



**Dobre Kadry
Research and Training Centre Ltd.**

Dobre Kadry Research and Training Centre Ltd.

Our expertise is based on many years of experience in activities on the market of research and training services. We are supported by a team of talented and experienced people. We have appropriate competences in choosing and implementing the right tools as well as experience in designing practical solutions based on the necessary theoretical knowledge.

Our expertise has been gathered since 2006 as a result of our work in the implementation of projects supported by our experts. In the projects implementation, the best international practices were used. It resulted in introduction to the business practice several new, innovative solutions.

In the area of research, consulting and training, we offer evaluation and analytical service concerning labor market analysis, statistical analysis and forecasting of socio-economic data along with the diagnosis of training needs. We offer marketing tools to design-create and support the image of companies.

Our approach to providing the best tools for improving key competencies and teamwork efficiency, accelerating individual development and counteracting professional burnout is model-based and holistic. The tools are developed using the latest scientific findings in economics, psychology, marketing, sociology and cultural theory.

Cooperation with educational institutions is an important tool in our day to day operation. Thanks to this, we have developed effective pedagogical solutions in science education.



We are active in the preparation, funds acquisition and implementation of projects financed by European funds. Our European projects focus on supporting people with problems in the labour market, especially people with disability and people 50+.

MAIN NUMBERS:

- 18** years on the market
- 43** successful projects
 - 28** projects from the European Social Fund (ESF),
 - 4** projects from the Leonardo da Vinci Programme
 - 11** projects from the Erasmus+ Programme
- 9** thousand participants
totalling more than 45 million PLN (app. 10 million EUR)

TARGET GROUPS:

- **Education**
(universities and schools at all levels of education)
- **Difficult target groups on the labour market:**
 - **Mature Adults (age 50+)**
 - **People with disability**
- **HORECA sector**
(gastronomy and hospitality industries)

The Quality Label of the Małopolska Standards for Educational and Training Services

In our activities we focus on the development of universal skills that are needed both in everyday life and in professional life, regardless of the place of work. We have a quality certificate for our training activities. We offer high quality, tailor-made training.



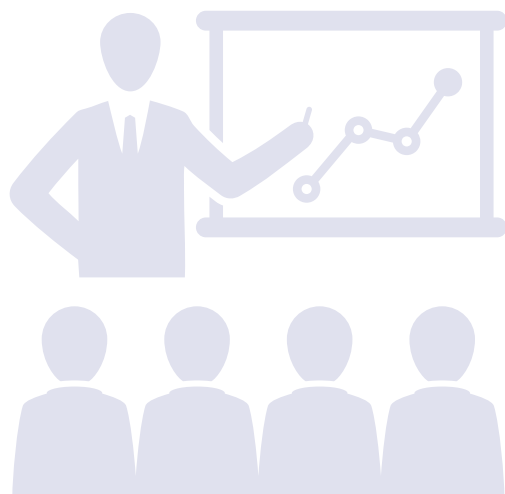
Accreditation of the Erasmus+ Programme in the adult education sector

In 2023, Dobre Kadry Research and Training Centre received the accreditation of the Erasmus+ programme in the field of mobility in the adult education sector. This means that from 2023 to 2027 we will receive funds for the implementation of mobility for four target groups:

- adults with sensory disability,
- adults with intellectual disability,
- mature women (age 50+),
- training and organizational staff of the Dobre Kadry Centre.

As part of the funding received, we plan to organise short, weekly educational trips abroad, tailored to the needs and expectations of the above target groups. We are planning our first trips to Cyprus and Greece.





Dobre Kadry
Research and Training Centre
Ltd.

OUR MOST INTERESTING PROJECTS

Go4Diversity (Poland)



ESF Common Framework 2018

Partners: Dobre Kadry. Research and Training Centre Ltd.
Ghent University (Belgium)
Region Värmland
Kristinehamns Folkhögskola KPS (Sweden)

Realization period: October 2018 – December 2021

A transnational cooperation project implemented in partnership with the University of Ghent (Belgium) and with a non-governmental organization from the Värmland Region (Sweden). The goal of the project was to develop, test and implement new effective solutions that increase the motivation of employers to employ people with disability. The project assumed extensive primary research regarding the perception of people with disability in the labour market, experiences of working with an employee with disability, employers' attitude to employing people with disability and related fears and needs. The effect of the work was a Go4Diversity

model solution consisting of six parts: 1. Guidebook for employers, describing the types of disability and indicating what is needed (how to prepare a workplace) to hire people with disability, 2. Guide for co-workers of people with disability 3. Good practices about professionally active people with disability, 4. A series of one-day practical training for potential employers and co-workers who would be able to experience what it feels like to be a person with a disability, 5. Training for those supporting people with disability in workplace, 6. Movie – the campaign for the employment of people with disability.

Fundusze Europejskie (Europejski Fundusz Społeczny)
 CK Dobre Kadry
 Region Värmland
 UNIVERSITEIT GENT
 Unia Europejska Europejski Fundusz Społeczny

Projekt współfinansowany ze środków Europejskiego Funduszu Społecznego
 Nr projektu: POWR.04.03.00-00-00019/18

Go4Diversity
 employment, activity, imagination, professional, passionate, people with disabilities, colleagues, good employee
move forward, act, work
www.dobrekadry.pl
 Dobre Kadry
 Research-Training Centre Sp. z o.o.
 Jagiellońska Street 10/1, 53-507 Wrocław
 Phone: +48 71 340 77 75, +48 71 340 77 74

Time2Grow (Poland)



ESF Common Framework project

Partners: Dobre Kadry. Research and Training Centre Ltd.
Trendhuis CVBA (Belgium)
South-Eastern Finland University
of Applied Sciences – XAMK (Finlandia)

Realization period: April 2017 – December 2019

The main goal of the project: the development of an effective prevention tool for burnout.

Transnational cooperation project implemented in partnership with the Trendhuis research and training company (Mechelen, Belgium) and the South-Eastern Finnish University of Applied Sciences (XAMK, Kouvola, Finland). The goal of the project was to develop, test and implement new solutions in the area of burnout prevention. The project implemented in Poland focused on three fields: medical

care, education, and higher education. The project involved extensive primary research (qualitative and quantitative), the results of which enabled new solutions to be developed. The effect of the work was the Model Time2Grow, a solution that used the idea of lifelong learning to prevent burnout syndrome, mainly by strengthening the so-called soft skills.

Projekt współfinansowany przez Unię Europejską w ramach Europejskiego Funduszu Społecznego
Nr projektu: POWR.04.03.00-00-W500/16

OPIEKA MEDYCZNA
EDUKACJA
SZKOLNICTWO WYŻSZE

Time2Grow (Poland)

PREWENCJA wypalenia zawodowego

Burnout

BIURO PROJEKTU:
Dobre Kadry. Centrum badawczo-szkoleniowe Sp. z o.o.
ul. Jęczmienna 10/1, 53-507 Wrocław
www.dobrekadry.pl

Time4Help



ESF Common Framework 2018

Partners: Dobre Kadry. Research and Training Centre Ltd.
XAMK – Small Business Center (Finland)
University College Odisee – Higher Institute for Family Studies (Belgium)
Fundación Acción Contra El Hambre (Spain)

Realization period: December 2018 – April 2022

A transnational cooperation project implemented in partnership with the South-Eastern Finnish University of Applied Sciences (XAMK, Kotka, Finland), Fundación Acción Contra El Hambre (Madrid, Spain) and Odisee vzw Higher Institute for Family Studies (Brussels, Belgium). The aim of the project was to develop, test and implement new solutions to support mature women (aged 45-65) through various forms of lifelong learning. Primary and secondary (semiotic) research carried out in the project allowed for in-depth examination of the problem of mature women's risks and diagnosis of needs. The result of the project was a comprehensive

Time4Help tool consisting of seven parts:

1. The concept of a comprehensive support model for mature women,
2. Organization of mature women's education adapted to the needs and possibilities: traditional learning, e-learning, blended learning,
3. Training programs and training materials for mature women – area of key and social competences,
4. Training programs and training materials for mature women – area of entrepreneurship, creativity and running own business,
5. Concept of on-line service supporting mature women,
6. Seminar program for employers, employment agencies and training institutions concerning support for mature women,
7. A tool for mature women to assess the direction of their development and the skills to be strengthened.

Projekt współfinansowany przez Unię Europejską w ramach Europejskiego Funduszu Społecznego
Nr projektu: POWR.04.03.00-00-0017/18

Time4Help

WORK
PASSION
INSPIRATION
FULFILLMENT
SECURITY
INTERESTING LIFE

We can be active
We are planning our future
We think about ourselves
Women 45+

www.dobrekadry.pl

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Time4AlternativeCreativity

Erasmus+ Strategic Partnership 2020

Leader: Dobre Kadry. Research and Training Centre Ltd.

Partners: Fundacja Transgresja (Poland)

Larnaka Tourism Board (Cyprus)

Pagkyprios Syndesmos Aggeioplaston Keramiston (Cyprus)

Institute of Citizen's Sustainable Development and Health (Greece)

The Agricultural-Ethnographic Museum of Aradosivia Ellassonos (Greece)

União das Freguesias Gondomar (Portugal)

CTILG, LDA (Portugal)

Realization period: June 2021 – July 2023

The aim of the project is to disseminate cultural heritage and increase its presence in social life using remote tools. The Covid-19 pandemic temporarily shut down all sectors of the economy. Some of them did quite well under new circumstances, whereas others less so. The latter undoubtedly include small, usually local, cultural and creative sector institutions which, due to lockdown and significant restrictions in the number of visitors, were not able to provide their services in a traditional way. Due to the lack of resources and often appropriate digital competences, they did not appear in the virtual world either. Movement restrictions permanently reduced the number of recipients, which made it necessary to look for new markets for one's products and services, as well as new groups of customers. One such target group, though underestimated by those institutions, are people with sensory disability. Project results: R1 Manual for cultural and creative sector institutions in

the field of digitisation of offers in the form of e-learning courses using the Articulate 360 programme. R2 Training courses about the specificity of people with sensory disability and their perception of the world for owners and employees of local institutions of cultural and creative sectors. Dictionary with the most necessary sign language signs related to the scope of activities of cultural institutions and the creative sector. R3 Good practices of cultural and creative sector institutions for people with sensory disability.



Persons with sensory disability as a target group for the tourism industry – exchange of good practices

Erasmus+ Strategic Partnership 2019

Leader: Dobre Kadry. Research and Training Centre Ltd.

Partners: Institute of Citizen's Sustainable Development and Health (Greece)

Uniao das Freguesias de Gondomar (Portugal)

Larnaka Tourism Board (Cyprus)

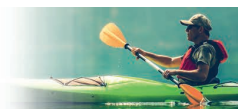
Realization period: September 2019 – December 2021

This project was an example of a strategic partnership supporting the exchange of good practices. The aim of the project was to develop satisfactory solutions in the field of professional preparation of tourism organisations to provide services for people with sensory disability (hearing-impaired, deaf, visually impaired and blind) by the exchange of good practices. According to both parties, the

representatives of tourism industry and the people with sensory disability, there was no special touristic offer addressed to people with such disability. There were two major reasons for that – insufficient knowledge in terms of such peoples' needs and expectations, and their lack of interest in touristic services. The latter was a result of the group's isolation (especially people with hearing loss) and the offer not being adjusted to their needs. Recognized as a good practice in the opinion of the National Agency of the Erasmus+ programme.



Rural Women's Clubs - local activity for tradition and tourism (as a partner)



Acronym: Rural Women's Clubs

Erasmus+ Strategic Partnership 2022

Leader: Koło Gospodyń Wiejskich "Czapla" w Jesionce (Poland)

Partners: Dobre Kadry. Research and Training Centre Ltd.

WARL (Cyprus), Larnaka Touris Board (Cyprus)

SOFRAS (Greece), ICISDE (Greece)

Realization period: April 2023 – June 2024

The main objective of the project is to increase the diversity of the offer of rural women's organizations from Poland, Greece and Cyprus, allowing for increasing the effectiveness of educational activities for local communities. Thanks to international cooperation, we want to expand and make the activities of women's organizations in small local communities more attractive and thus encourage a

larger group of residents to participate in activities organized by these entities. The project will include three study visits, during which partners will learn about local customs, cuisine and activities for the benefit of the local community. We plan to develop three results. These will be collections of good practices, activities and educational activities that can be carried out by rural women's associations for the benefit of local communities. The topics of individual results include: local traditions, local specialties and culinary preparations, activities for the benefit of tourism and sport, with particular emphasis on ecological issues.



Efficient university administration



Acronym: Good staff

Erasmus+ Strategic Partnership 2023

Leader: Dobre Kadry. Research and Training Centre Ltd.

Partners: The University of Economics in Katowice (Poland)

University of Central Lancashire Cyprus (Cyprus)

Libertas International University (Croatia)

Realization period: November 2023 – October 2025

The main objective of the project is to develop a tool enabling a comprehensive assessment of competencies and aptitude of the representatives of potential employees/administrative staff of the university (preparation for work, readiness to work in a team). By competency we mean knowledge, skills and attitudes. We plan to develop three results:

- R1. Comprehensive competency profiles for selected professions/positions in the group of administrative staff.
- R2. A set of questions/tasks/issues/problems that will allow us to verify the competency level of a candidate for a job in a university administration department for each of the distinguished competency groups.
- R3. IT tool for a comprehensive assessment of the competencies and aptitudes of university administrative staff with a compendium on the interpretation of assessment results.



Go4VocationalSkills

Erasmus+ Strategic Partnership 2021

Leader: Dobre Kadry. Research and Training Centre Ltd.

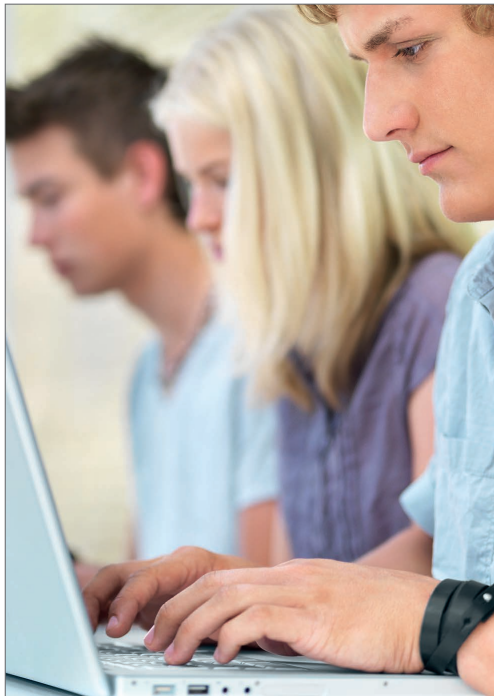
Partners: Zespół Szkół Technicznych w Kłodzku (Poland)
Asociacion Mundus – un Mundo a Tus Pies (Spain)
I"Horizont ProConsult" EOOD (Bulgaria)
Akmi Anonimi Ekpaideftiki Etairia (Greece)

Realization period: January 2022 – December 2024



The main aim of the project is to improve the quality of education in technical schools in Europe by implementing a tool for analysing the competency gap of students studying in the following professions: construction technician, logistics technician, renewable energy technician. This aim has been achieved by supporting schools in making the teaching process more attractive, including remote teach-

ing, and by developing solutions that would permanently improve the quality of teaching and adapt vocational education to market expectations. The lack of a proper instrument allowing schools to evaluate students' competencies in a comprehensive manner has entailed serious consequences e.g. a discrepancy between what employers need and what fresh graduates offer, especially those of a technical profile. By competencies or skills, we understand a combination of knowledge, abilities and attitudes that enable people to perform professional tasks at an appropriate level.



Dyna Lingua support group (as a partner)



ESF project

Leader: Stowarzyszenie Twórców i Zwolenników Psychostymulacji (Poland)

Partner: Dobre Kadry. Research and Training Centre Ltd.

Realization period: February 2021 – November 2023

The Leader of the project was the Association of Creators and Supporters of Psychostimulation. The main project objective was effective support in social and professional activation of at least 30 adults (over 18) with intellectual disability living in the Lower Silesian Voivodship. The support had also been offered to the families of people with disability. As part of the project, we created a sup-

port group for people with profound, severe, moderate and mild intellectual disability. The project funds had been used to refurbish the Association's existing premises, creating a welcoming space for educational activities. The activities of the group enabled its members to increase their independence, live independently in the local environment, find their way in the labour market, prevent isolation and enable their families to acquire knowledge and skills important for the effectiveness of social integration activities. As part of the project, there were individual and group training activities.





VET4ALL (as a partner)

Erasmus+ Strategic Partnership 2021

Leader: Zespół Szkół Ponadpodstawowych w Bystrzycy Kłodzkiej (Poland)

Partners: Dobre Kadry.
Research and Training Centre Ltd.
Asociacion Mundus (Spain),
IFON (Italy), XAMK (Finland)

Realization period: December 2021 – June 2023

The main objective of the project was to strengthen the sending, hosting and intermediary organizations in the implementation of vocational training activities involving students with disability from technical schools. This objective combines the requirements of the labour market (through the participation of host and intermediary organizations) with the opportunities of the vocational education sector (through the participation of technical schools).



GO FOR VET IN ERASMUS+ (as a partner)

Erasmus+ Strategic Partnership 2022

Leader: Zespół Szkół Ponadpodstawowych nr 1 w Krotoszynie (Poland)

Partners: Dobre Kadry.
Research and Training Centre Ltd.
Larnaka Tourism Board (Cyprus)
ICISDE (Greece)
Ankkapurhan kulttuurisäätiö (Finland)

Realization period: March 2023 – October 2024

The main objective of the project is to strengthen the potential of VET sector organizations to carry out professional internships abroad under Programme by developing and implementing new internship programs, along with recommendations and good practices in the field of including students with disability in mobility activities.



GO4FUTURESKILLS

ESF Common Framework 2018

Partners: Dobre Kadry.
Research and Training Centre Ltd.
Aikuiskoulutuskeskus
Taitaja, Kouvola (Finland)

Realization period: January 2019 – August 2022

The aim of the project was to develop new solutions for adapting education and training systems to the needs of the labour market. The effect of the cooperation was a Go4FutureSkills model solution using modern tools to create competence profiles and study the level of competences desirable in specific professions in the area of logistics.



PARTNERSHIP FOR THE DEVELOPMENT OF TRAINING STANDARDS FOR TREE ASSESSORS IN CENTRAL AND EASTERN EUROPE

Erasmus+ Strategic Partnership 2019

Leader: Dobre Kadry.
Research and Training Centre Ltd.

Partners: Instytut Drzewa Ltd. (Poland)
Latvian Arboriculture Society (Latvia)
FAKOPP Enterprise Bt. (Hungary)

Realization period: September 2019 – April 2022

The aim of the project was to improve the quality and increase the efficiency and effectiveness of the activity for vocational training of people involved in the diagnosis of trees. This was achieved by developing a comprehensive training programme and teaching materials in the field of Diagnostics of trees (Tree Assessment), as well as the standards of training and evaluation of acquired knowledge and skills.



GO4NEWTECH

ESF Out of Common Framework 2018

Partners: Dobre Kadry.
Research and Training Centre Ltd.
XAMK – Small Business Center (Finland)

Realization period: November 2019 – March 2023

The main goal of the project was to develop a solution that would effectively improve the competences of experienced employees of SMEs by learning to use ICT technologies. Results included a comprehensive model Go4NewTech composed of the concept of support for SMEs experienced employees in area of new technologies, adaptation of simulation pedagogy in teaching new ICT technologies and 10 case studies for teaching new technologies.



LIFT LEARNING IN FACILITATED TEAMS (POLAND)

ESF Common Framework project

Partners: Dobre Kadry.
Research and Training Centre Ltd.
University Colleges Leuven-Limburg (Belgia)

Realization period: April 2017 – December 2019

The main goal of the project was to develop new solutions in the area of team learning. The effect of the project was the model LIFT solution, i.e. a comprehensive approach to the topic of mutual learning of adults using modern collaborative learning methods. A shift away from group training in the direction of learning through (co-operation) activities (with the support of a facilitator) within a specific organization, in a team solving real problems occurring in a given workplace.



THE COMMUNE OF DŁUGOLEŚKA IS OPEN TO EVERYONE

ESF Out of Common Framework 2019

Partners: Dobre Kadry.
Research and Training Centre Ltd.
The Commune of Długoleśka (Poland)
Municipality of Velen (Germany)

Realization period: October 2019 – June 2023

The main goal of the project was to develop new solutions to improve the functioning of local government units at the level of small rural and urban communes in the area of access to public services for people with special needs. The model solution developed in the project, had been tested in the Długoleśka Commune, Pszczyna District and the City of Świętochłowice.



NURSES OF THE 21ST CENTURY EXCHANGE OF GOOD PRACTICES IN CONTINUING EDUCATION

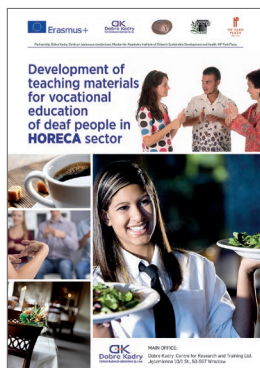
Erasmus+ Project (VET partnership)

Leader: Dobre Kadry.
Research and Training Centre Ltd.

Partners: Trendhuis BVBA (Belgium)
Alice Salomon Hochschule Berlin – Berliner
Institut für Interkulturelle Arbeit in Bildungs-,
Gesundheits- und Sozialwesen (Germany)

Realization period: September 2018 – December 2019

The project was an example of strategic partnership in the exchange of good practices in the area of vocational education. Project focused on developing good solutions in the area of improving the skills and competences of nurses enabling them to overcome barriers, limitations and threats resulting from the specificity of the profession.



DEVELOPING LEARNING MATERIALS TO TRAIN DEAF PEOPLE IN THE HORECA SECTOR

Leader: Dobre Kadry. Research and Training Centre Ltd.

Partners: Munka-Kör Alapítvány
a Hallássérültekért (Hungary)
Institute of Citizen's Sustainable
Development and Health (Greece)
B&D Hotels SA, HP Hotel Park Plaza
Wrocław (Poland)

Realization period: September 2016 – August 2019

The aim of the project was to improve the quality and increase the efficiency of activities for the vocational training of deaf and hard-of-hearing people in the hotel and catering industry (HORECA). The results were training materials with a thematic dictionary for deaf employees in 10 occupations in the HORECA industry: barista, bartender, waiter, cook, confectioner, baker, porter, room/maid, gardener, conservator. Deaf at work – Vademecum for employers in the HORECA industry was also prepared. Most of the results were created in 4 language versions: Polish, Greek, Hungarian and English.



INVEST IN YOURSELF - IT IS NEVER TOO LATE. THE MODEL OF INCREASING THE ACCESS OF PEOPLE AGED 50+ TO VARIOUS FORMS OF LIFELONG LEARNING

Leader: Dobre Kadry.
Research and Training Centre Ltd.

Partners: University of Bielsko-Biala (Poland)
União das Freguesias de
Gondomar (Portugal)

Realization period: October 2016 – March 2019

The main goal of the project was to develop, test and implement new solutions in the area of increasing the access of mature people (aged 50+) to various forms of lifelong learning. The 'Invest in yourself' Model developed in the project allowed for a more comprehensive and more effective solution to the problem of increasing the motivation and interest of people aged 50+ in participation in various forms of lifelong learning.



DEAF WORK. THE MODEL OF INCREASING ACCESS TO EMPLOYMENT FOR THE DEAF

Leader: Dobre Kadry.
Research and Training Centre Ltd.

Partners: Polish Association of the Deaf,
Lodz branch (Poland)
FAW gemeinnützige
Gesellschaft mbH Akademie Chemnitz
(Germany)

Realization period: June 2016 – November 2018

The aim of the project was to develop, test and implement new solutions in the area of increasing access to employment for deaf and hard-of-hearing people. A comprehensive DEAF WORK Model was developed.



INCREASING SOCIAL ACTIVITY OF PEOPLE WITH INTELLECTUAL DISABILITY - EXCHANGE OF EXPERIENCES

Leader: Dobre Kadry.
Research and Training Centre Ltd.

Partners: Trendhuis BVBA (Belgium)
ImproveAway (Malta)
Wrocławskie Stowarzyszenie
na Rzecz Osób Niepełnosprawnych
Intelektualnie BONITUM (Poland)

Realization period: September 2017 – March 2019

The main mission of the partnership was to enhance the effectiveness of the stakeholders' actions to support people with intellectual disability. For the mission to be completed it was necessary to exchange and discuss ideas, practices and methods for improving social activation. On the one hand, the project was a chance to promote best practices in the social activation of people with intellectual disability. On the other, it has allowed to further increase the awareness of needs of people with disability.



SCIENCE AND TECHNOLOGY FOR FOOD

Leader: Dobre Kadry.
Research and Training Centre Ltd.
Partner: Wrocław University of Economics,
Engineering and Economics Faculty (Poland)
Realization period: July 2014 – October 2015

The project assumes the joint development and testing by teachers and research and teaching staff of the university curriculum of science subjects (biology, physics, chemistry) based on interdisciplinary research projects. It was a cooperation of over 50 teachers from 15 schools from Lower Silesia. 72 research projects in microbiology, physics and biotechnology have been adapted to three educational levels. The project used good practices from the German MINT program.



LET'S TRY TO BE UNDERSTOOD

Leader: Dobre Kadry.
Research and Training Centre Ltd.
Realization period: January 2012 – December 2014

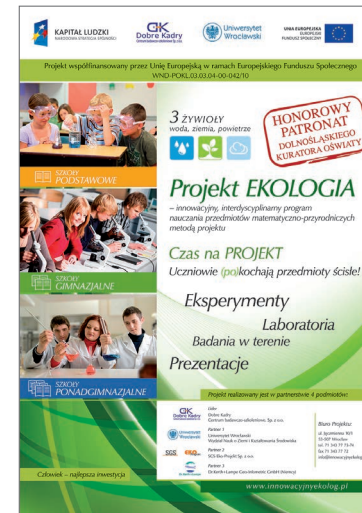
An innovative project dedicated to the development of effective solutions in the area of professional and social activation of deaf and hard-of-hearing people. The final product of the project was the development and test implementation of an innovative package "Activity without barriers".



SILVER TEAM - EXPERIENCED POWER

Leader: Dobre Kadry.
Research and Training Centre Ltd.
Realization period: June 2011 – May 2013

An innovative project. The aim was to develop new, effective solutions in the area of professional and social activation of professionally inactive people from older age groups (age 50+). The result was the Experienced employee package.



PROJECT ECOLOGY

Leader: Dobre Kadry.
Research and Training Centre Ltd.
Partners: Wrocław University,
Faculty of Earth Sciences
and Environmental Management (Poland)
SGS Eko-Projekt Sp. z o.o. (Poland)
Dr Kerth + Lampe Geo-Infometric GmbH
(Germany)
Realization period: July 2010 – December 2013

An innovative project implemented in partnership with the University of Wrocław and companies from the environmental protection industry from Poland and Germany. Cooperation with over 200 teachers from 46 schools from all over Poland. As part of the project, an innovative, interdisciplinary curriculum of mathematics and natural sciences was developed and implemented in schools using the project method.



PhD in Economics, President of the Board of Dobre Kadry Ltd. Co-author of all projects implemented by the company. Managed over 20 national and international research and training projects since 1998. Ex post evaluation expert in the Leonardo da Vinci program. Expert of The Polish Ministry of Regional Development for Projects financed by the European Social Funds in fields such as: education, adaptability of enterprises, international cooperation. Extensive research experience, author and co-author of numerous scientific publications, including those on EU funds and project management. Extensive teaching experience in the field of EU funds. Moreover, professor at Wroclaw University of Economics in Department of Logistics (lectures and exercises in the field of forecasting, data analysis and statistics for 1, 2 and 3 degree students), coach for adults, carrying out numerous activities in the framework of postgraduate studies, courses and training packages and utility of data analysis, as well as EU funding and project management.

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PhD in Economics, Vice President of the Board of Dobre Kadry Ltd. Co-author of all projects implemented by the company. Teaching practice in the subject of fundraising, evaluation and management of EU projects at schools and university (I, II, III degree and post diploma students, LL courses). Involved in implementation of projects financed by the European Social Fund and Leonardo da Vinci (LdV). Ex post evaluation expert for LdV program. Extensive experience in the evaluation of project activities, including planning initiatives conducive to achieving the objectives. Co-author of publications in the area of project work and EU funds. Associate professor at Wroclaw University of Economics in Department of Logistics (lectures and exercises in the field of forecasting, data analysis and statistics for 1, 2 and 3 degree students), coach for adults, carrying out numerous activities in the framework of postgraduate studies, courses and training packages and utility of data analysis, as well as EU funding and project management. In the period 2011–2015 President of the National Thematic Network in the field of education and higher education – body providing advice and opinions about innovative projects developed within the ESF.

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