



SUMMARY

Company Profile

Further Training

Bulgaria

According to the BICO project aims and objectives, four companies in two sectors from Bulgaria are selected for piloting and introducing a System for Further Training Management at enterprise level. All of them are SMEs – medium size enterprises with number of employees 140 and 280.

1. Information about the companies

The companies are situated in different regions of the country, one in the north-east area, one in Sofia (capital city), two in the South area. Two of companies – Ludogorie 91 AD and Kastamonou Bulgaria are in Wood working (Ludogorie) and Furniture (Kastamonou) industries, one (TissenKrup Yupiter Stomana) produces metal products, and one (KCM industrial service) deals with Metal and Machinery repairs and services.

Regarding the employment structure, all the employed are full time employed, with the majority of blue –collar workers and about 10% administration. Majority of workers are qualified, with less than 6 % low-qualified or non-qualified workers. Under 25 % of employed are women, which is quite normal for industrial sectors.

2. Current situation of further training in company

The state of art regarding further training and qualification in the companies reveals, that the existing skills and competences are well known and documented at the company. Regular trainings aimed at increasing qualification of employees are organized, including about 70% of the staff. There is no special attention to the unskilled and low-qualified workers. Generally trainings are related to the productivity increasing, new technology introduced, Health and Safety issues, maintenance of equipment etc. There is significant lack of training on transversal skills and competences, social and motivation skills and competences such as team working, communication and presentation skills, actual social security and labour legislation issues, structure and change management etc.

Qualification structure of the four companies reveals majority of high –qualified employees (engineers, (45 %), qualified workers (55 %) and low level of low-skilled or non-qualified workers (about 5%). As a result, a medium level of motivation for learning is available among employees.

3. Interest of the company in further training

Only in one from the four pilot companies there is no existing system for the Human Resource development. The companies are equipped with HR departments and develop annual plan for staff development and training. In two of companies there are Training committees at enterprise level, responsible for the Continuing Vocational Training (CVT). All of enterprises provide own resources for staff training. There is existing VET centre in one of companies.

4. Framework Conditions for in-company trainings

As general result from the questionnaires, there are existing regulations regarding Further training (company agreements and legal regulations) in the companies from Wood and Furniture sector. This is not the case in the Metal sector companies. Any way, the regulations of Labour Code has been applied for the training leave, payment etc. In two of companies an annual budget for staff training is available. All the companies stated that do not use public funds for further training, which can be considered as a weak point of Further Training Management at enterprise level.