

Topic	1 – Measures and instrument sof anticipation of jobs and skills
Case study	1 – National and regional observoriem of the labour market
Geographic location	Czech Republic and the region of Moravia-Silesia
Time	Since 2006 – Regional labour market observatory in Moravia-Silesia launched presentation of information for public through web portal - www.mamenato.cz Since 2009 – National labour market observatory - information for public through web portal – www.budoucnostprofesi.cz
Background	Life-long learning strategy of the EU expects an existence of labour market intelligence and forecasting. It is useful to help people, both individuals and organizations, to find their way in the ever changing global economy. Which professions are most demanded now and in the future? Which sectors offer the better career? How to prepare and implement the HR strategy of the firm? Can we find the reliable data supporting our project for ESF funding?.. etc. In the Czech Republic there have not been many systems focused on LM intelligence. The most developed are the LM information systems operated by the public Employment Services. Nonetheless, they are focused mainly on the unemployment part of the LM universe. This was the main reason to develop the National and Regional Labour Market Observatories.
Brief description	The Regional Labour Market Observatory is the only system of this kind in the Czech Republic which is open for public through web portal www.mamenato.cz or directly on http://resa.rza.cz/www/index.php The main inspiration was found in Scotland - see http://www.futureskillscotland.org.uk Publicly available Regional LM observatory includes and offers the following: <ul style="list-style-type: none"> • Relevant statistical data from different resources • Results of regional surveys focused on specific themes • Analyses and expert reports • Sector profiles The data are available in several fields: Demography, Employment, Education , Business The National LM Observatory offers the unique (in the Czech Rep.) forecasts about future demand for professions on the web portal www.budoucnostprofesi.cz
Impact	Available for all people – PR support through conferences etc.
Sustainability	Development and piloting of both the observatories was co-funded from EU grants. Currently, the Observatories are operated and financed by the organizations who developed the systems, i.e. National Training Fund and RPIC-ViP. These organizations set up the informal partnership with other relevant stakeholders to up-grade and mainstream the system on the national level and to raise funds for further development and running.
Examples for National Seminar	Regional observatory: on-line presentation of the regional web portal National observatory: on-line presentation of the national web portal

Topic	1 – Measures and instruments of anticipation of jobs and skills
Case study	2 – Competence model of Moravian-Silesian region
Geographic location	Czech Republic and the region of Moravia-Silesia, Europe
Time	<p>2002: Initiation of the idea to meet the demand by employers in education system</p> <p>2003 – 2004: Labour market surveys - Identification of soft competencies (skills) demanded by employers</p> <p>2004: Competence model of Moravia-Silesia defining 14 competencies for development within education system (WHAT?)</p> <p>2005 – 2008: Competencies for Labour Market – EQUAL project funding the development partnership to prepare training programmes and system for soft competencies (HOW?)</p> <p>Since 2006 by now: Dissemination and mainstreaming of the programmes in practise – on the regional, national and European level</p>
Background	<p>Development of transferable key competencies (soft skills) demanded by employers can increase opportunities of school leavers, unemployed and employees to succeed on the labour market. Key competencies, however, do not play an important role in the school curricula and in the training programmes for adults (unemployed and SME employees). The existing education system is focused mainly on development of general and profession related knowledge and skills.</p> <p>There is an explicit relationship between development of key competencies to increase employability and competitiveness in the regional (local) level of the Moravian-Silesian region and the policy priorities of the Czech Government (Strategy of Economic Growth) and European Union as well (Lisbon strategy).</p> <p>The most important arguments for the preparation and realization of the Competence Model for Moravia-Silesia region were provided by the employers themselves. It was them who, in several repeated researches concerning the requirements for the employees and their preparation, helped to determine 14 key competencies for the labour market. A systemic development of these competencies is a number-one priority for the “Successful people” part in the strategic document „Moravian-Silesian Region Development Program”.</p> <p>The “Competencies for Labour Market” project answered the key and usually a critical question HOW to do it? Now, it becomes a solution and inspiration not only for the Moravian-Silesian Region but also for other partners in the Czech Republic as well as in Europe. It is an evidence of a well-chosen path with maybe a paradoxical return to the roots of the ideas of the teacher of nations – Jan Amos Comenius and his “Learning by playing”. Financial sources of the EQUAL programme enabled a relatively quick transformation of the original intention to a specific form of training programs for the development of soft competencies of people ranging from children up to seniors.</p>

<p>Brief description</p>	<p>Based on a series of demand surveys among employers of all sizes 14 key competencies for labour market have been identified. The EQUAL project “Competencies for Labour Market” supported the initiative to develop, verify and disseminate methods and tools for assessment and development of each of the following 14 key competencies:</p> <ol style="list-style-type: none"> 1. Competency for interpersonal communication 2. Competency for co-operation 3. Competency for entrepreneurship 4. Competency for flexibility 5. Competency for customer orientation 6. Competency for efficiency (performance orientation) 7. Competency for independence and decisiveness 8. Competency for solving the problems 9. Competency for organizing and planning 10. Competency for life-long learning 11. Competency for proactive approach 12. Competency for stress resiliency 13. Competency for exploring and orientation in information (including PC skills and internet) 14. Competency for communication in foreign languages <p>The following key activities were done in 2005 to 2008.</p> <ol style="list-style-type: none"> I. Development of 14 “competency toolkits” (one per each of the identified competencies) in 3 levels (Basic, Medium, Advanced) – incl. AC/DC tools, manual for trainers and users, interactive DVD programme, SW tools for assessment of competencies, web applications for self-assessment – www.keycompetencies.eu) II. Verification of the tools with 420 representatives of the target groups (1 – unemployed, mainly 50+, long-term unemployed, 2 – SME employees, 3 – students, school leavers and school teachers) and further dissemination of already verified training programmes in the Life-Long-Learning courses for adults (employees, unemployed, students) III. Set up a Register of more than 50 certified trainers for assessment and development of key competencies.
<p>Impact</p>	<p>Since 2006 the training programmes have been used by more than 3,000 adults and more than 10,000 children in the Czech Republic.</p> <p>Based on a growing demand by other EU partners the whole set of 14 competency toolkits was transferred to English in 2008. Since then, it has been disseminated and adapted to other European countries and languages, e.g. Belgium, U.K., Italy, Greece, Poland, Spain, Portugal, Bulgaria, Romania, Slovakia, the Netherlands and Turkey. Further export is being prepared with a majority of other EU countries.</p>
<p>Sustainability</p>	<p>Development and piloting was co-funded from EU grant – EQUAL programme. Currently, the competence – based education is financed from different sources by clients and mainstreamed to education through EU financed projects.</p>

Examples for National Seminar	<ol style="list-style-type: none">1) Presentation of the initiative, the results and impact.2) Interactive demotraining of soft competencies including videoshow (circa 60 minutes or more are recommended to enable real experience by seminar participants).
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Topic	2 – Anticipation, Preparation and management of restructuring aimed at avoiding and managing the social impact of restructuring
Case study	3 – Social Programme supporting restructuring of the Czech steel industry
Geographic location	Czech Republic and the region of Moravia-Silesia
Time	2001 - 2006
Background	<p>Since the beginning of the 90's of the 20th century the metallurgical industry has experienced strong changes. Transition from the centrally planned economy to free market economy made pressure on Czech metallurgical companies which were compelled to modernize their production, implement new production and sales processes, strongly increase labour productivity and reduce the number of employees, all that within a short time in order to be able to stand up to foreign competitor. Government decision regarding privatization in the first half of the 90's led to a significant deterioration of their economic situation. Therefore the government decided to help this industry. After negotiations with EU, the Program of the Czech Steel Industry Restructuring was adopted in 2001. It focused on the rationalization of current production capacities of steel companies and the ways of making them more effective. Supporting social program to deal with the steel industry restructuring with the goal to reduce the impacts of the process on redundant workers was started in 2001. The restructuring period finished in December 2006 when certain steel companies gained the public support of 8.3 billion CZK. Today the field is regarded as stabilized, with the most important companies having a full-strength strategic owner.</p>
Brief description	<p>The Employment Agencies Program was of a great importance in the dealing with the problem of ex-steel workers and their preparation for "life out of the steel company". It was agreed by the partners on tripartite level under the aegis of the Ministry of Industry and Trade and Ministry for Regional Development in 2001 and supported by the Government Decree No. 518/2002. It covered all the territory of the Moravian-Silesian Region. A unique partnership gathering a network of company employment agencies cooperating with the Regional Employment Agency emerged. REA was created and run by RPIC-ViP, a consultancy and educational company. This company operates in the labour market independently of the steel companies and ensured the connection between steel enterprises and the key actors in the region – employment offices, employers, educators, etc. The regional partnership provided a wide range of services for thousands of people in order to assist them in job searching.</p> <p>Other instruments for dealing with the effects of steel industry restructuring on society and employment were included in the START Program for the ex-steel workers who wanted to carry their own business. It provided 290 free-interest credits in the amount of 109 million CZK in 2006 according to the Ministry of Industry and Trade. More than two thirds of credits were provided to ex-steel workers who wanted to run their own business. The regional development programs were another source of development support of new work opportunities in regions with restructuring problems.</p>

Impact	<p>The realization of measures in the social-employee area to avoid any negative impacts of restructuring led to the preservation of social consensus and a positive effect on the situation in critical regions with a large share of steel industry.</p> <p>More than 14,700 employees were made redundant within the time period of the social programme in 2001 to 2006. A substantial part of them used services offered by the programme.</p>
Sustainability	<p>The programme was funded by the Czech Government. Some part of methods and capacities were developed within EU EQUAL programme and they have been used in other activities for unemployed and redundant outside the steel industry.</p>
Examples for National Seminar	<ol style="list-style-type: none"> 1) Presentation of the programme, results and impact: 2) Videoprogramme describing activities supporting redundant employees.

Topic	2 – Anticipation, Preparation and management of restructuring aimed at avoiding and managing the social impact of restructuring
Case study	4 – Social Programme supporting people made redundant from the VITKOVICE steel and engineering company
Geographic location	The region of Moravia-Silesia
Time	1990 - 2006
Background	<p>Structural changes in Moravia-Silesia region and in metallurgical branch after 1989 and the following expected changes of needs of the employees and their qualifications had led already in April 1990 to the decision to create a workplace that will assure an assistance for dismissed employees and prepare them for their new occupation. That is why in 1990 the Consulting and Retraining Center was established in VITKOVICE, a.s.</p> <p>The Center has got a task:</p> <ul style="list-style-type: none"> - give a complex help to a maximum extent for the employees who are included into organizational changes - cover costs on consultancy and retraining of the employees who are included into organizational changes
Brief description	<p>The Center provides for dismissed employees the following services :</p> <ul style="list-style-type: none"> - employment consultancy - consultancy - psychological counselling - an offer of vacancies in VITKOVICE, a.s. and other companies - retraining, motivational courses - settlement of severance payment in accordance with the public notice nr.181/2002 Coll. - loans from the program START for start up entrepreneurs - financial consultancy - pension matters
Impact	The services of the Centre were used by more than 6,000 employees made redundant in the period 1991 to 2006.
Sustainability	The programme was co-funded by the VITKOVICE company and by the Czech Government.
Examples for National Seminar	1) Presentation of the programme, results and impact.