

# **GOOD PRACTICE**

## **EDUCATION AND HRD IN GLASS FACTORY**



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REPUBLIKA SLOVENIJA  
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<b>Title</b>
<b>Education and Human Resource Development at Vetropack Straža Glass Factory Ltd.</b>
<b>Location / geographic coverage</b>
Hum na Sutli, Krapina-zagorje County, Croatia.
<b>Summary</b>
<p>Vetropack Straža Ltd is part of the Vetropack Group, one of Europe's leading manufacturers of glass packaging that has grown from a local glass manufacturer into an international group of seven factories in six countries - Switzerland, Austria, Czech Republic, Slovakia, Ukraine and the Republic of Croatia. The company's business is characterized by continuous adaptation to new requirements and standards in all business segments.</p> <p>In Vetropack Straža pay much attention to the training and additional education of employees. With collective agreement which is fully respected and implemented are guaranteed workers enviable benefits and other rights. In the last 15 years company invested over billion kunas in improvement of production technology, product quality, infrastructure, environmental protection, organization and human resources.</p>
<b>Type of the good practice</b>
Training employees is an integral part of company policy. From the moment of recruitment and throughout the lifetime of workers, they are undergoing through education system designed depending on the position of the work that they perform.
<b>Stakeholders and partners</b>
Employees of all hierarchical levels and functions.
<b>Issue / challenge and goals / assumptions</b>
The basic premise is that qualified and motivated staff prerequisite for successful business. Constant changes set constant need for training.
<b>How does it work?</b>
<p>The company runs an annual training plan in order to increase the efficiency of employees, based on the expressed needs. They organize:</p> <ul style="list-style-type: none"> <li>→ statutory training</li> <li>→ training to increase efficiency (foreign language courses, IT, increase quality, organizational skills, leadership, communication skills, motivation, introduction to business, etc.).</li> </ul>
<b>Results</b>
<p>The company is characterized by culture of equality and the active engagement of all employees. In the process of developing human resources are involved all hierarchical levels and functions, as the evidence that people are the greatest capital of the company and one of the foundations for sustainable future development</p> <p>Also, career management is a way to attract quality candidates and retain key employees, reducing employee turnover.</p>

<b>Evaluation</b>
<ul style="list-style-type: none"> <li>→ Talk with employees</li> <li>→ Evaluation of training</li> <li>→ Performance analysis</li> <li>→ Checking knowledge through tests and audits.</li> </ul>
<b>Lessons learned</b>
<p>It is important to invest in training workers, because workers are just a key factor for the growth of the business success of the company. The efficiency of workers is a product of knowledge, motivation and satisfaction.</p>
<b>Sustainability and transferability</b>
<p>Communication is essential for establishing and implementing the objectives of the company, developing plans for their achievement, organizing human and other resources in the most efficient and the most effective way. It is also essential for selection, development and evaluation of the organization members, as well as for managing, directing, motivating and creating a climate in which people are willing to contribute to the goals.</p>
<b>Contact details</b>
<p>Name of organisation: Vetropack Straža Glass Factory Ltd. Hum na Sutli  Contact person: Damir Gorup  Postal address: HR49231 Hum na Sutli, Hum na Sutli 203  e-mail address: <a href="mailto:damir.gorup@vetropack.hr">damir.gorup@vetropack.hr</a>  web site: <a href="http://www.vetropack.hr">www.vetropack.hr</a></p>