



INVESTING IN PEOPLE



MINISTRY OF LABOR AND SOCIAL POLICY

CENTRE FOR HUMAN RESOURCE DEVELOPMENT AND REGIONAL INITIATIVES

NOVEMBER 2017

BULLETIN



IN FOCUS



THE LECTURER CLUB SUPPORTS EFFECTIVENESS OF TRAININGS THROUGH CONCEPTUAL PROPOSALS



NOVEMBER'S SCHEDULE OF TRAININGS



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you can find up-to-date information
about all events organized
by the Centre



STUDY VISIT OF REPRESENTATIVES OF MOLDOVA AND
UKRAINE IN PLOVDIV

NEWS



In November this year, the CHRDRi will host a constitution meeting of the network of demographic experts of the countries participating in the South East Europe Cooperation Process (SEECp). It is organized jointly by the Ministry of Labour and Social Policy and the Centre in implementation of the Joint Declaration of the Ministers of Labour and Social Policy, adopted at the International Conference "Facing the Demographic Challenges Experienced by the SEECp Participants" (Sofia, 12-13 May 2016). The meeting is scheduled to take place in the period 13-17 November with participation of

representatives of the SEECp countries and our national administration dealing with problems of demographic policy. Representatives of the United Nations Population Fund, the Regional Cooperation Council, and the International Training Center of the ILO, as well as representatives from Bulgaria, Macedonia, Romania, Turkey, Montenegro, and Moldova will also take part in the event.

During the event, will be presented the results of the first comparative study conducted in May - July 2017 by a team of Bulgarian researchers of the Institute for Population and Human Studies at the

Bulgarian Academy of Sciences on contemporary demographic changes and challenges in the SEECP participants.

The programme of the event also includes a report on project funding opportunities for the SEECP participating countries for implementation of joint projects addressing demographic challenges in South eastern Europe, as well as presenting and discussing modular training programme on "Demographic change and development of workforce". The programme aims to enhance the capacity of administration working on demographic problems to support development of workforce in the context of modern demographic change management and is intended for a wide range of representatives of public administrations working in the social field and labour market of SEECP participating countries, whose work is directly related to formulation and implementation of policies on resolving demographic problems, as well as experts

from research organizations, non-governmental organizations, social partners working on labour market issues and development of workforce.

During the constitution meeting, important decisions will be held concerning priorities for work in 2018.

The planned for 2017 seminars for state administration employees working in the MLSP and the Secondary level units to the Minister of Labour and Social Policy continue to be held.

Within this month, the last two distance learning trainings for the year will be completed. They are implemented according to the approved vocational programmes for newly appointed social workers of the Social Assistance Agency (SAA) and for newly appointed officials in management positions of the Employment Agency.

Social workers from the SAA, staff from the State Agency for Child Protection on expert positions,





representatives of municipalities and NGOs whose work practice involves working with third-country nationals granted international protection will participate in seminar on social work with third-country nationals who have been granted international protection.

In seminar for successful audience behaviour, senior management and expert staff of MLSP and Second Level Units to the Minister of Labour and Social Policy, and other central and territorial

administrations will develop skills for effective interpersonal communication.

In implementation of the National Action Plan on Employment 2017, will start a vocational training course for 15 unemployed persons, registered at labour offices. They will acquire qualification for part of the profession “Operational accountant”.

Information on all current events held at the Centre can be found at our website www.chrdri.net.

THE LECTURER CLUB SUPPORTS EFFECTIVENESS OF TRAININGS THROUGH CONCEPTUAL PROPOSALS

In 2017, the digital product Lecturer's Club (www.lecturerclub.com) continued its work with a series of successful discussions that increased the Centre's methodical capacity. The main purpose of the Club is sharing and discussing methodological questions by lecturers who are involved in the Centre's activities.

The first of the discussion this year was on **"Balance of Elements in conducting trainings"** and was held in March. It emphasized the "right proportion" between the elements in training, so that it is sufficiently successful and effective for both trainees and lecturers.

Taking the view that adult training is composed of three main components: preliminary work with potential trainees, actual training, and post-training stage and taking into account the fact that the preliminary stage has already been discussed in the Club, this year's discussion built on last year's one, dealing with the other two elements of the training process. The prevailing opinion was that when analysing the balance of the overall training, much attention is paid to the actual part, neglecting the preliminary work. This stage allows an overview of the audience and an individual approach to the actual training. **Achieving the goals of training** was discussed in the Club in June. In the course of this discussion, the heterogeneous audience in the courses for unemployed persons emerged as a difficulty preventing the effectiveness of training.



The unsatisfactory preparation of key competences of participants in trainings further complicates the normal training process and receiving competences set in the curriculum.

Important elements of this discussion were application of individual approach to participants and need for a closer dialogue with employers.

Lecturers also drew attention to inclusion in the curriculum of a psychological module (mostly in courses for unemployed persons) that will motivate already trained people to enter the labour market rather than seek reintegration into qualification programmes, which is a common practice in the Centre's work.

Part of the Centre's trainings for Public Administration Employees are being carried out in blended or distance learning forms. This was the reason to start discussing **passive audience exposure techniques** for distance learning trainings. Part of the tutors teaching on the distance learning platform took part in it. The discussion highlighted both strengths and weaknesses of this form of training. The participants' suggestions were to create video modules that can be used by learners repeatedly and which can compensate the lack of live contact. Applying an individual approach to each participant that is fully compatible with the functionality of the distance learning platform, as well as compiling case studies for discussion by the training participants themselves, were the main suggestions outlined

in the summary of the discussion. This approach is part of the introductory training method, which is applied in part of the Centre's trainings and is fully practical.

The topic of **discussion as training method** was also recently concluded. It expressed views on methods and approaches for conducting discussions in the Centre's trainings. In moderation of discussion itself, two main directions were identified - structured discussions (by scenario) or free ones.

The lecturers who took part in the discussion were from different thematic areas, which allowed for wider deployment of views from the point of view of application of discussions in different training programmes.



Participants in the lecturer's club united around the idea that discussions, regardless of their type, support training process to build lasting knowledge and find best solution because each discussion has and allows extraction of competent and useful information, allows use of different forms and methods for conducting trainings, creating a positive attitude for active participation of all participants in the training process.

Lecturers were unanimous that discussion as a training method should be aimed at achieving certain concrete, practical goals. The subject of discussion should provide an opportunity to discuss the same issues from different points of view, to share different opinions. It needs to be formulated to provoke trainees to look for different options for solving discussion questions.

The free discussion may go beyond the time limit and subject and not discuss important, substantive issues the solution is sought for.

Discussing a topic is not just sharing an opinion or time filling. The lecturer or moderator should have not only in-depth knowledge of the subject, but also know techniques for conducting discussion, which implies more specific approach to working with an audience. Discussion should be directed to allow trainees to freely share their theses, but not to deviate from the topic. Here is the essential role of the moderator, who must skilfully guide trainees towards scientifically grounded conclusions. In conclusion, it can be said that as a training method, discussion is very responsible and difficult to realize.

The topics discussed at the Lecturer's Club this year provide guidance for improving the training process proposed by its direct participants. Through this form of information gathering (directly from the lecturers), the team of Methodologists of the Centre strives for maximum satisfaction of the needs of all participants in the training process - lecturers, trainees and employers.



NOVEMBER'S SCHEDULE OF TRAININGS

COMMUNICATION AND PRESENTATION SKILLS. SUCCESSFUL BEHAVIOR BEFORE AUDIENCE

SEMINAR

PERIOD OF IMPLEMENTATION: 9 – 10 NOVEMBER 2017

FORM OF TRAINING: FACE TO FACE

THE TRAINING IS IMPLEMENTED UNDER AGREEMENT BETWEEN ITC-ILO AND CHRDRI

The training is intended for employees of managerial and expert positions of the Ministry of Labour and Social Policy and Second Level Units to the Minister of Labour and Social Policy, and other central and territorial administrations.

The programme of the seminar is based on the achievements of theory and practice in the field of public speech and current means of presenting interactive presentations. It provides basic knowledge and skills that public administration employees should possess in conducting appropriate communication with a given audience, preparing a multimedia presentation or other non-conventional form of presentation and transmission of information.

During the training, most forms of public speech will be discussed and appropriate approaches and tools for successful audience presentation will be analysed. The participants will be able to build practical skills for interacting with audience, including important skills to moderate questions

and answers sessions and to cope with the so-called “problematic” participants.

Successful graduates will be awarded certificates.



OPERATING ACCOUNTANT

PERIOD OF IMPLEMENTATION: 13 NOVEMBER – 7 DECEMBER 2017

*TRAINING COURSE FOR ACQUIRING VOCATIONAL QUALIFICATION IN PART OF A PROFESSION FOR UNEMPLOYED PERSONS
UNDER THE NATIONAL ACTION PLAN ON EMPLOYMENT 2017*



The training will be attended by unemployed persons registered in the Labour Offices at place of residence. They will be trained in part of profession in the framework of a programme of 150 lessons, according to the Law on Vocational Education and Training, the State educational requirements for the profession "Operational Accountant", approved in Ordinance № 27 of 09.01.2012 for the acquisition of qualification by profession, and in accordance with the latest regulations of the National Agency for Vocational Education and Training (NAVET).

During the course, the participants will acquire knowledge and skills regarding the rules for

maintaining safe work with equipment at workplace; rights and obligations of a worker in the labour process, in accordance with the Labour Code and contractual relationship between a worker and an employer; main economic categories; statutory regulation on accounting activity; accounting operations and technology of their implementation, etc.

The training will end with an examination in theory and practice. Successful graduates will receive Certificates in part of profession in accordance with Ordinance No. 4/16.04.2003 of the Ministry of Education and Science.

EUROPEAN AND NATIONAL POLICIES AND PRACTICES TO PROVIDE LONG-TERM CARE. PLAN FOR IMPLEMENTATION OF THE NATIONAL LONG-TERM CARE STRATEGY

SEMINAR

PERIOD OF IMPLEMENTATION: 21 – 22 NOVEMBER 2017

FORM OF TRAINING: FACE TO FACE

THE TRAINING IS IMPLEMENTED UNDER AGREEMENT BETWEEN ITC-ILO AND CHRDRI

The training is intended for employees from the regional Social assistance offices of the Social Assistance Agency and NGOs involved in implementation of policies, strategies and plans related to long-term care.

The National Goal "Poverty Reduction and Promotion of Social Inclusion" should actively work on the process of deinstitutionalization, widening access and quality of social and health services provided, and providing new service models to respond more fully the needs of people in vulnerable situations.

As a result of the seminar, participants will have information and knowledge on national and European documents, and European practices in the field of long-term care and will be able to cope with key challenges, achievements and problems in the process of deinstitutionalization of elderly and people with disabilities.

Successful graduates will be awarded certificates.



SOCIAL WORK WITH THIRD-COUNTRY CITIZENS GRANTED INTERNATIONAL PROTECTION

SEMINAR

PERIOD OF IMPLEMENTATION: 23 – 24 NOVEMBER 2017

FORM OF TRAINING: FACE TO FACE

THE TRAINING IS IMPLEMENTED UNDER AGREEMENT BETWEEN ITC-ILO AND CHRDR

The seminar is intended for social workers from the Social Assistance Agency, State Agency for Child Protection experts, representatives of municipalities, and NGOs whose work practice involves working with third-country nationals who have been granted international protection.

Since the beginning of 2017, a significant number of third-country nationals (TCNs) have sought international protection on the territory of the Republic of Bulgaria. At the beginning of the establishment of the asylum system in 1992 to 2013, the number of persons seeking protection was around 1000 people per year. However, this number reached 7000 in 2013 and increased to 11 000 in 2014. It continued increasing in 2015, with data reaching over 20,000 people. In 2016, 18,990 people were registered, or 6% lower than in the previous year. Many of them receive international protection, which means they should enjoy the same rights as Bulgarian citizens.

As a party to the 1951 Convention Relating to the Status of Refugees and the New York Protocol on the Status of Refugees of 1967, Bulgaria has international obligations to admit to its territory people fleeing war and / or unable to benefit protection of their countries of origin. For them the country provides reception and integration opportunities.

Upon completion of the seminar, participants will be able to identify vulnerabilities and opportunities for social support for beneficiaries of international protection, as well as to address vulnerable persons who have received international protection, and unaccompanied children.

Successful graduates will be awarded certificates.

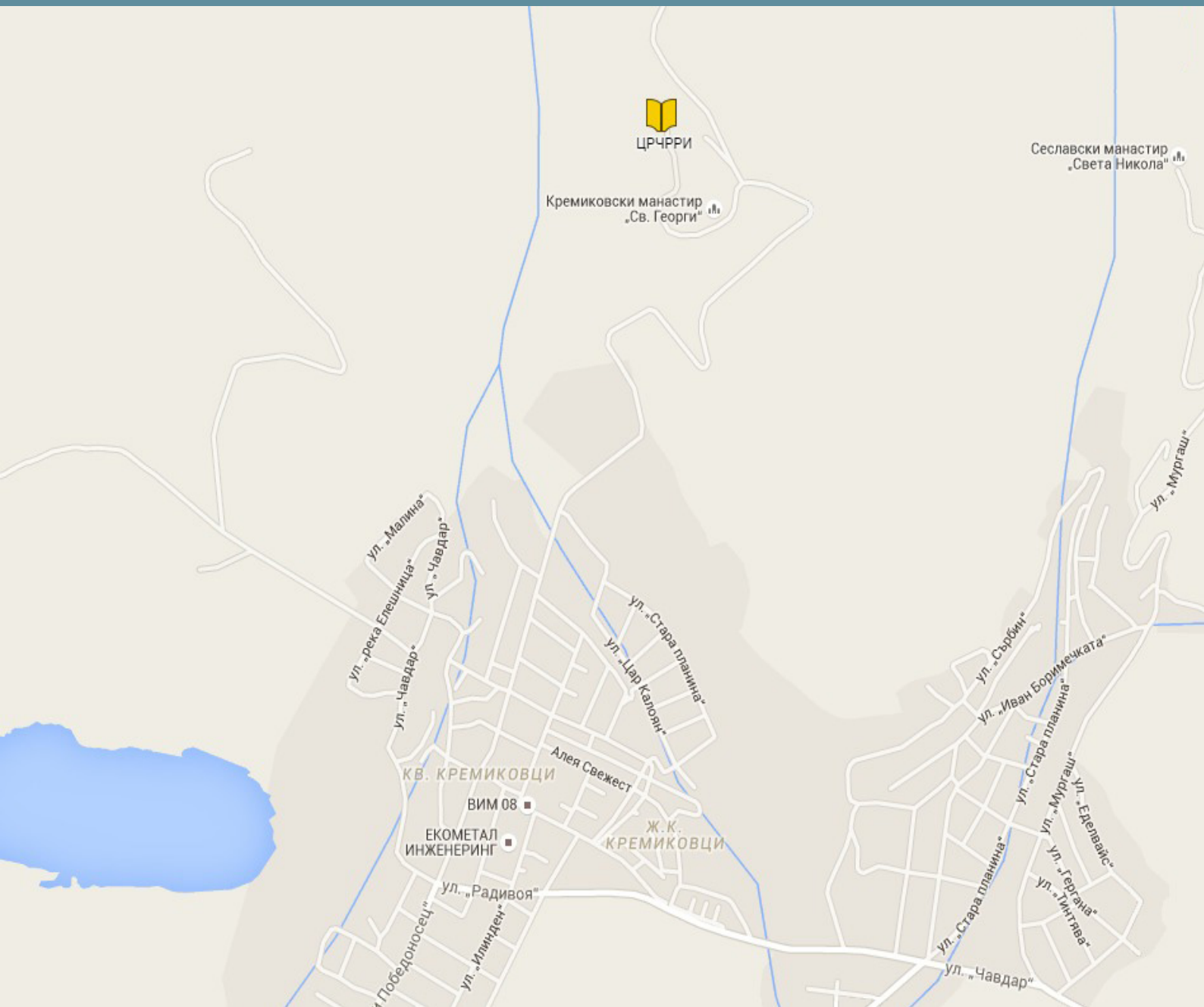


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HOW TO GET THERE

BUS 117

weekdays

Kremikovci-Iztok Autostation

5	6	7	8	9
5:45	6:05 6:25 6:44	7:02 7:20 7:39 7:59	8:19 8:39 8:59	9:19 9:44
10	11	12	13	14
10:09 10:39	11:09 11:39	12:09 12:39	13:09 13:39	14:14 14:49
15	16	17	18	19
15:24 15:59	16:34	17:09 17:38	18:04 18:30 18:56	19:22 19:49
20	21	22	23	
20:17 20:47	21:17 21:48	22:53	23:58	

Iztok Autostation-Buhovo

4	5	6	7	8
4:30 4:50	5:10 5:30 5:49	6:08 6:27 6:46	7:05 7:24 7:44	8:09 8:34
9	10	11	12	13
9:04 9:34	10:04 10:34	11:04 11:34	12:04 12:39	13:14 13:49
14	15	16	17	18
14:24 14:59	15:34	16:04 16:30 16:56	17:22 17:48	18:14 18:41
19	20	21	22	
19:10 19:40	20:15	21:20	22:30	

BUS 117

weekends

Kremikovci-Iztok Autostation

6	7	8	9	10
6:05	7:05	8:05 8:45	9:25	10:05 10:50
11	12	13	14	15
11:36	12:21	13:02 13:43	14:25	15:07 15:52
16	17	18	19	20
16:37	17:22	18:07 18:47	19:27	20:07 20:52

Iztok Autostation-Buhovo

4	5	6	7	8
4:40	5:40	6:40	7:20	8:00 8:40
9	10	11	12	13
9:25	10:10 10:55	11:35	12:16 12:58	13:40
14	15	16	17	18
14:25	15:10 15:55	16:40	17:20	18:00 18:40
19	20	21	22	
19:25	20:15	21:15	22:15	