

## LOGICAL FRAMEWORK MATRIX – LFM

<p><b>Wider Objective:</b> <i>What is the overall broader objective, to which the project will contribute?</i></p> <ul style="list-style-type: none"> <li>• Aim of the project is to improve the quality and relevance of school to work transition of HE SwD in Serbia and Montenegro and Bosnia and Herzegovina. Main objectives are to (a) upgrade and prepare HEIs services to support SwD to their transition from HE to Work following the EU policies, (b) link Higher Education to “disability friendly” work environments, (c) assimilate transition opportunities and skills with EU practices and policies and (d) to prepare employers on understanding the needs of employees with disabilities in order to offer new jobs.</li> </ul>	<p><b>Indicators of progress:</b> <i>What are the key indicators related to the wider objective?</i></p> <ul style="list-style-type: none"> <li>• Number of students with disabilities participating in internship programs</li> <li>• Number of graduate students with disabilities integrated in work life</li> <li>• Number of students with disabilities accessing transition services</li> <li>• Number of employers and of citizens aware on the topic</li> <li>• Number of jobs offered to graduate students with disabilities</li> </ul>	<p><b>How indicators will be measured:</b> <i>What are the sources of information on these indicators?</i></p> <ul style="list-style-type: none"> <li>• Web based tools under WP2</li> <li>• Registers at e learning seminars under EXP8</li> <li>• Registers at the accessible data base (portal) under EXP8</li> <li>• Mobility monitoring under QPLN6</li> <li>• List of participants registered at organized events under DISS7</li> <li>• Registers at the career centers</li> <li>• List of graduate students with disabilities integrated in labor market provided from the employment agencies</li> <li>• Reporting of the activities under MNGT9</li> </ul>	
<p><b>Specific Project Objective/s:</b> <i>What are the specific objectives, which the project shall achieve?</i></p> <ul style="list-style-type: none"> <li>• Identify and analyse the needs of employers and students with disabilities</li> <li>• Create a web based tool that will help (a) employers to identify suitable people to fill specific positions and it will be designed to account for special requirements needed by employers and (b) SwD to identify their interests and educational needs</li> <li>• Create of a portal that will electronically connect employers, individuals with disabilities and the</li> </ul>	<p><b>Indicators of progress:</b> <i>What are the quantitative and qualitative indicators showing whether and to what extent the project's specific objectives are achieved?</i></p> <ul style="list-style-type: none"> <li>• Three report on identifying an analyzing the needs of employers and SwD (WP1)</li> <li>• One web based tool for employers and one web based tool for SwD that will help each target group to identify their interests and educational needs (WP2)</li> <li>• One accessible data base (portal)</li> <li>• Registers on portal both from employers and from SwD</li> <li>• 500 teaching staff, 180 employers,</li> </ul>	<p><b>How indicators will be measured:</b> <i>What are the sources of information that exist and can be collected? What are the methods required to get this information?</i></p> <ul style="list-style-type: none"> <li>• Web based tools under WP2</li> <li>• Registers at e learning seminars under EXP8</li> <li>• Registers at the accessible data base (portal) under EXP8</li> <li>• Mobility monitoring under QPLN6</li> <li>• Nr of participants registered at organized events under DISS7</li> <li>• Number of graduate students with disabilities integrated in labor market</li> <li>• List of trainees</li> <li>• List of participants during</li> </ul>	<p><b>Assumptions &amp; risks:</b> <i>What are the factors and conditions not under the direct control of the project, which are necessary to achieve these objectives? What risks have to be considered?</i></p> <ul style="list-style-type: none"> <li>• Willingness and readiness of HEIs in partner countries to establish collaboration</li> <li>• Willingness and readiness of employers in partner countries to establish collaboration with HEIs</li> <li>• Conduct a research that will really provide all needed information concerning the actual needs of SwD and employers</li> <li>• Assure good collaboration strategy</li> </ul>

<p>person in each partner country responsible for the development of educational programs for individuals with disabilities</p> <ul style="list-style-type: none"> <li>• Inform stakeholders through seminars and workshops, distribution of booklets and/or electronic material regarding the use of the platform and its operation</li> <li>• Train (a) teaching staff, (b) employers and (b) SwD to manage their career</li> <li>• Strengthen the role of career centers and establishing the role of mentors</li> <li>• Raise awareness of employers regarding the benefits of hiring individuals with disabilities. <ul style="list-style-type: none"> <li>• • Raise awareness and motivation towards transition and increase the number of HE SwD involved in world of work</li> </ul> </li> </ul>	<p>20 mentors and 300 SwD trained</p> <ul style="list-style-type: none"> <li>• 500 stakeholders participating in e seminars</li> <li>• 15 policy makers reached by the recommendations for future actions in transition in HE</li> <li>• 150 students with disabilities motivated and enrolled at each partner HEI through the career centers</li> <li>• 200 employers reached out through e seminars</li> <li>• Identification of the needs of employers and SwD</li> </ul>	<p>dissemination activities</p> <ul style="list-style-type: none"> <li>• List of registered stakeholders in the electronic index</li> </ul>	<p>among HEIs from the three countries</p> <ul style="list-style-type: none"> <li>• Take into consideration the large geographical area that needs to be covered</li> <li>• Reach out also the families with children with disabilities as prospective HE students with disabilities</li> <li>• Link the gained results from previous projects with the objectives of the proposed</li> <li>•</li> </ul>
<p><b>Outputs (tangible) and Outcomes (intangible):</b></p> <ul style="list-style-type: none"> <li>• Please provide the list of concrete DELIVERABLES - outputs/outcomes (<b>grouped in Workpackages</b>), leading to the specific objective/s.:</li> <li>• WP1 PREPARATION: State of the Art</li> <li>• DEV1.1 Identify and analyse the needs of employers</li> <li>• DEV1.2 Identify and analyse the educational needs of SwD</li> <li>• DEV1.3 Benchmarking transition and employment policy</li> <li>• WP2 DEVELOPMENT: Connecting HE</li> </ul>	<p><b>Indicators of progress:</b></p> <p><i>What are the indicators to measure whether and to what extent the project achieves the envisaged results and effects?</i></p> <ul style="list-style-type: none"> <li>• Three reports for identifying and analysing the needs of employers and SwD as well as benchmarking transition and employment policy (WP1) M1-M6</li> <li>• One web based tool for employers and one web based tool for SwD that will help each target group to identify their interests and educational needs (WP2) M6-M12</li> </ul>	<p><b>How indicators will be measured:</b></p> <p><i>What are the sources of information on these indicators?</i></p> <ul style="list-style-type: none"> <li>• Registers on web based tools after the first project year</li> <li>• Support services offered by career offices and registers</li> <li>• Nr of SwD participating in intership programs</li> <li>• Report on Evaluation of Training</li> <li>• Report on dissemination activities</li> <li>• Quality Plan reports</li> <li>• Exploitation plan</li> </ul>	<p><b>Assumptions &amp; risks:</b></p> <p><i>What external factors and conditions must be realised to obtain the expected outcomes and results on schedule?</i></p> <ul style="list-style-type: none"> <li>• Availability of adequate EU policies and practices on education of students with disability</li> <li>• Consensus in the consortium about the most important issues</li> <li>• Slow reaction of HEI to provide data concerning human resources</li> <li>• Delays in participative processes (with stakeholders and internal in HEIs)</li> </ul>

<p>with Work for SwD</p> <ul style="list-style-type: none"> <li>• DEV2.1 Web based tool for employers</li> <li>• DEV2.2 Web based tool for IwDs</li> <li>• DEV2.3 Piloting the web based tools</li> </ul> <p>• WP3 DEVELOPMENT: Higher Education and Work based learning</p> <ul style="list-style-type: none"> <li>• DEV3.1 Transition support services at HEIs</li> <li>• DEV3.2 Development of internship program for SwD</li> <li>• DEV3.3 Design recruitment guidelines for employers opening positions for students/university graduates with disabilities</li> </ul> <p>• WP4 DEVELOPMENT: Training university and non university staff to support SwD towards transition</p> <ul style="list-style-type: none"> <li>• DEV4.1 Training of academic/teaching staff</li> <li>• DEV4.2 Training of employers</li> <li>• DEV4.3 Training of transition mentors</li> <li>• DEV4.4 Training SwD</li> <li>• DEV4.5 Evaluation of the training</li> </ul> <p>• WP5 DEVELOPMENT: Piloting and evaluating at partner universities and employers</p> <ul style="list-style-type: none"> <li>• DEV5.1 Monitoring and piloting the strategy and plan of the companies</li> <li>• DEV5.2 Monitoring and piloting the transition services</li> </ul>	<ul style="list-style-type: none"> <li>• Increased nr of registers on web based tools (WP2) after the first project year and during the last project year (One report DEV2.3) M13-M36</li> <li>• Transition support services offered by each HE in collaboration with NGOs M6-M9</li> <li>• Internship programs for SwD within country M7-M12</li> <li>• Guidelines for employers M8-M12</li> <li>• Training of stakeholders: HE staff, employers, transition mentors, SwD M14-M23</li> <li>• One report on evaluation of training M23-M24</li> <li>• Events organized during piloting year to reach out as more stakeholders as possible both in national and regional level M25-M36</li> <li>• 32 Students with disabilities will participate during the piloting year in internship programs at regional level (special mobility strand) (WP5) M25-M36</li> <li>• Two reports on piloting and monitoring activities M25-M36</li> <li>• One Quality Assurance plan report M2-M3</li> <li>• Three internal quality plan reports M12, M24, M35</li> <li>• Two external quality plan reports M17, M35</li> <li>• One report on dissemination plan M1-M2</li> </ul>	<ul style="list-style-type: none"> <li>• Dissemination report</li> <li>• Progress management reports</li> </ul>	<ul style="list-style-type: none"> <li>• Not adequate academic support from the University authorities</li> <li>• Low interest by internal human resources to be enrolled in training activities</li> <li>• Potential delays in adopting institutional frameworks at university level and its put into official use</li> <li>• Low interest by internal and external human resources and peers for organizing workshops</li> <li>• Good coordination and high commitment at the HEIs, public authorities, associations and enterprises</li> <li>• Well organized communication among national and regional partners</li> <li>• Accepted participation in special sessions at existing conferences relevant to transition and disability issues</li> <li>• Motivation of academy and public authorities for presenting achieved project results</li> <li>• Timely advertising and media promotion to reach the majority of interested groups</li> <li>• Enough human and technical resources</li> <li>• Availability of university management structures in partner countries for establishment of a HE network</li> <li>• Availability of university management structures and</li> </ul>
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<ul style="list-style-type: none"> <li>• DEV5.3 Piloting the training effects and impact</li> <li>• DEV5.4 Monitoring and piloting the effect and impact of data base and website</li>   <li>• QPLN6 Quality Plan</li> <li>• QPLN6.1 Quality Assurance Plan</li> <li>• QPLN6.2 Internal QPLN</li> <li>• QPLN6.3 External QPLN and Evaluation</li>   <li>• DISS7 Dissemination</li> <li>• DISS7.1 Dissemination Plan</li> <li>• DISS7.2 Website of the project</li> <li>• DISS7.3 Raising awareness and motivation to employers and families</li> <li>• DISS7.4 Raising awareness and motivation to HE SwD</li> <li>• DISS7.5 Dissemination products and materials</li> <li>• DISS7.6 Dissemination activities report</li>   <li>• EXP8 Exploitation of results</li> <li>• Title: Exploitation and Sustainability</li> <li>• EXP8.1 Exploitation Plan</li> <li>• EXP8.2 E-learning seminars</li> <li>• EXP8.3 Electronic Index of all Stakeholders</li> <li>• EXP8.4 Creating Accessible Data</li>   <li>• MNGT9 Management</li> <li>• MNGT9.1 Progress Management</li> </ul>	<ul style="list-style-type: none"> <li>• One project website M1-M36</li> <li>• Events on raising awareness and dissemination M1-M36</li> <li>• Dissemination products and materials M1-M36</li> <li>• One report on dissemination activities M35</li> <li>• One exploitation plan</li> <li>• E-learning seminars M13-M36</li> <li>• Electronic index of all stakeholders covering the region of WB countries M2-M36</li> <li>• One accessible data base</li> <li>• Four progress management reports M7-M35</li> <li>• One consortium collaboration platform</li> <li>• Six project coordination meetings M1-M35</li> <li>• Two project reports delivered to EACEA M18, M36</li> </ul>		<p>enterprises in partner countries for establishment of a employment network</p> <ul style="list-style-type: none"> <li>• Interest of policy makers for improving the regulations on employing graduate students with disability.</li> <li>• Political and economic instability in the region</li> <li>• All consortium members are bound by the instructions and guidelines according Erasmus+</li> <li>• Availability and flexibility of academic staff and employers to participate in training</li> <li>• Postponement of meetings due to unexpected events and flexibility for proposed program changes</li> <li>• Problems in the establishment of the network among HEIs in the three Western Balkan Countries and enterprises</li> <li>• Use of the collaboration platform</li> </ul>
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<p>reports</p> <ul style="list-style-type: none"> <li>• MNGT9.2 Consortium Collaboration Platform</li> <li>• MNGT9.3 Project financial and management plan</li> <li>• MNGT9.4 Project reports</li> </ul>			
<p><b>Activities:</b>  <i>What are the key activities to be carried out (grouped in Workpackages) and in what sequence in order to produce the expected results?</i></p> <ul style="list-style-type: none"> <li>• WP1 PREPARATION- State of the Art: Identification and analysis the needs of employers and of SwD in order – M1-M6</li> <li>• WP2 DEVELOPMENT - Connecting HE with Work for students with disabilities: Creation and piloting web based tools for employers and IwDs M6-M36</li> <li>• WP3 DEVELOPMENT - Higher Education and Work based learning: Transition support services at HEIs including of internship program for SwD and recruitment guidelines for employers opening positions for students/university graduates with disabilities M8-M12</li> <li>• WP4 DEVELOPMENT - Training university and non university staff to support SwD towards transition: Training of (a) academic/ teaching</li> </ul>	<p><b>Inputs:</b>  <i>What inputs are required to implement these activities, e.g. staff time, equipment, mobilities, publications etc.?</i></p> <ul style="list-style-type: none"> <li>• Staff days: <ul style="list-style-type: none"> <li>• 294 days P1, 74 days P2, 221 days P3, 108 days P4, 67 days P5, 378 days P6, 305 days P7, 274 days P8, 97 days P9, 87 days P10, 65 days P11, 250 days P12, 285 days P13, 97 days P14, 87 days P15, 256 days P16, 248 days P17, 221 days P18, 97 days P19, 87 days P20, 54 days P21, 100 days P22. For each category in total are: <ul style="list-style-type: none"> <li>• 838 days CAT1</li> <li>• 2179 days CAT2</li> <li>• 340 days CAT3</li> <li>• 395 days CAT4</li> </ul> </li> <li>• Travel costs and costs of stay</li> <li>• In total 14 travelling is planned 7 from partner countries to EU countries, and 7 from EU and partner to partner countries.</li> </ul> </li> </ul>		<p><b>Assumptions, risks and pre-conditions:</b>  <i>What pre-conditions are required before the project starts? What conditions outside the project's direct control have to be present for the implementation of the planned activities?</i></p> <ul style="list-style-type: none"> <li>• Well-organized cooperation based on mutual understanding among all partners at national and international level</li> <li>• Interest of student with disabilities to be enrolled into internship</li> <li>• Readiness of SwD to build their work skills</li> <li>• Interest by policy makers and employers to the specific project target group</li> <li>• High commitment of project partners and especially of non academic national partners for the achievement of project objectives</li> <li>• Risk: low/slow reaction by management offices at the universities</li> <li>• Timely advertising and media promotion to reach the majority of</li> </ul>

<p>staff (who are in charge for Practice work), (b) of employers, (c) of transition mentors and (d) of SwD (to manage their career, develop project, learn about project management, etc.) M23-M24</p> <ul style="list-style-type: none"> <li>• WP5 DEVELOPMENT - Piloting and evaluating at partner universities and employers: Monitoring and piloting the (a) strategy and plan of the companies, (b) the transition services, (c) the training effects and impact and (d) the effect and impact of data base and website M25-M36</li> <li>• QPLN6 Quality Plan -Quality Assurance: Internal and External Quality control and assurance Report M2-M35</li> <li>• DISS7 Dissemination - Dissemination and Raising Awareness: Dissemination activities for raising awareness and motivation to SwD, employers and families M1-M36</li> <li>• EXP8 Exploitation of results- Exploitation and Sustainability: e-learning seminars, creation of an electronic index of all stakeholders and Creation and Use of Accessible Data base M1-M36</li> <li>• MNGT9 Management- Trans2 Work Project Management: project coordination meetings, creation of a consortium collaboration platform and reporting internal and external M1-M36</li> </ul>	<ul style="list-style-type: none"> <li>• In total 455 staff will participate</li> <li>• The flows for Development and Implementation Activities are 7 (5 days each), one flow for Quality plan for 3 days and 6 flows under Management (3 days each)</li> <li>• Equipment</li> <li>• For each University (UNIKG, UNS, BMU, UoM, UDG, UNSA, UES, UBL)</li> <li>• Adapted Learning Management System for deaf and blind</li> <li>• Augmented Reality Equipment</li> <li>• Screen magnifier for partially sighted</li> <li>• 3 desktop, 4 laptop and 2 tablet computers</li> <li>• JAWS scanner software and Braille readers and printers for blind</li> <li>• Portable Hearing Loops and Infrared systems for hearing aid users</li> <li>• Sensory alerts and multi-alerting systems for blind and deaf</li> <li>• 3x HD video cameras, 3x web video cameras, 3x wireless microphone</li> <li>• Character generator/encoder for subtitling</li> <li>• Steno writer for subtitling</li> <li>• LCD large screen television for subtitling</li> <li>• Multipoint videoconference system</li> <li>• Video and conference server for sign language users</li> <li>• Subcontracting</li> </ul>		<p>interested groups</p> <ul style="list-style-type: none"> <li>• Accepted participation in special sessions at existing conferences relevant to disability</li> <li>• Availability of university management structures and employers for signing the agreements</li> <li>• Readiness and availability of HEIs in Serbia, Montenegro and BiH on building up a network</li> <li>• Readiness and availability of HEIs in Serbia, Montenegro and BiH on building up a network with employers</li> <li>• Availability of staff to support agreed issues</li> <li>• Interest of policy makers for improving the regulations on studying with disability</li> <li>• Self-financing of some activities</li> <li>• Involvement of non consortium members in order to present “best practices”</li> <li>• Creation of “welcoming atmosphere” at partner HEIs for building an efficient network with employers and with SwD</li> <li>• Well organized cooperation among programme and partner countries</li> <li>• Good collaboration of project steering committee</li> <li>• Usability of ICT</li> <li>• All consortium members are bound by the instructions and guidelines according Erasmus+</li> <li>• Availability and flexibility of</li> </ul>
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