



Non-Profit Organization

NON-PROFIT ORGANIZATION EPIC

Annual Report 2019

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 various types of disabilities;
- promoting social economy and social entrepreneurship;
- promoting the employment of young people and people over the age 55+;
- 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-NESTLÉ.

4. Structure

The 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:

- Donald Campbell, President;
- Dean Graham, Member.

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

In December 2019 there has been a change in the Statutory Body of the NPO EPIC. Warrick Harold Staveley has replaced long-time statutory and founder of EPIC ASSIST Mr. Keith Martin, who retired.

In 2019, Eva Havelková has maintained the position of the Central European Coordinator with the responsibility over the NPO EPIC offices in Slovakia and the Czech republic.

During 2019, there were minor changes in the executive team of the non-profit organization EPIC as follows:

- NPO EPIC terminated the contract with Ela Klementová, who worked externally as a project manager in Zvolen;
- Alena Štefániková has replaced Barbora Tholtová at the position of a project manager;
- Kristína Gašparovičová has replaced Lenka Loučková as a project manager in the NPO EPIC's team.
- Arnold Ponesz has continued as a project manager;

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 19 contract workers (a variety of short-time contracts in projects).

The organization's payroll and general accounting continued to be provided by an external accountant company Servis MVO s.r.o.. Magdalena Feniková and Jana Marschalová were the financial accountants.

Many other services were provided by external contractors.

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

In order to modernize and achieve higher media coverage of the NPO EPIC's activities, we have continued in improving of the web design of EPIC's webpage. In 2019, we continued cooperating with the webmaster the company Moonlight, s.r.o. With the new design of the webpage we make it easier for visitors to navigate there. Likewise, we add new functions such as visible links to our other web pages with activities and service of the NPO EPIC, for example the webpages socialnepodnikanie.sk and definitely-clean.sk. The new interface enables editing of the web content directly by the employees of the NPO EPIC.

We have also continued to inform about the NPO EPIC's projects, activities, and events through social media and networks – through LinkedIn, Facebook, and Instagram.

5. Activities

In 2019, EPIC continued in its activities within the above-mentioned five key 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 2019, 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), the NPO EPIC continued with activities aimed at participation or creation of targeted programmes for people with health disadvantages.

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.

The implementation framework of the programme, defining the scope and means for meeting its objectives, was the following activities, initiatives and projects in 2019:

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:

- Alliance for YOUTH- Nestlé
- American Chamber of Commerce/AMCHAM
- DM Slovensko

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.

Active participation on the job fair Profesia days

- In 2019, the non-profit organization EPIC took an active part in the job fair **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 10th edition of this popular job fair which took place on 6 March – 7 March 2019. The employees of the NPO EPIC recruited people with disabilities into the current programmes in the companies participating in the Profesia days, as well as among the visitors of this job fair. An important part was also recruitment of staff for cleaning services (mainly) for disabled people, carried out by EPIC since 2015, called Deafinitely Clean.

Project/Service 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 2019 (including quantitative indicators)

- During 2019, a job opportunity and individual support was provided to 11 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 work in the future;
- We registered a total of 45 workers/cleaners in the database since the start of the project, increasing the number of prospective cleaners by 8 people. Depending on the demand, during 2019, we completed an average of 60 hours of cleaning per month.
- We have addressed more than 20 potential clients of our cleaning company directly by email, in person, or indirectly.

5.2. Promoting social entrepreneurship

The aim of the programme is to provide those interested in social entrepreneurship with the advice and technical assistance needed to set up and operate social enterprise aimed at creating new job opportunities at the local level.

In the past years, the objectives of the programme were mainly implemented through the supported EU programme for education, training, youth and sport, Erasmus +. At the same time, however, suitable conditions allowed us to continue of this program in the coming years, in particular by intensive cooperation on the successful creation of a new project aimed at promoting social entrepreneurship in sparsely populated areas from the ERDF Programme, Interreg Europe.

In the future, we plan to update the training course with the latest knowledge, including legislation and financial instruments related to the topic of social economy and social entrepreneurship. We also plan to join other projects aimed at social economy and social entrepreneurship.

Another project within the social economy support program line, launched by EPIC in 2017, was the implementation of an international project aimed at developing 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) PGI023594

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 involving 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 2019 were linked to the successfully implemented activities from the previous year:

- 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.

The second phase of the project, in the course of 2019, focused mainly on the implementation of the Action Plan of the Gemer Region in cooperation with the Ministry of Labor, Social Affairs and Family of the Slovak Republic.

Main activities/achievements of the project in 2019

- International workshops involving project partners:
 - Slovakia: 10.4. 2019
 - Germany: 28. – 29.5. 2019
- Presentation of good practice examples: Finland: 6. – 7. 5. 2019
- Organization of round tables with international participation: 14. – 17.5. 2019
- Meetings to prepare the Action Plan of the Gemer Region: 10.4.2019/Rožňava; 23.5.2019/Banská Bystrica
- Meetings with representatives of organizations active in the field of social economy at regional level (6 meetings)
 - 13.3. the Ministry of Labor, Social Affairs and Family of the Slovak Republic
 - 18.3. The Košice self-governing region
 - 19.3. Independent consultants in SE
 - 19.3. Regional centres for social economy
 - 1.4. Social Innovators/ BIVIO
 - 2.4. Nová Cvernovka
- Organizing a dissemination event involving policy makers from regions and other relevant institutions 18. – 20.3. in Banská Bystrica
- Presentation of the project at public events, 28.11., the University of Economics, Bratislava
- Modification of the Action Plan of the Gemer Region + the Pilot Action preparation
- Communication and dissemination of project awareness through the website, social media.

Pilot project People to people:

The program package of the NPO EPIC priorities for the support of the social economy also includes the implementation of the pilot project “People to people” carried out in cooperation with the British Council.

Project title:

People-to-People Central Europe

Project duration:

15 November 2018–31 June 2019

The pilot project was initially planned for March 2019, but due to positive feedback and excellent results, the project was extended until June 2019.

Funding/Donor:

British Council

Amount of financial support/Grant:

Total Project Budget: £30,266 ≈ €36,000

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” training Qmaterial for teachers – commented on by experts in the field of social entrepreneurship, translation into Slovak language;
- “Community mapping” - implementation of focus groups in given regions with different target groups on the topic of social innovation within the community. The results were used during the “Ideas Lab” event;
- “Scoping visit” - visit by an expert from the UK who provided consultations to the representatives of various organizations active in the field of social innovation;
- UK study visit - a team of 7 participants from different organizations visited UK organizations/experts active in social innovation;
- “Ideas Lab” - a 3-day event (Banská Bystrica), which aimed 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.
- Identifying and supporting 3 projects that have been in dialogue during the Ideas Lab and have shown the potential to promote dialogue and innovation between communities.
- “Teaching Resource Phase 2” – training material for teachers of “Social Enterprise” presented to representatives of teachers and headmasters of secondary schools, representatives of local governments and local communities at a joint meeting in Prešov and Banská Bystrica. The aim of the subsequent discussion was to discuss the feedback on the material and the possibilities of future adaptation to school conditions.
- “Social Cohesion Festival” - a 1-day event in Banská Bystrica and Prešov aimed at bringing together partners from all major areas of the project - social innovation, critical thinking and community art, and sharing experiences and ideas for further development in these areas.

Important outputs achieved in 2018 and 2019

- Selecting and establishing cooperation with six experts in the field of social entrepreneurship and social innovation;
- “Teaching review” - a day-long discussion between British experts from the RIO organization and local experts on training material for educators, formulation of recommendations and changes essential to adaptation in Slovakia and translation of the material;
- Establishing collaboration with an expert who analyses and leads the “Community Mapping”;
- Selection of 3 projects developed by non-governmental organizations that have received financial support through the NPO EPIC to implement the best projects and their activities;
- Establishing cooperation with representatives of schools, local authorities, and community representatives, where training materials were presented and subsequently adapted to the needs of educational material

5.3. Supporting youth employment

Unemployment among young people within the EU was also a serious problem in 2019, 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 41.2 thousand people out of 176.2 thousand unemployed. According to data from the Central Office of Labour, Social Affairs and Family of the Slovak Republic, 5.6 thousand people under the age of 20 were unemployed, 15.7 thousand were unemployed between the ages of 20 and 24 and more than 19.8 thousand job seekers were 24 to 29 years old. Another 20.6 thousand unemployed were between the ages of 30 and 34 at the end of the first month.

In 2019, the NPO EPIC's endeavor was to support the employment of young people and to implement specific programs aimed at improving the employability of young people, supporting their qualifications and skills, also through youth organizations, in order to respond to the current demanding requirements of potential employers. At the same time, we continued to draw the attention of employers in relation to increasing the employment of young people. In 2019, the core NPO EPIC projects in this area included the ERASMUS + " Záruky pre mladých/Youth Guarantee" project.

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, Zvolen Municipality

Project Summary

Youth Guarantee are among the specific programs to promote youth employment in the EU that have been set up and are funded by the European Commission. These are relatively broadly defined measures aimed at increasing the employment of young people under 29 years of age. The aim of the measures is to provide these young people with a job offer or the possibility of further study within four months after graduation, which would increase their real chances of employment. The youth guarantee measures aim to increase the employment and employability of young people by encouraging acquiring experience and the active involvement of young people in 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.

The NPO EPIC launched a pilot project to create a multi-sector local partnership and engage the non-profit sector as a link to create "local youth guarantees", in the city of Zvolen, according to local specifics. It is a broad partnership involving representatives of schools, employers, the city, various companies, institutions, and organizations, including youth and community workers and young people. They were the authors of a local youth guarantee action plan according to local needs and specifics. The professional support and inspiration for the implementation of the project was the municipal office in the city of Turku in Finland.

Main activities of the project

- Setting up a local working group, represented by a broad partnership between organizations, institutions and actors with experience in working with young people, employers, employment services provided by local government and young people;
- Organizing two training workshops for the members of the working group by the partner

municipality from Finland to develop a local Youth Guarantee Strategy and a 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;
- Five pilot actions of the local youth guarantee action plan;
- Creating the possibility of using individual consultations for disadvantaged young people;
- A seminar for social and community workers on the topic of working with disadvantaged young people;
- Creation of an accredited career guidance course for educational, career counsellors and psychologists at primary and secondary schools and for social workers;
- A student conference to enhance the attractiveness of vocational schools for prospective students;
- A week-long study visit to Turku, Finland, where representatives of the Zvolen working group got inspired by the model of the Youth Guarantee in Finland;
- A two-day training seminar for the members of the working group, including local government actors from Zvolen;
- Creation of an InfoPoint for young people and professionals working with young people in called "Konekt" www.konektzv.sk, 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.

The success of the Youth Guarantee project and, in particular, the excellent cooperation with the city authorities in the creation of a career counseling centre for young people was also recognized by the Association of Adult Education Institutions in Slovak republic, which awarded the AIVD Awards. In the Self-Government category, the AIVD Award was awarded to the town of Zvolen for an excellent role in education, active cooperation with the NPO EPIC and other partners in creating conditions for non-formal education and career guidance. The award highlighted in particular that the city of Zvolen, in cooperation with EPIC Non-profit and other partners, created an informal space - the KONEKT centre, where young people under 29 can find information on education, employment, volunteering, study abroad or personal development, obtaining information or consultations with experts when choosing a school, job or with personal problems. At the same time, Konekt is a space where young people can organize their own activities, or just meet friends or make projects.

The next project from the category of projects for supporting youth employment implemented by the NPO EPIC in 2019 was the project called HOPES4LOW.

Title and registration number of the project

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

Project number: SEP-210428131

Project duration

1.1.2018–30.06.2020

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 2019 followed the activities of the previous year

- Preparing a campaign for mentors; preparation of training activities - modification of training materials for mentoring;
- Meeting with project partners from Hungary at Orechov Dvor; discussion with the community center on the results achieved, 22 August near Nitra/Orechov Dvor;
- Recruitment of new mentors, presentation at the Institute of Social Studies in Nitra: 1. 10.2019;
- Training for new mentors, preparation of logistics meetings at the Orech yard; 30.10.2019 in Banská Bystrica;

- Meeting with the community ambassador from the Municipal Office in Nitra; agreeing the terms of cooperation, planning a joint meeting with other organizations operating at the Orechov Dvor: 20.12.2019 in Nitra;
 - Training preparation for employers + non-profit organizations;
- Since the summer of 2019, the NPO EPIC has been implementing the ERASMUS + project called **Your career is waiting – get ready!**

Title and registration number of the project

Your career is waiting – get ready!

Project number: 2019-1-SK02-KA205-002145

Project duration

1.6.2019–31.05.2021

Source of funding/Donor

Programme of the EU Erasmus + - National Agency of Erasmus + programme for youth Iuventa

Financial funding/Grant amount

Total grant amount: 155 480 €

Project Partners

Cometa Formazione Società Cooperativa Sociale (Italy), Tracé Brussel (Belgium), EPIC Assist (Czechia)

Summary

The project responds to high youth unemployment in all EU countries, particularly of young people under 29 and specifically young people with disabilities or other disadvantages. The aim of this project is to help these young people better prepare for entering the open labor market and at the same time to promote their greater inclusiveness and acceptance by the majority society. These objectives are pursued through two types of training, both of which are based on experience and expertise of the NPO EPIC. The first area includes special training aimed at preparing young people for future employment in a highly interactive and practical way in direct cooperation with human resources experts. The success of this type of training is ensured by the relevance of its content, created in collaboration with the business community, academics, human resources and recruiters, and close cooperation with the business sector, reflecting the real needs and requirements of employers. The second area focuses on the sensibilization of employers towards the employment of disadvantaged people, as well as on the education of potential employers. The project is aimed at young people aged 16 to 20 in Slovakia, the Czech Republic, Belgium, and Italy.

Main project activities

- Adaptation of existing the “Job Interview Simulator” and the “Disability Awareness Training” to specific project target groups
- Implementing the “Job Interview Simulator” and the “Disability Awareness Training” during the project duration
- Participation in transnational project meetings in each partner country
- Comparative analysis of youth employment

- Creating video material capturing project activities
- Organization of a dissemination conference on the results and outcomes of the project

Main implemented project activities in 2019

- Organization of the first international project meeting in Bratislava
- Preliminary comparative analysis of youth unemployment in Slovakia, Czech Republic, Belgium, and Italy
- Preparation for training activities and the transfer of the NPO EPIC's know-how in the transition from the education system to the open labor market and the sensibilization of employers in relation to the recruitment of disadvantaged employees

NPO EPIC NETWORKING

StartNet Europe Brusel

In 2019, the NPO EPIC continued its active membership in StartNet Europe. It is a network of non-governmental organizations from the EU countries coordinated from Brussels, aimed at improving the employability of young people, contributing to their better transition from schools to the labor market. The discussions held in 2019 were aimed at presenting the projects and activities of the individual members of StartNet and European initiatives to create employment and increase youth employment in EU Member States.

The main meeting was held between 25.-27. September 2019 in Finland, Turku. The municipality, in cooperation with schools, educational institutions, has found a suitable link between education and practice. The city of Turku is a practical example that it can work – for example dual education leads to the emergence of new jobs, respectively employment of young graduates. The meeting also included a discussion with policy-makers at European and local level aimed at finding ways to increase youth employment and facilitate their transition to the labor market.

All 4 Youth/Alliance for Youth - NESTLÉ

In 2019, the NPO EPIC was also 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, in November 2019 the NPO EPIC participated in the Youth2 Business event focused on marketing strategies, where the skills of selected participants were evaluated based on their work in the team, solving tasks, and presenting solutions to a specific problem defined by participating organizations and companies.

In November 2019, together with partners from All4Youth and Future Generation Europe, the NPO EPIC participated as an exhibitor at a networking event for students at the Faculty of Informatics and Information Technologies STU in Bratislava.

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 2019

- 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 2019, the 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;
 - Alliance for Youth NESTLÉ
 - 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, 2019 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 2019:	6 586,41 €
Revenue:	
- Main services provided	6 119,87 €
- Epic Australia and Scotland / donation and loan forgiveness	170 000,00 €
- Donations of Legal Entities and Individuals	300,00 €
- Hopes-4-Low grant	21 550,26 €
- IUVENTA YG grant	13 453,40 €
- INTERREG grant	36 215,28 €
- IUVENTA YC grant	62 192,00 €
- Share of paid tax	877,33 €
- Overpayments, advance payments and wrong payments	1 422,33 €
- Interest	0,41 €
Total revenue:	312 130,88 €
Expenses:	
- Employment Support	52 775,16 €
- Promoting social entrepreneurship Soc. Spa	54 776,45 €
- Promoting youth employment	68 264,02 €
- Loan repayments	74 832,08 €
- Other administrative expenditure	49 565,50 €
- Common expenses	12 059,47 €
Total expenses:	312 272,68 €
Cash balance as of 31 December 2018:	6 444,61 €

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

Income (revenue) from activity - own resources	
Revenues from cleaning services	5 825,76 €
Bank interest	0,41 €
Consultancy services and other revenue	1 037,10 €
Total:	6 863,27 €
Income (revenue) for the operation - private resources	
Financial donations from Legal Entities/charitable advertising	365 827,74 €
Total:	365 827,74 €
Operating Income (revenue) - public funds, contributions from the share of taxes paid	
Hopes4Low EU grant	31 584,63 €

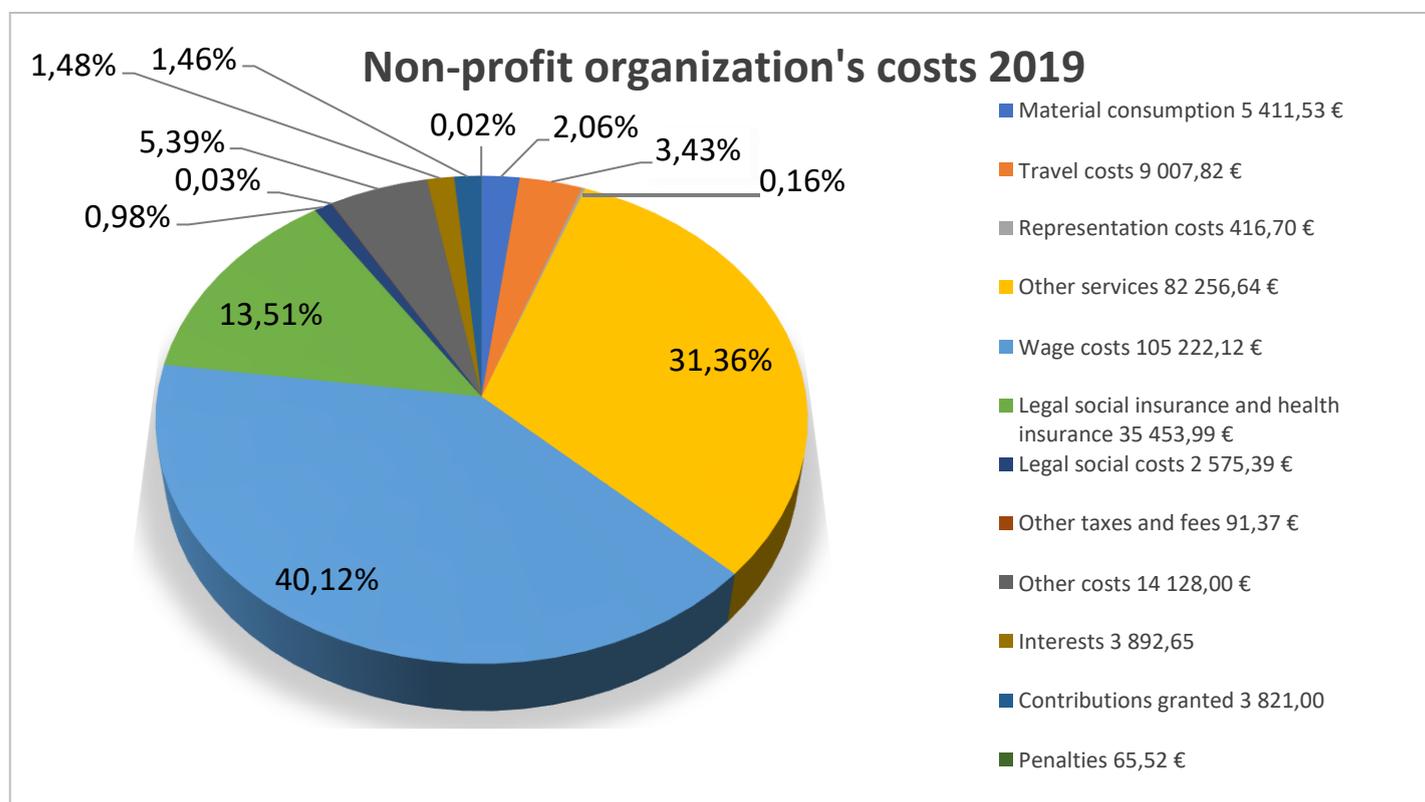
IUVENTA Youth grant	26 260,88 €
IUVENTA Your career grant	13 466,70 €
Interreg EU grant	21 614,75 €
Share of paid tax	877,33 €
Total:	93 804,29 €
Total income:	466 495,30 €

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

Assets	As of 01.01.2019	Increments	Decrements	As of 31.12.2019
Cash register	503,86 €	6 055,83 €	5 363,76 €	1 195,93 €
Bank Accounts	6 082,55 €	345 534,13 €	346 368,00 €	5 248,68 €
Customers	48,00 €	39 138,94 €	39 138,04 €	48,90 €
Other claims	25,83 €	1176,55 €	1 199,98 €	2,40 €
Other/different claims	9 207,65 €	5 649,05 €	0,00 €	14 856,70 €
Debts due to fin. relations to the state and territorial self-governing units' budgets	36 215,28 €	21 614,75 €	36 215,28 €	21 614,75 €
Deferred costs	2 452,90 €	4 946,33 €	2 452,92 €	4 946,31 €
Deferred revenue	2 698,23 €	253,00 €	2 698,23 €	253,00 €
Total Assets:	57 234,30 €	424 368,58 €	433 436,21 €	48 166,67 €
Liabilities	As of 01.01.2019	Increments	Decrements	As of 31.12.2019
Business related liabilities	4 354,60 €	83 713,02 €	87 593,83 €	473,79 €
Other liabilities	34 155,74 €	270 771,80 €	301 188,04 €	3 739,50 €
Unbilled deliveries	772,00 €	0,00 €	772,00 €	0,00 €
Employees' payables	5 813,03 €	76 268 69 €	73 496,50 €	8 585,22 €
Other payables to the employees	287,31 €	6 507,11 €	6 404,18 €	390,24 €
Payables to social security institutions and public health insurance	3 732,60 €	49 278,02 €	47 806,26 €	5 204,36 €
Payables to the tax office	1 813,05 €	17 520,58 €	17 455,81 €	1 877,82 €
Liabilities due to fin. relations to the state budget and budget US	18 489,83 €	97 195,66 €	71 312,21 €	44 373,28 €
Another liabilities	60,00 €	4 381,60 €	4 441,60 €	0,00 €
Deferred income	800,00	0,00	800,00	0,00
Deferred expenses	0,00 €	0,00 €	0,00 €	0,00 €
Long-term commitments	176 304,30 €	0,00 €	160 868,64 €	15 435,66 €
Liabilities from the social fund	904,05 €	374,83 €	755,00 €	523,88 €
Total Liabilities:	247 486,51 €	606 011,31 €	772 894,07 €	80 603,75 €

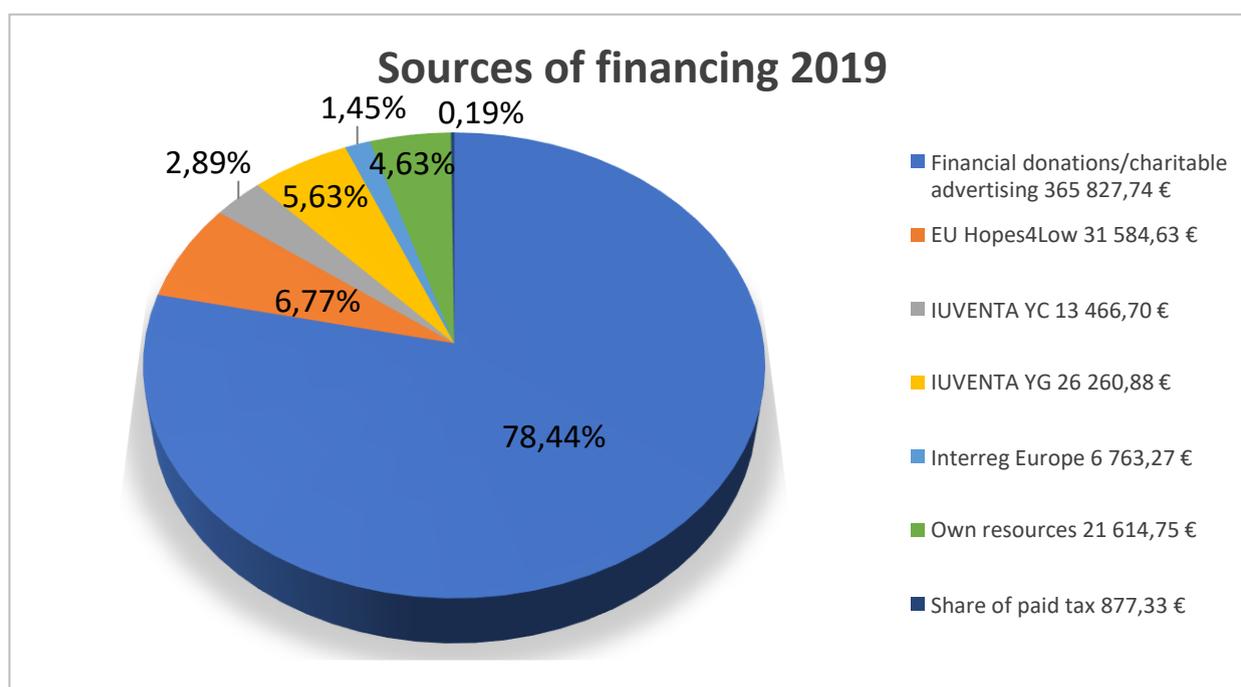
6.6 Cost Structure

Cost account Name	Amount	Percentage
Material Consumption	5 411,53 €	2,06%
Travel costs	9 007,82 €	3,43%
Representation costs	416,70 €	0,16%
Other Services	82 256,64 €	31,36%
Wage costs	105 222,12 €	40,12%
Legal social insurance and health insurance	35 453,99 €	13,51%
Legal social costs	2 575,39 €	0,98%
Other taxes and fees	91,37 €	0,03%
Other costs	14 128,00 €	5,39%
Interests	3 892,65 €	1,48%
Contributions granted	3 821,00 €	1,46%
Penalties	65,52 €	0,02%
Total	262 342,73 €	100,00%



6.7 Income structure by source

Source	Sum	Percentage
Financial donations/charitable advertising	365 827,74 €	78,44%
EU Hopes4Low	31 584,63 €	6,77%
IUVENTA YC	13 466,70 €	2,89%
IUVENTA YG	26 260,88 €	5,63%
Interreg Europe	21 614,75 €	4,63%
Own resources	6 763,27 €	1,45%
Share of paid tax	877,33 €	0,19%
Total	466 495,30 €	100,00%



7. Membership in Other Organizations:

In 2019, 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,



.....
Chairman of the Board of Trustees



.....
Controller

Prepared by Eva Havelková, NPO EPIC Coordinator for Central Europe