



CARDS 2004
Local Partnerships
for Employment – Phase 2

This project is funded by the European Union



Local Partnerships for Employment – Phase 2

in

Brodsko-Posavska County



Following materials supplement presentations of all four Counties covered by this project and provide basic information on project development covering essential thematic units, from the perspective of specific experiences of project stakeholders.

1. PARTNERSHIP DEVELOPMENT

Croatian Employment Service as the partner in the project „Local partnership for employment – phase 2“ started counselling with representatives of public, private and civil sectors with the aim of creating partnerships for human resource development. Based on this counselling, and related with the decision about connecting Regional Operational Programme project and „Local partnerships for employment –phase 2“, a model was adopted by which Regional Partnership Committee (partnership in the frame of Regional Operational Programme ROP) established the Human Resource Development Thematic Working Group. One of the main reasons for establishing TWG/HRD is the fact that without human resources development, regional development will not be possible. On **2nd of June 2006** Regional Partnership Committee reached a decision to establish TWG/HRD as a counselling body and a decision about appointing members into TWG. Brodsko-posavska County TWG consists of 15 members who are representatives of public, private and civil sectors.

TWG/HRD members

No.	ORGANISATION
1.	Town of Nova Gradiška
2.	Croatian Chamber of Crafts - County Chamber
3.	Slavonijatrans d.o.o., Slavonski Brod
4.	Đ. Đaković Strojna obrada d.o.o., Slavonski Brod
5.	Industrial Crafts School, Nova Gradiška
6.	Brodsko-posavska County, Administrative Department for Economy
7.	Telecentar, Slavonski Brod
8.	Health Workers' Trade Union, District Hospital, Nova Gradiška
9.	CES, Regional Office, Slavonski Brod
10.	CES, Regional Office, Slavonski Brod
11.	Argo d.o.o.
12.	Medical School, Slavonski Brod
13.	Gymnasium "Matija Mesić, Slavonski Brod
14.	Technical School, Slavonski Brod
15.	Economical-Biro Technical School, Slavonski Brod

Thematic Working Group held nine meetings in which members participated in creating the Strategy for Human Resource Development 2006-2012, in reaching decisions related to different project phases, in preparing four projects with which we applied to open call CARDS 2004 "Local partnership for employment – phase 2" and in designing Action plan for 2007.

Members of different institutions, local government, business entities, schools and NGO's have joined the Thematic Working Group at the meetings.

Co-opted Members

No.	ORGANISATION
16.	Town Hall Slavonski Brod
17.	Town of Okučani
18.	Croatian Chamber of Economy Slavonski Brod
19.	Town Hall of Slavonski Brod
20.	Brodsko-posavska County
21.	Industrial-Crafts School Slavonski Brod
22.	CTR d.o.o
23.	LEDA
24.	Croatian Employment Service – Regional Office Slavonski Brod
25.	Association of Head-Quarters of Pensioners of the Town of Slavonski Brod
26.	The Union of Autonomous Trade Unions
27.	Association of Unemployed Persons of the Brodsko-Posavska County
28.	Town of Nova Gradiška
29.	Brodsko-Posavska County
30.	Open University Libar
31.	GONG
32.	Community for Technical Culture
33.	Legal Information Centre

2. SKILLS DEVELOPMENT AND NEW APPROACHES

Systematic labour market research is the way to collect quality and useable information about labour market situation. Those kinds of information help us recognize eventual discrepancies in availability and needs for different profiles of workers and correct those discrepancies. Discrepancy on the labour market has as a consequence long-term unemployment or lack of certain profile of workers, but in any case it negatively influences economic situation. To gain more information about present employment situation and existing discrepancies in Brodsko-posavska County, in frame of project CARDS 2004 “Local partnerships for employment – phase 2”, “Employment Barometer” was designed and conducted (using methodology of Thomas Kinch Jensen, labour market analyst) in March 2006. Through “Employment Barometer” which consists of 5 questions, situation analyses in different sectors was done and forecasts on employment situation in the next 12 months was set up. The analysis looked at discrepancies not only as quantity but also as quality phenomena though identifying knowledge and skills, which employers are looking for in workers of certain occupations. “Barometer” also served as a way to strengthen cooperation between public and economic sector.

The most represented activities in the County are: Manufacture, Trade and Construction. High response of enterprises gave us a right to be optimistic regarding future systematic labour market research in our County, so next survey was conducted in September 2006. Both researches have shown that the credit for employment increase should be given to Manufacture, especially metal producing and metal products. Also researches pointed out to employers’ problems when they want to employ new workers. Big numbers of unemployed persons don’t fulfil employers’ criteria such as: needed skills and knowledge, IT knowledge, foreign languages knowledge, professional exams.

All those information gained through research have shown that there is a need to continuously conduct labour market research and involve a bigger number of business entities, and it will be used for coordination of school curricula with needs of modern technologies and work organization, but also for Strategy for Human Resource Development 2006-2012 implementation.

Comparative overview of “Employment Barometer” spring – autumn:

	Barometer spring 2006	Barometer autumn 2006
No. of companies in the sample	107	120
No. of companies that responded to the survey	97	77
Response rate	93,3%	64,2%
Sample coverage of no. of employed in Brodsko-posavska County	37,0%	34,04%
Estimation of employment growth in sample companies – 6 months forecast – absolute number	711 jobs	545 jobs
Estimation of employment growth in sample companies – 6 months forecast - percentage of currently employed	7,4%	6,1%
The most significant growth in the following 6 months is planned in sectors:	Manufacture; Construction; Agriculture	Manufacture; Construction; Agriculture
Estimation of employment growth in sample companies – 12 months forecast – absolute number	996 jobs	874 jobs
Estimation of employment growth in sample companies – 12 months forecast - percentage of currently employed	10,3%	9,80%
The most significant growth in the following 12 months is planned in sectors:	Manufacture; Construction; Real Estate, Renting and Business Activities; Trade	Manufacture; Construction; Real Estate, Renting and Business Activities; Trade
Gross inflow of labour in past 6 months:	1202, 25% women, 75% men	819
The most important inflow of labour in past 6 months in sectors:	Manufacture; Construction; Agriculture	Manufacture; Construction
The highest no. of employed per occupations in past 6 months:	Locksmith, welder, textile worker, security guard	Locksmith, production line worker, security guard, salesperson
Percentage of companies experiencing labour shortage in past 6 months:	38,0%	28,6%
Missed employment growth in past 6 months:	Welders, masons, carpenters, moulders, turners, B.A.Sc. in Mechanical Engineering, B.A.Sc. in Electrical Engineering	Masons, carpenters, bar-bender, gas welders, metal gnawers with the knowledge of CNC operating

3. LABOUR MARKET INTERVENTIONS

In order for us to perform quality interventions on the labour market, we analysed the economic and social situation in the Brodsko-Posavska County in the domain of human resources.

On the base of the initial analyses, SWOT analysis was preformed, which addresses three main areas: education and training, employment and social inclusion. After creating SWOT analysis, we started with developing the Strategy for Human Resource Development 2006-2012.

Besides the analysis of the existing situation in this area, during the development of the Strategy for Human Resource Development 2006-2012 we took into account the Regional Operational Programme 2005-2012, National Employment Action Plan 2004, Educational Sector Development Plan and Government Programme in the field of human resources.

The County Assembly officially adopted strategy for Human Resource Development 2006-2012 on **14th November 2006**.

As the core guidelines for implementation, the Strategy contains Vision, Mission and core values.

VISION

By 2012, the Brodsko-Posavska County will be able to make the full use of well-educated, highly skilled, flexible and adaptable work force for individual and county economic development.

Achieving Strategy core guidelines (vision, mission and core values) is planned through realization of four main objectives:

1. Enhanced modernisation of the education and training systems
2. Improved knowledge and skills of the workforce and entrepreneurs
3. Strengthened institutional capacity of public administration and services
4. Developed inclusive labour market and equal opportunities and priorities and measures for each objective.

To achieve Strategy objectives, priorities and measures, eight TWG members were invited for the training "Project design and management" in order for them to apply gained knowledge in their surroundings, transmit knowledge to other TWG members and participate in project design.

In November 2006 call for proposal was opened in the framework of CARDS 2004 "Local partnerships for employment – phase 2". As a result of trainings and partnership in Brodsko-posavska County, four projects applied to open call.

1. Women entrepreneurship (promoter – LEDA, Okučani, partners: Croatian Employment Service and Centre for Technological Development d.o.o.)

This project's objective is to educate unemployed women in necessary business skills, help them with advices how to implement own business ideas, give them information about EU funds and other open calls (financing sources and support sources)

2. Training for CNC metal processing (promoter –Town Nova Gradiška, partners: Industrial School Nova Gradiška, Croatian Employment Service)

This project's objective is development of system for targeted improving skills of local labour force in the area of CNC metal processing related to labour market needs and trends according to demands and business needs.

3. Youth Career Centre (promoter –Legal Information Centre partners: Croatian Employment Service and Croatian Chamber of Economy)

This project's objective is to increase rate of involving and adjusting unemployed persons to local labour market, to increase young people skills in active job search, to increase young people access to information at the labour market, to strengthen links between job seekers and employers.

4. Lifelong learning in the area of insurance and management (promoter – IVORA- Informatics School, partners: Croatian Employment Service, Croatian Chamber of Economy and Generali Insurance Company)

This project's objective is decreasing discrepancy between supply and demand for insurance agent occupation, employment of trainees and increasing motivation for doing insurance agent job in community.

4. FUTURE FOR HUMAN RESOURCE DEVELOPMENT

Thematic Working Group in Brodsko-posavska County for the purpose of future human resource development has done the following:

1. Designing of an Action plan for 2007 is in progress, which among other things will contain plans for future meetings.
2. Action plan will also contain new project ideas which will be prepared for new open calls with basic information; who will be possible promoter, partners, what will be project purpose and main activities. All project ideas are in accordance with Strategy for Human Resource Development 2006-2012 objectives.

