

1. Information about the company

Company <i>(full name)</i>	S.C. STX OSV Tulcea S.A.
Location <i>(country / region / town)</i>	România / Sud - Est / Tulcea
Adress <i>(street, number, postal code, city)</i>	Ing. Dumitru Ivanov, nr.22, 820242, Tulcea
Economic sector and main products	Building of ships and floating structures

Structure of employment	Blue-collar workers	White-collar workers
3072	2615	457

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>
2615	----	186	2429	0	372	2243

2. Current situation of further training in company

(mark with a cross)

	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	
X		
Are new / future skills/qualifications identified systematically ?		X
Are further training activities implemented in the company?	X	
If so - how many employees are involved (ca.)	Share 30 (%)	

	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	457	
Skilled workers	2429	
Semi-skilled workers	----	
Unskilled workers	186	
Apprentice		
Which new/other qualifications are needed ?		
Job-related qualifications: operators robots, biological treatment plant operators		
Specialized knowledge: electronics and automation, robotics		
Social competences: active social participation, communication, networking, cooperation, teamwork		
How would you assess the motivation for further training among the employees ?		
Very high		
High		
Average	X	
Low		
No interest		
What are the basic strengths and weaknesses of the current situation ? (e.g. demand for qualification by the companies, motivation for further training, learning culture in company, company-related framework conditions for training)		
Strengths : participation in training leads to: increased level of competence of employees, increase productivity, increase product quality, company strength on economic market		
Weaknesses : -lack of flexible training offers; -Poor initial training of youth, due to the environment and not least to the national education system; - a difficulty is the lack of experienced trainers. Current trainers with experience dissapers: either retire, or they no longer provide training activities for various reasons. - Lack of vocational schools in the Romanian educational system for 3 consecutive years		

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			X
Legal regulations		X	
Company agreements		X	
There are no fix regulations		X	
How are the participation prerequisites for employees regulated ?			
Regarding working hours and leave of absence: the training is organized during the program or after the program with 100% payment			
Regarding wages / payments: Employees, beneficiaries of training programs (training qualification / specialization / training) are 100% paid.			
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? Training fees incurred are borne by company The company provides logistics for CVT.			
Are there any facilities outside from company, that can be used for training measures ?		X	
If so, what? Training centers, companies authorized in various specific activities			
Are there public financial funds, which can be used for qualification?			X
If so, what?			
Is there a procedure for conflict resolution ?		X	
... and this is known by the employees?		X	
Which method/procedure of conflict resolution is set? Those provided by law: dialogue management-trade union			