

Local Action Plan

**for the social and labour inclusion of Ukrainian
refugees in the city of Arad**



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INDEX

1. Deliverable Description
2. Purpose and Objectives
3. The City of Arad in a Nutshell
4. Local Ecosystem of Support & Integration Policy
5. Analysis and Diagnosis of the Ukrainian Population in Arad
6. Current Employment Situation of Refugees in Arad
7. Guiding Principles
8. Objectives, Measures, Actors, Indicators, and Calendar
9. Operational Roles and Functions in the ECSILI Piloting Phase
10. Governance Structure
11. Monitoring and Evaluation
12. Dissemination
13. Annex 1: Standard Operating Procedure (SOP) - Arad
14. Annex 2: Individual Action Plan (IAP) Template - Arad
15. Annex 3: Collaboration Protocol (Summary)
16. Annex 4: Detailed Planning of Activities



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Deliverable Description

The "Local Action Plan for the social and labour inclusion of Ukrainian refugees in the city of Arad" (Arad LAP) is a strategic instrument for Community Intervention. It translates the Andalusian ERACIS Model (Regional Strategy for Social Cohesion and Inclusion) into the local context of Arad.

This document is not merely a list of administrative tasks; it is a Pact for Local Cohesion. It creates a framework for "Network Work" (Trabajo en Red), uniting the public social services (DAS Arad), the employment service (AJOFM), and the third sector (UUR, Centrul de Vis) into a single, cohesive intervention unit. The plan moves beyond traditional assistance to design Personalized Social and Labour Insertion Itineraries for the most vulnerable members of the refugee community.

Purpose and Objectives

The purpose of the Arad LAP is to implement an Integrated Model of Social Intervention. The ECSILI piloting phase (WP3) aims to demonstrate that social exclusion cannot be fought in silos, but requires a holistic, territory-based and individualised approach.

Core Objective

To design and implement Personalised Insertion Itineraries for Ukrainian refugees, supported by a local network that acts as a single mechanism of inclusion.

Specific Objectives:

To Consolidate the "Local Intervention Network": Establishing a permanent, structured dialogue between DAS, AJOFM, and NGOs, operationalized through a shared Collaboration Protocol.

To Implement "Active Inclusion": Shifting from passive benefit provision to activation measures (profiling, training, employment), ensuring that beneficiaries are protagonists of their own change.



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To Ensure "Complementarity": Validating a model where public resources (legal frameworks, benefits) and private/NGO resources (community trust, flexibility) reinforce each other to prevent duplication and gaps.

The integration of the SkillLab digital profiling tool is a key component of this LAP, providing a practical methodology for case managers to help participants identify, articulate, and validate their skills, thereby overcoming critical barriers of underemployment.

The City of Arad in a Nutshell

Arad Municipality is the capital city of Arad County, situated in the western part of Romania, on the Mureş River. It is a significant economic, industrial, and transport hub, located on the Pan-European Corridor IV, and serves as a major gateway to Western Europe, being in close proximity to the Hungarian border.

The city covers an area of approximately 300 square kilometres (municipality) and has a population of around 145,000 inhabitants (Source: 2021 Romanian Census, INSSE). Arad is known for its rich multicultural and multi-confessional history. Economically, it has one of the lowest unemployment rates in the country and a strong industrial base, particularly in automotive manufacturing, components, textiles, and logistics. This creates a dynamic and absorbent labour market, though demand is often highest in the manufacturing and service sectors.

Local Ecosystem of Support & Integration Policy

Unlike cities with a single, centralized intercultural centre, the local ecosystem of support in Arad is comprised of multiple, specialized actors. The Local Needs Analysis (LNA) identified this "fragmentation" as a primary challenge, as refugees are often unsure where to go for specific services (e.g., employment, language, community support).

- 1. Public Institutions:** The Social Care Directorate (DAS Arad) is the main municipal body for all vulnerable groups, providing initial assessment, counselling, and social benefits. The County Agency for Employment (AJOFM Arad) is the public body for labour market registration and mediation.
- 2. Non-Governmental Sector:** The LNA confirmed that NGOs are a flexible and trusted pillar of support. The Union of Ukrainians in Romania (UUR) - Arad



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Branch provides critical cultural and language support. Grassroots organizations like the "Centrul de Vis" Association offer vital community and psycho-social support for mothers and children.

A core objective of the ECSILI project is to formalize the collaboration between these key actors (DAS, AJOFM, UUR, Centrul de Vis) through a Collaboration Protocol (see Annex 3), effectively creating the coordinated integration model that is currently missing.

Historical Context

From Emergency Response to Structural Integration

At the onset of the conflict, Arad Municipality demonstrated its capacity for solidarity through the Ukrainian Refugee Information and Support Centre, an emergency structure that successfully centralized support. As the crisis evolved from emergency to protracted displacement, this centralized structure dissolved, and actors returned to their institutional silos.

The ERACIS Vision: Rebuilding the Network

The ECSILI project aims to evolve from that emergency response to a Structural Network of Inclusion. In the ERACIS philosophy, the territory itself acts as the intervention agent. Our "Local Ecosystem" is re-conceptualized as a Network of Complementary Nodes: the social node (DAS Arad) as the entry point and case management anchor, the employment node (AJOFM) as the bridge to economic autonomy and the community node (UUR & Centrul de Vis) being the space for cultural mediation and social bonding.

We are moving from a "Service-Provider" model to a "Community Dynamization" model. The goal is not just to fix a problem, but to integrate the person into the fabric of the city.



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Analysis and Diagnosis of the Ukrainian Population in Arad

Based on the Participatory Diagnosis (WP2), the target group in the municipality of Arad consists of approximately 150 individuals (down from an initial approx. 280 in the year before).

Significance of the Shift

This reduction in numbers allows for a qualitative shift in our intervention strategy. We are moving from "mass management" to high-intensity personalized Intervention. The remaining population is characterized by higher vulnerability and more complex structural barriers (e.g., single mothers with long-term unemployment, professional de-skilling).

Profile

1. **Demographics:** Primarily women (90-95%) aged 30-50, heads of single-parent households.
2. **Vulnerability:** Economic fragility due to single incomes and private rental costs.
3. **Human Capital:** Diverse educational backgrounds, often facing "brain waste" due to underemployment.

In Arad *County*, a total of 635 employment contracts for Ukrainian citizens were registered between 2022 and early 2025 (Source: AJOFM Arad), indicating a strong desire to work.

The target group analysis for the Arad Municipality shows:

1. **Age:** The majority are of prime working age, typically between 30 and 50 years old.
2. **Gender:** The demographic is overwhelmingly female (approx. 90-95%), consisting mainly of mothers with children.
3. **Economic Situation:** The community is economically vulnerable. With state financial aid programs concluded, households are entirely dependent on single-



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earner incomes, often from low-skilled jobs, which must cover private rent and living expenses.

4. **Education Levels:** The educational background is diverse and often high. Many individuals hold university degrees and have professional qualifications (e.g., teachers, engineers, economists) from Ukraine.
5. **Employment Levels:** While a high percentage are employed, this is predominantly underemployment. Highly skilled professionals are often working in hospitality, cleaning, or manufacturing.

Current Employment Situation of Refugees in Arad

The primary challenge for Ukrainian refugees in Arad is not unemployment, but systemic underemployment. The local labour market is absorbent, but refugees face significant barriers to accessing qualified jobs that match their skills and education.

The key barriers identified in the Local Needs Analysis are:

1. **The Language Barrier:** This is the central obstacle, preventing access to qualified, client-facing, or administrative jobs.
2. **Diploma Recognition:** The national process (CNRED) is perceived as slow, costly, and bureaucratic, with no local guidance centre to assist.
3. **Childcare:** As the community consists mainly of single mothers, the lack of flexible or affordable childcare solutions often limits them to part-time or shift-based low-skilled work.
4. **System Fragmentation:** A refugee may find a job via AJOFM but not know about the language courses at UUR or the support groups at Centrul de Vis. This prevents a holistic integration approach.

Despite these barriers, the local context provides assets. The SkillLab tool is seen as a key innovation to help participants articulate their transversal skills *despite* the language barrier. Furthermore, the formalized partnership between DAS Arad, AJOFM, UUR, and Centrul de Vis creates a "support ecosystem" capable of addressing the individual's needs holistically.

General Guiding Principles

The design of the Arad LAP follows the guiding principles of the ERACIS strategy, adapted to the Arad context based on the LNA.



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This plan is rooted in the fundamental principles of the Andalusian Strategy (ERACIS):

Guiding principle	Description
Empowerment over dependency	The LAP highlights the strengths and potential of both the city itself and the people who live there, particularly Ukrainian refugees making them an active partner in the process.
Community focus	We intervene not just on the individual, but on their social environment, fostering links with the local community to combat isolation.
Integration of the gender perspective	Recognizing the specific burden on refugee women, all actions (e.g., job fairs, training) are designed with reconciliation measures (childcare) in mind.
Comprehensiveness	Intervention addresses all dimensions of the person (social, labour, cultural) simultaneously, not sequentially. Employment support happens alongside social support.
Public-private cooperation	All the initiatives contained in the LAP are viable and coordinate with the public and private stakeholders active in the city. Cooperation is key not only in the design, but also in the implementation, monitoring, and evaluation.
Participation of citizens and the intervening actors	The beneficiary is a partner in the process, not a passive subject of administration.
Coordination	For the design and implementation of the LAP, effective collaboration and coordination networks have been established to avoid duplication and gaps. Likewise, internal and external coordination mechanisms, as well as governance and participation structures, have been identified.



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Prevention	Factors influencing the critical stages of social exclusion have been identified, as well as measures to be taken to act early and effectively to reduce this risk.
Preferential and intelligent use of city assets	The LAP is open to the use of assets and resources available all around the city.
Solidarity and equity	The LAP aims to advance greater social cohesion in the city. Therefore, the planned measures will be applied preferentially to those most vulnerable, in pursuit of real and effective equality of opportunity.
Person and family-centered approach	The "Individual Action Plan" becomes a living roadmap co-designed with the participant, respecting their pace and autonomy. Furthermore, we intervene not just on the individual, but on their social environment, fostering links with the local community to combat isolation.
Promotion of interculturality and human diversity	The Plan considers human diversity in the city from its design, thus paying attention to cultural diversity from the perspective of interculturality.

Specific guiding principles

Guiding principle	Description
Integrity	Network work - No institution works alone. Resources are optimized through coordination to avoid "institutional wandering" of the beneficiary.



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Objectives, Measures, Actors, Indicators, and Calendar

Objective	Measure	Description	Actors	KPI	Calendar
1. Establish a coordinated, case-managed system for social and labour market inclusion of refugees.	1.1 Launching the procedure to adopt coordinated case management system ex; signage of protocol with AJOFM, adoption of protocol, divide responsibilities...	Official Signing of the Collaboration Protocol & First Steering Group Meeting	All partners	Adoption	Dec. 2025
	1.2 Joint Pilot Launch & Activation Events.	Community events to activate the target group, kickstart the intake process, and introduce the support system	DAS & Partners	Min. 30 beneficiaries activated	Jan - April. 2026
2. Personalise career and integration pathways through use of the SkillLab digital profiling tool.	2.1. Diagnostic Profiling & Counselling.	1-on-1 sessions to build the "Professional Portrait" using SkillLab and define the Insertion Itinerary.	DAS Case Managers, AJOFM, Centrul de Vis, UUR	20 profiles completed on the app	Jan - Feb 2026
3. Strengthen collaboration among	3.1. Consolidation of	Implementation of the Collaboration	DAS Arad, AJOFM, UUR, Centrul de Vis	100% attendance at	Oct 2025 - Aug 2026



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municipal services, NGOs, employers and education providers.	the Local Network.	Protocol and activation of the Inter-Institutional Working Group.		monthly meetings.	
	3.2 Local Training (Staff & Partners).	Capacity building for the network on the LAP and SkillLab tool. (Replaces Workshop 1-2)	DAS, AJO FM, UUR, Centrul de Vis	20 trained professionals	Dec 2025
	3.3 Local Consolidation training for usage of the Skills profiling tool	Capacity building for the network and the activated refugees to consolidate familiarity with all functions of the Skills profiling tool and learn how to leverage the app for the specific needs of participants. Delivered by SkillLab staff	DAS, AJO FM, UUR, Centrul de Vis, refugees	7 trained professionals, min 10 refugees	May 2026
4. Increase access to qualified employment	4.1. Information session organised by AJO FM with Local employers	The activity consists of an information session dedicated to refugees, during which they will be informed about the latest legislative	AJO FM (Lead) & DAS	1 Event held.	May, 2026



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		changes in the field of employment. Additionally, lists of local employers and available job positions will be presented in order to facilitate participants' access to employment opportunities.			
	4.2. Vocational Counselling & Legal Support.	Specialized guidance on rights, benefits, labour market regulations and job opportunities.	AJOFM	As per IAP needs.	Continuous Dec. 25 – Jul 26
5. Foster social inclusion and emotional well-being of participants in the program	5.1. Language Competence building	Flexible language modules to support the itinerary and combat isolation.	UUR Arad	The courses will take place twice a week, in the afternoon, one day for beginners and one day for intermediate level.	Periodic
	5.2. Creative inclusion session – Art workshop	4 themed sessions (painting, crafts) fostering community bonding and emotional resilience.	Centrul de vis	3 events	May – July 2026
6. Ensure monitoring	6.1. Collaborative	Participatory review of the pilot's progress	All Partners	Monthly	Oct 2025 - Jul 2026



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and sustainability	Monitoring & Evaluation.	and the network's effectiveness.			
	6.2. Completion of monitoring and evaluation matrix	Review of pilot progress and KPI achievement with ECSILI's external expert	DAS Arad, ECSILI external expert	Bi-Weekly	April – Jul 2026

Operational Roles and Functions in the ECSILI Piloting Phase

Like in the ERACIS model, partners in ECSILI will function as complementary nodes within a single system like so:

The Coordinating Node: DAS Arad (Social Care Directorate)

- Role:** Case Management & Itinerary Design.
- Function:** DAS Case Managers are the "Reference Professionals" for the beneficiary. They are responsible for the 1-on-1 profiling (using SkillLab) and for maintaining the coherence of the Insertion Itinerary. They ensure the person stays on the path.

The Strategic Node: AJOFM Arad (Employment Agency)

- Role:** Labour Market Expertise & Mediation.
- Function:**
 - **Legal Levers:** Provides the statutory framework for employment (rights, benefits).
 - **Vocational Counseling:** Offers high-level advice for complex cases referred by DAS based on the needs highlighted in the Individual Action Plans.
 - **Mediation:** Leads the organization of the "Job Fair", bridging the gap between the beneficiaries' profiles and employer needs.



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- Support with job search – offer of individualised job counselling and job postings review for cases referred by DAS

Note: AJOFM does not access the profiling app directly but acts on the outputs generated.

The Community Nodes: UUR Arad & Centrul de Vis

- a. **Role:** Proximity & Accompaniment.
- b. **Function:**

1. **UUR Arad:** The Flexible Linguistic Bridge

Format & Cadence: One session per week in a hybrid format (online accessibility + in-person interaction) to accommodate busy work schedules.

Tangible Support: Distribution of Printed Practical Guides for learning Romanian, designed for quick reference in daily life and at the workplace.

Referral Criteria: Participants are referred to by DAS Arad based on their Individual Action Plan (IAP) and SkillLab profile.

Objective: Immediate communication skills supported by physical and digital resources.

2. **Centrul de Vis:** The Enabling "Social Glue"

How Support is Delivered: We remove the "invisible barriers".

Psycho-social "Safe Space": Art and rhythm sessions act as a bridge to mental well-being without the pressure of a formal clinical setting - Key Activities (May – July 2026):

Art Inclusion Workshops (4 sessions): Using creativity to build social bonds between refugees and Arad locals.

Rhythm without Borders: Monthly percussion therapy to release stress and build group trust non-verbally.

Community Milestones

May 17th Vyshyvanka Day (UUR): A celebration of identity that invites the city of Arad to discover and respect Ukrainian heritage.



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June 1st (Children's Day): Led by Centrul de Vis. Focus on joy and integration for the youngest members of the community.

June 20th (World Refugee Day): A joint celebration of resilience. The Percussion Circle will be the highlight, showing that Arad speaks the language of solidarity.

Governance Structure

The governance mirrors the Participatory Management style of ERACIS as follows:

1. The Strategic Committee (Steering Group):

- Composed of the Directors of all partner entities.
- Ensures political/institutional commitment to the "Network Work" model.
- Approves the LAP and the Sustainability Plan.
- Meets monthly to coordinate on activities and provide updates on cases followed by different organisations.

2. The Technical Commission (Inter-Institutional Working Group):

The Technical Commission is composed of DAS Case Managers and management team and designated employees from partners.

This is the "Engine Room" of the pilot. It meets monthly to discuss integrated cases (Case Conferencing), resolve bottlenecks in the itinerary, and adapt activities (like the recruitment event) to real-time needs.

Monitoring and Evaluation

Evaluation in ECSILI is a tool for continuous improvement throughout:

- 1. Technical Monitoring:** The responsibility of Project Expert. They will aggregate the data from the SkillLab platform and the IAPs to track Key Performance Indicators (KPIs). Monthly meetings with ECSILI's external expert are foreseen to achieve this goal.
- 2. Participatory Evaluation:** The Local Partners will participate in Qualitative Review Sessions lead by the ECSILI external monitoring and evaluation experts to collect data on their experience with the piloting. Their role is to provide



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feedback on the *quality* of the collaboration and the *effectiveness* of the network, ensuring the model remains grounded in reality.

This continuous monitoring will follow the guidelines of the Monitoring and Evaluation Framework deliverable, created by the dedicated experts who are supporting the project consortium. The framework outlines methodology for data collection and provides tools necessary to conduct these evaluations such as interview questions and questionnaires.

Outcomes of the activities foreseen within the present Local Action Plan will be continuously assessed with the project consortium during the monthly Steering Committee meetings using the indicators provided in the Monitoring and Evaluation Framework Deliverable.

Dissemination

Dissemination will ensure that the project's objectives, actions, and results are communicated effectively.

1. **Internally:** Information will be shared continuously between partners during the monthly Working Group meetings to maintain coordination.
2. **Externally:** Dissemination will aim to raise awareness among the Ukrainian community, employers, and other local stakeholders. This will be carried out through institutional websites (DAS Arad, AJOFM), social media, and community events (organized by UUR and Centrul de Vis). All partners will collaborate on a final local press release and will participate in the project's National Webinar to share the Arad model.

Annex 1: Standard Operating Procedure (SOP) - Arad

Responsible: DAS Arad	Network's Actions	Beneficiary Actions
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Step 1 Active Recruitment, Outreach & Initial Contact



*SkillLab
profiling tool
isn't used at
this stage*

- **1a. Active Outreach (Project Action):**

DAS Case Managers actively review internal databases of registered beneficiaries to identify potential candidates for the pilot.

Network Partners (UUR, Centrul de Vis) actively inform eligible refugees within their communities and refer them to DAS Arad for the pilot.

DAS Arad sends invitations to potential candidates to attend the "Joint Pilot Launch Event" (Step 1.1 in Calendar).

Criteria for Selection:

- **Legal Status:**
Beneficiaries of
Temporary Protection
residing in Arad
Municipality + refugee
status required

1b. Refugees respond to invitations or proactively contact the DAS Arad public relations office seeking assistance.

They attend the information session/launch event to learn about the pilot's benefits



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	• Vulnerability Profile: Priority is given to single-parent households, long-term unemployed individuals, and those currently underemployed (overqualified for current job). • Motivation: Willingness to commit to a medium-term insertion itinerary.	
	1c. Visible actions by DAS Arad (Initial Contact): Staff provide detailed information about the ECSILI pilot, the SkillLab tool, and the "Insertion Itinerary" approach. If the request is outside the pilot's scope, staff refer the refugee to competent institutions (ISJ, etc.).	



Responsible: DAS Arad, UUR, Centrul de Vis	Network's Actions	Beneficiary Actions
Step 2: Registration, Social Assessment & Skills Profiling – after participant agrees to take part in the pilot Cross- Partner Contextual Support (UUR & Centrul de Vis): Providing additional information about the participant's cultural	• 2b. Visible actions by DAS Arad: Registration: DAS staff register the beneficiary in the project database. Case Manager Allocation Procedure The allocation of the 4 case managers is done at the time of enrolment in the project, using the following simplified criteria: Vulnerability Profile (Main Criterion): Participants are distributed according to the complexity of the identified needs (e.g. single mothers with several children vs. single	2a. The refugee agrees to participate in the pilot and provides necessary documents. Participates in an in-depth intake interview with the DAS Case Manager and collaborates in the drafting of their Individual Action Plan Creates and completes a profile on the SkillLab skills profiling tool



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background or emotional needs (if referred by a partner), ensuring a nuanced and complete assessment.



*SkillLab
profiling tool
is actively
used*

adults without care responsibilities) in order to balance the monitoring effort.

Expertise on Objectives: Case managers are allocated according to the main purpose of the Itinerary (IAP) — some focus on beneficiaries ready for immediate employment (close collaboration with AJOFM), others on those who require intensive social and linguistic support (collaboration with UUR and the Dream Center).

Operational Capacity (Load Balancing): The distribution is made fairly between the 4 managers to allow for a personalized high-intensity intervention, moving from



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"mass management" to individual support.

Social Assessment: A social worker conducts the initial holistic assessment (housing, health, family needs) and involves each refugee in the creation of their Individualised Action Plan. The plan outlines the key social and employment inclusion objectives of the refugee in question and sets out the steps to undertake to achieve them.

Skills Profiling (SkillLab Usage): This is the key step where the tool is used. The Case Manager introduces the **SkillLab application** to the beneficiary, assists them in creating their digital profile, and helps them articulate their transversal



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	skills and professional history using the tool.	
	2c. Behind-the-scenes actions: The Case Manager analyses the SkillLab results to identify "hidden skills" and potential career paths. Case documentation is opened; consent forms for data sharing with partners are signed. The Case Manager decides on the referrals to the other partner organisations to make based on each refugee's objectives. The Case Manager then shares the Individual Action Plan with the organisation(s) selected for the referral. E.g. The IAP of an	Based on the referral suggested by DAS, each refugee is responsible for responding to the invite to meet the other organisation and shows up to the meeting. Each refugee collaborates with the additional partner organisation met to add goals and action points to their IAP.



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	employment seeker is shared with AJOFM. DAS Arad refers the refugee to the partner organisation when needed, by setting an appointment. E.g. Job seekers are referred to AJOFM. Case managers are responsible to follow up with the refugees on how the meeting went and update their Individual Action Plan accordingly. Mediation: Staff may accompany beneficiaries to partner institutions if needed.	
Responsible: DAS Arad	Network's Actions Supporting role based on referrals made by DAS	Beneficiary Actions - IAP drafting collaboration - Meeting participation with responsible organisations



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Step 3: Continuous support  <i>SkillLab profiling tool is actively used</i>	3a. Visible actions by DAS Arad: Case managers are responsible for continuous and periodic check-ups with refugees' under their responsibility. They are responsible to set out periodic meetings with them, at least one per each month of the piloting. During these meetings, the Case Manager is responsible to follow up on the progress of IAP goals achievement and to modify the plan where necessary. This includes goals and action points set out by other partner organisations.	2a. Beneficiary actions: Participates in the activities defined in the itinerary (language courses, job interviews, support groups). Attends periodic meetings with the case manager.



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	3b. Behind-the-scenes actions: Network Coordination: DAS coordinates with partners (AJOFM, UUR) to track attendance and progress. Case Conferencing: Complex cases are discussed in the monthly Inter-Institutional Working Group.	
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Responsible: DAS Arad	Network's Actions	Beneficiary Actions
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Step 4: Monitoring, Follow-Up & Closure  <i>SkillLab profiling tool is actively used at this stage</i>	• Closure: Case is closed upon achievement of autonomy or transition to mainstream services.	2a. Beneficiary actions: Provides updates on employment status or new needs. Participates in final evaluation surveys.
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Annex 2: Individual Action Plan (IAP)

1. Beneficiary Profile *(to be completed together with the beneficiary – based on App support)*

Field	Information
Name / ID	
Date of birth	
Length of stay in Romania	
Legal residence in Arad Municipality/Arad County	Yes / No (must be Yes)
Education / professional background	



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Field	Information
Current employment status	
Family situation / caregiving duties	
Language skills (Romanian / English / Ukrainian – CEFR levels)	
Personal resources (optional – based on App)	

2. Individual Needs Assessment (completed together with beneficiary – based on App support)

Dimension	Notes
Residence status (permit, temporary protection, free labour market access, etc.)	
Employment history & qualifications	
Career aspiration / targeted jobs	
Skills & skills gaps (including need for skills recognition / diploma recognition via CNRED)	
Language training need (Romanian / English)	
Mentorship / local networking needs	
Digital job-search coaching need	
Childcare / family support needs	
Emotional resilience / stress-management / psychological support needs	

3. Employment & Skills Development Goals (short / mid / long term)

Goal Type	Target (SMART)	Deadline	Notes
Short-term			
Mid-term			
Long-term			



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4. Planned Actions and Services *(to be co-created by client and case manager)*

Action / Support	Responsible Partner	Timeframe	Expected Output	Notes
	DAS Arad			
	AJOFM Arad			
	UUR Arad			
	Centrul de Vis			
Other:				

5. Follow-up & Monitoring

Monthly contacts are foreseen to review progress and ensure case continuity. Progress will be documented in the table below.

Date	Case Manager Note / Beneficiary feedback	Status Update

IAP Agreement:

I have discussed this plan with my case manager, I understand the goals and activities, and I agree to participate.

Participant Signature: _____ Date: _____

Case Manager Signature: _____ Date: _____

Annex 4: List of Activities

This annex provides a tabulated overview of the activities foreseen in the plan.

Name of Activity	Timeline	Organiser	Description
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Local Training (Staff & Partners)	Dec 2025	DAS Arad & Network	Capacity building for the network on the LAP and SkillLab tool usage.
Additional Local Training	May 2026	DAS Arad, network, Refugees, SkillLab	Additional training from SkillLab for staff and refugees to learn how to better tailor app usage to different needs.
Joint Pilot Launch & Activation Events	Jan – Apr 2026	DAS Arad & Partners	3 community events to activate the target group, kickstart the intake process, and introduce the support system.
Diagnostic Profiling & Counselling	Jan - May 2026	DAS Case Managers	1-on-1 sessions to build the "Professional Portrait" using SkillLab and define the Insertion Itinerary.
Consolidation of the Local Network	Oct 2025 - Aug 2026	All Partners	Implementation of the Collaboration Protocol and regular monthly meetings of the Inter-Institutional Working Group.
Vocational Counselling & Legal Support	Continuous May – Jul 2026	AJOFM	Specialized guidance on rights, benefits, and labour market. AJOFM provides job lists and counselling as per IAP needs.
Language Competence Training	Periodic (On Demand)	UUR Arad DAS	The courses will take place twice a week, in the afternoon, one day for beginners and one day for intermediate level.
World Refugee Day Celebration	June 2026	All Partners	A joint community event to celebrate success and promote social cohesion.



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			Large-scale event celebrating resilience. Includes artistic moments and success stories.
Cultural Integration ART Workshop	May/july	UUR Centrul de Vis DAS	At least 3 thematic workshops (painting, crafts) to promote social cohesion and emotional resilience.
Ukrainian Blouse Day (Vyshyvanka)	May 2026	UUR Centrul de Vis	Event promoting inclusion and ethnic values. The Dream Center supports creative workshops for children during the event.
Percussion Therapy: "Rhythm Without Borders"	May – July 2026	Centrul de Vis DAS	Therapy sessions aimed at eliminating the language barrier through rhythm.
International Children's Day	June 2026	Centrul de Vis DAS	Community event dedicated to refugee and local children. Includes interactive games and socializing activities.



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