INVESTING IN PEOPLE

MINISTRY OF LABOUR AND SOCIAL POLICY

CENTRE FOR HUMAN RESOURCE DEVELOPMENT AND REDIONAL INITIATIVES

BULLETIN

EDITOR'S PICK

OUR INTERVIEW

MAY'S CHEDULE OF TRAININGS

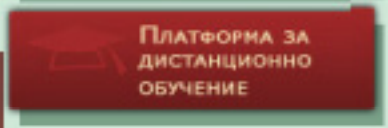












May 2015

CONTENT

EDITOR'S PICK

OUR INTERVIEW

MAY'S CHEDULE OF TRAININGS

EDITOR'S PICK



Milena Kyoseva, chief expert - methodologist and chief editor of the bulletin

May is a month under the sign of change for the Center for Human Resource Development and Regional Initiatives (CHRDRI). An innovative change regarding digital products is forthcoming. They have already established themselves as a modern tool supporting training and educational programmes and they invariably have to undergo a significant development. The beginning of the changes at the Centre will start with its external website - http://www.hrdevelopmenteu.com. It will acquire contemporary and modern look that will be convenient for both trainees and lecturers. The interface is developed in accordance with the latest trends in digital products, such as new features, improved video streaming, and more. The concept developed will facilitate reaching of information users are seeking for, through the introduction of additional components: development of thematic windows, simultaneous use of several of them, united color buttons and fields, leading to a certain type of information, etc. One of the highlights in the updated interface will be the news that timely and quickly inform users about the latest events related to CHRDRI's activities. Furthermore, the electronic library will gain a new design. An upgraded software will be developed to replace the existing website http://www.e-libraryeu.com. The content of the electronic library will be enriched with various information, covering the needs of the widest possible range of users. CHRDRI's team would welcome any ideas and suggestions regarding the renovation of digital products that you can share on email: milena_kyoseva@chrdri.net; chrdri@chrdri.net.

OUR INTERVIEW:
ADVOCACY IN SUPPORT OF CASE MANAGERS AND PSYCHOLOGISTS

In March, CHRDRI launched a training for psychologists and case managers on "Professional consulting to citizens, clients of Labour offices. Advocacy skills", in which participated 11 psychologists and 7 case managers from the Labour office directorates across the country. The theme of advocacy proved to be very useful and relevant to employees in LODs. During the training an opinion was formed that trainings in this direction are essential for case managers and psychologists, as well as for labour mediators and it is desirable such trainings to be designed for the last ones. The motivation in all these cases is the same - greater efficiency in working with clients and achieving better results. Participants in the training and Mrs. Sonia Kamenovska, lecturer from the structures of the Employment Agency, agreed to share their comments in a brief interview.



Milena Kyoseva: What is your vision for formation of a potential group for a future training? Who, how and why should be included?

Valeri Dimitrov - psychologist in LOD Vidin: The idea for the formation of a potential group for improving advocacy skills in a future training is quite in place. Ultimately, people expect exactly this from us - to help them solve their problems. Advocacy can easily be added to the tools we work with, so we need to learn more about how to handle it. Regarding the fact which colleagues should be involved in such a training, it is an issue that the experts should solve. They already know us, they know who has a potential and who will be able to develop most effectively after such a training.

[1] Labour Office Directorate

Milena Kyoseva: Would you share what kind of training you need, tailored to your work as case managers and psychologists?

Diana Apostolova Apostolova - case manager at LOD Burgas: Advocacy is really important for the work of case managers and everyone who is interested and considers that it is good for his work is appropriate for inclusion in a further training on the subject. Each of our cases is somewhat a struggle for a cause and skills to properly assess the environment and to select partners tol rely on are the key to success. What I did not receive in the training, is entering into the specifics of the mechanisms of advocacy. We received information that is too extensive and we were not able to treat our work on the ground. In this respect, I would suggest carring out of a training on “Techniques of persuasion / persuasive effects”, which will be equally useful for us and for the colleagues psychologists. I myself have great difficulties when I have to apply different techniques of persuasion, despite my attempts to get acquainted theoretically with them.

Stefka Ivanova Dimitrova - psychologist at LOD, Gabrovo: I believe that psychologists need a training related to the determination of the psychological suitability of persons for one or another type of work (position) or the terms of the labor market. The main argument for me is the vulnerability of clients who are unemployed. They cannot decide which profession is suitable for them and if they possess the necessary skills for their desired position on the labor market.

Donka Vasileva - ch. expert “Mediator services” of DG “Employment Services” of the Employment Agency: It would be good to consider the possibility of exchanging experience among case management. This activity have been applied since 2013 and exchange of experience could help us upgrade skills and implementation practices in the field of employment.

Milena Kyoseva: What are the difficulties in the activity of advocacy?

Ekaterina Todorova Primova - case manager at LOD Plovdiv: The difficulties are related to public perception, hence the need for advocacy. We need models of persuasion and advocacy.

Milena Kyoseva: Mrs. Kamenovska, what do you think an advocate needs to be able and how to implement it?

Sonya Kamenovska - psychologist at LOD Ruse and lecturer of training: Advocacy consists of different strategies aimed at influencing decision-making at local, regional, national and international level. This is a series of targeted actions taken in support of a cause or an issue. These are actions aimed at getting support for a cause and finding a solution. An advocate must have a clear mission and vision for his/her advocacy cause. He/she must be able to verbalize the idea of advocacy and explain the usefulness of this idea and its role in society and to make people believe in this utility. What he/she should do? - to win supporters of the idea. To unite civil institutions and NGOs to meet the target, i.e. he/she must present the problem to be solved to the public. He/she must influence decision-makers towards a certain direction, a change in a law regarding the decision, etc. He/she must go a long way in partnership with society to a particular solution. One such problem for example nowdays could be the establishment of specialized enterprises for people with disabilities and finding these people the right jobs. Another one is the deepening demographic crisis – the advocacy campaign “Housing for young families.” Another one is an advocacy campaign to open more public kitchens for starving people, etc.

Milena Kyoseva: What is the formula for successful advocacy in your opinion and what are the best European practices that we can apply?



Sonya Kamenovska - psychologist at LOD Ruse and lecturer of the training: Advocates raise questions, concerns and needs of a particular group, they share some perspective or a general public interest that still are not legally covered.

As a model of good practice could be given the Black Sea Centre for Environmental Information and Education (BSCEIE) that operates in accordance with entries in the statutes of the association that targets for public benefit and is aimed at protecting nature and environment, a healthy environment and sustainable development, promotion of values of civil society and social justice. Internationally, there are many good practices on inclusion of citizens in decisions and policies at local level.

Milena Kyoseva: Thank you for your participation.

MAY'S CHEDULE OF TRAINING:

INTRODUCTORY TRAINING FOR CASE MANAGERS

11 - 22 May

The training is implemented under project "Activation of inactive persons" of MLSP

The training is aimed at unemployed persons registered at "Labour office" directorates to the National Employment Agency, who have higher education in the fields of educational, humanitarian, social, economic and legal sciences. Trainees will learn about the legal basis in social activities, the basic legislative and programming documents determining the policy of the labor market in Bulgaria, the specificities of different target groups subject to social assistance and support, etc.

At the end of the training participants will be able to perform adequately the purposes of social work in their daily practice, they will know how to use the mechanisms for interaction with the institutions and civil society organizations and to coordinate their work on a case. They will also apply professional orientation, balance of competences, active work search, mentoring, counseling and psychoanalytic techniques in advising clients.

After completion of the training participants will receive a certificate of vocational qualification.

KEY INDICATORS AND REGULARITIES ON LABOUR MARKET IN BULGARIA. FORECASTING OF LABOUR MARKET

Seaminar, 12 - 13 May

The training is implemented with the support of Agreement between ITC-ILO and CHRDRI

The training is designed for employees on managerial and expert positions from MLSP and SLUs to the Minister of Labour and Social Policy and other central and local administrations, social partners and NGOs whose work is directly related to monitoring and analyzing data regarding the labor market.

The seminar is mainly practical and theory has a supporting role. The training is based on development of knowledge through active involvement of participants in prepared practical exercises related to calculation and interpretation of key indicators of the labor market in Bulgaria, as well as methods for analyzing trends of the labor market. As a result of the course, participants will learn about the various indicators characterizing the state of the labor market and will receive knowledge on its basic principles, will become familiar with forecasting the labor market in short, medium and long terms, and will be able to calculate and interpret different development indicators of the labor market in Bulgaria.

Successful graduates of the semminar will receive certificates.

INSPECTION OF ACTIVITIES OF ENTERPRISES PROVIDING TEMPORARY WORK AND ENTERPRISES - USERS. LABOUR INSPECTORS' CONTROL CHALLENGES IN THE NEW FORMS OF EMPLOYMENT

Seminar, 12 -15 May

The training is implemented with the support of Agreement between ITC-ILO and CHRDRI

The training is designed for inspectors of EA "GLI", "International Labour Migration" Directorate, who provide methodological guidance to "Labour Inspection" directorates in the execution of specialized control in compliance with the Law on Employment Promotion and the other regulations in the field of employment and labor legislation in respect of undertakings that provide temporary employment and enterprisers - users, including provision of these services across the country and in other countries.

The training program will introduce participants to practical aspects and specifics of inspection of mediation activities in employment and activity of enterprises providing temporary work. They will make an analogy between the conditions and procedures for conducting mediation in Bulgaria and abroad. There will be also presented methods of inspection in the period of registration for carrying out brokerage and during withdrawal and termination of broker-

ing. By working out of various practical tasks will be clarified cases of assignment of brokering.

One of the main accents of the training is distinguishing between brokering and participation in youth and student programs and what comprises inspector practice in these cases. Participants will learn about a number of administrative documents and implementation of administrative responsibility for the different types of offenses.

Successful graduates of the seminar will receive certificates.

GARDENING AND FLORICULTURE

18 May – 11 June

Training for unemployed persons under National Action Plan for Employment 2015

The course will be attended by 15 unemployed persons registered at employment offices of residence. They will gain knowledge about the rules for safe operation of the specifics of the profession and handling of relevant tools and instruments; morphological features of plants, their biological characteristics, specifics of life of the park plants; main types of ornamental plants and methods for their production and farming; preliminary site preparation for planting; rules and requirements for preparation of a planned composition of park objects. The theoretical training will be implemented in practice, during which students will be able to identify the main types of ornamental and landscape plants; to multiply, produce and grow different plant species; they will also be able to land and grass planted ornamental trees, shrubs and flowers according to the technological requirements of the profession. The training of students includes also the development of appropriate park compositions and methods for their maintenance.

Graduates will receive first level of professional qualification and certificates for the respective competences.

CASHIER

18 May – 10 July

Training for unemployed persons under National Action Plan for Employment 2015

The training is designed for unemployed persons registered at Employment offices, who at the end of the course will have knowledge and skills to perform basic operations with cash and will be able to draw up and manage the documentation of the transactions with cash. They will also become familiar with the information needed for preparing "Statement of cash flows". Along with the obligatory vocational training, the trainees will become familiar with principles of accounting, financial and tax control, and social security.

Successful graduates will receive first level of vocational qualification and certificates for the respective competences.

SPECIFICITY IN WORKING WITH CHILDREN, VICTIMS AND /OR CRIME WITNESSES OR VICTIMS OF VIOLENCE

Seminar, 18 - 20 May

The training is implemented with the support of Agreement between ITC-ILO and CHRDRI

The training is intended for social workers from "Child Protection" departments to SAA, experts from the SACP, and NGOs dealing with cases of children witnesses or victims of crime or victims of violence. The training is based on the method "learning by experience". This suggests involvement of trainees through their professional experience and practice. In the program there is set a discussion based on the practice of recognizing the types and forms of violence against children. During the training will be identified indicators for violence, consequences of such experiences, and needs of children witnesses or victims of violence. An important place is provided to the existing regulatory framework covering work on cases of violence against children witnesses or victims of crime. Focus is placed on coordination mechanisms for protection of children victims of domestic, sexual or other types of violence. The emphasis is focused on developing skills for adequate intervention in these cases.

Successful graduates of the sertificate will receive certificate.

TRIPARTITE SEMINAR WITH INTERNATIONAL PARTICIPATION ON "FIXING AND ADJUSTING THE MINIMUM WAGE IN BULGARIA"

19 – 20 May

The event is implemented with the support of Agreement between ITC-ILO and CHRDRI

The seminar will be attended by senior executives and experts from the Ministry of Labour and Social Policy, other central administrations, national representative organizations of social partners, academics and NGOs. Organizing and holding of the international seminar is a continuation of the cooperation of the Ministry of Labour and Social Policy with the International Labour Organisation (ILO) on labor income, mechanisms for establishing and adjusting the minimum wage (MW), management of processes of gathering information and maintaining the needed information. Discussing problems in this area is essential for experts of state administration and social partners, who are participants in the tripartite process. The timing of the event is particularly suitable in connection with the implementation of specific recommendations to the Republic of Bulgaria by the European Union regarding establishing transparent guidelines for fixing the minimum wage.

QUALIFICATION PROGRAMME FOR INDUCTION TRAINING FOR NEWLY APPOINTED DIRECTORS FROM EMPLOYMENT AGENCY "GOOD MANAGEMENT"

Distance training, 22 May – 24 June

The training is implemented with the support of Agreement between ITC-ILO and CHRDRI

The training is designed for newly appointed senior management staff of "Labour office" directorates of the Employment Agency. The program aims to promote professional development of newly appointed senior management staff of "Labour office" directorates by increasing their competences and upgrading spe-

cific knowledge and skills required of managers in the system of the Employment Agency. The training will help updating the knowledge of participants on current legislation in the field of employment and increasing awareness of the role of a manager in implementing effective forms of communication. The training will be held in distance learning form through the distance learning platform of CHRDRI. Each participant will have an opportunity to determine his/her own training plan depending on the input level of competence to organize his/her time and participate in a virtual group of professionals in the field to exchange experiences with them. After successful completion of the training participants will receive a certificate of qualification in part of a profession, according to Ordinance №4 / 16.04.2003 of the Ministry of Education.

QUALIFICATION TRAINING PROGRAM FOR LABOUR MEDIATORS

25 – 29 May – face to face form;

30 май – 26 June – distance learning form

The training is implemented with the support of Agreement between ITC-ILO and CHRDRI

The training is designed for employees of the "Labour office" directorates to the Employment Agency performing activities related to recruitment. The program aims to promote the professional development of employees of the "Labour office" directorates by increasing their competence in the field of recruitment and upgrading specific knowledge and skills in the profession. The training will take place in blended form: 40 face to face lessons and 80 lessons on the distance learning platform.

After successful completion of the training participants will receive a Certificate of qualification in part of a profession, according to Ordinance №4 / 16.04.2003 of the Ministry of Education.

STAGES OF PLANNING AND IMPLEMENTING THE PROCESS OF BRINGING OUT CHILDREN FROM SPECIALIZED INSTITUTIONS, MECHANISMS FOR INTER-INSTITUTIONAL COOPERATION. NETWORK DEVELOPMENT OF SOCIAL SERVICES

Seminar, 27 -29 May

The training is implemented with the support of Agreement between ITC-ILO and CHRDRI

The training is designed for employees of Social Assistance Regional Directorates and social workers from the "Child Protection" departments to the Child Protection Directorates of Social Assistance Agency, experts from the State Agency for Child Protection, and NGOs, representatives of local administration and social services who are decentralized and managed by local authorities. The training will initiate discussion on the legislation for working with children and principles of interaction on interinstitutional level between parties in moving children with disabilities from specialized instutions and placement in residential care services. The focus of the program is the role of the social worker in the process of moving children with disabilities out of a specialized institution. In the training there is also included practical work on developing a plan for moving out a child, discussion on the preparation of the child and the staff of the respective service for adopting the child and its adaptation.

Successful graduates of the seminar will receive certificates.

UPCOMING TRAININGS IN JUNE:

- European and National Policies and Programs to Promote Employment (incl. Youth Employment). National Legislation in the area of Employment and Labour Market;

- Current Aspects in Implementation of the Policy for Integration of People with Disabilities. Socio-economic Protection of Persons with Permanent Disabilities;

- Programme for Qualification and Re-qualification “Social Assistance to People and Families”;

- Etiquette and Protocol in the State Administration;

- Programme for Qualification and Re-qualification “Social Work with Children and Families at Risk”;

- Good Practices and Innovations in Implementation of E-Government Principles in Central Administration

EDITORIAL TEAM

www.hrdevelopmenteu.com

Editorial staff
Galina Ivanova
Milena Kyoseva

Graphic design
Desislava Kostadinova

The bulletin is supported by Agreement between ITCILO and CHRDRI

The copyright of this bulletin is property of the Information center to CHRDRI.
No part of this material may be copied or used without the consent of CHRDRI.
Violators will be treated within the meaning of the Law on copyright protection.