

### **FEDERATIA SINDICATELOR DIN CONSTRUKTII DE MASINI (F.S.C.M.)**



#### **Issues, needs and opportunities of Sofia seminar**

Between 22 to 25 April 2013 was held in Sofia the seminar for training expert in the frame of BICO project. The seminar was attended by representatives of the social partners responsible for training at companies level, in industries of wood, furniture and metal, from 3 countries participating in the project.

The seminar highlighted the fact that, regardless of national regulations on training, at branches level the qualification will always be given by the companies policy in this area. So even if every country has beautiful national regulations regarding adult education, they are not often putted in practice.

Most EU countries are facing similar problems in terms of training, one of which being the decrease of students number who wish to attend vocational schools, in order to have a job and work in an industrial field. Another problem is the reluctance of adults to follow a form of retraining or returning to education, despite the fact that the initial education overs around the age of 20 and the retirement age is around the age of 65. It takes awareness regarding the fact that you cannot have a linear and stable career path for approximately 45 years, without permanently renew your knowledge and skill level, in order to remain in the labor market.

In this context, the role of experts in training at company level is essential, they should contribute to the motivation of employees, to attend training courses. Moreover, the employers must realize that without investment in training the will become bankrupt. The training experts participating in the project BICO are a link between employees and employers, regarding the need for investment in training of employers and the need of workers to participate in courses organized at the enterprise level.

Following the results of working groups during the seminar, the participants concluded that, regardless of the industry and country, the problems deriving from a fuzzy approach of training at company level are the same. So the steps to take for a successful approach must be unitary, namely:

1. Agreement on training at the enterprise level
2. annual training plan based on a needs analysis, with an allocated budget
3. organization of courses through various ways, depending on the courses nature - with internal and external suppliers
4. monitoring and evaluation of medium and long-term outcomes of training in companies and the in the corporate training and readjustments according to results.

Following the results of the seminar, this model approach related training at companies level will be disseminated among trade union members of FSCM.

**From: Dan George Bajan, President of Trade Union FSCM**