



Non-Profit Organization

NON-PROFIT ORGANIZATION EPIC

Annual Report 2018

1. Organization's vision statement

Our vision is to be an innovative and unique provider of community-based services. That is why we want to create programmes of employment services and implement them in such a way that allows them to be an example of a client-oriented approach by their kindness, care and quality and to serve all who need them, especially those who are in different ways of disadvantage.

2. Organization's mission statement

We achieve the vision of the organization by empowering individuals, communities and the environment to overcome disadvantages in order to enable them to realize their full potential. We strive to provide support, advice and services that help participants in the programmes to get employed and then participate fully in the social and economic life of their community.

3. History of the organization

Non-profit organization EPIC (hereinafter referred to as "NPO EPIC") was registered in Slovakia on June 19, 2012 by its parent organization *EPIC Employment Service Inc.* based in Brisbane, Australia. Since July 1, 2015, the Australian organization has adopted a new name, *EPIC Assist*, which illustrates

more appropriately its new organizational structure driven by the organization's economical and professional growth and its geographical expansion.

The original *EPIC Employment Service* was established in 1990. In its early days, it employed four people who provided services to clients from their immediate surroundings.

Over 25 years of providing services, *EPIC Assist* has grown to become a leading organization employing more than 400 people, operating in 50 regional centres in four countries around the world and helping more than 15,000 people yearly to find meaningful employment and, consequently, full participation in social and economic life in their community.

EPIC Assist is a leader in innovative solutions for employing people with all kinds of disadvantages or disabilities. Thanks to the high professionalism of its employees, which represents a combination of professional education and practical experience, EPIC can successfully meet the specific requirements of both employers and jobseekers.

The decision to establish its first European branch in Bratislava was based on previous experience and cooperation of EPIC with several organizations in Slovakia. The cooperation mainly concerned topics focused on improving the quality of employment services and increasing employment for people with disabilities.

The ambition of the NPO EPIC in Slovakia is to:

- influence the creation of public policies on employment and social inclusion of marginalized groups;
- to initiate the preparation and implementation of programmes to increase employment at local level and contribute to improving the quality of the conditions for better employment;
- raise awareness about employing people with all kinds of disadvantages.

The non-profit organization EPIC pursues its goals of increasing the employment and employability of people disadvantaged in the open labour market through five following programme lines:

- promoting the employment of people with disabilities;
- support for general social enterprises;
- promoting the employment of young people;
- promoting international labour mobility;
- promoting public policies.

EPIC is a member of the American Chamber of Commerce in the Slovak Republic, Social Innovation Europe and the Alliance for YOUTH.

4. Structure

NPO EPIC was established on the 15th of June 2012 by its parent organization *EPIC Employment Service* (now *EPIC Assist*) based in Brisbane, Australia.

The supreme authority of the organization is the Governing Board, which has three members, of which the President is elected. The members of the Board are:

- Brother Donald Campbell, President;
- Michael Eastgate, Member;

- Bill Gamack, Member.

All members of the Governing Board of the NPO EPIC are also members of the Governing Board of *EPIC Assist*.

The Statutory Body of the organization is Mr. Keith Martin, who also holds the position of General Manager of International Services at *EPIC Assist*.

During 2018, there was a significant change in the executive team of the non-profit organization EPIC as follows:

- Michal Hrnčiar, project manager in the field of social economy, who temporarily interrupted his EPIC activities in 2017 due to his ERASMUS study internship in Portugal, was replaced by a project Manager Arnold Ponesz;
- Ela Klementová, project manager of the Youth Guarantee Innovation Project, is carrying out this position externally, locally, from Zvolen;
- Barbora Tholtová has replaced Michaela Mudroňová in the position of a project manager;
- Lenka Loučková has replaced Katarína Czetmayerová as a project manager in the EPIC non-profit organization's team.

Managing and Executive Team of EPIC, apart from the employees already mentioned, (whether employees with a regular contract or in a similar working relationship or personnel providing services under the business license/contractors - consisted of another 15 collaborators under agreements (a variety of short-time contracts in projects).

Organization's Accounting was provided by an external accountant Mrs. Martina Kyklošová from the company Servis MVO s.r.o. and general accounts were carried out by Mrs. Mária Korpesiová, also from the company Servis MVO s.r.o., since September 2018 these are conducted by Mrs. Magdalena Feniková.

Many other services were provided by external collaborators.

The headquarters of the organization is Panenská ulica 29, Bratislava 811 03 since 2014.

In order to modernize and achieve higher media coverage of EPIC's activities, we have **redesigned the NPO EPIC'S web site**. Since October 2018, a new website of the NPO EPIC was being designed. On 31 December 2018 we have terminated the contract with the current webmaster, Digital Nomads, and we have signed a new contract with the company Moonlight s.r.o. The new design modernizes the look of the website, facilitates the orientation of visitors on the site and introduces new functionality such as visible links to our other websites, Socialnepodnikanie.sk and Deafinitely-Clean.sk. The new interface also allows editing of content directly by NPO EPIC employees who were trained by Moonlight s.r.o. and can receive support from the webmaster anytime if needed. Moonlight s.r.o. is also in charge of maintaining the website and updating the interface.

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We have also made changes to our **Social Media**.

In October 2018 a LinkedIn account was created for NPO EPIC and the Facebook profile was updated.

5. Activities

In 2018, EPIC continued its activities within the above-mentioned five main programme lines.

5.1. Promoting the employment of people with health disadvantages

The programme aims to propose solutions for improving the opportunities for employment and employability of people with health disadvantages.

The main activities of the programme include disseminating information on employing people with health disadvantages among employers, proposing innovative legislative solutions and creating employment programmes for people with health disadvantages for specific employers.

In 2018, NPO EPIC continued to work with key employers' associations in Slovakia, with relevant non-profit organizations and employers in the American Chamber of Commerce. With several companies (e.g. Profesia.sk), activities aimed at participation or creation of targeted programmes for people with health disadvantages continued.

In an effort to actively influence the effective use of resources of the Human Resources Operational Programme, which is the main framework for funding activities aimed at increasing the employment/employability of people with health disadvantages in the period of 2014–2020, NPO EPIC has continued to be active in the Monitoring Programme Committee for the Operational Programme Human Resources and Membership of the Commission to the Monitoring Committee for the Human Resources 2014–2020 Operational Programme for Priority Axes No. 2 Youth Employment Initiative, no. 3 Employment and no. 4 Social inclusion.

On November 14, 2018, we organized an expert workshop focused on communication with people with health disadvantages for the Profesia company. We also started discussing possible future programme and project collaboration.

The implementation framework of the programme, defining the scope and means for meeting its objectives, was the following activities, initiatives and projects in 2018:

Initiative and event name

Initiative to promote the employment of people with disabilities

Duration

Continuous - long-term initiative

Source of funding

Own resources and contributions from participating partners

Initiative Partners

- DELL
- IBM Slovakia
- Lenovo

- Nestlé Slovakia
- Alliance for YOUth
- American Chamber of Commerce/AMCHAM

Aim of the Initiative

Promoting the employment of people with disabilities in the open labour market, breaking down different barriers and stereotypes on the part of employers and creating a friendly environment.

Main activities in 2018

- Also in 2018, we tried to continue implementing the **Education and Development Programme for Young People with Disabilities at DELL to build on the small but successful activities of the previous year, when 11 young people with disabilities led by personal mentors - DELL volunteers, familiarize themselves with the corporate culture of DELL, have a tour of the company's departments, participate in team meetings or conference calls with foreign colleagues, take part in business English lessons and prepare for a job interview. Unfortunately, despite our efforts, the next year of the programme planned for 2018 was rejected by DELL.**
- Also, in 2018, the non-profit organization EPIC took an active part in **Profesia days**, as part of a programme to support the employment of people with disabilities, in the Zone Without Borders sector. It was already the 8th edition of the job fair Profesia days on 28 February–1 March 2018 we recruited people with disabilities into our programmes in the companies participating in the Profesia days, as well as among the visitors of this job fair. An important part was the recruitment of employees in the cleaning service within a project, respectively cleaning service for disabled citizens Deafinitely Clean.

Project title

Deafinitely Clean – We clean up rather than talk

The duration of the Initiative/Project

Continuously since autumn 2015

Source of funding/Donor

Own funds, resources acquired by operating the service

Aim and summary of the initiative

Deafinitely Clean is a cleaning service, where NPO EPIC offers employment especially for people with hearing impairment. It is a project that builds on the principles of social entrepreneurship, where the social goal is bridging the worlds of the hearing and deaf communities in the form of integration in the open labour market and has the potential to be

transformed into a social enterprise in the future. The final product of our service is cleaning in households and office premises in Bratislava.

The aim of the project, in addition to providing work in the open labour market, particularly to the people with hearing disabilities, is bridging the worlds of the deaf and hearing communities. *Deafinitely Clean* has the ambition to provide deaf people with a job where they meet the world of hearing people, are exposed to mutual communication and get to know each other without the potential discrimination and rejection because of health disability - difference, since the work and assistance of a deaf client is offered to customers in an attractive way of the slogan "*cleaning is better than talking.*"

And, vice versa, hearing people often get the first direct experience with a deaf person, giving them the opportunity to learn to communicate with the world of the deaf. We believe that such experience can contribute to more sensitive perception of the world of people with disabilities by the majority. *Deafinitely Clean* wants to draw attention to the presence of the deaf and to their everyday life in the world of the hearing majority.

The Deafinitely Clean project has become an integral part of the activities of the non-profit organization EPIC at the end of 2015. It was originally created as a student project within the training programme at the Socrates Institute. The founder, Katarína Pazmanyová, offered the launched initiative to the non-profit organization EPIC, which accepted it, as the project fit perfectly into the activities and values of EPIC organization. Project *Deafinitely Clean* thus gradually became a fully-fledged part of the "**Promoting the employment of people with disabilities**" programme and one of the key projects and recognition features of the organization in the employment of people with disabilities.

Main achievements of the project in 2018 (including quantitative indicators)

- During 2018, a job opportunity and individual support was provided to 13 deaf or otherwise disadvantaged cleaners;
- We have established contacts with several organizations not only for the deaf, including the Employment Support Agency, with which we would like to cooperate in the future;
- We registered a total of 37 cleaners in the database, increasing the number of prospective cleaners by 16 people. Depending on demand, during 2018 we provided from 58 to 133 cleaning hours per month;
- More than 40 potential clients of our cleaning company have been addressed by direct email or in person.
- Our website www.deafinitely-clean.sk has been updated and modernized;
- Facebook profile for Deafinitely Clean was set up;
- In the autumn of 2018, we participated in a two-month programme called Target, organized by Impact Hub Bratislava, where the Deaf Clean project was selected as one of seven projects that were given a chance to improve marketing and business tools through mentors;
- Deafinitely Clean was presented at the University of Economics in Bratislava during a seminar on Social Economy and Social Entrepreneurship in November 2018.

5.2. Promoting social entrepreneurship

The aim of the programme is to provide those interested in social entrepreneurship and especially small municipalities from disadvantaged regions with the advice and technical assistance needed to set up and operate a general social enterprise aimed at creating jobs in the local community.

The objectives of the programme were mainly implemented through the Erasmus + supported EU programme for education, training, youth and sport, while the conditions for continuing the programme in the coming years were created by intensive cooperation on the successful creation of a new project to promote social entrepreneurship in sparsely populated areas from the ERDF Programme, Interreg Europe.

In 2018 we followed up on the already completed project, the outcome of which was the creation of an accredited training course "General Social Entrepreneurship", which 77 participants successfully completed in the previous period. In December 2018, we implemented an abbreviated version of the Social Entrepreneurship course, tailored to the needs of The Implementation Agency of the Ministry of Labour, Social Affairs and Family of the Slovak Republic.

The Implementation Agency requested this training to train staff from the newly established Regional Social Economy Centres established by the Implementation Agency to provide social business support services in Nitra, Banská Bystrica, Prešov and Košice. There was a total number of 14 participants in this course.

In the future, we plan to update the course with the latest knowledge, including legislation and financial instruments related to the topic of social economy and social entrepreneurship.

Another project under the programme line of social economy promotion, launched by the EPIC organization already in 2017, was the implementation of an international project to develop social entrepreneurship in sparsely populated areas:

Title and Registration Number of the Project

Social Entrepreneurship in Sparsely Populated Areas (Sociálne podnikanie v riedko osídlených územiach - SOCENT SPAs) PGI02359

Period

01.01.2017–30.06.2021 (54 months)

Phase 1: 01.01.2017–30.06.2019 (30 months)

Phase 2: 01.07.2019–30.06.2021 (24 months)

Source of funding/Donor

ERDF: Interreg Europe

Financial support/Grant Amount

Total project budget: 1,040,909.00€

EPIC: 212,956.00€ (of which 53,239.00€ was co-financed)

Project Objective

The aim is to contribute to increasing regional competitiveness through social entrepreneurship in sparsely populated areas. In particular, the promotion of interregional cooperation between the four regions: Soria (ES), Brandenburg (DE), Lapland (FI) and Gemer (SK), from the perspective of making the relevant regional policies more effective in actively promoting the visibility and acceleration of social entrepreneurship in sparsely populated areas as a driving force of regional competitiveness.

The main objective is to create an action plan to create local, regional and national actors in the field of social entrepreneurship. In the second phase of the project, the subsequent implementation of the created action plan is scheduled.

Main project activities

In the first phase of the project, mainly regional but also interregional events were carried out aimed at exchanging experience and good practice. At the regional level, these were activities promoting social entrepreneurship and its opportunities in the region.

Main activities/achievements of the project in 2018

- Working breakfast with local interest groups on financing of social enterprises in Rožňava, on 11 April 2018;
- Implementation of an interregional workshop on financial instruments for social enterprises in Rožňava, attended by representatives of partner regions, 11–12 April 2018;
- Roundtable with project partners in Soria (Spain) on social economy with participation of regional stakeholders, 8–10 May 2018;
- Interregional seminar on good practice in social entrepreneurship in Rovaniemi (Finland) 20–22 October 2018;
- Project presentation at public events, 29 November 2018, University of Economics;
- Working breakfast/roundtable discussion with Rimavská Sobota regional stakeholders, 5 December 2018;
- Bilateral meetings with regional stakeholders;
- Communicating and disseminating project awareness through a website, social media.

A new pilot project in partnership with the British Council, which began in late 2018, is part of the NPO EPIC's programme focusing on promoting the social economy as well.

NGOs based in Hungary, Czech Republic and Slovakia are collaborating on a pilot project “**People-to-People**” funded by the British Council which is focused on the following main areas:

- Social Innovation (NPO EPIC);
- Core skills - critical thinking and problem solving (Comenius Institute);
- Community Art (Truc spherique, Žilina).

Project title:

People-to-People Central Europe

Project duration:

15 November 2018–31 March 2019

Funding/Donor:

British Council

Amount of financial support/Grant:

Total Project Budget: £22,000 ≈ €25,000

Project Objectives

- Strengthening social cohesion, promoting new opportunities for dialogue between diverse groups;
- Creating stronger relationships between target groups and local government/policy makers, employers and the wider community;
- Creating community links across 4 countries.

Main project activities:

- “Social enterprise” material for teachers – commented on by experts in the field of social entrepreneurship, translation into Slovak language;
- “Community mapping” - realization of focus groups in given regions with different target groups on the topic of social innovation within the community. The results will be used during the “Ideas Lab” event;
- “Scoping visit” - visit by an expert from the UK to meet representatives of various organizations active in the field of social innovation;
- UK study visit - a team of 7 participants from different organizations will visit UK organizations/experts active in social innovation;
- “Ideas Lab” - a 3-day event (Banská Bystrica), which aims to create a platform for community leaders in the regions, local governments, policy makers, non-profit representatives and to discuss the conclusions of the regional survey as well as propose solutions in social innovation area for the community.

Important outputs achieved in 2018

- Establishing cooperation with six experts on social entrepreneurship and social innovation;
- “Teaching review” - a day-long discussion between British experts from the RIO organization and local experts on teaching material, formulation of recommendations and changes essential to material adaptation and translation;
- Establishing collaboration with an expert who will analyse and lead the “Community Mapping”;
- Preparing for activities to be carried out at the beginning of 2019.

5.3. Supporting youth employment

Unemployment among young people within the EU was also a serious problem in 2018, including Slovakia. Nearly a quarter of the registered unemployed in Slovakia (at the end of January 2018) were young people under 29 years of age. There were 46.9 thousand people out of 197.3 thousand unemployed. According to data from the Central Office of Labour, Social Affairs and Family of the Slovak Republic, 6.3 thousand people under the age of 20 were unemployed, 18.3 thousand were unemployed between the ages of 20 and 24 and more than 22.2 thousand job seekers were 24 to 29 years old. Another 23.3 thousand unemployed were between the ages of 30 and 34 at the end of the first month.

NPO EPIC's aim is to support and improve the capacity of young people, the response of youth organizations to the current demands of potential employers and to draw employers' attention to addressing youth employment issues by implementing a specific programme for young people. Therefore, the core projects NPO EPIC in this area in 2018 included:

Project Title and Registration Number:

Capacity of Youth Workers in Youth Employment services

Project Number: 570017-EPP-1-2015-2-EN-EPPKA2-CBY-ACPALA

Project duration:

01.05.2016–30.04.2018

Source of funding/Donor:

EU Erasmus + Programme, Education, Audiovisual and Culture Executive Agency (EACEA)/EK

Financial support/Grant Amount

Total project budget: €89,308.77

Project Partners

- EPIC Assist, Australia
- EPIC Assist, Czech Republic

Project Summary

The aim of the project is to:

- Strengthen the capacity of youth organizations to prevent and reduce youth unemployment using the Australian Employment Services Model;
- Creation of a training programme for current and future youth workers focused on providing employment services through an educational programme accredited by one university in Slovakia and one university in the Czech Republic.

Main Project Activities

- Creation and accreditation the curriculum for youth workers aimed at preventing and reducing youth unemployment;
- Creation and accreditation of a university study programme aimed at preventing and reducing youth unemployment;
- Training of selected youth workers in Slovakia (7 from Slovakia, 7 from the Czech Republic and 7 from Australia);
- Two-week job-shadowing of the trained youth workers in Australia;
- Creation of a series of 10 short videos based on Australian experience that will serve as educational material;
- Creation of network of youth organizations specializing in preventing and reducing unemployment of young people (graduates of the educational programme)
- Creation of educational materials freely available on the Internet.

The main activities and achieved outcomes of the project in 2018

- Project evaluation and final benefit evaluation;
- Evaluation of the success of an educational programme for youth workers in Rajecské Teplice,
- Evaluation of the benefit of study internships/job shadowing in Australia for seven Slovak, seven Czech and seven Australian representatives of organizations working with youth,
- Administrative and financial closure of the project;
- Continuation of the two-semester elective course at the University of Economics in Bratislava and Palacky University in Olomouc as one of the project outputs (started in September 2017);
- Planning of activities within an educational programme accredited by the Ministry of Education, Science, Research and Sport of the Slovak Republic titled "**Counselling to young people in the area of employment - training for youth workers**" (accreditation number AKPSM/0064/2017/4/002).

Educational Programme

Target Group

The Educational Programme is designed for youth workers and youth organizations involved in promoting youth employment, especially young people with different types of disadvantages on the labour market.

Focus

Provides a model of employment services provided by non-public providers - youth organizations that provide individual support to individual young people in order to maximize their potential and overcome the barriers that prevent them from getting a job.

Content

Programme graduates will be able to identify the strengths and weaknesses of a young person and, in accordance with his/her needs, design an individual development plan aimed at gaining the missing skills. The programme will familiarize participants with the legislative framework for employment services in Slovakia, with the financial instruments that can be used for youth employment, with the various stages of the work counselling process and with the specifics of working with individual vulnerable groups of young jobseekers. In addition, the programme will prepare case studies from Slovakia, the Czech Republic and Australia to showcase the successful placement of disadvantaged young people and put youth work in the wider framework of the European Commission's Youth Guarantee scheme application.

Contents of the Educational Programme

- Employment Services
- Active Labour Market Measures for Young People
- Guarantees for Young
- Australian Model of Employment Services
- Process of Providing Employment Services - sequence of steps to work with young unemployed
- Specifics of Working with Disadvantaged
- Discrimination in the Labour Market
- Career Counselling
- C'est La Vie - Life Skills Game

Title and Project Registration Number:

Implementation of Youth Guarantee Programme at Local Level

Project Number: 2016-2-SK02-KA205-001012

Duration

1.9.2016–31.8.2019

Source of funding/Donor

EU Programme Erasmus + Slovak Youth Institute Iuventa

Financial Support/Grant Amount

Total grant amount: €67,267

Project Partners

Turku Municipality, Finland/Turun kaupunki - Åbo stad

Slovak partner of the project implementation

Zvolen Municipality

Project Summary

Youth Guarantees are broadly defined as measures to ensure that every young person up to 29 years of age is offered a job or other study experience that would increase the chances of being employed within four months after graduation. Youth Guarantees Measures aim to increase the employment and employability of young people by encouraging them to gain experience and maintain their activity or their active involvement in the provision of employment services.

Measures transferring the Youth Guarantees Agenda into practice are implemented in Slovakia exclusively under the responsibility of the Central Office of Labour, Social Affairs and Family. Non-profit organization EPIC is launching a pilot project to create a multi-sector local partnership and engage the non-profit sector as a link to create "local youth guarantees" according to local specifics. It is a broad partnership involving representatives of schools, employers, the city, various institutions and organizations, youth and community workers, young people and so on. They will be the creators of a local Youth Guarantee Action Plan

according to local needs and specifics. The professional support and inspiration for the implementation of the project is the municipal office in Turku.

Main activities of the project

- The establishment of a local working group, which will establish a broad partnership between organizations, institutions and actors in the field of working with young people, employers, employment services provided by local government and young people;
- Organizing two training workshops for members of the working group by partner municipality trainers to develop a local Youth Guarantee Strategy and methodological support;
- Conducting two study trips to Turku, Finland with representatives of the Working Group in order to become more familiar with the functioning of the Youth Guarantee Programme at local level and expert consultations;
- Creating and approving local Youth Guarantee Action Plan for local actors and its pilot implementation.

Main achievements of the project in 2018 (including quantitative indicators)

- Realization of eight local Youth Guarantee Working Group meetings;
- Contacting other important local actors and institutions in the field of employment and education of young people to participate in the project;
- Realization of the five pilot actions of the Local Youth Guarantee Action Plan;
- Creating the possibility of using individual consultations for disadvantaged young people;
- Realization of a seminar for social and community workers on the topic of working with disadvantaged young people;
- Realisation of an accredited career guidance course for educational, career counsellors and psychologists at primary and secondary schools and for social workers;
- Realisation of a student conference to enhance the attractiveness of vocational schools in the eyes of prospective students;
- Realisation of a six-day study visit to Turku, where six representatives of the Zvolen Working Group were inspired by the model of the Youth Guarantee in Finland;
- Implementation of a two-day training seminar for all members of the Working Group, including local government actors;
- Creation of an InfoPoint for young people and professionals working with young people in Zvolen called "Konekt", which aims to promote employability, education, personal development and participation of young people locally. The information point was created thanks to the support in the form of lease of the premises from the municipal office in Zvolen, which is a partner of the project.

Title and registration number of the project

Hopes-4-Low: Opening career opportunities for low-skilled Roma youth

Project number: SEP-210428131

Project duration

1.1.2018–31.12.2019

Source of funding/Donor

European Commission - Directorate-General for Justice and Consumers (DG JUST)

Financial funding/Grant amount

Total grant amount: 107,945.88 (of which 20 % was own co-financing by EPIC)

Project Partners

Budapest Institute (Lead partner), MEF, Salva Vita, Bagázs (Hungary), NPO EPIC (Slovakia)

Summary

Project Hopes-4-Low aims to promote a diversity policy among employers and to combat harmful prejudices against Roma by strengthening local civil society capabilities. The aim of the project is to combat the discrimination of Roma in the labour market by developing, validating and disseminating effective methods for sensitizing employers in questions of employment of the target group and direct support of Roma young people through career mentoring.

Main project activities

- Preparation of methodology to promote the employability of low-skilled Roma and learning materials for mentors and NGOs;
- Preparation and implementation of trainings for mentors, employers and NGOs working with Roma communities;
- Conducting joint workshops to exchange experiences in the employment of Roma young people;
- Individual mentoring of Roma youth community members to enter the labour market;
- Monitoring career trajectories of involved individuals from the target group;
- Preparation of a comparative analysis of pilot programmes in Hungary and Slovakia;
- Disseminate awareness of successful stories of young people involved in the mentoring programme, communication with the media.

Main project activities implemented in 2018

- Project initiation consortium meetings;
- Creating and commenting on a methodology for sensitizing employers;
- Disseminate awareness of the employability of Roma and the barriers they face when entering the open labour market;
- Recruitment of mentors;
- Working meetings with public authorities and local stakeholders.

NPO EPIC NETWORKING

StartNet Europe

In 2018, NPO EPIC became an active member of StartNet Europe. This network links EU organizations to contribute to a better transition of young people to the labour market. The negotiations held in April 2018 in Brussels aimed to present individual European initiatives and to discuss the problems and priorities of youth employment in the Member States.

On 27 and 28 November 2018, a second meeting took place in Brussels. The main topics were the monitoring and evaluation of projects aimed at increasing youth employment. The meeting also included a discussion with policy makers at European and local level to find ways to tackle youth unemployment and facilitate their transition to the labour market. We have also discussed with our partners our common interests at European level and how they are enforced.

All 4 YOUth

EPIC was also in 2018 an active member of the Alliance for YOUth led by Nestlé, an association of several major employers and recruitment agencies in Slovakia.

In addition to regular meetings and discussions, we attended the Youth 2 Business event focused on marketing on November 8, 2018, where we evaluated the capabilities of selected participants based on their team work, task solving, and presenting a solution to a specific issue defined by participating organizations and companies.

On November 19, 2018, together with partners from All4Youth and Future Generation Europe, we participated as an exhibitor at a networking event for students at the Faculty of Informatics and Information Technologies STU in Bratislava. As part of the event, we presented our activities and informed students about their opportunities in the labour market.

5.4. Promotion of international labour mobility:

Project name and registration number

European Voluntary Service - Accreditation

Project Number: 2015-1-SK02-KA110-000645

Project duration

1.11.2015–21.12.2020

Source of funding/Donor

EU Programme Youth in Action, Action 2

Financial support/Grant

Without a financial subsidy

Project objective

- European Voluntary Service (EVS) allows young people to become volunteers in one of the European or world countries;
- Through EVS, young people can travel abroad, work as volunteers in the non-profit sector and gain experience to help them in their personal development;
- The goal is not only to enrich the local community, but also to develop as a personality, to increase their competences and the overall viability of a young person;

- The main goal of EVS is to promote solidarity and tolerance among young people, enabling them to experience non-formal learning. EVS can help young people acquire new skills and experience, informally educate themselves in a foreign country, learn a foreign language and support both their personal and professional growth;
- Accreditation allows organizations to access EVS and guarantees that minimum quality standards have been met.

Main project activities in 2018

- Search for EVS volunteers for the next period;
- Search for a hosting organization for volunteers.

5.5. Promotion of public policies

The programme aims to actively contribute to the creation of an environment that enables and promotes access for vulnerable groups to the open labour market and their inclusion in society.

In 2018, NPO EPIC continued its active work as a member of several **advisory bodies**:

- Committee on Business-Academic Cooperation of the American Chamber of Commerce;
- Employment and Social Affairs Committee of the American Chamber of Commerce;
- Coordination Committee on Horizontal Principles Equality between Men and Women and Non-discrimination;
- Monitoring Committee for the Human Resources Operational Programme;
- Commission on the Monitoring Committee for the Human Resources Operational Programme for priority axes 2, 3 and 4;
- YOUth Alliance;
- Working Group on the preparation of the Strategy of the Slovak Republic for Roma Integration Action Plan for 2020 for D.2.2. Employment area.

6. Overview on financial revenues and expenses

6.1 Annual financial statement, assessment of basic information it contains

Annual Financial Statement as of December 31, 2018 creates an appendix of this Report and contains:

- Balance Sheet
- Profit and Loss account
- Notes

6.2 Statement of Auditor to the Annual Financial Statement where obligation has arisen

The auditor's report is attached to this Annual Report.

6.3 Overview of cash revenue and expenditures

Cash balance as of 1 January 2018:	35 728,54 €
Revenue:	
- Main services provided	7 899,79 €
- Loans by Epic Australia and Scotland	200 495,50 €
- Donations of Legal Entities and Individuals	7 291,60 €
- Hopes-4-Low grant	8 884,08 €
- IUVENTA grant	26 906,80 €
- INTERREG grant	14 465,94 €
- OXALIS SCOP grant	20 724,58 €
- Accreditation payment	720,00
- Overpayments, advances and wrong payments	2 183,90 €
- Interest	0,50 €
Total revenue:	289 572,69 €
Expenses:	
- Employment Support	13 599,76 €
- Promoting social entrepreneurship	53 446,20 €
- Promoting youth employment	88 264,02€
- Foreign Management	61 469,54€
- Other administrative expenditure	41 763,11 €
- Common expenses	60 172,19 €
Total expenses:	318 714,82 €
Cash balance as of 31 December 2018:	6 586,41 €

6.4 Overview of the range of revenue (income) broken down by source

Income (revenue) from activity - own resources	
Revenues from cleaning services	7 960,05 €
Bank interest	0,50 €
Accreditation fee	660,00 €
Total:	8 620,55 €
Income (revenue) for the operation - private resources	
Financial donations from Legal Entities/charitable advertising	8 741,82 €
Total:	8 741,82 €
Income (revenue) for the operation - public funds, contributions from the share of taxes paid	
Hopes4Low EU grant	3 201,73 €

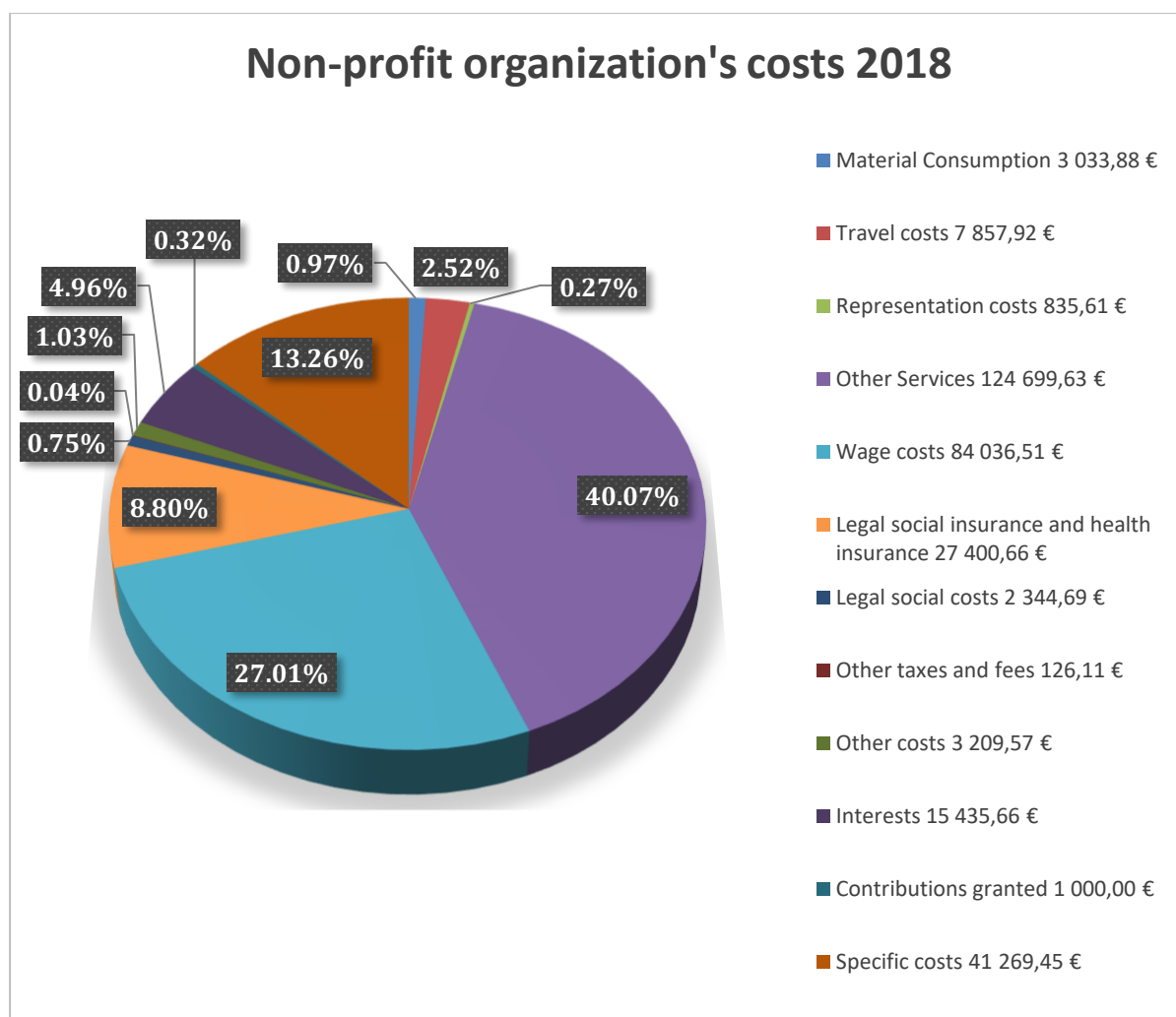
IUVENTA grant	23 115,10 €
Europe. Commis. Brussels grant	20 663,65 €
Interreg EU grant	23 320,45 €
Total:	70 300,93 €
Total income:	87 663,30 €

6.5 Status and movement of assets and liabilities of the non-profit organization

Assets	As of 01.01.2018	Increments	Decrements	As of 31.12.2018
Cash register	1 668,70 €	5 711,83 €	6 876,67 €	503,86 €
Bank Accounts	34 059,84 €	289 421,27 €	317 398,56 €	6 082,55 €
Customers	1 880,95 €	16 715,29 €	18 548,24 €	48,00 €
Other claims	0,00 €	25,83€	0,00 €	25,83 €
Other claims	975,40 €	8 799,16 €	566,91 €	9 207,65 €
Debts due to fin. relations to the state and territorial self-governing units' budgets	48 085,35 €	23 320,45 €	35 190,52 €	36 215,28 €
Deferred costs	3 291,67 €	2 452,90 €	3 291,67 €	2 452,90 €
Deferred revenue	0,00 €	2 698,23 €	0,00 €	2 698,23 €
Total Assets:	89 961,91 €	349 144,96 €	381 872,57 €	57 234,30 €
Liabilities	As of 01.01.2018	Increments	Decrements	As of 31.12.2018
Business related liabilities	9 579,02 €	106 238,71 €	111 463,13 €	4 354,60 €
Other liabilities	4 882,98 €	279 349,00 €	250 076,24 €	34 155,74 €
Unbilled deliveries	299,50 €	2 572,00 €	2 099,5 €	772,00 €
Employees' payables	4 033,83	62 407,43 €	60 628,23 €	5 813,03 €
Other payables to the employees	166,05 €	6 903,33 €	6 782,07 €	287,31 €
Payables to social security institutions and public health insurance	2 493,31 €	37 962,92 €	36 723,63 €	3 732,60 €
Payables to the tax office	2 028,26 €	20 313,77 €	20 528,98 €	1 813,05 €
Liabilities due to fin. relations to the state budget and budget US	29 679,43 €	45 099,66 €	56 289,26 €	18 489,83 €
Another liabilities	1 378,00 €	860,00 €	2 178,00 €	60,00 €
Deferred income	0,00 €	800,00€	0,00€	800,00€
Deferred expenses	942,00 €	0,00 €	942,00 €	0,00 €
Long-term commitments	0,00€	176 304,30€	0,00€	176 304,30€
Liabilities from the social fund	1 145,35 €	398,70 €	640,00 €	904,05 €
Total Liabilities:	56 627,73 €	739 209,82 €	548 351,04 €	247 486,51 €

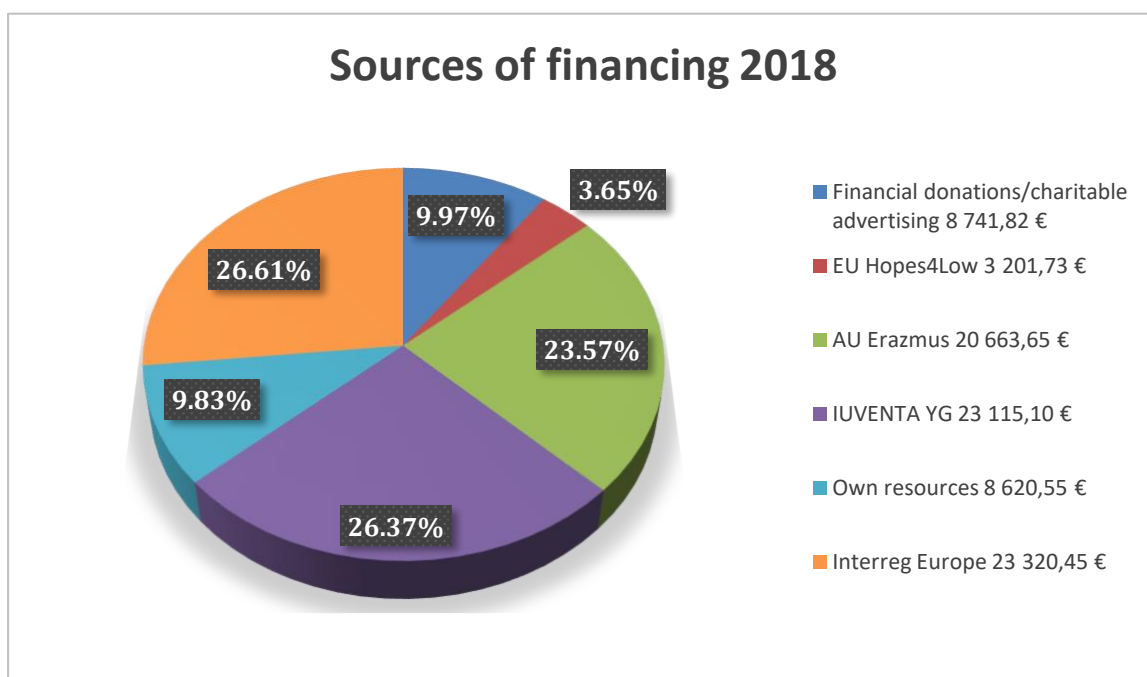
6.6 Cost Structure

Cost account Name	Amount	Percentage
Material Consumption	3 033,88 €	0,97%
Travel costs	7 857,92 €	2,52%
Representation costs	835,61 €	0,27%
Other Services	124 699,63 €	40,07%
Wage costs	84 036,51 €	27,01%
Legal social insurance and health insurance	27 400,66 €	8,80%
Legal social costs	2 344,69 €	0,75%
Other taxes and fees	126,11 €	0,04%
Other costs	3 209,57 €	1,03%
Interests	15 435,66 €	4,96%
Contributions granted	1 000,00 €	0,32%
Specific costs	41 269,45 €	13,26%
Total	311 249,60 €	100,00%



6.7 Income structure by source

Source	Sum	Percentage
Financial donations/charitable advertising	8 741,82 €	9,97%
EU Hopes4Low	3 201,73 €	3,65%
AU Erasmus	20 663,65 €	23,57%
IUVENTA YG	23 115,10 €	26,37%
Own resources	8 620,55 €	9,83%
Interreg Europe	23 320,45 €	26,61%
Total	87 663,30 €	100,00%



7. Membership in Other Organizations:

In 2018, the non-profit organization EPIC was a member of the following organizations and networks:

- EPIC International
- American Chamber of Commerce
- SocioFórum
- Social Innovation Europe
- Alliance for YOUTH

In Bratislava on



.....
Chairman of the Board of Trustees



.....
Controller

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