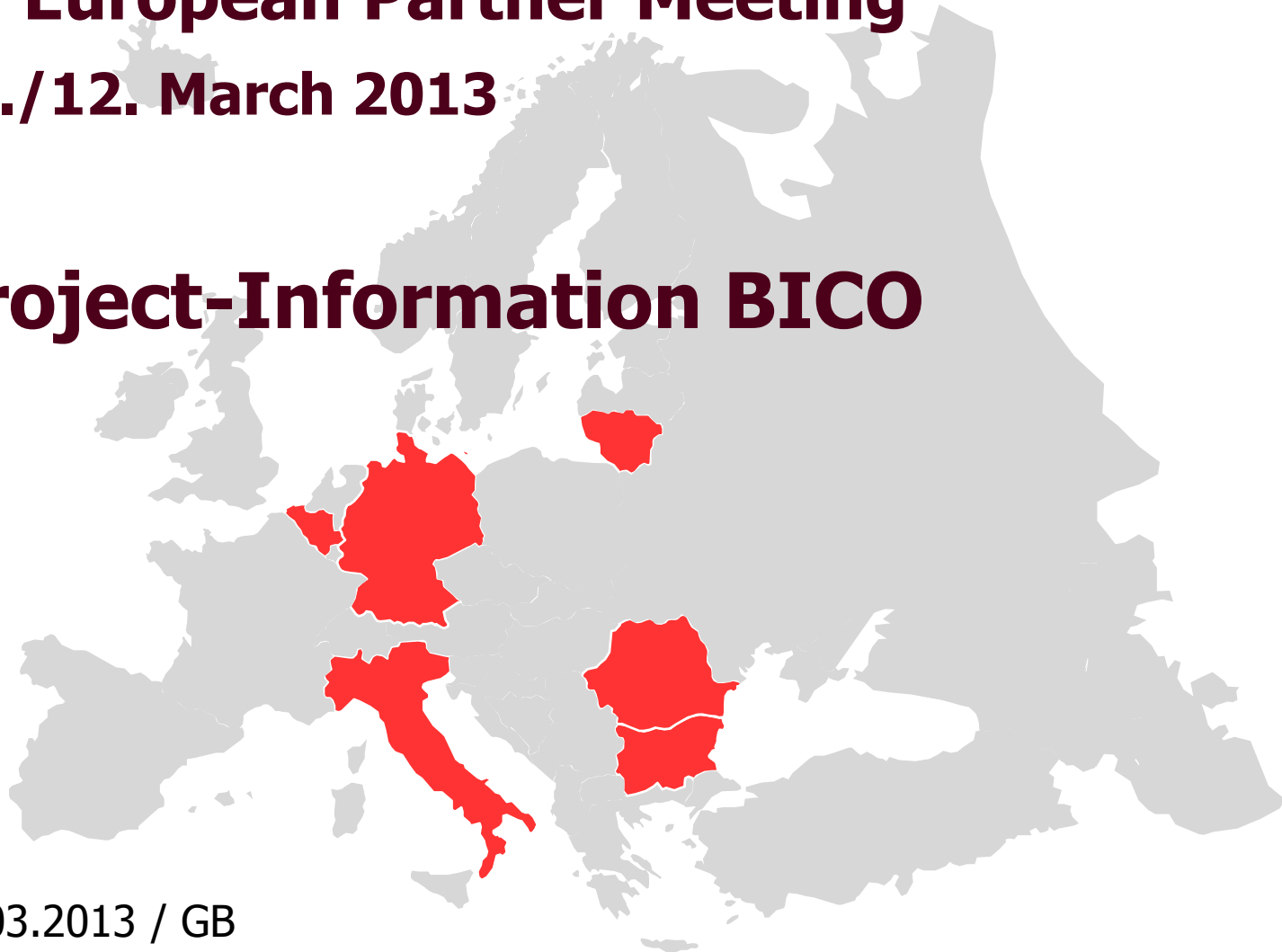


1st European Partner Meeting

11./12. March 2013

Project-Information BICO



07.03.2013 / GB



Bipartite Cooperation – principles of dualism in project

Social Partners

- Trade Unions
- Employers' Associations

Branches

- Wood & Furniture
- Metall & Machinery Building

Companies

- Workers' Representatives
- Employers' Representatives

European & National

- EFBWW
- Bulgaria
- Italy
- Lithuania
- Romania

BICO Partnership

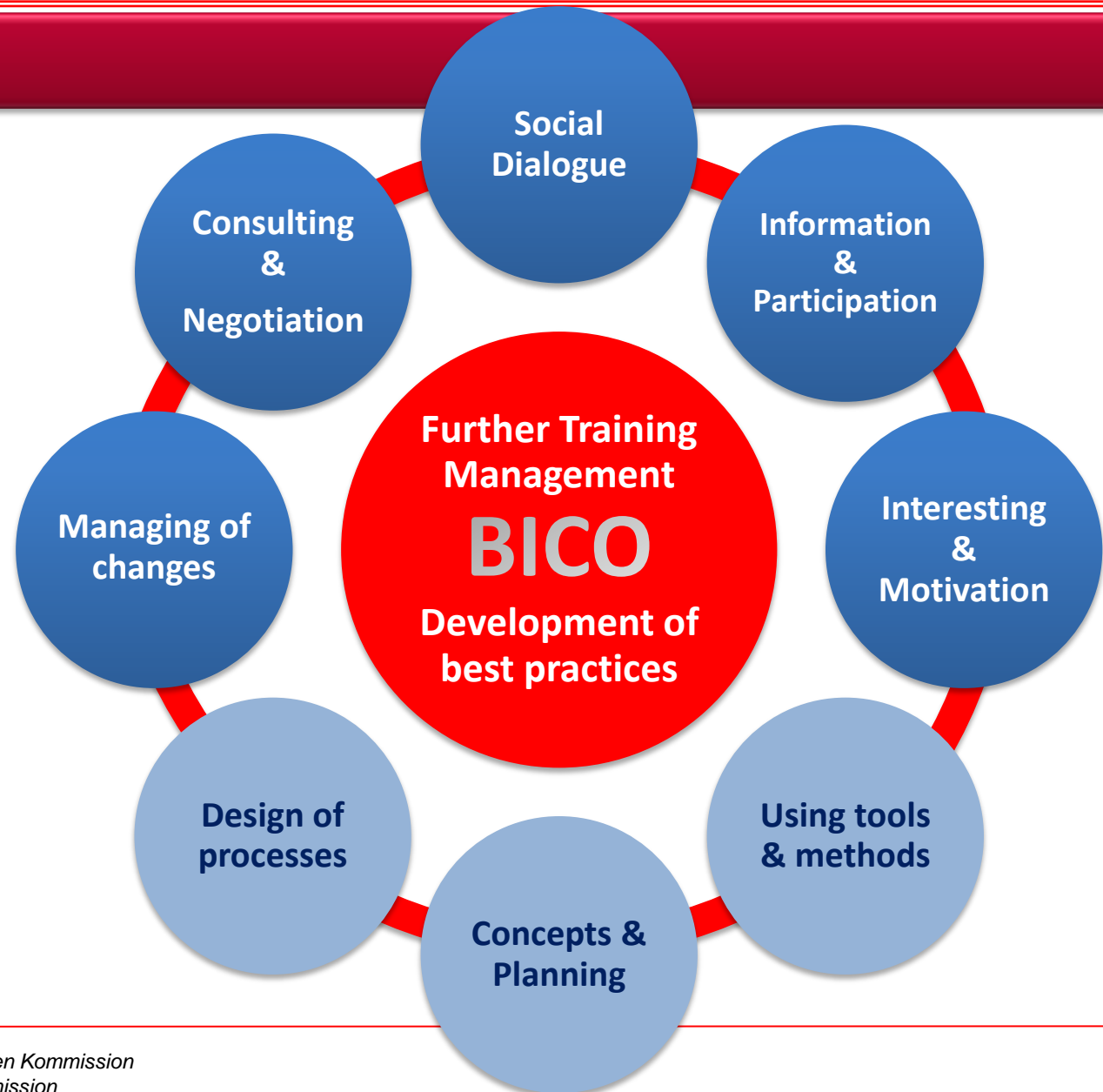
- Strengthening sectoral & company-based Social Dialogue
- Improving of Further Training Management



Topics

BICO-project

- improves the position of social partners, workers and companies
- by strengthening vocational further training
- with a focus on sector cooperation and company-based activities.



Partnership

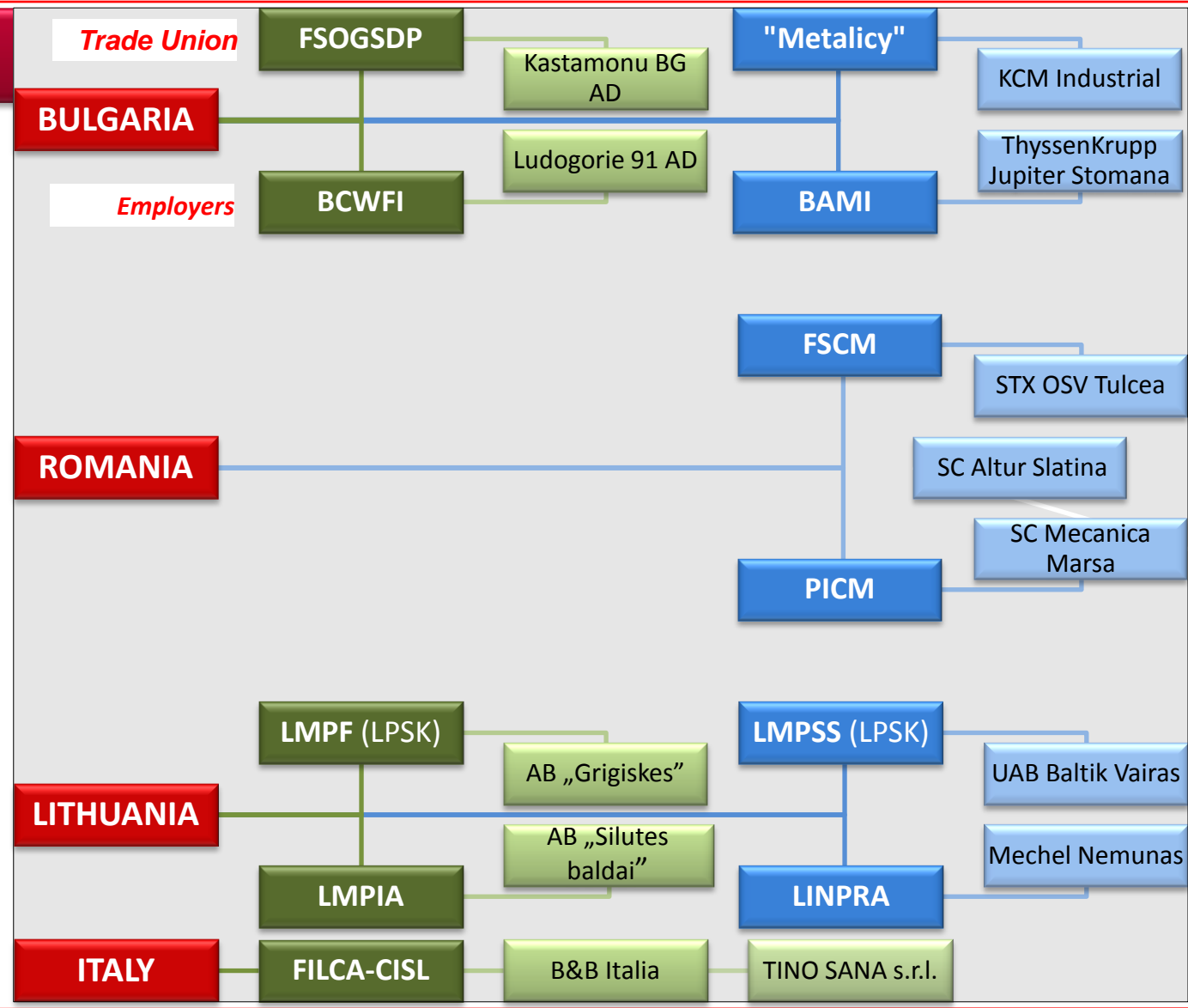
4 Countries

7 Trade Unions

1 European Federation (EFBWW)

5 Employers' Associations

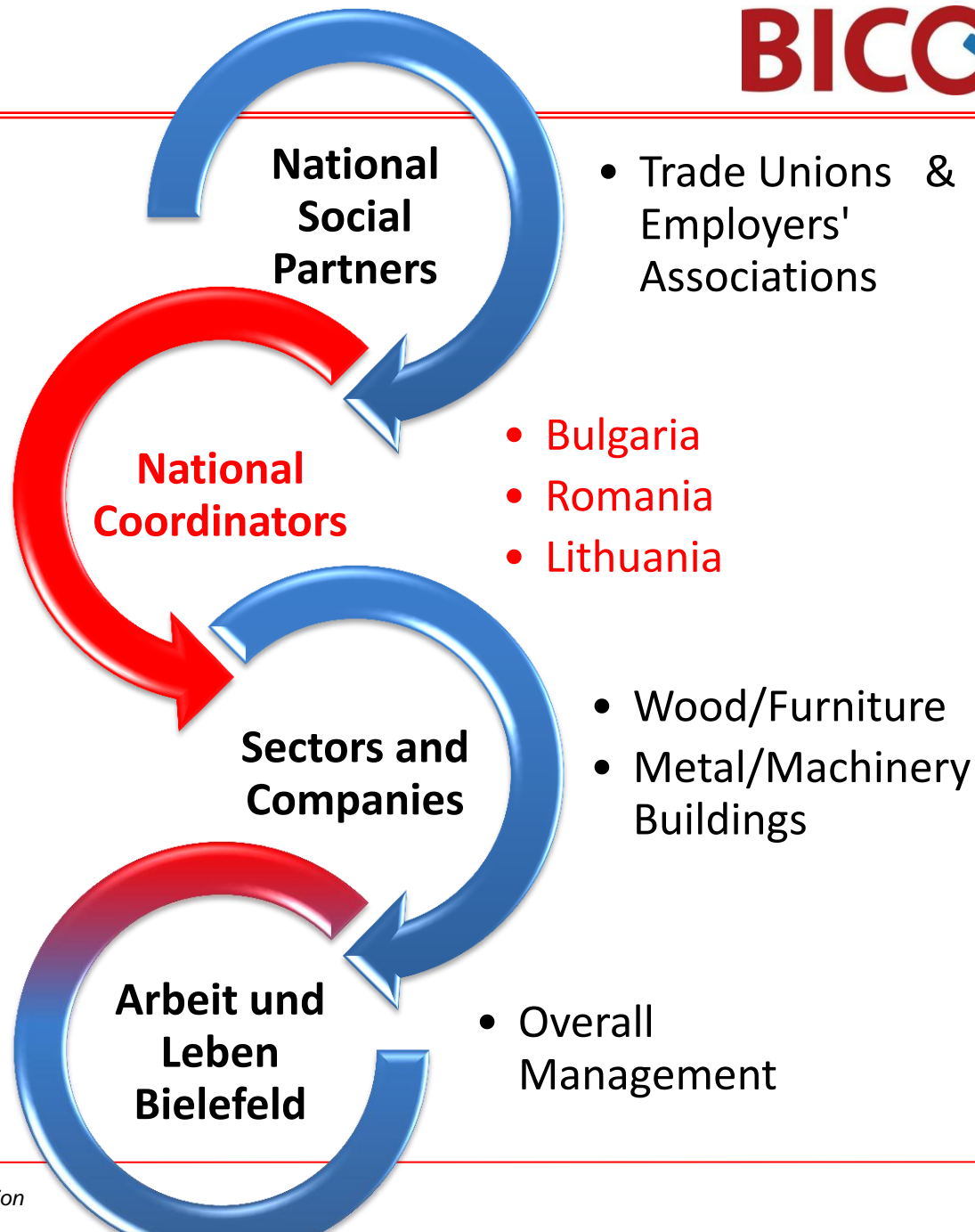
13 national companies



Project Management

Tasks of Coordinators

- ✓ Linkages between AuL and partners
- ✓ Transnational exchange and networking
- ✓ Coordination, advice and support of partners
- ✓ Activities for information, research and documentation
- ✓ Internal evaluation of social partners activities
- ✓ Internal administration
- ✓ Participating in all project - events



Strategically fields of actions in company-based further training

Needs of Qualification

- ... **Analysis of current qualifications and needs in future, development of qualification** (basic and additional qualifications), **new skills and competences** (vocational/social), **European Qualification Framework** (key-competences, harmonisation, standards)

Structures and Systems

- ... **In-company further training, public institutions for training & education** (schools, technical colleges), **cooperation for training** (alliances for training with businesses, with special facilities), **national models for branches** (competence-centres, specialised institutes)

Access and Participation

- ... **Motivation and participation** (training counselling and information), **equal access to training-activities** for all groups of employees, extra-occupational training, external training, special company leave and payment



Strategically fields of actions in company-based further training

Organisation of Training

- ... **extra-occupational trainings** (at workplace, external), **full time and part time qualifications, new ways of learning** (self-learning, e-learning, blended-learning), **sensitive education didactics** (less-educated, unskilled and low-skilled employees)

Workers' Rights and Participation (in Social Dialogue)

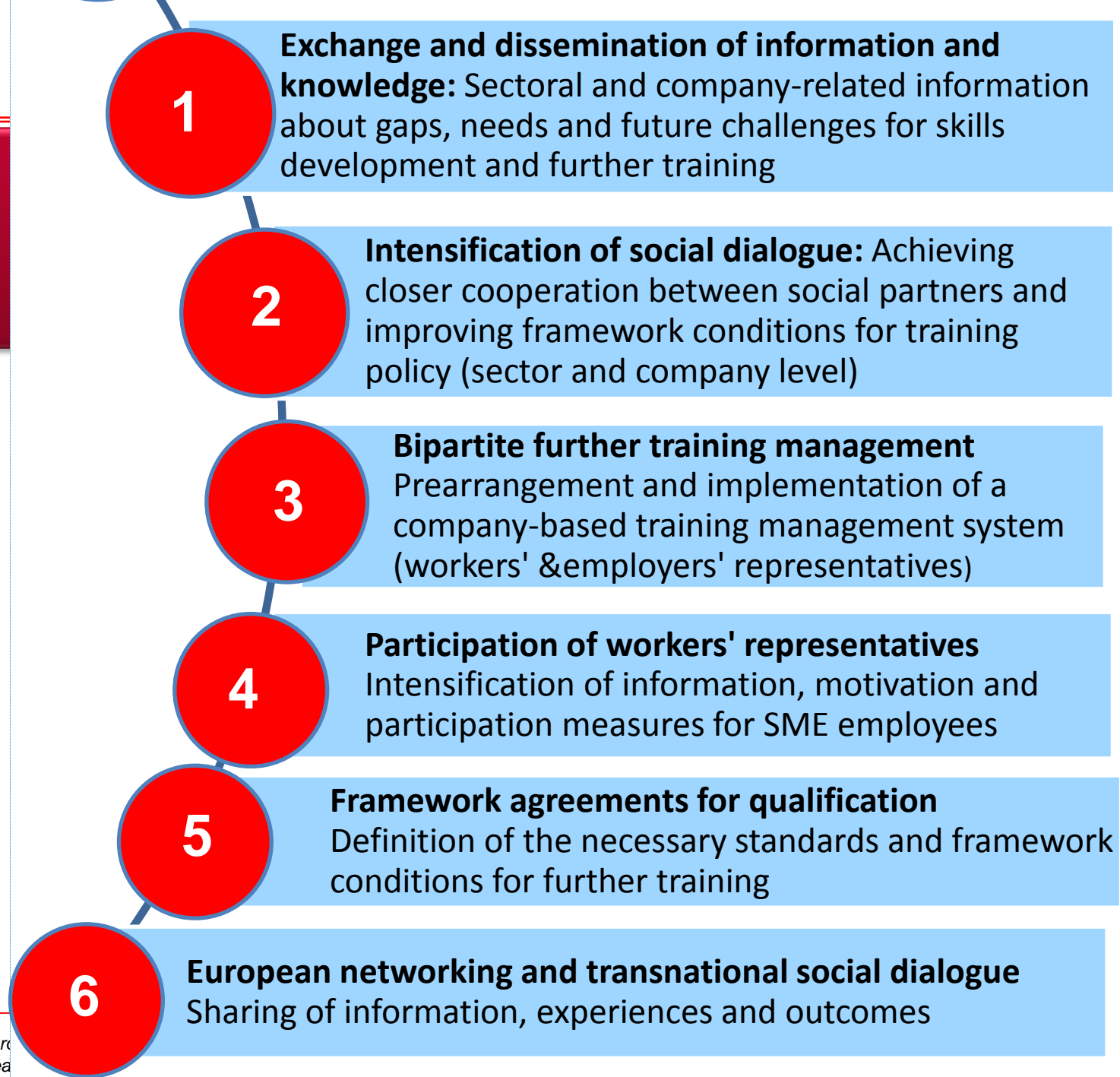
- ... **needs of qualification and aims of further training from bipartite perspectives, systematic planning and organisation** (company-based plans and programs for employees), **participation and negotiation** (cooperative management, way of the training, working time regulation, mechanism for controlling), **benefits from training** (wages, career advancement)

Financing and Funding

- ... **payment and special company leave by the company, fee for courses, budget of the costs for training, models of funding** (for branches and on national level), **public funding and support**



Core activities of project



Main Results of project

(„Products“)

1

Multi-lingual Information (flyer, newsletter etc.) aimed at providing information for members, companies and employees

2

Country-specific analyses on changes to training, workplaces and employment in the relevant SME sectors and companies

3

Systematic exchange of information, strategies and experiences (meetings, training seminar and conference)

4

Establishing cooperation in **Sector Skills Councils** / Sectoral and company-based **Learning Agreements**

5

Tool kit & Best Practice documentation
“Company-based training management in SMEs”

6

Dissemination & transfer: Project website, materials and reports on progress & results made in project



Sector and Company Development

Sector Analysis
(see criteria)

Basic information about Industrial and workforce development

Cooperation in Social Dialogue

Analysis of qualification
(needs and profiles)

Sector, company and work analysis (situation & demands for future qualifications)

Labour market and employment

Company development
(see questionnaire)

Basic information about companies

Current situation of further training

Interest of companies
(demands for qualification)

Interests of workers
(motivation, advantages)

Framework conditions for in-company training

Implementation in companies

Best practices



Best practice documentation

BEST PRACTICES EXAMPLES

BULGARIA
ITALY
LITHUANIA
ROMANIA

... methodical instrumentarium for continuous analysis of demands and needs of qualification

... Information, motivation and participation of workers

... company-based training plan – design of courses

BEST PRACTICES EXAMPLES

... cooperation agreement with external VET-providers

... workplace arrangements for qualification

... training program for low-skilled workers

... company and sector agreements – framework conditions of further training

Information and publicizing

(1)

NEWSLETTER No. 1
FEBRUARY 2013

MEETINGS (JAN. – APRIL 2013)

Project Management-Group
Internal Meeting
Arbeit und Leben & National Coordinators
28./29. January 2013
Bielefeld (Germany)

Project Workshop (1)



EUROPEAN COMMISSION
EMPLOYMENT, SOCIAL AFFAIRS & INCLUSION (Social Dialogue)
VS/2012/0458



Bipartite partnerships for information, negotiation and cooperation in sectoral strategies for strengthening vocational further training management, promoting new skills and workforce development in SME - industries

PROJECT HANDBOOK 2013
Information and Material for European Partners



Arbeit und Leben Bielefeld (Germany)
Gisbert Brenneke
January 2013



Bipartite partnerships for information, negotiation and cooperation in sectoral strategies for strengthening vocational further training management, promoting new skills and workforce development



European Social Partnership Initiative for company-based further training in cooperation of

- trade unions
- employers' associations
- enterprises

in the wood/furniture and metal industry

December 2012 – December 2013



With financial support from the European Commission

Bipartite multi-actor partnerships for information, negotiation and cooperation in sectoral strategies for strengthening vocational further training management, promoting new skills and workforce development in SME-industries

Acronym: **BICO**

Budget heading 04.03.03.03

"Information, Consultation and Participation of Representatives of Undertakings"

PROJECT - INFORMATION

January 2013



TRADE UNIONS

- FSOGSDP (BG) 
- „Metalicy“ (BG) 
- FILCA-CISL (IT) 
- LMPF (LT) 
- LMPSS (IT) 
- LPSK (LT) 
- FSCM (RO) 

EMPLOYERS' ASSOCIATIONS

- BCWFI (BG) 
- BAMI (BG) 
- LMPIA (LT) 
- LINPRA (LT) 
- PICM (RO) 



Arbeit und Leben
Bielefeld e.V. DGB | VHS



European Federation of Building and Woodworkers

Ravensberger Park 4
D - 33607 Bielefeld

Rue Royale 45, box 3
BE - 1000 Brussels

In close cooperation with national Trade Unions, Employers' Organisations and representatives of undertakings (works councils, employers) from two industrial sectors in four European countries

Information and publicizing (2)



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- committed
- cooperative
- active
- informative

You are here: home

Wednesday, March 06, 2013

BICO

VP/2012/003/0458

Bipartite multi-actor partnerships for information, negotiation and cooperation in sectoral strategies for strengthening vocational further training management, promoting new skills and workforce development in SME-industries

15.12.2012 – 14.12.2013

Promoting vocational further training – Opportunities for Trade Unions and Employers' Associations in Social Dialogue

BICO is an European Social Partnership Initiative for company-based further training in cooperation of trade unions, employers' associations and representatives from enterprises in the wood/furniture and metal/machinery building industry.

BICO improves the position of workers and companies by strengthening sectoral and in-company further training activities.

European Partnership Project carried out by



With financial support from the European Commission



EMPLOYMENT, SOCIAL AFFAIRS & INCLUSION

<http://www.bico-project.eu>

