



start **at** best

Workplace Innovation for Business Competitiveness

CALL FOR FUNDING PROPOSALS

Open procedure N° 20200302/EU

CALL NOTICE

**STARTUP
EUROPE** 
REGIONS NETWORK



The organisations coordinating this open call procedure have received funding from the European Union's H2020 INNOSUP programme – project Start at Best (Grant agreement N. 860318), coordinated by Startup Europe Regions Network (SERN). The content of this document is the sole responsibility of the organiser and it does not represent the opinion of the European Commission (EC), and the EC is not responsible for any use that might be made of the information contained.

Objectives and Description

The Start at Best project is awarding grants on a competitive basis to SMEs for workplace innovation. Start at Best is funded under the H2020 Workplace innovation uptake by Small and Medium Enterprises (SMEs) call. Start at Best sees workplace innovation as a way to increase business competitiveness and promotion of the advantages of working for SMEs. To achieve this goal, Start at Best is launching a **call for funding proposals to encourage new approaches to workplace innovation** in SME environments and which will ultimately drive the business competitiveness of the company itself.

“Start at Best will act as a platform to showcase the innovative ideas and their results for further inspiration.”

The programme is organised in one pan-European and three national Calls for Funding Proposals which will be selected by a board of experts. A total budget of €225,000 is allocated for funding the workplace innovation of up to 30 companies through individual grants of €7,500.

Eligible Applicants

Applicants shall comply with the following requirements:

- a) Applicants must be Micro, Small or Medium enterprises¹ or entrepreneurs and individual sole-traders
- b) Applicants must be established in EU Member States or Horizon 2020 associated countries²
- c) Applicants must have started their activity before 2018
- d) An applicant may only apply for one grant from the Start at Best, including applications to other Start at Best open calls. If an applicant submits a proposal to more than one action under the same call, only the first application received will be considered. If an applicant applies to more than one call for proposals (e.g. national call and EU call), it will be automatically excluded from the EU General Call for Proposals

Eligible Project Applications

Project applications shall comply with the following requirements:

- a) The project must relate to at least one of the four actions described in section 7.1 in the call guidelines
- b) The project can start between 02/03/2020 and 31/07/2020
- c) The project must have a maximum duration of 9 months
- d) An action may only receive one grant from the Start at Best budget. In no circumstances shall the same costs be financed twice by the Start at Best budget, even if the four calls for grants are open at the same time. To ensure this, applicants shall apply only once to

¹ https://ec.europa.eu/growth/smes/business-friendly-environment/sme-definition_en

² <https://ec.europa.eu/research/iscp/index.cfm?pg=associated>

one of the Start at Best Call for Proposals

- e) No grant may be awarded retrospectively for actions already completed
- f) Applications must also comply with the following formal requirements:
 - o Submissions must be made no later than the deadline for submitting applications referred to in section 3 of the present guidelines
 - o Submissions must be submitted using the online application form (see section 13 of the guidelines)
 - o Submissions for this call must be completed in English (EN)

Eligible Activities

The present call for proposals is aimed at supporting actions and activities that will help small businesses to be more aware of the potential of workplace innovation for their business competitiveness, and provide them with the necessary resources (both financial, in terms of seed funding, and knowledge, in terms of networking and support services) to implement it. Only applications which relate to one of the four actions described below will be considered as eligible:

1. **Action 1. Jobs, Teams and Technology**
2. **Action 2. Organisational Structures, Management and Processes**
3. **Action 3. Employee Driven Improvement and Innovation**
4. **Action 4. Co-Created Leadership and Employee Voice**

Award Criteria

Proposals will be evaluated by experts, on the basis of the award criteria ‘excellence’, ‘impact’ and ‘implementation’. The aspects to be considered in each case depend on the types of action as set out in the table below, unless stated otherwise in the call conditions:

Criteria		Definitions	Score (Threshold)
1	Excellence	This criterion assesses the adequacy of the methodology to the objectives including the alignment with the challenge/actions defined by the START-AT-BEST open calls and with the general objectives of the InnoSup-04-2019 Call .	3/5; Weight 1
2	Impact	This criterion assesses the impact on the global audience of the projects and works and/or the structuring effect on the workplace innovation activity. Proposals must define a clear set of deliverables aligned with the objectives of the open call and the specific category to which the proposal relates.	3/5; Weight 1
3	Implementation	This criterion assesses the potential of the team, communication strategy and sustainability vis-à-vis the objective of the action.	3/5; Weight 1

Each criterion will be scored out of 5. The threshold for individual criteria will be 3. The overall threshold, applying to the sum of the three individual scores, will be 10.

Budget

The total budget across the consortium is estimated at €225,000. The breakdown is as follows:

- a) Thirty individual grants to the value of €7,500 per grant will be available across the Consortium Proposal Calls:
 - Under the **Start at Best National Open Call for Proposals 01/2020/EU**, only the **fifteen top-scored applications** will be selected for funding, according to the rules detailed in section 6
 - Under the **Start at Best National Open Call for Proposals 01/2020/IE, Start at Best National Open Call for Proposals 01/2020/IT and Start at Best National Open Call for Proposals 01/2020/PT** only the **five top-scored applications** will be selected for funding, according to the rules detailed in section 6
- b) The maximum grant to be awarded per project (a maximum of one project per applicant/company can be awarded) will be €7,500

Deadline for Submissions of applications

Proposals must be submitted not later than **June 3rd, 2020 at 17.00 CET** using the [online application form](#). No other method of submission of an application will be accepted. Applicants shall ensure that all the documents requested and mentioned in the online application form are provided.

Full details

The full text of the guidelines together with the application forms can be found at the following address:

<https://startatbest.eu/open-calls/call-for-funding-proposals-n20200302-eu/>

Applications must comply with all the terms of the guidelines and be submitted on the online application form provided.