



**PARTICIPATION IN BICO –
ADVANTAGE FOR BULGARIAN COMPANIES AND
SECTORS**

Bucharest, 18 November 2013

Svetla Toneva, Project coordinator

OVERVIEW



- 1) Active participation
- 2) Company reflections
- 3) Sectors/Branches development
- 4) Achievements and challenges
- 5) Examples

1) Active participation

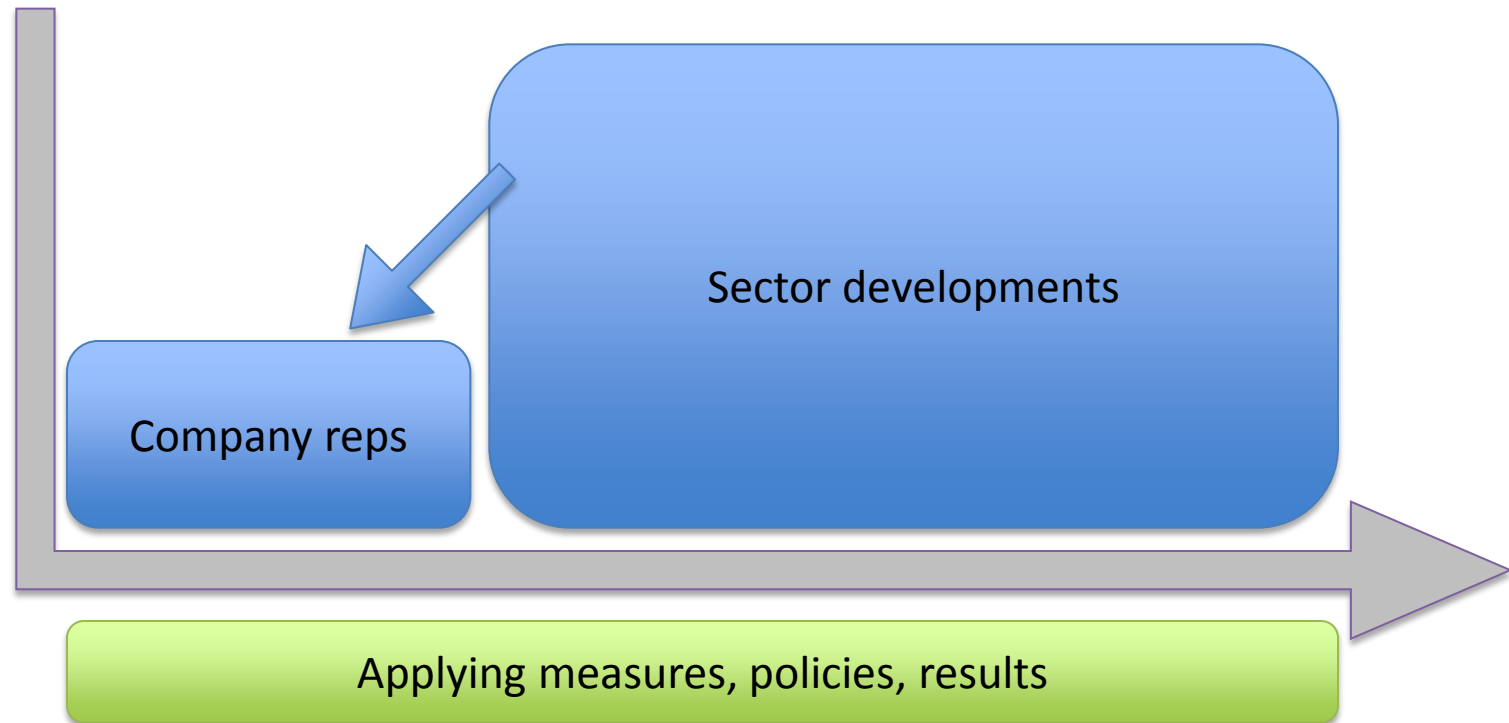
All partners (e.g. company reps) were motivated and put efforts:

- ✓ Focus on work situations
- ✓ Gaps or un sufficient/non systema: further training
- ✓ Needed support for CVT Manager
- ✓ Strengthening cooperation
- ✓ Focus on action –oriented method
- ✓ Learning Culture Testing
- ✓ Experience change with other EU partners



2) Company reflections

Relevance of Dimensions – with respect to project activities



2) Company reflections

Cooperation at company level



3) Sectors/Branches development

- NEW Branch Collective Agreements
- VET centre establishment - Metallurgy
- Sector Qualifications Committee - Metallurgy
- Sector VET centre establishment agreed –
Wood/Furniture
- Competence profiles development –under ESF
project
- Readiness for sustainable development of
Qualification and Skills system

4) Achievements and challenges

- Analysis, questionnaires, needs assessments
- Dialogue, open discussions, solutions seeking
- Exchange of information, ideas, visibility
- Policy making
- Adoption of Systematic Methodology in CVT Management

5) Examples

Annual Training
plans improved

Sector Skills
Councils

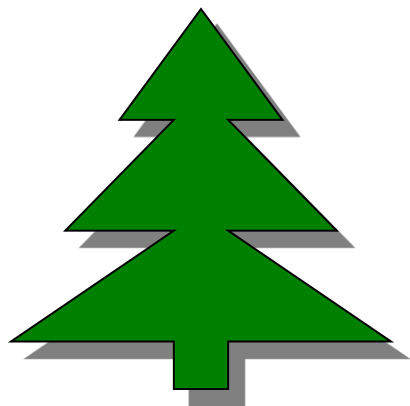
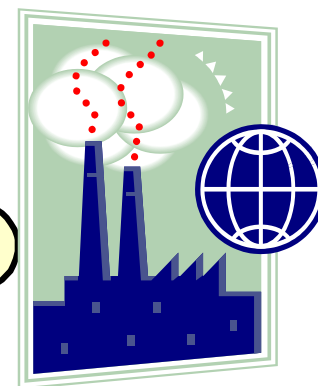
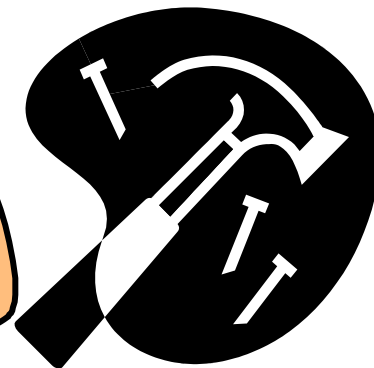
Social Dialogue
strengthened

Cooperation
improved

Action –oriented
policies

Company and Sectors reps will add...

Thanks!



Svetla Toneva, WETCO