

# PRESUPUESTO DE 2023

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## Antecedentes

El presupuesto para el ejercicio 2023 se basa en las previsiones expuestas en el documento único de programación 2023-2025 de la ETF, matizadas posteriormente durante el procedimiento presupuestario de 2023 y reflejadas en el proyecto de presupuesto general de la Unión Europea para el ejercicio 2023, SEC (2022) 250 a partir de junio de 2022 que prevé un presupuesto para la ETF de 22 627 956 EUR.

A partir de 2021, la nueva Estrategia 2027 de la ETF se traduce en operaciones y el presupuesto propuesto tiene por objeto apoyar la consecución, por parte de la ETF, de sus objetivos en los ámbitos de i) pertinencia y previsión de las capacidades, ii) desarrollo y validación de capacidades y iii) rendimiento y calidad de las políticas de educación y formación.

## PARTICULARIDADES DEL PRESUPUESTO PARA 2023

### Ingresos

Los ingresos se basan en una contribución de 22 627 956 EUR para los créditos de compromiso y de pago, conformada por una contribución de 22 534 093 EUR del presupuesto general de la Unión Europea y 93 863 EUR procedentes de recuperaciones del excedente relacionadas con la ejecución presupuestaria del ejercicio 2020<sup>1</sup>.

Además, el presupuesto integra los siguientes créditos procedentes de fuentes de subvención adicional:

- 2 000 000 EUR, que representan el pago correspondiente a 2023 del acuerdo de contribución con la Delegación de la EU en Kazajistán (NDICI ASIA/2022/433-483) en concepto de ejecución del proyecto «Diálogo y acción en favor de una juventud con recursos en Asia Central» (DARYA), con un importe total de 10 000 000 EUR desde junio de 2022 hasta junio de 2027.
- 60 000 EUR, que representan la contribución prevista para 2023 de la UE-OSHA para la prestación de servicios de contabilidad por parte de la ETF.

Se espera que, en otoño de 2022, se firme un nuevo acuerdo de nivel de servicio con la DG EMPL (segunda fase) para desplegar y aplicar los resultados previstos en el primer acuerdo de nivel de servicio. Se prevé que esta segunda fase, o nuevo acuerdo de nivel de servicio, concluya en 2025.

Como parte de la futura fase de programación, la ETF está en contacto con los servicios de la Comisión para evaluar si las acciones adicionales pueden requerir fondos específicos apropiados y opciones de recursos presupuestarios adicionales.

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<sup>1</sup> SEC(2022) 250 de junio de 2022

## Gastos

El presupuesto de la ETF para el ejercicio 2023 refleja un incremento del 4% en comparación con el presupuesto para el ejercicio 2022, que cubre principalmente el aumento previsto de los gastos de personal y de los gastos de funcionamiento.

La Fundación propone el siguiente desglose de la contribución:

### Título 1 para gastos relacionados con el personal que trabaja para la ETF: 16 009 350 EUR

Las previsiones de gastos del título 1 - Gasto de personal, se basan en los siguientes supuestos: una adaptación y una indexación acumulativas de los salarios en consonancia con las hipótesis de la Comisión (+ 4,8 % en diciembre de 2022 y 2 % en años posteriores). Además, el impacto al alza de los costes salariales, debido al aumento automático de escalón y al ejercicio de reclasificación anual, por una parte, y los ahorros derivados de la rotación del personal y la jubilación de los altos cargos sustituidos por personal de menor categoría, por otra, afectan a las previsiones del título 1. En caso de que la dotación financiera resulte insuficiente, la ETF intentará adoptar medidas de mitigación dentro de las medidas previstas en materia de personal o, en su caso, transferencias de los demás títulos presupuestarios basadas en prioridades negativas o en el aplazamiento de las acciones.

El título 1 abarca:

- una plantilla de personal de 86 agentes temporales, cuarenta y dos agentes contractuales y un agente local; además, se considerará la contratación de dos agentes temporales para compensar los efectos del trabajo a tiempo parcial, de conformidad con el artículo 38, apartado 2, del Reglamento Financiero de la ETF;
- una adaptación salarial acumulativa en consonancia con los supuestos de la Comisión (+4,8% en diciembre de 2022, y 2% en años posteriores);
- un aumento para las reclasificaciones anuales y cambio en los escalones;
- pequeños ahorros derivados de la rotación del personal y la jubilación del personal directivo, sustituido por personal intermedio;
- un presupuesto para la encuesta sobre la participación del personal (incluido el bienestar)
- un presupuesto para el programa de prácticas
- un presupuesto para misiones administrativas; y
- un presupuesto para formación del personal, infraestructura social y médica, y gastos de representación.

### Título 2 para gastos relativos a infraestructuras y la administración general: 2 345 175 EUR

Las previsiones de gastos del título 2 (infraestructuras) se estiman en 2.3 millones EUR, lo que representa un aumento del 14 % en comparación con 2022. Cubre principalmente los gastos de las instalaciones y de la TI. Por lo que se refiere a las instalaciones, en 2021 y 2022 se han hecho grandes esfuerzos para aplicar medidas que contribuyan tanto al cumplimiento de los requisitos del EMAS como a la contención del coste de los servicios públicos. Esto ha permitido un aumento limitado del presupuesto para servicios públicos en 2022. Por lo tanto, las estimaciones para el consumo de 2023 y los precios estimados se basan en los de 2022. Sin embargo, la elevada volatilidad y la evolución desconocida en 2023 y años posteriores siguen siendo un factor de riesgo

considerable. Un incremento adicional previsto del coste de los locales está relacionado con el trabajo de consultoría necesario para la evaluación en profundidad y el diseño de proyectos de los locales de la ETF más allá de 2027, el aumento de las necesidades de seguro vinculado a las modalidades de trabajo híbrido, las obras eléctricas obligatorias previstas llevadas a cabo por la «*Regione Piemonte*» (propietaria del edificio), parte de las cuales tendrán que correr a cargo de la ETF, y la inversión adicional en medidas EMAS relacionadas con la movilidad del personal (desplazamientos y misiones del personal).

Como se ha mencionado, se espera que el gasto en TI aumente principalmente debido a la aplicación obligatoria de un nuevo marco de ciberseguridad acordado a nivel de todas las instituciones y órganos de la UE y al despliegue previsto de las mejoras digitales. Se espera que los gastos informáticos regulares se mantengan en niveles similares a los de 2022, aunque se espera que se produzca un aumento de la eficiencia a lo largo del año con el cierre de los sistemas heredados. . A medida que la nueva normalidad vaya tomando forma por lo que se refiere a las modalidades de trabajo, podría esperarse algún trabajo adicional en 2023.

El título 2 abarca:

- gastos en tecnologías de la información y de la comunicación (TIC), incluido el proyecto de transformación digital;
- los costes de telecomunicaciones;
- el mantenimiento del edificio y los equipos, la obtención de la certificación EMAS<sup>2</sup> (instalaciones);
- gastos relacionados con la organización de las reuniones del Consejo de Dirección de la ETF; y
- los gastos de contenciosos.

### Título 3 para gastos relacionados con las actividades operativas: 4 333 431 EUR

El título 3 corresponde al 19% de la contribución de la UE, lo que refleja un ligero incremento en comparación con el presupuesto rectificativo 1 para el ejercicio 2022. El título 3 es necesario para apoyar y complementar las principales aportaciones ofrecidas por los expertos de la ETF a través del título 1 y comprende los gastos relacionados con:

- las actividades operativas (diversos servicios para la ejecución del proyecto, como conocimientos técnicos locales y regionales, apoyo logístico a los proyectos, suministro de bases de datos y plataformas, misiones operativas, etc.);
- actividades de comunicación (comunicaciones externas, publicaciones, etc.); y
- actividades de planificación, seguimiento y evaluación.

Dado el incremento previsto de los costes de personal e infraestructura, ello dará lugar a una revisión de las previsiones presupuestarias para el título 3 (actividades operativas), incluida la búsqueda de vías para aumentar la eficiencia en la ejecución de las actividades, también sobre la base de las lecciones aprendidas de la COVID-19 en 2020, 2021 y 2022. En los próximos años existe la posibilidad de realizar un desglose diferente entre las distintas acciones, es decir, misiones/servicios. Al tiempo que absorbe una reducción en 2023 (actualmente del -10 %, inicialmente del -12 %), se

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<sup>2</sup> El EMAS, sistema comunitario de gestión y auditoría medioambientales, es un instrumento de gestión ambiental de carácter voluntario desarrollado en 1993 por la Comisión Europea. Permite a las organizaciones evaluar, gestionar y mejorar de forma continua su rendimiento medioambiental.

espera que los recursos disponibles para el título 3 se recuperen de aquí a 2025, suponiendo que el coeficiente de Italia se mantenga estable a pesar de las presiones inflacionistas en el país. Otra hipótesis es que los costes relacionados con el título 1 no aumentan por encima de las previsiones actuales de inflación (por ejemplo, costes sociales, asistencia médica, becarios, etc.). No obstante, es importante subrayar que la recuperación es frágil, la inflación es un riesgo y, en general, esto significaría que el aumento anual de la subvención sería absorbido en su mayor parte por el título 1. En la actualidad, esta reducción se ve compensada por la financiación adicional de la UE, que garantiza un aumento global de los fondos operativos correspondiente a 1 millón EUR en 2022 y 2 millones EUR en 2023, lo que permite a la ETF cumplir mejor su mandato. Con respecto a la práctica consolidada, los ahorros del título 1 se asignarán a actividades operativas y, si es necesario, a mejoras de infraestructuras.

## Formato y estructura del presupuesto

El presupuesto para 2023, en consonancia con los de años anteriores, incluye información sobre la finalidad de cada línea presupuestaria, los supuestos de planificación utilizados en apoyo de los importes necesarios, un desglose de los créditos de compromiso y de pago, el cuadro de efectivos y un calendario de los compromisos de pagos futuros contraídos en años anteriores para el título 3.

Reorganización del título 4: la primera financiación limitada mediante subvenciones adicionales se integró como gasto en el título 3, mientras que, tras la definición de la financiación más pertinente recibida posteriormente, los ingresos afectados externos más recientes se han organizado en un título separado (título 4). A partir de 2023, todos los ingresos afectados externos operativos, incluido el actualmente asociado al título 3, se notificarán en el título 4.

Con el fin de mejorar y simplificar la gestión presupuestaria, se han eliminado partidas interrumpidas desde hace más de 3 ejercicios.

Estos cambios, junto con los supuestos de planificación, se reflejan en las tablas presupuestarias.

## Aprobación

Tras su aprobación por el Consejo de Dirección, el presupuesto de la ETF para 2023 será definitivo tras la aprobación definitiva del presupuesto general de la Unión Europea.

## European Training Foundation

## Budget 2023

## REVENUE

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

## 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)

|                  |  |                  |                  |                  |                  |                |                |
|------------------|--|------------------|------------------|------------------|------------------|----------------|----------------|
| <b>Chap. 4 2</b> | <b>Co-operation with other European institutions and other bodies</b>                        | <b>2 060 000</b> | <b>2 060 000</b> | <b>3 225 640</b> | <b>3 225 640</b> | <b>102 739</b> | <b>102 739</b> |
| 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            |                |                |
| <b>Chap. 4 3</b> | <b>Cooperation with Italian institutions</b>   | <b>p.m.</b>      | <b>p.m.</b>      | <b>p.m.</b>      | <b>p.m.</b>      | <b>p.m.</b>    | <b>p.m.</b>    |
| 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.           |
| <b>TITLE 4</b>   | <b>TOTAL TITLE 4</b>   | <b>2 060 000</b> | <b>2 060 000</b> | <b>3 225 640</b> | <b>3 225 640</b> | <b>102 739</b> | <b>102 739</b> |

|  |                  |                  |                  |                  |                   |                   |
|--|------------------|------------------|------------------|------------------|-------------------|-------------------|
| <b>TOTAL EARMARKED / PROJECT REVENUE</b> | <b>2 060 000</b> | <b>2 060 000</b> | <b>3 225 640</b> | <b>3 225 640</b> | <b>102 739.00</b> | <b>102 739.00</b> |
|--|------------------|------------------|------------------|------------------|-------------------|-------------------|

|                    |                   |                   |                   |                   |                      |                      |
|--------------------|-------------------|-------------------|-------------------|-------------------|----------------------|----------------------|
| <b>GRAND TOTAL</b> | <b>24 687 956</b> | <b>24 687 956</b> | <b>24 951 640</b> | <b>24 951 640</b> | <b>21 434 534.00</b> | <b>21 134 534.00</b> |
|--------------------|-------------------|-------------------|-------------------|-------------------|----------------------|----------------------|

| Item/Art.  | Title  | Budget 2023       |                   | Amending Budget 1 / 2022 |                   | Outturn 2021         |                      | Assumptions 2023   |  |
|--|--|-------------------|-------------------|--------------------------|-------------------|----------------------|----------------------|--|--|
|  |  | COM               | PAY               | COM                      | PAY               | COM                  | PAY                  |  |  |
| <b>TITLE 1 EXPENDITURE RELATING TO PERSONS WORKING WITH THE FOUNDATION</b> |  |                   |                   |                          |                   |                      |                      |  |  |
| <b>Chap. 1 1</b>   | <b>Staff in active employment</b>                        | <b>15 620 850</b> | <b>15 620 850</b> | <b>14 621 700</b>        | <b>14 621 700</b> | <b>14 485 620.57</b> | <b>14 485 620.57</b> |  |  |
| <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.<br><br>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.<br><br>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.<br><br>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.<br><br>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).<br><br>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<br>* 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;<br>* Relocation services newcomers;<br>* 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.<br><br>This budget line covers various recruitment expenses including :<br>- publication costs,<br>- 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.),<br>- travel costs and daily allowances for candidates and external selection panel member(s).<br><br>Planning assumptions: One assessment centre and only travel costs for newcomers medical (assuming online interviews) , external supervisors during tests, candidate reimbursement costs  |  |
| <b>Chap. 1 3</b>   | <b>Missions and travel</b>                               | <b>50 000</b>     | <b>50 000</b>     | <b>65 000</b>            | <b>65 000</b>     | <b>4 495.26</b>      | <b>4 495.26</b>      |  |  |
| <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.<br><br>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.<br><br>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).   |  |
| <b>Chap. 1 4</b>   | <b>Socio-medical infrastructure</b>                      | <b>334 500</b>    | <b>334 500</b>    | <b>210 500</b>           | <b>210 500</b>    | <b>298 101.39</b>    | <b>298 101.39</b>    |  |  |
| <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.<br><br>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.).<br><br>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>                                     | <b>200 000</b>    | <b>200 000</b>    | <b>115 000</b>           | <b>115 000</b>    | <b>141 739.09</b>    | <b>141 739.09</b>    |   |
| 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.<br><br>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.<br><br>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>                                   | <b>89 500</b>     | <b>89 500</b>     | <b>62 000</b>            | <b>62 000</b>     | <b>115 544.50</b>    | <b>115 544.50</b>    |   |
| 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.<br><br>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   |
| <b>Chap. 1 5 Staff exchanges between the ETF and the public sector</b> |  | <b>p.m.</b>       | <b>p.m.</b>       | <b>p.m.</b>              | <b>p.m.</b>       | <b>-</b>             | <b>-</b>             |   |
| <i>Art. 152</i>  | <i>Staff exchanges between the ETF and the public sector</i> | <b>p.m.</b>       | <b>p.m.</b>       | <b>p.m.</b>              | <b>p.m.</b>       | <b>-</b>             | <b>-</b>             |   |
| 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.<br><br>Planning assumptions: No Seconded National Experts are foreseen any longer since 2020.  |
| <b>Chap. 1 7 Entertainment and representation expenses</b>             |  | <b>4 000</b>      | <b>4 000</b>      | <b>4 000</b>             | <b>4 000</b>      | <b>39.00</b>         | <b>39.00</b>         |   |
| <i>Art. 170</i>  | <i>Entertainment and representation expenses</i>             | <b>4 000</b>      | <b>4 000</b>      | <b>4 000</b>             | <b>4 000</b>      | <b>39.00</b>         | <b>39.00</b>         |   |
| 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.).<br><br>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   |
| <b>TITLE 1</b>   | <b>TOTAL TITLE 1</b>   | <b>16 009 350</b> | <b>16 009 350</b> | <b>14 901 200</b>        | <b>14 901 200</b> | <b>14 788 256.22</b> | <b>14 788 256.22</b> |   |

**TITLE 2 BUILDING, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE**

|  |   |                |                |                |                   |                   |                   |   |
|--|---|----------------|----------------|----------------|-------------------|-------------------|-------------------|---|
| <b>Chap. 2 0 Investments in immovable property, rental of buildings and associated costs</b> | <b>875 075</b>  | <b>875 075</b> | <b>729 100</b> | <b>729 100</b> | <b>685 367.57</b> | <b>685 367.57</b> |                   |   |
| <i>Art. 200</i>  | <i>Rentals</i>  | <b>p.m.</b>    | <b>p.m.</b>    | <b>2 801</b>   | <b>2 801</b>      | <b>2 525.00</b>   | <b>2 525.00</b>   |   |
| 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"<br><br>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>                      | <b>175 000</b> | <b>175 000</b> | <b>162 000</b> | <b>162 000</b>    | <b>99 000.00</b>  | <b>99 000.00</b>  |   |
| 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).<br><br>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> | <b>700 075</b> | <b>700 075</b> | <b>564 299</b> | <b>564 299</b>    | <b>583 842.57</b> | <b>583 842.57</b> |   |
| 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.<br>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.<br><br>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                 |  |
| <b>Chap. 2 1 Information &amp; Communication Technology</b>   |   | <b>1 307 000</b> | <b>1 307 000</b> | <b>1 143 000</b>         | <b>1 143 000</b> | <b>1 212 136.06</b> | <b>1 212 136.06</b> |  |
| <i>Art. 210 ICT expenditure</i>   |   | <b>1 307 000</b> | <b>1 307 000</b> | <b>1 143 000</b>         | <b>1 143 000</b> | <b>1 212 136.06</b> | <b>1 212 136.06</b> |  |
| 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.<br><br>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.<br><br>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.<br><br>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<br><br>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.   |
| <b>Chap. 2 2 Movable property and associated costs</b>  |   | <b>10 000</b>    | <b>10 000</b>    | <b>p.m.</b>              | <b>p.m.</b>      | <b>9 861.00</b>     | <b>9 861.00</b>     |  |
| <i>Art. 220 Technical equipment and furniture (ex Technical installations and office equipment)</i> |   | <b>10 000</b>    | <b>10 000</b>    | <b>p.m.</b>              | <b>p.m.</b>      | <b>9 861.00</b>     | <b>9 861.00</b>     |  |
| 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.<br><br>Planning assumptions: Continuous upgrade of obsolete furniture  |
| <b>Chap. 2 3 Current administrative expenditure</b>   |   | <b>48 100</b>    | <b>48 100</b>    | <b>38 000</b>            | <b>38 000</b>    | <b>36 121.66</b>    | <b>36 121.66</b>    |  |
| <i>Art. 230 Stationery and office supplies</i>  |   | <b>20 000</b>    | <b>20 000</b>    | <b>9 000</b>             | <b>9 000</b>     | <b>12 319.06</b>    | <b>12 319.06</b>    |  |
| 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)<br><br>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>   |   | <b>p.m.</b>      | <b>p.m.</b>      | <b>p.m.</b>              | <b>p.m.</b>      | <b>-</b>            | <b>-</b>            |  |
| 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<br><br>Planning assumptions: Miscellaneous financial expenditure (covers bank charges)   |
| <i>Art. 233 Other expenses (ex Legal expense)</i>   |   | <b>28 100</b>    | <b>28 100</b>    | <b>29 000</b>            | <b>29 000</b>    | <b>23 802.60</b>    | <b>23 802.60</b>    |  |
| 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<br><br>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.  |
| <b>Chap. 2 4 Post and telecommunications</b>  |   | <b>5 000</b>     | <b>5 000</b>     | <b>8 200</b>             | <b>8 200</b>     | <b>610.00</b>       | <b>610.00</b>       |  |
| <i>Art. 240 Correspondence and courier expenses</i>   |   | <b>5 000</b>     | <b>5 000</b>     | <b>8 200</b>             | <b>8 200</b>     | <b>610.00</b>       | <b>610.00</b>       |  |
| 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.<br><br>Planning assumptions: Courier expenses - estimation based on previous year , purchase of stamps, imprest account for mailing   |
| <b>Chap. 2 5 Meetings and associated costs</b>  |   | <b>100 000</b>   | <b>100 000</b>   | <b>130 000</b>           | <b>130 000</b>   | <b>81 030.00</b>    | <b>81 030.00</b>    |  |
| <i>Art. 250 Meetings and associated costs</i>   |   | <b>100 000</b>   | <b>100 000</b>   | <b>130 000</b>           | <b>130 000</b>   | <b>81 030.00</b>    | <b>81 030.00</b>    |  |
| 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.<br><br>Planning assumptions: Two governing board meetings (Torino)   |
| <b>TITLE 2</b>  | <b>TOTAL TITLE 2</b>  | <b>2 345 175</b> | <b>2 345 175</b> | <b>2 048 300</b>         | <b>2 048 300</b> | <b>2 025 126.29</b> | <b>2 025 126.29</b> |  |

## TITLE 3 EXPENSES RELATING TO PERFORMANCE OF SPECIFIC MISSIONS

|                                       |                |                |                |                |                   |                   |
|---------------------------------------|----------------|----------------|----------------|----------------|-------------------|-------------------|
| <b>Chap. 3 0 Operational expenses</b> | <b>375 000</b> | <b>375 000</b> | <b>375 000</b> | <b>375 000</b> | <b>378 951.37</b> | <b>443 654.10</b> |
|---------------------------------------|----------------|----------------|----------------|----------------|-------------------|-------------------|

## 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.<br><br>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.<br><br>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           |  |
| <b>Chap. 3 1 Priority actions : Work programme activities</b> |   | <b>3 558 431</b> | <b>3 558 431</b> | <b>5 227 140</b>         | <b>5 227 140</b> | <b>4 176 637.50</b> | <b>3 814 694.37</b> |  |
| 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.<br><br>Planning assumptions: Implementation of the operational activities.<br>More details can be found in the work programme.<br>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):<br>* 1,000,000€ from SLA DG EMPL (COVES), for two years;<br>* 7,640€ from EC (ADM-MULTI/2020/417-237: "Delivery of VET training seminars and study")<br>* 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.<br><br>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          |  |
| <b>Chap. 3 2 Operational Missions</b>                         |   | <b>400 000</b>   | <b>400 000</b>   | <b>400 000</b>           | <b>400 000</b>   | <b>14 000.00</b>    | <b>3 369.86</b>     |  |
| 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.<br><br>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            |  |
| <b>TITLE 3</b>  | <b>TOTAL TITLE 3</b>                                    | <b>4 333 431</b> | <b>4 333 431</b> | <b>6 002 140</b>         | <b>6 002 140</b> | <b>4 569 588.87</b> | <b>4 261 718.33</b> |  |

## 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.        | -        | -        |  |
| <b>TITLE 8</b> | <b>TOTAL TITLE 8</b>                | <b>p.m.</b> | <b>p.m.</b> | <b>p.m.</b> | <b>p.m.</b> | <b>-</b> | <b>-</b> |  |

## 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.        | -        | -        |  |
| <b>TITLE 9</b> | <b>TOTAL TITLE 9</b>                   | <b>p.m.</b> | <b>p.m.</b> | <b>p.m.</b> | <b>p.m.</b> | <b>-</b> | <b>-</b> |  |

## 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.        | -        | -        |  |
| <b>TITLE 10</b> | <b>TOTAL TITLE 10</b> | <b>p.m.</b> | <b>p.m.</b> | <b>p.m.</b> | <b>p.m.</b> | <b>-</b> | <b>-</b> |  |

## TOTAL EXPENDITURE ETF PROPER

|            |            |            |            |               |               |
|------------|------------|------------|------------|---------------|---------------|
| 22 687 956 | 22 687 956 | 22 951 640 | 22 951 640 | 21 382 971.38 | 21 075 100.84 |
|------------|------------|------------|------------|---------------|---------------|

## 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                  |   |
| <b>Chap. 4 2</b>                       | <b>Co-operation with other European institutions and other bodies</b>                | <b>2 000 000</b>  | <b>2 000 000</b>  | <b>3 188 000</b>         | <b>3 188 000</b>  | <b>102 739.00</b>    | <b>95 099.00</b>     |   |
| <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 |
| <b>Chap. 4 3</b>                       | <b>Co-operation with national institutions</b>                                       | <b>p.m.</b>       | <b>p.m.</b>       | <b>p.m.</b>              | <b>p.m.</b>       | <b>-</b>             | <b>-</b>             |   |
| <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.              | -                    | -                    |   |
| <b>TITLE 4</b>                         | <b>TOTAL TITLE 4</b>   | <b>2 000 000</b>  | <b>2 000 000</b>  | <b>3 188 000</b>         | <b>3 188 000</b>  | <b>102 739.00</b>    | <b>95 099.00</b>     |   |
| <b>TOTAL ETF EARMARKED EXPENDITURE</b> |  | <b>2 000 000</b>  | <b>2 000 000</b>  | <b>3 188 000</b>         | <b>3 188 000</b>  | <b>102 739.00</b>    | <b>95 099.00</b>     |   |
| <b>GRAND TOTAL EXPENDITURE</b>         |  | <b>24 687 956</b> | <b>24 687 956</b> | <b>26 139 640</b>        | <b>26 139 640</b> | <b>21 485 710.38</b> | <b>21 170 199.84</b> |   |

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<br>Authorised posts |           | 2022<br>Authorised posts |           | 2021<br>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> |
| <b>Total</b>         | <b>0</b>                 | <b>86</b> | <b>0</b>                 | <b>86</b> |                              | <b>88</b> |

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

**Chapter 3 0**

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

| <b>Commitments</b>                     |                | <b>Payments</b> |             |
|--|----------------|-----------------|-------------|
|  |                | <b>2023</b>     | <b>2024</b> |
| Pre-2023 commitments still outstanding | 150 000        | 150 000         | -           |
| Appropriations 2023                    | <b>375 000</b> | 225 000         | 150 000     |
| <b>Total</b>                           | <b>525 000</b> | <b>375 000</b>  | 150 000     |

**Chapter 3 1**

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

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

**Chapter 3 2**

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

| <b>Commitments</b>                     |                | <b>Payments</b> |             |
|--|----------------|-----------------|-------------|
|  |                | <b>2023</b>     | <b>2024</b> |
| Pre-2023 commitments still outstanding | 40 000         | 40 000          | -           |
| Appropriations 2023                    | <b>400 000</b> | 360 000         | 40 000      |
| <b>Total</b>                           | <b>440 000</b> | <b>400 000</b>  | 40 000      |