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Education and Training Approach Examples

Tourism, Wood Processing and Light Manufacturing

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Education and Training

Lifelong learning is the driving principle for the reform of education and training systems in EU.

Education and Training

- There are 3 major objectives for the Education and Training System:
 - Creation of conditions for sustainable and continuous development
 - Maintenance of economic recovery by educating citizens
 - Support to accession to EU

European and BiH Documents

- ❑ Lisbon Strategy
- ❑ Memorandum on Lifelong Learning
- ❑ European Employment Strategy
- ❑ Document on Implementation of Lifelong Learning in Europe (2006)
- ❑ BiH Framework Law on Higher Education and BiH Framework Law on Secondary Vocational Education and Training
- ❑ VET Development Strategy
- ❑ Other Local and International Documents

Classification of Occupations

- Inherited Yugoslavian Classification of Occupations with more than 400 occupations
- New BiH Classification of Occupations was developed in 2005 with 100 occupations, divided into 13 occupational families
 1. AGRICULTURE AND FOOD-PROCESSING
 - 2. FORESTRY AND WOOD-PROCESSING**
 3. GEOLOGY, MINING AND METALLURGY
 - 4. MECHANICAL ENGINEERING AND METAL PROCESSING**
 5. ELECTRO TECHNIQUES
 6. CHEMISTRY, NON-METALS AND GRAPHICS
 7. TEXTILE AND LEATHER
 8. GEODESY AND CIVIL ENGINEERING
 9. TRAFFIC
 - 10. CATERING AND TOURISM**
 11. ECONOMY, LAW, ADMINISTRATION AND TRADE
 12. HEALTH
 13. OTHER SERVICES

Geographical Distribution of Schools

Source: EU VET II Programme

Tourist-Catering Schools: 55 Schools with 8873 Students

Bihać 331
Cazin 230
S.Most 120
V.Kladuša 116

Orašje 95

Gračanica 185
Banovići 30
Tuzla 463
Gradačac 32
Kladanj 101
Lukavac 275
Srebrenik 109

Zenica 461
Žepče 145
Kakanj 74
Tešanj 70
Visoko 22
Zavidovići 81

Travnik 67
Jajce 86
Novi Travnik 97
Vitez 91
Kiseljak 35

Livno 161

Brčko 290

Sarajevo 743

Banjaluka 920
Višegrad 148
Vlasenica 158
Vukosavlje 41
Derventa 104
Doboj 227
Zvornik 54
Kneževo 85
Kotor Varoš 141
Pale 267
Prijedor 163
Foča 69
Bos.Brod 95
I.Sarajevo 190
Trebinje 128
Čelinac 95
Gradiška 206
Bos.Dubica 85
Bos.Kostajn. 25
Mrkonjić Grad 29
Bos.Novi 68
Srbac 40
Ljubinje 19

Classification of Occupations

10. CATERING AND TOURISM

No.	Occupation in FBiH and RS	Level III	IV
1.	Catering – cook technician		IV
2.	Tourist technician		IV
3.	Waiter	III	
4.	Cook	III	
5.	Confectioner	III	

Geographical Distribution of Schools

Mechanical Engineering and Metal Processing: 90 Schools with 20 243 Students

Bihac	318
Bosanska K.	296
Buzim	249
Bosanski Pet.	52
Cazin	562
Kljuc	149
Sanski Most	230
Velika Kladusa	533
Banovici	240
Gračanica	268
Gradačac	224
Lukavac	247
Sapna	164
Srebrenik	330
Teocak	99
Tuzla	796
Zivinice	306
Kalesija	516
Kladanj	84
Kakanj	328
Maglaj	182
Tešanj	302
Visoko	194
Zavidovici	293
Zenica	653
Breza	38
Usora	15
Zepce	188
Goražde	156
Čitluk	79
Prozor	105
Stolac	74
Čapljina	84
Konjic	112
Mostar	179
Donji Vakuf	98
Jajce	58
Kreševo	123
Travnik	194
Novi Travnik	201
Vitez	34
Busovača	81
Gornji Vakuf	43
Fojnica	24
Bugojno	294
Tomislavgrad	87
Livno	123
Široki Brijeg	111
Ljubuški	127
Grude	36
Posušje	107
Hadžići	271
Vogošća	293
Ilijaš	255
Sarajevo	1097
Odžak	75
Orašje	59
Brčko	475

Banjaluka	1225
Bijeljina	499
Bileća	119
Bratunac	170
Višegrad	133
Vlasenica	118
Gacko	161
Gradiška	451
Doboj	363
Zvornik	229
Kotor Varoš	57
Mrkonjić G.	211
Nevesinje	168
Pale	145
Prijedor	361
Ribnik	58
Rogatica	106
Rudo	163
Foča	30
Teslić	372
Trebinje	168
Ugljevik	218
Šipovo	168
Derventa	83
Bos.Dubica	122
Lopare	44
Modriča	87
Bos.Novi	148
Bos.Brod	96
Čelinac	149
Čajniče	61
Janja	30
Srbac	109
Šekovići	27
Bos.Šamac	66

Classification of Occupations

4. MECHANICAL ENGINEERING AND METAL PROCESSING

No.	Occupation in FBiH and RS	Level III	IV
1.	Technician of mechanical engineering		IV
2.	Car-mechanic	III	
3.	Locksmith	III	
4.	Welder	III	
5.	Installer	III	
6.	Tin-smith	III	
7.	Mechanical engineering assembler	III	
8.	Mechanic	III	
9.	Milling machine operator	III	
10.	Lathe operator	III	
11.	Blacksmith	III	
12.	Precise mechanic	III	

Geographical Distribution of Schools

Forestry and Wood Processing: 30 Schools with 3 039 Students

Bos. Krupa 395
Bos. Petrovac 37
Ključ 46
Sanski Most 23

Odžak 15

Živinice 243
Gračanica 29
Gradačac 44

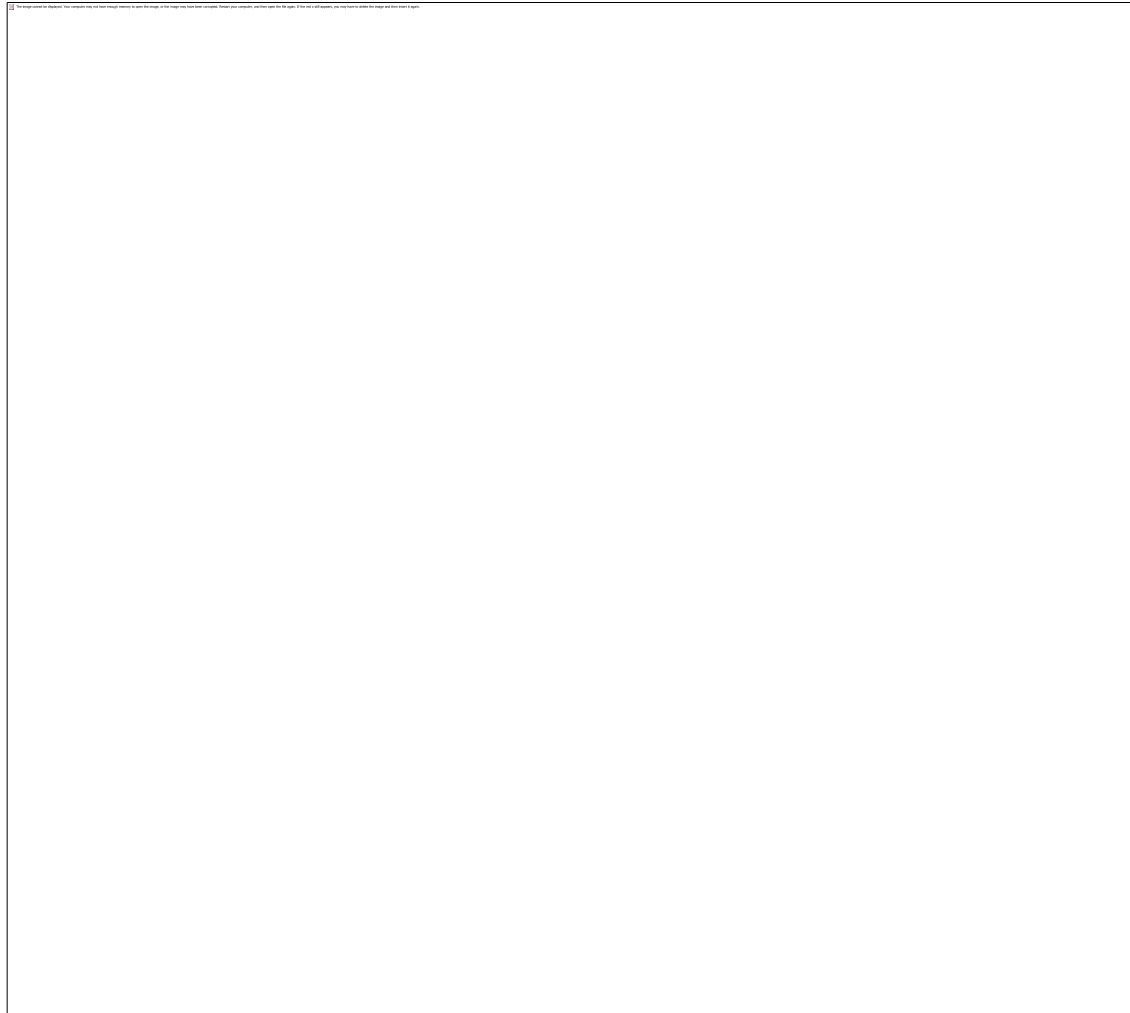
Olovo 139
Zavidovići 316
Tešanj 33
Žepče 38
Kakanj 25

D. Vakuf 80
Kiseljak 97
Fojnica 78

Sarajevo 317
Hadžići 48

Kupres 67
Glamoč 36
Drvar 45

Banja Luka 35
Gradiška 28
Kotor Varoš 104
Sokolac 239
Teslić 71
Ribnik 48
Foča 172
Doboj 17



Classification of Occupations

FORESTRY AND WOOD-PROCESSING

No.	Occupation in FBiH and RS	Level III	IV
1.	Forestry technician		IV
2.	Wood-processing technician		IV
3.	Forester	III	
4.	Nurseryman	III	
5.	Manufacturer of primary wood products	III	
6.	Joiner	III	
7.	Upholster - decorater	III	

Baseline Survey

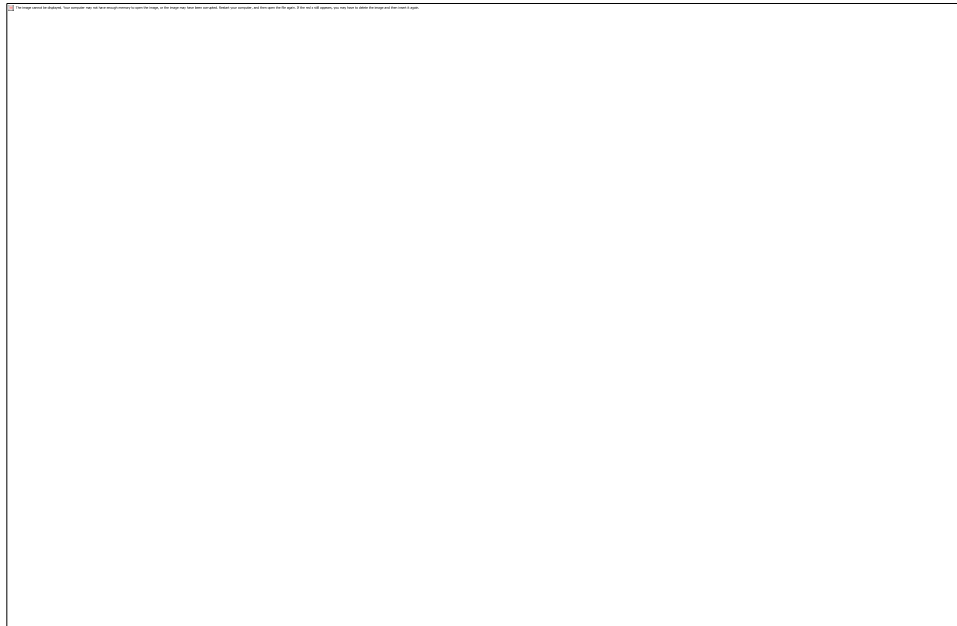
Objectives:

- Identify companies in the three focus sectors
- Identify persons/departments responsible for HR policies
- Identify satisfaction with knowledge and skills present in three focus sectors:
 - Persons coming directly from the Educational System
 - Persons coming from the Labor Market
- Identify needs for additional education and training
- Identify needs for financial or technical assistance regarding HR activities

Baseline Survey

□ Sample

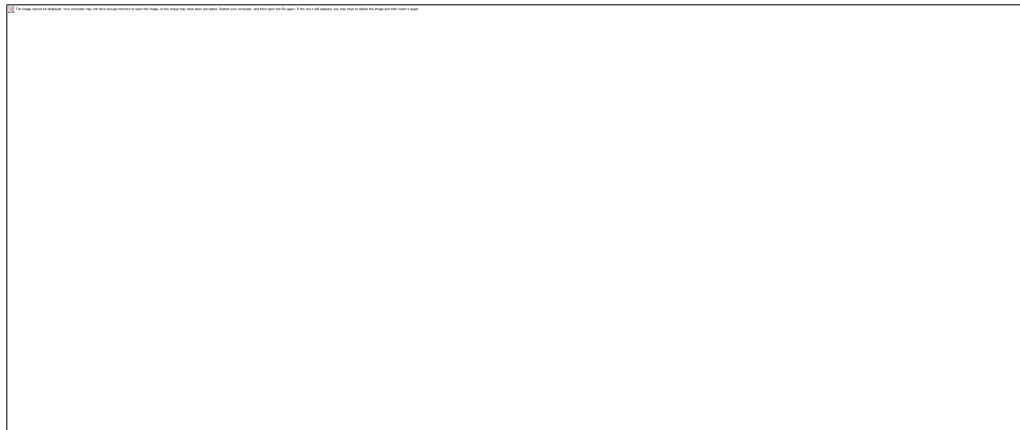
Sector	Tourism	Light Manuf. Ind.	Wood Process.
Number	167 (35,84%)	135 (28,97%)	164 (35,19%)



Baseline Survey

P. 34 Is there a department/ person responsible for HR policy?

Sector	YES	No	0	Total
Light Manufacturing Industry	87	40	8	135
Tourism	80	65	22	167
Wood Processing	60	95	9	164
				466

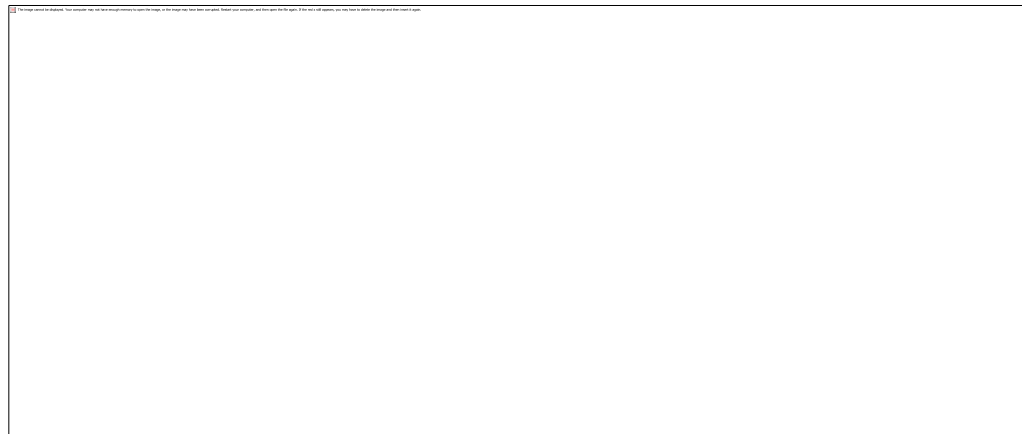


Baseline Survey

P. 35 Are you satisfied with knowledge and skills your employees posses?

a) Of the once coming directly from the Educational System?

Sector	YES	No	0	Total
Light Manufacturing Industry	39	84	12	135
Tourism	54	61	52	167
Wood Processing	65	81	18	164
				466

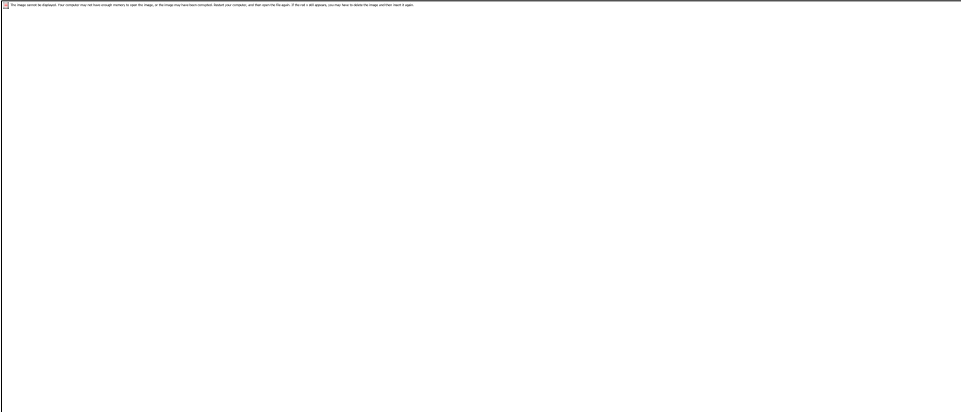


Baseline Survey

P. 35 Are you satisfied with knowledge and skills your employees posses?

b) The ones coming from the Labor Market?

Sector	YES	No	0	Total
Light Manufacturing Industry	87	32	16	135
Tourism	81	34	52	167
Wood Processing	110	32	22	164
				466

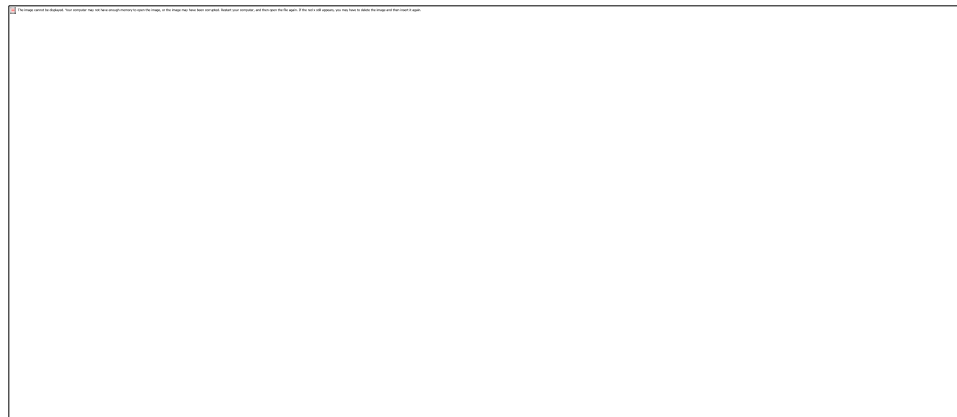


Baseline Survey

P. 35 Are you satisfied with knowledge and skills your employees posses?

c) I have never employed someone coming directly from the Educational System?

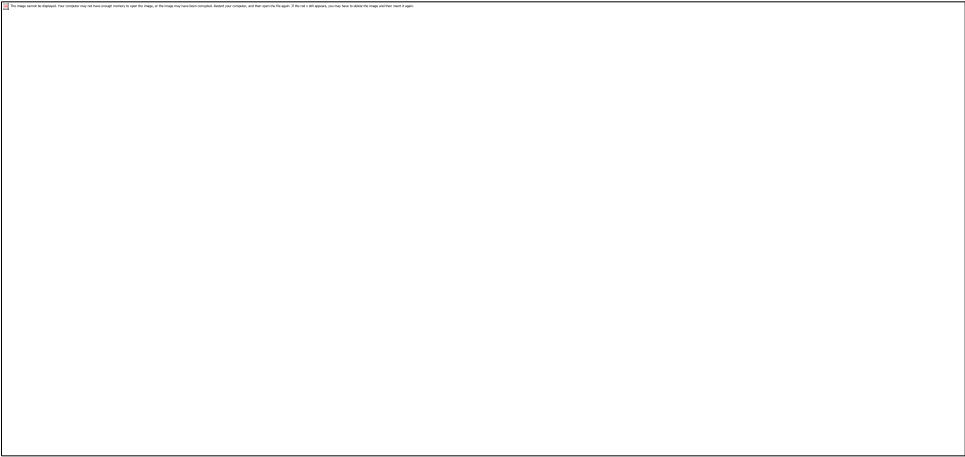
Sector	YES	No	0	Total
Light Manufacturing Industry	24	48	63	135
Tourism	20	32	115	167
Wood Processing	34	66	64	164
				466



Baseline Survey

P. 36 Is there a need for additional training of your staff?

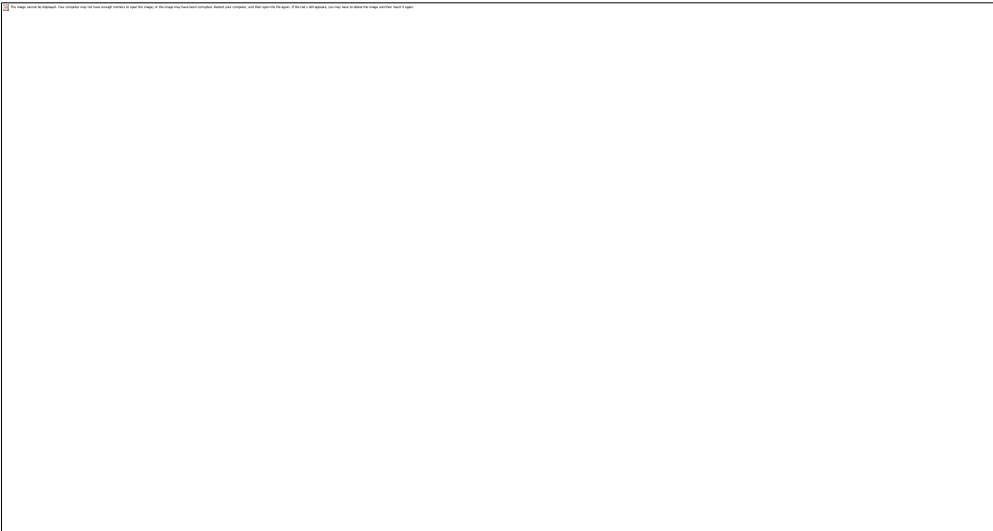
Sector	YES	No	0	Total
Light Manufacturing Industry	116	11	8	135
Tourism	127	14	26	167
Wood Processing	120	36	8	164
				466



Baseline Survey

P. 37 Do your employees must have a diploma/certificate for the job they perform?

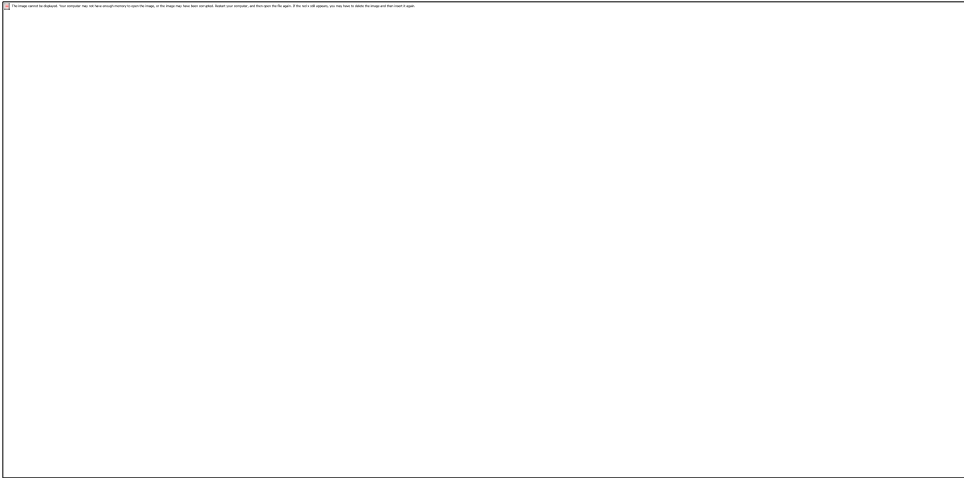
Sector	YES	No	0	Total
Light Manufacturing Industry	100	31	4	135
Tourism	85	60	22	167
Wood Processing	99	59	6	164
				466



Baseline Survey

P. 38 Is there a need for financial/ technical assistance to organize education/ training for your staff?

Sector	YES	No	0	Total
Light Manufacturing Industry	107	21	7	135
Tourism	130	21	16	167
Wood Processing	114	38	12	164
				466



Conclusions

- Insufficient knowledge and skills of students in the formal education system
- Lacking some occupations in the Classification of Occupations
- Lacking standards for adults education
- Lacking proper coordination activities regarding enrollment policies etc.
- Insufficient awareness of the teaching personnel about importance of LLL
- Insufficient experience in collecting qualitative information from the labor market
- Insufficient knowledge for attracting international funds
- Insufficient investments into education and training

Thank you!