



# CVT in Eastern European countries - tasks and developments



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## Focuses:

- Principles of CVT at European level;
- Sectoral dimensions of CVT;
- Company – based further training in EEC;
- Investments in CVT – tasks for employers and employees;

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# Principles of CVT:

## European level:

- Common objectives (quality and effectiveness, facilitate access, open up to the wider world)
- •Peer-learning
- •Monitoring of progress
- •Reporting
- •Reference tools supporting national reforms
  
- LLL strategies - essential features:
  - Covering all ages, systems and levels
  - •Strategic overview and coherent set of priorities, evidence-based
  - •Flexible learning pathways, effective transition points
  - •Built on partnership with stakeholders, disseminated and implemented

# Challenges for LLL and CVT

- 80 million Europeans formally low skilled
- The Demographic time bomb
- Maintaining human capital – developing HRM
- Increase participation in LLL

## Investments in company-based training



- Investment in continuing training stagnates in European companies
- According to Cedefop's publication *Employer-provided vocational training in Europe*: companies invested 27% less in continuing training.
- 39% of enterprises in the EU failed to provide any continuing training for their employees

## Investments in Company based training in EEC

Generally, Eastern Europe gained ground but Western Europe's performance worsened

- **Slovenia** has shown the biggest improvement, going from a low performer to a borderline high performer.
- All the high performers of CVT except **France (the Netherlands, Sweden and Finland)** lost significant ground by 2009.
- The **Czech Republic** has joined the high performers.
- Among the medium performers, **Belgium and Germany** both slipped a little.
- **Romania**, the lowest performer in 2005, has improved in all dimensions, while **Spain** and **Portugal** also showed improvements.

## Company based and sectoral training

Large enterprises are more likely than smaller ones to observe an effect from public measures and incentives on their own training provision, especially in the newer Member States

## Weaknesses

The problems that small enterprises face in providing training for their employees are not being addressed adequately and incentives are not sufficiently well targeted.

# Investments in CVT

- total monetary expenditure (TME)

## Low performers:

CY 0.40  
IT 0.37  
ES 0.34  
LV 0.25  
EE 0.51  
HU 0.22  
PT 0.18  
BG 0.17  
PL 0.16  
LT 0.15  
EL 0.12  
RO 0.04

# Investments in CVT

Slovenia, Slovakia and Check Republic  
are well-performed

## Indicators for active participation in company-based and Sectoral training:

- appropriate educational (academic) background;
- good current knowledge of the profession;
- high levels of individual work autonomy;
- codes of professional conduct or codes of ethics;
- high organisational status;
- belonging to associations (Trade Unions).

## What Social partners in EEC do?

- training agreements at company, sector and national level - about 15 % for EEC
- Collective Labour contracts at company and sector level (clauses for CVT)
- National Labour Codes – clauses for CVT of employees
- Work councils in EEC do not play role in CVT
- Sector committees for CVT – Romania....

# What Social partners in EEC do?

- Using EU funds: training vouchers for employees in Bulgaria - 2009 -2013 – cost free training in key competences and Vocational qualification
- Tax incentives allow individuals to reduce the cost of training from their income tax payment – Estonia
- Sector Training funds – proposal for introducing in Bulgaria
- Tax incentives for employers – Poland, Check Republic, Slovakia
- Negotiate State investments in CVT at all levels

# What we have to do?

- Large informational campaigns among the employees for attractiveness of CVT
- National Systems for Life Long Career Guidance
- Development of Sector qualifications
- Quality assurance Systems



# Thank you for your attention!



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