



**EU.EM.NET: European systematic approach for employers' engagement to
anticipate skills requirements
and support quality assurance (QA) in VET**

Project No. 527838-LLP-1-2012-1-SK-LEONARDO-LNW

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WP4

EU.EM.NET Core Methodology Testing Report - Country: Bulgaria

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Prepared by: Anna Smolyanska and Mihail Radev

Contact: Anna Smolyanska

Overview of sections

Section 1: Organisation

Section 2: Content

Section 3: Feedback

Section 4: Recommendations

Section 5: Summary

Section 6: Annexes

Section 1: Organisation

1.1 Selection of the invited

People who were invited to the workshop are all part of the tourism industry and they represented different groups such as:

- Hotel owners
- Restaurant owners
- Representatives from the vocational education and training

1.2 Preparation

The people invited were all contacted initially by telephone and were asked if they were willing to take part in such an event .

After that we had separate meetings with each one of them to make sure they understood what the workshop was about and to answer as many questions as we could with regard to the topic, also to give them enough time to prepare for the meeting and think about the questions they may want to ask.

The Core Methodology invitation was used along with small personal invitations and all promotional materials which we had at our disposal.

The questionnaire was mentioned and offered to all involved , but was kindly refused due to lack of time on behalf of the participants.

1.3 Venue, logistics, duration

Venue: Conference room in „ACROPOLIS“ hotel

Type of the workshop (2-day, 1-day, 3-hours): 3 hours

Start (time and date): 11 am; 03.04.2015

Finish (time and date): 3 pm; 03.04.2015

The venue was chosen as it had easy access to it, very good location, well known in the city.

The hotel has a bright good sized (30 seats) conference room with all that is needed for visualisation and everything else for a friendly and productive meeting with refreshment made in the restaurant part, which were offered during the meeting.

During our short meetings with all participants before the actual workshop took place we had informed them of the length of the available workshops and all of them chose to participate in the shortest one we had on offer due to their busy schedule.

1.3 Attendance statistics

	employers/employers representatives	VET providers/schools	policy makers	total
invited	11	5		16
responded	8	3		11
attended	3	3		6

Section 2: Content

2.1. Key question(s)

What obstacles prevent the employers from participation?

2.2 Critique phase

The critique phase took the longest time. It seemed that there were a lot of problems and obstacles which the participants felt they wanted and had the opportunity to express.

The critiques were as follows:

- Lack of real practise in real environment for students
- Lack of communication between employers and VETs
- Too much theory and no practise
- Lack of open lessons
- Different standards in different countries
- Low level of pay, many young people prefer to go abroad after their graduation
- Legislation gets in the way of small and medium businesses.
- Inflexibility of the Labour Code
- The system of the country will not allow the capable workers to work longer hours.
- The Labour Inspectorate decides how long a person should work
- Lack of trust between employers and employees

Clustering the critiques:

NO REAL PRACTICE FOR STUDENTS

- Lack of real practise in real environment for students
- Too much theory and no practise
- Lack of open lessons

LEGISLATIONS NOT FLEXIBLE

- Legislation gets in the way of small and medium businesses
- Inflexibility of the Labour Code
- The system of the country will not allow the capable workers to work longer hours
- The Labour Inspectorate decides how long a person should work

SALARY ISSUES

- Different standards in different countries
- Low level of pay, many young people prefer to go abroad after their graduation

NO COMMUNICATION BETWEEN EMPLOYERS AND VETs

- Lack of communication between employers and VETs

2.3 Phantasy phase

- More extracurricular activities for students
- Employer's openness towards students
- A place where employers and VET representatives could get help and information
- Active participation of recruitment agencies

2.4 Realisation phase

The best part of the Realisation phase was the development of the new serious contacts which were made between the present employers and VET representatives. This gave the VET representatives the chance to negotiate the use of the employers facilities, thus giving the students a chance to experience the real work environment.

The employers also offered to take active part in the training provided by the schools. They suggested to have meetings with the interested students and also to visit their premises and have open lessons. This is a win win situation.

Section 3: Feedback

3.1 Feedback report/analysis

The discussion was well taken, the participants were very active during the whole workshop. They felt that there is a need of more meeting like this and that such workshops could trigger many positive initiatives.

3.2 Partner's (organiser's) experience

We are very happy of the way the workshop went.

The key question which the participants decided to talk about seemed to be of a great interest to all involved.

All had a chance to present themselves to the group, who they were and what they were involved with and each and every one of the present representatives had the opportunity to express their thoughts.

Section 4: Recommendations

4.1 Recommendations towards the Core Methodology/ Future Skills Workshop

The following is more of a comment rather than a recommendation.

It seemed that our participants did not want to take part of the few activities which we made available (part of the Core Methodology). They wanted to actively use the opportunity given by us to have their opinions and problems heard by the other side.

Section 5: Summary (for dissemination)



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Testing the EU.EM.NET Future Skills Workshop in Pazardjik, Bulgaria

The workshop which took place in Pazardjik was held on 3rd April 2105. The venue was a well known hotel – „Acropolis“, which is withing easy reach from all parts of the city.

The hotel offers great facilities and was chosen for our workshop not only becuase it had spacious conference room with everything needed for a productive meeting, but also for the overall services it has to offer.

We approached different people in various sectors of the tourism industry, which we thought would contribute to our meeting. We made initial contact by telephone as we preffered the personal contact as opposed to email.

After that we visited the potential attendees armed with our PR materials, the Core Methodology invitation as well as personal invitation cards containing detailed information regarding venue,

workshop's start and finish time, RSVP contact details and information about refreshments which would be offered on the day.

People which we chose to invite were:

Hotel owners, Restaurant owners, VET representatives, Recruitment agencies

All of the above expressed interest in the topic of our future workshop, we spent as much time as possible with each and every one of them and made sure we answered as many questions as possible.

We held those pre-workshop meetings in the believe that, that way they would feel more comfortable and better prepared during the workshop itself.

On the day of the workshop the conference room was set up well in advance before the arrival of all participants. The PR banner was hang to visualise the project and the rest of the advertising materials were all laid on the table.

We had a good attendance rate, but also we were a bit dissapointed with the absence of the representatives from the recruitment agencies as we beleive they play a very important role.

The workshop went along within our initial planning. Participants responded well and took active part in all three different phases.

The critique phase took the longest and it would have lasted even more if we were not pressed for time to continue with the next stage.

Even though the activities in the form of Domino game etc were not welcomed by the participants, the meeting went well and those who attended expressed their wishes to take part in future events and the need for more meeting like this one.





