

The Successful Implementation of a Project with a Medium and Long-Term Socio-Economic Impact on Romania

Dumitru Nancu

Ovidius University of Constanta, Faculty of Economic Sciences, Romania
nancu_dumitru@yahoo.com

Abstract: *This chapter highlights the stages of a successful project, and its socio-economic impact on medium and long term level on Romania and the EU. The project described aims to reduce the unemployment rate on the level of Bucharest, and implicitly in Romania, and to create, diversify and improve the services provided to institutionalized children. The proposed activities aim to integrate on the labor market both direct beneficiaries of the project (vulnerable unemployed people), but also the social integration of indirect beneficiaries (institutionalized children).*

Keywords: *managerial project; unemployment rate; EU; management; national strategy; human resources; development.*

I. Description of the project

I.1. *The general objective of the project* is to facilitate access to the labor market for those looking for a job by intensifying active employment measures and developing new skills in line with evolving needs in the labor market, Equal employment for vulnerable groups.

The specific objective of the project is to qualify a group of 100 unemployed in the profession of professional maternal assistant and to place at least 46 of them in a network of foster carers for institutionalized children in Bucharest.

The project is a partnership between the Local Council - Local Authority and a representative non-governmental organization at national level.

I.2. *The target group of the project* is 200 people in Bucharest who are unemployed and want to return to the labor market after a period of absence.

The direct beneficiaries of the project are the 100 unemployed who qualify as a "professional maternity assistant", of which 46%, will benefit from a job besides the qualification obtained through this program.

The Indirect beneficiaries are institutionalized children.

I.3. *The main activities of the project are:*

- carrying out qualification courses according to the analytical program developed by the National Authority for Child Protection and Adoption in order to obtain the certificate of professional maternal assistant;
- "placement" of at least 46% of people on the labor market.

This is an Open Access article distributed in accordance with the Creative Commons Attribution Non Commercial (CC-BY-NC-ND 4.0) license, which permits others to copy or share the article, provided original work is properly cited and that this is not done for commercial purposes. Users may not remix, transform, or build upon the material and may not distribute the modified material (<http://creativecommons.org/licenses/by-nc/4.0/>)

1.4. Justification

The National Strategy for Human Resource Development shows that particular attention should be paid to the equality of the chances of the active age who are in a disadvantaged position in the labor market who are threatened to be permanently refused access to the job due to their qualification, the family situation, as well as those living in peripheral areas.

According to the annual publication "European Economic Forecast Winter, 2017" in 2016, the unemployment rate in Romania reached 6.0%, the EU average of 8.5%. In table no. 1 are presented the forecasts for the period 2017-2018.

Table 1. Forecasts for the unemployment rate in Europe (Source: European Economic Forecast Winter, 2017, pg. 1, EC, 2017)

Country	Unemployment rate	
	Year 2017	Year 2018
Belgium	7.8	7.6
Germany	4.1	4.1
Estonia	7.9	8.7
Ireland	7	6.7
Greece	22	20.3
Spain	17.7	16
France	9.9	9.6
Italy	11.6	11.4
Cyprus	12	11
Latvia	9.5	9
Lithuania	7.5	7.1
Luxembourg	6.2	6.2
Malta	4.9	4.9
Netherlands	5.2	4.7
Austria	4.1	6.2
Portugal	10.1	9.4

Country	Unemployment rate	
	Year 2017	Year 2018
Slovenia	7	6.2
Slovakia	9	7.9
Finland	8.6	8.3
Euro area	9.6	9.1
Bulgaria	7.1	6.8
Czech Republic	3.9	3.8
Denmark	5.9	5.7
Croatia	10.8	9.3
Hungary	4.8	4.5
Poland	5.6	4.7
Romania	5.7	5.6
Sweden	6.5	6.4
UK	5.2	5.6
EU	8.1	7.8
US	4.6	4.5
Japan	3.1	3

The figure below that the county of Bucharest is among the counties with the highest unemployment rate in 2014-2016, 4.45% in 2016, 4.78% in 2015 and 4.53% in the year 2014.

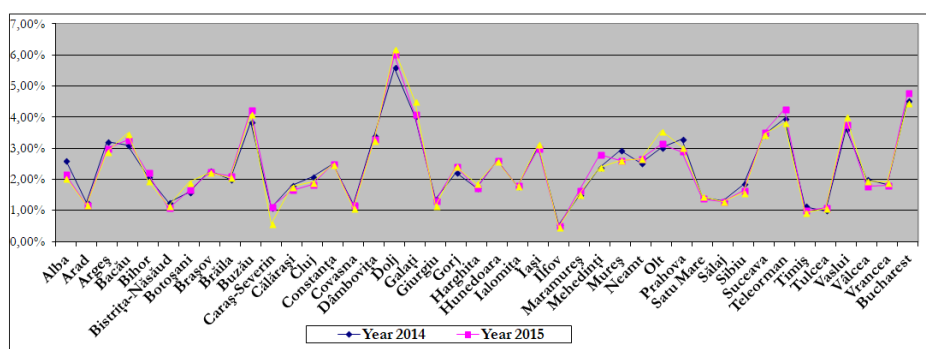


Fig. 1. Unemployment rate in Romania, by counties, between 2014-2016.
Source: National Institute of Statistics

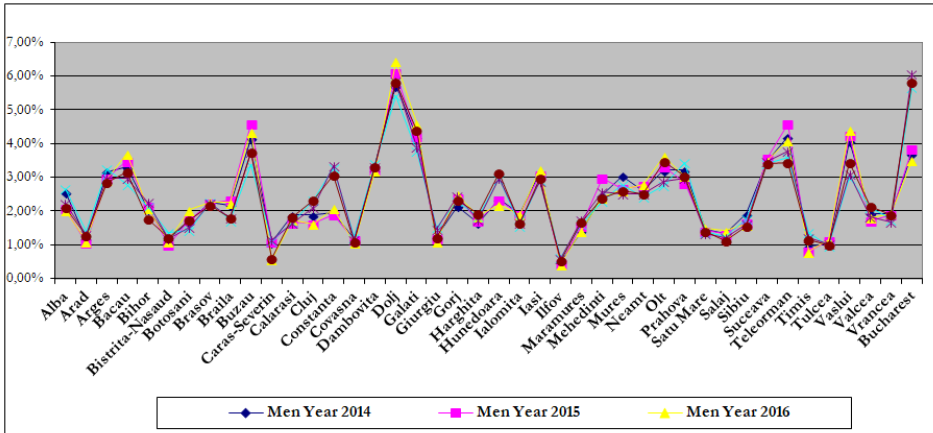


Fig. 2. Unemployment rate by sex and counties in 2014-2016.
Source: National Institute of Statistics

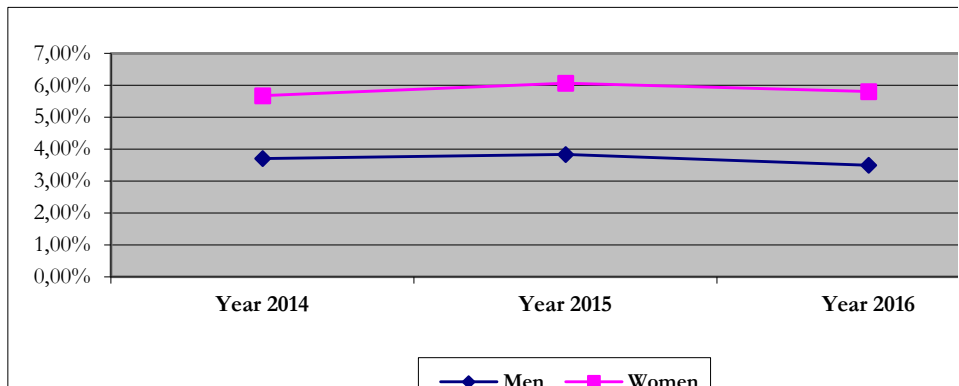


Fig. 3. Unemployment rate - detailed - by gender, in the municipality of Bucharest, 2014-2016. Source: National Institute of Statistics

In 2016, the number of male unemployed was 8570, representing 3.50% of the total number of 245055 male nurses nationwide, and the number of female nurses was 10049, representing 5.80% of the total number of 173182 female nurses registered nationwide.

It should also be mentioned that, according to the latest data published by National Institute of Statistics, in Romania, in 2015, there were 20291 abandoned children.

II. Project methodology

The following methodological tools are used in the project implementation phases:

- The planning of the activities (the existence of a Project/Plan and its detailing up to the level of each activity sheet specifying the description of the sub-activities, the results, the necessary resources / means, the deadlines for execution and reporting, the activity manager and the registration procedures)
- The market study that provides the knowledge of the target group, the knowledge of the environment in which the project is applied, the knowledge of equipment suppliers, consumables, utilities to be purchased;
- The analysis - in the first phase the necessity of realization of the project, the advantages and risks offered by the area, the concrete possibilities of realization of the activities in order to achieve the proposed objectives in a short time with optimal material and financial effort and with maximum performance were analyzed. An overall diagnostic analysis has been carried out, identifying the priority objectives, the directions of action, the selection of the project partners and the assignment of the role of each partner in the project.
- Evaluation - the possibilities of realization of the project were evaluated using the human, material, informational and time resources available to the applicant and attracting financial resources by accessing a European project. The possibilities of the applicant and the partner were assessed in order to set up the technical team and the implementation staff component necessary for the implementation of the project as well as the tasks and attributions of each.
- Programming actions - after the primary evaluation and phase assessments, the content and the way of implementation of the future actions are configured, this algorithm being valid from the initial programming (writing the project) to the possible corrections;
- The selection was implemented using specific procedures for both suppliers of equipment, consumables, utilities and staff and the project beneficiaries.
- Training of staff and permanent communication between "posts" in an intraprenorial atmosphere focused on achieving results and maintaining a pleasant, stimulating, participative, creative working climate.

III. Description of activities

In order to achieve the objectives of the project, it is necessary to carry out the following activities:

A. Activity no. 1: Preparing the project

This activity involves the following underlying activities:

1.1. Project team training

The training sessions will take place during the first 4 weeks of the project and will be supported by the project manager and technical consultant for project management, as

follows: the project implementation schedule (2 days); The responsibilities of each member of the implementation team (2 days); Project implementation tools (3 days); Particularities and requirements regarding the implementation of Phare programs (3 days). The team will be composed of:

Administrative Team: Project Manager, Technical Consultant for Project Management, Financial Manager.

Technical team: Psychologist, Labor Market Counselor, Social Assistant, Lecturers.

For each member of the implementation team a job description will be drawn up and a record of the activity carried out, the resources consumed and the results.

Table 2. Project team

Name	Responsible	Responsibilities
Project Manager	Local Council	<ul style="list-style-type: none"> - Co-financing the project with 5% of the total value - Coordination and monitoring of the project activities; - Making decisions together with the financial officer on the allocation of resources; establishing periodic meetings; - Verification of financial flows and approval of invoices; - Preparing budgets and plans for future activities; - Reporting on how the objectives proposed by the project are achieved by the contracting authority; - Assigning the responsibilities of the subordinates and collaborators; - Overseeing the work of subordinates; - Representing the interests and obligations of the applicant in the course of the project.
Technical Consultant	Consultant Local Council	<ul style="list-style-type: none"> - Supporting and conducting analyzes on how to achieve the results provided by the project; - Participation in the purchase of the professional products and equipment necessary for carrying out the activities within the project; - Participation in planning and organizing courses; - Liaising with the participants in the courses and the institutions involved in the project; - Coordination of the theoretical and practical courses; - Ensure the necessary space to carry out the training of foster carers.
Psychologist	Nongovernmental organization	<ul style="list-style-type: none"> - Psychological testing of the learners; - Participation in all meetings between the project team and its beneficiaries; - Ensuring the link between the project team and the beneficiaries; - Ensuring the psychological counseling of the learners;
Social worker	Nongovernmental organization	<ul style="list-style-type: none"> - Drawing up the student database; - Learner selection; - Conducting social inquiries;
Financial responsible	Local Council	<ul style="list-style-type: none"> - Keeping track of how resources are allocated within the project; - Making decisions together with the project manager on

		resource allocation; - Participation in the preparation of budgets and plans for future work; - Preparation of reports and summary materials on the activity carried out, in terms of financial resources; - Solving the financial and accounting problems that arise during the implementation of the project; - Making payments in the project; separate accounting for the implementation of the project.
Labor Market Counselor	Nongovernmental organization	- Drawing up the curriculum vitae for each graduate of the course; - Creating a database of job offers; - Drawing up the application form for the submission of the job offer by the employers;
Lecturer	External Contractual Personnel	- Preparing the course holders for the theoretical and practical course for professional nursing assistants; - Supporting theoretical courses and supervising practical courses.

The Local Council (Applicant) and the non-governmental organization (partner) - will participate in the strategic and operational management of the project and will permanently liaise with the representatives of the funding bodies until the project is successfully completed.

1.2. Purchase necessary equipment

The purpose of this activity is to acquire the equipment necessary to conduct the practical training courses in the best possible conditions.

The development of equipment acquisition involves several stages: documentation for finding potential equipment suppliers - information on possible future suppliers of equipment (internet, newspapers, specialist magazines, etc.) will be sought; making specifications for calls for tender (specifications) - specify requirements for equipment to be purchased; the transmission of the calls to the potential suppliers identified; receiving offers; selecting the company to provide the necessary equipment; concluding and signing procurement contracts.

B. Activity no. 2: Campaign to promote the project

The following sub-activities will be carried out to promote the project:

2.1. Press conferences

2.2. Meeting with representatives of government institutions and non-governmental organizations in Bucharest and local authorities around Bucharest

2.3. Production and distribution of promotional materials: banners, posters, leaflets.

C. Activity 3. Recruiting and selecting learners

3.1. The recruitment of the students will be done through: the promotion campaign presented above and the consultation of the database of the National Employment Agency.

3.2. Learners selection

From the target group of 200 unemployed, the 100 direct beneficiaries will be identified based on an assessment by the social worker and the psychologist.

D. Activity no. 4: Conduct the training course for the nursing profession and the theoretical and practical training of the beneficiaries

4.1. Preparing course support

The 100 course beneficiaries will be divided into five groups of 20 students each.

The analytical curriculum of professional training courses for professional foster care includes:

- Child rights and child protection. General notions
- Growth and development of the child.
- The role and place of the professional nursing assistant in the service system
- Specialized training of the professional foster care assistant in placement
- Getting started looking for a job

4.2. Conducting the theoretical courses. The course will take place over a period of 8 weeks (240 hours of which: 120 hours theory and 120 hours practical)

4.3. Practical training

E. Activity no. 5 Performing work mediation

After the courses and the final evaluation, the applicant's dossier is submitted to the Commission for Child Protection, together with a report assessing the applicant's ability to become a foster parent. Following the examination of the submitted documentation and the hearing of the applicant, the Commission for Child Protection decides on the granting of the attestation.

The activity of persons certified as professional nursing mothers is based on an individual labor contract with a special character, specific to child protection.

The employment contract ends during the period of validity of the attestation and begins on the date of the first decision of custody or placement of a child to the professional nursing assistant.

F. Activity 6: Reporting to the financier

6.1. Elaboration of the interim technical and financial report

6.2. Elaboration of the final technical and financial report

VI. Evaluation

The internal evaluation of the project's progress will be made by:

- own records: a catalog with attendance at the courses, register with evidence of participation in practical applications: the work to be executed; description of operations;
- direct observation and study of edited informative materials;
- appreciation of each activity through the daily evaluation sheets, which will be filled in anonymously, so that each student can express his/her heartfully and without reservations about the quality of the activities so that they can intervene to remedy the shortcomings that will be reported.
- quality assessment sheets for trainers' courses and services;
- interviews, open discussions with program participants on the quality and effectiveness of the theoretical and practical activities.
- As a system of quantitative indicators used in the evaluation process we mention:
- number of trainees per course;

- number of abandonments to the program;
- number of people placed in work;
- number and structure of the informative materials;
- equipping with the appropriate furniture and equipment with consumables and didactic materials;
- the quality of advertising;

VIII. Expected results

We appreciate that through the qualification course in a practically new and demanded labor market on the local labor market, we motivate and involve the trainees who will be able to make informed choices about choosing this form of training, the only one so fast and free of charge. Allows them, even guarantees them, to secure a job.

By including long-term unemployed in the target group, especially those over 45 who are hardly finding a job, we will help promote equal opportunities for people who have interrupted their work. Consequently, the final impact of the project is the increase in the number of disadvantaged people who will have a job and who can look hopefully towards tomorrow.

Results:

- 100 people will attend the training course;
- 46 graduate students will have a job.

Bibliography

- Nicolescu, O. *Economia, firma și managementul bazat pe cunoștințe*. Bucharest: Ed. Economică, 2006.
- Nicolescu O., Nicolescu C., Popa I. Ștefan S., *Starea de Sănătate a Managementului din România în 2015*. Bucharest: Ed. Prouniversitaria, 2016.
- Nicolescu O., Nicolescu C., *Organizația și managementul bazate pe cunoștințe*. Bucharest: Editura ProUniversitaria, 2011.
- Nicolescu O., Verboncu I., *Management și eficiență*. Bucharest: Editura Nora, 1994.
- European Economic Forecast Winter, EC, 2017.
- European Commission, *Innovation Union Scoreboard*, Brussels, 2016.
- European Commission, *Enterprise and Industry*, 2016 SBA Fact Sheet - Romania, 2016
- National Institute of Statistics.