Priority Axis 4
Boosting human resource capacities for the area's blue and green economy

The ERDF co-financing allocated to the priority axis 4 is EUR 8 310 000.00.

Programme level		Project level			
Specific objective 4: Increase the share of skilled labour force working in blue and green econ¬omy sectors of the South Baltic area through joint cross-border actions		The following sections present examples of project actions, activities and outputs that projects could develop to achieve their objectives and results. In addition to the contribution to the programme output indicators, the projects are free to define their own activities and outputs, as long as the project follows the strategic orientation of the South Baltic Programme and addresses the relevant specific objective according to the Programme requirements. **Please note that provided examples are of general nature (and not necessarily related to the exact problems in the South Baltic area) to illustrate the link between the programme and project objectives. You should identify your project challenges according to your thematic field and they should not directly derive from these examples provided!**			
			Example no 1	Example no 2	Example no 3
Main challenges in the programme area	Mismatch of education and the needs of employers in knowledge-intensive services and research-intensive industries of the South Baltic area Difficulties in attracting qualified labour High unemployment in many Programme regions driven by dynamic population trends (e.g. negative net migration balance in some regions, demographic change and disparities in the population density between urban and rural areas, rural decline challenges, increasing long-term unemployment etc.)	Project's main challenge	There is a lack of qualified labour force in the specific sector of blue economy X	Rural areas have a common problem of increasing unemployment and youth migration	Higher education graduates in a specialized green economy profiles (X, Y, Z) rarely find employment related to their professional background
Specific objective 4.1: **Increase the share of skilled labour force working in blue and green economy sectors of the South Baltic area through joint cross-border actions**		**Project's specific objective**	**Developing employment services for the blue economy sector X and joint training providing specialized qualification in this sector.**	**Developing training programme for self employment in the sectors X and Y based on the best practices from South Baltic region**	**Creating possibilities for students and graduates in the green economy profiles (X, Y, Z) to gain practical experience related to their professional background**
Expected programme result	Better prepared labour force for workplaces in blue and green sector companies in the South Baltic area.	Exemplary project result indicators (to be decided by the partnership)	Number of people benefiting from the employment services in the blue economy sector X Number of people completing specialized joint training in the sector	Number of established small business in a rural areas	Number of students/graduates in a specialized green economy profiles (X, Y, Z) gaining practical experience in a given field of green economy

			X		
Programme output indicators	Number of delivered cross-border employment schemes (i.e. services, model solutions, tools and programmes) and joint training supporting employment in the blue and green economy of the South Baltic area Number of stakeholders involved in the implementation of cross-border employment schemes and joint training Number of participants in joint local employment initiatives and joint training Number of participants in joint education and training schemes to support youth employment, educational opportunities and higher and vocational education across borders	Exemplary project outputs (to be decided by the partnership)	Number of delivered employment services in the blue economy sector X Number of delivered specialized joint training in the sector X Number of institutions (scientific units, educational organizations) involved in the implementation of employment services and joint training Number of participants in specialized joint training	Number of delivered training programme supporting self employment in the sectors X and Y Number of participants in joint training	Number of delivered cross-border internship programme in a given field of green economy Number of institutions (companies, educational organization) involved in the implementation of cross-border internship programme in a given field of green economy Number of students/graduates completing cross-border internships in a given green economy field

Exemplary project actions	Development, modification and testing of joint cross-border services connecting vocational and tertiary education graduates as well as employers in blue and green economy sectors (e.g. cross-border job search platforms, multi-lingual job applications, cross-border employment fairs, employment advice centres, dedicated [post-graduate] study profiles for blue and green sector companies, etc) Provision of cross-border training programmes (e.g. in languages of Programme countries or vocational English and cross-cultural skills) and qualification courses for the labour force, including tertiary and vocational education graduates, to suit employment needs in blue and green economy sectors Provision of tools or schemes for the harmonisation and international recognition of professional or vocational qualifications in blue and green economy sectors Preparation and deployment of cross-border internships, apprenticeships and different forms of exchanges for the labour force aimed at acquiring qualifications necessary for blue and green sector professions in the Programme regions Joint development of models and solutions supporting self-employment of university and college graduates in blue and green economy sectors Transfer of knowledge and exchange of experience to improve efforts of labour market stakeholders in stimulating employment in blue and green economy sectors of the South Baltic area

	Information and advisory services for potential cross-border workers on legal requirements and working conditions in other countries of the South Baltic Region
Exemplary types of project activities	Transfer of knowledge and exchange of good practices Information and promotion activities Educational and training activities Small-scale investments (e.g. hardware and software installations)
Other exemplary project output indicators (to be decided by the partnership)	Number of conceptual documents prepared by the project (e.g. feasibility studies, thematic expertise reports, local/regional concepts and action plans, business plans, branding and marketing concepts/strategies, good practice brochures/handbooks/examples, educational/training curricula, planning/decision support tools, databases, etc.) Number of project workshops/seminars/conferences/exhibitions
Exemplary project result indicators (to be decided by the partnership)	Number of integrated/common services and offers of labour market institutions tested and/or implemented in the South Baltic area Number of new structures established fostering labour force for workplaces in blue and green sector companies in the South Baltic area Number of practical solutions improving the accessibility of educational offers across borders and in remote areas Number of political declarations and long-term co-operation agreements signed within the project lifetime in effect of project activities Number of co-operation networks based on formal agreements created or extended in the project lifetime Number of new workplaces established in blue and green economy sectors Number of SMEs/business organisations taking part in the cross-border networks based on formal agreements Number of educational organisations taking part in the cross-border networks based on formal agreements Number of durable education and training programmes/courses created in the project lifetime Number of target representatives (e.g. small and medium size entrepreneurs, unemployed persons, parental leave persons, etc.) enrolled in created durable education and training programmes/courses Number of technical solutions applied in practice in the project lifetime Number of investment proposals/concepts prepared in the project lifetime Number and value of pilot investments carried out in the project lifetime

Exemplary types of partners	Local and regional authorities and their associations
	Labour offices and labour market administration
	Labour unions and employer organisations
	Educational and R&D institutions
	Formal associations, clusters and networks of SMEs (having legal personality)
	Chambers of commerce, business development agencies and other business support organisations
	NGOs involved in the training and qualifications of the labour force
Main target groups	Vocational school graduates, university and college graduates entering the South Baltic labour market
	Labour force for workplaces in blue and green economy sectors
	Employers in blue and green economy sectors