

Financing adult learning database

Name of the instrument - Local language	Процедура „Умения“, Оперативна програма развитие на човешките ресурси (ОПРЧР) 2014 - 2020
Name of the instrument - English translation	Procedure "Umeniya" (Skills) by Human Resources Operational Programme 2014 - 2020
Scheme ID	321
Country	 Bulgaria
Reporting year	2020
Type of instrument	Grant for companies
Sub-type of instrument	Support for direct costs and wage costs
Type of entry	Single instrument
Short description	The Umenia (Skills) procedure is dedicated to employers and aims to improve the skills of the workforce, promoting professional and career development. Eligible are employers who want to improve the qualifications of their employees. If the company is not operating in a priority sphere of the economy, at least 50% of the employees included in the education for higher qualification or key competencies must have at least ISCED4 educational level and be above 54 years old. Small and micro-enterprises are preferentially treated receiving 70% co-funding of the total eligible project costs.
Short description of the related instruments	Not applicable
Level of operation	National
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Not applicable
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Key instrument
Legal basis	EU Regulation 651/2014 EU Regulation 1407/2013

	<u>Unconditional financial help BG05M9OP001-1.057 "Umenija"</u>
Objective(s) and target(s)	The procedure aims to raise the qualification of the workforce, promoting professional and career development, while stimulating participation in various forms of employment and lifelong learning.
Year of implementation	2019
Operation/management	Although the grants are provided to the enterprises, on a technical level, applicants are all individuals and legal entities that apply for grants by submitting a project proposal. Proposals need to be selected for funding.
Eligible group(s)	If the company is not operating in a priority sphere of the economy, at least 50% of the employees included in the education for higher qualification or key competences must have at least ISCED4 educational level and to be above 54 years old.
Group(s) with preferential treatment	- Small / micro enterprises - the ESF contribution should not exceed 70% of the total eligible project costs
Education and training eligible	1. Specific training for concrete jobs: For the purposes of this procedure, "specific training" shall mean training which simultaneously meets the following conditions: • includes training that is directly and principally applicable to the employee's current or future position in the enterprise; • provides a qualification that can only be used to a limited extent in other enterprises and / or areas of activity / economic sectors; • falls outside the scope of the vocational education and training system and outside the scope of training for the acquisition of key competence according to the Decree of the Council of Ministers 280/2015. 2. Providing training for acquiring or raising the professional qualification / but not higher than the third qualification degree / to persons from the target groups, according to the individual characteristics of the person and the specifics of the workplace; 3. Providing training for the acquisition of key competencies of persons from the target groups, according to the individual characteristics of the person and the specifics of the workplace; 4. Inclusion of unemployed and / or inactive persons in non-subsidized employment with an employer, after successful completion of training / s; 5. Providing opportunities for flexible forms of employment (part-time work, job rotation, floating work, promotion of telework, etc.) for employees of the employer, for the period of training.
Source of financing and collection mechanism	European Social Fund BGN 4 500 000 (15%) National Budget BGN 25 500 000 (85%) in total
Financing formula and allocation mechanisms	For large enterprises: 50% of the volume of all allowable project expenses / 50% co-financing by the candidate. For medium enterprises: 60% of the volume of all allowable project expenses / 40% co-financing by the candidate. For micro and small companies 70% / 30% For workplace education, the maximum unconditional financial help (UFH) per one student cannot exceed BGN 2 500. Sources for increasing professional qualification up to Level 3. The

	allowable UFH varies from BGN 400 per 200 studying hours for Level 1 up to BGN 1 800 for 960 studying hours for Level 3. For Key competence - foreign language courses, maximum 700 BGN are allowed per one student, not exceeding 300 hours, and 3 levels of education. For digital competences 250 BGN are allowed for 45 studying hours. For "Mathematics and basic knowledge in the field of natural sciences", "Studying ability", Community and civil competences", "Initiatives and entrepreneurship" up to 140 BGN for 30 studying hours are allowed.
Eligible costs	It is permissible to conduct distance, mixed and face-to-face training (the trainings are described above - B8.)
Volumes of funding	In the first year (2019), about BGN 28 000 000 (approx. EUR 14 316 392) of public support had been provided.
Beneficiaries/take up	In the first year (2019), 204 enterprises received support.
Organisation responsible for monitoring/evaluation	Ministry of Labour and Social Policy
Most relevant webpage - in English	https://esf.bg/en/
Most relevant webpage - local language	http://esf.bg/procedures/umenija/
Recent changes	<p>No recent amendment</p> <p>Recent changes in response to COVID-19</p> <p>All educational incentives according to the procedure Umenia were paused for 2 months during the lockdown in spring. Were renewed mid May with requirement to follow the rules of Ministry of health and maximum 15 participants at a session.</p>
Sources	<p>Dedicated informational site of Ministry of labour and social policy https://esf.bg/umenia/</p> <p>Dedicated section on the site of OP Human Resources Development https://esf.bg/procedures/umenija/</p> <p>Evroprogrami consulting (Europrogrammes consulting) https://evroprogrami.com/finansirashti-programi/op-razvitie-na-choveshk...</p>