

1. Information about the company

Company <i>(full name)</i>	SC MECANICA SA MÎRȘA
Location <i>(country / region / town)</i>	ROMANIA/ SIBIU county/ MIRȘA-AVRIG
Adress <i>(street, number, postal code, city)</i>	Str. UZINEI, No. 1, MÎRȘA
Economic sector and main products	Engineering, manufacture of bodies for cars. trailers and semi-trailers

Structure of employment	Blue-collar workers	White-collar workers
107	79	28

Employment		Structure of workforce				
Number of fulltime employees	Other employees <i>(part time, agency workers)</i>	Un- / Low skilled workers <i>(No.)</i>	Skilled workers <i>(No.)</i>	Apprentices <i>(No.)</i>	Female empl. <i>(No.)</i>	Male empl. <i>(No.)</i>
76	3	1	78	-	5	74

2. Current situation of further training in company	<i>(mark with a cross)</i>	
	YES	NO
Are the existing skills/qualifications of employees known?	X	
Existing skills and competences of employees are documented ?	X	
Are the existing qualifications of the employees regularly checked ?	X	
Are new / future skills/qualifications identified systematically ?	X	X
Are further training activities implemented in the company?		
If so - how many employees are involved (ca.)	Share 12 (%)	

	YES	NO
Are the trade unions' / workers' representatives involved in further training?	X	
What kind of further training is offered ?		
Company-based Models	X	
Compound models on intercompany level		X
Sector models		X
State or/and public measures		X
Measures by private VET- institutions	X	
Other		X
Qualifikation structure of the employees in company	Number (abs.)	Share (in %)
Engineers / Technicians	21	19,6
Skilled workers	78	72,9
Semi-skilled workers	-	-
Unskilled workers	1	0,9
Apprentice	-	-
Which new/other qualifications are needed ?		
Job-related qualifications: CNC operators		
Specialized knowledge: 3D design and modelling		
Social competences:		
How would you assess the motivation for further training among the employees ?		
Very high		
High		
Average		
Low	X	
No interest		
What are the basic strengths and weaknesses of the current situation ? <i>(e.g. demand for qualification by the companies, motivation for further training, learning culture in company, company-related framework conditions for training)</i>		
Strengths : Learning culture within the company		
Weaknesses : Low interest due to lack of motivation of employees and employers through the precarious financial situation		

3. Interest of the company in further training	<i>(mark with a cross)</i>	
	YES	NO
Does a systematic personal development exist in the company ?		X
Is further training a part of the human resource/personal development in the company ?	X	
Are there personnel managers / specific staff responsible for training issues?	X	
Does a systematic planning and organisation of further training activities exist in company ?		X
All groups of employees are involved in training activities ?		X
Is there an annually updated training plan? (company level / department level)	X	
Vocational further training courses Training of the employees are documented ?	X	
Are there any in-company committees or boards who are responsible for further training issues ?	X	
The company provides own resources for organization of further training (for example: time, staff, money, learning equipment, rooms) ?	X	

4. Framework Conditions for in-company trainings	<i>(mark with a cross)</i>	
	YES	NO
What are the regulations for employees' further training ?		
Tariff regulations		
Legal regulations	X	
Company agreements	X	
There are no fix regulations		
How are the participation prerequisites for employees regulated ?		
Regarding working hours and leave of absence: Not affected, even if the training take place during working hours		
Regarding wages / payments: Salaries are not affected, and payment for participation in courses is supported by employer		
Is there a budget for in-company further training ?		X
If yes, what is the annual budegt:		
In-house facilities are available, which can be used for qualification ?	X	
If so, what? Classroom and practical application for some qualifications		
Are there any facilities outside from company, that can be used for training measures ?	-	
If so, what?		
Are there public financial funds, which can be used for qualification?	X	
If so, what? Free courses from European founds		
Is there a procedure for conflict resolution ?	X	
... and this is known by the employees?	X	
Which method/procedure of conflict resolution is set? - Notification, consultation, initiate dialogue, solutions through parity Commission management-trade union, mediation or legal court, if necessary.		