



FEBRUARY 2020

# BULLETIN

## ON FOCUS

## e - NEWS

**THE COURSE „CULINARY PRODUCTS AND BEVERAGES“ - SUCCESSFUL BEGINNING IN PROFESSIONAL REALIZATION**

**THE INTERNSHIPS IN THE CENTER - CHANCE FOR GAINING EXPERIENCE IN THE STATE ADMINISTRATION**

**OUR INTERVIEW: THE INSTITUTION'S COWORKING AS A KEY TO SOLVING SIGNIFICANT SOCIETY PROBLEMS**



## ON FOCUS

In February the Centre has been actively working on preparation for the new training year. The development of the Catalogue for seminars which will be conducted under the project Integrated Trainings for the Administration of Labour Market and Social Sphere Project BG05M9OP001-3.015 funded under HRD OP 2014-2020 is on a final stage. It will be published electronically on the external web page of the Centre and thereafter printed on paper.

The preparation of the Catalogue of vocational trainings for professional qualification, which will be distributed electronically to stakeholders, is in progress. Thus participants will be provided with information in advance about CHRDMI training programs. Therefor they will assess according to their personal interests which training course will contribute mostly for their professional development. In the Catalogue will be indicated and concrete timetable of the vocational courses along with their duration.

A Round Table on Exchange of Experience and Good Practices between the Institutions for Work under the Mechanism for Coverage, Inclusion and Prevention of Dropping Out of Educational Institutions of Children and Students in compulsory pre-school and school age was held on 4<sup>th</sup> and 5<sup>th</sup> February. The Round Table was organized under Project Integrated Trainings for the Administration of Labour Market and Social Sphere<sup>1</sup> BG05M9OP001-3.015 funded under HRD OP 2014-2020. One of the main aims of the project to create conditions for joint work of the institutions on common issues was implemented by the Round Table with fruitful discussions. More about the initiative and specific issues on inclusion and prevention of dropping out of children from the educational institutions could read in the interview with Ms. Valentina Simeonova, moderator of the event which is published on page 5.

---

<sup>1</sup> You can read more about the specifics of the initiatives and the benefits of the integrated approach in discussing socially significant issues in the interview with Ms. Gabriela Nikolova, project consultant, published in the last January issue of the bulletin: [http://chrdri.net / bg / category / 4 / yanuari-2020](http://chrdri.net/bg/category/4/yanuari-2020)

In 2019 with the support of Integrated Trainings for the Administration of Labour Market and Social Sphere Project were updated all digital products of the Centre. They were set up with new, attractive design and mostly they became more accessible and user friendly. On the CHRDMI's social net SmartNet were conducted more than 15 discussions directly connected with the thematic of the delivered trainings under the Project. In the past year the Lecturer's Club gave to the lecturers opportunity to participate in discussions of three especially interesting themes, which fruitfulness was clearly outlined by the developed methodic materials based on lecturers suggestions. Along with this, distance learning trainings, conducted last training year, received traditionally high assessment and participants had the opportunity to enhance their qualification without taking off time from working duties.

- **Dear lecturers, we would like to thank once again to those of you who joined the Lecturer's Club discussions which were conducted in 2019. In the present training year we are going to start two new discussions even before the start of this year's trainings. We think that the discussions will be useful for better preparation and deliver of the seminars.**

**With the first discussion we would like to set up the question about how useful for you is the information which the Centre's team collect when we talk about the participants group's profile and their mood to specific training and what else information in advance (out of logistic information) could be useful for you considering better preparation of training materials and course of study.**

**With the second discussion we would like to discuss summarize techniques you use and through which you get the most out of the training methods applied regardless they are traditional or innovative.**

**We expect your comments which are especially useful on one hand to the CHRDMI's methodists to the other to your colleagues. Please share your opinion on: <http://www.lecturerclub.com/bg/forum>**

**Or on moderator of the site email: Galina Ivanova - [galina\\_ivanova@chrdri.net](mailto:galina_ivanova@chrdri.net)**

- **We would like to invite all with interests in different directions in social policies to follow the new materials on electronic library (<http://chrdri.net/bg/library/biblioteka>), which is updated regularly.**

## **THE COURSE „CULINARY PRODUCTS AND BEVERAGES“ - SUCCESSFUL BEGINNING IN PROFESSIONAL REALIZATION**

*On January 16<sup>th</sup> 2020 finished another course on Production of culinary products and beverages. The exam was passed successfully by 16 students, who were given the opportunity for a real new start in their careers.*

*In the long-term experience gained during conducting trainings in this profession, for the first time the state exam was held outside the territory of CRCHRI, namely - in the restaurant in Inter Expo Center, Sofia. Mr. Ivan Bakalov, Head of the Educational Activity Department, Mr. Milan Milanov, Senior Expert and organizer of the course, shared about the reasons for this decision, about the development of the training in this specialty at the Center and about the opportunities for realization of the trainees. Mrs. Elena Kozarova, Human Resources Manager of Laura Catering, the company serving the restaurant and accepted the interns in the course.*

### **Mr. Ivan Bakalov, Head of Training Activity Department of CHRDRI:**

The second course for chefs which we conducted with funding from the National Action Plan for Employment for 2019, is different from all the courses we have conducted so far, because we carried out the exam to a real business environment. For this purpose, we tested the practical exam in the restaurant, where the practice was conducted. The exam was carried out in the restaurant's kitchen under the supervision of the chef. This turned out to be a good practice, as the real environment stimulates the students to present themselves in a brilliant way - I would say that they represented themselves at the level of junior chefs in any good restaurant. The conditions in which the practice took place were excellent; the way the dishes were presented was at the level of food that will be offered in the official menu of the restaurant.

The trainees were divided into three groups. The first prepared main dishes, the second presented desserts, and the third - appetizers.

What the students did showed that the students were more motivated when they were given the opportunity to show their knowledge in order to be hired later.

We intend to continue this practice in 2020 in the three courses that will be held in the field of cooking and confectionery and to contribute even more to the rapid finding of work for students after graduation with us.

**Mr. Milan Milanov, senior expert Training Activity Department of CHRDMI and organizer of the course Production of Culinary Products and Beverages:**

This is one of the successful courses of the Center. The training is practically oriented and the students who complete it receive good vocational training.

The exam in this course was a real event. The examination commission consisted of six people: the assistant manager of the restaurant where the internship took place, the chef, the human resources manager of the company and three representatives of CHRDMI. Each of the students presented the dishes prepared by him, and a waiter presented them for tasting. The best students received job offers - this is a large restaurant that eats 300-400 people every day and is an excellent opportunity to realize the knowledge that our students received. A nice gesture were the small gifts prepared by the company for the best performers during the internship - spatulas, cooking utensils and etc.

**Mrs. Elena Kozarova, Laura Catering company:**

Overall, we are very pleased with all the students. Of course, there are people everywhere who approach more casually, but even they in this case were carried away by the enthusiasm of others. The colleagues in the restaurant are also very happy. We immediately let them make pre prepared food, we involved them in the actual work process. And now some of the students are here and working part-time. We look forward to working with the Center again and will be happy to accept new interns again.

## **THE INTERNSHIPS IN THE CENTER - CHANCE FOR GAINING EXPERIENCE IN THE STATE ADMINISTRATION**

On January 13, Mr. Ivan Bakalov, Head of the Training Activity Department, presented the implemented activities, programs and projects of the Center to a wide audience of students studying Pedagogy and Social Activities at Sofia University St. Kliment Ohridski. The presentation briefly outlined the main points and characteristics of the work of CHRDMI,

paying special attention to the training provided for social workers and the long experience and expertise that the Center's employees have in the development and implementation of these programs.

The students showed increased interest in the job opportunities and internships that the Center offers. As Mr. Bakalov explained, the Center, in cooperation with Sofia University St. Kliment Ohridski, has the opportunity to accept students in the summer within two-week, mandatory for these specialties internships, as well as internship programs in the administration, implemented with the support of the Employment Agency. Thus, in the framework of a fruitful joint work in cooperation with Sofia University St. Kliment Ohridski, CHRDMI will give its trainees the opportunity to gain experience in the specialties they study in a new and specific light - through the prism of training for workers in the social sphere, and at the same time will allow them to enter practically into the specifics of work in the state administration and to assess whether this would be a suitable area for their future realization.

#### **OUR INTERVIEW: JOINT WORK OF THE INSTITUTIONS AS A KEY TO SOLVE IMPORTANT SOCIETY'S ISSUES**

On 4<sup>TH</sup> and 5<sup>TH</sup> February, the Center for Human Resources Development and Regional Initiatives hosted a Round Table for Exchange of Experience and Good Practices between the Institutions for Work under the Mechanism for Coverage, Inclusion and Prevention of Dropping Out of Educational Institutions of Children and Students in compulsory pre-school and school age . The initiative brought together representatives of the leading institutions involved in the implementation of the Mechanism, including the Ministry of Education, the Ministry of Labor and Social Policy, the Ministry of Interior, the Social Assistance Agency, schools, district and municipal administrations, NGOs and others.

The round table had a clear inter-institutional character, allowing the exchange of experience and good practices on the inclusion and dropping out of children from educational institutions, focusing on finding solutions to the problem through effective cooperation between all responsible institutions and organizations.

Ms. Valentina Simeonova, moderator of the event, tells us about the challenges of implementing the Mechanism and the key role of the joint work of the institutions to achieve successful results.

**Ms. Simeonova, could you tell us more about the Mechanism, what are its goals, how does it work and what are the problems arising from its implementation?**

V. Simeonova: The mechanism is a successful strategy of the Ministry of Education to deal with the problem of school dropouts. It defines the roles of all institutions so that it can be addressed and, of course, defines the coordinating role of the Ministry of Education in this whole process, as well as the important role of social workers from the Child Protection departments, the police, the all institutions that in one way or another have to do with children dropping out of school.

There are many difficulties in the implementation of the Mechanism, because, firstly, in our culture the team principle of work is not set, people prefer to be interested only in their field and work only in it, and especially the problem of dropping out of school requires -systemic, holistic approach, which in practice includes the resources of many systems. If the reasons for dropping out of school are social and work is done only in the social policy sector, but the child's educational problems are not paid attention to, there will be no special effect and vice versa - if the interventions are only at school level and the social system is not included. , and there are serious social problems in the family, then we also cannot expect a good effect. This Mechanism presupposes teamwork, an integrated action that we hope will happen, and this training has just such a goal - to create a culture in people to work in a team, to work together to have an effect, to make sense.

**What were the goals of the round table and to what extent they were achieved? What results you expected it?**

**V. Simeonova:** The main goal of the round table was to see the individual roles, how the Mechanism works and what does not work in it, i.e. what are the challenges, to share good practices and through good practices to see the solutions to the many problems that arise. I think that in the round table achieved its goals, because people share and look for opportunities for solutions in a discussion mode, many problems that they encounter in their daily lives are discussed. From this point of view, any such initiative is extremely useful. It is important for people to come together, share, find solutions together and recognize themselves as a community working on a problem.

**This is one of the main goals of the project, which is funded by this round table - to work simultaneously with all stakeholders and to benefit from the principle of integration in the sharing of good practices and practices and in the development of partnerships. One last question - what are your overall impressions of the Center – it is important for us as hosts to hear how you evaluate the work with our team?**

**V. Simeonova:** For me, this Centre has always been a very good place, extremely suitable for qualifying activities, for professional meetings and discussions. Yesterday, we joked with our colleagues - the remoteness of the Centre implies complete devotion to what you came for. In this sense, all conditions are met to work fully and make people feel good.

***The team of the Center thanks Ms. Simeonova for the interview!***