







Green Missions for Climate Finance:

Türkiye–Lithuania Collaborative

Learning for Energy-Smart Municipalities

How to Develop a Comprehensive Climate Project?

Online Training 30 October 2025

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This Project is funded under the Lithuanian Development Cooperation and Democracy Promoton Programme



# DEUA: «Directorate for EU Affairs»





Directorate for EU Affairs (DEUA) is the directorate under Ministry of Foreign Affairs (MFA) to Türkiye

dealing with the EU-Türkiye negotiations and EU projects (Two DGs under DEUA).

IPAdemi is a training initiative founded in 2022.







Bilkent **Ankara - Türkiye** 

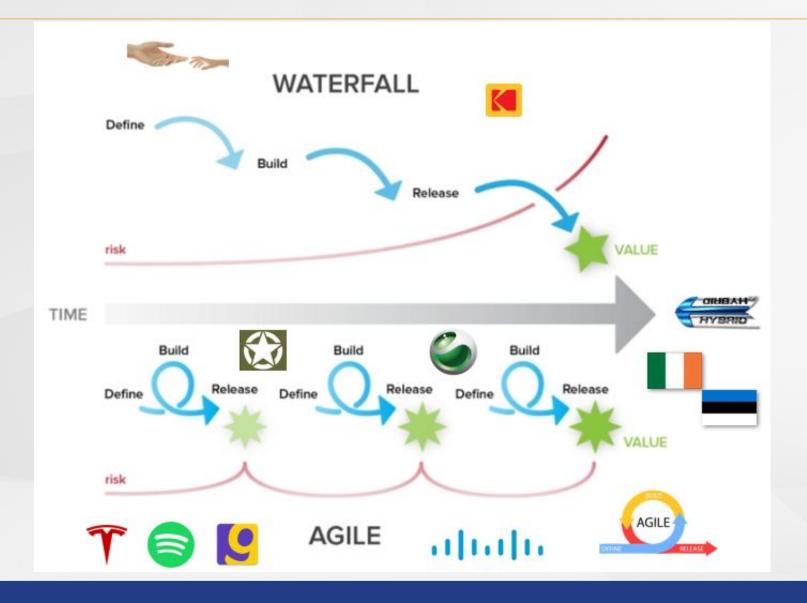




## Traditional VS Agile Approach





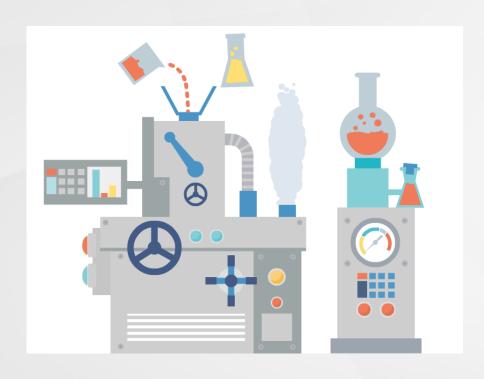




# Management of Financial Assistance











### **EU and Türkiye Climate Priorities**









Leading the green transformation process in the world

On the basis of the Paris Agreement, the goal of becoming the world's first climate-neutral continent with net-zero greenhouse gas emissions by 2050.

To promote the transition to a more competitive, resource-efficient and circular economy.

2024: Supporting competitiveness and focusing on carbon reduction.

It is envisaged that at least 30% of all expenditures made within the framework of the EU's new long-term budget covering the years 2021-2027 will be allocated to finance climate actions.

Becoming climate neutral by 2053: «Net zero emissions economy»

Increase the share of renewable energy from 18% to 50% (by 2053).

Reduce greenhouse gas emissions by 50-55% by 2030.

Transforming industry and employment.

To become an "effective player" in reducing global greenhouse gas emissions.





## **EU and Türkiye Climate Priorities**





- 66 years story since 1959
- EU's future: Letta Report, Draghi Report, Competitiveness Compass
  - Not really competitive compared to US and China (global Power?)
  - External dependencies (not sustainable, critical raw materials)
  - Bureaucracy (startup eco-system)
  - Unity (single market)
  - + Micro problems: COVID, migration, Russia, rise of right, decline of greens!











## **EU and Türkiye Climate Priorities**





- Green deal, green transformation, 2024 «hottest year»
  - Not only something about climate, but also growth strategy: win-win
  - Not only green but also digital transition «twin»
    - Feeding different sectors: dual use technologies
  - Next generation Europe: Aims to restructure EU with twin transtion
    - «Just transition fund» Justice in the Green Transition 10 Billion Dollars
    - Each country is required to allocate at least 37% of the funds received to climate-friendly projects (digitalisation: 20%).
    - This includes areas such as solar and wind energy, energy efficiency, and environmental clean-up.
    - Critical raw materials are also in focus essential for technologies like:
       Wind turbines (e.g. Dysprosium, Neodymium), electric vehicle motors
  - One third of the EU funds



• A huge burden for EU budget, focus is losing power, US elections

















EMBASSY OF THE REPUBLIC OF LITHUANIA TO THE REPUBLIC OF TÜRKİYE



The EU fund is used by doing a project.

The scholarship program is also a micro project.

The word "Project" is formed from words "Pro" and "Jacere".

#### **PROJECT:**

A group of activities that will ensure the achievement of certain targeted goals, with a starting and finishing point, in a specific place, within a specific time and budget framework.

PMI defines it as a unique product and temporary effort.

Program and operation.

Public institution = operation.





There are more agile definitions!



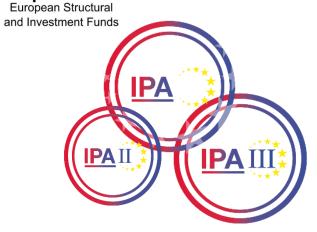
## Main Funding Mechanisms of EU







- → European Regional Development Fund
- → Cohesion fund...





IPA 3
Window 3:
The green agenda and sustainable connectivity

**CROSS-BORDER COOPERATION** 





Erasmus+, Horizon Europe, Civil Protection

One third of the funds and more!



### The EU's Main Funding Instruments







EU **Programs** (Union programs)



more than one COMMUNITY COUNTRY (we are members of 3 of them, cities)

Issues that concern the ENTIRE COMMUNITY

(what we agree and what we don't agree with)

**Capacity building – harmonization** (capacity difference is evident)

There is a difference in capacity, a common approach in more than one country, economies of scale are meaningful.

There is little or no difference in capacity. **Collaboration for TRANSBOUNDARY** problems

There is no difference in capacity. **COLLABORATION** for common problems

A logic that is as decentralised as possible (not completely)

Waste management projects,

It's a more centralized design than IPA. (Budgetary under IPA)

A regional design (Budgetary under IPA) Logic as central as possible (not entirely)

In general, a single-partner structure

In general, a single-partner structure

Multi-partner structure

In general, multi + partner structure

One partner

**Wastewater projects** Transition to circular economy projects

Epidemics, migration, pandemic, earthquake, statistics collection, climate, security **EU4Energy** 

Epidemics, migration, pandemic, earthquake, statistics collection, climate, security Interreg-MED project

Climaax (HE) Renewable energy system projects (Erasmus+)

Micro

Cooperation

Multi-partne

Central

Resilient

 Macro Capacity building

Deentralize

Solid



### How to search?







ab-ilan.com



cbc.ab.gov.tr



ipa.gov.tr



mlgp4climate.com



Discover the funding & tenders opportunities

+ private companies

**EU Tenders Portal** 



### How to apply?

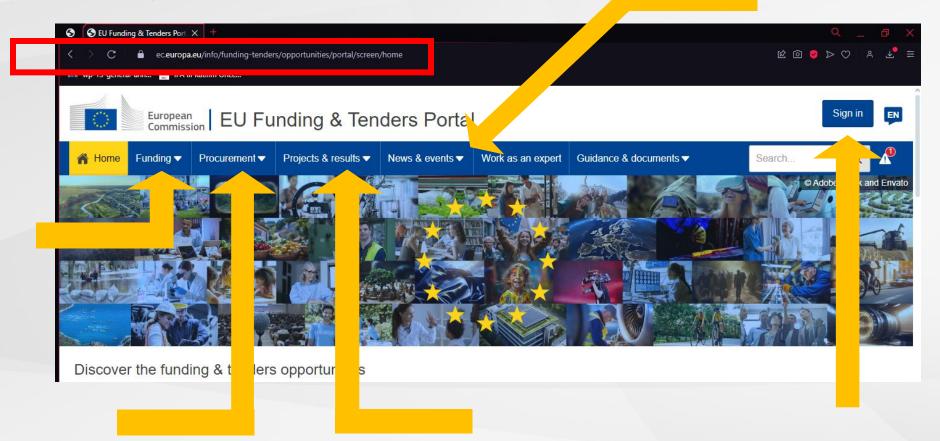








Prompt: «EU funding tenders portal»

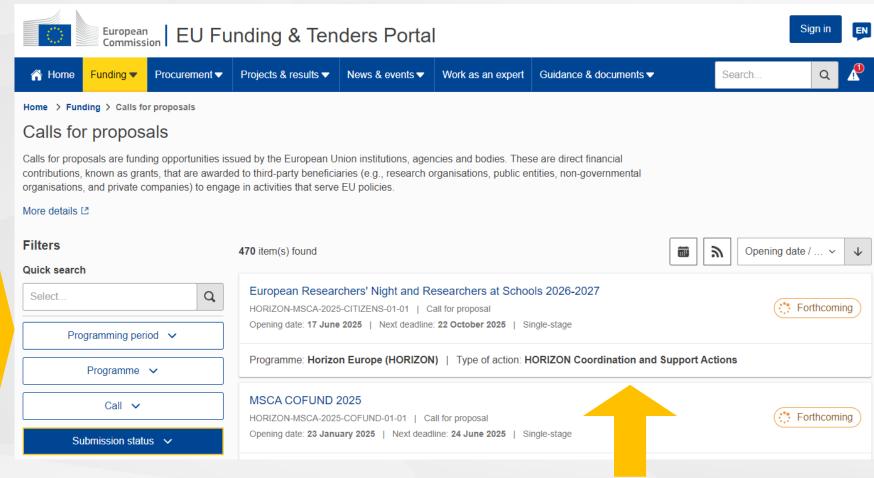




### How to search for a programme?

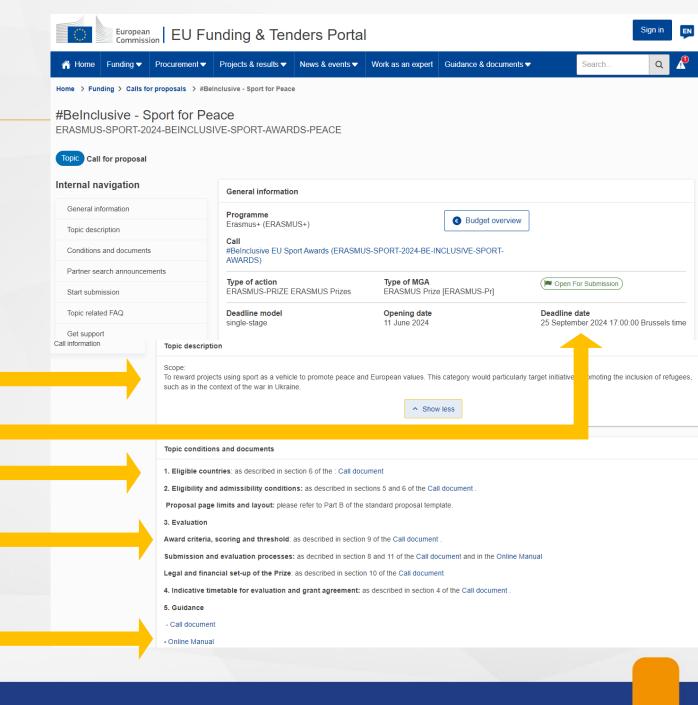








### How to search?





# How to read a programme guide?







A R R

Version 1 19/11/2024 (20

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~60 pages



## Important Tips When Applying





What are the sub-programs? Could there be more specific programs?

Are suitable programs open for your place? Is there funding available? Is there a call for proposal?

Are you matching with the special eligibility criteria?

Are you downloaded the programme guide and read specific places?

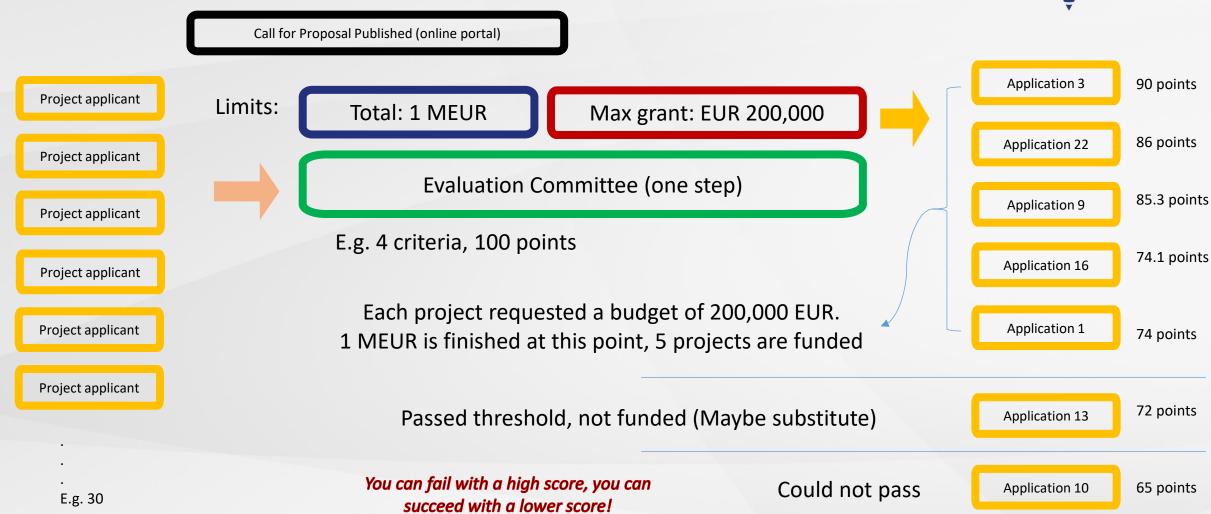




## Selection in Competition Funds





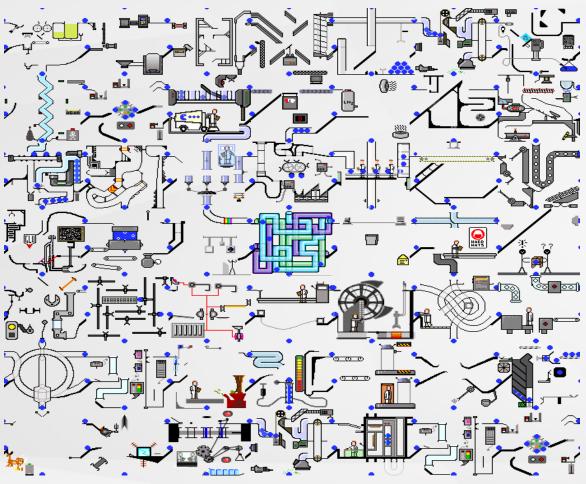




### **Project Machine**







Before moving on to a project idea, you should have general knowledge of alternative funding sources in the EU. Are you going to make an investment project or a small study visit? Are there EU funds in the areas you want?



### 5 Recommendations





- 1 Make the right decision about which program to apply for
- 2 Check the system (PIC, OIDs)
- Be proactive in finding a partner
- 4 Use AI
- 5 Be flexible



Harder ++

### Finding a partner







#### Social media

(LinkedIn, Facebook, Instagram)



Special systems - e-mail groups (MLGP4Climate, special initiatives)

#### Personal connections – friends

(Overseas meetings, exchange programs, scholarship programs, overseas trainings, workshops, seminars, summits – COP, NW)

Partners from previous projects and their contacts

Success Rate ++



### Know the System!





It will take time to discover! It's not perfect!

It can vary greatly from year to year and across programs.

It can be confusing, disorganized, or eclectic.

(Modules may have been designed by different groups.)

Explanations may be inadequate (KPIs).

It may be repetitive (budget).

It may be internally contradictory (budget document).

It may be inconsistent with the guide (required document).

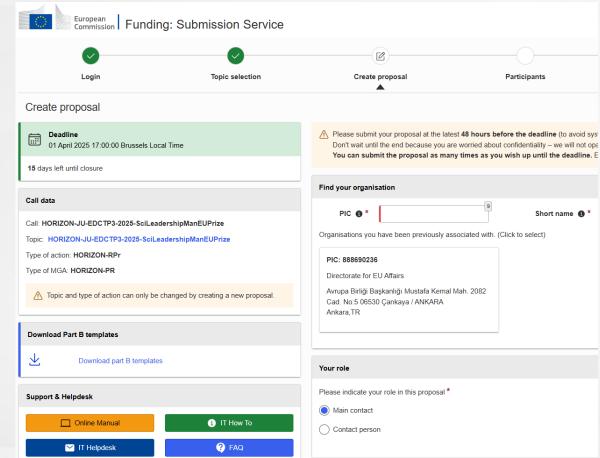
The guide may be contradictory (not produced simultaneously).

The FAQ is inadequate.

Help may be inaccessible.

There may be maintenance.

Last-minute warnings may appear!





### Before You Start Writing!





#### **Documents:**

- Login the system
- Which places you have to complete?
- Which seperate files you need to write?
- Download all
- Check document versions
- Page limits! (annexes important!)
- File size limit
- Some points in the documents to erase
- Some points in document not to erase

Work on cloud + ALWAYS SAVE AS in the new names (v20, v80)



#@PRJ-SUM-PS@# [This document is tagged. Do not delete the tags; they are needed for the processing.]



Main app doc

Budget

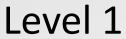


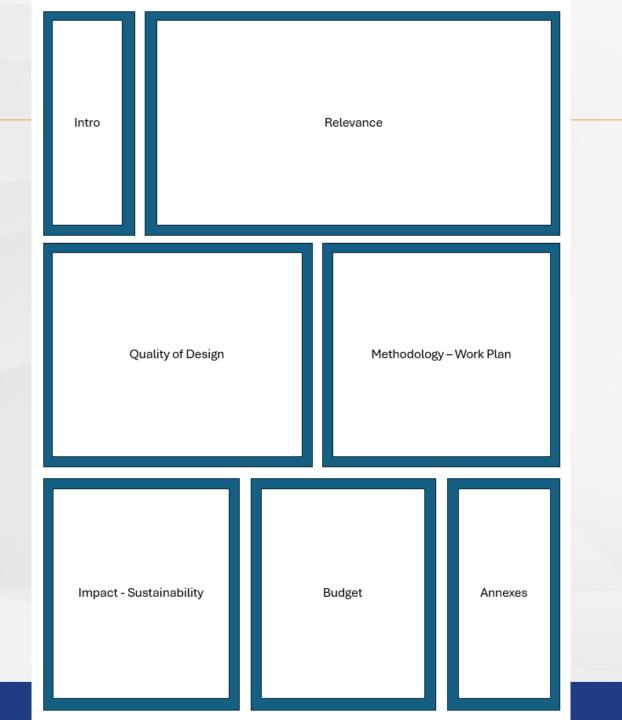








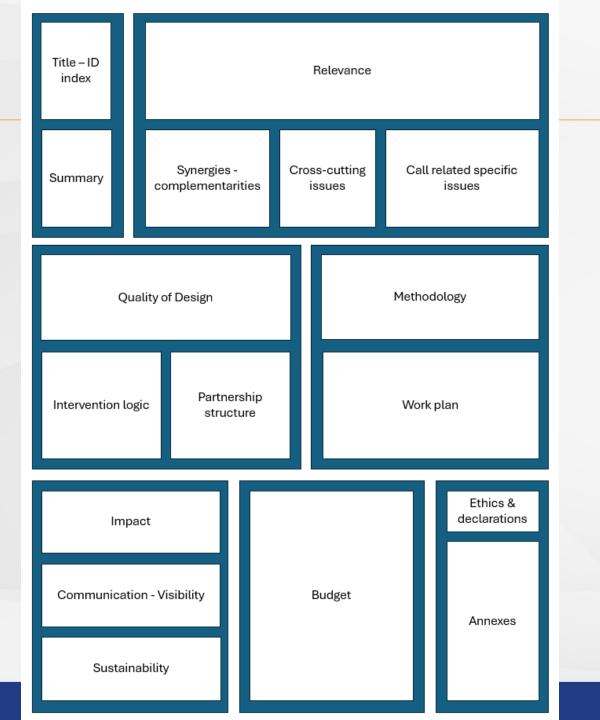








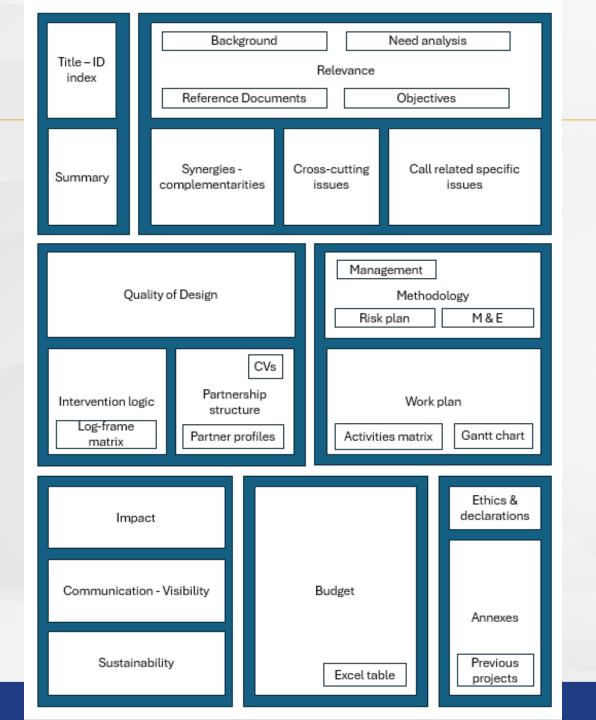
## Level 2







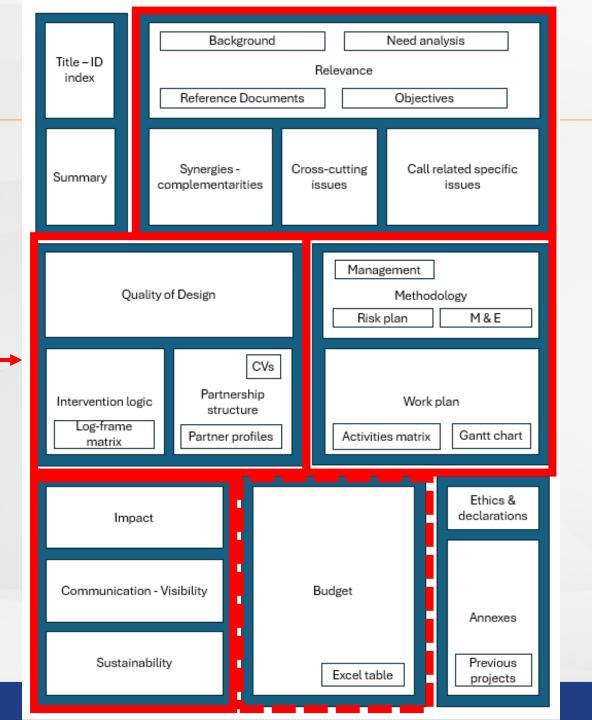
### Level 3







Award Criteria





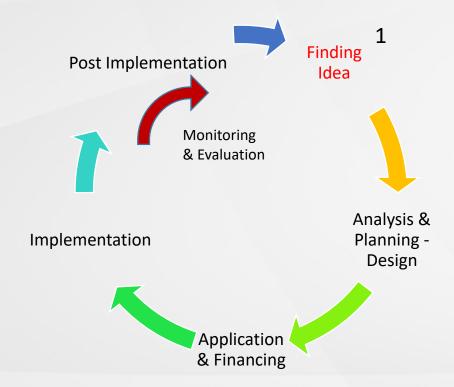


# **Project Cycle Management**





"Project cycle management is the management of all phases from the conception of a project to its completion (and even beyond).





### **Project Idea: Brainstorming Tools**





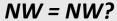


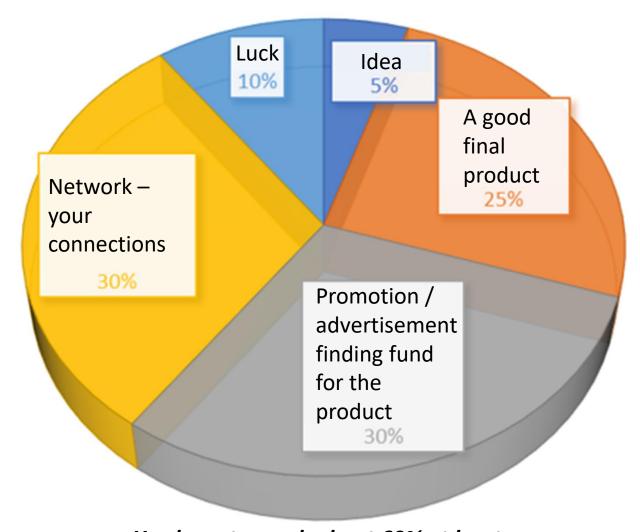




## Important Components of a Successful Project







You have to reach about 60% at least...



### Project Idea & Realities





Can you define your idea as a specific goal? (Or is it too scattered?)

Does your idea address a real, non-specific problem? (A project cannot be just about holding a meeting, this is not even a result, it is an activity.)

Is your goal aligned with the country's needs? (Development plan, sector strategy, action plan, institutional strategic plan, etc.)

Is your goal aligned with EU objectives? (ISP/CSP, SPD, progress reports, chapter opening-closing criteria, relevant legislation, policy such as green deal, year of skills)

Is the project contextually appropriate? (a few years later?) (Country, EU, institutional agenda-capacity, government policies)





This information is the primary information that will also create the project documents!



## Call for Proposal







- Climate change, disaster management, civil protection
- Max: 400.000 EUR
- Max: 24 months
- At least 3 partners
- At least 3 programme country
- At least 1 NGO
- At least 1 newcomer



# Project Idea

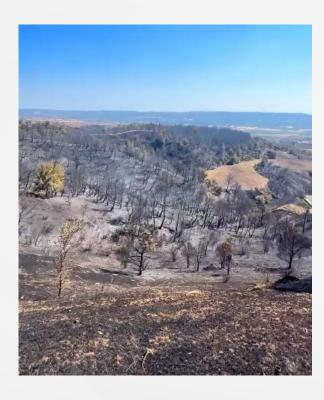


















**Aspendos Municipality** 

Aspendos Municipality
Fire Department

Aspendos Municipality Infrastructure Dept.

**Aspendos Citizens** 











Aspendos Municipality Fire Department

Aspendos Municipality Infrastructure Dept.

Training

**Aspendos Citizens** 



Consultancy on waterpumps



- M&E
- Online platform development



**Švenčionys Municipality** 

Coordination

Švenčionys Municipality
Fire Department



**Training** 

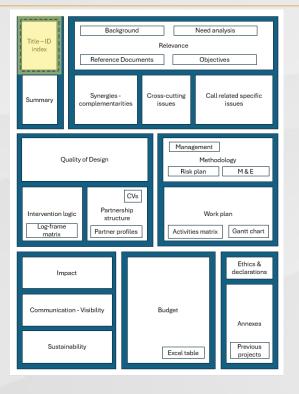
Drills



### 1.1 Title – ID - Index









PROJECT		
Project Name	Urban Resilience Against Fire	
Acronym	URAF	
Coordinator Contact	Dr. Ieva Trakainene Švenčionis Municipality (Acronym: SM) ieava@svencionismunicipality.lt	





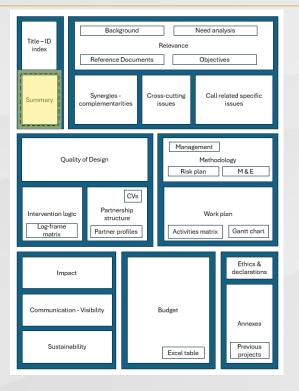
Logo & ID



### 1.2 Project Summary











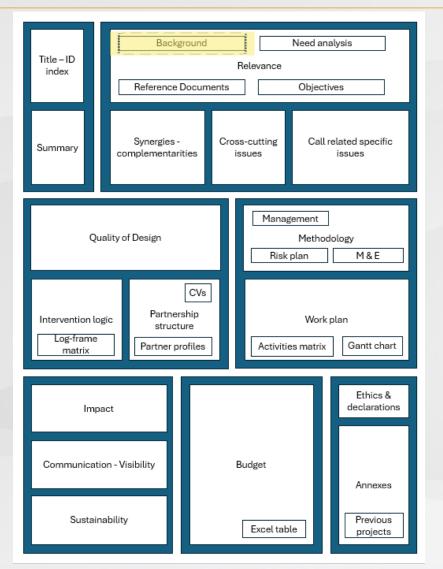
#### **URAF – Urban Resilience Against Fire**

URAF aims to enhance urban fire resilience by installing street-level manual fire pumps (waterpumps) and strengthening the capacity of both emergency services and citizens. The municipality will deploy the pumps with EU funding and coordinate public outreach. Professional training for firefighters will be delivered by the Švenčionys District Municipality Fire Service (Lithuania), focusing on pump operation, maintenance, and incident coordination. The Hellenic Rescue Team (Greece) will train municipal staff, who will then cascade this knowledge to local residents, covering safe first response, basic fire-suppression techniques, and neighbourhood preparedness. The project also includes joint drills in pump-installed districts to test procedures, communication, and community readiness. Expected results include faster initial response, improved interoperability between services and the public, and measurable reductions in the spread and damage of small fires.









**Background** 





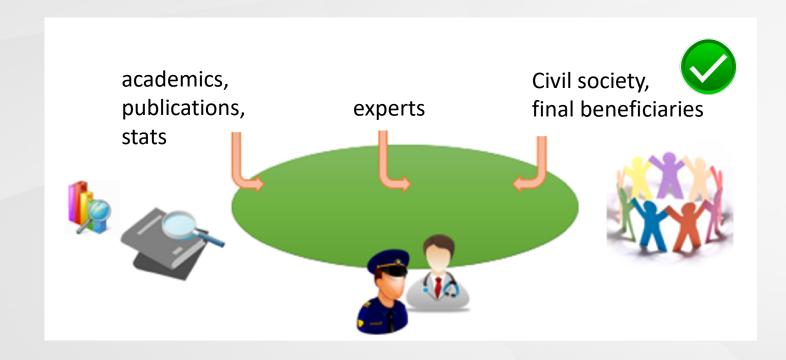






# **Situation Analysis**







# Situation Analysis





Why is situation analysis important in practice? There are a number of criteria in project/grant evaluations. One of the sub-criteria asks the following:





Does the leader – co-beneficiary – relevant organization have experience with the subject of the project? Has the beneficiary worked with the target groups foreseen by this project before?

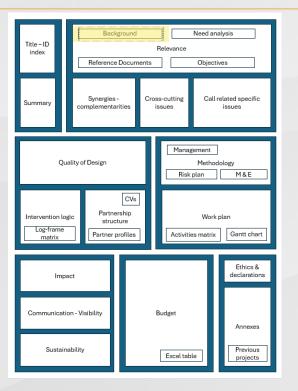
If there is no relevance between the target groups of the project and his/her own target groups, If their experience in the field they propose in the project seems insufficient, i.e. if they seem unable to handle this task, the beneficiary will receive a low score here.

If you are an organization naturally related to the project and you perform the situation analysis well, you can receive a good score here.









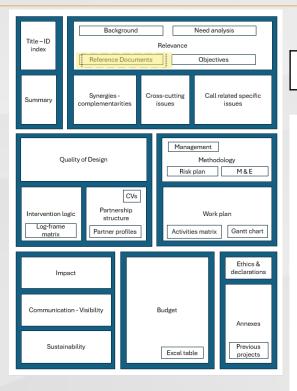
### **Background**

• Antalya, located on Türkiye's Mediterranean coast, faces recurrent and increasingly severe wildfires, particularly during the hot, dry summer months. In the last 3 years, these fires started to effect urban areas as well. The combination of high temperatures, low humidity, and strong winds accelerates fire spread, threatening forests, biodiversity, and urban communities. In recent years, climate change has intensified these conditions, making fire seasons longer and more destructive. The 2021 fires, among the worst in Türkiye's history, devastated large swaths of forest and displaced thousands of residents. Efforts to address this challenge now include improved early warning systems, community training programs, and investments in fire-fighting infrastructure, aiming to strengthen regional resilience against future outbreaks.











5 general, 5 specific documents!

#### **Reference Documents**

- European Disaster Resilience Goals UCPM / ERCCFramework defining five key objectives (anticipate, prepare, alert, respond, secure) for disaster preparedness and response under the Union Civil Protection Mechanism.
- EFFIS Guidelines & FirEUrisk Policies Review: EU standards for wildfire prevention, early warning, and response, with policy analysis supporting risk reduction measures.
- Integrated Wildfire Risk Management & EU Policy Coherence Research linking EU policies with integrated wildfire management and nature-based solutions for prevention and adaptation.
- Urban Resilience Tools EU Joint Research Centre (JRC)Analytical tools and methodologies for assessing and improving resilience in European cities.







Title – ID index		Background  Need analysis  Relevance  Reference Documents  Objectives				
Summary	Synergies complementa		ss-cutting issues		ated specific ssues	
Q	Quality of Design			Management  Methodology  Risk plan  M & E		
Intervention logic  Log-frame matrix  Partner profiles  Partner profiles		ership ture	Work plan  Activities matrix Gantt chart			
lm	pact				Ethics & declarations	
Communica	tion - Visibility		Budget		Annexes	
Sustai	nability		Excel table		Previous projects	

**Need Analysis** 



# Stakeholder Analysis





Stakeholders are those who will be directly or indirectly affected by the project process and results, positively or negatively. It can be any kind of person, group, business, institution.

Stakeholder analysis is done to define the expectations, contributions and risk elements of stakeholders that are important for the project.



How is Stakeholder Analysis Done?

1. Determining all relevant stakeholders:

Determining stakeholders who may be affected by the current problem or who may affect the project:

2. Classification:

Determining the characteristics of these groups/individuals, their roles in the project, their benefits, their power and capacity to participate:

General (primary/secondary)

Beneficiaries (direct/indirect)

Affected (positive/negative)

3. Detailed Analysis (may not be done in all cases)



## Stakeholder Analysis

Secondary

(Indirectly effected)









- •Insurance companies (reduced risk)
- Local businesses (continuity, customer trust)
- Civil society & NGOs (partnerships, visibility)
- Media & public (awareness)

**STAKEHOLDERS** 

Effected positively

Primary (Directly effected) Effected negatively

- Firefighters (skills, readiness)
- Municipal staff (coordination, training)
- Local residents in target areas (safety, faster response)

- Potential opponents
- Nearby residents/shops during installation (noise, access limits)
- Traffic users (road closures for drills)
- Municipal budget owners (maintenance costs)



# Stakeholder Analysis





Stakeholder participation in the project;

Strengthens civil society and democratic processes.

Ensures that stakeholders take ownership of the project and increase their impact.

Greater stakeholder ownership of the project contributes to its sustainability after completion.

Helps to identify potential conflicts and risks.

Ensures that the project is aligned with social, economic and political realities.

Sometimes it can even become instrumental!



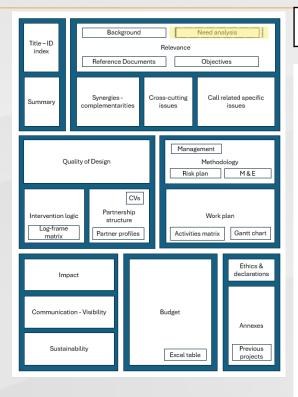














### **Need Analysis**

**Needs Analysis (based on stakeholder interviews)** 

Limited Urban Fire Preparedness: Local authorities emphasized that while forest fire response mechanisms exist, there is a lack of structured systems and equipment dedicated to urban fire prevention and response.

Insufficient Community Awareness: Interviews with residents revealed low levels of knowledge on how to react in case of a neighborhood fire, with many admitting they had never received any training or participated in fire drills.

Capacity Gaps in Municipal Staff: Municipal staff highlighted the absence of specialized training for urban fire risks, pointing out that existing skills are largely oriented toward rural or forest fire management.

Vulnerable Groups at Higher Risk: Community organizations underlined that elderly citizens, people with disabilities, and children are disproportionately at risk due to limited evacuation planning and inclusive safety measures.

Lack of Coordinated Platforms: Stakeholders noted the absence of a common digital platform or handbook to harmonize practices, exchange knowledge, and connect municipalities with civil protection actors across borders.







Title – ID index	Background Need analysis  Relevance  Reference Documents  Objectives				
Summary	Synergies - complementarit		s-cutting C ssues	Call related specific issues	
Qu	CVs Partnership structure Partner profiles		Management  Methodology  Risk plan  M & E		
Intervention lo Log-frame matrix			Work plan  Activities matrix Gantt chart		
Imp	act			Ethics & declarations	
Communicati	ion - Visibility	E	Budget	Annexes	
Sustair	nability		Excel table	Previous projects	

**Objectives** 



## **Problem Analysis**





It is the determination of the negative aspects of the current situation and the revealing of the cause-effect relationship between the reasons behind it.



Main problem: Urban fire resilience weakness

Sub problem 1: Social unawereness

#### Root problems:

- Basic fire training deficiency
- Lack of knowledge about preventive measures
- •
- .

Sub problem 2: Infrastructural insufficiency

### Root problems:

- Insufficiency of fire trucks
- Capacity gap of firefighters
- Insufficiency of permanent waterpump irrigation systems

Sub problem 3: Sabotage

#### Root problems:

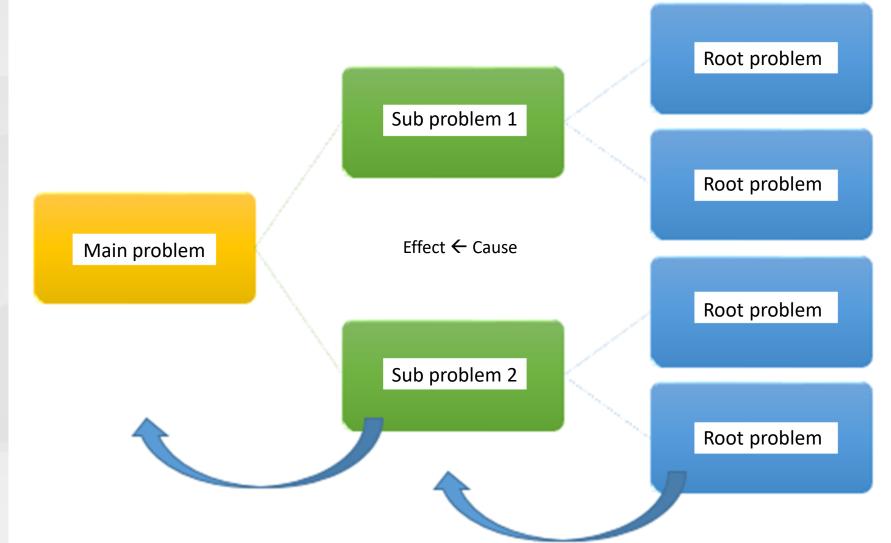
- Lack of monitoring
- .
- .



# **Problem Analysis**









# **Problem Analysis**





Why is problem analysis important in practice?

One of the sub-criteria in project/grant evaluations is also partly related to problem analysis.

One item of this criterion asks:

Does the project proposal have a solid problem analysis?

If there is no problem, if there is no good problem analysis,

You cannot get a good score here!







# **Target Analysis**







### Main problem → Main target Enhance urban fire resilience

Sub target 1 = result = objective: Social awereness raised

Root problems → Outputs

- Basic fire training
- Streamline preventive measures
- •
- •

Sub target 1 = result = objective: Infrastructural developed

Root problems → Outputs

- Fire trucks modernised
- Firefighters capacity raised
- Waterpumps installed
- .

Sub target 3: Sabotages decreased

Root problems → Outputs

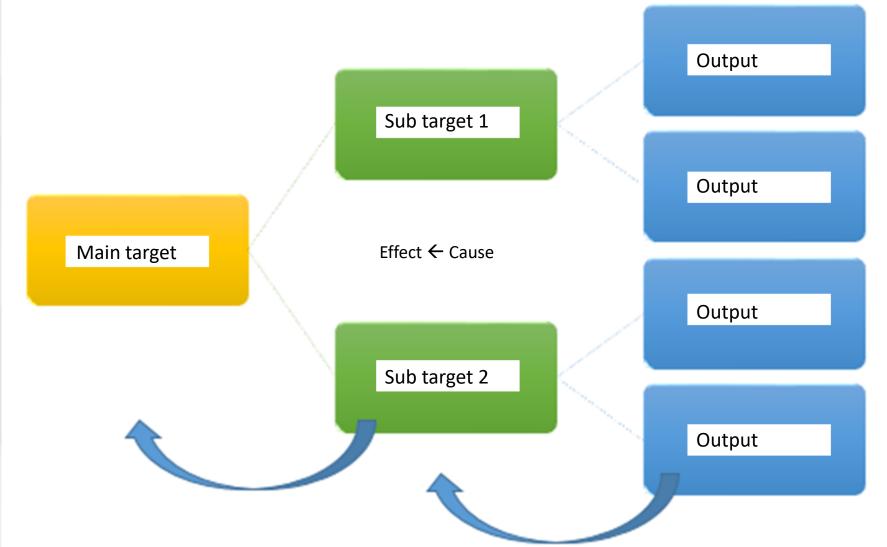
Monitoring systems adapted



# **Target Analysis**









# Target Analysis





One of the sub-criteria in project/grant evaluations is basically related to the target and strategy analysis, and specifically the logical framework matrix built on them, and asks the following:

- Is the project relevant to the projected target and priorities?
- Is the design of the action consistent?
- Do the outputs lead to the activities?
- Do the activities lead to the results?
- Do the results lead to the target?
- Is there a bottom-up cause-effect relationship?
- If cause-effect-activity-output are not related to each other,
- If this structure is not detailed enough or the target is too scattered, points are deducted.







# **Strategy Analysis**









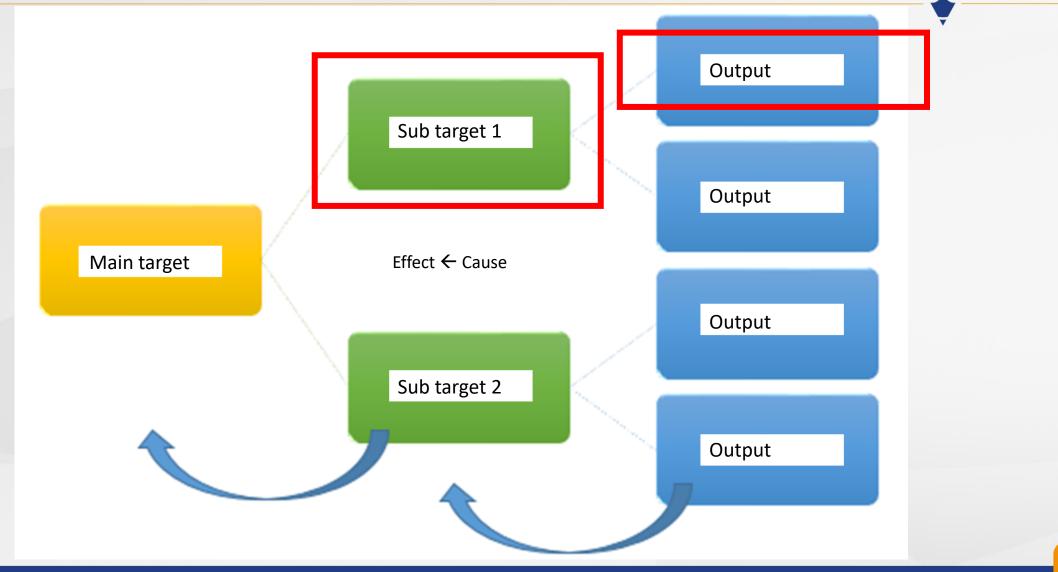




# **Strategy Analysis**









# **Strategy Analysis**





### Main problem → Main target Enhance urban fire resilience

Sub target 1 = result = objective: Social awereness raised

Root problems → Outputs

- Basic fire training
- Streamline preventive measures
- .
- •



Sub target 1 = result = objective: Infrastructural developed

Root problems → Outputs

- Fire trucks modernised
- Firefighters capacity raised
- Waterpumps installed
- •
- •

Sub target 3: Sabotages decreased

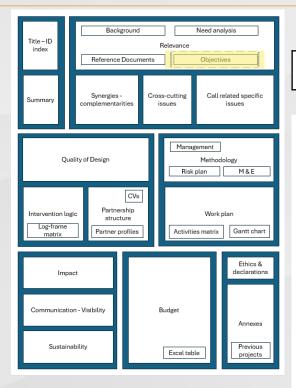
Root problems → Outputs

Monitoring systems adapted









### **Objectives**

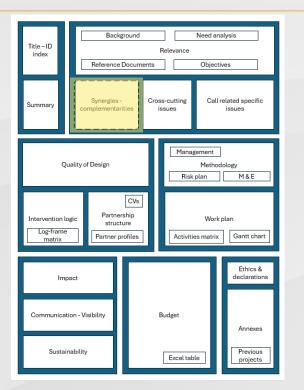
The URAF project seeks to enhance urban fire resilience by installing street-level manual fire pumps in high-risk districts and ensuring their effective use through targeted training programs. It aims to strengthen the operational capacity of local fire services by providing technical instruction, delivered by the Svenčionys District Municipality Fire Service (Lithuania), on pump operation, maintenance, and coordination during emergencies. Another key objective is to build community preparedness by training municipal staff—through the Hellenic Rescue Team (Greece)—who will then cascade this knowledge to residents, focusing on safe first response, small-scale fire suppression, and neighbourhood cooperation. The project also intends to foster joint drills involving firefighters, municipal personnel, and local citizens to test readiness, improve communication, and reduce response times. Integra (Greece) is responsible for the internal monitoring and evaluation of the project as well as for the development of the online platform. Ultimately, URAF strives to create a replicable model for urban fire preparedness that integrates infrastructure, training, and community engagement.



### 2.2 Relevance: Synergies - complementarities







In Türkiye, a series of fire-fighting projects have previously been carried out under the Civil Protection Mechanism, Erasmus+ and Interreg programmes. For example, in the FF-MED project, in which Perge Municipality was a partner, mobile surveillance towers operating in coordination across the Mediterranean were established, and three Mediterranean countries cooperated on forest fire prevention. The online platform and handbook developed within that project will be utilized in this one. However, all previous projects have focused on forested areas. This project, by contrast, is innovative in that it concentrates on fire-fighting in urban areas.

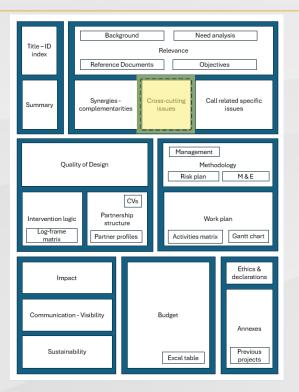




### 2.3 Relevance: Cross-cutting issues







In line with the European Union's horizontal principles, the URAF project systematically integrates cross-cutting issues to maximize its relevance and long-term sustainability. Gender equality is ensured by promoting the active involvement of both women and men in training activities, community engagement, and decisionmaking processes. Social inclusion is fostered through targeted outreach to vulnerable groups, including elderly citizens, youth, and persons with disabilities, thereby strengthening community resilience in an equitable manner. Environmental sustainability is embedded in the project's design by linking urban fire preparedness to climate change adaptation strategies and reducing ecological risks in densely populated areas. Moreover, digitalization and innovation are advanced through the use of online platforms, open-access training tools, and knowledge-sharing mechanisms, guaranteeing that results are transferable and scalable beyond the project's duration.



## **Cross Cutting Issues**







- Examination of gender inequalities in the target group
- Using Gender-sensitive language
- Gender-sensitive budgeting
- Inclusion of gender activities
- Gender balance in activities
- Monitoring & evaluation of gender based activities
- Mass transport
- Train instead of aircraft
- Walking & cycling
- Check aircraft carbon emission
- Less meat consumption
- Sustainable materials
- Green coding



What about climate change and environmental protection?



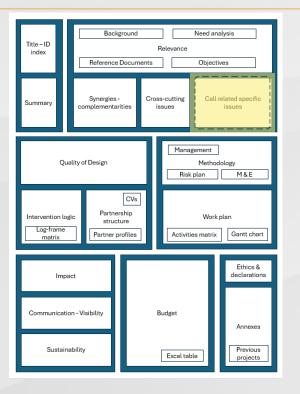
Positive discrimination?



## 2.3 Relevance: Call related specific issues







Not in all the applications, there is a dedicated place for this!

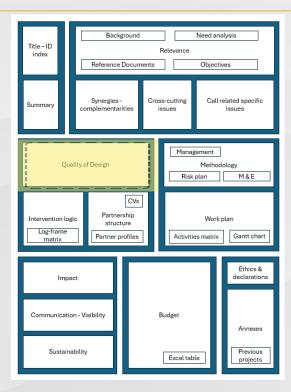


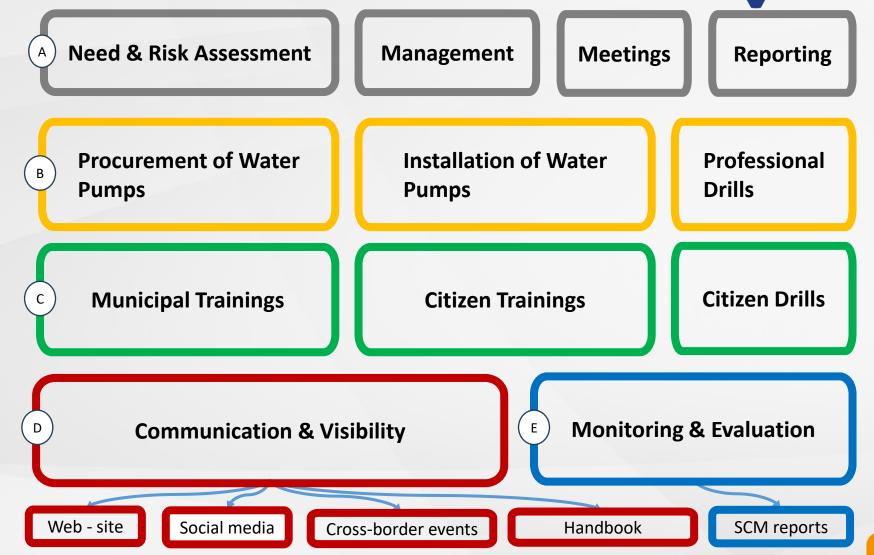


### 3.1 Quality of Design











## 3.2 Intervention Logic

### **Logical Framework Matrix**





(	Overall Objective (OO)	Indicators (OVIs)	Baseline Value	Target Value	Means of Verifications	Assumptions
	ncreased resilience of urban ommunities against fire hazards	Reduction in urban fire response time by 33% by end of project	ART*: 15 min	ART: 10 m.	Municipal reports EU Civil Protection monitoring	Political and financial support continues
(	pecific Objectives					
	O1. Strengthen municipal fire-	100 waterpumps operational	0	100	Procurement/ installation records	Timely procurement
	ighting capacity in urban areas	and the property of			Field photos	processes
5	O2. Improve knowledge and skills of	50 professionals successfully	0	50	Exam results	Partners committed and
ķ	professionals and citizens	completed exam	0	500	Certificates	resources available
		500 citizens completed the drills				
A	Activities (Outputs)					
	Needs assessment & risk analysis	1 assessment completed	0	1	Project Q1 report	-
	in participating municipalities					
2	2. Pumps procured and installed in	110 waterpumps procured	0	110	Procurement record	Data collection feasible
	selected neighborhoods (TR)	100 waterpumps installed	0	100	Installation record /field photos	Legal permissions
3	5	50 professionals trained	0	50	Signature sheets, photos	obtained
	municipal staff and fire brigades			500		
4	5	500 citizens trained	0	500	Signature sheets, photos	Partners and trainers ara
5	b. Digital platform and handbook	1 digital platform created	0		Web site platform usage data /	available
	adapted and disseminated for	1 handbook adapted	0	1	Digital hand-book on the web site	
	urban fire preparedness	2 cross-border events held		2	Event reports / dissemination records	
	5. Enhance cross-border and digital cooperation mechanisms	2 cross-porder events field -	0		Event reports / dissemination records / event photos	
	7. Sustainability strategy created	1 sustainability strategy created	0	1	Project final report	
	. Justamability strategy created	1 Sustainability strategy created		_	Troject miarreport	

ART\*: Average response time to fire hazards



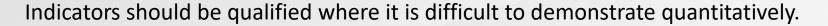
# Indicators (OVIs)





The indicators used to evaluate the performance of the project must have SMART characteristics:

- (S) Specific: The key indicators must be specific and related to the conditions that the project aims to change.
- (M) Measurable: Indicators must be objectively measurable. Performance can only be seen in this way.





- (A) Achievable: The indicator must be available at a reasonable cost using appropriate collection methods.
- (R) Realistic: Indicators must be realistic and relevant to the management information needs of those who will use the data.
- (T) Timely: An indicator must be collected and reported at the right time to influence management decisions.





Everything that can be measured can be managed...

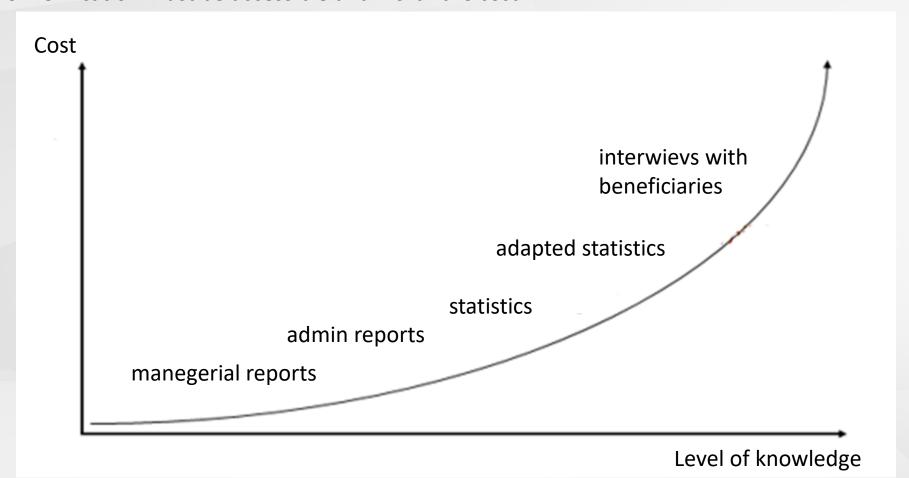


## Means of Verification





They are tools that show what has been achieved and allow us to understand whether the indicator has been met. The source of verification must be accessible and worth the cost.





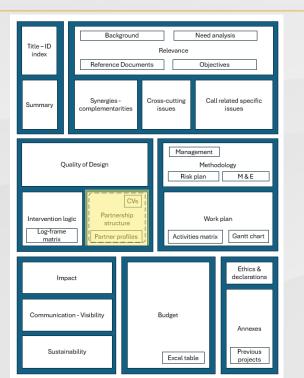


### 3.3 Partnership Structure











Partner's bio must be project related

CVs must be project related

The role in the project must be clear



INTEGRA.

Evaggelia Tsiakolu is a senior trainer and operations officer at the Hellenic Rescue Team, with over 12 years of professional experience in civil protection and community-based disaster preparedness. She has led multiple EU-funded projects focusing on cross-border cooperation in fire prevention and emergency response, and specializes in the design and delivery of "train-the-trainers" programmes for local authorities and volunteers. Within the URAF project, she will contribute her expertise in inclusive training methodologies, ensuring that municipal staff are equipped with the knowledge and skills to transfer fire preparedness practices effectively to diverse urban communities.



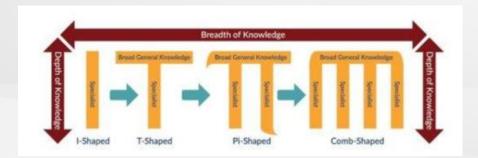
# Resource Planning: Example





The most difficult resource is HR.
HR can be managed and developed, it cannot be controlled.
HR departments are changing now.

Human Resources	Quantity - unit
1 coordinator	12 months
2 assistant	24 months
3 trainers	6 months
Hardware	
PC	3
Printer	10







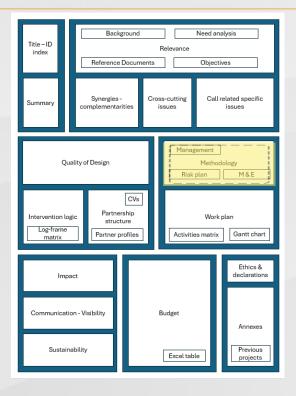




### 4.1 Quality of Design







#### Methodology

The URAF project applies a participatory and multi-level methodology that combines technical capacity-building, community engagement, and transnational cooperation. The approach is designed to ensure both immediate applicability in urban settings and long-term sustainability.

#### **Assessment and Planning:**

The project begins with a structured needs assessment, including consultations with municipal authorities, fire brigades, and community representatives. These findings inform a comprehensive action plan tailored to the specific risks of urban fire scenarios.

Infrastructure Component – Installation of Urban Fire Pumps: In parallel with training and awareness activities, the municipality is responsible for the installation of manual fire pumps (tulumbas) in selected urban neighbourhoods. This investment, financed through project resources, provides a practical and sustainable tool for first-response capacity at the local level.

Capacity-Building for Professionals: Specialized training modules are delivered by the Švenčionis Municipality Fire Department (Lithuania) for local fire brigades and municipal staff. These modules cover modern techniques in urban fire response, equipment usage, and coordination mechanisms with civil protection actors.

Community Engagement and Education: The Hellenic Rescue Team provides a "train-the-trainers" programme for municipal staff, who subsequently conduct awareness sessions for citizens. Special focus is given to vulnerable groups (elderly, children, and persons with disabilities) to ensure inclusive resilience.

Practical Exercises and Drills: Joint simulation exercises and urban fire drills are conducted to test response capacities, strengthen coordination among stakeholders, and enhance community awareness through real-life practice.

Digital Tools and Knowledge Sharing: The project adapts the online platform and handbook developed in the earlier FF-MED project, making them accessible for urban fire contexts. These digital resources ensure cross-border knowledge exchange, scalability, and transferability of results to other European municipalities.

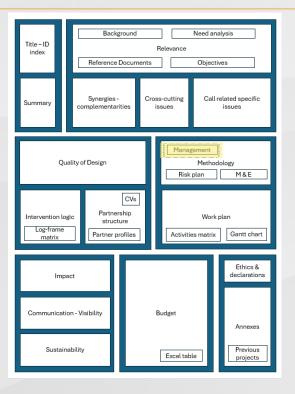
Sustainability and Policy Integration: Results and lessons learned are disseminated through EU-level networks and municipal associations, ensuring alignment with EU Civil Protection Mechanism principles and embedding the project outcomes into local governance structures.



### 4.1 Quality of Design







#### **URAF Project Management Structure**

#### 1. Project Coordinator (Lead Partner – Švenčionis Municipality, Lithuania)

Role: Lead coordination, financial oversight, and official reporting to the EU Civil Protection Mechanism.

#### **Responsibilities:**

Overall project management and administration Consolidation of technical and financial reports Chairing Steering Committee meetings Facilitating transnational cooperation among partners

#### 2. Steering Committee (SC)Members:

Švenčionis Municipality (Coordinator),
Aspendos Municipality – Fire Department (Türkiye),
Hellenic Rescue Team (Greece),
Integra (Greece),
Advisory Experts.

Role: Strategic decision-making and oversight.

Responsibilities:

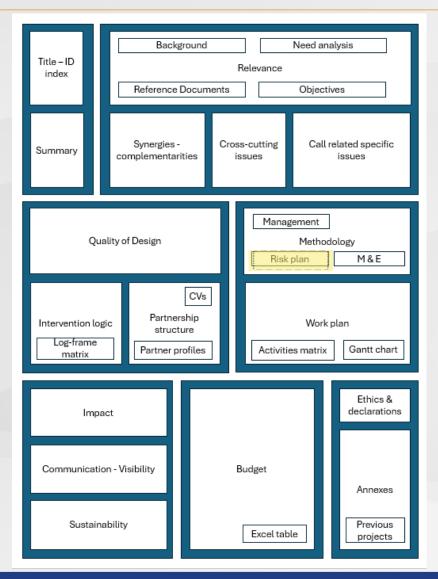
Approve work plans and budgets
Review evaluation results provided by Integra
Ensure compliance with EU Civil Protection standards
Meet montly (onsite or online)



### 4.2 Risk Plan











# Risks & Assumptions





Projects are subject to factors beyond the control of managers. A project can never be isolated from external events.

Risks are external conditions that, if they occur, will jeopardize the success of the project.



Positive risk

Risk Analysis answers three questions:

1. What are the risks? 2. What is the probability of occurrence? 3. What are their approximate effects?

Some risks may have low frequencies but very high effects.





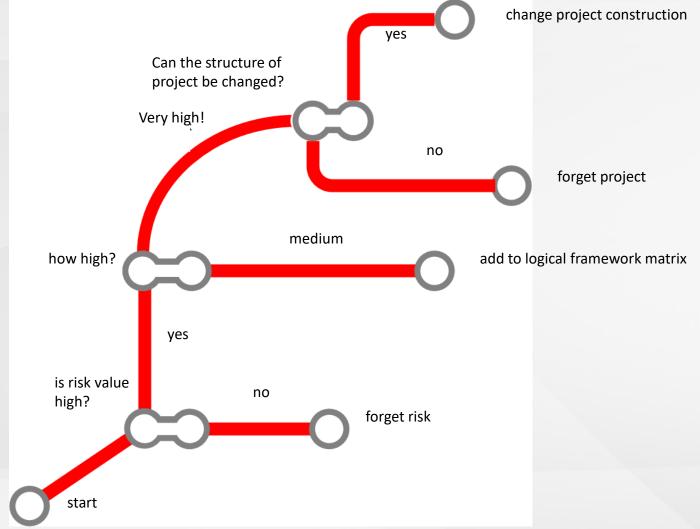
Assumptions are generally written by changing the risk sentence to positive. Forecasted risk = reserve fund, unforeseen risk = management expenses



# Risks Metro





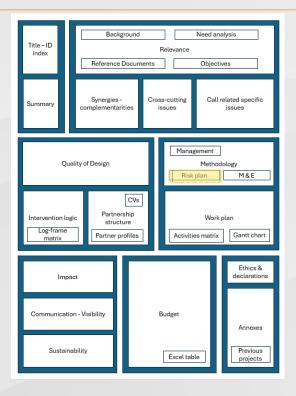




## 4.2 Methodology: Risk Plan









#### **URAF Project – Risk Assessment Table**

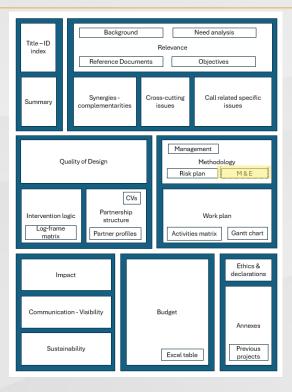
Risk	Probability	Impact	Mitigation Measures
Delay in procurement and installation of waterpumps	Medium	High	Early planning of tendering process; close monitoring of suppliers; flexibility in timeline with buffer periods
Low participation of citizens in awareness activities	Medium	Medium	Targeted outreach campaigns; collaboration with local community leaders; offering incentives such as certificates and public recognition
Limited availability of municipal staff for trainings and drills	Medium	High	Schedule trainings well in advance; provide flexible timing options; integrate online learning modules
Technical issues in developing/adapting the online platform	Low	Medium	Engage Integra's IT experts early; perform pilot testing; maintain technical support throughout the project
Cross-border coordination challenges among partners	Medium	High	Regular Steering Committee meetings; use of digital communication tools; appoint focal points in each partner organization



### 4.2 Methodology: M & E







Monitoring and Evaluation (M&E) Plan

#### 1. Objectives of the M&E Plan

To ensure that project implementation is on track and aligned with objectives.

To assess the effectiveness, efficiency, and sustainability of activities.

To provide evidence-based feedback for continuous improvement.

To document lessons learned and ensure transferability of results.

#### 2. Roles and Responsibilities

Integra (Greece): Lead partner for M&E, responsible for designing tools, collecting data, and producing evaluation reports.

Švenčionis Municipality (Coordinator): Ensures integration of M&E findings into project management and reports to EU Civil Protection Mechanism.

Aspendos Municipality – Fire Department: Provides local monitoring data (installation progress, training attendance, drill reports).

Hellenic Rescue Team: Monitors quality of community engagement and provides feedback on inclusiveness.

Advisory Board: Provides external validation and quality assurance of evaluation results.

#### 3. Monitoring Framework

Inputs: Financial resources, staff, equipment (tulumbas, training materials).

Outputs: Number of pumps installed, number of staff and citizens trained, drills conducted, platform and handbook delivered.

Outcomes: Increased preparedness of local communities, improved coordination among fire departments, enhanced cross-border knowledge sharing.

Indicators: Taken from the Logical Framework (e.g., 10 tulumbas installed, 500 citizens trained, 3 drills conducted).

#### 4. Evaluation Approach

**Internal Evaluation (by Integra):** 

Mid-term evaluation: Progress against objectives, identification of challenges.

Final evaluation: Assessment of project effectiveness, efficiency, sustainability, and impact.

Methods: Surveys, focus groups, interviews, field observations, platform usage analytics.

Criteria (OECD-DAC aligned): Relevance, Effectiveness, Efficiency, Impact, Sustainability.

#### 5. Reporting and Use of Findings

Monitoring Reports: Quarterly internal reports prepared by Integra, consolidated by Švenčionis Municipality.

Evaluation Reports: Mid-term and final evaluation reports shared with the Steering Committee and EU Civil Protection Mechanism.

Feedback Mechanism: Results discussed in Steering Committee meetings and used to adapt activities.

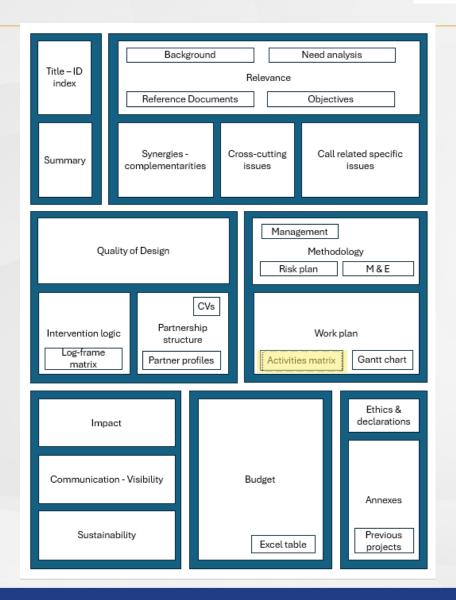
Dissemination: Summarized findings shared on the project's online platform and through partner networks.



## 4.2.1 Work Plan: Activities Matrix (WPs)









# **Activities and Resource Planning**





Activities are all kinds of work to be done to achieve the project's goal.

### Main Steps in Activity Planning:

- 1. Creation of main activities: Supply of goods, trainings
- 2. Creation of sub-activities: Goods A, Goods B, Training 1, Training 2...
- 3. Classification of activities: Supply, travels, trainings...
- 4. Determination of start and finish times of activities (approximately)
- 5. Determination of total duration and critical activities
- 6. Determination of people who will be responsible for activities (coordinator, expert, assistant...)



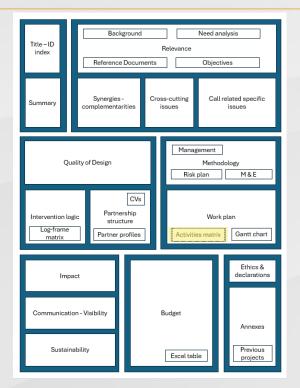
«The best plan is the one that is working»



## 4.2.1 Activities Matrix (WPs)







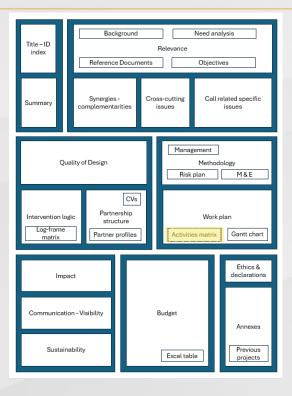
Work Package (WP)	Linked Specific Objective (SO)	Related Results / Outputs (from Logframe)	Lead Partner
WP1 – Coordination and Management	Supports all SOs (SO1, SO2, SO3)	R1. Needs assessment and risk analysis completed Effective coordination and reporting ensured	Švenčionis Municipality (Coordinator)
WP2 – Infrastructure Component (Tulumba Installation)	SO1 – Strengthen municipal fire- fighting capacity	R2. Tulumbas procured and installed in selected neighborhoods	Aspendos Municipality – Fire Department (Turkey)
WP3 – Professional Training	SO1 – Strengthen municipal fire- fighting capacity	R3. 50 professionals trained (urban fire response techniques)	Švenčionis Fire Department (Lithuania)
WP4 – Community Training & Awareness	SO2 – Improve knowledge and skills of professionals and citizens	R4. Train-the-trainer sessions (municipal staff) R5. Awareness campaigns reaching 500 citizens	Hellenic Rescue Team (Greece)
WP5 – Practical Exercises & Drills	SO2 – Improve knowledge and skills of professionals and citizens	R6. 3 joint simulation exercises and urban fire drills conducted	Aspendos Fire Department + Švenčionis FD
WP6 – Digital Tools & Monitoring & Evaluation	SO3 – Enhance cross-border and digital cooperation mechanisms	R7. Digital platform and handbook adapted Monitoring & evaluation system established	Integra (Greece)
WP7 – Dissemination & Sustainability	Supports all SOs	Results disseminated via platform, networks, EU channels; sustainability plans developed	Švenčionis Municipality (Coordinator)



### 4.2.1 Activities Matrix (WPs)







#### **WP2** – Infrastructure Component (Waterpump Installation)

Lead Partner: Aspendos Municipality – Fire Department (Turkey)
Cooperating Partner: Švenčionis Municipality (Coordinator)

#### **Objectives**

To strengthen the first-response capacity of urban neighborhoods against fire risks.

To provide practical, accessible firefighting tools (tulumbas) that can be used by both professional staff and trained citizens.

To integrate infrastructure investment with training and community awareness activities for maximum impact.

#### **Main Tasks**

#### Task 2.1 – Needs Assessment & Site Selection

Identify priority neighborhoods based on risk mapping and population density.

Ensure accessibility and inclusiveness (considering vulnerable groups).

#### Task 2.2 – Technical Specifications & Procurement

Define technical requirements of tulumbas in consultation with Švenčionis Fire Department.

Launch transparent procurement process in line with EU rules.

#### Task 2.3 - Installation of Tulumbas

Install 10 tulumbas in designated urban locations.

Ensure signage, user instructions, and safety compliance.

#### Task 2.4 – Handover and Operational Training

Provide basic operational instructions to municipal staff and trained citizens.

Link the tulumbas to awareness campaigns and simulation drills (WP4 & WP5).

#### **Deliverables (Outputs)**

- D2.1 Needs assessment report (site selection, risk analysis).
- D2.2 Procurement documentation (tenders, contracts, compliance reports).
- D2.3 10 tulumbas installed and operational in selected neighborhoods.
- D2.4 User guidance materials (manuals, signage).

#### **Milestones**

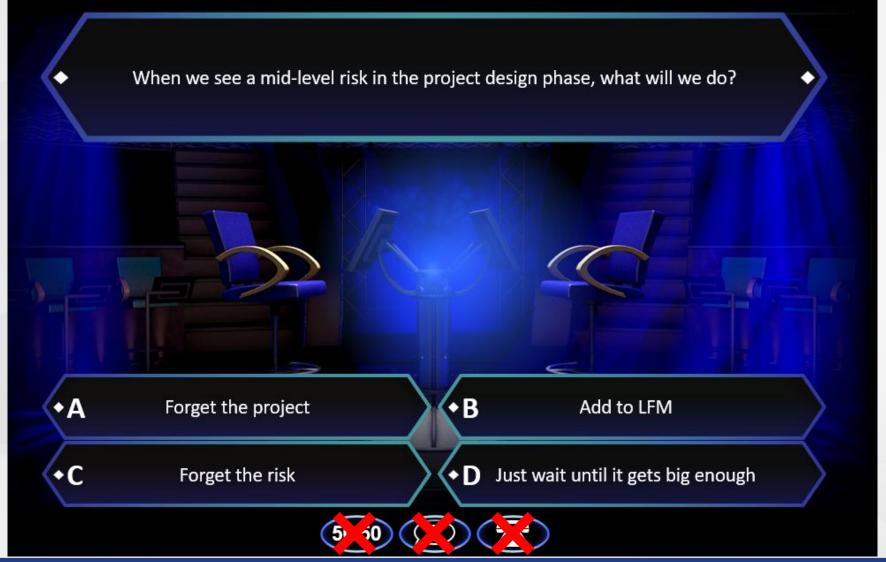
- M2.1: Completion of risk analysis and site selection (Month 3).
- M2.2: Procurement finalized and equipment delivered (Month 6).
- M2.3: Tulumbas fully installed and operational (Month 9).
- M2.4: Operational training completed (Month 10).



## Who wants to be millionaire?





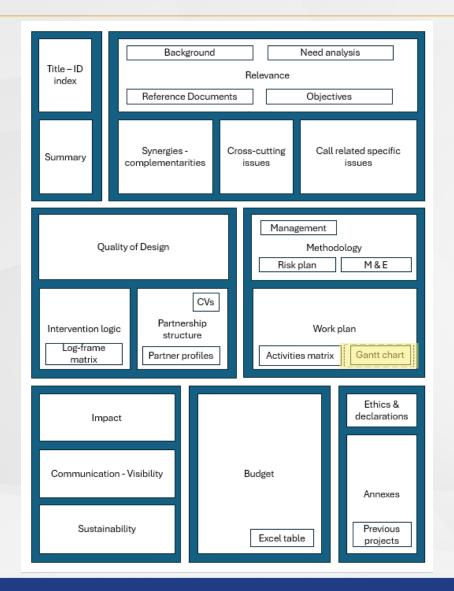




## 4.2.3 Gantt Chart









# **Activity Plan**





	1	2	3	4	5	6	7	8
Act 1		Χ						
Act 1 Act 2 Act 3			Χ	Χ	Χ			
Act 3						Χ	Χ	

= Gantt chart (Tools like Excel, draw.io...)

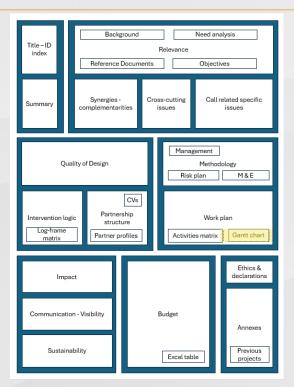




## 4.2.3 Gantt Chart

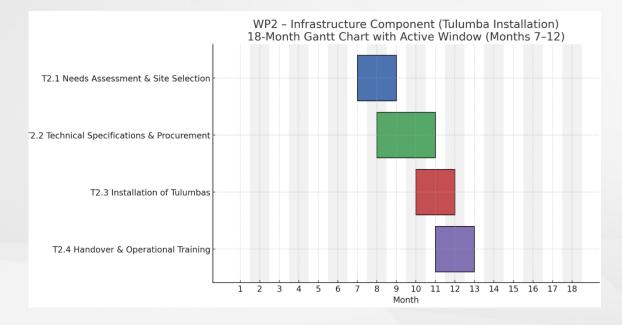








WP2 – Infrastructure Component	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
(Tulumba Installation)																								
Task 2.1 – Needs Assessment &																								П
Site Selection																								
Task 2.2 – Technical																								
Specifications & Procurement																								
Task 2.3 – Installation of																								П
Tulumbas																								
Task 2.4 – Handover and																								П
Operational Training																								
WP3 - Professional Training																								Г





# Importance of Activity Plan





Why is activity planning (time plan) important in practice?

One of the sub-criteria in project/grant evaluations directly questions time planning:

Is the activity plan for the implementation of the project clear and feasible?

Is the activity-time plan realistic? Are the activities longer or shorter than necessary?

Are the activities distributed evenly in the time plan or are there any irrationalities and congestions?

Are the roles of the partners in the time plan clearly distributed?

Is the time plan compatible with the costs in the budget?

If you cannot answer these,

You cannot get a good score here!



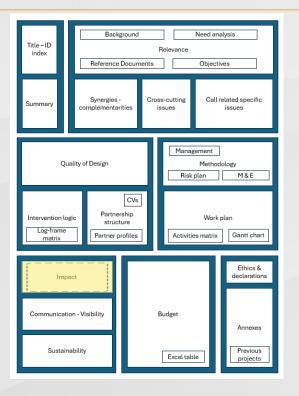




### 5.1 Impact







#### **URAF Project – Anticipated Impacts**

#### **Short-term Impact (within project duration)**

Improved operational capacity of municipal fire brigades through training and equipment (tulumbas). Increased awareness and preparedness among citizens, including vulnerable groups, through targeted sessions and drills.

Establishment of a functional online platform and handbook to support knowledge exchange and standardized procedures.

#### Medium-term Impact (1–3 years after project)

Institutionalization of urban fire preparedness within participating municipalities (integration into local resilience strategies).

Strengthened cross-border cooperation between Lithuania, Greece, and Turkey in civil protection and fire management.

Wider use of the project's digital tools and methodologies by other municipalities and networks in Europe.

#### Long-term Impact (beyond 3 years)

Enhanced urban resilience across Mediterranean and European cities facing fire hazards due to climate change. Contribution to sustainable risk reduction policies aligned with the EU Civil Protection Mechanism and the Green Deal.

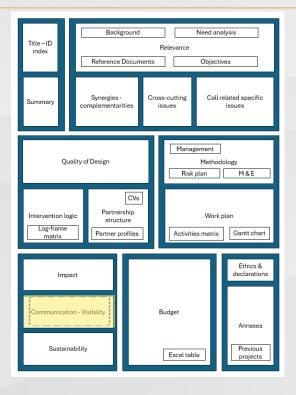
Creation of a replicable model for combining infrastructure, training, and digital innovation in urban disaster preparedness.



## 5.2 Communication - Visibility







**URAF Project – Communication and Visibility Strategy** 

#### 1. Objectives

To raise awareness of the URAF project's goals and achievements among local, national, and EU-level stakeholders. To ensure visibility of EU support in line with the EU Communication and Visibility Requirements for EU-funded projects. To foster citizen engagement and trust in urban fire preparedness initiatives.

#### 2. Target Audiences

Primary: Local citizens, municipal staff, fire brigades, vulnerable groups (elderly, disabled, youth).

Secondary: National civil protection authorities, EU institutions, municipal networks, NGOs.

Tertiary: Media outlets, academic institutions, and the general public.

#### 3. Communication Tools & Channels

Online Platform & Handbook: Dissemination of knowledge and training resources.

Website & Social Media (FB, X, LinkedIn): Regular project updates, success stories, videos.

Press Releases & News Articles: Published at local and national levels after key milestones.

Workshops & Public Events: Awareness-raising activities and drills open to citizens.

Visual Identity: Project logo, EU emblem, and disclaimers on all materials (leaflets, banners, training kits).

#### 4. Activities & Timeline

Launch Phase (Months 1–3): Kick-off press release, project website and social media launch.

Implementation Phase (Months 4–18): Regular updates on tulumba installation, trainings, and drills; citizen stories shared online.

Closing Phase (Months 19–24): Final conference, presentation of handbook and online platform, EU-level dissemination.

#### **5. Visibility Measures**

All materials will clearly display the EU flag and funding reference.

A dedicated communication officer within the project will ensure compliance with EU visibility rules.

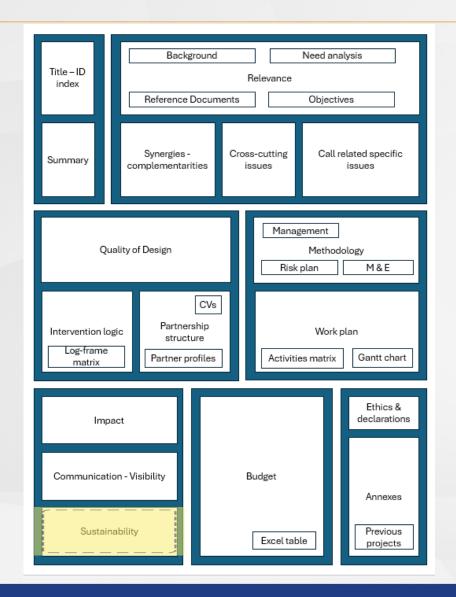
Communication outputs will be accessible, inclusive, and available in multiple languages (EN + local languages).



## 5.3 Sustainability





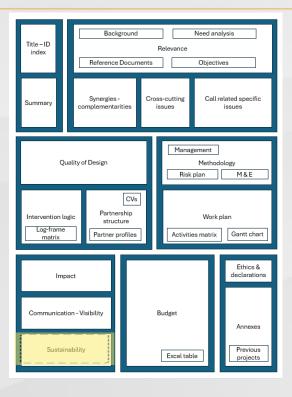




## 5.3 Sustainability







#### **URAF Project – Sustainability Strategy**

#### 1. Institutional Sustainability

Integration into Municipal Policies: The practices developed under URAF (use of tulumbas, community awareness sessions, and urban drills) will be embedded in the official emergency preparedness plans of Aspendos Municipality and Švenčionis Municipality.

Capacity Retention: Trained staff (municipal officers, firefighters, trainers) will remain within their institutions, ensuring that knowledge and skills continue to be applied after project closure.

Partnership Continuity: Cooperation between partners (Švenčionis, Aspendos, Hellenic Rescue Team, Integra) will be formalized through Memoranda of Understanding to continue exchange of expertise.

#### 2. Financial Sustainability

Municipal Budgets: Maintenance of tulumbas and continuation of awareness campaigns will be integrated into the regular budgets of Aspendos Municipality.

EU and National Funding: Partners will build on URAF results to apply for follow-up funding under the EU Civil Protection Mechanism and relevant national programs.

Cost-Efficiency: Investment in low-cost manual pumps (tulumbas) ensures affordability and long-term usability, requiring minimal operational costs.

#### 3. Social Sustainability

Community Ownership: Local citizens will be directly involved through drills, awareness sessions, and use of tulumbas, fostering a sense of responsibility and continuity.

Inclusion of Vulnerable Groups: Special focus on elderly, children, and people with disabilities ensures that resilience benefits the whole community. Ongoing Awareness Campaigns: Municipal staff trained under URAF will continue to deliver outreach activities annually.

#### 4. Technical & Digital Sustainability

Online Platform: Developed by Integra, the platform will remain operational beyond the project, hosted by Švenčionis Municipality with open access for partner cities and other European municipalities.

Handbook & Training Materials: Published resources will remain available online in multiple languages, ensuring transferability and scalability. Innovation Transfer: The platform and methods will be adaptable to other risks (floods, earthquakes), expanding the utility of project outputs.

#### 5. Policy Sustainability

Alignment with EU Civil Protection Mechanism: Ensures that results remain relevant to European frameworks.

Contribution to Climate Adaptation Strategies: By addressing urban fire risks linked to climate change, URAF results will feed into broader EU and national adaptation policies.

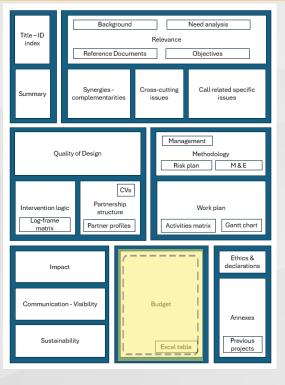
Replication Potential: The URAF methodology will serve as a replicable model for other Mediterranean and European cities.



## 6. Budget









### Calculate the budget using the deductive method

Be sure about the total budget!

400.000 EUR

400.000 / partner number = 100.000 (Average budget per partner)

- 1. Coordinator can take more, but it is not a rule
- 2. Budget distribution must be aligned with the roles and responsibilities of partners

**Create a general budget distribution:** 

Švenčionis Municipality (Coordinator): 120.000 EUR

Aspendos Municipality – Fire Department: 180,000 EUR (procurement & infrastructure)

Hellenic Rescue Team: 40.000 EUR Integra (Platform + M&E): 60.000 EUR

#### Aspendos Municipality – Fire Department: 180.000 EUR

- 1. How many experts in all partners will work how much time? E.g. Aspendos Municipality 2 experts x 24 months. If 2000 EUR is paid monthly 2 96.000 EUR.
- 2. Find mobilisations:

EU 4 visits x 2 experts x 2 countries x 3 days x (300 EUR Daily including flight) = 14.400 TR 4 visits x 2 experts x 2 countries x 3 days x (100 EUR Daily including flight) = 4.800

3. Find other activities for each partner:

E.g. Procurements of Aspendos Municipality:

Pumps: 10.000 EUR Installation: 20,000 EUR.

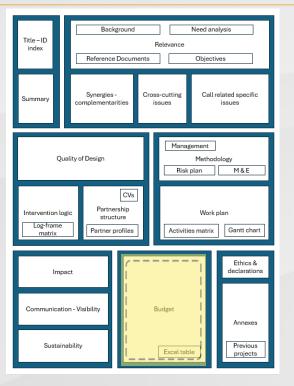
- 4. Consumables  $\rightarrow$  5,000
- 5. Dissemination → 5.000
- 6. Services, meetings, seminars → 10.000
- 7. Indirect costs (7%) → 10.800

**TOTAL: 165,800 EUR** 

You may be asked to present the budget broken down by Work Packages (WPs)



## 6. Budget







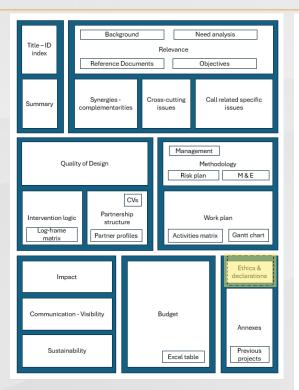
			BENEFICIARY 2		BE 2	
			DENETICIANI Z	Directorate f		
			Aspendos Municipality	UNITS	COST PER UNIT	BENEFICIARY TOTAL COSTS
1	T '	_	Project management and coordination			
	A. D	IRE	CT PERSONNEL COSTS			
		A1.	Employees (or equivalent) person months	48,00	4000,00	96.000,00
			Expert 1	24,00	2000,00	48.000,00
			Expert 2	24,00	2000,00	48.000,00
			Expert 3			-
		A.2	Natural persons under direct contract			_
			Seconded persons			
		A.4	SME Owners without salary			-
			Volunteers			-
	_		ontracting costs (please specify details under worksheet "Comments")	100	200,00	20000,00
	-	<u> </u>	nase costs			
	Ш	C.1	Travel and subsistence per travel or day			19.200
			Travel	31,00	200,00	6200
_			Accommodation	31,00	200,00	6200
WP 001			Subsistence	31,00	200,00	6200
V₽		C.2	Equipment (please refer to the Depreciation Cost sheet)			
		C.3	Other goods, works and services			20.000,00
			Consumables	5,00	1000,00	5000,00
			Services for Meetings, Seminars	5,00	1000,00	5000,00
			Services for communication/promotion/dissemination	2,00	5000,00	1000,00
			Website			-
			Artistic Fees			-
			Other (please specify details under worksheet "Comments")	100,00	100,00	10.000,00
	_	_	r cost categories			-
	-	_	Financial support to third parties			-
	ТОТ	AL [	DIRECT COSTS INCLUDING SUBCONTRACTING (A+B+C+D)			155.000,00
	E. In	ndire	ect costs 7%			10.800,00
	TOT	AL C	COSTS (A+B+C+D+E) -			165.800,00



## 7.1 Ethics & Declerations







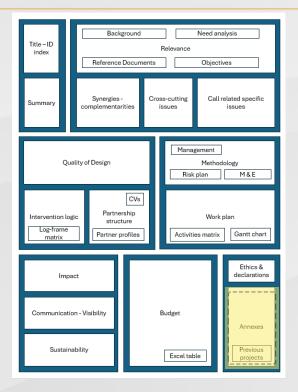
Double funding	
Information concerning other EU grants for this project	
Please note that there is a strict prohibition of double funding from the EU budget (except under EU Synergies actions).	YES/NO
We confirm that to our best knowledge neither the project as a whole nor any parts of it have benefitted from any other EU grant (including EU funding managed by authorities in EU Member States or other funding bodies, e.g. Erasmus, EU Regional Funds, EU Agricultural Funds, etc). If NO, explain and provide details.	YES
We confirm that to our best knowledge neither the project as a whole nor any parts of it are (nor will be) submitted for any other EU grant (including EU funding managed by authorities in EU Member States or other funding bodies, e.g. Erasmus, EU Regional Funds, EU Agricultural Funds, etc). If NO, explain and provide details.	YES
Do you agree that your proposal (including proposal data and documentation) is shared with other EU and national funding bodies to find funding under other schemes?	YES



## 8. Appendices







Must annexes have a priority! Keep them in the main proposal. It may not be possible to upload a separate file for the annexes. There is no guarantee that «linked» annexes will be considered.

### Annexes - List of previous projects in last 3 years

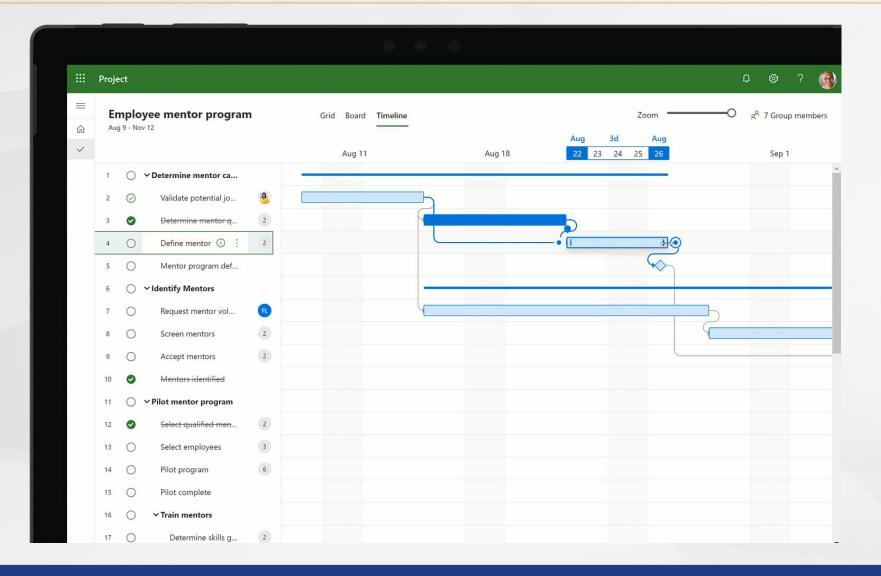
Year(s)		Project Title	Program	Role	Total Budget (EUR)	Website
2021–20	23	CIV-MON: Civil Protection Monitoring & Analytics Suite	UCPM – Knowledge Network / Prevention & Preparedness	Coordinator	€450,000	https://civ- mon.eu
2022–20	23	FIRE-NET: Cross- Border Fire Risk Intelligence Network	Interreg Balkan– Mediterranean	Partner (Data & M&E Lead)	€1,100,000	https://fire-net- balkan.eu
2024–20	26	URBAN-READY: Inclusive Urban Emergency Preparedness	Erasmus+ (KA220-ADU)	Partner (Curriculum & Platform)	€300,000	https://urbanrea dy.eu



## **PM Tools**















# Al in Projects





- Can be a good assistant.
- Can write reports and various documents.
- Technical specifications
- Job description
- Project charter etc.
- Can summarize meeting notes.
- Can determine project scope.
- Can produce visibility material.
- Can find strengths and weaknesses.
- Can find possible risks.
- Can simulate events.
- Can organize timelines.
- Can find critical paths.
- Can calculate costs.
- Can find best practices/examples.
- Can find lessons learned.
- Can draw interesting connections.
- Can be trained.























# Al in Projects





You must know how to define and explain the problem «prompt engineering»

Also every question is a carbon emission! (5 tons in a human lifetime – GPT2 500 tons)

It is claimed to be non-cognitive (pattern).

Ethical issues – there may be bias.

Hallucination problem

There may be security issues (everything is in the cloud).

The addition of the human element is important (currently it is efficient like this).

What they do should not be seen as the final result, the responsibility for the results lies with the PM.



	Project manager	Strategist	Designer	Front-end developer	Back-end developer	
Create sitemap	C	R	A	0	0	
Design wireframes	c	A	R	0	0	
Create style guide	A	c	R	c	0	
Code templates	A	0	C	R	C	





# Al Tips

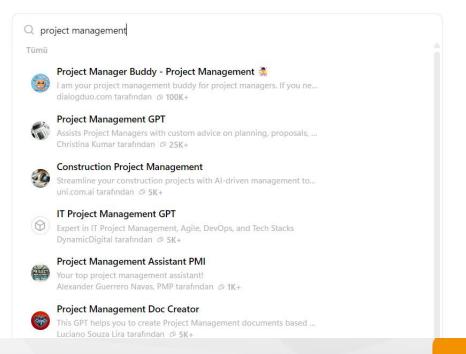
- You can write the project, but don't do it.
- Don't rely too much, you created it.
- Detectable possible!
- Develop your own artificial intelligence (throw away the files).
- Use it for more ideas.
- Risks, strengths and weaknesses
- Excellent in translation
- Connections that are not predicted (the role of the room)
- Logo and name suggestions (GPTs)
- It can enable you to produce Columbus eggs







ChatGPT'nin; talimatları, ekstra bilgileri ve herhangi bir beceri kombinasyonunu bir araya getiren özel sürümlerini keşfet ve oluştur.

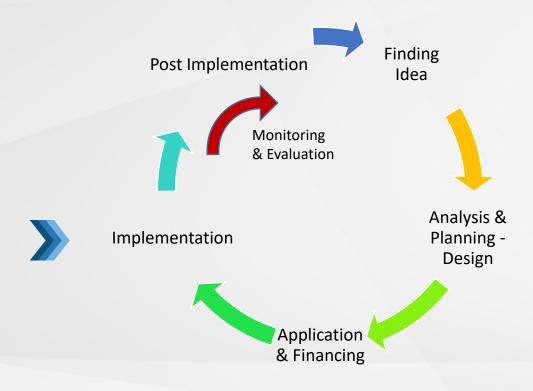




# **End of Planning**







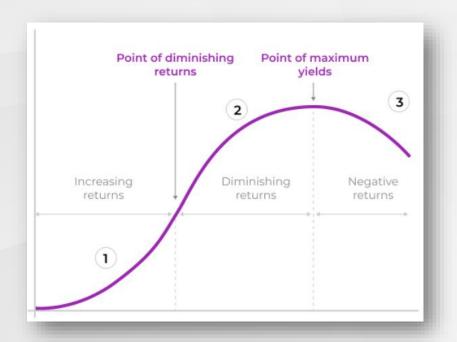


# **Implementation Dynamics**

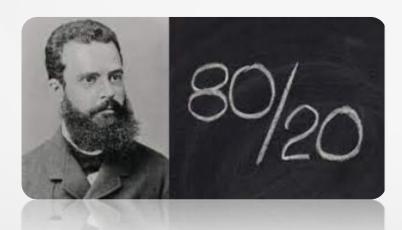










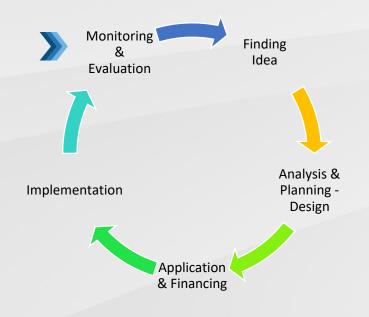




# **End of Project**







Since the final payment of the project will be made after the approval of the final report, it may even take up to 1 year after the end.

Ensuring the sustainability of the project becomes the beneficiary's responsibility. At this point, it is important for the final beneficiary to benefit from the project.

All financial documents of the project must be kept for 7 years from the date of the final payment.

In the post-project process, institutions may conduct monitoring visits (ex-post) and evaluation.

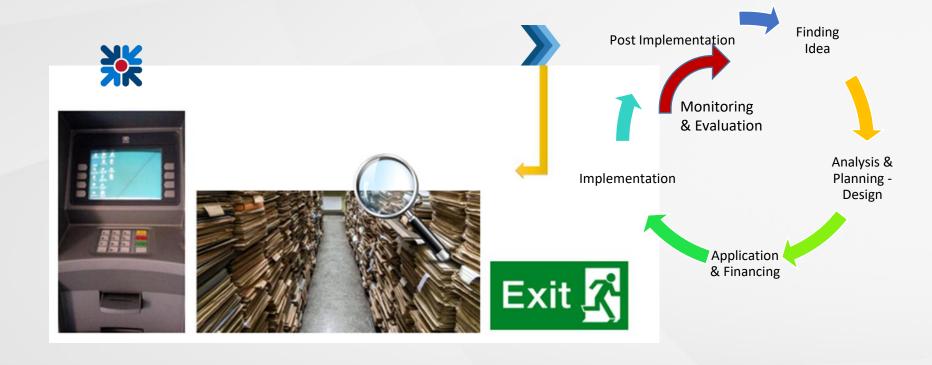
NIPAC, EUD and the Commission use the project experience in the programming of new projects and periods.



# After the Project







Depreciation, end of life / end of support / phase out / exit strategy



## **Experiences**





### Positive experiences:

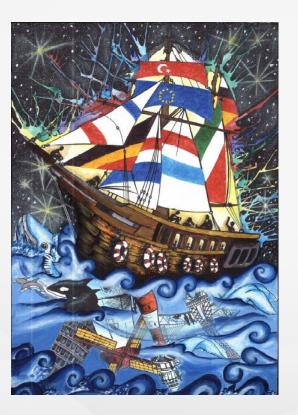
Cooperative staff
Increased analytical thinking, self-confidence
Emotional intelligence and empathy (communication)
Contribution to the country and EU integration
Successful projects: Organ Transplantation, Students
Learn About the EU













# Suggestions





EU funding & tenders portal <a href="https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/home">https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/home</a>



















Dr. Arda Deniz Aksular Training Coordinator, PMP®



Directorate for EU Affairs





Thanks!







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PyDemi