



TELE Analyzing and Development Phase

How to narrow and concretize the research of “entrepreneurship” in ROMANIA?

Entrepreneurship workshops/courses in partner countries

Extent: An overview of 2-3 courses p. partner 1-2 pages per E. Workshop/course

Who is doing them?

In Romania, entrepreneurship is studied both within the national education system, and after graduation through continuous training programs. Entrepreneurial education in the national education system implies the following:

- In high school, it is a compulsory subject matter for all educational profiles for the 10-th grade with 1 class/ per week, but it only offers strictly theoretical issues, thus being ineffective.
- Training firms in high schools majoring economics – for a small number of students – are most effective way of practice because they train by means of actual initiation practice.
- Teacher training in VET-profile services for the expansion of the modern interactive learning method regarding the use of a training firm – a week-long training course
- Entrepreneurship in higher education

Entrepreneurship teaching through continuous training

- Entrepreneurship educational programs run by the Post-Privatization Foundation;
- Programs of the Agency for Implementing Programs and Projects for SMEs;
- Sectoral Operational Programme Human Resources Development (SOP HRD)

The methods used for training in entrepreneurship are varied and are based primarily on:

- Lecturing debates, seminars, conferences;
- Workshops, business plans competitions, etc.

1. Entrepreneurship courses

Organizers: high schools, public or private universities, private organizations that implement economic education, entrepreneurial and financial (JA) programs in schools, private training organizations or NGOs organizing occupational training courses or continuous training in the field of entrepreneurship, paid or for free.

Methodology: entrepreneurship courses offer learners the opportunity to acquire skills and abilities that will help them in the development of social enterprises, a field that is still in its beginnings in Romania.

Courses are divided into several modules which are studied both theoretically and practically, the main problems of this sector being:



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- How to be a successful entrepreneur – the profile of a successful entrepreneur;
- The business plan
- Strategic Management and Human Resources
- Communication and presentation skills
- Marketing - basics
- Introduction to Accounting - basics
- Legislation issues
- eBusiness and IT

These courses can be conducted online or face to face.

Strengths

- Obtaining information regarding opportunities of professional development and ways of fructifying them.
- Upon the graduation, participants receive a certificate that provides employers with the guarantee that the graduates that were recruited have the necessary skills and competences for performance in the business environment.

Weaknesses

The courses are mainly aimed at people in urban areas and less for those in the rural areas who have limited access to them.

2. Workshops on Entrepreneurship

Organizers: economic high schools, public or private universities, private organizations that implement economic education, entrepreneurial and financial (JA) programs in schools, organizations offering occupational training courses or continuous training in the field of entrepreneurship.

Methodology:

The methodology developed for the workshops is based on discussing and solving some practical exercises, such as case studies or role plays, on feedback on the part of the trainers and the colleagues about the results and on the permanent self-assessment.

Topics:

1. Vision and entrepreneurial attitude
2. Creativity and Innovation
3. Defining business and competitive advantage
4. Sales and negotiation
5. Marketing and promotion



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6. The Business Plan

7. About people and leadership

These workshops are addressed to young graduates, to people who are looking for a job, but also to people who want to start their own business.

Strengths

These workshops are practical applications of theoretical knowledge in the field of entrepreneurship and they are appreciated by the participants in the evaluation questionnaires but also in the positive feedback that emerges from their messages sent to organizers. Participants learn to draw from the achievements, lessons and business stories of successful entrepreneurs and business executives and to make their business model match the acquired knowledge.

Weaknesses

Most of these workshops have to be paid and the fee can prevent many of the potential participants to actually participate, especially when it comes to young graduates or long-term unemployed people.

3. Entrepreneurial Events

Organizers: economic high schools, public or private universities, private organizations that implement economic education, entrepreneurial and financial (JA) programs in schools, training organizations offering occupational training courses or continuous training in the field of entrepreneurship.

Methodology:

Entrepreneurial events refer to seminars in which successful entrepreneurs share their own experiences, debates aiming to identify the most important qualities that a contractor needs to have, conferences where there are presented solutions and resources about how to finance the business and how to reduce costs.

According to the organizer, these events may target young graduates, unemployed people, women, people who want to start a business. The topics addressed are exciting and may refer to: the role of the state in supporting entrepreneurs, the courage to go against trends, education and the role of social entrepreneurship, how long it can take and how hard it can be to make the first million, and how fast and easy it can be lost. Besides the training programs that they are based on, these events also have the purpose of emphasizing the novelties that occur in the business sector: investment perspectives in the private sector and their success stories, relevant studies about the business sector in Romania, European funds and special funding programs for SMEs, networking opportunity with key people in the industry.

Strengths

These events bring together entrepreneurs, local authorities, organizations supporting SMEs both for the public and the private sector, who will channel their energy to improve the eco-system in which these businesses operate.



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| | <p>Weaknesses This type of events are not well publicized.</p> |
| <p>1.a. Find 3 different best practices</p> <p><i>Extent: 1-2 pages per Best Practice per partner</i></p> | <p>1. THE TRAINING FIRM (formal education in economical high schools)</p> <p>The training firm is a successful, modern, innovative and interactive teaching method in Romania, which aims to develop students' entrepreneurial spirit by simulating all the activities in a real company. Trained in an attractive, creative and interactive setting, the student will be motivated to participate voluntarily and at his own training, acquiring essential skills that will facilitate his integration into the labour market. Understanding and applying optimally the concept of 'training firm' will offer the student an active learning, based on practice, facilitating his transition from school to work.</p> <p>The characteristics of the training firm:</p> <ul style="list-style-type: none">• the activity of training firms takes place in a laboratory properly equipped for the theoretical and practical economic training;• it operates as a real firm, but it uses virtual money and goods, in accordance with the practice and the specific laws of the national economy;• it develops skills that are necessary at the workplace under the methodical guidance of the teacher;• it offers economic agents the opportunity to get involved in the learning process;• wrong decisions, which in reality would create serious problems, do not have such consequences in the case of a training firm, but it provides valuable learning situations; <p>The place where the training firm activates is a properly furnished classroom, with the necessary equipment to carry out economic and commercial operations in order to simulate the activity of a real firm in the economic sphere.</p> <p>The goal of the training firm is that students acquire key competences and skills, and specific attitudes that will enable them to successfully integrate into the labour market and / or to pursue a college with a certain profile.</p> <p>General competences covered: The general competence aimed at by means of the training firm is represented by the development of the students' entrepreneurial spirit through:</p> <ul style="list-style-type: none">• familiarizing students with specific activities of a real company• simulating operations and business processes specific to the real business environment• improving the business language• developing attitudes necessary for a dynamic entrepreneur: creativity, critical thinking, problem solving, decision making, responsibility, teamwork, initiative, perseverance, self-organization and self-evaluation of individual resources, flexibility. <p>Specific competences: The specific competences of this learning method relate to:</p> <ul style="list-style-type: none">• the development of students' entrepreneurial spirit in TVET• facilitating the transition of TVET graduates from school to work |



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- the implementation of the concept of 'training firm' aims at creating a **dynamic type of entrepreneur**, able to develop a new process of production, to bring on the market a new product or service or to discover a new way of distribution.

Values and attitudes:

- developing personal skills (effectiveness at the workplace, flexibility, productivity, results orientation, reliability, appropriate behaviour, willingness to learn continuously, time management) with the aim of improving the activity at firm level;
- developing social skills (interpersonal communication, teamwork, problem solving);
- anticipating customer needs by promoting a suitable offer;
- developing marketing strategies adapted to specific segments of the market;
- identifying one's own position within the company;
- properly managing the human resources in the company.

Quality indicators:

- The study of the training firms market in Romania
- The choice of name, logo and legal form of the company
- The preparation of the specific documentation, needed to found a training firm, by the students
- The circuit of the documents for the foundation of the training firm
- Designing the organizational structure of the training firm

Performance indicators:

- The correct preparation of the documentation for the foundation of the training firm
- Successful, in time registration of the training firm on ROCT (ROmanian Coordination of Training-firms) platform
- Choice of the optimal legal form for the training firm
- Choice of the optimal organizational structure for a small firm which has as the object of trade online trading
- Achieving the correct organization chart of the company

Resources:

The activity will be held in the computer laboratory, both in frontal activities and in groups (activities on compartments) having access to computers equipped with all the necessary software, to laptops, to a projector, internet, books, magazines, brochures, auxiliary materials from real companies (parent companies), thematic videos, case studies, video camera, etc.

The instruction by means of the training firm is highly appreciated by the students because it allows them to develop practical skills, to work in a team - which calls for qualities such as sense of responsibility, organizational capacity, precision, accuracy, ability to solve conflicts. Here, practical knowledge from various fields such as accounting, marketing, law, science, social sciences, and others, are applied in practice which means that the activity in a **training firm** requires an additional and independent work and qualification.



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The rules established for **the training firm** (laws, government decisions, government ordinances and others) are studied and applied. The teacher must be aware of any changes in the field.

We believe that through the use of **the training firm method**, the students' interest for economic subjects increases, while being a gain for the society at the same time. By using this method, the level of achievement of performance indicators increases considerably, and it protects the youth from thickening the rows of the unemployed at the moment of school graduation.

2. NON-FORMAL EDUCATION

FOSTERING ENTREPRENEURIAL CULTURE AND KEY QUALIFICATIONS IN RURAL AREAS

The project "Fostering entrepreneurial culture and key qualifications in rural areas - MICRA" is co-financed by European Social Fund through Sectoral Operational Programme Human Resources Development, Priority Axis 5 'Promoting active employment measures'.

The project aims at improving the quality of human resources in the rural areas of the developing regions West, North West and Centre to facilitate access to employment in non-agricultural activities and to create conditions for the development of profitable non-agricultural enterprises through an integrated program of information, professional training, counselling and entrepreneurial training for a number of 2500 people, in 36 months.

The project will provide integrated training, training programs for the integration and adaptability of people working in rural areas, as well as counseling and mediation for the reintegration into the labour market of unemployed people by setting up three counseling and mediation centres, one for each region.

The project also provides a program to encourage and promote self-employment and the creation of businesses through training programs specific for starting and conducting a business in rural areas, the creation of support structures for starting a business that will operate by the counseling centres, the provision of entrepreneurial tutoring for 27 startups, the organization of three conferences "Business for the Beginners" and the organization of contracting exhibitions with the products and services offered by entrepreneurs who have created their own business through this project.

The implementation of this project aims at:

- training 933 people, out of which at least 480 will be women;
- counseling to 2,500 people for the reintegration into the labour market, out of which at least 1300 will be women;
- 288 trained students in order to open a business, out of which at least 145 will be women;
- 288 counseled people in order to initiate autonomous entrepreneurial activities in rural areas, out of which at least 145 will be women.

The target group aimed at by this project consists of inactive persons, people seeking employment, including long-term unemployed from the rural area or people engaged in the subsistence agriculture in West, Central and North West regions.

SC INTERLOG COM LLC is a company that implemented several projects in the last 5 years when it has been the main partner and ensured the project management.



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The Romanian partners SC GOLIDAMY GROUP LLC and SC FORMPROF SERVICES LLC are the providers for adult training, authorized by the National Council of Adult Training for most of the courses stipulated in the project such as: Electronic Computer Operator and Networks, Retail Worker, Social Worker, Boarding Houses Administrator, Accounting, Management, Baker / Pastry, Cook.

The lead partner MERCIMIN ENTREPRENEUR TRAINING CENTER, Netherlands, is an authorized provider of counseling, information and mediation services with a great experience in working with people who at first were included in the Dutch social security system and subsequently managed to become entrepreneurs of their own successful business, through access to accurate information.

3. THE BUSINESS PLANS COMPETITION

The Business Plans Competition which will be referred to in the following lines is organized within the project 'Start-up: A chance for the unemployed, but also for the NE region'.

'Start-up: A chance for the unemployed, but also for the NE region (START-UP NE)' is a project co-funded by the European Social Fund through Sectoral Operational Programme Human Resources Development.

The objective of the project is to offer customized training packages based on competences that are common to several occupations for at least 200 unemployed, aiming at increasing employment opportunities through getting a job or founding their own companies.

Target group: 200 unemployed.

Expected results: from the implementation of the project, the communication skills, the information technology and administrative skills of 200 unemployed people (out of which at least 10 long-term unemployed) will increase.

The Business Plans Competition is designed as an individual competition to which all organisation course graduates in the project have access.

The aim of the Business Plans Competition is direct experimentation by the course graduates of concrete and consistent steps in order to start an independent activity.

The proposed method consists of creating a business plan.

One of the indicators of the project is that at least 10 of the course graduates start an independent activity. The Business Plan Competition is the proper setting to achieve this indicator by stimulating entrepreneurial spirit and fostering beneficiaries' entrepreneurial efforts.

The business plans that establish businesses capable of creating jobs will also be favourably evaluated.

According to the project, when writing their business plan, the graduates participating at the Business Plans Competition benefits from consultancy from the team of consultants: 1 Management Consultant, 1 Accounting Consultant, 1 Marketing Consultant.

The consultants delegated by the project management team will assist participants in drafting their business plans. The three consultants will provide all participants with:

- Further information about the project (posters, leaflets, flyers, handouts);
- Further information about the contest (deadline, assessment method, awards, etc.);
- Answers to questions regarding the Methodology for Conducting the Business Plans Competition;
- Sources of documentation for developing the Business Plans (computers and Internet access);



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- A computer where the competitors will be allowed to write their Business Plans in electronic format;
- Standardized covers and layout services for the texts elaborated by the competitors;
- Collecting the Business Plans and enrolling participants in the Business Plans competition;
- Handing in the Business Plans to the Consultancy responsible for evaluation.

The Consultancy granted to participants at the Business Plans Competition will have more an administrative and logistical nature. The consultancy will ensure a balance between participants. The equality of chances will be achieved by providing an equal access to informational resources. The participants will develop on their own their Business Plans. External interventions will be removed to avoid any suspicions.

The Evaluation of the Business Plans

The objective of the assessment stage of the Business Plans is to rank the Business Plans registered in the competition based on a set of objective and detailed criteria.

A business plan can obtain an overall score between 0 and 100 points.

The evaluation criteria that will be taken into account are:

- The amount of information presented;
- The relevance of the information presented;
- The degree of documentation of the plan;
- The quantifiable character of the information;
- The realism of the Business Plan;
- The maturity of the Business Plan

The minimum condition of qualification of a Business Plan is to achieve a minimum of 50 points.

A Business Plan that get less than 50 points will be eliminated from the competition.

The prizes awarded in the Contest.

The prizes are an incentive for the participants in the Business Plans Competition, for the development of entrepreneurial spirit and even for putting into practice elaborate business ideas.

According to the project, at the end of the Competition, the Business Plan which obtained the highest score of all the business plans submitted throughout the contest will receive the grand prize.



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Target group analysis

Iceland: immigrants, school-dropouts/schools, people with a low income/participants in Adult Education seminars

Latvia: students from vocational and general secondary education

Romania: students and ex-students (who are unemployed/have no qualification) from the vocational school

Spain: unemployed young people

Germany: unemployed and/or badly paid immigrants

Extent:2-3 pages per partner

SHORT DESCRIPTION OF THE TARGET GROUP- ROMANIA

On March 1, 2015, official unemployment in Romania was 5.51%, representing 498 531 people; it is important to know that, in Romania, the unemployed are granted unemployment benefits only during the first 9 months when he is out of job and after this period the unemployed no longer receive any financial help from the state, and his record is lost. Out of the total number of 498 531 unemployed people only 130,186 get unemployment benefits from the Romanian state, whereas the rest of 368,345 do not receive any financial help. Out of the total of 5.51% (498.531 people), 40.87% (that is 206,738) are women and 59.13% (that is 291,793) are men. Also, two thirds of the total number of unemployed people, that is 333.835 people, live in the rural area (being known the fact that almost 45% of the Romanian population lives in very poor, rural areas), whereas 164.696 unemployed live in the urban area.

Most of the Romanian unemployed people are aged between 40 and 49 years old, they have not even finished high school and have never had a job, not even for six months, according to the centralized data of the National Agency for Employment (NAE).

Thus, half of the 500,000 registered unemployed fall into two age groups of 30-39 and 40-49, three quarters of them have not even graduated from high school, whereas 70,000 have no longer been active on the labour market for over 27 months.

In other words, most unemployed people are aged between 40 and 49 years old, and they count over 142,550 people. Then, there are the unemployed aged between 30-39 years old, totalling nearly 110,488 people. Next, there are those over 55 years old, a total of 74 326 people, followed by the unemployed aged between 50 and 55 years old that reach a total number of 65,159. The smallest number of unemployed belong to the age group of 25-29 years old with 41 176 young unemployed people, followed by the unemployed under 25, who are in number of about 64,834.

Structured on the education levels, out of the 498,531unemployed:

- 390 578 have not completed high school
- 80 698 have graduated only high school
- 27 084 have university studies

How can we adapt the existing methods / contents to meet their needs?

The Sectoral Operational Programme - Human Resources Development (SOP HRD), that represents the intervention of the European Social Fund intervention in Romania in accordance with the strategy of development in human resources, supports the unemployed who are interested in entrepreneurship.

In SOP HRD, Priority III 'Increasing adaptability of workers and enterprises', the general objective is to promote entrepreneurial culture, flexicurity and adaptability by supporting the workforce and competent, trained, adaptable enterprises.

Within this program, training NGOs bring forward various projects whose contents are tailored according to the market segment to which it addresses:

1. People from the rural area

The objective of the projects that address people in the rural area aims to increase the employment rate in rural areas through the implementation of support measures to facilitate access and retention in employment and to promote skills and entrepreneurial activities for a sustainable



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development in occupying jobs and creating new employment on a flexible and inclusive labour market.

The main activities of the project:

- The establishment, the development and the functioning of rural assistance centres in developing regions
- The organization of a national event to initiate an information and awareness campaign
- The development of the information and awareness campaign in developing regions
- The attraction of the target group to the courses in the projects
- The provision of information and professional advice
- The provision of mediation services on the labour market
- The organization of initiation courses in computer skills
- The organization of training courses
- The organization of courses of initiation in entrepreneurial skills
- The assistance / counseling in accessing funding opportunities for the entrepreneurial initiatives of the participants in the training courses
- The development of a competition of ideas for entrepreneurial initiatives in rural areas for the participants in entrepreneurship courses.

2. Women

The objective of the courses is to stimulate the development of entrepreneurial activities for the valorization of the local and regional potential, for the preservation of local traditions, the transfer of information and entrepreneurship knowledge, creating a proper framework for the elaboration and implementation of projects.

The courses provide a theoretical basis, by means of the materials offered, but also a practical one by means of group work, by way of business examples and by analyzing models and case studies. The transformation of business ideas into concrete actions is achieved by creating new businesses or by changing the course of existing businesses.

Main activities:

- Free Courses granted
- A series of regional training sessions to promote equal opportunities, social and economic inclusion of disadvantaged women, addressed to the media operators and employees of NGOs
- Campaigns to promote active women
- Radio and TV spots to promote employment and entrepreneurship among women without higher education.

3. Young people, graduates of higher or secondary school

The general objective of the project addressed to young graduates is 'increasing employability and socio-professional integration of young unemployed people by conducting information, counselling and training activities'.



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In the project, there will be activities by means of which that unemployed youth and long-term unemployed young people will be advised in relation to the professional path they should follow, they will receive assistance to search for a job, they will benefit from guidance and training and from advisory and assistance to start an independent activity.

What methods are best suited for each category?

The methods used in training people need to be tailored according to each person's academic preparation.

If courses are aimed at graduates of upper secondary cycle or high school, who studied entrepreneurship in school, practical methods will give the best result. They will focus on workshops where they will share ideas, debates, seminars, competitions.

If we address unqualified persons without work and secondary education, then the course content will be tailored to their needs. In addition, there will be introductory courses in computer skills, training courses and initiation courses in entrepreneurial skills.

Have we got any new ideas for their specific needs?

Both in school, as in the training courses and the continuous education courses, there is too little emphasis on creativity. Creativity is a mental and social process involving the generation of new ideas concepts, or new association of the creative mind between existing ideas or concepts. Thus, in order to achieve our purposes in entrepreneurship education and not only, we suggest the use of workshops of initiation and development of creativity.

Who will be our target groups?

The target group upon which we will focus consists of:

- High school students from "Petru Poni" Technical College who are socially disadvantaged, coming from single parent families, from families where at least one member of the family has left to work abroad or from families without any financial possibilities;
- Our high school graduates who are unemployed, have no economic qualifications and who need help.

Existing **political strategies** and concepts, **policies and institutions** in each country in the field of entrepreneurship and fostering business initiatives.

THE CURRENT SITUATION IN ENTREPRENEURSHIP IN ROMANIA

The development of entrepreneurship in a country like Romania, which comes from communism, with all its flaws and shortcomings - insufficient information, corruption, poverty, etc - meets many obstacles which refer to the educational dimension, the legislative one and the dimension referring to public policies of perspective.

The main issue in entrepreneurship – the lack of entrepreneurial education and the difficult transmission of information between THOSE INTERESTED in this field.

At school level, there are several initiatives in this respect, but few alternatives. With regard to primary and elementary school education, there is not an awareness of the importance of entrepreneurship education in primary grades (I-IV), and for V-VIII grades there are several programs that can be implemented in schools through the School Curriculum or extracurricular activities, but they are not part of the common core curricula.

Regarding secondary education, entrepreneurship education is a compulsory school subject in the 10-th grade (the 12-th grade in technical schools) and it is taught by social science teachers. There are also two national initiatives, recognized by the Ministry of Education, which gives young people from economic education the opportunity to initiate and lead a company in order to familiarize with the process of management of a



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*Extent: 2-3 pages
per partner*

business (The Training Firms Method / The Simulated Enterprise Method from Romania) and launching a product, attracting resources and selling a real product / real service (Junior Achievement Romania: The Company).

In higher education, entrepreneurship education occurs in three distinct forms.

- Firstly, it is about courses dedicated to entrepreneurship or courses that teach related materials, especially management, using tools and methodologies relevant to the youth's entrepreneurship training (case studies, business plans)
- Secondly, there are programs dedicated to bringing together more entrepreneurial training courses for students. An example is the entrepreneurial management majoring at the Faculty of Economics and Business Administration (West University of Timisoara).
- Thirdly, there are dedicated colleges. At the moment there is only one faculty in Romania really focused on this topic, the Polytechnic University in Bucharest (The Faculty of Entrepreneurship, Business Engineering and Management). However, it is important to remember that, at present, there is no centralization of the situation of entrepreneurship education in higher education in Romania.

In the adult training and lifelong learning, attention to entrepreneurship has improved:

- in the recent years, the number of opportunities has increased, but there is a need to increase their quality;
- the existing opportunities aim both at the theoretical part (mainly through workshops and training programs) and the implementation part (through programs offering the chance to get counseling and capital, thus having the education as a subordinate objective to that of starting new businesses).

At the legislative level there are a number of obstacles:

- over-regulation and legislative instability in intellectual property domain;
- large costs of time with company registration and start their work;
- the corruption in the competitive system of financed projects;
- the lack of regulations to enable and encourage students and young people to undertake entrepreneurial programs and sell products;
- excessive bureaucracy due to inconsistency of the regulatory framework applicable in the field of entrepreneurship;

At the level of public policies, in terms of public policies, the most pressing obstacles to entrepreneurship development in Romania are:

- low informational interconnection between public institutions (as a whole), which does not allow their cross-collaboration in terms of efficiency;
- unfriendly framework of implementation of the regulations adopted;
- malfunction of draft laws and of the system of public consultation in what regards the proposals of initiation / modification of legislation;
- inconsistency and instability in what concerns fiscal policies, in general, and start ups, in particular;
- excessive bureaucracy due to inconsistency of the regulatory framework applicable in entrepreneurship

INSTITUTIONS AND PROGRAMS IN ENTREPRENEURSHIP IN ROMANIA

1. The Post-Privatization Foundation (PPF) – (because in Romania private property has come to existence only for 25 years, as there was only state property before the Revolution in 1989) - is the most important foundation for entrepreneurship from Romania having as a central objective



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the promotion of entrepreneurship education and supporting the initiatives for sustainable development of the Romanian business environment focusing on SMEs and start-ups. In recent years, PPF has diversified its business area by creating and managing an important portfolio of products and services for the entrepreneurs in Romania, especially in the segment of young entrepreneurs. PPF runs two entrepreneurial education programs based on a non-formal approach that aims to help aspiring entrepreneurs either to lay the foundations of successful businesses or to develop those already opened. PPF also has intensive mentoring programs dedicated to famous business entrepreneurs who benefit from the experience of renowned mentors.

2. The AIPPSME programs

The Agency for the Implementation of Projects and Programmes for SMEs runs support programs for SMEs in Romania, four of which also having the entrepreneurial education component.

- **The Multiannual National Programme for developing entrepreneurial culture among women managers in the SME sector**

The program aims to promote a system of information and training which facilitates the mobility of women in the labour market and the development of their entrepreneurial skills in order to involve them in private economic structures and keep a balance between family and professional obligations or the existing local prejudices.

- **The program for the development of entrepreneurial skills among young people and the facilitation of their access to START funding**

By implementing this program, it is aimed at stimulating starting up small and medium enterprises, at improving the economic performances of the existing ones, increasing the potential of accessing funding and developing the entrepreneurial skills of entrepreneurs in order to involve them in private economic structures.

- **The program for the stimulation of the establishment and development of micro-enterprises by young entrepreneurs SRL-D**

This program aims to stimulate the creation of new micro-enterprises, increasing the potential of accessing funding and development of entrepreneurial skills of young people to involve them in private economic structures.

- **The UNCTAD / EMPRETEC program: Romania supports the development of small and medium enterprises**

This program aims to support the development of small and medium enterprises, creating new jobs, increasing the number of small and medium enterprises able to cope with competition and competitive in the globalized market forces.

3. Sectoral Operational Programme - Human Resources Development (SOP HRD)

defines the European Social Fund intervention in Romania, in accordance with the strategy of development of human resources, and it offers the possibility of co-financing European projects in order to promote entrepreneurship and facilitate the creation of new business and self-employment.

The key areas of intervention are:

- Promoting entrepreneurial culture;
- Training and support for enterprises and employees to promote adaptability
- Developing partnerships and encouraging initiatives for social partners and civil society.