

GOOD PRACTICE

COMPETENCE CENTRE

FOR HRD



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Title
COMPETENCE CENTRE(S) FOR HUMAN RESOURCE DEVELOPMENT (CC4HRD)
Location / geographic coverage
Competence centres for Human Resource Development are established and operated in different sectors of economy in the whole Slovenia.
Summary
<p>Competence Centre for Human Resource Development (CC4HRD) is partnership between companies and other organisations in specific sectors of economy. The purpose of CC4HRD is strengthening competencies of companies and branches of economy by cooperation in the field of human resource development between members, companies and organisations through targeted training for higher competitiveness of employees, companies and sectors.</p> <p>For each CC4HRD specific Competence model is developed and includes competence profiles for selected key occupations/jobs in individual competence centre. Based on competence profiles and identified deficit in competencies for specific job, training plan is designed in each CC4HRD and employees are trained in accordance with Training plan and targeted competencies in all companies, members of CC4HRD. After the end of training programmes the progress in competencies and improvement in performance of employees is evaluated.</p> <p>CC4HRD connecting companies in specific economy sector where companies and other organisations cooperate and exchange knowledge and experiences, train their employees with accordance to the company's needs and increase competencies of their employees and contribute to decrease of deficit in specific competencies, and by that increase competitiveness of companies and their employees.</p> <p>CC4HRD is an instrument promoted by Public Fund for Human Resource Development and Scholarship and financed by ESF since 2010 and <i>contributes to improvement of matching skills, career development and lifelong learning.</i></p>
Type of the good practice
Competence Centre for HRD is an instrument carried out in the frame of the Operational Programme Human Resources Development 2007-2013; Development priority 1: "Promoting entrepreneurship and adaptability"; 1.2. "Training and education for competitiveness and employability" and financed by the European Social Fund.
Stakeholders and partners
CC4HRD is partnership between companies and other organisations (e.g.: Chamber of economy and industry and its industry associations, association of employees, development organisations, universities and educational/training institutions, trade unions, etc.). Target group is companies and their employees. Companies are besides partners also users of activities and results of CC.
Issue / challenge and goals / assumptions
It was recognised that there is a mismatch between skill demand and supply on labour market in Europe as well in Slovenia. For better matching and career development, for achieving key competencies in companies to reach higher competitiveness Slovenian Public Fund for HRD and Scholarship promotes partnerships of companies and other organisations through CC4HRD. By sectorial approach, through partnership, collaboration of companies, educational and training institutions and other key actors, facilitated and more efficient transfer of information and

knowledge, development of critical mass of specialised knowledge and generating of new approaches and skills is provided.
How does it work?
<p>Based on State of the Art in companies regarding competencies of its employees, objectives and area of company' human resource development the Competence model of specific sector of economy is designed. In Competence model key sector' competence profiles are identified (set of competencies, characteristics and other specific skills) for each key competence profile the current and key competencies and detailed plan of HRD and training of employees for key profiles is designed. Through partnerships in CC4HRD, sector's interest in the area of human resource development is reached and higher competitiveness of individual company as well as economic sector is achieved by exchanging of knowledge and skills between partners. By that, synergistic effects and coopetition are achieved.</p> <p>CC4HRD promotes training, especially inside sectors for sector' specific profiles and thereby reducing structural imbalances of necessary competencies and skills for defined shortage of competency profiles. Through training the acquisition of specific knowledge, skills and competencies of employees in the individual and reduce competencies' deficits of employees in the sector is assured.</p> <p>Each CC4HRD has a Project office which is a hub and governing body and strengthening the HRD function in companies, members of CC4HRD.</p>
Results
<p>From 2010 since now, 19 CC4HRD have been established:</p> <ul style="list-style-type: none"> → In 2010, 7 CC4HRD in sectors: glassware; accounting; information systems; robotics; tool making; chemical industry; information and communications technology that represent 7 partnerships of 93 companies and 7 organisations where more than 6,000 involvements of employees in training (27 hours per employee on average) is planned. → In 2013, 12 CC4HRD in sectors: production and wood processing; trade; wholesale; logistics; sustainable environmental technologies for the exploitation of natural resources in the paper industry; sustainable construction; beverage production, waste collection and disposal of waste and waste management that represent 12 partnerships of companies and organisations where more than 8,000 involvements of 1,000 employees in training for improving competencies is planned. → Designed 19 Competence models with defined competence profiles for occupations and jobs in different branches/economic sectors. → Improved competencies and increased competitiveness of employees and companies. → Increased investments in HRD in companies.
Evaluation
<p>Each CC4HRD is a three years project. The evaluation of activity performed, especially training is/will be done after training. The improvements in competencies and in performance are assessed by each individual and at the company level. As projects are still implementing the final evaluation is not done yet.</p>
Lessons learned (max 1/3 page)
<p>Experiences from cooperation in CC4HRD and Competence model are transferrable to the whole branch and by promoting occupations the profile of industry and profession is raised. The cooperation should be extended to the educational and training institutions and business</p>

associations. Companies, members of CC4HRD are considered as successful and investments in employees resulted in awards received by some companies (e.g.: Award for Best Employer).

Sustainability and transferability

CC4HRD should operate at least one year after three years funding. By investing in training CC4HRD impacts on sustainable usability and flow of knowledge in economic sector is reached and thus contributes to higher adaptability, efficiency and competitiveness of companies within specific economic sector and their employees. Each company has developed Training plan for acquiring key competencies of each competence profile within sector/branch.

It is planned within Instrument the preparation of concrete strategy for achieving goals of sector' profiles/jobs development and will contribute to the knowledge flow between companies within specific sector. It also provides integrated approaches to the development of human resources development, circulation of knowledge and competencies and transfer of good practices.

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