



INVESTING IN PEOPLE



MINISTRY OF LABOR AND SOCIAL POLICY

**CENTRE FOR HUMAN RESOURCE  
DEVELOPMENT AND REGIONAL INITIATIVES**

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July 2023

# BULLETIN



IN FOCUS



**HOW WILL LABOUR MARKET TRENDS  
AFFECT ADULT TRAINING?**



**NEW DISCUSSION IN THE LECTURER'S  
CLUB**



**TRAINING SCHEDULE FOR JULY**



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ПЛАТФОРМА ЗА  
ДИСТАНЦИОННО  
ОБУЧЕНИЕ



Together with the courses continuing from the previous months, in July, for the unemployed persons directed from the labor offices at their place of residence we start a course in "Landscaping and Floriculture". Employees of the state administration will be able to take part in three specialized seminars with topics from the social sphere, aiming to build specific skills with an immediate positive effect in the performance of their duties. Experts from The Agency for the Quality of Social Services will be given the opportunity to increase their knowledge and skills in the field of control and monitoring of social services, and social workers from all over the country will get acquainted with the latest amendments in the provision of social benefits for children and will receive support in solving specific cases provided by themselves in advance. Within a two-day methodological seminar, the coordination mechanism for violence against children and provision of services for their rehabilitation and resocialization will also be discussed.

The provision of such specialized trainings, closely tailored to the needs of a specific group of learners, is part of the efforts of our team to achieve maximum efficiency of the training process. The development of specific skills in employed people, as well as the increase in the importance of continuously updating their knowledge, is also a trend that is becoming more and more clearly visible and in line with the development of the labour market, as the article included in this bulletin also indicates.

# FOCUS

# HOW WILL LABOUR MARKET TRENDS AFFECT ADULT TRAINING?

*The main feature of adult education is the search for practical applicability of the acquired knowledge and skills in the immediate employment of the workplace. This is the reason why these trainings should respond as quickly as possible to the changing trends on the labor market, both in terms of subject matter and in the way they are implemented. This is the way to make them as useful as possible for employees, and for employers in the exceptional dynamics that have been observed in this area in recent decades.*

This year's World Economic Forum report on the future of the labor market is the largest study of its kind to date on employers' attitudes towards changes in the labor market in the coming five years. Although general, these trends provide guidance on what we should expect in the near future and are a valuable guide as for all, engaged in the implementation of training for both adults and employees.

The results of the survey show that at a global level, employers are increasingly skeptical about opportunities to attract talent and attach increasing importance to training and workforce development as a natural impetus for the growth of companies. According to more than 800 companies from around the world, in the next five years every 6 out of 10 workers should undergo training, whether it is internal to the company or provided by an external supplier. Below we will summarize some of the main results of the study, as well as look for their possible impact on adult learning and the way the Centre works in particular.

According to the report, the penetration of new technologies will continue to be leading for business development, with 85% of companies envisaging the expansion of digitalization in their work. The advent of cloud technologies, the use of artificial intelligence and the use of big data is leading for 75% of businesses. Reflecting on training needs, this will require maintaining and continuously increasing digital competences, which implies an increase in the number of training in this area for both employed and unemployed people. At the same time, new technologies will be increasingly important in the implementation of the trainings themselves, with online teaching platforms increasingly preferred. The provision of support after the training itself is also emerging as a leading trend.

The increased volume of digitalization of trainings is a trend that the CHRDR team strives for through the implementation of various projects and programs. Training in a digital environment, conducted on its own electronic platforms, has occupied a significant part of the Center's work in recent years. In support of the participants before and after the implementation of the specific training, the Smartnet platform was created, as well as the e-library. The CHRDR Electronic Library is a specialized software product that maintains a database of text materials related to the topics of the trainings conducted at the Center. Access to all materials is free and does not require registration. The thematic sections of the library correspond to the main directions in the training activity of the Center and provide direct access to a wealth of information on the different strands of social policies. The materials that are uploaded there for each of the trainings serve both for preliminary preparation and for quick and convenient reference after the end of the course.

SmartNet is the social network of the Center, which provides an opportunity to maintain contacts with colleagues from the same training. It provides opportunities for preliminary contact before the trainings, as well as for ongoing communication after its completion. SmartNet is also a digital product that can be used as a place for virtual professional consultations. Through these two electronic products, the Center fits into the growing trends to provide support before and after the training, as well as to encourage mentoring support from lecturers in the workflow itself.

It is also particularly important to conduct specialized trainings that meet the specific needs of learners to achieve a certain level of knowledge and skills on a given topic. This is achieved in two stages. The first is the general survey of the needs for improving the qualification among employees of the state administration for a given calendar year. It is the basis for the preparation of the annual plans and curricula of the Centre. The second relates to a survey of the levels of knowledge and skills of a specific target group which is the subject of a given training. The characteristics of the group are the basis for the construction of the curriculum and teaching materials, thus achieving a correspondence between the supply and demand of a quality training service.

In the above-mentioned report, special attention is paid to identifying specific skills that employers will expect from their employees. Large amounts of information and easy access to it make analytical skills and critical thinking increasingly valuable, which, along with creativity, will be of paramount importance for employers over the next five years. In the field of adult education from a methodological point of view, this should be reflected in the inclusion of

methods and techniques that take into account the existing knowledge of the learners, but also challenge them to reflect on their previous experience, as well as to be critical of new information. By supporting the work of the lecturers in this direction, the CHRDMI methodological team is constantly expanding the set of samples of methods and techniques that are applied in the trainings. All of them are discussed with the lecturers, and the most appropriate – applied in the specific training in view of the specifics of the target group.

Increasingly valuable for employers will be the development of "soft skills", including problem-solving skills, leadership and communication skills and adaptability. Responding to these trends, the Center introduced one-week trainings on key competencies to help learners in their development, taking into account the value of these skills, which does not depend on the specifics of the profession exercised.

Compliance with these trends is essential for the successful adaptation and development of training centers in the future. Somewhat expectedly, the development of the labor market outlined in the report determines a number of characteristics of the work at the Center, set years ago, which should be continued and supported in the future, both in the trainings for civil servants and in those intended for unemployed people.



# NEW DISCUSSION IN THE LECTURER'S CLUB

Dear lecturers and methodologists,

First of all, we would like to thank you for your comments and valuable recommendations in the discussions made so far this school year. They are dedicated to the changes that you would like to see from the Centre and which would facilitate your work, as well as on the particularly important topic of the quality of the study materials. The comments you leave help us to adapt the processes of preparation, organization and implementation of the trainings in a way that makes them as useful as possible for all participants in this process. Provoked by the dynamism of the time in which we live, we would like to seek your opinion on the topic:

## **How to make the trainings as useful as possible for the participants in view of the changes expected on the labor market?**

We would love to hear your ideas regarding this:

- Which elements of your trainings do you think have the greatest practical application for the participants?
- What are the methods and techniques you use to make what you learn during your classes close to employers' searches?
- What "soft skills" do you think learners should develop so that they are in demand on the labor market and how do you provoke them to develop in this direction?
- How do you think the trends in the labor market will affect the specific field in which you teach and how do you prepare your students for the changes you expect?

We look forward to your comments, ideas and suggestions  
on the website of the Lecturer's Club at:

<http://www.lecturerclub.com/bg>



# ГРАФИК НА ОБУЧЕНИЯТА ЗА МЕСЕЦ ЮЛИ

## LANDSCAPING AND FLORICULTURE

*Period: 3 July – 25 August 2023*

*Course for acquiring professional qualification by unemployed people under the National Action Plan for Employment*

The course will be attended by unemployed persons registered in the Labour Office Directorates of the EA at the place of residence. The knowledge that the students acquire in this professional qualification course includes familiarization with the rules for safe work according to the specifics of the profession and the acquisition of skills for handling the relevant tools and tools. The main part of the course is to increase knowledge of the morphological features of plants, the biological characteristics and life of park plants, the main types of ornamental vegetation and the ways of its production and cultivation, the preliminary preparation of the terrain for landscaping, as well as the rules for the preparation of a planned composition of park sites.

The theoretical training of the students will be continued by practical training, as a result of which they will be able to recognize the main types of ornamental and park vegetation, to breed, produce and grow different plant species, will be able to grass terrains and plant ornamental trees, shrubs and flowers according to the technological requirements of work. The training includes topics on the development and maintenance of appropriate park compositions.

All successful graduates will receive a Certificate for acquired first degree of professional qualification "Worker in landscaping".

**For information and registration:**

**Milan Milanov, [milan\\_milanov@chrdri.net](mailto:milan_milanov@chrdri.net)**

## **BUILDING PRACTICAL SKILLS IN THE PREPARATION AND IMPLEMENTATION OF CONTROL AND MONITORING OF THE PROVISION OF SOCIAL SERVICES**

*Practicum, 10– 11 July 2023*

*Form of training: in person*

*The practicum is intended for employees in expert positions of AQSS*

This specialized practicum is designed for employees of the Agency for the Quality of Social Services and aims to build and develop practical skills in the preparation and control of the provision of social services.

Special attention in the program will be paid to the preparation for control of the provision of social services, as well as to the methods of annual monitoring at national level of effectiveness. The role of the different actors in and how to interact and coordinate their actions will also be examined.

Successful graduates will be issued a certificate of participation according to an approved standard of CHRDMI.

**For information and registration:**

**Vasilena Stancheva, [vasilena\\_stancheva@chrdri.net](mailto:vasilena_stancheva@chrdri.net)**

## **AMENDMENT AND SUPPLEMENT TO THE ACTS OF LEGISLATION GOVERNING THE GRANTING OF FAMILY ALLOWANCES FOR CHILDREN UNDER THE FAMILY ALLOWANCES FOR CHILDREN ACT AND THE RULES FOR ITS IMPLEMENTATION**

*Methodological Seminar, 12 - 13 July 2023*

*Form of training: in person*

*The methodological seminar is intended for employees of employees in expert positions and social workers from the Social Security Directorate of the SAA*

During this two-day methodological seminar, employees from all over the country, engaged in the granting of family allowances for children, will have the opportunity to build on their knowledge on the latest changes in the current legislation in the field of family support under the Family Allowances for Children Act (LAPA) for 2023 and its Implementing Regulations. The seminar will support the development of practical skills for the implementation of the regulatory framework by introducing the participants to good practices and models for dealing with problems. During the training, case studies of the immediate working practice of the trainees, shared in advance by them in the platform of the Smartnet Center, will be examined and practical guidelines for their solution will be given.

Successful graduates will be issued a certificate of participation according to an approved standard of CHRDMI.

**For information and registration:**

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## **GUIDELINES FOR IMPLEMENTATION OF THE COORDINATION MECHANISM FOR VIOLENCE AGAINST CHILDREN AND PROVISION OF SERVICES FOR THEIR REHABILITATION AND RESOCIALIZATION**

*Methodological Seminar, 27 - 28 July 2023*

*Form of training: in person*

*The seminar is intended for employees in expert positions from the SACP and the SAA and social workers from the Social Security Agency of the SAA*

Social workers from the Social Assistance Agency Directorate and municipal structures, employees of expert positions from the SACP and the SAA, working with children, victims or at risk of violence will be invited to participate in the training. The training will be carried out in person within two days and aims to increase the knowledge of the participants about violence against children and to recognize the symptoms of different forms of violence against children. They will acquire new knowledge about the experiences and needs of children victims of domestic or sexual violence, survivors of school harassment or victims of sexual exploitation and will build on their knowledge regarding the implementation of the Coordination Mechanism for interaction in dealing with cases of violence against children victims or at risk of violence and interaction in crisis intervention.

The training content of the seminar will include a variety of topics related to the nature and characteristics of violence against children, types and forms of violence and their impact on the child's psyche and physique. The topic of domestic and sexual violence, as well as school aggression and school bullying will be discussed, clarifying the mechanism of occurrence, consequences and symptoms, as well as ways of prevention and intervention.

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

**For information and registration:**

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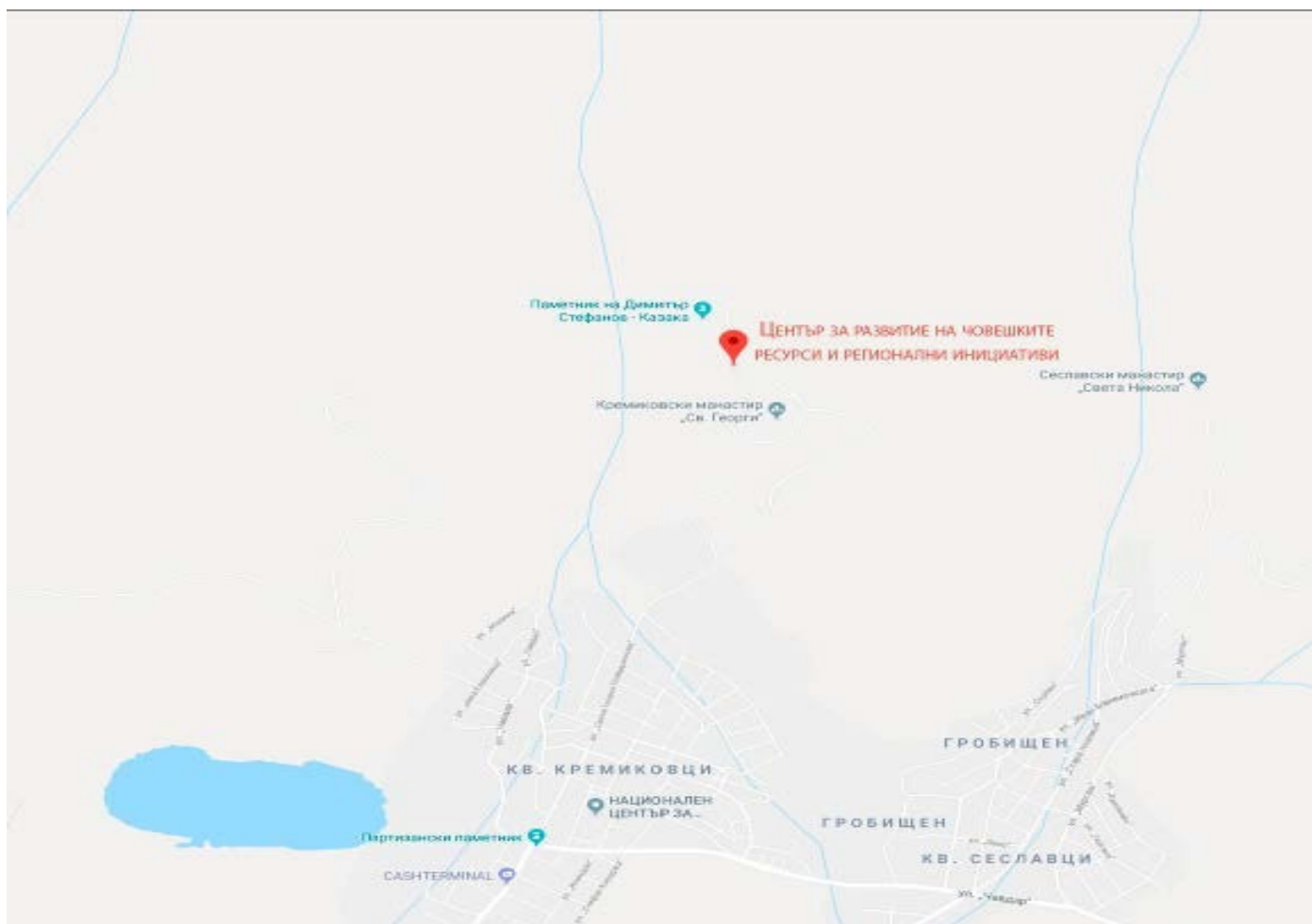
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