


**Vocational Further Training Management in companies –
Interim report
BULGARIA**



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**10.09.2013
Hamburg**

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- What companies' reps have achieved so far (April- August 2013)**
 - Companies' action plans progress**
 - Developments and barriers**
 - Next steps until November**

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- ❑ The participation of Companies' reps in the Seminar significantly pushed the activities for FTM**
 - ❑ The Q-box tool is accepted as a systematic and helpful for organising FTM at company level**
 - ❑ Employers' and Workers' reps realized the advantages of common efforts put in FTM – better results both for enterprise and employees**
 - ❑ Importance of Needs Analysis before planning was adopted**
 - ❑ Participation of all levels employees is the short-term goal**



Company plans (developed April 2013

What?

KCM (Metal sector)

- Meeting with Management**
- Analysis of Current FT plan 2013 - 1.07.2013**
- Negotiations and elaboration of Plan for 2014 by Working Group (Employer + workers reps)**
- Carry out Training for Workers' reps – 1.10.2013**



**TO BE
CONTINUED...**

Identifying Training needs



Planning Qualification and staff development



Adequate methodology




Feedback information



Assessment of conducted measures and improvement



Qualified staff!




Looking ahead
(November 2013)




**Negotiations of
FT Plan 2014**



**Elaboration
of
Agreement
for Training**



**Concluding
Agreement**



Thissen Crupp (Metal sector) :

- **Most efforts are put to Meetings and negotiations with the Employer**
- **Problems occurred in Workers representation**
- **Focus in carrying out H&S training**
- **No certain results in Training needs Analysis and creating Qualification team**
- **Ongoing process of elaboration a Project of Annual Qualification Plan for 2014**



**Goal: Concluded negotiations between company employer
and employees**

Adopted Agreement for Further Training and Qualification



Annual Plan for FT

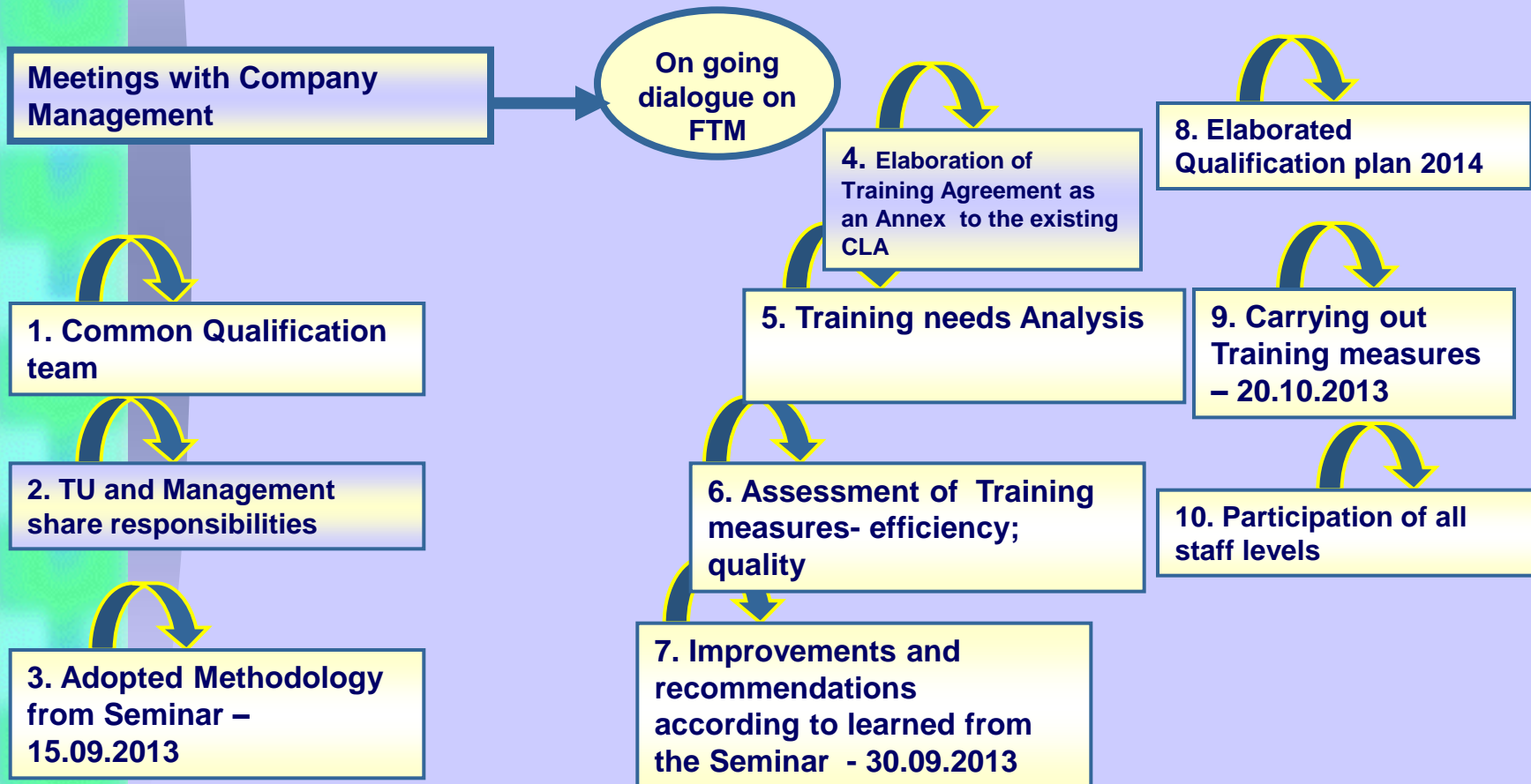


Implementation



Consultation and Workers' participation

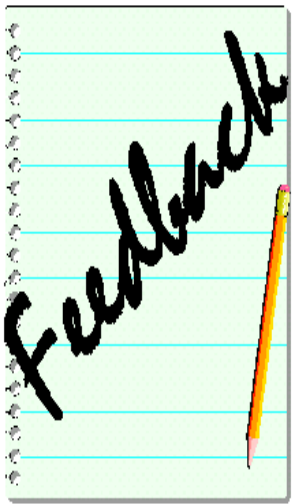
Ludogorie-91 AD (Wood/Furniture sector)



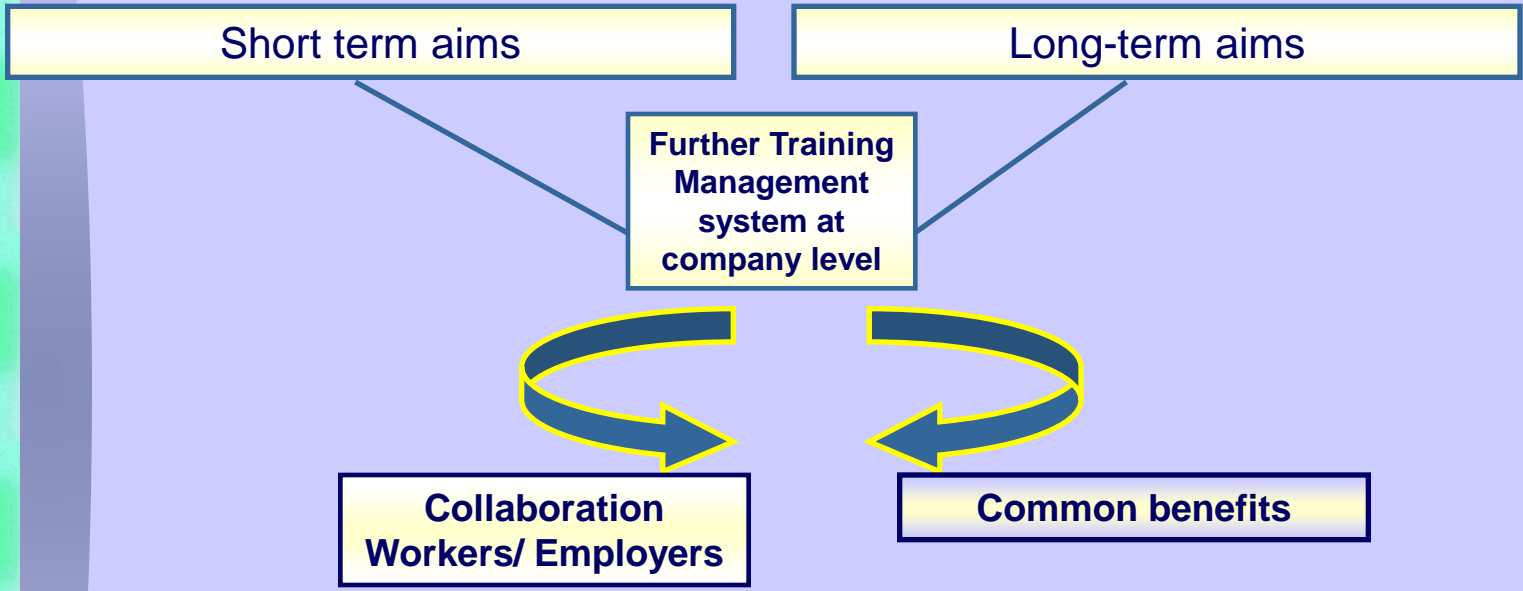


Kastamonou- Bulgaria AD (Wood/Furniture sector)

- Meetings TU – Employer - Information about Seminar materials**
- No feedback about elaboration of Agreement for FT beside existing Collective Agreement**
- Ahead: Development and planning of Training measures according to the learned Methodology**
- Establishment of Qualification team, incl. Employer and TU reps.**
- Assuring all staff levels participation**



- Existing Collective Agreements
- Current Company Annual Training plans
- Financial and Human resources allocation
- Establishment of Qualification teams
- Quality and efficiency analysis
- Company reports
- Projects of Learning Agreements



A sunset over the ocean with a purple text box. The sun is low on the horizon, casting a golden glow across the sky and reflecting on the water. The sky transitions from a deep blue at the top to a bright yellow near the sun. The ocean is dark blue with white foam from the waves. A purple rectangular box is centered in the upper half of the image, containing the text "Thanks for your attention!".

Thanks for your attention!