



INVESTING IN PEOPLE



MINISTRY OF LABOR AND SOCIAL POLICY

CENTRE FOR HUMAN RESOURCE DEVELOPMENT AND REGIONAL INITIATIVES

SEPTEMBER 2018

BULLETIN



IN FOCUS



COURSES IMPLEMENTED
UNDER NAPE IN 2018



STRENGTHENING INTERINSTITUTIONAL
PARTNERSHIPS IN THE SOCIAL SPHERE



SEPTEMBER'S SCHEDULE
OF TRAININGS



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IN FOCUS

In the month of September this year in implementation of the Agreement between the International Training Centre of the International Labour Organization (ITC of ILO) and the Centre for Human Resource Development and Regional Initiatives (CHRDRI) three trainings for employees of the administration of the Ministry of Labour and Social Policy will be conducted.

Labour inspectors from the Regional Labour Inspection Directorates of the Executive Agency General Labour Inspectorate will expand knowledge and skills on control issues in dealing with hazardous chemicals.

Policies and approaches to activating inactive persons for inclusion in employment will be the focus of training for employees of the Labour Office Directorate, Roma mediators, labour mediators and labour consultants who serve inactive unemployed persons.

Employees on managerial positions from the Regional Social Assistance Directorates and Social Assistance Directorates of the Social Assistance Agency, whose professional activities are related to child protection, as well as employees from the State Agency for Child Protection will discuss different approaches and methods when dealing with cases of children involved in parental conflicts.

In the course of the month, three vocational trainings will take place in a blended form – face-to-face and distance learning. Two of them are

designed for social workers and, according to the specifics of work, they are profiled in different programs: “Social work with children and families at risk” and “Social support for persons and families”.

The third vocational training is intended for labor mediators who perform activities related to the motivation and orientation of unemployed persons in order to integrate into the labor market.

Trainings for unemployed persons under the National Action Plan for Employment continue. This month, a “Text Processing” course will begin.



COURSES IMPLEMENTED UNDER NAPE IN 2018



In the period from the beginning of the year until the end of August this year, nine courses for professional qualification of unemployed persons under the NAPE were implemented in the Centre. Two of them were preceded by key competence training.

This year's novelties are the adapted programmes that reflect the increased requirements of the National Agency for Vocational Education and Training (NAVET) for numerical correspondence of practical and theoretical part of the training, in accordance with the State Educational Requirements (SER) for the acquisition of qualifications in professions developed according to art. 3 para. 4 of the Law for Vocational Education and Training and containing Units of learning outcomes.

The participants in the courses of Landscaping and Floriculture have ennobled the green areas in the Centre and besides planting seasonal flowers, they have also improved the overall landscaping with wooded species.

Guides from the course "Guided Tours" had the opportunity to draw experience directly from professional guides by joining Sofia tours provided by the Centre.

For one more year, some of the best-trained participants of the Centre are the cooks from the course "Production of Culinary Products and Beverages". The production practice of the trainees was at leading Sofia restaurants, most of whom were invited to start work right after the end of the training.

In the middle of August this year, the second for the year course on this topic started, with the number of participants increased.



STRENGTHENING INTERINSTITUTIONAL PARTNERSHIPS IN THE SOCIAL SPHERE

The CHRDRRI starts the implementation of the project “Integrated Training for the Administration of the Labour Market and in the Social Sphere”, which is implemented under the Operational Program “Human Resources Development”.

The project targets officials from administrations directly involved in the formulation and / or implementation of labour market policies, working conditions, social inclusion, health care, equal opportunities and non-discrimination.

The project aims to contribute to the modernization of labor market and social institutions (the concept of “social sphere” includes social inclusion, healthcare, equal opportunities and non-discrimination and working conditions) by enhancing the qualifications of those employed in these institutions. This will be done through a series of trainings and initiatives of a different nature. They will be specialized and will be based on an integrated principle, ie representatives of different stakeholders will be taught simultaneously on a particular theme using the same theoretical and practical approaches and teaching methods in order to maximize the effect of transmitting specific knowledge and skills relevant to policies in a given field. Initiatives - conferences, round tables, study visits, workshops, discussions, etc. will focus on exchanging experiences and good practices, expanding the professional contacts of target

group representatives and further developing and building on interinstitutional partnerships.

The project will contribute to the development of sustainable interaction at the institutional level in the field of social and employment policies.

The objectives set will be achieved through the implementation of specialized integrated training initiatives, mainly in seminar form on topics according to the current aspects of the policies



of the fields of competence of the Minister of Labour and Social Policy and will differ from other traditionally conducted training services on the labor market. With a view to seeking a greater effect than conventional training in the social and labor market, representatives of different target groups relevant to the implementation of a policy will be trained simultaneously on a single integrated methodology by applying interactive methods and exchange of experience and good practice.

The CHRDR has many years of experience with training initiatives on similar topics, applying an integrated approach based on the development of its own methodological resource. It is these circumstances that will provide the basis for the effectiveness of the planned trainings and initiatives to contribute to higher performance of the work of the institutions in the social and labor market.



SEPTEMBER'S SCHEDULE OF TRAININGS

WORD PROCESSING

PERIOD OF IMPLEMENTATION: 3 SEPTEMBER – 29 OCTOBER, 2018

*TRAINING COURSE FOR ACQUIRING VOCATIONAL QUALIFICATION FOR UNEMPLOYED PERSONS UNDER
THE NATIONAL ACTION PLAN FOR EMPLOYMENT 2018*

The training is intended for unemployed persons who, after completing it, will be able to use basic computer programs required for standard office tasks - finding information, participating in development of technical and technological documentation, carrying out operational activities related to processing of documents: import, print, exchange of text files, and work with spreadsheets.

After completing the training, the trainees will be familiar with the requirements and provisions

of normative documents regulating activities in the use of computer equipment and they will be able to cope with office administrative procedures.

Successful graduates will acquire first degree of qualification in the "Computer Operator" profession and will receive the corresponding certificate for the competencies obtained.



VOCATIONAL PROGRAM FOR QUALIFICATION “SOCIAL WORK WITH CHILDREN AND FAMILIES IN RISK”

PERIOD OF THE FACE-TO-FACE FORM OF TRAINING: 10 - 14 SEPTEMBER 2018

PERIOD OF THE DISTANCE LEARNING FORM OF TRAINING: 15 SEPTEMBER - 15 OCTOBER 2018

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

The training will be conducted in blended form (face-to-face and distance learning) and is intended for social workers, with Bachelor degree in the profession and / or experience up to five years on the position.

The aim of the program after completion of the training cycle is the participants to have learned the mechanisms of interaction with the institutions and civic organizations and to be able to co-ordinate their work on the occasion. They will have acquired knowledge and skills on the specifics of social work with children and young people with problematic behaviour and will be able to monitor these cases in accordance with the existing legal framework. In addition, each of them will be able to identify and work on cases of Parental Alienation Syndrome as well as cases

of child abuse and trafficking while also taking measures to prevent them.

The training program is based on practical work on social services for children as well as the implementation of adequate approaches and methods in social work for children and families at risk.

In the methodology of the training are presented the theory in presentations, practically tasks, discussions.

After successful completion of the training in face-to-face and distance learning forms, trainees will receive a certificate of professional qualification for part of a profession from the Ministry of Education and Science.



VOCATIONAL PROGRAM FOR QUALIFICATION “SOCIAL ASSISTANCE TO PEOPLE AND FAMILIES”

PERIOD OF THE FACE-TO-FACE FORM OF TRAINING: 10 - 14 SEPTEMBER 2018

PERIOD OF THE DISTANCE LEARNING FORM OF TRAINING: 15 SEPTEMBER - 15 OCTOBER 2018

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

The training is intended for social workers with experience of up to 2 years or employees without qualification in the specialty and will be held in blended form – face-to-face and distance learning.

The programme was developed on the basis of Framework Program D for initial vocational education with the acquisition of qualification for part of a profession. Framework program D of the Ministry of Education and Science is based on Art. 136, para. 2, in conjunction with Art. 10, para. 3, item 5, Art. 11, item 5, Art. 12, item 4 of the Vocational Education and Training Act.

It aims at acquainting the participants with the principles of modern social policy, the process of deinstitutionalization and the normative basis

in the sphere of social activities as well as the mechanisms of interaction of institutions and civil organizations in working on individual cases. They will acquire knowledge and skills for self-employment and teamwork on cases.

The training is highly practical, and on the distance learning platform it mainly focuses on solving specific cases and discussing questions about the nature of the work of the participants.

After successful completion of the training in face-to-face and distance learning forms, trainees will receive a certificate of professional qualification for part of a profession from the Ministry of Education and Science.

QUALIFICATION PROGRAMME FOR LABOUR MEDIATORS

PERIOD OF THE FACE-TO-FACE FORM OF TRAINING: 17 - 21 SEPTEMBER 2018

PERIOD OF THE DISTANCE LEARNING FORM OF TRAINING: 22 SEPTEMBER - 22 OCTOBER 2018

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

The training is intended for employees from the Labour Offices of the Employment agency who carry out activities related to labour mediation.

The programme aims to contribute to the professional development of LOs staff, by enhancing their competencies in the field of labour mediation and by developing specific knowledge and skills in the profession.

The training will take place in blended form: 36 teaching hours in face to face one and 94 hours in distance learning form.

Upon successful completion of the training, the participants will receive certificates of vocational qualification for part of a profession according to Regulation № 4 / 16.04.2003 of the Ministry of Education and Science.

POLICIES AND APPROACHES FOR ACTIVATING INACTIVE PERSONS FOR INCLUSION IN EMPLOYMENT

SEMINAR, SEPTEMBER 20 – 21, 2018

FORM OF TRAINING: FACE-TO-FACE

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

The seminar is intended for employees of Labour Office Directorates, Roma mediators, labour mediators and labour consultants serving inactive, unemployed people.

Social inclusion, active inclusion of economically inactive people in working age and unemployed from vulnerable groups on the labor market are among the priorities of the Employment Agency. The provision of mediation services to inactive persons implies continuous development of the competencies of employees of the Labour Office.



The training program includes topics that will provide prerequisites for deepening participants' knowledge of the regulatory framework regulating activities related to the activation of

inactive persons as well as improving their skills for solving specific cases through the exchange of experience and good practices.

As a result of the seminar, the participants will expand the skills to motivate inactive people by acquiring specific communication techniques for holding meetings with inactive and long-term unemployed. They will have acquired knowledge and skills to apply an individual approach to dealing with vulnerable groups on the labor market.

Successful graduates of the seminar will be issued a certificate of participation according an established standard of CHRDRI.

WORK IN CASES OF CHILDREN, INVOLVED IN PARENTAL CONFLICTS

SEMINAR, SEPTEMBER 27 – 28, 2018

FORM OF TRAINING: FACE-TO-FACE

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



The seminar is intended for senior management positions of the Regional Directorates for Social Assistance and Directorates for Social Assistance of the Agency for Social Assistance, whose professional activities are related to child protection, as well as employees of the State Agency for Child Protection.

Every family separation, especially in the context of parental conflict, has different features that imply a different type of behavioural and emotional response from the child, depending on his / her individual characteristics, age and coping capacity. In this sense, it is important for people who work with children to have the necessary knowledge about how to react and recognize early risk signals so that they can meet the specific needs of children in such a situation through the assistance of specialists from other services.

The seminar aims at increasing the knowledge of social workers for recognizing cases of children, involved in parental conflicts and building skills for initiating and organizing meetings to prevent alienation, such as “Mediated encounters” between parents and children who are victims of conflict. At the same time, skills will be developed to identify indications of parental alienation and the application of adequate tactics against the alienation of children by parents as well as developed skills to target services for children involved in parental conflict (e.g. public support centres and contact centres).

Successful graduates of the seminar will be issued a certificate of participation according an established standard of CHRDRI.

CONTROL IN WORKING WITH DANGEROUS CHEMICAL SUBSTANCES

SEMINAR, SEPTEMBER 25 – 27, 2018

FORM OF TRAINING: FACE-TO-FACE

VENUE: STATE ENTERPRISE "BULGARIAN-GERMAN CENTER FOR VOCATIONAL QUALIFICATION", TSAREVO

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

The seminar is designed for labour inspectors from the Regional Labour Inspection Directorates of the Executive Agency General Labour Inspectorate. They need to have practice in the field of control and basic knowledge in the field of health and safety of work with chemical substances. A selection criterion for the group is that the nominated inspectors are scheduled to participate in the National Intelligence Inspection Campaign "Hazardous Substances Control at the Workplace" 2018-2019, planned by Executive Agency General Labour Inspectorate. In this connection, it is necessary to update and complete their knowledge of the subject.

Regarding the ongoing pan-European campaign "Healthy Workplaces Manage Hazardous Substances" 2018-2019, the European Agency for Safety and Health at Work (EU OSHA) published its second study on new and emerging risks in the enterprises (ESENER-2). The data shows that "workers from all sectors are at risk of exposure to hazardous substances." "About 38% of European companies report potentially hazardous chemical or biological substances in their workplaces."

The training provides an opportunity to take actions and measures within the competence of the reviewing authorities to improve management and eliminate or at least reduce the risks of handling hazardous and noxious chemicals. The timeliness of the topic is also predetermined by the national

information and inspection campaign planned by the Executive Agency General Labour Inspectorate within the framework of pan-European "Hazardous Substances Control at the Workplace" 2018-2019.

Successful graduates of the seminar will be issued a certificate of participation according an established standard of CHRDR.



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