

BUDGET 2023

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Background

The budget 2023 is built on the anticipations provided in the ETF's Single Programming Document 2023-2025 further refined during the budgetary procedure 2023 and reflected in the draft union's budget for 2023 SEC(2022) 250 from June 2022, forecasting an union contribution of €22 627 956.

As of 2021, the ETF translates its new Strategy 2027 into operations and the budget proposed aims at supporting the ETF's achievement of its objectives in the areas of (i) skills relevance and anticipation, (ii) skills development and validation and, (iii) performance and quality of education and training policies.

SPECIFICITIES OF THE 2023 BUDGET

Revenue

The revenue is based on a contribution of €22 627 956 in both commitment and payment appropriations, composed of a contribution of €22 534 093 from the Union budget and € 93 863 from the recovery of surplus related to 2020 budget execution¹.

In addition, the budget integrates the following appropriations from extra-subsidy sources:

- €2 000 000 , representing the 2023 instalment of contribution agreement with EU Delegation in Kazakhstan (NDICI ASIA/2022/433-483) for the implementation of the project on “Dialogue and Action for Resourceful Youth in Central Asia” (DARYA) , with an overall amount of €10 000 000 from June 2022 to June 2027.
- €60 000 representing the 2023 expected contribution from EU OSHA for the provision of accountancy services by the ETF.

It is expected that in autumn 2022, a new service level agreement will be signed with DG EMPL (second phase) to roll out and implement the deliverables under the first service level agreement. This second phase or new service level agreement is expected to end in 2025.

As part of the future programming phase the ETF is in discussion with EC services to assess whether additional actions might require appropriate dedicated funds and additional budget resources options.

Expenditure

The ETF's budget for 2023 reflects an increase of 4% compared to the 2022 budget, which covers mainly for the expected increase in staff costs and operational costs.

The ETF proposes the following breakdown of the contribution:

¹ SEC(2022) 250 from June 2022

Title 1 for expenditure relating to staff working for the ETF: €16 009 350

The forecast for expenditure on Title 1 – staff expenditure, is based on the following assumptions: a cumulative salary adaptation and indexation in line with the Commission’s assumptions (+4.8% in December 2022 and 2% in subsequent years). In addition, an upward impact on salary costs due to the automatic increase in step and the annual reclassification exercise on the one hand, and savings deriving from staff turnover and the retirement of senior staff replaced by more junior staff on the other hand, both affect the Title 1 forecast. Should the financial allocation prove insufficient, the ETF will attempt mitigating measures within the foreseen staffing measures and/or eventually transfers from the other budgetary titles based on negative priorities or postponement of actions.

Title 1 covers:

- an establishment plan of 86 temporary agents, 42 contract agents and 1 local agent; in addition, two temporary agents are considered for offsetting the effects of part-time work as per article 38.2 of the ETF Financial Regulation, including the contribution from EU- OSHA SLA.
- a cumulative salary adaptation and indexation in line with the Commission’s assumptions (+4.8% in December 2022 and 2% in subsequent years);
- an increase for yearly reclassifications and change in steps;
- small savings deriving from staff turnover and the retirement of senior staff replaced by more junior staff;
- a budget for the staff engagement survey (including wellbeing)
- a budget for the traineeship programme
- a budget for administrative missions;
- a budget for staff development, social and medical infrastructure, representation expenses.

Title 2 for expenditure relating to infrastructure and general administration: € 2 345 175

The forecast for expenditure on Title 2 – infrastructure, is estimated at €2.3 million, an increase of 14% compared to 2022. This mainly covers expenditure on facilities and IT. Regarding facilities, major efforts have been made in 2021 and 2022 to implement measures that contribute to both compliance with EMAS requirements and to contain the cost of utilities. This has allowed for a contained increase on budget for utilities in 2022. Hence, estimates for 2023 consumption and estimated prices are based on 2022. However, the high volatility and unknown evolution in 2023 and beyond remain a considerable risk factor. An additional expected increase in the cost of premises is linked to the consultancy work required for the in-depth assessment and project design of ETF premises beyond 2027, the increased needs on insurance linked to hybrid work modalities, the expected mandatory electrical works performed by the ‘Regione Piemonte’ (owner of the building), part of which will have to be borne by the ETF and additional investment on EMAS measures linked to staff mobility (commuting and missions).

As mentioned, IT expenditure is expected to increase mainly due to the compulsory implementation of a new cybersecurity framework agreed at the level of all the EU institutions and bodies, and the planned rollout of digital improvements. Regular IT expenses are expected to remain at similar levels to those in 2022, though efficiency gains are expected to kick in during the year with the closure of legacy systems. . As the new normality takes shape in terms of working modalities, some additional work could be expected in 2023.

Title 2 covers:

- information & communication technology (ICT) expenditure, incl. digital transformation project;
- telecommunication costs;
- maintenance of the building and equipment, EMAS² related activities(Facilities);
- expenditure related to the organisation of the ETF Governing Board meetings;
- legal expenses.

Title 3 for expenditure related to operational activities: € 4 333 431

Title 3 corresponds to 19% of the EU contribution, reflecting a slight decrease compared to 2022 amended budget 1. Title 3 is necessary to support and complement the main inputs provided by ETF experts through Title 1 and it covers expenditure related to:

- operational activities (various services for project implementation such as local and regional expertise, logistical support to projects, supply of database and platforms, operational missions, etc);
- communication activities (external communications, publications, etc);
- planning, monitoring and evaluation activities.

As staff and infrastructure costs are expected to increase, this will lead to a revision of the budget forecast for Title 3 – operational activities, including finding ways to increase efficiency in the delivery of activities, also based on lessons learned from COVID-19 in 2020, 2021 and 2022. In the coming years there is a possibility for a different breakdown between the different actions, such as missions/services. While absorbing a reduction in 2023 (currently -10%, initially -12%), the resources available for Title 3 are expected to recover by 2025, assuming that Italy's coefficient stays stable in spite of inflationary pressures in the country. Another assumption is that other Title 1 related costs do not increase above current inflation forecasts (e.g. social costs, medical support, trainees, etc.). However, it is important to highlight that recovery is fragile, inflation is a risk and, in general, this would mean that the annual subsidy increase would be mostly absorbed by Title 1. Currently this reduction is compensated by the additional EU funding, which guarantees an overall increase in the operational funds corresponding to €1 million in 2022 and €2 million in 2023, thus allowing the ETF to better fulfil its mandate. As per consolidated practice, savings in Title 1 will be assigned to operational activities and, if necessary, to infrastructure improvements.

Format and structure of the budget

The 2023 budget, in line with previous years, includes information on the purpose of each budget line, the planning assumptions used to support the amounts needed, a breakdown of commitment and payment appropriations, the establishment plan as well as a schedule of future payments on commitments entered into in previous years for Title 3.

² EMAS - Eco-Management and Audit Scheme, a voluntary environmental management instrument developed in 1993 by the European Commission. It enables organizations to assess, manage and continuously improve their environmental performance.

Reorganisation of Title 4 – the first limited extra-subsidy funding was integrated as expenditure in Title 3, while upon definition of the more relevant funding received subsequently the more recent external assigned revenue has been organised in a separate Title (Title 4). As of 2023, all operational external assigned revenue, including the one currently associated with Title 3, will be reported under Title 4.

In order to improve and simplify budget management, items discontinued since more than 3 years have been eliminated.

These changes, together with the planning assumptions, are reflected in the budgetary tables.

Approval

Following adoption by the Governing Board, the ETF's 2023 budget shall become final following final adoption of the general budget of the European Union.

European Training Foundation

Budget 2023

REVENUE

Item/Art.	Title	Budget 2023		Amending Budget 1 / 2022		Outturn 2021	
		COM	PAY	COM	PAY	COM	PAY
TITLE 1 European Union contribution							
Chap.1 2	European Training Foundation (07.10.06, ex 04.03.14, ex 15.02.12, ex 15.02.27)	22 534 092	22 534 092	21 378 798	21 378 798	21 053 287	20 753 287
1 20	European Training Foundation	22 534 092	22 534 092	21 378 798	21 378 798	21 053 287	20 753 287
1 20 0	ETF - Subsidy	22 534 092	22 534 092	21 378 798	21 378 798	21 053 287	20 753 287
Chap.1 3	Union contribution from recovery of surplus from previous years	93 864	93 864	347 202	347 202	246 713	246 713
1 30	Union contribution from recovery of surplus from previous years	93 864	93 864	347 202	347 202	246 713	246 713
1 30 0	Contribution	93 864	93 864	347 202	347 202	246 713	246 713
TITLE 1	TOTAL TITLE 1	22 627 956	22 627 956	21 726 000	21 726 000	21 300 000	21 000 000
TITLE 8 European Union contribution in kind							
Chap. 8 0	European Union contribution in kind	p.m.	p.m.	p.m.	p.m.		
8 00	European Union contribution in kind	p.m.	p.m.	p.m.	p.m.		
8 00 0	European Union contribution in kind	p.m.	p.m.	p.m.	p.m.		
TITLE 8	TOTAL TITLE 8	p.m.	p.m.	p.m.	p.m.		
TITLE 9 MISCELLANEOUS REVENUE							
Chap. 9 0	Miscellaneous revenue	p.m.	p.m.	p.m.	p.m.	31 795.00	31 795.00
9 00	Miscellaneous revenue	p.m.	p.m.	p.m.	p.m.	31 795.00	31 795.00
9 00 0	Miscellaneous revenue	p.m.	p.m.	p.m.	p.m.	31 795.00	31 795.00
TITLE 9	TOTAL TITLE 9	p.m.	p.m.	p.m.	p.m.	31 795.00	31 795.00
TITLE 10 RESULTS EARLIER YEARS							
Chap. 10 1	Results earlier years	p.m.	p.m.	p.m.	p.m.	-	-
10 11	Results earlier years	p.m.	p.m.	p.m.	p.m.	-	-
10 11 1	Result budget year -/- 1	p.m.	p.m.	p.m.	p.m.	-	-
TITLE 10	TOTAL TITLE 10	p.m.	p.m.	p.m.	p.m.	-	-
TOTAL ETF SUBVENTION REVENUE		22 627 956	22 627 956	21 726 000	21 726 000	21 331 795.00	21 031 795.00

Budget 2023

REVENUE

Item/Art.	Title	Budget 2023		Amending Budget 1 / 2022		Outturn 2021	
		COM	PAY	COM	PAY	COM	PAY

TITLE 4 REVENUE FROM OTHER SOURCES (Earmarked revenue)

Chap. 4 2	Co-operation with other European institutions and other bodies	2 060 000	2 060 000	3 225 640	3 225 640	102 739	102 739
4 20	Projects related to agreements between European Commission and the Foundation	2 060 000	2 060 000	3 218 000	3 218 000	102 739	102 739
4 20 3	INTPA Training	p.m.	p.m.	p.m.	p.m.	102 739	102 739
4 20 4	SLA DG EMPL: "International dimension of Centres of Vocational Excellence"	p.m.	p.m.	1 000 000	1 000 000		
4 20 5	GIZ 81251617/81276409: "Skills initiative for Africa"	p.m.	p.m.	188 000	188 000		
4 20 6	NDICI ASIA/2022/043-337: "Dialogue and Action for Resourceful Youth in Central Asia (DARYA)"	2 000 000	2 000 000	2 000 000	2 000 000		
4 20 7	SLA EU-OSHA: "Provision of Accountancy services"	60 000	60 000	30 000	30 000		
4 21	Financing earlier years	p.m.	p.m.	7 640	7 640	p.m.	p.m.
4 21 3	INTPA Training	p.m.	p.m.	7 640	7 640		
Chap. 4 3	Cooperation with Italian institutions	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
4 30	Cooperation with Italian institutions	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
4 30 0	Cooperation with Italian institutions	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
TITLE 4	TOTAL TITLE 4	2 060 000	2 060 000	3 225 640	3 225 640	102 739	102 739

TOTAL EARMARKED / PROJECT REVENUE	2 060 000	2 060 000	3 225 640	3 225 640	102 739.00	102 739.00
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GRAND TOTAL	24 687 956	24 687 956	24 951 640	24 951 640	21 434 534.00	21 134 534.00
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Budget 2023

EXPENDITURE

Item/Art.	Title	Budget 2023		Amending Budget 1 / 2022		Outturn 2021		Assumptions 2023	
		COM	PAY	COM	PAY	COM	PAY		
TITLE 1 EXPENDITURE RELATING TO PERSONS WORKING WITH THE FOUNDATION									
Chap. 1 1	Staff in active employment	15 620 850	15 620 850	14 621 700	14 621 700	14 485 620.57	14 485 620.57		
<i>Art. 110</i>	<i>Agents included in the workforce</i>	<i>12 358 000</i>	<i>12 358 000</i>	<i>11 690 500</i>	<i>11 690 500</i>	<i>11 414 604.95</i>	<i>11 414 604.95</i>		
1 10 0	Temporary Agents	12 358 000	12 358 000	11 690 500	11 690 500	11 414 604.95	11 414 604.95	This budget line covers the basic salary costs and management allowance of the ETF's Temporary Agents as indicated in the Staff regulations (art. 44 & 66) and Conditions of Employment of Other Servants of the EU (art. 20). It covers all salaries, allowances, social security and contributions, weighting factor, salary adaptation, annual leave not taken at the end of the contract, cost of starting and end of service for Temporary Agents, as well as the possible modifications due to the weighting factor and salary adaptation. Planning assumptions: The ETF establishment plan of 86 posts will be achieved from the beginning of 2023 as well as the 2 additional TA for offsetting part times (cf art. 38. 2 of the FR). Estimated +4.8% indexation and weighting in Dec 2022 and +2% indexation and weighting in Dec 2023, reclassification, annual travel. Small increase foreseen for automatic increase in step as well as savings from staff turnover and recruitment in lower grades. The year 2022 has seen a steep increase of the salary adaptation (about +6%) - should that repeat in 2023 additional funds should be allocated. It includes €60,000 from SLA with EU OSHA for provision of accountancy services.	
<i>Art. 111</i>	<i>Other staff</i>	<i>2 825 000</i>	<i>2 825 000</i>	<i>2 545 600</i>	<i>2 545 600</i>	<i>2 573 331.13</i>	<i>2 573 331.13</i>		
1 11 0	Contract agents	2 750 000	2 750 000	2 478 600	2 478 600	2 503 070.46	2 503 070.46	This budget line covers all salaries, allowances, social security and contributions, weighting factor, salary adaptation, annual leave not taken at the end of the contract, cost of starting and end of service for Contract Agents. Planning assumptions: In 2023 there are expected 42 contract agents and possibly additional short-term contract agents as the ETF intends to offset long-term part time workers, recurrent parental leave, or long-term sickness absences amongst the same population. Estimated +4.8% indexation and weighting in Dec 2022 and +2% indexation and weighting in Dec 2023, reclassification, annual travel and all posts occupied. The year 2022 has seen a steep increase of the salary adaptation (about +6%) - should that repeat in 2023 additional funds should be allocated.	
1 11 2	Local staff	75 000	75 000	67 000	67 000	70 260.67	70 260.67	This budget line covers all salaries, allowances, social security and contributions for Local Agents. Planning assumptions: Salary for 1 Local Agent and services provided by an Italian labour law company for application of Italian legislation to Local Agents and preparation of salary related documentation. This includes a 6% estimated increase of salary	
<i>Art. 117</i>	<i>Supplementary services</i>	<i>412 850</i>	<i>412 850</i>	<i>376 600</i>	<i>376 600</i>	<i>468 054.49</i>	<i>468 054.49</i>		
1 17 2	Cost of organising traineeships with the Foundation	103 000	103 000	96 600	96 600	85 037.61	85 037.61	These appropriations cover the costs of traineeships for young professionals from the EU and ETF partner countries in order to give them the opportunity to get to know the practices of an EU agency. Planning assumptions: the ETF foresees to continue the internship programme in 2023 of 9 months each	
1 17 7	Other services rendered and institutional audit services	309 850	309 850	280 000	280 000	383 016.88	383 016.88	This budget line covers recourse to other suppliers of services, consultants and experts, for services under the general administration of the ETF when such services cannot be provided by ETF staff (for reasons of expertise or availability). Planning assumptions: * Services provided by the EU administrative bodies through Service Level Agreements (processing of salary costs and other optional services) and Interagency Service Legal Agreement for secretariat of coordination agency and cost of EC badge * Approximately 3 FTE interim staff can be contracted with the budget available, usually used for compensating for ETF staff absence (long-sickness, parental leave or else) or for covering peak periods + associated cost for interim according to Italian Law; * Relocation services newcomers; * Consultancy services.	
<i>Art. 118</i>	<i>Recruitment and transformation costs</i>	<i>25 000</i>	<i>25 000</i>	<i>9 000</i>	<i>9 000</i>	<i>29 630.00</i>	<i>29 630.00</i>		
1 18 0	Sundry recruitment expenses	25 000	25 000	9 000	9 000	29 630.00	29 630.00	Staff Regulations of Officials of the EU, and in particular Art. 27 to 31 and 33 thereof. This budget line covers various recruitment expenses including : - publication costs, - costs directly linked to the promotion and organisation of group recruitment tests (hire of rooms, furniture, machines and miscellaneous equipment, water, fees for the preparation and correction of tests, etc.), - travel costs and daily allowances for candidates and external selection panel member(s). Planning assumptions: One assessment centre and only travel costs for newcomers medical (assuming online interviews) , external supervisors during tests, candidate reimbursement costs	
Chap. 1 3	Missions and travel	50 000	50 000	65 000	65 000	4 495.26	4 495.26		
<i>Art. 130</i>	<i>Mission and travel expenses</i>	<i>50 000</i>	<i>50 000</i>	<i>65 000</i>	<i>65 000</i>	<i>4 495.26</i>	<i>4 495.26</i>		
1 30 0	Mission and travel expenses	50 000	50 000	65 000	65 000	4 495.26	4 495.26	Staff Regulations of Officials of the EU, and in particular Art. 11 to 13 of Annex VII thereof. This budget line covers: transport expenses; payments of daily mission allowances and the necessary or extraordinary costs incurred in the performance of a mission by staff covered by the Staff Regulations applicable to Officials of the EU. Planning assumptions: Covers directorate's and administrative missions . Attempts are made to reduce the appropriations for missions by a more intensive use of online meetings and synergy. Includes also cost for using EC MIPS system (Service Level Agreement PMO).	
Chap. 1 4	Socio-medical infrastructure	334 500	334 500	210 500	210 500	298 101.39	298 101.39		
<i>Art. 143</i>	<i>Medical service</i>	<i>45 000</i>	<i>45 000</i>	<i>33 500</i>	<i>33 500</i>	<i>40 817.80</i>	<i>40 817.80</i>		

European Training Foundation
Budget 2023
EXPENDITURE

Item/Art.	Title	Budget 2023		Amending Budget 1 / 2022		Outturn 2021		Assumptions 2023
		COM	PAY	COM	PAY	COM	PAY	
1 43 0	Medical service	45 000	45 000	33 500	33 500	40 817.80	40 817.80	Staff Regulations of Officials of the EU, and in particular Art. 59 and Art. 8 of Annex II thereof. This budget line covers the costs of the external health service acting for the ETF (in particular carrying out regular and pre-recruitment medical examinations of ETF staff, the cost of a medical officer and medical products, first aid material etc.). Planning assumptions: Annual medical check up visits (average cost for 90 visits); ETF medical advisor visits and consultancy cost, including mission cost when representing the ETF at the Inter-institutional Medical College; Medical supplies and medicines, or other medical services; Psycho-social support to staff and other initiatives; Pre-recruitment medical costs.
<i>Art. 144</i>	<i>Internal training</i>	200 000	200 000	115 000	115 000	141 739.09	141 739.09	
1 44 0	Internal training	200 000	200 000	115 000	115 000	141 739.09	141 739.09	Staff Regulations of Officials of the EU, and in particular Art. 24 (3) thereof. This budget line covers introductory courses for new recruits, staff development courses, retraining, courses on the use of modern techniques, seminars, information sessions on EU matters etc. It also covers the purchase of equipment, supplies and documentation and the hiring of consultants. Planning assumptions: This appropriation correspond to expected needs at corporate level, individual training requests, language training as well as corporate and team activities; includes mission costs related to learning and development.
<i>Art. 149</i>	<i>Other interventions</i>	89 500	89 500	62 000	62 000	115 544.50	115 544.50	
1 49 0	Other interventions	89 500	89 500	62 000	62 000	115 544.50	115 544.50	This budget line covers amongst other social events and institutional well being programmes that the ETF is putting in place. Planning assumptions: Social/well being activities and services such as contribution to schooling and pre-school costs and financial aid for parents with disabled children , canteen/coffee services for staff events and internal meetings, ETF Christmas events and other social events
Chap. 1 5 Staff exchanges between the ETF and the public sector		p.m.	p.m.	p.m.	p.m.	-	-	
<i>Art. 152</i>	<i>Staff exchanges between the ETF and the public sector</i>	p.m.	p.m.	p.m.	p.m.	-	-	
1 52 0	National experts seconded	p.m.	p.m.	p.m.	p.m.	-	-	This budget line covers the costs of national or international officials and of private sector employees temporarily seconded to the ETF to provide knowledge of matters in which they have in-depth experience. Planning assumptions: No Seconded National Experts are foreseen any longer since 2020.
Chap. 1 7 Entertainment and representation expenses		4 000	4 000	4 000	4 000	39.00	39.00	
<i>Art. 170</i>	<i>Entertainment and representation expenses</i>	4 000	4 000	4 000	4 000	39.00	39.00	
1 70 0	Entertainment and representation expenses	4 000	4 000	4 000	4 000	39.00	39.00	This chapter covers expenses linked to hospitality costs for guests (e.g. lunches, dinners, etc.). Planning assumptions: Representation costs including catering expenses, local transport costs and small gifts authorised by the director as well as representation costs linked to the end of the year activities
TITLE 1	TOTAL TITLE 1	16 009 350	16 009 350	14 901 200	14 901 200	14 788 256.22	14 788 256.22	

TITLE 2 BUILDING, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE

Chap. 2 0 Investments in immovable property, rental of buildings and associated costs	875 075	875 075	729 100	729 100	685 367.57	685 367.57		
<i>Art. 200</i>	<i>Rentals</i>	p.m.	p.m.	2 801	2 801	2 525.00	2 525.00	
2 00 0	Rentals	p.m.	p.m.	2 801	2 801	2 525.00	2 525.00	This budget line covered property rental and "charges locatives" Planning assumptions: Symbolic amount for rental of ETF Villa Gualino premises, alternative office, external archive. As of 2023 it is integrated within BL2020.
<i>Art. 202</i>	<i>Water, gas, electricity and heating</i>	175 000	175 000	162 000	162 000	99 000.00	99 000.00	
2 02 0	Water, gas, electricity and heating	175 000	175 000	162 000	162 000	99 000.00	99 000.00	This budget line covers utilities (water, gas, electricity and heating). Planning assumptions: Utilities cost forecast based on current consumption and forecasted costs. As of 2023 it includes rental of alternative office, external archive and 1€ symbolic rent for Villa Gualino premises
<i>Art. 203</i>	<i>Building associated costs (ex. Cleaning and Maintenance)</i>	700 075	700 075	564 299	564 299	583 842.57	583 842.57	
2 03 0	Building associated costs (ex. Cleaning and Maintenance)	700 075	700 075	564 299	564 299	583 842.57	583 842.57	This budget line covers maintenance costs (infrastructure, plants, lifts, heating, air-conditioning, pipes) and cleaning of the common spaces as well as for the cleaning of the ETF building areas. The total cost for maintenance and cleaning of the common parts of the building varies according to the number of unforeseen repairs and interventions during the year. The age of the property and infrastructure tends to place this estimate at risk due to breakages, failures and urgent needs that may emerge with preventative maintenance or replacements. Planning assumptions: Canteen, reception, water dispensers, cleaning, management of technological systems, green plant maintenance, on site surveillance, inspection and radio surveillance; regione Piemonte costs ; greening, optimisation and extra-ordinary maintenance of management of technological system (heating, lights) - towards EMAS certification; RSPP services; ETF's Access control system; garbage taxes to Turin municipality ; insurance on the building - reimbursement to the region; EEAS security advice

EXPENDITURE

Item/Art.	Title	Budget 2023		Amending Budget 1 / 2022		Outturn 2021		Assumptions 2023
		COM	PAY	COM	PAY	COM	PAY	
Chap. 2 1 Information & Communication Technology		1 307 000	1 307 000	1 143 000	1 143 000	1 212 136.06	1 212 136.06	
<i>Art. 210 ICT expenditure</i>		1 307 000	1 307 000	1 143 000	1 143 000	1 212 136.06	1 212 136.06	
2 10 0	ICT hardware	149 000	149 000	120 000	120 000	271 636.07	271 636.07	This budget line covers the purchase of computer hardware including network servers, personal computers, printers and networking / communications equipment etc. as well as accessories and consumables. The life cycle of ICT equipment is usually of three/four years with smaller or larger procurement depending upon the amount of equipment reaching obsolescence. Since 2017 it also includes expenses related to copiers/faxes etc. previously on budget line 2200. Planning assumptions: Maintenance and improvement of ICT infrastructure including Wi-Fi, wired network infrastructure, servers and storage; managed print services; digital workplace - hardware; multimedia equipment; mobile devices.
2 10 1	Software acquisition, maintenance and development	768 600	768 600	683 650	683 650	508 633.32	508 633.32	This budget line covers the purchase of standard software applications, its maintenance and the development of software systems. Planning assumptions: Software licences and maintenance fees; cloud and hosting services; Advancing information management, sharing and integration; cloud migration; ICT consultancy services; end user support services; digital technology partners
2 10 3	Telecoms costs	140 000	140 000	132 985	132 985	248 786.27	248 786.27	This budget line covers the fixed costs of subscriptions, communication costs and internet service fees. Planning assumptions: Mobile services; internet connectivity; hosted IP PBX and related services
2 10 5	European Commission IT systems	249 400	249 400	206 365	206 365	183 080.40	183 080.40	This budget line covers expenses relating the the use of EC distributed systems Planning assumptions: ABAC annual fee; ABAC hosting fee; ABAC Assets annual fee; ePrior (eInvoice ;eSubmission; eTendering; eRequest) and PPMT fees; TESTA-ng connectivity fee; SYSPER annual fee (estimate); CERT-EU; Ares and Rachel annual fees; Cloud fee; no fees are yet foreseen for MIPS.
Chap. 2 2 Movable property and associated costs		10 000	10 000	p.m.	p.m.	9 861.00	9 861.00	
<i>Art. 220 Technical equipment and furniture (ex Technical installations and office equipment)</i>		10 000	10 000	p.m.	p.m.	9 861.00	9 861.00	
2 20 0	Technical equipment and furniture (ex Technical installations and office equipment)	10 000	10 000	p.m.	p.m.	9 861.00	9 861.00	This budget line covers the purchase of technical and office equipment, especially audiovisual, copying, archiving and interpretation equipment, as well as office furniture. Planning assumptions: Continuous upgrade of obsolete furniture
Chap. 2 3 Current administrative expenditure		48 100	48 100	38 000	38 000	36 121.66	36 121.66	
<i>Art. 230 Stationery and office supplies</i>		20 000	20 000	9 000	9 000	12 319.06	12 319.06	
2 30 0	Stationery and office supplies	20 000	20 000	9 000	9 000	12 319.06	12 319.06	Office supplies, normal and headed paper, envelopes, business cards, etc. as well as promotional material (pens, bags, mouse mats) Planning assumptions: Normal and branded stationery , headed paper, envelopes, business cards, etc., promotional material (pens, bags, etc.) used for meetings and visitors.
<i>Art. 232 Financial charges</i>		p.m.	p.m.	p.m.	p.m.	-	-	
2 32 0	Miscellaneous Financial expenditure (discontinued)	p.m.	p.m.	p.m.	p.m.	-	-	This budget line covers bank charges and other financial charges as well as damages and interest. As of 2021, it has been merged into BL 2330 Planning assumptions: Miscellaneous financial expenditure (covers bank charges)
<i>Art. 233 Other expenses (ex Legal expense)</i>		28 100	28 100	29 000	29 000	23 802.60	23 802.60	
2 33 0	Miscellaneous legal, insurance, publication and financial expenditure (ex Legal expenses)	28 100	28 100	29 000	29 000	23 802.60	23 802.60	Miscellaneous administrative and financial expenses, like general legal expenses, trial expenses, external lawyers' expenses, miscellaneous expenditure on insurance , publications in Official Journal , financial charges Planning assumptions: Legal services - reserve for external legal advice, management of enquiries and disciplinary procedures; accident insurance , civil liability , theft and robbery , collective insurance versus accidents for non statutory , fire, ARD and electronic insurance , reserve for reconciliation.
Chap. 2 4 Post and telecommunications		5 000	5 000	8 200	8 200	610.00	610.00	
<i>Art. 240 Correspondence and courier expenses</i>		5 000	5 000	8 200	8 200	610.00	610.00	
2 40 0	Correspondence and courier expenses	5 000	5 000	8 200	8 200	610.00	610.00	This budget line covers correspondence and courier expenses, including the dispatching of parcels by post. Planning assumptions: Courier expenses - estimation based on previous year , purchase of stamps, imprest account for mailing
Chap. 2 5 Meetings and associated costs		100 000	100 000	130 000	130 000	81 030.00	81 030.00	
<i>Art. 250 Meetings and associated costs</i>		100 000	100 000	130 000	130 000	81 030.00	81 030.00	
2 50 0	Meetings expenses in general	100 000	100 000	130 000	130 000	81 030.00	81 030.00	This budget line covers the costs relating to the meetings of the Governing Board and the participation of GB members to other meetings organised by the ETF. Planning assumptions: Two governing board meetings (Torino)
TITLE 2	TOTAL TITLE 2	2 345 175	2 345 175	2 048 300	2 048 300	2 025 126.29	2 025 126.29	

TITLE 3 EXPENSES RELATING TO PERFORMANCE OF SPECIFIC MISSIONS

Chap. 3 0 Operational expenses	375 000	375 000	375 000	375 000	378 951.37	443 654.10
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Budget 2023

EXPENDITURE

Item/Art.	Title	Budget 2023		Amending Budget 1 / 2022		Outturn 2021		Assumptions 2023
		COM	PAY	COM	PAY	COM	PAY	
Art. 301	Communications	315 000	315 000	315 000	315 000	320 509.87	365 519.60	This budget line covers the costs associated with writing, editing, printing and distributing publications of a corporate nature (e.g. information leaflet, Work Programme, Annual Report, Highlights), as well as corporate activities, website maintenance and development. Planning assumptions: website design and development, hosting and technical support, Live and Learn and other corporate publications, thematic publications, media relations, printer, audio visual, design
3 01 0	Communications	315 000	315 000	315 000	315 000	320 509.87	365 519.60	
Art. 304	Translation costs	60 000	60 000	60 000	60 000	58 441.50	78 134.50	This budget line covers translation costs for corporate documents unrelated to specific operational activities. Planning assumptions: Translation of corporate documents
3 04 0	Translation costs	60 000	60 000	60 000	60 000	58 441.50	78 134.50	
Chap. 3 1 Priority actions : Work programme activities		3 558 431	3 558 431	5 227 140	5 227 140	4 176 637.50	3 814 694.37	
Art. 310	Priority actions : Work programme	3 310 431	3 310 431	5 012 640	5 012 640	4 034 637.50	3 631 269.83	This budget line covers costs associated with the implementation of the operational projects, as described in the work programme. Planning assumptions: Implementation of the operational activities. More details can be found in the work programme. In 2022 it includes external assigned revenue which, as of 2023, has been decided to be reported under Title 4 (for higher transparency and visibility): * 1,000,000€ from SLA DG EMPL (COVES), for two years; * 7,640€ from EC (ADM-MULTI/2020/417-237: "Delivery of VET training seminars and study") * 188,000€ from GIZ - "Skills for Africa"
3 10 0	Operational Projects	3 310 431	3 310 431	5 012 640	5 012 640	4 034 637.50	3 631 269.83	
Art. 314	Projects to support strengthening knowledge and systems	248 000	248 000	214 500	214 500	142 000.00	183 424.54	This budget line covers expenditure related to evaluation and audit, for ETF's quality control activities and strategic development. These funds are allocated according to annual audit and evaluation plans adopted in the Work Programme. Planning assumptions: Monitoring and evaluation, audit and risk management, stakeholder's management. More details are in the work programme.
3 14 0	Projects to support strengthening knowledge and systems	248 000	248 000	214 500	214 500	142 000.00	183 424.54	
Chap. 3 2 Operational Missions		400 000	400 000	400 000	400 000	14 000.00	3 369.86	
Art. 320	Operational Missions	400 000	400 000	400 000	400 000	14 000.00	3 369.86	This budget line covers: transport expenses; payments of daily mission allowances and the necessary or extraordinary costs incurred in the performance of a mission by staff covered by the Staff Regulations applicable to Officials of the EU. Planning assumptions: Operational missions to support the implementation of the operational projects. Attempts are made to reduce the appropriations for missions by a more intensive use of online/virtual meetings and synergy.
3 20 0	Operational Missions	400 000	400 000	400 000	400 000	14 000.00	3 369.86	
TITLE 3	TOTAL TITLE 3	4 333 431	4 333 431	6 002 140	6 002 140	4 569 588.87	4 261 718.33	

TITLE 8 European Union contribution in kind

Chap. 8 0	European Union contribution in kind	p.m.	p.m.	p.m.	p.m.	-	-	
Art. 880	European Union contribution in kind	p.m.	p.m.	p.m.	p.m.	-	-	
8 00 0	European Union contribution in kind	p.m.	p.m.	p.m.	p.m.	-	-	
TITLE 8	TOTAL TITLE 8	p.m.	p.m.	p.m.	p.m.	-	-	

TITLE 9 EXPENSES NOT SPECIFICALLY PROVIDED FOR

Chap. 9 9	Expenses not specifically provided for	p.m.	p.m.	p.m.	p.m.	-	-	
Art. 990	Reserve	p.m.	p.m.	p.m.	p.m.	-	-	
9 90 0	Reserve	p.m.	p.m.	p.m.	p.m.	-	-	
TITLE 9	TOTAL TITLE 9	p.m.	p.m.	p.m.	p.m.	-	-	

TITLE 10 RESULTS EARLIER YEARS

Chap. 10 1	Results earlier years	p.m.	p.m.	p.m.	p.m.	-	-	
10 10	Results earlier years	p.m.	p.m.	p.m.	p.m.	-	-	
10 10 0	Results earlier years	p.m.	p.m.	p.m.	p.m.	-	-	
TITLE 10	TOTAL TITLE 10	p.m.	p.m.	p.m.	p.m.	-	-	

TOTAL EXPENDITURE ETF PROPER

22 687 956	22 687 956	22 951 640	22 951 640	21 382 971.38	21 075 100.84
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TITLE 4 Cooperation with other organisations (Earmarked expenditure)

Budget 2023

EXPENDITURE

Item/Art.	Title	Budget 2023		Amending Budget 1 / 2022		Outturn 2021		Assumptions 2023
		COM	PAY	COM	PAY	COM	PAY	
Chap. 4 2	Co-operation with other European institutions and other bodies	2 000 000	2 000 000	3 188 000	3 188 000	102 739.00	95 099.00	
<i>Art. 420</i>	<i>Projects related to agreements between European Commission and the Foundation</i>	<i>2 000 000</i>	<i>2 000 000</i>	<i>3 188 000</i>	<i>3 188 000</i>	<i>102 739.00</i>	<i>95 099.00</i>	
4 20 3	INTPA TRAINING	p.m.	p.m.	p.m.	p.m.	102 739.00	95 099.00	Planning assumptions: The ETF has signed agreements with DG INPTA for provision of trainings. In 2022 this expense was reported under BL3100
4 20 4	COVES SLA	p.m.	p.m.	1 000 000	1 000 000	-	-	Planning assumptions: The ETF has signed a Service Level Agreement with DG EMPL for the International dimension of Centres of Vocational Excellence in 2022. In 2022 this expense was reported under BL3100
4 20 5	ACQF	p.m.	p.m.	188 000	188 000	-	-	Planning assumptions: The ETF has signed three service agreements with GIZ for ACQF - "Skills for Africa". In 2022 this amount was reported under BL3100
4 20 6	DARYA	2 000 000	2 000 000	2 000 000	2 000 000	-	-	Planning assumptions: The ETF has signed in 2022 the contribution agreement NDICI ASIA/2022/043-337: "Dialogue and Action for Resourceful Youth in Central Asia (DARYA)" which foresees 10M€ across 5 years, until 2027
Chap. 4 3	Co-operation with national institutions	p.m.	p.m.	p.m.	p.m.	-	-	
<i>Art. 430</i>	<i>Co-operation with Italian institutions</i>	<i>p.m.</i>	<i>p.m.</i>	<i>p.m.</i>	<i>p.m.</i>	<i>-</i>	<i>-</i>	
4 30 0	Cooperation with Italian institutions	p.m.	p.m.	p.m.	p.m.	-	-	
TITLE 4	TOTAL TITLE 4	2 000 000	2 000 000	3 188 000	3 188 000	102 739.00	95 099.00	
TOTAL ETF EARMARKED EXPENDITURE		2 000 000	2 000 000	3 188 000	3 188 000	102 739.00	95 099.00	
GRAND TOTAL EXPENDITURE		24 687 956	24 687 956	26 139 640	26 139 640	21 485 710.38	21 170 199.84	

Budget items discontinued for more than 3 years have been eliminated:

Art 3030 Professional memberships and fees (discontinued)

European Training Foundation
 Budget 2023
 ESTABLISHMENT PLAN

GB/22/DEC/011

Grade	2023 Authorised posts		2022 Authorised posts		2021 Actual on 31/12/2021	
	Permanent	Temp.	Permanent	Temp.	Permanent	Temp.
AD 16						
AD 15						
AD 14		1		1		1
AD 13		5		5		2
AD 12		11		11		7
AD 11		10		10		8
AD 10		10		10		14
AD 9		12		12		12
AD 8		5		5		6
AD 7		4		4		8
AD 6						1
AD 5		1				
<i>Sub-total AD</i>	<i>0</i>	<i>59</i>	<i>0</i>	<i>58</i>		<i>59</i>
AST 11						1
AST 10		2		3		1
AST 9		13		13		13
AST 8		6		6		2
AST 7		4		4		2
AST 6		2		2		5
AST 5						4
AST 4						1
AST 3						
AST 2						
AST 1						
<i>Sub-total AST</i>		<i>27</i>		<i>28</i>		<i>29</i>
Total	0	86	0	86		88

Based on article 38.2 of the ETF Financial Regulation, the ETF uses the opportunity to “offset the effects of part-time work” by one additional appointment (function group AD).
 By end 2022, it is expected to reach 86+2 as part time continues to be above 2 FTE (Art 38.2 of the ETF Financial Regulation). It is envisaged to use the opportunity provided by art. 38.2 beyond 2022

European Training Foundation
Budget 2023
Payment Schedule

GB/22/DEC/011

Chapter 3 0

The likely schedule of payments vis-à-vis commitments is as follows:

Commitments		Payments	
		2023	2024
Pre-2023 commitments still outstanding	150 000	150 000	-
Appropriations 2023	375 000	225 000	150 000
Total	525 000	375 000	150 000

Chapter 3 1

The likely schedule of payments vis-à-vis commitments is as follows:

Commitments		Payments	
		2023	2024
Pre-2023 commitments still outstanding	1 700 000	1 700 000	-
Appropriations 2023	3 558 431	1 858 431	1 700 000
Total	5 258 431	3 558 431	1 700 000

Chapter 3 2

The likely schedule of payments vis-à-vis commitments is as follows:

Commitments		Payments	
		2023	2024
Pre-2023 commitments still outstanding	40 000	40 000	-
Appropriations 2023	400 000	360 000	40 000
Total	440 000	400 000	40 000