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CENTRE FOR HUMAN RESOURCES DEVELOPMENT
AND REGIONAL INITIATIVES



OPERATIONAL PROGRAMME
**HUMAN RESOURCES
DEVELOPMENT**

MARCH 2021

BULLETIN

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ON FOCUS

According to order № RD-01-132/26.02.2021 of the Minister of Health and in conformity with all anti-epidemic measures, on March 4 in CHRDR I the courses for professional qualification and retraining in attendance format were resumed. All the unemployed persons who have already started visiting the courses - „Administrative Services“, „Production of Culinary Products and Beverages“, „Operational Accountant“, „Small and Medium Business“ and „Software development“ will continue their training. This month will also start a new group in „Word Processing“ course that is very attractive and traditionally popular among the unemployed because provides them with the opportunity to acquire skills for working with basic computer programs.

In March will also start seminars under the project “Integrated Trainings for the Administration in Institutions, working on the Labor Market and in the Social Sphere“. The emphasis will be put on topics in the field of social protection and

social inclusion policies. During a four-day videoconference seminar, participants from various institutions and organizations involved in the provision of social services will have the opportunity to discuss the new Law on Social Services and the Regulations for its implementation. Two other seminars in distance format are scheduled for the end of March and the beginning of April. They will be dedicated to ensuring continuity to improve customer service for vulnerable groups in public administration and good practices in implementing a holistic, community and cultural approach in working with vulnerable groups.

The focus of this bulletin is the interview with Mr. Ivan Bakalov, Head of the Training Activity Department, with whom we talked about the way in which the ongoing trainings are resumed, as well as the risks, challenges and opportunities that the Center is facing during the new training year.

2021 PLANNING - CHALLENGES AND AMBITIONS



2021 started with attendance classes already being suspended due to anti-epidemic measures and although it is just in its beginning it seems to be a year of challenges. We talked to Mr. Ivan Bakalov, Head of Educational Activity Department about the difficulties but also about the way in which they motivate us and expand capacity of CHRDMI as an institutions.

G. Ivanova: Mr. Bakalov, in CHRDMI the beginning of the year has always been a time of careful planning of the upcoming training year, of internal calculations and organization. How do you manage with the planning process in these months full of uncertainty connected with the spread of COVID-19?

I. Bakalov: In 2021, the Center has a clear plan on how to organize the activities in order to be able to compensate for the current and possible future periods of interruption of classes. In case of possible termination of the trainings, the participants in the courses for professional qualification and retraining will be offered several options. First, they will have the opportunity to continue their education through direct contractual relations with the Center. Every citizen, as we know, has the right to improve his qualifications by investing his own funds in trainings or through a form of partial or full support funding from the budget of the CPQ (Center for Professional Qualification). Secondly, for all

the courses that are a part of profession or give first qualification degree, a flexible approach will be applied, which will enable CHRDRİ not to be bound by the regulations of the Employment Agency, but to function independently on the market of training services. Thirdly, for courses that are difficult to be completed in this way (I am referring here to those that give second educational level degree and take longer

time), the restart will begin without any delay on the first date possible, that will be announced by the health authorities.

G. Ivanova: *In this situation the seminars held under the project „Integrated Trainings for the Administration in Institutions, working on the Labor Market and in the Social Sphere“ seem far from problematic because distance learning formats here are planned and operate successfully since the very beginning of the project. But still, what does the Center anticipates about the seminars in attendance format if the epidemic situation gets complicated again?*

I. Bakalov: When planning the seminars under the project „Integrated Trainings for the Administration in Institutions, working on the Labor Market and in the Social Sphere“ we applied the good practices that have been established since the beginning of the pandemic. The trainings set in the Operational Plan and the Catalogue of the seminars under the project will be carried out according to the preliminary schedule, and if necessary the trainings' format will be changed. For example, if due to anti-epidemic measures it is impossible to conduct some of the seminars in face-to-face form, it will be switched to videoconferencing and/or distance learning, which have already proven their effectiveness in conducting

seminars on the project. The schedule itself is currently in line with the existing anti-epidemic measures, as the trainings for March and April are set in remote and videoconferencing forms, and after May we plan seminars in face-to-face form, which if necessary can also be carried out through the new informational and communication technologies. In this way, the number of trained persons and all other project activities will be implemented as planned.

G. Ivanova: *How does the Center ensure the safety in the classrooms from an epidemic point of view, so that all students, teachers and staff are maximally protected and calm in the implementation of the learning process?*



I. Bakalov: The Center already has experience and established good practices in providing all conditions possible for trainings in the safest environment. The material base of the Center is large enough and creates great opportunities for safe implementation of the learning process with good organization and small number of students in a group. Halls, which have a capacity of 40 to 60 seats, are currently used for training groups of 12 to 15 people.

The Center's restaurant also has more than 100 seats, which ensures safe observance of physical distance in case of divergent group schedules. Disinfection and ventilation of the premises is carried out, as well as complete separation of the flows of trainees, with no contacts between the groups. The classrooms are also located in separate buildings, which also contributes for the safety. In this way, the number of trained persons and all other project activities will be implemented as planned.

G. Ivanova: *The restoration of all activities in the Center in their normal volumes and scope is extremely important. At the same time, however, it was the time of the pandemic that showed us that we need to be flexible and constantly evolving. In this sense, what are the goals of the CHRDMI team in 2021?*

I. Bakalov: 2021 is extremely important for us, as the Center will continue its development in several directions. First of all, we will continue our work with the successful courses for professional qualification and retraining

under the National Action Plan for Employment, which are the main focus in the activities of the Center. In their implementation, both the present and the distance forms will be used within the same course in order to offer the highest quality and full training to the unemployed. Extremely intensive work is being done about the possibility of conducting practical classes in an electronic environment through specialized 3-D cameras and specialized software.

The new direction of development, with which we will upgrade our activities in the field of vocational training, is the validation process, which will be provided with all the tools such as buildings, classrooms and equipment, specialists and regulations to be actually implemented, and the preparation process will be completed till May this year. We are counting on the readiness of our partners from the Ministry of Labor and Social Policy and the Employment Agency to start this process as soon as possible. In this way the activity of the Center in the field of vocational training will be expanded and supplemented.

The other field of our work is the successful completion of the project „Integrated Trainings for the Administration in Institutions, working on the Labor Market and in the Social Sphere“ and the preparation of a new

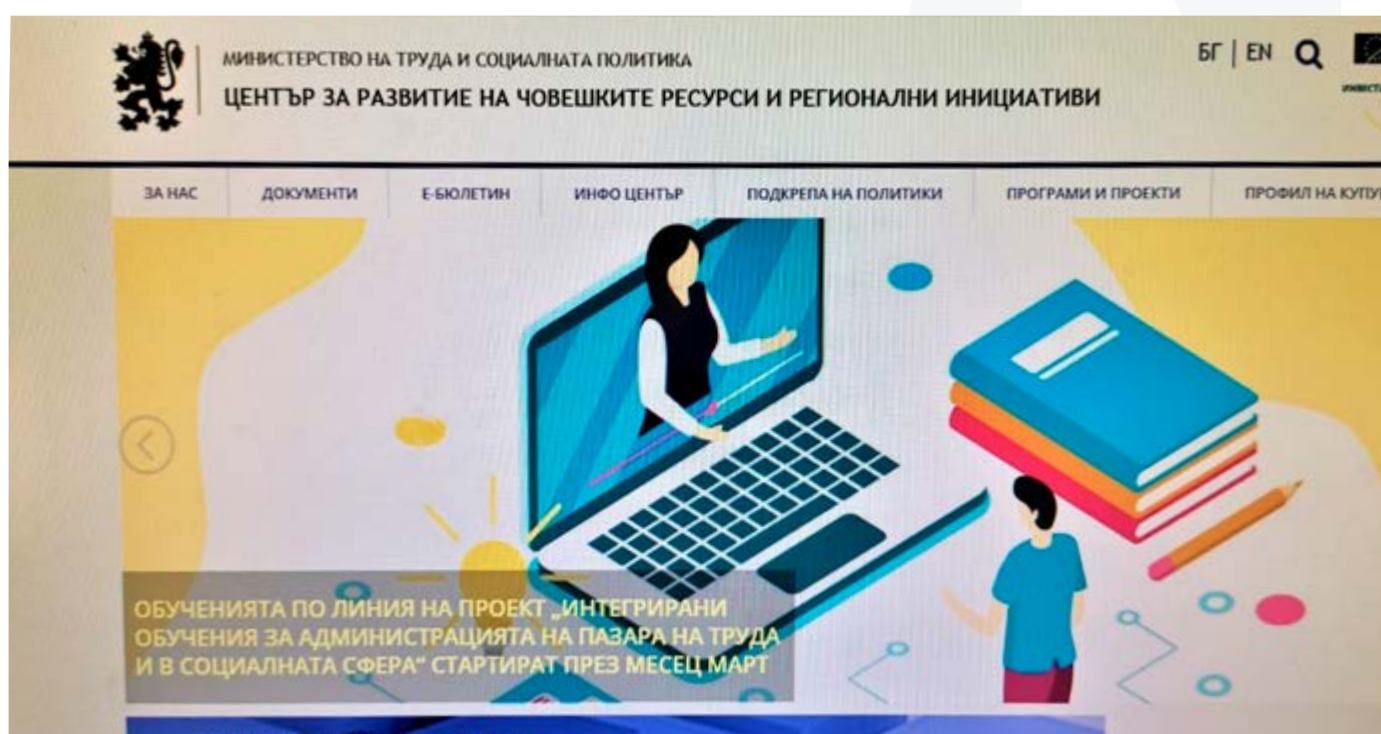
project for the next programming period, which again in the tradition of the Center's seminars will be aimed at strengthening the capacity of the public administration. Thirdly, we are currently in an advanced stage of negotiations to provide support to the Ministry of Labor and Social Policy and implementation of activities in the field of social assistance and demographic policies, which will further expand the scope of work of CHRDRI.

CHRDRI WEBSITE - COMMUNICATION AND INFORMATION IN A CONVENIENT FOR THE USERS FORMAT

www.chrdri.net

The website of CHRDRI has always been extremely important in providing information to all the ones that have been interested in the Center's activities as well as in achieving publicity in the implementation of all activities funded by the project "Integrated Trainings for the Administration in Institutions, working on the Labor Market and in the Social Sphere". Together with this CHRDRI's website provides quick and easy access to all

other electronic products like – The lecturer's club, the distance learning platform, students' network SmartNet and the electronic library. The block layout of the website panel allows users to find the necessary information at a glance. They can now see all the planned courses for the 2021 training year here: <https://chrdri.net/bg/category/75/aktualiziran-grafik-na-obucheniya-za-bezrabortnolica> . This allows everyone who's interested to plan their trainings.



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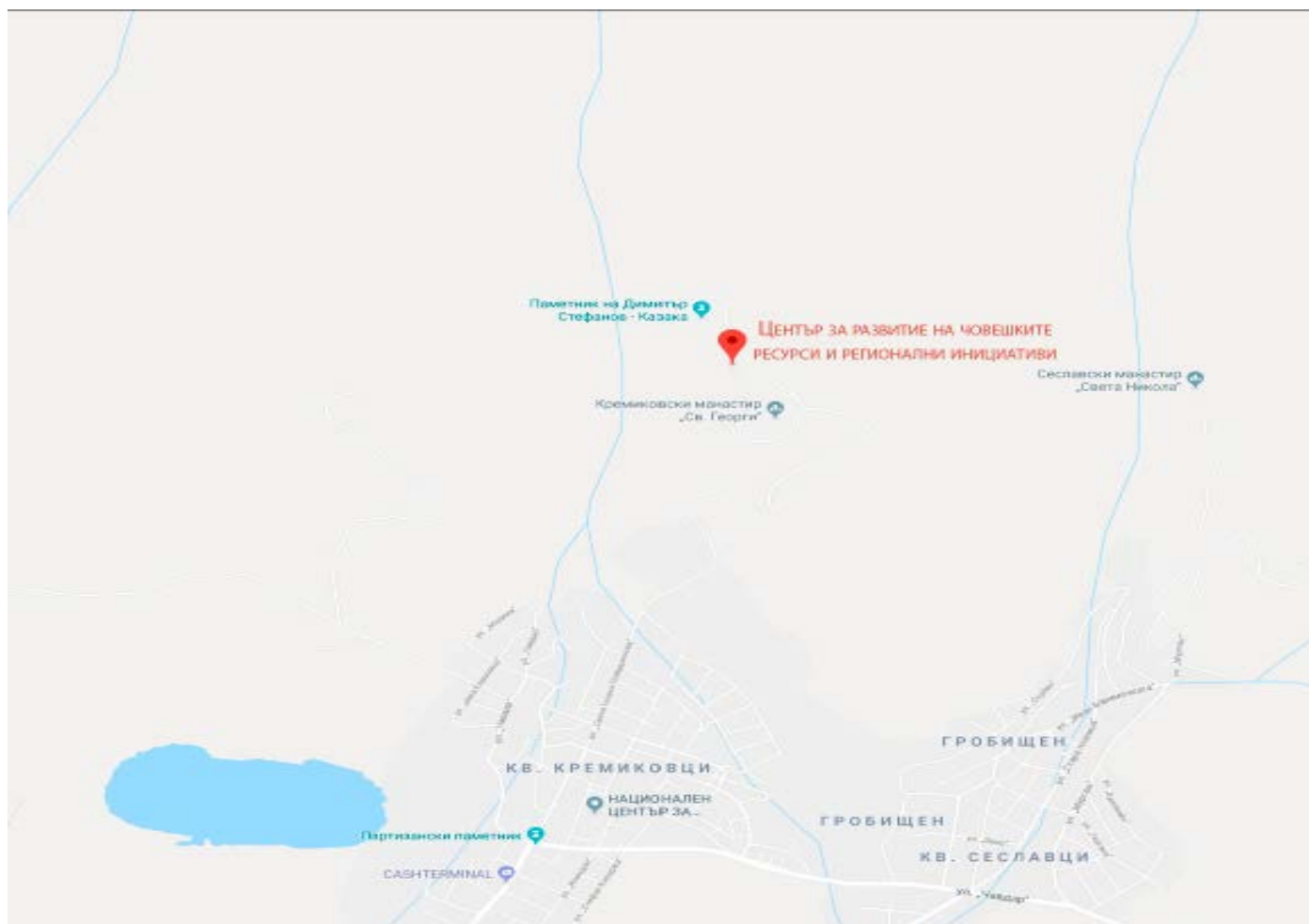
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