

Agenda, Monday 16 th October 2006
10:00 to 18:00 (1h break)
10:00 International Conference "First Shift"; incl.
Presentation of VENet (TCA-Secretary)
13:00 Lunch
14:00 Address of welcome
14:15 Expectation of the meeting, News
15:00 Steering Committee
15:30 To do list from last meeting
16:00 Break
16:20 Reports of the National projects, discussion
of the VENet Model, inc. experiences concerning
Gender equality
Participants:
Piotr Bastek, Piotr Suliga, Karolina Gozdek, Kalle
Kühne, Judith Riessner, Christian Wolf
Moderation:
Brigitte Kukovetz

Expectations, News

isee flip charts (photo protocol)

Steering Committee

The Steering Committee is represented by: Germany: 2 votes by Kalle Kühne (1 vote in representation of Peter Sicking) Poland: Piotr Suliga, Piotr Bastek Austria: Christian Wolf, Judith Riessner Cyprus: absent

→ Decisions are possible.

Point for decision:

• The absence of Cyprus at the meeting and the complications in the communication Decision: TCA sends a critical letter to the head of the Youth Board of Cyprus

- > Copies go to: Cypriot TCA co-ordinator, Julia Kalimeri, Simos
- Content of the letter:
 - Disappointment of no Cypriot colleagues coming to Poland
 - Non-fulfillment of the TCA-agreement by Cyprus
 - Peoples involved (Julia, Simos, Christina) have no fault
 - Requests:
 - Host the website till 12/2009
 - Presentation/summary of the experiences of the National Project answering the TCA questions
 - English handout of Julias GM-presentation
 - English input regarding GM
 - How much budget does Cyprus has left for the final event?

TCA secretary writes draft together with Peter Sicking, sends the draft for comments to Poland

Secr. Sends letter till Mid.-Nov.

- The meeting-protocol is put on the Homepage after the letter has been sent
- > The TCA continues the co-operation.

Other decisions of the steering committee will be taken during the meeting, whenever necessary

To do list from last meeting

Regional Models

On the Website should be a new section "Results", divided by countries, with the following content:

- Regional Models with a short description of the regional institutions
- Lessons Learned (the same content as in the manual)

Next Steps:

- 1. Austria sends out template
- 2. Poland sends example till End. Oct. to Austria
- 3. Secr. Sends the example out to everyone
- Regional Models and Lessons Learned should be sent back to the Secr. Till Nov, 15th.
- 5. Secr. Puts it on the Homepage till Nov, 31st.

"Gender Mainstreaming" – Newsletter

Agreement:

If Cyprus sends an input, Judith will make a newsletter, distribute it and put it on the website. If Cyprus doesn't send an input, there will be no Newsletter on Gender Mainstreaming, that means: there will be only 3 Newsletters.

National DP presentations

Information about experiences during the implementation, suggestions for an adaptation of the current VENet-model, mutual influences of the TCA and your National projects.

Suggestions for an adaptation of the current VENet-model:

> mention, that the model is flexible concerning the components

isee national presentations

Agenda, Tuesday 17th October 2006 9:00 to 18:00 (1h break)

9:00 Support System 13:00 Lunch

14:00 Final Event

Participants:

Piotr Bastek, Piotr Suliga, Karolina Gozdek, Kalle Kühne, Judith Riessner, Christian Wolf *Moderation:* Brigitte Kukovetz

Support System

isee presentation of Piotr Bastek

Format

- > A4 with a spine binder clip ("Klemmschiene") in orange (to be reopened)
- ➤ 1 side printed
- > in one file to send it per Email
- ➤ 10 20 pages

Copies: 300 (for Brussels and for National partners etc. together) Otherwise sent by Email (pdf)

Content

- 1. short introduction of the project (3p)
- 2. leaflet will lead as input for the manual
- 3. 10 steps instruction (3p)
 - references (for practical examples): see 6. (= description + lessons learned)
 - > 10 steps instruction will serve as template for the project descriptions!
 - Headline: YOUR (instead of VOUR)
 - > Ad step 7:
 - + "1 person should be responsible"
 - + project plan at the appendix (responsibilities, time schedule)
 Poland has last decision, if it is included
 - ad step 5: + 1 example of a training schedule at the appendix (Poland has last decision, if it is included)
 - Ad step 8: ... "by defining responsibilities"
 - Ad step 9: at the appendix: list of possible expenses without concrete figures (Germany)
- 4. just as inspiration: summary of BAP Handbook
- 5. Gender Mainstreaming (2p)
 - Gender sensitive selection of participants (summary BAP)
 - > introduction about Gender Mainstreaming by Julia
- 6. Lessons learned from the National projects (6p)
 - 2 examples: description + lessons learned
 - Comparison Aus/Pld (4p)
 - Germany (2p)
 - Content:

- a) Description of the project according to the 10 steps instruction
- b) Main objectives of the project, target groups
- c) Problems, (possible) solutions
- d) success
- 7. Photos
- 8. Front page: 1st page of the leaflet

Appointed to:

As the target group on the website + participants of the conference in Brussels

Budget

isee discussion on Final Event

Time Schedule:

isee working plan at the end of the documentation

Final Event

Location: Styrian house, see flip 23.

Date: 28.02.2007

Aim:

- > To make the VENet model known to decision makers plus the administration staff
- > To make personal contacts
- To get realistic feedback on how to get in on the road with the prospects of acquiring new projects

Size: 50 – 60 people: half TCA + national DP partners, half EU-staff

Programme of the Event

Content:

- Labour market in the EU
- Future EU programmes / EU-initiatives against discrimination
- VENet as possible answer
- EU to be competitive and Lisbon Strategy→ education, especially disadvantaged
- Sustainability

How:

- Moderation (Charlotte?)
- 1. Introduction and
 - Key note by "Star":
 - Overview labour market (5 minutes)
 - Future programmes
- 2. Presentation of the VENet model (Peter Sicking)
- Panel discussion (1 hour; participants: Peter S, ENSIE, Comm.?, Comm. for Economic and Social Affairs, presidency of EU at that moment: Germany (01-06.2007), Portugal (07.-12.2007)
- 4. Summary and commitments (next steps, what has to be done?)

Open questions:

- Invite participants?
- Which stars (panel)? [procedure: " see working plan]
- How to attract decision makers to come → by personal contact!
- Translation (languages) F/E?
- National partners come Wednesday / go Wednesday?

What has to be done?

See working plan

Supporting Programme (assistance programme) of the Event

Aim and content:

- To make it attractive, interesting
- To go into details

How?

Propositions:

- Combine different kinds of presentation
- Presentation, exhibition, breaks, lunch, coffee
- At the end we have to gather them again
- Handouts, leaflets

Result:

Exhibition!

- Main room: official programme till the end (summary + commitments)
- 2nd room: Exhibition (during the whole programme, lasting longer)
- after the end of the official programme: drinks and finger food at the 2nd room together with the exhibition
- TCA-members stay for talks.
- Information of each country / DP

What has to be done?

Open questions:

- Music?
- One extra room for some participants of the supporting programme (see flip 23)

Agenda, Wednesday, 18th October 2006 10:00 to 17:30 (1,5h break)

10:00 presentation at MISTIA institute in Cracow 12:00 Evaluation: mid term report and social network survey

14:00 Lunch

15:30 Guided Tour through Cracow

Participants:

Piotr Bastek, Piotr Suliga, Karolina Gozdek, Kalle Kühne, Judith Riessner, Christian Wolf, Brigitte Kukovetz, Dietmar Paier

Evaluation

isee presentation and evaluation report

Agenda, Thursday, 19 th October 2006
9:00 to 16:30 (1h break)
9:00 Mainstreaming
10:00 Working Plan on Final Event
12:30 Lunch
13:30 Beyond TCA / Sustainability
14:15 Gender Mainstreaming
15:00 Working Plan
16:00 Feedback, Evaluation Questionnaire
Participants:
Piotr Bastek, Piotr Suliga, Karolina Gozdek, Kalle
Kühne, Judith Riessner, Christian Wolf
Moderation:
Brigitte Kukovetz

Mainstreaming

Agreements

on the Newsletter on Support System:

Poland will decide till end of dec. 06, if there is enough content for a newsletter. If there is a newsletter, it will be distributed in electronic version.

on the Newsletter on Gender Mainstreaming:

s. "To do list from last meeting" (p. 3 of the protocol)

To Dos:

Get direct contacts for decision makers at EU-level for Final Event and Mainstreaming: each DP, see working plan (Final Event)

Other To Dos:

Budget on Final Event

Possible Budget (excl. travelling costs):

- Austria: ~ €8.000,-
- ➢ Poland: ~ € 3.500,-
- Germany: €2.000,- to €2.500,-
- Cyprus: (?)

What has to be paid for?	Which country pays?
Invitations	Aus
Exhibition	Each DP its part
Name cards	Germ
Reception staff	Germ
Organisation on the location: technical	Aus
support / translation / catering	
Moderator	Aus
Hotel / travel costs for the DPs	Each DP
Hotel / travel costs for decision makers	Aus
Party event	Does Equal pay? \rightarrow Austria checks till end
	of February

Agreement:

If Austria has not enough money, other DPs support Austria

Beyond TCA / Sustainability

The sustainability of the products of the TCA is dependent on the DP's sustainability.

Agreements:

Contact persons till March 08:
 Poland: Piotr Bastek
 Germany: Kalle, Peter
 Austria: Christian
 Cyprus: ?

- > After 03/07 Poland will take care of the website.
- > The follow up of the TCA will be discussed on 01.03.07 in Brussels!

Gender Mainstreaming

Discussion for ideas to integrate GM more in the TCA tasks, f.e. equal gender proportion of the panel participants – under precondition of expertise

Reflexions on Gender Mainstreaming at this Meeting and in the TCA:

Working Plan

Activities	Who	With whom	Till when	Comment
Final Event				
Possibility of having a room on 01.03.07 for the TCA-meeting	Aus	Pld, Germ	End 11.06	Pld. And Germ check, if no possibility: Aus checks
 Find a star: a) each country checks possible stars b) each country checks their possibility to come c) Secr. Invites one star, the others as panel participants Organise hotel for decision makers 	Aus	Each DP	Mid. 12.06	Prefer a female star
Find people for the panel discussion, at least 3 persons	Aus	Each DP	Mid. 12.06	Criteria: Equal f / m Countries Institutions
Find out hotel, organise catering	Aus		Mid. 12.06	Which max. costs are possible?
To check the location carefully	Aus		15.12.07	
Moderator	Aus		Mid 01.07	
Organise hotel for participants	Each DP itself		End 01.07	
Detailed programme (agenda)	Aus (Jud)	Aus (Chr.)	31.01.07	
Invitation list	Aus	Each DP	31.01.07	
 Design / layout of invitation 			05.02.07	
 Sending out of invitations 			09.02.07	
Prepare exhibition	Aus (Chr.)	Each DP	20.02.07	Each DP can do what it likes; each DP decides on the means; where possible: VENet logo
Organisation of the event on the location (technical support): translator, headphones, microphones, technical equipment)	Aus		26.02.07	
Organisation of the reception Name cards 	Germ		27.02.07	

Activities	Who	With whom	Till when	Comment
Bring manuals to Brussels	Pld		28.02.07	
Party event with the nat. partners after the official event; Checking if Equal pays the costs	Aus		End 02.07	Aus. is asking the Styrian house for the location
Talk about documentation (deal with results, feedback)	Aus		At next TCA meeting	
Documentation of the event	Pld		28.02.07, End 03.07	

VENet Model				
Put regional models on www	Aus	Each DP	31.11.07	s. "To do list from last
				meeting", protocol p.3

Support System				
Manual	Pld	All DPs	14.02.07	See Flip Nr. 15/16
Inputs from each DP		Each DP	18.01.07	
Ad 3: 10 step instruction				
 Text changes 	Aus		10.11.06	
 Appendix: project plan sent to Pld 	Germ		18.01.07	
 Appendix: list of costs sent to Pld 	Germ		18.01.07	
 Appendix: training schedule sent to Pld 	Aus		18.01.07	
Ad 4: summary of BAP Handbook sent to Pld	Aus		18.01.07	If there is an abstract
 Ad 5: Gender sensitive selection of participants (summary BAP) sent to Pld 	Aus		18.01.07	As soon as possible; If the abstract ist not ready till Jan, 18 th , it won't be included
Ad 6: Lessons learned from the National projects				
 Pld sends an example to each country 	Pld		Mid 12.06	
 Each partner sends "Lessons learned" to Pld 	Each DP		18.01.07	

Activities	Who	With whom	Till when	Comment
Mainstreaming				
Gender Mainstreaming Newsletter	Aus	Су		If Cyprus sends a GM input, Aus. will make the NL
German newspaper article about TCA meeting in Werl sent out to each DP	Germ		31.10.06	
Find out contact persons of ETG (European Thematic Group)	Aus	Each DP	10.11.06	
 NL with Support System as content Decision on the "Support-System – Newsletter 	Aus ▪ Pld	Pld, each DP	20.02.07 End 12.06	 If there will be a content Poland is responsible for the decision, if there will be a "Supp. Sys–NL"
Document any sort of National Mainstreaming	Aus	Each DP	Any time till the end of the TCA	

Steering Committee				
TCA sends a critical letter	Aus	Germ / Pld	Mid. 11.06	
Protocol put on the www	Aus		After sending	
			the letter	



Spirit-Summary

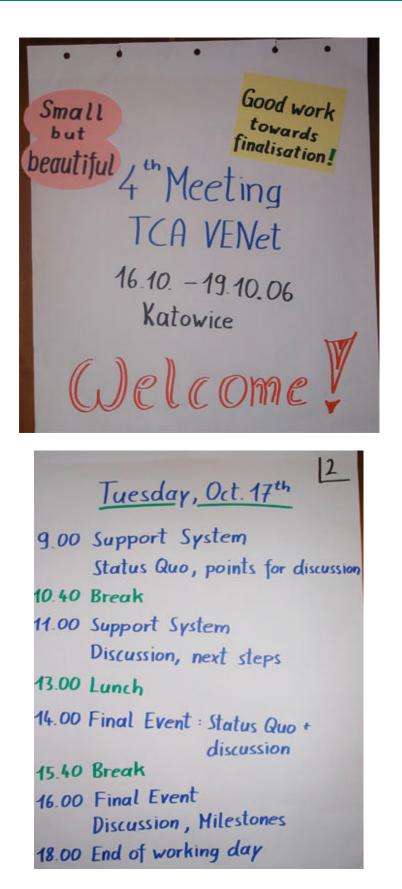
Next meeting

5th meeting in Brussels / Belgium: February 27th afternoon, February 28th afternoon, March, 1st 2007

Feb, 27th and Feb, 28th: preparation for the Final Event March, 1st:

- Conclusion on the Final Event
- Final Event Follow ups
- Feedback TCA
- Evaluation with Dietmar Paier
- > Final report, To dos to finish the TCA properly

Photo protocol



3 Thursday, Oct. 19th 9.00 Mainstreaming Activities 10.00. 12.00 Final Event 12.30 Lunch 13.30 Beyond TCA 15.00 Working Plan 16.00 Feedback / Questionnaire 16.30 Closing of the Meeting

Please tell us :

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 How do you do ? (Place your smiley!)
 What are your expectations of this meeting? (Tell us !)
 Any news? (Tell us !)

15 Expectations + news Pld application for Action 3 - Aus Act 2 + Act 3 was submitted + Ger) together manual, content of manual 17 Steering Committee · Who is present 2 Germ. 2 votes by Kalle (y:-Pld Piotr S.+ B. Aus' Jud., Christian decisionspossible

· Are there any points for decision? 1) -> (yprus => T(A sends a critical letter to the Youth Board of Cyprus (the president / heard of the Y.B) - copy to Cypriot TCA-coordinator · copy to Julia · copy to Simos context-odisappointment of not coming -o not -fulfillment of TCA-agreement -o peoples involved (J., Sim, Chr.) have no foult TCA Seer souds it. draft together with Peter -0

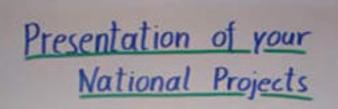
sending for commonts to Pld.

18 Steering Commitee requests - host the Website till 2009/12 · presentation of the experiences (summary) of the Nation Project onsuering the TCA questions · English handout of Julias GH-preserv tation · English input regarding GH . How much budget for final event? Seer sends letter till Hid-nov. Protocol is fint put on the Home page after the letter In T(A continues cooperaction.

19 To Do List · Regional Models -> Website new section, Results . .) Regional Models with short discription of the institutions -") Lessons Learned (content as in the manual) -> devided by countries X Re Next steps: 0) A to send template 1) Pld is sending example till End. Oct. A -> Aus 2) Sec. is sending it to all 3) Back to Secr. till A Nov, 15th 4) Secr. puts it on Homepage -> Nov, 31"

10 To Do list • NL : What happens with GHinput ? => Discussion on Thu. Mainstreaming Derking if (y gives input a Ju. puts it on the Website if not so no NL on GH., that means only 3 NLs.

111



→ Experiences during the implementation?

→ Suggestions for an adoption of the current VENet -model 2

-> Mutual influences of the TCA and your National project?

112 Experiences of the National Projects: Suggestions for an adoption of the current VENet-model -> mention, that's a flexible model concerning the components

Support System 113 Manual · format *A4 with a "Klemmer / Shiene +) colour orange >) 1 side printed ") in one file to send it per Email ~) 10 - 20p content I 34p 1) short introduction of the project 2) leaflet included 3p 3) 10 steps instruction possible: 4) summarry of BAP-Handbook as inspiration 2p 5)-Gender sensitive selection of participants (summary - BAP) possible * Introduction about 6H by Julia 6 p 6) Lessons learned from the Nat. Projects 7) photos * for National Partners etc. : 300 copies : * for Brussels : otherwise sent by Ellail (pdf)

Support System 14 Manual content I ad 6 : 2 examples : 14 -> comparison Aus /Pol 120 -> Germ. (description + lessons learned) ad 2) Leaflest will lead as input for 3p At [pdf for Ethicil: At the mainual Pot for printing: A4 8) Front page: 1st page of the Leaflet appointed to target grop on Website + participants conf. Brussels

15 Supp. Sys - manual · Deadline 2 weeks before Final Event · Resp. Pld ad 6 Lessons learned : -) Pid sends on example - seach country - Mid Der. · Each partner sends to Ad 1)s. 10 steps ! 2) -> main objectives of the project, larget groups -> problems, (possible) solutions -> success (good practices) till: 18. January 2007 ad 5 Jud. sends GH(BAP): as soon as possible, latest 18th (if not ready the snot included) ad 4 if there is an abstract. Jud -> Pld till 18th Jan. . Germany sends project plan > Pld as example Aus sends training schedule - 18" Jan. her sends list of costs

Support System [16 · 10 step ionstruction : longer ? · Budget discussed with Final Event 10 steps instruction Jud makes text changes · references see examples -> nov N · 10 steps instruction will some as template for the project descriptions! * headline : Your (instead of vour) · ad 7. + 1 person should be responsible + project plan at the oppendix (responsibilities, time schedule) last decision on Pld, if it's included · ad 5 : + lexample of training schedule -Dappendia; Pld: Last decision · ad 8 by defining responsibilities." " ad 9 in the appendix list of possible costs wheat numbers (Germ)

17 Final Event -> Short presentation Status Que -> Aim, Size, Date -> Programme, Supporting pr. -> Other necessary Activities -> Budget

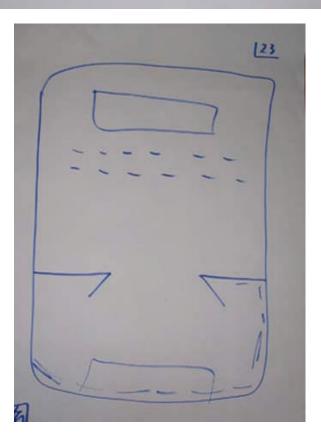
18 Final Event 1) location Styrian house ? yes! 2) date: 72. 124.2. 128.2 3) budget Aus (65000-5.500-) Pld = € 3.500 -Germ 6 2.000 - - 2.000 --Cy :(2)-._excl. travelling costs 4) Aim - make the VENet model known to decisions makers + administration staff · make personal contacts to get it on the road - with the prospects of acquiring nev projects 19 Final Event Hall. 5) Size: Invite beneficiairies? People from the Nat. Projects? 50-60 people half TCA+ national partners (DP.) half EU-staff

21

Stor: . PORT New L.H. panel disco falore pray EU-moy . 1 hour Programme of the Event . Labo. Sminutes How? (presented Diminu panel discusse Which contents should be dealt with ? moderation (Charlotter) ·labour market in B I'm pulse by 'star's paul discussion (new Basis Comme (news, Basis Comme (on he con + Soc Afreis Rulinguet Gt . future proper against discrimination vend as possible answe Budayment statistics SUMMORY . EU to be competive + Lisboa Kr. - EDUCATION - DP: disadron logical commitments commitments Present VENet next steps, model, PPP what has to b Peter S. stions What has to be done? stind the STAR stind par for discussion addetailed progr. 1 -Invite participant ? - Which stars? (pavel on) - how to a fract decision makers to come slampation list volesion invitations FIEZ contact - national politicity and come bid loo ked? f national lists al Ane each country checks possibility hecks possible Seer. invites I os sha sters to come

What's aim Scontent of the Supp. Pr. ? -to make it attractions	How? (preformance, music. -combine diffuent lands of presents hands - marce? - marce? - Presentien, arkteters, too breats, land coffe - at the and we have to gathe
A chart he holon Chieffield (company Thig room thig room	Solds then equal Solds them equal that can's to leaded Open questions Marke ? - One also non for one min at the hold provide proceeding: D introde indust U VENEDAL Mpanel discussion

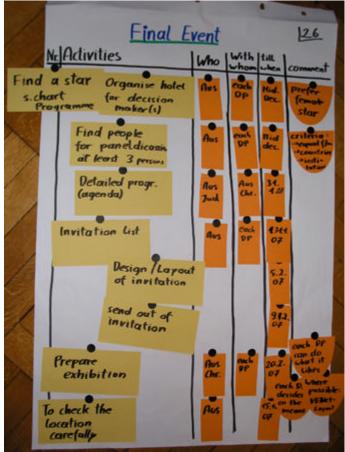
122 Exhibition -> What sort of lexhib. 2/ Which informations? official Exhibition Property. + dermine, enline + drinks . out -> With people to answer questions or without ? -TCA stays for talks. - informations of each country /DP



24 Final Event what else do we have to think about ? V pollow deal with results & feedback of the Final Event? -Mname cards V->hotel == alast meeting of TCA V->headphones for translation J-stranslator, moderator. /-*moderator who pays for what? -stallow up of Final Event J->xbring manuals to Brussels V-separty event after the event V-prmicrophones / technical equipment -Magenda for internal TCA-meeting ~ - - which catering ----

Mainstreaming -National To Dos : o to document any sort of Nat. H. each DP, any time, end of TCA · Kalle sends each DP article of the Newspaper : Oct, European Mainstr. To Pos. · Find out contact persons and activities of Europ Thematic Group reach DP, infor Jud, till Nov, 10th · Get direct contacts to decision makers-EU for F.E.& Mainstreaming reach DP -> s. F.E.







128 Final Event 1) Last Meeting of TCA date, duration, internal agenda 2) Budget Who pays for what? 1) Hon: arrival Mon. or arrival -> Tae morning 27.2. Tue preparection in the afternoon 28.2: Wed .: morning : prep. afternoon F.E? 1.3. Mail: Thu. " Meeting Last Meeting TCA: 27.2: afternoon 28.2 : morn. 13. Mar whole day -> Feedback TCA -O Conclusion on F.E. -O F.E- Follow-ups - O Evaluation with Dietmar P. - Final report, TODos to finish TCA properly

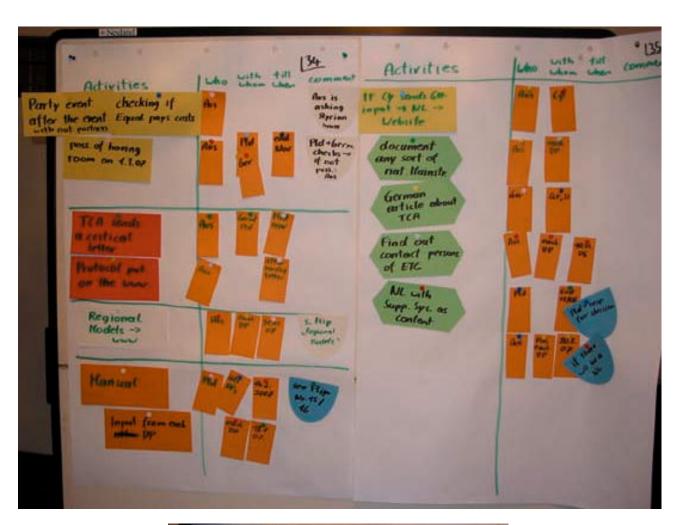
Final Event -Budget 129 What ? Who? Invitations Aus Exhibition each DP its part name cards Germ reception-staff Germ. Org.on location: Aus technical support/ translation / catering Moderator Aus hotel/travel costs for DPs each DP hotel travel costs Aus for decision makers till End of Feb. Party Event (if paid by Equa) (Lo Aus checks) Decision : If Aus. has not enough money, support Aus. other DPs

Sustainability Beyond T(A 29 1) Who is in charge of the VENet Website after March 072 2) Sustainability of products of TCA is dependent on DP's sustainability => How will the situation be after the end of the nat project addicontact person till March 08: Pld: Piotr B. Gam: Kalle + Peter Aus : Christian Cy = 2 ad 1) Taking care of the Website (after 03/07): Poland Follow up will be discussed on 1.3.07 in Brussels !

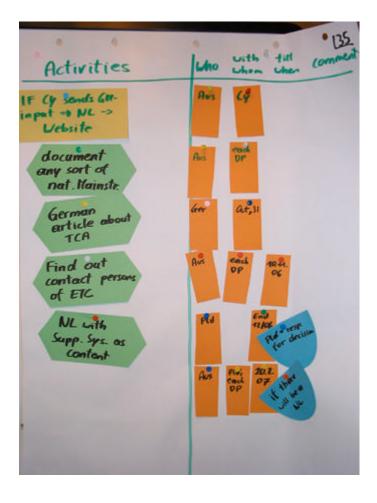
Gender Mainstreaming + to think about all at any content / decision which are taken! T GIL at this meeting / in the VENetadal T Ideas to integrate GM more in the TCA tasks => panel - participants \$ try to find equal porpotion under precondition of exportise GM at this Heeting 131 (TCA), don't care about this subjects, but that's good, because it is and means, that's not a problem for this group it's a new subject to polish DP - TKA didn't cope with this issue, because it was no problem between us - I personally envolve equally men & women, don't know what to do more most of the problems are not a case of gender - we didn't see the necessity of 611 here at this topic, but maybe we forget something tt's very difficult to deal a subject like nue should consider it all the time "there should be an expert for it for insert the topic than necessary (not doing exerthing him/horself) ue didn't talk about IT - Le did it anyway

32 GM at this Heeting - If 6H annivers already implemented, we would not need such a discussion. So it's a long way togo in order to think about it automatically. Git in our TCA = okey , because the model is neutral. point is: who needs the model ?-> if you work with it, you have to think about gender most important person in our TCA is a woman! - Git is overvalued - Git seminars are often cruel. it's very hard to tell something, because I don't know the TCA for a long time in the national project: ples # gender problems in the meeting gondor was no big issue, but maybe we don't need it. . Newsletter 1 133 Dectsion Do we have enough content for NL about Supp. Syst?

-D devision till end dec. @206 taken by Rd -Donly in electronic version







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