in cross border region who start practicing the collection, processing, cultivation and commercialisation of forest grown fruits and medical herbs (to be disaggregated by type of vulnerable group and gender) |
| Percentage of population in the programme area having direct or indirect benefits as a result of the operation undertaken |
| OUTCOME INDICATORS | Number of companies in which operations, products and/or processes were improved through joint initiatives\* |
| Number of private and/or public sector operators developing possibilities and conditions for practical training of unemployed\* |
| Number of persons from vulnerable groups improving their social and economic status through participation in integration and employment support initiatives supported from the programme (to be disaggregated by type of vulnerable group and gender) \* |
| Number of organisations/institutions with increased capacities/competences (to be disaggregated by type of organisation, especial mention of women’s associations)\*\*\* |
| Number of new businesses established as a result of the call (to be disaggregated by type of vulnerable group and gender of the entrepreneur)\*\*\* |
| Number of users of digital platforms |
| Number of plans implemented |
| Number of new services commercialised |
| Level of satisfaction of users/clients with new services |
| Level of satisfaction of trainees with new training courses |
| Increased level of competences among the trainees |
| Number of new/improved cooperation models, programmes, products, services, tools, complementary courses (e.g. e-learning), industrial and commercial processes implemented/utilized |
| Number of new employment and career information centres established |
| Number of participants with increased employability and employment competences (to be disaggregated by type of vulnerable group and gender) |
| Number of enterprises involved in cooperation with education institutions for creating adequate training curricula |
| No of agreements concluded for integration of cross-border labour markets |
| Number of teachers and social services staff participating in the implementation of these operations in favour of vulnerable groups (to be disaggregated by type of vulnerable group and gender) |
| Percentage of increase in the number of people employed as a result of work of labour promotion institutions |
| Number of training curricula/courses recognised/certified |
| Number of users of newly established services |
| Number of certificates granted to enterprises for the implementation of quality systems |
| Number of economic operators participating in capacity building for sustainable use of local resources and market needs |
| Percentage of unemployed people being final beneficiaries of the action registered as active job seekers (to be disaggregated by gender)  *Calculated based on the following indicators:*  Number of unemployed people being final beneficiaries of the action (to be disaggregated by gender)  Number of unemployed people being final beneficiaries of the actions registered as active job seekers (to be disaggregated by gender and type of vulnerable group) |
| Number of vocational educational institutions whose capacities were increased |
| Number of occupational standards and training programs accredited and validated by relevant institutions in participating countries |
| Percentage of increase in the number of unemployed that enter in the training programmes in Vocational Training Centres (VTCs) (to be disaggregated by type of vulnerable group and gender)  *Calculated based on the following indicator:*  Number of unemployed that enter in the training programmes in VTCs (to be disaggregated by type of vulnerable group and gender) |
| Number of trained beneficiaries who start practicing the collection, processing, cultivation and commercialisation of forest-grown fruits and medical herbs (to be disaggregated by type of vulnerable group and gender) |
| Percentage of learners actively using their IT skills developed through the online courses in professional and academic activities (to be disaggregated by type of vulnerable group and gender)  *Calculated based on the following indicators:*  Number of learners actively using their IT skills developed through the online courses in professional and academic activities (to be disaggregated by type of vulnerable group and gender)  Number of learners that completed the IT courses (to be disaggregated by type of vulnerable group and gender) |
| Percentage of learners pursuing higher education in IT six months after completing the courses (to be disaggregated by type of vulnerable group and gender)  *Calculated based on the following indicators:*  Number of learners pursuing higher education in IT six months after completing the courses (to be disaggregated by type of vulnerable group and gender)  Number of learners that completed the IT courses (to be disaggregated by type of vulnerable group and gender) |
| Percentage of learning centres (high schools, vocational schools, universities) that include the use of the online courses into their IT teaching  *Calculated based on the following indicators:*  Number of learning centres that include the use of the online courses into their IT teaching  Number of learning centres that were included in the programme |
| OUTPUT INDICATORS | Number of persons obtaining new practical skills which directly contribute to their employability (to be disaggregated by type of vulnerable group and gender)\* |
| Number of initiatives, events and/or joint actions implemented to enhance integration and employability of vulnerable groups \* |
| Number of capacity building events supporting new business opportunities of vulnerable groups, including social entrepreneurship initiatives organised (to be disaggregated by type of event: trainings, workshops, seminars, other capacity building events) \* |
| Number of organisations directly involved in the implementation of this type of projects (to be disaggregated by type of organisation)\*\*\* |
| local government units |
| national government units (ministries, agencies, offices) |
| non-governmental organisations (NGOs, CSOs, associations) |
| enterprises |
| private |
| publicly owned |
| regional Development Agencies |
| educational institutions |
| cultural institutions |
| public utility companies |
| other type (please specify) |
| Number of organisations participating in cross-border networks/partnerships formed (to be disaggregated by type of organisation)\*\*\* |
| Number of inter-sectoral (local authorities-CSOs-private sector-public agencies-research and educational institutions) partnerships implementing this type of projects |
| Number of information/promotion campaigns implemented |
| Number of information/promotion events organised (to be disaggregated by type of event) |
| conferences |
| exhibitions |
| fairs |
| other information/promotion events (please specify) |
| Number of participants in information/promotion events (to be disaggregated by type of event, type of vulnerable group and gender) |
| Number of promotion materials produced and distributed/published/broadcasted (to be disaggregated by type of promotional material) |
| Number of people reached by information/promotion campaigns |
| Number of capacity building events organised (to be disaggregated by type of event) |
| trainings |
| workshops |
| seminars |
| other capacity building events (please specify) |
| Number of participants in capacity building events organised (to be disaggregated by type of event, type of vulnerable group and gender) |
| Number of training curricula/courses developed |
| Number of studies developed (e.g. baseline, (pre)feasibility, research studies, etc.) |
| Number of digital platforms (information systems) developed |
| Number of websites operational |
| Number of sets of equipment purchased and made available to target groups |
| Number of cross-border networks/partnerships formed |
| Number of cross-border cooperation agreements signed |
| Number of plans developed (e.g. strategic, investments, business plans, etc.) |
| Number of new business initiatives promoting labour mobility across the border |
| Number of new services developed |
| Number of facilities enhanced |
| Number of manuals, guidelines, handbooks developed |
| Number of study visits organised |
| Number of participants in study visits (to be disaggregated by type of vulnerable group and gender) |
| Number of internship programmes supporting new business opportunities of unemployed, including social entrepreneurship activities implemented |
| Number of mentoring support services supporting new business opportunities of unemployed, including social entrepreneurship activities delivered |
| Number of new VET and life-long learning programmes implemented |
| Number of people trained through new life-long learning services (to be disaggregated by type of vulnerable group and gender) |
| Number of campaigns for self-employment implemented |
| Number of cross-border partnerships between labour promotion institutions formalized |
| Number of people involved in self-employment initiatives (to be disaggregated by type of vulnerable group and gender) |
| Number of people trained for establishing their own business (to be disaggregated by type of vulnerable group and gender) |
| Number of agreements for distribution of products in new markets (cross-border) concluded as result of programme activities |
| Number of fairs visited |
| Number of new products developed |
| Number of new industrial and commercial processes developed |
| Number of local value chains built |
| Number of co-working facilities established |
| Number of talent development programmes implemented |
| Number of SMEs supported to work with students/unemployed |
| Number of events organised for the integration and employability of vulnerable groups |
| Number of participants in events organised for the integration and employability of vulnerable groups (to be disaggregated by type of vulnerable group and gender) |
| Number of brands recognized by the market in the region |
| Number of knowledge bases established (mapping of resources and potentials, common strategic development concepts) due to, for instance, studies, databases or other |
| Number of organisations participating in fairs (to be disaggregated by type of organisation) |
| Number of participants in fairs visited (to be disaggregated by type of vulnerable group and gender) |
| Number of new business development and employment generation initiatives launched and supported |
| Number of potential entrepreneurs included in the target group (to be disaggregated by type of vulnerable group and gender) |
| Number of professionals from labour promotion institutions that participate in capacity building activities (to be disaggregated by type of vulnerable group and gender) |
| Number of participants in common education and training schemes to improve competitiveness (to be disaggregated by type of vulnerable group and gender) |
| Number of application packages prepared |
| Number of calls for applications published |
| Number of applications received |
| Number of selected applications |
| Number of organisations participating in B2B events |
| Number of professionals providing mentoring support (to be disaggregated by type of vulnerable group and gender) |
| Number of people trained in rural areas with the aim of increasing their employability (to be disaggregated by type of vulnerable group and gender) |
| Number of users of the equipment procured (to be disaggregated by type of vulnerable group and gender) |
| Number of policy papers developed |
| Number of people with increased capacity (to be disaggregated by type of vulnerable group and gender) |

\* Indicators contained in the programme document and, therefore, considered as crucial for the achievement of programme objectives. Need to be included in every action for which they are relevant.

\*\* Indicators of a general nature that have to be included since they are relevant for every action.

\*\*\* Core indicators that are considered as very important, although not included in the programme document. Need to be included in every action for which they are relevant.