

## Gabrovo Municipality – part of iPlace project where youth policies for entrepreneurial development are in action

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### Part 1 – City context

#### **A) City context and definition of the initial problem/ policy challenge**

Gabrovo Municipality **is located** at the foothills of the Balkan Mountains, in the Valley of Yantra river, north of the Shipka Pass in central Bulgaria and covers an area of 556 km<sup>2</sup>.

The population according to the National Statistical Institute by 31.12.2020 is 49,175 inhabitants. The city sits on a key transport route: the trans-European Corridor No. 9 that links Helsinki and Istanbul.



Gabrovo has large, quality natural spaces, habitats and species. The city is home to a number of **flora and fauna** of international / national / local importance. Gabrovo has a significant amount of rural land protected and managed for nature. Over 50% of the municipal territory is covered

by forest, one third of the territory includes Natura 2000 designated areas, and two natural parks. The largest mountain lawn in the Balkan, part of Uzana Resort is about 20 km from Gabrovo. It is popular for hiking, mountain biking, skiing, mountaineering and year-round excursions.



**Manufacturing** is a key industry in Gabrovo with weaving, knitwear, textiles, leather, machine building, engineering production and technology all providing local employment.

Gabrovo is among the district centers in Bulgaria with very well-defined industrial profile. Traditionally, the manufacturing has had more than 60% share of the overall production value in the city. Half of the employed in the private sector, as well as more than half of the value added in the local economy are concentrated in the processing industry.



In 2019 the enterprises in the municipality of Gabrovo had a total production value of 0.56 billion EUR, while the share of the manufacturing reached 347 million EUR. More than 2/3 of the growth in production for the above mentioned period is a consequence of the expansion of the processing industry. The other sector, though still small in size, of the local economy that has been performing well in the past years is Information Technology Services, which has grown 2,6 times in two years.

**The GDP per capita** for 2019 in the district of Gabrovo is 7 222 EUR, which is higher compared to other economic centers in the region. GDP per capita in the district of Gabrovo had been gradually catching up to the national average in the past five years. In terms of local economic development, Gabrovo ranks in country's top 3 and is a local leader in GDP per capita growth.



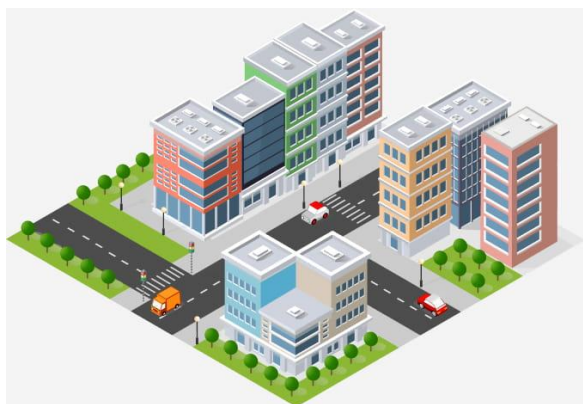
The tradition, the specific features and the development in recent years set a very clear direction for the intelligent specialization of Gabrovo. The National Innovation Strategy for Smart



Specialization for the period 2021-2027 (ISIS 2021-2027) places Gabrovo in three priority areas: 1) Mechatronics, 2) Informatics and ICT and 3) Clean technologies, circular and low-carbon economy. **The Technological Park of the Technical University -**

**Gabrovo** is developing in these directions, which can unite the scientific, industrial and technical potential of the region.

**In 2019, the employment rate** for the economically active population in Gabrovo increased for the eight consecutive year and reached over 70%, which is a record in the recent history of the district. The solid growth of employment in 2019 shows that the positive growth of the economy in the recent years has been maintained. The official **unemployment rate** is also extremely low - 3.4%. The well- developed processing industry has an impact in the region, with unemployment remaining relatively low even in the worst years.



Gabrovo acknowledges its ongoing concerns about air quality, including an ongoing EU Commission infringement case regarding continuous and persistent exceedances of the PM10 annual and daily limit values. The city is working to solve this issue and has big goals as well as concrete initiatives underway.



Key to the solution is being open about the problem and engaging with all stakeholders to develop solutions together. The city is now linking new policy to the emissions data to generate awareness and action; and is actively working to develop an **Air Quality monitoring** network to ensure up to date air quality data is available. The municipality has also developed measures to abate emissions, including a package of measures focused on PM10, through its Air Quality Strategy developed as part of Gabrovo's **Programme for**

**Environmental Protection.**

To raise **citizen's awareness** of the impacts of transport on air quality and noise, Gabrovo participates in the European Mobility Week, organizing events on sustainable mobility, highlighting the links between transport, air quality and noise pollution.

The city is working **to increase recycling**, that includes a well-coordinated collection system for recycling and organic waste; and a waste management strategy (insert web link) aimed at waste prevention, promoting reuse; and increasing recycling. Currently 85% of Gabrovo's waste is sent to landfill.

The city has also developed a strong sustainable policy and awareness campaigns to promote **responsible waste management** amongst industry, businesses and citizens. As well as segregated collections for dry recyclable and biodegradable wastes, Gabrovo carries out hazardous waste collection campaigns twice yearly.

To encourage safe disposal of certain waste streams, Gabrovo offers **free of charge services** to citizens, including for construction and bulky waste; and Waste Electrical & Electronic Equipment (WEEE). Gabrovo also promotes the proper disposal of WEEE and the use of energy saving appliances and electrical products by offering citizens discount vouchers to purchase new more energy-efficient appliances in exchange for their older household WEEE.

Over a three-year period, the municipality **replaced 120 km of its water supply network**, building an environmentally friendly, modern and reliable supply system that includes a new water treatment plant (for drinking water) and a new wastewater treatment plant. The project was extremely important for citizens, setting an example for future urban development initiatives.

Keeping the traditional spirit of Gabrovo alive, the local government has for more than a decade been one the leading Bulgarian local authorities implementing **energy efficiency** and **clean technologies**, providing **modern transport** connections, realizing partnership/joint initiatives with **local business**, Technical university - Gabrovo and **civic sector**, promoting environmental policies and applying modern maintenance of the urban green areas (UGA), involving the citizens along.





The political vision for **Gabrovo is smart, sustainable and inclusive growth and competitiveness** to be achieved. The future city vision is based on community participatory involvement and provision of modern public infrastructure (transport, educational, social, cultural, etc.) for better life conditions of the citizens. The strategic municipal documents build upon the traditional practices and EU and national development policies, finding local growth perspectives in the global world.

If you interested in more detail about economic profile of Gabrovo, you can visit

<https://www.discover.gabrovo.bg/2020-en/discover.en.pdf>

Gabrovo Municipality implemented **over 100 project with EU funding for more than 100 000 000 EUR from 2013 till now.**

Gabrovo is a very successful city in terms of implementing EU projects under all European structural funds and programs in both program periods 2007-2013 and 2014-2020. **Energy efficiency projects** have been implemented in all schools and kindergartens in the city, projects to improve the urban environment, facilitate traffic, rehabilitate residential buildings, street lighting, improved public transport. In almost every area of our daily lives, Gabrovo has managed to attract funds to improve the living conditions for the citizens.

Based on yearly analysis Gabrovo Municipality stands out with the characteristics of very **industrial profile**, cradle of entrepreneurs and a place where **custom solutions for businesses** were born. In the same time, we identify a big challenge - outflow of young people and talents from the city. One of our main missions as a municipality is to create proper conditions for young people to develop, live and stay in Gabrovo. Having partners such as the museums House of humor and Etar (of crafts) we are trying to engage young people with keeping the crafts actual and modern in relation to **creative industries**.

## **B) Focus – Youth Entrepreneurship**

Gabrovo is famous with the artisan citizens. The city is a member of the UNESCO creative cities network since 2017 - **City of crafts and folk art**. The presence of the Technical University - Gabrovo, in parallel with the future creation of one of the largest areas in Bulgaria for the development of computer technology and IT sector, made us focus on developing processes, events and networks for detention of the youth in Gabrovo. Our main goal is to make them find



meaning to stay here after finish their secondary education. To study and realize themselves in the region.



A small step has already been taken, as there is a tendency for returning of talents from other big cities or even abroad in the their quiet, peaceful and green home city - Gabrovo. Young people between 25 and 30 years old not born in Gabrovo also are coming to live here with their families because they are close to the nature and in the same time the city gives them the opportunity to work and develop. We hope that this is just the beginning and from now on the young people will rethink

that getting up to be realized in Gabrovo is a pride and privilege for everyone thus **we focus our strategy over Youth Entrepreneurship.**

Our strategy provides an ongoing vision and structure to equip young people with entrepreneurial **skills and attitudes** to raise their aspirations, so they can fulfil their potential whatever they choose to do.

Youth entrepreneurship must be an integral part of the **policy strategy** to support today's young generation in terms of the EU's goals for growth, employment, education and the reduction of youth unemployment in the EU.

We will focus on creating a **supportive environment** for youth entrepreneurship, implementing EU and/or national instruments and programs which can tackle youth entrepreneurship, fostering an entrepreneurial mindset, attitude and culture among youth, providing youth with information, training, advice, coaching and mentoring on entrepreneurial activities, facilitating the access of youth to credit, private capital and/or providing funding/incentives for the start-up of their entrepreneurial activities, providing the youth with structural support (e.g. offices, services) for the implementation of their entrepreneurial ideas

### **C) Description of the process**

The process was based on a mass survey among young people in the city initiated by Gabrovo Municipality with the support of Institute of Market Economy in Bulgaria. The main question was about the future vision for Gabrovo and their involvement in it. The content and results were very interesting and revealing. They inspired our team for developing a contest among youngsters for creation of youth zone in the city.

## THE SURVEY:



### **What do u plan to do after you finish school?**

More than 80% of the students intend to apply for university. A considerable share of the young people plan to continue to study in university – 45,8% will apply for a university and other 35,2% want to work and study simultaneously.

### **Where do u intend to continue your education?**

More than 75% of the students will apply for university in Bulgaria. The big share of students, determined to apply for university is supported by the responses of the second question. 65,7%

intend to apply for university in another city in Bulgaria, 11,8% will apply in Gabrovo and 14,6% want to study abroad.

**Where do u think you will live after 10 years?** More than 30% of the young people plan to live in Gabrovo after 10 years. The youth canvass shows that 315 of the young people intend to stay in Gabrovo after 10 years. 15,1% indicate that they will live in Sofia and 29,1% that they will live in another place in Bulgaria. 24,7% have plans to live abroad.

**What do you want to work in 10 years?** Almost 30% want to be entrepreneurs. Considerable portion of the students (29,6%) want to be entrepreneurs and to develop own business, 24,9% want to work in office and 17,9% want to work in the public sector. Only 6% want to work in a production enterprise. This indicates one of the workforce problems in the city – lack of a widespread interest in the young people to work in the industry.

**Why would the young people stay in or leave Gabrovo?** A set of social factors: Home town; Family; Friends; Environment: quiet, tranquil etc.; Beautiful city.

Directions of change suggested by young people:

- ✓ New entrepreneurial environment – new type of education, new industries, new investments, new services, new technologies +ICT
- ✓ New modern lifestyle

Realizing that **investing in young people** in their teens is a key element for their **professional development, improvement of skills** and important for their will to stay in Gabrovo, we decided to develop our **hackathon and small scale action based on the development of entrepreneurial skills in young people aged between 13 and 29**. We organized a Hackathon for young people to develop and improve their entrepreneurial skills in several stages:

1. Defining the main authorities and organizations that work with and for youth development. Attracting partners.
2. Defining properly the topic of the Hackathon through public consultations and surveys
3. Creating rules and conditions in the Hackathon for its 1st stage – the Competition of ideas. Promotion.

4. Collecting ideas from the participants. Finding mentors for the specific topics.
5. Organizing initial event for presenting the ideas and meet mentors.
6. Working with mentors on the following topics: 1. How to create a project from my idea? 2. How to budget my idea? 3. How to find proper partners and followers of my idea? 4. How to make my idea a real product? 5. How to pick the best place to realize the idea and how to arrange the space?
7. Assessment of the ready project with all the above components.
8. Realization of the project by its authors.
9. Final event (Grand opening of the zone)



In this stage our team and the teams of Gabrovo Youth Center and Youth zone “The Crate” organized individual and public meetings and consultations with young people in every secondary school in Gabrovo and the Technical university. The main topic of the discussions was “What young people need in Gabrovo and what they want to have as a public asset.” We had several suggestions but the most mentioned from young people thing was a public zone, a co-working opened space where they can discuss actual topics, work

together in common projects, develop ideas together, etc. After summarizing the results, we put the topic of our Hackathon **Creation of Youth Open Area Zone THE PLACE.**

**The whole process wouldn’t have been possible without the active participation and commitment of the local institutions namely:**

1. Museum House of humor and satire in Gabrovo – responsible for providing physical space for participants to work with mentors; one mentor in the topic Spatial solutions, interior, exterior and design scape; organizing workshops.
2. Gabrovo Youth Center – responsible for popularization of the initiative among young people. Informational campaign in schools for the initiative. Working with the participants in all stages of the organization. Providing mentors in project development.



3. Youth zone “The Crate” – responsible for providing well equipped work spaces for the participants and methodical assistance in the process of working with youth.



4. Regional Information Point (main organizer in Gabrovo for innovation camps since 2016) – responsible for creating a methodology for conducting the hackathon and assessment stage.

5. Regional Innovation center “Ambitious Gabrovo” – responsible for the promotion of the event and organization of the small scale action.

6. Ethnographic Museum Etar – responsible for the promotion of

crafts and organization of workshops for young people related to crafts.

7. Technical university Gabrovo – responsible for the promotion of the hackathon among the students in the university and all their digital channels.

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## Part 2 - Action Plan

### **A) Objectives, actions and schedule**

Young people are not just the future of Gabrovo, they are our present thus it is extremely important to have a plan to support their performance, tailored to their needs, priorities and ambitions, which will contribute for the better development of the city and region. It is our responsibility to create favorable conditions for young people to develop their talents, to be supported and inspired and to associate their future with the future of Gabrovo.

Participation in the public life of the representatives of the youth community is one of the most important priorities. Their active involvement in decisions and actions at local and regional level is essential for building a democratic, inclusive and prosperous society. Young people and their successful professional, social and personal realization are also an extremely important priority for which we will pursue a targeted policy.

We define three main objectives.

#### **Specific objective 1:**

**Encouragement of the youth entrepreneurship in Gabrovo through better involvement of youngsters (Gabrovo Youth Parliament) in the youth policies development and implementation, fostering better connectivity between schools, university and business community.**

Action:	Intended Results	Resources/ Assets	Lead Agency	Key Partners	Timescale
Overview of Youth policies and identification of engagement of all institutions	Synergy in youth policies	n/a	Gabrovo Municipality	Technical University Gabrovo (TUG), Regional education management – Gabrovo (REMG), Regional Innovation Center (RIC), Local schools, House of humor and satire, YMCA - Gabrovo	June-October 2022
Creating sustainable youth community based on i-Place project achievements	Sustainable youth community in Gabrovo	n/a	Gabrovo Municipality	TU Gabrovo, REM – Gabrovo, RIC, Local schools, House of humour and satire, YMCA - Gabrovo	June-October 2022
Development of internal mechanism for coordination of youth policies	Annual program	n/a	Gabrovo Municipality,	TU Gabrovo, REM – Gabrovo, RIC, Local schools, House of humour and satire, YMCA - Gabrovo	June-October 2022
Organizing of annual Youth Forum focused on youth entrepreneurship	1 forum per year	Gabrovo Municipality budget	Gabrovo Municipality	TU Gabrovo, REM – Gabrovo, RIC, Local schools, House of humour and satire, YMCA - Gabrovo	Summer' 2022 ongoing

### Specific objective 2:

**Improvement of the youth entrepreneurial culture through expansion of the created youth zone “The Place” and its activities, based on synergies with other youth initiatives in the territory.**

Action:	Intended Results	Resources/ Assets	Lead Agency	Key Partners	Timescale
Attracting youngsters in the youth zone “The Place”	30 new youngsters involved	n/a	Gabrovo Municipality	Foundation “Gabrovo before and now”, Career development	Starting May 2022 ongoing

				center Gabrovo, YMCA, House of humor and satire, RIC, TU, and others	
Promoting and branding of “The Place” and expanding the activities of the youth zone	“The Place” – the most popular place among youngsters in Gabrovo	1000 EUR per year Gabrovo Municipality	Gabrovo Municipality	Foundation “Gabrovo before and now”, Career development center Gabrovo, YMCA, House of humor and satire, RIC, TU, and others	Starting June 2022 ongoing
Networking between the youth zone and other co-working places in Gabrovo	Joint program between “The Place” and co-working spaces	n/a	Gabrovo Municipality	Foundation “Gabrovo before and now”, Career development center Gabrovo, YMCA, House of humor and satire, RIC, TU, and others	Starting June 2022 ongoing

**Specific objective 3:**

**Organizing and conducting training program for youth entrepreneurship, motivating youngsters and recruiting talents focused on development of skills, (digital, entrepreneurial culture, business planning, ecological lifestyle and others), according to the identified needs.**

Action:	Intended Results	Resources/ Assets	Lead Agency	Key Partners	Timescale
Networking with educational institutions for identification of training programs for youths, and	Training program for youth entrepreneurship	n/a	Gabrovo Municipality	Directorate for Education and social activities in Gabrovo Municipality,  Center for career development, REM – Gabrovo, RIC, TU,	Starting June-Sept 2022



improving their potential				District Information Point (DIP), others	
Organizing trainings and workshops	At least 2 training with workshops	2000 EUR each Municipal Youth Program Regional Innovation Center budget, National and European programs and funds	Gabrovo Municipality,	Directorate for Education in Municipality, Center for career development, REM – Gabrovo, RIC, TU Gabrovo, DIP, others	June –July 2022
Organizing internships in local companies	Conducted internships in local companies for at least 20 participants in local companies annually	RIC, private companies funding and other external recourse	RIC Center for career development	REM – Gabrovo, RIC, TU Gabrovo, Center for career development	Starting from summer 2022

## **B) Small Scale Action (SSA)**

### **CREATING RULES AND CONDITIONS IN THE HACKATHON FOR ITS 1ST STAGE – THE COMPETITION OF IDEAS. PROMOTION.**



Our partner District Information Point Gabrovo has a strong and wide experience since 2016 in conducting events such as innovation camps, hackathons and accelerators. They were our main consultant in creating rules and conditions in our small scale action and the hackathon. More about their events you can find here <https://gabrovoinnovationcamp.eu/>. The Hackathon and its rules and conditions were announced on 23rd April 2021 with public online announcements via the website of Gabrovo Municipality and the Facebook pages of all our partners. A special google docs form was created for the registration of the participants and description of their ideas. The participants had the opportunity to registers either as individuals or as a team. The main

information collected from the registration form was: name(individual/team); contact information; school or organization and summary of the idea.

### **COLLECTING IDEAS FROM THE PARTICIPANTS. FINDING MENTORS FOR THE SPECIFIC TOPICS.**

The participants had the chance to register their team and idea till 1st June 2021 online. During this period (23rd April – 1st June) Gabrovo project team and the partners of the initiative negotiated and found experts in different fields of expertise who can be mentors of the participating teams and lead the process from idea to a real project. The names and expertise of the mentors were public announced (8th June) a day before the initial event (9th June), where teams met mentors. <https://gabrovo.bg/bg/news-article/10352>

Ivo Tepavski lives and develops in Gabrovo. The three main roles in which he is recognized are those of a youth worker, event manager and teacher. In the last 10 years he has gained enviable experience in the NGO sector mainly through his active volunteering and work in YMCA Gabrovo. One of his main goals is to improve the quality of life of different communities by providing opportunities for their personal development and self-expression. He is an active, creative and very curious young man who loves interesting and provocative ideas. Devoting his time to quality causes and missions is his true passion.

Martina Deneva is an interior and exhibition designer. She was born in Gabrovo, where she studied High School, and then specialized in design at the New Bulgarian University and the Milan Polytechnic University. She gained her professional experience in studios in Bulgaria and Italy. Today she works entirely in the field of exhibition design of museum spaces. Since 2020 she lives in Gabrovo, where she is part of the team of the Museum of Humor and Satire, as well as a doctoral student at the Bulgarian Academy of Sciences. She actively partners with cultural, youth and museum institutions, and her interests are related to the preservation and modernization of public spaces in Bulgaria. 4

Angel Bondov is an urbanist. Participates in the development of different structural and strategic documents. In the last 5 years he has focused his efforts on the social, direct and creative side of urbanism: working with citizens and their involvement in various processes aimed at improving the public urban environment. Gains significant practical experience in using the place making approach. Coordinates and manages the improvement of over 10 public spaces throughout the country. Active member of the professional network "Placemaking Europe", in which as part of Tooltest Day Crew participates in annual international events.

Petar Bodurov is 30 years old from Shumen. He develops professionally in the field of digital marketing. For the last 5 years he has been involved in social projects, working hard to promote youth volunteering and entrepreneurship. He has many initiatives behind him. He is the founder of the "Improve" Foundation and is the first chairman of the Municipal Youth Council - Shumen. With these two organizations he managed to implement many projects such as the Youth Sphere, the Noisy and Awake Festival, Rebox, the Youth Volunteer Academy and others. Petar doesn't accept inaction as an alternative, even during a crisis.

**ORGANIZING INITIAL EVENT FOR PRESENTING THE IDEAS AND MEET MENTORS.**



On June 9, 2021 at 16:00 in the museum "House of Humor and Satire" started the initial event for presenting the ideas as a youth competition for creation of an open youth zone The Place. Four teams had the opportunity to present live to their mentors and event organizers their ideas, goals and vision for the development of youth space on the territory of the municipality of Gabrovo. The event

was attended by representatives of the House of Humor and Satire, Youth Center Gabrovo, Youth zone "The Crate", Regional information point Gabrovo and the project team of "Finding our niches for sustainable local economic development by strengthening the connection between people, place and technology" with the acronym iPlace of Gabrovo Municipality, as well as four inspiring young people who walked the path of developing the ideas of the teams to their realization.

**WORKING WITH MENTORS ON THE FOLLOWING TOPICS:**

- 1. HOW TO CREATE A PROJECT FROM MY IDEA?**
- 2. HOW TO BUDGET MY IDEA?**
- 3. HOW TO FIND PROPER PARTNERS AND FOLLOWERS OF MY IDEA?**
- 4. HOW TO MAKE MY IDEA A REAL PRODUCT?**
- 5. HOW TO PICK THE BEST PLACE TO REALIZE THE IDEA AND HOW TO ARRANGE THE SPACE?**



3 weeks (9th June – 2nd July 2021) the registered teams in the Hackathon were working on their ideas with the mentors and the iPlace project team. All the ideas became projects with a summary of the idea, the place, the activity, the budget and the plan for an opening event. All the project had illustrations, even some of them 3d models. The teams were working in the Youth zone “The Crate” where they had the chance to share spaces, equipment and methodological assistance. They had workshops on Presentation skills, 3D modelling and Project developing.

**ASSESSMENT OF THE READY PROJECT WITH ALL THE ABOVE COMPONENTS.**

On 5th July 2021 on the territory of Youth Zone “The Crate” the teams had the task to present their final work in front of all participants, mentors and partners of the initiative. (video is available) After these presentations we realized that all the teams have common ideas in one place. That is the reason why proposed to all teams to combine their efforts and to create the open zone The Place together – library, co-working space, demonstration area, art area, chat zone, etc. All the projects were converted into one and started with the plan and the road map of the realization which started on 10th July and ended on 12th September 2021.

**REALIZATION OF THE PROJECT BY ITS AUTHORS.**

During this time, the young people from the participating teams learned how to develop a project idea - the stages of development - from the initial idea to its implementation, how to do presentations in front of public, how to work in team, basic support construction activities such as cleaning, painting, assembling wooden elements, etc. All this rich experience will be extremely important for them in their future realization.



**FINAL EVENT (GRAND OPENING OF THE ZONE)**

The opening of the open area youth zone The place in Gabrovo was on 13th September 2021. The zone was positioned in one of the most famous Bulgarian high school yard – the Aprilov high school. The zone is in the center of the city, very close to parks and other places where young people mostly are. Our hackathon began with 4 teams with total 20 people participating and ended with around 50 young people creating and participating in the process of creation of their own youth

zone. Personally the mayor officially cut the ribbon and gave the live of a new place for development, improvement and youth engagement.

Due to the Covid-19 pandemic, the number of participants was limited to 50, despite the desire for organizing a mass event.

### **C) Framework for delivery**

The level of cooperation of stakeholders in the local economy is key to create a place-based synergy that can drive future growth for the benefit of all. For example, identifying the clusters in manufacturing including the local supply chain, will help to focus the areas for upskilling the labour force in the interest of all manufacturers in the cluster and will provide content for joint international promotions, in particular to attract more talent and investment to Gabrovo.

Detail of governance during and after URBACT support

As a partner and stakeholder in iPlace project the Youth center in Gabrovo recognizes The place as a youth zone in Gabrovo that can unite young people in the city in different events and trainings. The center will involve The place in their program for the next year as a zone for happenings and events such as trainings for skills, cinema under the stars and etc. "The place" will be promoted in the city to all the institutions and NGOs that work with and for youth to use the place.

### **D) Resourcing**

Resources for the maintenance and supporting the events and trainings for The Place will be from the municipal budget and the budget of the Youth center in Gabrovo.

### **E) Risk analysis**

The analysis of the situation related to the young people of Gabrovo shows that it is necessary to take complex and effective measures to ensure support and opportunities for development of all young people.

In the attached table you can see the main risks, their probability of occurrence, their consequences and the ways to mitigate them if possible.

<b>Project risks</b>				
<b>Risk description</b>	<b>Likelihood</b>	<b>Consequence</b>	<b>Risk score</b>	<b>Description of response</b>
Covid-19 pandemic.	3	4	3.46	Preventive measure. The well know measures as physical or social distancing, quarantining, ventilation of indoor spaces, covering coughs and sneezes, hand washing, and keeping unwashed hands away from the face. The use of face masks or coverings has been recommended in public settings to minimize the risk of transmissions. Organizing online events when possible in case of Covid-19 measures.
Decrease in population and aging	3	3	3.00	Promoting "The zone" for attracting young people from all nearby settlements and the region, widening the territorial scope.

Insurance of adequate resources (human, material and financial) which can bring to delays in the implementation process.	2	3	2.45	The project team will accomplish a circumstantial valuation of the financial and organizational effect of the alternative choices of policy. On this basis, they can build a recompense scheme and motivation scheme.
Lack of tolerance among young people.	3	2	2.45	Partnership between youth organizations and local authorities to create better conditions and opportunities for expression of youth from different age groups, ethnicities and social backgrounds.
Finding financing for the activities in the view of upcoming economic crisis.	2	3	2.45	Introduction of annual stable and fixed financial resources from the budget of Gabrovo Municipality for implementation of the planned activities.
Recruitment of talents to sustain to youth community.	2	2	2.00	Motivation or reward scheme for the talents.
Keeping young people to develop and continue their education in Gabrovo.	3	1	1.73	Maintaining the policy of Gabrovo Municipality to attract investors from the IT sector.
Weather conditions during planned outdoor activities.	2	1	1.41	Having in mind a Plan B indoor option if possible.
External unforeseen risk. A risk that is out of the control of the project like wars, sabotages and other force majeure.	1	1	1.00	n/a

**Color coding of risk levels**

1/ very unlikely/ minimal

2/ unlikely/ moderate

3/ likely/ serious

4/ almost certain/ very serious



## **F) System for monitoring and control of the indicators**

### **Specific objective 1:**

**Encouragement of the youth entrepreneurship in Gabrovo through better involvement of youngsters (Gabrovo Youth Parliament) in the youth policies development and implementation, fostering better connectivity between schools, university and business community.**

<b>Action:</b>	<b>Intended Results</b>	<b>System for monitoring</b>
Creating sustainable youth community based on i-Place project achievements, creating a youth parliament	Sustainable youth community in Gabrovo	Protocols of work performed and attendance lists
Development of a program for financing youth ideas and events, developed and proposed by young people from 15 to 29 years.	Annual program	Approved program by Gabrovo Municipality
Organizing of annual Youth Forum focused on youth entrepreneurship	1 forum per year	Successfully conducted forum, photos, participant lists, feedback

### **Specific objective 2:**

**Improvement of the youth entrepreneurial culture through expansion of the created youth zone “The Place” and its activities, based on synergies with other youth initiatives in the territory.**

<b>Action:</b>	<b>Intended Results</b>	<b>System for monitoring</b>
Attracting youngsters in the youth zone “The Place”	30 new youngsters involved	Diploma for volunteer
Networking between the youth zone and other co-working places in Gabrovo	Joint program between “The Place” and co-working spaces	Detailed and realized joint program

### **Specific objective 3:**

**Organizing and conducting training program for youth entrepreneurship, motivating youngsters and recruiting talents focused on development of skills, (digital, entrepreneurial culture, business planning, ecological lifestyle and others), according to the identified needs.**

<b>Action:</b>	<b>Intended Results</b>	<b>System for monitoring</b>
Networking with educational institutions for identification of training programs for youths, and	Training program for youth entrepreneurship	Protocols of work performed, attendance lists including

improving their potential, including Erasmus program		zoom meetings, Microsoft teams etc.
Organizing trainings and workshops	At least 2 training with workshops	Participant list, photos, diploma and feedback
Organizing internships in local companies	Conducted internships in local companies for at least 20 participants in local companies  annually	Participant list, photos, Diplomas for successfully completed internship