



Steering Committee meeting

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WBC-VMnet Project WBC Partner presentation

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Šumadija and Pomoravlje*

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This project has been funded with support from the European Commission



Overall achievements

- For the purpose of successfully implementation of project activities and creation of the action plan for TN&SA, the Project Team was formed within the REDASP as one of project partners.
- Decision - to use European Methodology in 5 steps for TN&SA
- TN&SA was implemented within the planed framework
- Making the Final TN&SA report
- Cooperation in Act. 3.2 – Development of the new regional model of UNI-ENT cooperation
- Cooperation in Act 3.2.4. - Collecting of the EU good practices



Project implementation timeframe

- **June 1st 2009** – The first meeting between the project team of WBC-VMnet and project partner the REDASP and start of TS&NA activities
- **July 17th 2009** – The final version of TS&NA document proposal was sent to other partners for suggestions and assumption
- **Since the middle of August 2009** – starting the field examination with enterprises and the unemployed
- **December 25th 2009** – presentation of all TS&NA results during the Motivation seminar in Kragujevac
- **Until the end of December 2009** – the final Report Form for TS&NA was done and work on the Publication “WBC Regional model of University-enterprise cooperation” was ready as draft version



Developed TS&NA system, with followings:

ANALYSIS OF THE CURRENT CONDITIONS IN THE ENTERPRISE AND THE ENVIRONMENT:

- Analysis of the strategic goals of the company
- Analysis of the organizational and innovative potentials
- Assessment of their position at the domestic and international markets
- Analysis of skills and knowledge of the employed in the project development sector
- Analysis of posts occupied, i.e. the expected competencies of the employees occupying the position, for further development of recommendations by the experts in this field.

NEED ASSESSMENT FOR THE TRAINING OF THE UNEMPLOYED



Methods of data collection:

- Interviews (verbal)
- Polls (questionnaires, e-mail)
- Telephone (short questionnaires as reminders for the interviewer)
- Group dissemination polls (info days, seminars, etc.)

The questionnaires were designed for the target groups:

- the managers,
- the employed and
- the unemployed.:



Results

800 questioners were delivered from all partner countries

The similar training needs were identified



SERBIA

The following sectors have been identified also in Croatia:

- Processing industry (processing of metals, wood, PVC and rubber, production of food, vehicles, etc.)
- Chemical industry
- Energy production
- Environment
- Bio-engineering – Production of medical devices and orthopedic implantants

The list of potential professions from the category of the unemployed with the university degree qualifications, and in compliance with the purpose of the project, was defined:

- Engineers
- IT engineers
- Technologists
- Economists
- Designers
- Chemists, physicians, etc.:



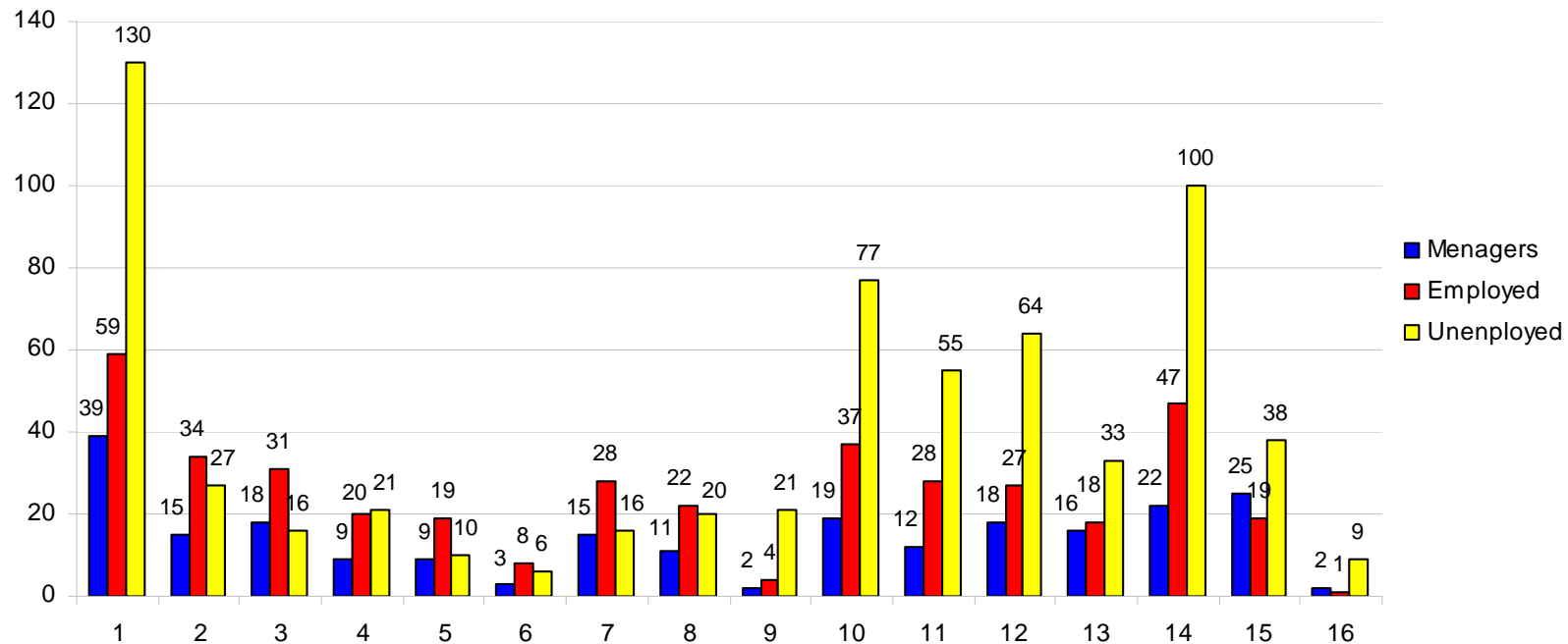
TS&NA implemented in Serbia

by the UKG, REDASP, NES and SCGM

TSNA analysis in Serbia							
No	Performed by partner	Place	QD-01-TSNA general QD	QD-02-TSNA manager QD	QD-03-TSNA employed QD	QD-03-TSNA unemployed QD	TOTAL QD
1	UKG	Serbia	13	14	49		76
2	REDASP	Serbia	21	19	22		62
3	SCGM	Serbia	1	1	10		12
4	NEA	Serbia	15	16	14	160	205
						TOTAL	355



TRAINING NEEDS



1. Specialized trainings related to the profession or enterprise
2. Advanced CAD modeling
3. CAM modeling and NC programming
4. From R/D to virtual manufacturing to the users
5. R/D of tools for plastic
6. Competitive engineering
7. Development and optimizing of the production processes supported by virtual manufacturing
8. Industrial design

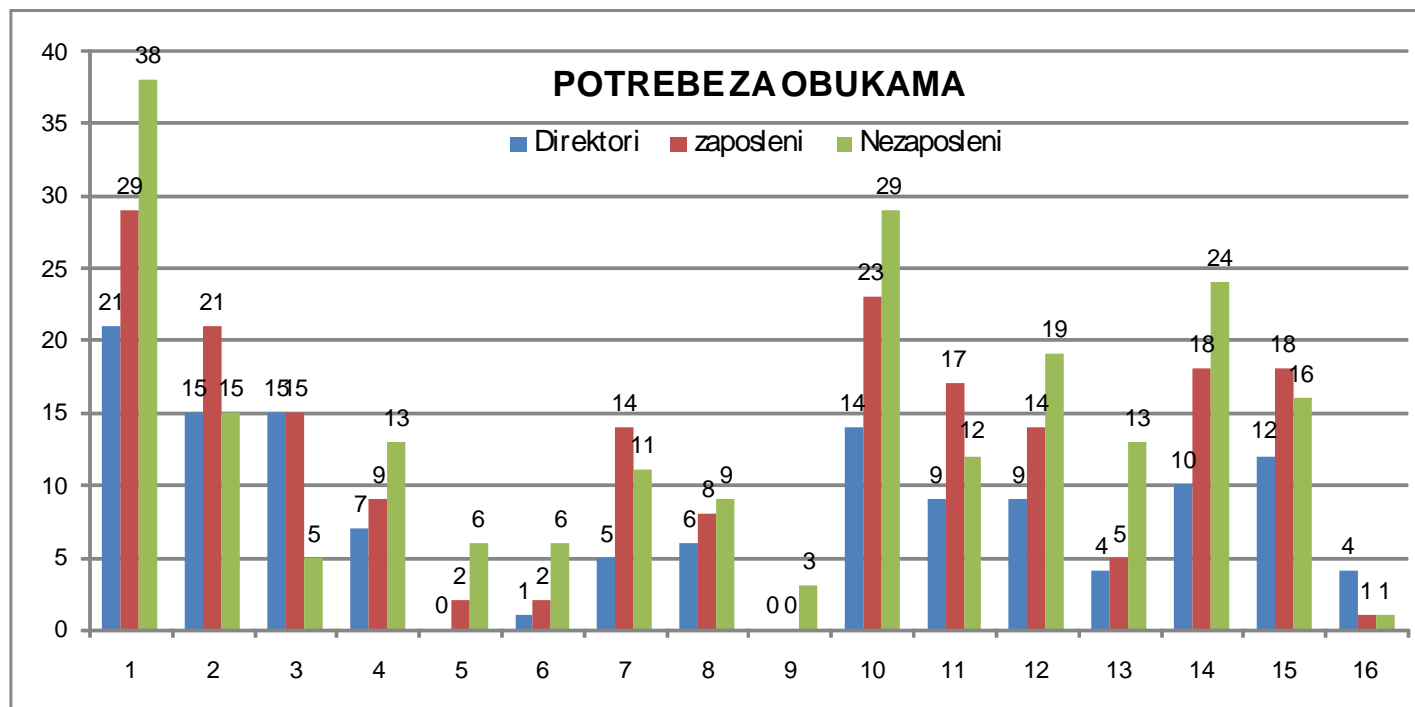
9. Bio engineering - applications
10. Informative seminars about new trends
11. Project design and management
12. Business communication and negotiation
13. Practical business marketing
14. Learning foreign languages
15. Introducing new quality certificates, and related trainings
16. Other



TS&NA implemented in Croatia territory

by the UR, Elcona and NES

TSNA analysis in Croatia							
No	Performed by partner	Place	QD-01-TSNA general QD	QD-02-TSNA manager QD	QD-03-TSNA employed QD	QD-04-TSNA unemployed QD	TOTAL QD
1	UR	Croatia	30	30	40		100
2	Elcon Geretebau	Croatia	1	1	5		7
3	NEA	Croatia				51	51
						TOTAL	158



1. Specialized trainings related to the profession or enterprise
2. Advanced CAD modeling
3. CAM modeling and NC programming
4. From R/D to virtual manufacturing to the users
5. R/D of tools for plastic
6. Competitive engineering
7. Development and optimizing of the production processes supported by virtual manufacturing
8. Industrial design

9. Bio engineering - applications
10. Informative seminars about new trends
11. Project design and management
12. Business communication and negotiation
13. Practical business marketing
14. Learning foreign languages
15. Introducing new quality certificates, and related trainings
16. Other

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MONTENEGRO

The following sectors have been identified:

- Processing industry (processing of metals, wood, PVC and rubber, production of food, vehicles, etc.)

The list of potential professions:

- Engineers
- IT engineers
- Technologists
- Economists
- Designers

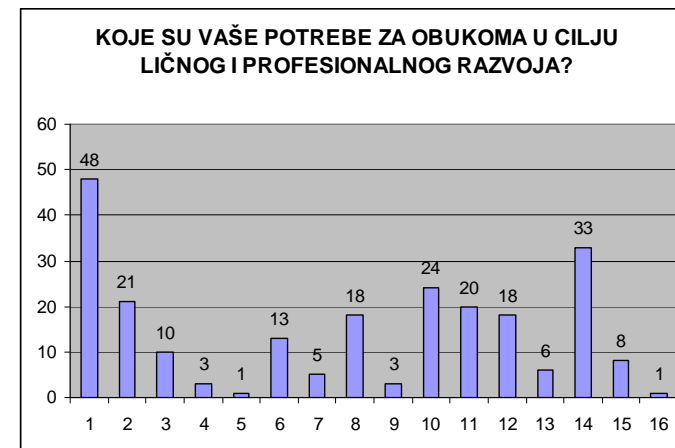
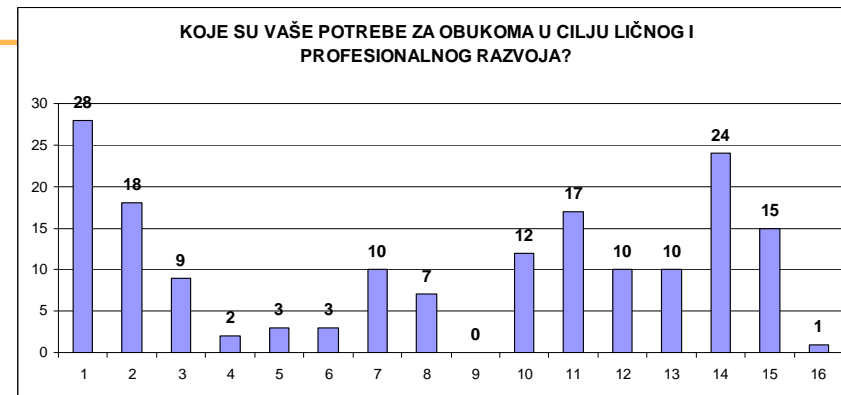
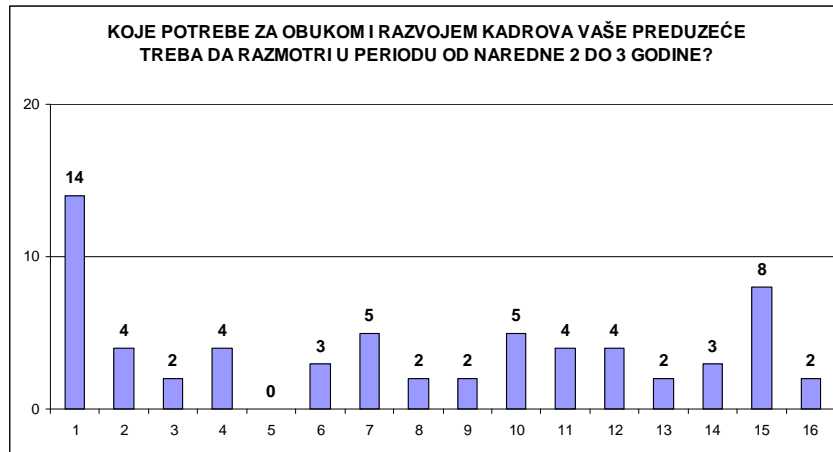


TSNA analysis in Montenegro

UP and Metalik have collected the following number of questionnaires in the field, until 25th December 2009.

TSNA analysis in Montenegro							
No	Performed by partner	Place	QD-01-TSNA general QD	QD-02-TSNA manager QD	QD-03-TSNA employed QD	QD-03-TSNA unemployed QD	TOTAL QD
1	UP	Montenegro	7	7	40	90	144
2	METALIK	Montenegro	11	11	17	0	39
4	NEA	Montenegro	0	0	0	0	0
						TOTAL	183

TRAINING NEEDS



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5. R/D of tools for plastic
6. Competitive engineering
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9. Bio engineering - applications
10. Informative seminars about new trends
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12. Business communication and negotiation
13. Practical business marketing
14. Learning foreign languages
15. Introducing new quality certificates, and related trainings
16. Other



Bosnia & Herzegovina

The following sectors have been identified:

- Processing industry (processing of metals, wood, PVC and rubber, production of food, vehicles, etc.)
- Production of elevators, crane and transport equipage,...

The list of potential professions:

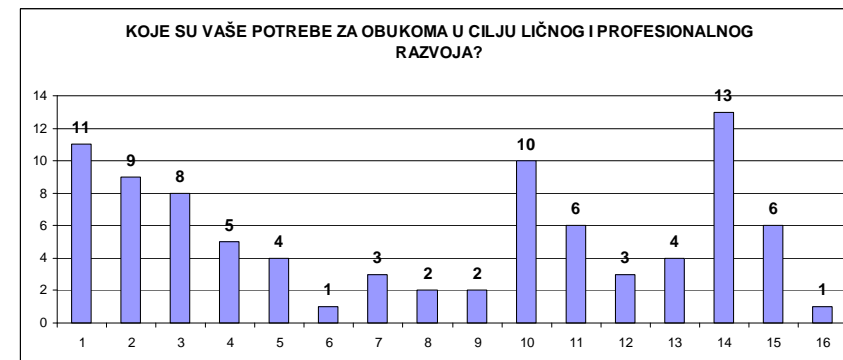
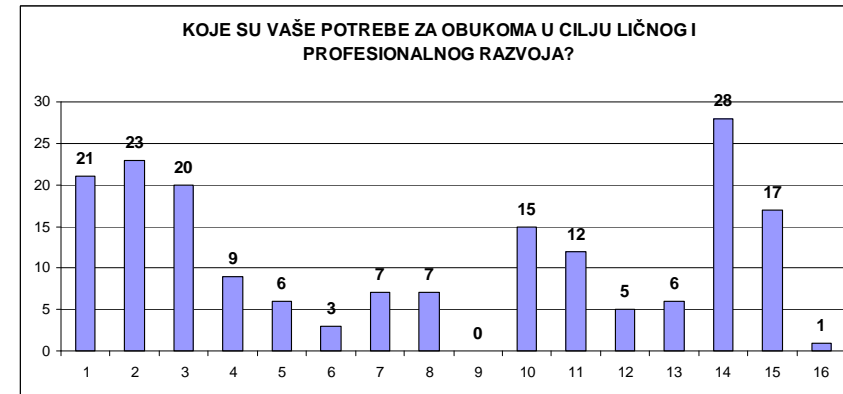
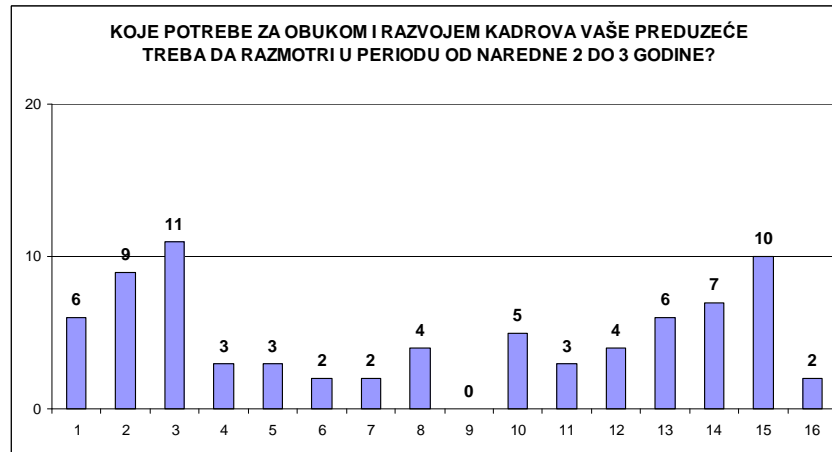
- Engineers
- IT engineers
- Technologists
- Economists
- Designers



TSNA analysis in Bosnia & Herzegovina

UBL and TRIBEST and NEA have collected the following number of questionnaires in the field, until 29th January 2010.

TSNA analysis in Bosnia & Herzegovina							
No	Performed by partner	Place	QD-01-TSNA general QD	QD-02-TSNA manager QD	QD-03-TSNA employed QD	QD-03-TSNA unemployed QD	TOTAL QD
1	UBL	Bosnia&Herzegovina	18	18	38		74
2	TRIBEST	Bosnia&Herzegovina	1	1	3		5
4	NEA	Bosnia&Herzegovina				24	24
						TOTAL	103



1. Specialized trainings related to the profession or enterprise
2. Advanced CAD modeling
3. CAM modeling and NC programming
4. From R/D to virtual manufacturing to the users
5. R/D of tools for plastic
6. Competitive engineering
7. Development and optimizing of the production processes supported by virtual manufacturing
8. Industrial design

9. Bio engineering - applications
10. Informative seminars about new trends
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13. Practical business marketing
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15. Introducing new quality certificates, and related trainings
16. Other



Recommendation and reconsideration of the list of specialized trainings

Results of the first
Motivational seminar
“Join and benefit” in Kragujevac



Directors / managers

Most needed:

1. Specialized trainings related to the profession or enterprise
2. Introducing new quality certificates, and related trainings
3. Learning foreign languages
4. Informative seminars about new trends
5. CAM modeling and NC programming

Suggestions:

1. Tool design (sheet metal, plastic) + simulation
2. Training of internet explorers (Market Research, Patents, Scientific works...Ideas...Tenders...

Employed

Most needed:

1. Specialized trainings related to the profession or enterprise
2. Learning foreign languages
3. Informative seminars about new trends
4. Advanced CAD modeling
5. CAM modeling and NC programming

3. Project management, software (Project)
4. IT administrator
5. Informative seminars for quality management

Unemployed

Most needed:

1. Specialized trainings related to the profession or enterprise
2. Learning foreign languages
3. Informative seminars about new trends
4. Project design and management
5. Business communication and negotiation

6. Economic engineering
7. Maintenance of CNC machines (service provider)



Recommendation and reconsideration of the list of specialized trainings

Results of the second
Motivational seminar
“Join and benefit” in Rijeka



Directors / managers

Most needed:

1. Specialized trainings related to the profession or enterprise
2. Advanced CAD modeling
3. CAM modeling and NC programming
4. Informative seminars about new trends
5. Introducing new quality certificates, and related trainings
6. Learning foreign languages

Suggestions:

1. CAD/CAM
2. Optimization of production process
3. Steel construction, analysis , FEM

Employed

Most needed:

1. Specialized trainings related to the profession or enterprise
2. Informative seminars about new trends
3. Advanced CAD modeling
4. Learning foreign languages
5. Introducing new quality certificates, and related trainings

4. Planing, monitoring and managing of production
5. Informative seminars and specialized trainings

Unemployed

Most needed:

1. Specialized trainings related to the profession or enterprise
2. Informative seminars about new trends
3. Learning foreign languages
4. Business communication and negotiation
5. Introducing new quality certificates, and related trainings

6. Technician / Eng. for Welding
7. Non-destructive control
8. Retraining, enrichment of knowledge from other fields





Obstacles and shortcomings

- Some of the selected enterprises rejected to participate
- It was necessary to contact enterprises in the same time: by phone, by fax, by e-mail
- A long period for collecting of all TS&NA results from partner countries



Conclusions

All target groups in project:

- There is an interest to participate in the project realization and their interests are in improvement.

- All target groups are interested for trainings in concrete enterprise - **from 86% to 100% managers are interested to send their employees to participate in training programs**

Mainly they are interested in specialized trainings – new technologies and new quality standards.

- **Chance for TCs is - High % of target groups did not have any information about similar trainings in their Region**



**Thank you
REDASP Kragujevac**

Marijana Božić

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