



Exploitation and Sustainability Plan

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1. Introduction to Products

Get Mobile aims to transfer innovative training methodologies from the UK to 2 member states and enhance European vocational educational training (VET) and personal development support to equip women graduates who are un/under-employed with the necessary soft skills and knowledge to begin exploring opportunities for mobility within Europe in order to gain work experience abroad and increase employability. The project also aims to promote mobilities to Small and Medium Enterprises in the partner countries in order to encourage more of these businesses to take on interns from abroad. The activity is particularly aimed at SME's owned by women, in order to encourage more female run businesses to access these opportunities.

As part of this project, 3 main products were created to support these target groups: Get Mobile Circles™, Business Handbook and the Get Connected Zone.

1.1 Get Mobile Circles™:

Adapted from the Mentoring Circles™ methodology used by the UK partner to suit the needs of women graduates who are un/under-employed and considering a mobility to increase employability and to suit local conditions in delivery countries. The following partners delivered pilots of the Circles during the funded period of the project:

- Inova Consultancy (UK)
- VHTO (Netherlands)
- Directorate of Labour (Iceland)

Mentoring Circles™ Purpose and Methodology

Inova has developed a unique group mentoring process which brings together skilled facilitation using action learning techniques, coaching and mentoring, combined with career development/self-reflection tools. The programme blends group discussion and individual airing of issues, reflection, goal setting and personal action planning.

- Mentoring Circles enable an individual to share their problems, issues, opportunities and challenges with others.
- Mentoring Circles provide a safe yet challenging environment where ideas for the return to work plan can be explored and tested.
- Possible options for action can be generated and discussed.
- The individual is helped to find the next steps forward in preparing for a placement abroad
- Encouraging development of self-reflection and self-belief

1.2 Get Mobile Business Handbook:

The Get Mobile Business Handbook provides a printed resource for organisations (particularly female owned SME's) based on the Business Briefing sessions which were run by Get Mobile partners in the UK, Iceland, Turkey and Italy.

The Handbook aims to provide a basic introduction to finding and hosting a graduate on a placement, and to de-mystify the process for SMEs. The handbook is also a useful guide to refer to throughout the process of hosting a placement trainee, to make sure both parties get the best out of the opportunity. Currently the handbook is available online via our website at <http://www.getmobileproject.eu/handbook/EN.pdf>.

Alongside the handbook there are also a series of webinars, from graduates and SME's, which present the experiences of mobility from those who have already accessed these opportunities.

1.3 Get Connected Zone:

The Get Connected Zone is the name given to the portal which allows users from both target groups to strengthen networks. It will minimise isolation for female trainees whilst on a placement abroad and strengthen enterprise networks which could lead to business opportunities for the women led SMEs/micro-businesses i.e. export. The Zone will also provide opportunities for mobility providers to access microbusinesses in order to encourage more female students in BS to undertake placements in this sector.

Finally the Zone will enable placement providers/intermediaries to understand better the needs of the target group.

The Get Connected Zone offers users the opportunity to:

- Register their profile as a female graduate looking for placement or as an SME searching for a trainee
- Search and find placements opportunities/graduates fitting business requirements
- Connect and chat with other members of the networks through forums (Graduate to Graduate, SME to SME or Graduate to SME)
- Access the tools and resources developed through Get Mobile, including the Business Handbook, Webinars etc

2. Sustainability of Products

2.1. Get Mobile Circles™:

The Mentoring Circles™ on which this product is based, are a licensed product, owned by Inova Consultancy. All partners agreed in their original partner agreements that any amendments to the methodology and IPR would belong to Inova Consultancy (for a copy of this extract, see Annex 1).

All partners were granted an exclusive license for the duration of the project but after the end of the project, if partners would like to continue using the Circles methodology they must purchase a license for the product. As well as allowing partners to continue delivering the Circles themselves, this will also allow them to train other trainers in their country and, therefore this has a snowball effect in terms of spreading the methodology to new organisations and making the training more widely available to a bigger audience.

Inova have given all partners information about the opportunities presented by the license, and have offered all partners a discounted license price, in order to encourage the results of the project to continue to be used after the project end.

At the time of writing, partners in the Netherlands and Iceland have expressed an interest in purchasing a license, and have been sent a copy of the license agreement to peruse (see annex 1).

2.2. Business Handbook:

The handbook and webinars make available to a wider audience, the materials which were developed in the Business Briefing Workshop, held as part of the Get Mobile project. Our aim is for these products to continue to be made available after the funded period of Get Mobile in order to continue encouraging SME's to consider hosting graduates from abroad on a placement.

The handbook is currently available free via:

- Published on <http://www.getmobileproject.eu/handbook/EN.pdf>, which will continue to be available for 2 years after the funded period of the project
- Published on issuu.com at <http://issuu.com/militos/docs/getmobilehandbooken>, which will continue to be available for 2 years after the funded period of the project
- Available on request through all project partners and promoted by project partners at applicable events during the funded period of the project.

In order to make this sustainable the partnership proposes that, following the funded project period, the handbook would be available as follows:

- For free to members of the Get Connected Zone via the website (on registration only)

- Available as a download for a small fee to be decided between the partner. Research has been undertaken to consider the best options for the online publishing of the handbook and the price we could expect to charge for such a publication.
- Options for publishing are via www.lulu.com or via Amazon to make the handbook available for download on Kindle.
- Both sites allow users to self-publish books, however Lulu may be more beneficial in reaching a wider audience as they allow publications to be available to a wider range of devices (Amazon will only allow publication to Kindle format) and there is a lower royalty fee charged.
- Based on similar publications we could expect to charge around €3-4.00 per download for the handbook.

In order to ensure that the product remains relevant to SME's the handbook should be updated by the partnership at least every 6 months to 1 year.

2.3 Get Connected Zone:

The Get Connected Zone has strong potential for commercialisation after the end of the funded project period. Therefore, this sustainability plan focusses on the options available to commercialise or sustain the Get Connected Zone in the future. This is outlined further below.

3. Market Research for Get Connected Zone

3.1 Purpose

The purpose of this report is to provide market research for the Get Connected Zone and analyse its potential to expand and develop in the future. The Zone is aimed at linking graduates interested in going on a placement abroad with SME's who are looking for interns and to provide an online forum for discussion around issues of mobility for both groups. The main target customers for the Zone therefore are: Recent graduates who are currently un/under-employed, in particular women in B/SET who face an added barrier to employment by working in a non-traditional field. SME's looking for graduates to work as interns in their organisation, in particular women owned businesses.

3.2 Competitor Analysis Methodology

To analyse the Get Connected Zone's competitors, market research was carried out to establish the current market for this service in the partner countries and in Europe. The analysis looked at websites which provide similar services to the Get Connected Zone; what they provide, how they support it and what their market position is. The following analysis has been undertaken:

- Use desk research techniques to find the main competitors in Europe

- Research what products they use - become a member of a network in order to see how they work and what they offer. Also carry out internet research about customer perceptions of the networks (where this information is available).
- Scan competitor's ads in order to reveal what that competitor believes about marketing and their target market
- Compare the Get Connected Zone with the competitors.
- Research funding of competitors websites, to see if funding is received or membership fees charged and find a good model for sustainability.

3.3 Main Competitors of the Get Connected Zone:

Partners across all partner countries have completed basic desk research in order to gain an overview of competitors offering similar services to the Get Connected Zone. A full database of the research can be seen in annex 3 but here we give an overview of the main competitors.

Competitors Name	Description	Main Services	Link to Site
Milkround	Milkround is the UK's #1 graduate recruitment service with 1,000s of internships, placements, graduate jobs & schemes. Voted the most popular graduate recruitment site in the High Fliers UK Graduate Careers Survey six years running from 2008 - 2013 by more than 17,000 final year students, Milkround has everything you need to start your graduate career.	<ul style="list-style-type: none"> - Search for jobs and internship opportunities - Find advice on university, study and careers - View "Career Hubs" featuring guides on a range of industries and departments 	http://www.milkround.com/
Leonardo Experience	This site is being developed under MOB 2.0 project and is aimed at improving the quality and increasing the volume of mobility and cooperation between educational institutions and enterprise.	<ul style="list-style-type: none"> - Discover mobility opportunities - Share mobility experiences and stories - Graduates present 	http://www.leonardoeu.com/

	The development of the MOB 2.0 platform will allow past and future participants, mobility projects promoters, schools and enterprises to meet, communicate, share and exchange their experiences, needs, expectations and demands.	<p>themselves to employers</p> <ul style="list-style-type: none"> - Employers can post placements opportunities and browse C.V's - Mobility organisations can share opportunities and success stories 	
Carriere Internazionali	Provide information on jobs in International Organisations, Opportunities for Study Abroad, Internships and volunteering in NGO's, Internships in European institutions	<ul style="list-style-type: none"> - Offers a range of information and listings on placements abroad 	http://carriereinternazionali.com/
Projects Abroad	The site works to organize internships abroad for all those interested in acquiring skills, enriching their curriculum and implementing the knowledge learned through their education.	<ul style="list-style-type: none"> - Information on volunteer missions and internships abroad - A customised "mission" based on the experience desired - Accommodation , medical insurance, travel etc included in cost - Support during the placement 	www.projects-abroad.it
Europlacement	Globalplacement.com was founded as an online mediation agency for international internships, graduation assignments and traineeships. The Dutch success formula of Stageplaza.nl (Dutch market leader in online mediation for students) founded	<ul style="list-style-type: none"> - Reporting of information and useful links for internships abroad - Internship Job board - Internship manager for companies 	www.europlacement.com

	Globalplacement.com. The web site is the answer to the high demand for foreign internships, increasing mobility among students worldwide and quickly reducing international trade barriers.	<ul style="list-style-type: none"> - Personal mediation for students 	
Kanyer Staj	A website where companies can post their work experience opportunity notices, and where those wishing to do work placement can apply.	<ul style="list-style-type: none"> - List of work placement opportunities. - Search engine to search for work in specific sectors and cities. 	http://staj.kariyer.net/website/index.aspx
Leonet	Website of the Dutch Leonardo office	<ul style="list-style-type: none"> - Job list - Search tool - Map tool - Company profiles - Standard & free job ads - Placement service 	https://leonet.joeplus.org/en/

It is interesting to note here that the partners in Iceland and Greece reported back that there were no direct competitors to the Get Connected Zone in either of these countries (apart from those Europe wide websites which had already been found). There are, therefore, no national sites listed from these partners.

3.4 Analysis of competitors advertising:

It is difficult to find comprehensive information on how these sites advertise their services. However it seems the main way of finding out about these services is via Google (or other search engines). Informal feedback from graduates shows that Internet Search engines are usually the main way of searching for jobs and internship opportunities so it is essential for these websites to ensure they are appearing on search engine lists.

The bigger websites have more opportunities for advertising more widely. For example www.milkround.com is currently running a competition in conjunction with The Times, which means they can receive advertising in this publication.

For others, there are opportunities to advertise via social media sites, in particular we have seen some advertising on Facebook.

The other key is to link with universities and take part in graduate job fairs etc. www.gradjobs.co.uk are currently offering free entry to the National Graduate Recruitment Exhibition if you register on the site.

3.5 Comparison of Get Connected Zone to key competitors:

The table below offers a comparison of the fees and key features of the Get Connected Zone and its main competitors.

Site	Membership Fee	Services Provided	Additional features
Get Connected Zone	Free for graduates and employers (until November 2015)	<ul style="list-style-type: none"> - Register as an SME or Graduate and complete your profile, including information on the intern or placement you are looking for - Access information guides and resources from the Get Mobile project - Search for and contact SME's or Graduates about placement opportunities - Access forums to share advice and experiences with other graduates and SME's 	<ul style="list-style-type: none"> - Videos and blog posts featuring information and guidance on mobilities and internships. - Links to information on funding for mobilities - Regular newsletter - Connect via the Get Mobile Facebook page
Milkround	Graduates can sign up free. Recruiters pay	<ul style="list-style-type: none"> - Search for jobs and internship opportunities - Find advice on 	<ul style="list-style-type: none"> - News features - Opportunities are also posted on Facebook and

	to advertise with a range of options available from single one-off payments to advertising through The Times.	<p>university, study and careers</p> <ul style="list-style-type: none"> - View “Career Hubs” featuring industry guides, salary information, videos etc 	<p>other social media sites</p> <ul style="list-style-type: none"> - Career events are listed - Features a “good university” guide
Leonardo Experience	Free to join for mobility participants, employers and mobility providers (funded through LLP)	<ul style="list-style-type: none"> - Discover mobility opportunities - Share mobility experiences and stories - Graduates present themselves to employers - Employers can post placements opportunities and browse C.V’s - Mobility organisations can share opportunities and success stories 	<ul style="list-style-type: none"> - Able to post mobility reviews - Community section where updates, reviews etc can be posted - Language Corner featuring links to language training resources
Carriere Internazionali	There are a range of membership options ranging from €15 to €500	<ul style="list-style-type: none"> - Offers a range of information and listings on placements abroad 	<ul style="list-style-type: none"> - Magazine featuring further information on placements - News and events listings
Projects Abroad	Fees are applicable but prices depend on the type of placement and include a full service (i.e. travel, accommodation etc). NOTE: Placements are focused on volunteer work in developing countries.	<ul style="list-style-type: none"> - Information on volunteer missions and internships abroad - A customised “mission” based on the experience desired - Accommodation, medical insurance, travel etc included in cost - Support during the placement 	<ul style="list-style-type: none"> - Forum and photo gallery - Access to “My Projects Abroad” feature for volunteers accepted onto programmes with practical information on visas, culture, travel etc.

Europlacement	<p>Packages available for employers starting from a free 1 month trial and going up to €340 for 1 year membership.</p> <p>Students can register and search for free. "Personal mediation" packages available from €550.</p>	<ul style="list-style-type: none"> - Reporting of information and useful links for internships abroad - Internship Job board - Internship manager for companies - Personal mediation for students 	<ul style="list-style-type: none"> - Offers testimonials and tips to both students and employers - Package available to university internship teams to use the database for their own students/opportunities
Kanyer Staj	<p>Free to search for vacancies but membership options available for employers from 435 TL and pay to post ads.</p>	<ul style="list-style-type: none"> - List of work placement opportunities. - Search engine to search for work in specific sectors and cities. 	<ul style="list-style-type: none"> - E-Training and career support available - Featured jobs and employers
Leonet	<p>Free to search for opportunities.</p> <p>Employers pay to advertise vacancies with prices ranging from €50 - €240 depending on number of ads, range etc.</p>	<ul style="list-style-type: none"> - Job list - Search tool - Map tool - Company profiles - Standard & free job ads - Placement service 	<ul style="list-style-type: none"> - Links to Leo-Net website which gives further information, useful links and events related to internships in Europe.

3.6 Funding of competitors websites:

Based on the market research there are a number of different options being used to fund these websites.

Many are being funded by the European Commission, in particular those which are specifically focused on promoting mobility opportunities within the EU, such as Leonardo Experience. This is the current position of the Get Connected Zone, however in order to be sustainable and continue to provide a service after the funding period we will need to explore the other options. These are:

- **Charging membership fees to students.** Sites such as Carriere Internazionali charge a fee to all members. There is a small charge of €15 for students who sign up individually (not through a university).
- **Charging advertising/membership fees to employers.** The majority of the sites charge a membership fee or advertising rate to employers who want to post vacancies/internship opportunities on their site. This subsidises the cost to students/graduates.
- **Selling advertising space.** Websites such as Carriere Internazionali, Milkround and GradJobs sell advertising space on their website to generate further income. These can be banner ads or featured spaces on the homepage.
- **Securing sponsorship.** Whilst not receiving public funding, Milkround works with a commercial partner to generate income. Again, this allows them to keep the cost of joining free to the students using the service.
- **Charging for extra services.** For sites such as Projects Abroad, the real service is the full provision of the placement abroad including organisation of flights, accommodation etc. The charge for this, therefore also covers the cost of maintaining the website. Therefore they do not need to charge students to join and search for placements but charge after this for further access to other services.

4. Application of market research

4.1 What is the GCZ's place in the market?

Based on the market research completed, the Get Mobile partnership believes that the Get Connected Zone can hold a unique place in the market if it can make the transition to a commercial model.

There are a number of websites available across some of the partner countries providing the opportunity to search for internships within a wider scope, however there are none offering the specific service provided through the Get Connected Zone, aimed solely at *graduates looking for an internship abroad*. From the main competitors only 3 offer speciality expertise on internships (the others have a broader focus covering volunteering, study and employment as well as internships), which provide a key USP for the Get Connected Zone customer, in that we can offer specific advice and information, which is up to date and sourced by and from experts in the field of mobility.

The Get Connected Zone offers a unique service in its “matching” facility, which actively suggests relevant graduates or internships to individuals by comparing the profiles of each and showing a list

of matching profiles. Our main competitors only allow for a more traditional search or browsing of placement opportunities.

In the UK, Iceland and Greece in particular, the Get Connected Zone has a strong USP. In the UK, our main competitors do not offer any focus on mobilities within the EU and a quick search shows that a huge majority of the opportunities which are offered are for national employers. Mobility traditionally has a low take up amongst students in the UK, however given the current economic climate and high levels of graduate unemployment there is a need to encourage more young people to explore the opportunities offered by gaining experience through internships abroad. The Get Connected Zone can therefore play an important role in raising awareness of these opportunities and providing guidance and advice to graduates in the UK who would like to explore this further.

Partners in Greece and Iceland reported that the service being offered by the Get Connected Zone is unique in their countries. In Greece there were several online platforms linking graduates to employers for job seeking but none which offer the service for internships and none on a European level. Although higher education institutes in Greece all offer a careers office where graduates can apply for internships with SME's, this service is not currently available online. In Iceland there were no national websites posting information on internships within the EU. Those available were centralised EU sites such as the Leonardo office and Eures Office.

This suggests that the Get Connected Zone could hold a strong position in the market, providing a new service to many graduates, particularly in Greece, Iceland and the UK.

The main competitor, offering the most similar type of service, is Leonardo Experience. This site is offering a similar service to the Get Connected Zone, however it is in a similar funding position and we are not aware of its plans for continuing after this period. Therefore, this may not be a continuing competitor, although should be monitored in the case of the Get Connected Zone becoming commercial.

Feedback from the partners suggests that in order to maximise the sustainability of the GCZ, we should open out the target market to larger organisations, who will be in a better position to pay for advertising or subscription fees and to both male and female graduates from all sectors. Partners found that they were receiving requests for information on Get Mobile from male graduates regularly and in a commercial environment we would not be able to discriminate over the gender of those joining the site (this can be seen in the letter of support from Italy for example. See annex 6). Therefore, we propose to open the target market to a wider audience which will also ensure more people joining.

4.2 Options for the continued funding of the GCZ:

As seen in section 3.6 above, there are a range of possible options for the continued funding of the Get Connected Zone.

For the first 2 years following this initial funded period of Get Mobile, Militos have agreed to continue to host the site at no additional cost to partners which will allow us to further develop the

website before beginning any commercialisation process. However, we would require some budget in order to further develop the site and improve the service and to increase membership.

Our initial budgets show that it will cost around €12,368.20 to maintain and run the Get Connected Zone annually after the first two years. For a breakdown of expenditure see annex 5.

To raise this revenue and become self-sustaining, the Zone will eventually need to become a commercial entity and we would propose to begin charging for some services. As it is unlikely that graduates will be able to pay to use such a website and many of our competitors are free to these end-users, we would propose to charge advertising space to companies and a membership fee to employers in order for them to post internships and connect with other members.

We would therefore make it a priority to attract companies and open out the platform to larger companies as well as SME's. Key organisations to attract would be universities, Government agencies and International Banks. We could also work with schemes such as The 5% Club, who are working in the UK to promote apprenticeships and work based learning to graduates (<http://www.5percentclub.org.uk/index.html>). In order to continue to attract SMEs we could look to offer extra services as part of the fee, such as offering the Business Briefing sessions developed within Get Mobile free of charge or providing further training on recruiting graduates.

Alternatively a symbolic fee could be charged to graduates, however we would need to offer additional services (for example free or discounted training opportunities) in order to attract members.

However, there would be initial work needed in order to get the site up to a standard at which we can begin to charge for services. Feedback from target users suggests that we would need to complete some further development of the site to make it more user-friendly before we could consider charging a fee, in particular streamlining the sign-up process to make this easier and quicker. We are also aware that we would need to increase the number of members to the site in order to give value to employers. Employers would not be prepared to pay to advertise on the site unless they were guaranteed to reach a much higher number of members. We would therefore aim to have a minimum of 1000 graduates signed up to the site before we launched commercially.

In order to get to this stage, we would need to secure further funding which would cover a launch, marketing to gain more members and further development of the site. These costs come to approximately €7828.80 as in annex 4. We would need to secure these funds through further funding streams.

The partnership therefore plan to explore the potential for securing more funding, which could be possible through the new Erasmus+ programme. The new programme will have a strong focus on mobility and transnational co-operation which fits the aims of Get Mobile and the Get Connected Zone. At the time of writing we do not have full information about the new programme, however initial details suggest that there could be potential for the site, which will be an implementation tool for young people to access mobilities, to access funding through Key Action 2: "Co-operation for Innovation and Good Practices". See <https://www.lifelonglearningprogramme.org.uk/erasmus-for-all> for more information.

4.3 Advertising the Get Connected Zone:

There would be two strands to an on-going marketing plan for the Zone. Initially we would need to launch the website officially and create a plan aimed specifically at building the number of members. Following this, we would then create an on-going marketing plan, which would focus on; a) continued growth of graduate members b) continued growth of employer members who would pay to advertise internships via the site.

In order to initially build the number of members, we would maintain the site as a free service and the following tools are suggested as a means of marketing the Zone (note this is not an exhaustive list and a full marketing plan would be required):

- Launch events in partner countries with invited employers and intermediary bodies such as career services, universities, alumni networks etc.
- Online advertising focussing on; a) sites appealing to graduates who may be interested in mobility such as Twitter, Facebook, Prospects.ac.uk and similar. b) Sites visited by employers and in particular SME's such as Linked In, Chambers of Commerce etc.
- Promotion via universities, in particular through alumni networks and through a presence at graduate jobs fairs.
- Promotion at business network events, in particular events linked to Global Entrepreneurship Week (this year from 18th – 22nd Nov) and European SME week (this year from 25th – 29th Nov).

Following this interim period where the site will take the transition to a commercial platform we will develop a further marketing plan to ensure continued growth. The same tools suggested above would continue to be key, however we would also need to consider how to sell the value of paying for the service to new businesses. The Zone will need to clearly demonstrate its benefits, for example as at <http://www.milkround.com/recruiters/milkround/milkround-direct/>

4.4 Expressions of Interest from other interested organisations:

In order to gain an idea of the level of interest and support from small businesses in using a platform like the Get Connected Zone, partners have approached local SME's to ask for a letter of support showing an expression of interest in the site and their continued support of the Get Mobile project.

Letters have been received from SME's in each partner country and can be seen in annex 6.

We are happy that this shows a continued level of interest from businesses, suggesting that there is a need for the Zone and that there will be employers interested in using the service following the initial funded phase of the project.

5. Conclusions and Action Points

Overall it has been shown that there is a gap in the market for a European wide network which will promote the benefits and opportunities offered from mobilities and connect female graduates with SME employers who are looking for interns.

It can be seen that the two main competitors are offering European wide internship opportunities however, both are funded by the European Commission and it is not clear from initial research how sustainable these sites are. Certainly, there is not currently any commercial websites offering the same service as the Get Connected Zone and for two of our partner countries there are no similar websites available to graduates.

The Get Connected Zone can meet this gap. Although the current level of membership is relatively low and will need further development, research has shown that there is interest from both graduates and SME's in a service of this type. In the last few months of the project membership has grown more quickly and we expect to be able to sustain this momentum and continue our growth. The Get Mobile partnership believes that the Zone has potential to grow into a self-sustaining platform, supporting graduates and interns to make the most of mobility opportunities through the European Commission.

As discussed earlier in this report, there are several potential methods of generating revenue in order to keep the Get Connected Zone alive:

- 1/ Membership fees
- 2/ Advertising revenue
- 3/Sponsorship
- 4/ European/UK funding

After much discussion and research, it is clear that the first 3 options (or a combination of these) will only be practical following further development of the site and when membership levels reach a much higher number. Therefore we propose to initially sustain the site through further funding with an aim to make the site fully self-sustaining following this.

Further funding will therefore be explored by the partnership in the coming months, especially with the release of further information on the Erasmus Plus Programme.

Following partners Expressions of Interest in continuing to deliver Circles and work on the website, partners will agree and sign Intellectual Property Right agreements which will allow them to deliver the Circles in their country (NL and IS) and provide training to other organisations in their country for two years.

Finally, the Business Handbook will continue to be available for download, free to all, for the first 2 years after the initial funding period via the Get Mobile website. Following this period and the commercialisation of the Get Connected Zone the handbook will be free only to members of the Zone (employees who have signed up and paid a fee or advertise through the site) and will be

published online (most likely via lulu.com) for a small fee. Revenue from the handbook will be used to sustain the Get Connected Zone.

Whilst further funding is explored and secured, the commitment of Militos to maintain the website until 30th November 2015, will allow the network to remain alive and members to continue to join. During this time the site will continue to be sustained giving us room to secure further funding to continue development with an aim of making the site self-sufficient from 2016.