

*Management of continuous vocational training in companies
inside machinery building sector from Romania*

In each of the three companies included in BICO project, the training is carried out based on the chapter related vocational training included in the collective labor agreement at the company level. I give the example of Mecanica Marsa:

Art.91. The training of employees has the following main objectives:

- a) - adaptation of the employee to the job requirements;
- b) - obtaining a professional qualification
- c) - update the knowledge and skills specific to the job and work and perfect the professional training for the basic occupation;
- d) - retraining determined by socio-economic restructuring;
- e) - acquisition of advanced knowledge, methods and modern techniques, necessary to carry out professional activities;
- f) - prevent the risk of unemployment;
- g) - promote the work and career development.

(2) The training activity of paragraph 1 includes also the training in labour relations, freedom of association and trade unions freedoms.

(3) The training of employees is done through the following forms:

- 1) - participation in courses organized by the employer services suppliers from the country or abroad;**
- b) – stages of professional adaptation to the job and work requirements and;**
- c) - internships and specialization in the country and abroad;**
- d) - apprenticeship organized at work place;**
- e) - individualized training;**
- f) - other forms of training agreed between employer and employee.**

Art.92. In order to perform the vocational training at least the following points will be respected:

- a) – the training plan will be determined by consulting the trade union;**
- b) - expenditure on training activities for employees shall be borne by the company;**
- c) - the trade union will participate through its delegates to any form of organized examination for completion a training course inside the company**
- d)-the employees who signed addenda for vocational training to their individual labor agreement will be required to bear the costs of it, including tuition, accreditation, transport, meals, accommodation, if they decide to leave the company by reasons attributable to them, before the end of the period agreed with employer, according to the law. These provisions will also apply to specific occupations related to production profiles which are directly linked to processing programs nominated by the employer, with the information of trade union.**

a. SC Altur Slatina SA- *semi-finished or finished products from aluminum, parts for automotive industry*

meeting between management and workers' representatives

presentation of training from Sofia seminar

identification of general training necessities

improvement of training process

Deadline31.07.2013.....

setting up training teams

milestones for each team

identifying of specific training needs for technical department

Deadline30.09.2013.....

Improving training procedure

establishing responsibilities and deadlines

prepare a training program for the technical department

location, time, budget, implementation, evaluation

Deadline ...10.11.2013.....

*b. SC Mecanica /Marsa SA- trailers, semitrailers, metallic confections
for automotive industry*

meeting between management and workers' representatives

Training seminar from Sofia presentation

adapting of general training necessities

planning

Deadline.....July 2013.....

establishing of work team

tasks, deadlines, responsibilities

**identifying employees who participate in the training program from
the production sector**

DeadlineAugust 2013.....

Conducting training program, evaluation

Deadline ...October 2013.....

3. Vard Tulcea – ex STX OSV - ships building and repair

SKILLS COURSES:

**Synergie initial course for OHS responsibilities, environment and fire risk
risk at work place evaluator course**

**course on preventing and combating pollution of inland
accreditation course FROS 10 for coordinator in blasting painting**

DeadlineJuly 2013.....

IMPROVEMENT COURSES

operating in Word and Excel, initiation in AUTOCAD, initiation in TRIBON

initiation in FORAN

Deadline August 2013

QUALIFICATION COURSES

**locksmith, electric welder, autogenous welder, crane operator with ground
control, SKV Worker platform shunter**

Deadline ...November 2013.....

2. Progress in implementation until end of August 2013

I. Altur Slatina:

- meeting between management and workers' representatives
- = presentation of training seminar from Sofia
- improvement of training process.

According to the annual training plan, until now the company organized the following training programs, with external training companies:

- waste management
- Training for piercer-threading workers
- Training for Locksmith -mechanic workers
- Training for metrology technician
- ABB robot programming and maintenance course.

All courses are ongoing.

Moreover, 8 internal workshops were organised for laboratories assistants:

- 1. knowledge of the organization's objectives and quality objectives**
- 2. Staff awareness on the relevance and importance of its work and how they can contribute to the achievement of quality objectives**
- 3. Knowledge and implementation of environmental policy**
- 4. Knowing how to work with Brinell hardness machine Brinell**
- 5. Transcription of metallographic results obtained from the analysis on electronic support**
- 6. Knowledge of processing procedure of pawns at HERZOG HAF 2 turning machine**
- 7. Knowing how to work with the spectrometer ARL 4460**
- 8. Electronic transmission of spectrum bulletins.**

II. Vard Tulcea:

The following courses on competences were held:

- initial course for OHS responsibilities, medium and PSI on synergie**
- the risk assessor course**
- progress in preventing and combating pollution of inland**
- course on accreditation coordinator FROS 10 blasting painters.**

IMPROVEMENT COURSES

- operating in Word and Excel**
- initiation in AUTOCAD**
- initiation in TRIBON**
- initiation in FORAN.**

III. Mecanica Marsa:

The company is in the process of reorganization, following the 2009 declaration of insolvency. The bankruptcy was avoided and the company continues to work. Regarding training:

A. until 31 July 2013, took place the following sub-activities:

- meeting between management and workers' representatives**
- presentation of training seminar from Sofia**
- updating the annual training plan.**

In the annual training plan, Mecanica Marsa previewed also the BICO seminar from Sofia. According to the annual training plan, until now the company finished the following training programs: training for bookkeepers, BICO seminar from Sofia.

Ongoing training programs: labor legislation, quality management, health and safety at work place, training in installation and hydraulic, training in installation and repair braking systems for trailers and semi-trailers, training in installation and repair braking systems through lifting, TUV certification in welding, training for locksmiths, for machine cutters, training for designers, training and course authorization for cranes and forklifts workers course, authorization for electricians and electrical slinger courses.

3. Next steps (activities and goals until November)

Altur Slatina and Mecanica Marsa will finish and evaluate the ongoing courses.

Vard Tulcea must also finish the following QUALIFICATION COURSES

- locksmith**
- electric welder**
- autogenous welder**
- crane operator with ground control**
- SKV Worker platform shunter.**