



ИНВЕСТИРАМЕ В ХОРАТА



MINISTRY OF LABOUR AND SOCIAL POLICY

**CENTRE FOR HUMAN RESOURCE
DEVELOPMENT AND REGIONAL INITIATIVES**
Single Certification Center

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BULLETIN

December 2023



IN FOCUS



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IN FOCUS

The schedule of CHRDMI for December includes a methodological seminar on the amendments and supplements to the legal acts governing the granting of social benefits under the Social Assistance Act and the Rules for its Implementation. The training aims to increase the capacity of the social workers employees of the SAA throughout the country for more effective implementation of this regulatory framework, including by sharing experience and discussing case studies from their practice.

At the end of 2023 efforts are aimed at planning and preparing the next training year in the main two directions in which our team works – trainings for the state administration in the social sphere and the labor market, and vocational training courses for unemployed persons. In view of the forthcoming acquisition of DBBZ State Enterprise into the structure of CHRDMI from January 1st , 2024, training courses for unemployed persons will be held in four new key regions – Pleven, Pazardzhik, Stara Zagora and Smolyan. Information about the upcoming courses will be published on the website of CHRDMI www.chrmdi.net, and all unemployed people wishing to complete such courses can contact their local labor offices for further information.

From December 21st this year, the Employment Agency will also accept applications for vouchers for digital skills trainings for employed and unemployed people. The training materials for the courses are developed by lecturers from the Sofia University "St. Kliment Ohridski" with the methodological support of the CHRDMI team. The center will also operate the platform for certification of acquired skills, which is an opportunity for both those who have undergone training and those who do not have a document to certify the availability of digital skills to acquire a certificate to provide to their current or future employers.

TRAININGS FOR PROFESSIONAL QUALIFICATION AND UPSKILLING IN 2024 – RESPONSE TO CURRENT TRENDS IN THE LABOR MARKET

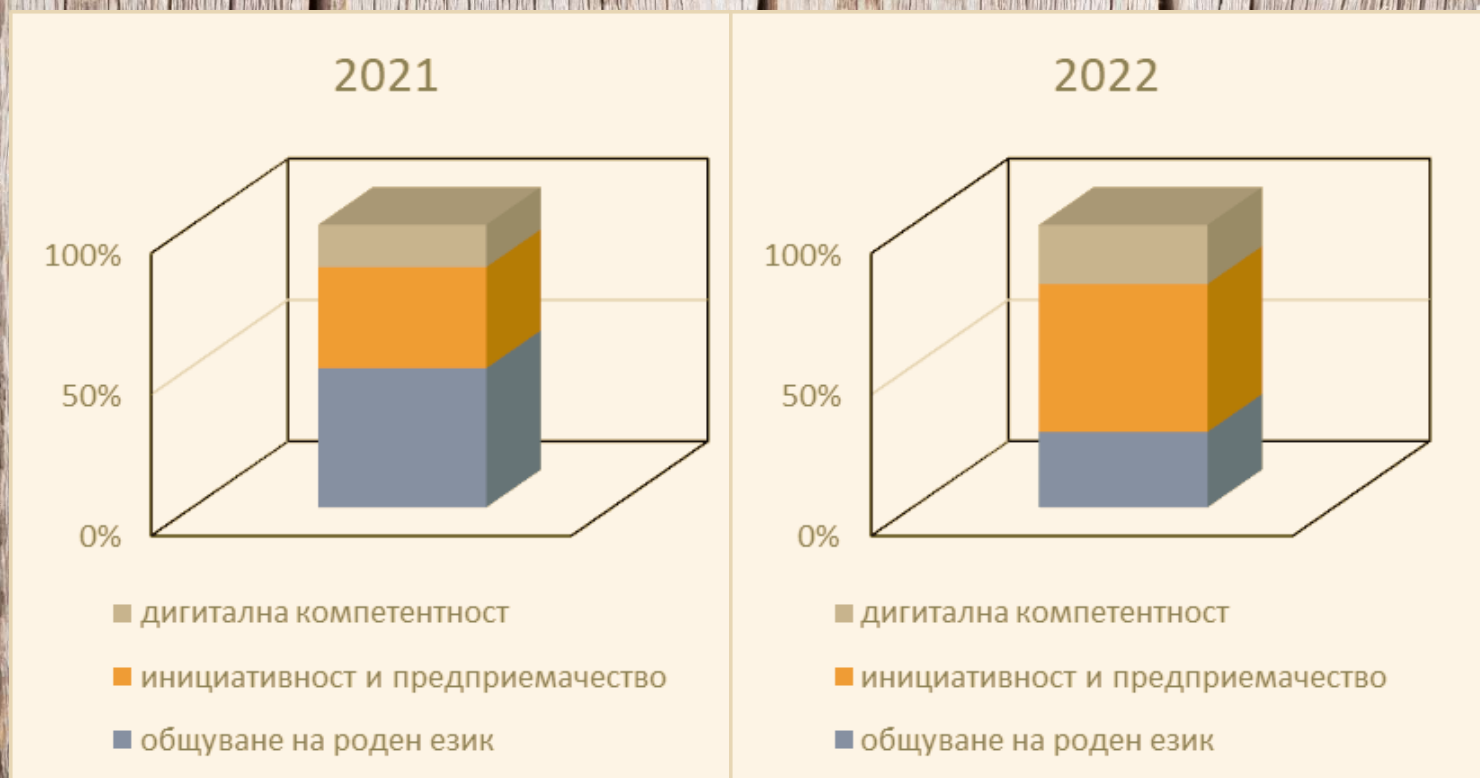
At the end of each academic year, the CHRDRI team prepares a Report on the needs for professional qualification trainings to fill in the gaps in the labor market. On the basis of this Report, a list of vocational training courses for professional qualification and retraining, and trainings in key competences is also prepared and will be included in the training plan of the Center for the next calendar year.

The training needs report takes into account both the available data on the development of the labor market, which provides objective criteria for the expected demand for workforce, as well as the existing technical, material and financial capacity of CHRDRI to carry out quality trainings. For the first time, in view of the forthcoming restructuring of CHRDRI on January 1st, 2024 and its merger with the State Enterprise Bulgarian-German Center for Vocational Training (DBBZ State Enterprise), the data analysis has been extended to include additional regions of the labor market, namely those of the districts of Pleven, Pazardzhik, Stara Zagora and Smolyan. In this way, greater accessibility of the provided trainings will be achieved and, accordingly, a better implementation of the employment policy of MLSP through organising courses for professional qualification and retraining on the ground.

The analysis of the available data on the development of the labor market provided by the Employment Agency (<https://www.az.government.bg/bg/stats/view/2/410/>) outlines important trends that should be considered when planning courses for the upcoming academic year. As a particularly important, but also predictable trend, the development of technology is emerging, which justifies the increasing demand for workforce with the relevant digital competences.

The analyses reveal a demand for highly qualified specialists, but also a tendency of employers to take steps to provide personnel trainings, if necessary, which in turn is the result of the shortage of qualified personnel on the labor market. According to the Employment Agency, 49.6% of the newly registered unemployed persons have no qualifications. The available data highlights the opportunities for improving the situation on the labor market through targeted training of the workforce in specialties needed by employers.

Particularly interesting is also the change in employers' attitudes regarding the weight they place on the key competences defined by the Key Competence Framework for Lifelong Learning under the Recommendation of the Council of Europe and the European Parliament[1]. When comparing the data for 2021 with the latest available from 2022, an important trend emerges, namely the increase in demand in terms of initiative and entrepreneurship and digital competences. CHRDMI will respond to this clearly defined need by including more trainings in key competences ("Leadership Skills", "Entrepreneurial Skills" and "Computer Skills") and courses for professional qualification and upskilling in "Economics and Management", "Small and Medium Business", "Business Administration", "Administrative Services", "Software", "System Programming", "Computer Equipment and Technologies", "Computer Networks", "Automated Systems".



[1] These are: communication in the mother tongue, sense of initiative and entrepreneurship, digital competence, learning skills, social and civic competences, communication in foreign languages, mathematical competence and basic knowledge in the field of natural sciences, cultural awareness and expression.

The data analyzed in the Report on the needs for vocational training of persons registered on the labor market demonstrate the actual development of the labor market, thus implying the necessity of including certain courses for professional qualification and retraining. The rich portfolio of vocational trainings licenses in 24 professions and 28 specialties meet the said needs of the labor market. At the same time, after successfully approbating the procedure in 2022, the Center successfully implements validation in the same specialties.

In view of the expected trends in the labor market, and having in mind the excellent ROIT results, a methodology for evaluation applied to all trainings conducted at CHRDMI, with the Report we have proposed the 2024 schedule to include a number of specialties that can be grouped according to the needs identified above. A substantial part of the trainings relates to supporting the processes of digitalization in society, as well as to meet the increasing demand for personnel respectively.

In this regard, the Center will carry out trainings in specialties such as Software, System Programming, Word Processing, Computer Equipment and Technologies, Computer Networks, Automated Systems, Automotive Mechatronics. A large part of the proposed trainings will include specialties that aim to directly support the business, such as: Economics and Management, Small and Medium Business, Business Administration, Administrative Services, etc. Traditionally, and in view of the expected increase in the demand for staff in the restaurant and tourism industry, specialties such as Confectionery Production, Confectionery Decoration, Organization of Services in the Hotel Industry, Hospitality industry, Culinary Production, Tourism and Leisure Organization, and Tourism Industry will also be offered. The merger of DBBZ State Enterprise into the structure of CHRDMI will also lead to the expansion of the portfolio of trainings with new ones that are actively conducted by the structures of DBBZ State Enterprise in the last three years, such as welding, electrical installations, renewable energy sources, electric vehicles, furniture production, internal water supply and sewerage networks, etc.

The quality of the courses for professional qualification and retraining in 2024 will face a number of challenges. Of utmost importance will be the establishment of uniform procedures and standards regarding the merger of DBBZ State Enterprise into the structure of CHRDRI. Here, the existing methodological standards of CHRDRI will play a leading role, as well as its experience in the implementation of the electronic products that the Center operates with - the electronic library, the distance learning platform, the Smartnet learners' network, and the Lecturer's Club in the training courses.

As an institution working in the field of vocational education nationwide, the Center will keep looking for the best ways to provide quality and consistency with the current trends on the labor market professional trainings while objectively considering any available challenges. Same as always, leading part will have the provision of quality practical training of the students, which will guarantee them successful realization on the labor market.



THE "ROLE PLAY" METHOD – FINE-TUNING FOR ITS APPLICATION

Role-playing is a commonly applied method, having a number of advantages and specifics that make it particularly suitable for adult education, namely in the courses and seminars held at CHRDRI. Above all, it takes into account the participants' life and professional experience, ensuring their active participation in the learning process and preparing them for real situations where they can apply the relevant knowledge and skills. These characteristics are deeply embedded in the training principles in CHRDRI and this is the reason lecturers to be encouraged to apply role-playing in their trainings.

Including role-playing in the training process, however, is associated with subtleties, that engage both lecturers and methodologists to work together. For example, the preparation of a role-playing game involves a number of steps that focus on determining the objectives, creating scenarios, selecting roles and providing the right time to conduct it in the course of the training. Knowing the target group serves as a starting point, followed by skillful planning of the role-playing game in view of the available experience of the participants and the training objectives set for the respective group. The expected results greatly depend on this initial work, which in turn will determine the development of the relevant scenarios and roles. Below, we will sum up the most common mistakes with role-playing and provide practical advice on how to avoid them, and help lecturers infuse this interesting and highly appreciated by the participants method.

A common problem is the insufficiently detailed planning of the role-playing game. The lecturer should carefully develop not only the specific scenario, but also its objectives, as well as the conclusions to which the participants should reach, to identify the roles and set an appropriate structure of conduct. Often underestimated are the preliminary instructions to the participants, which can lead to incomplete implementation of the training goals and insufficient planning of the summary and systematization of the conclusions from the game.

Compliance with the following practical rules will help to avoid these mistakes and ensure the efficiency of role-playing games as a valuable learning method:

- Carefully prepare the role-playing game together with the methodologist, taking into account the preliminary information for the target group;
- Create clear and understandable instructions to share with participants;
- Be aware of the specific way for implementation of the game – in groups, in pairs, etc.
- Determine how the analysis of the results will be carried out, have a preliminary list of results that you want to reach together with the participants.
- Avoid direct or excessive criticism in the analysis, as this may reduce the benefits of role-play.
- Do not underestimate the variety – the participants can surprise you too.

Correctly implemented, the role-playing game serves as a valuable training method that activates participants, brings diversity to training and builds lasting and practice-oriented knowledge and skills. If applied skillfully, it can provide an important and strong focus in building the learning design and will contribute to the implementation of what has been learned in the immediate working practice of the participants.



TRAINING SCHEDULE FOR DECEMBER

AMENDMENTS AND SUPPLEMENTS TO LEGISLATIVE ACTS REGULATING THE GRANTING OF SOCIAL ASSISTANCE BENEFITS UNDER THE SOCIAL ASSISTANCE ACT AND THE RULES FOR ITS IMPLEMENTATION

Methodological seminar, 4 – 6 December 2023

Form of training: attendance

In this specially designed seminar, social workers from all over the country will have the opportunity to get acquainted with some issues in the implementation of the latest amendments to the Rules for Implementation of the Social Assistance Act.

The schedule of the seminar includes a detailed introduction with the changes in force as of 01.06.2023, as well as a discussion of a number of problems encountered in the immediate working process. Sufficient attention will be paid to the changes of the mechanism regulating Art. 9 and the observance of the procedure for performing community service work under Art. 12 of the Rules for Implementation of the Social Assistance Act as a necessary condition for granting the aid. Another topic of discussion will be the conditions for granting one-off aid under Art. 16 of RISAA, the changes in the additional conditions for granting social assistance benefits and their impact on the granting of targeted aid for heating. During the seminar, practical cases shared in advance by the participants will also be examined and instructions will be given for their resolving.

The successful graduates will be issued a certificate according to an established standard of CHRDMI.

For information and registration:

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UPGRADING SKILLS FOR EFFECTIVE WORK WITH MICROSOFT EXCELSPREADSHEETS

Practicum, 8 December 2023

Form of training: attendance

In this workshop, Employees in managerial and expert positions from the general and specialized administration of MLSP and SLUs to the Minister of Labor and Social Policy, their central and territorial offices who have experience in working with MS Excel between 1 and 3 years.

In the end of the training, participants will be able to create and edit spreadsheets using MS Excel, to use formulas and built-in functions to manage the calculation process, display tabular data through graphs and analyze it through summary tables and charts, and automate their daily work.

The successful graduates will be issued a certificate according to an established standard of CHRDMI.

For information and registration:

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Dear Colleagues and Friends,

At the end of 2023, we would like to thank you for your commitment and hard work, for your dedication and support!

Let us wish 2024 to be healthy, to be inspired to achieve more together and to see in every challenge along the way an opportunity for new achievements.

Please accept our warmest wishes for happy holidays!

CHRDRI Team



Editorial Board:

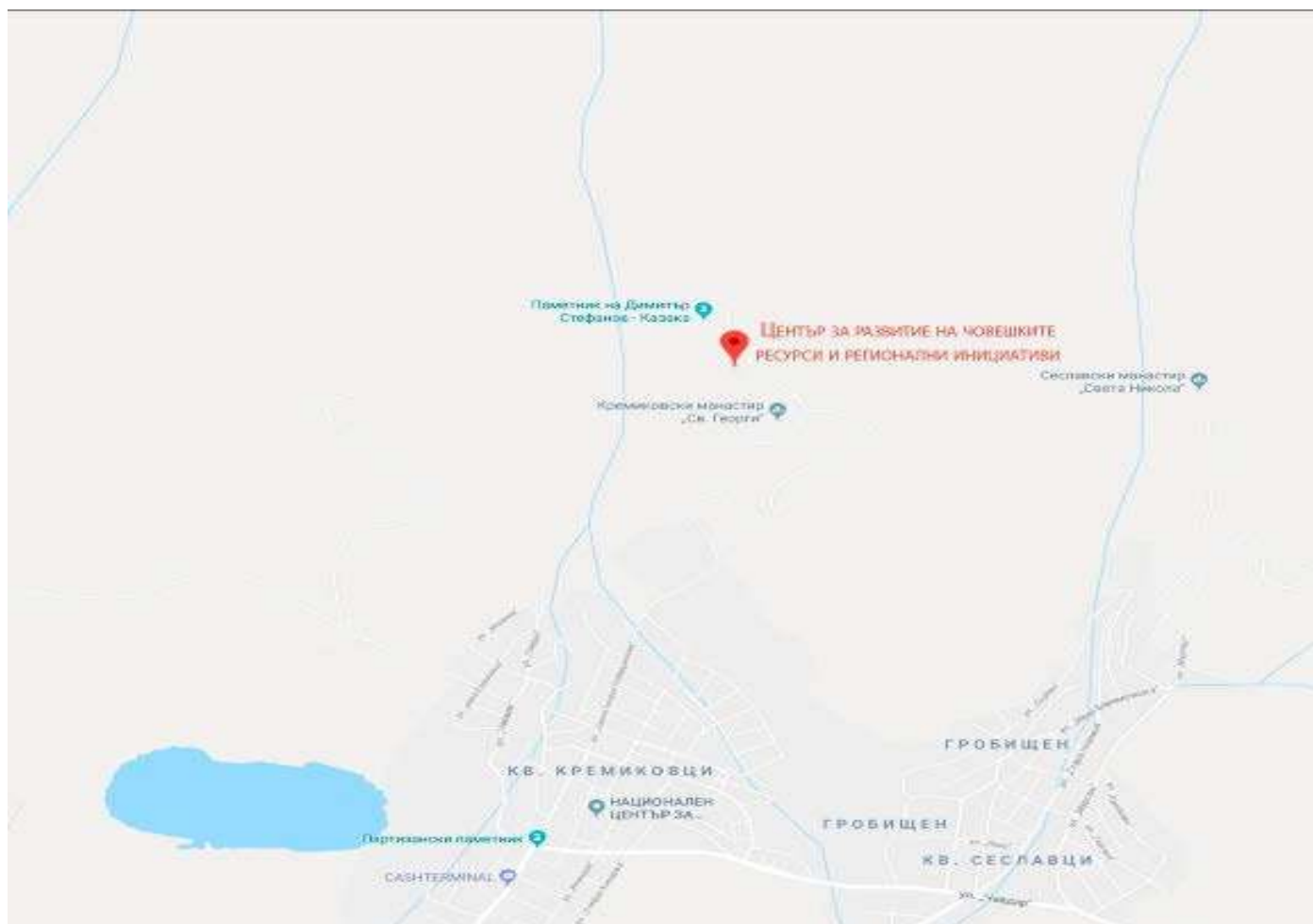
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