

Idea: Creating a special program for mSME sector offering access to skills development programmes in order to facilitate training and adjustment, promote training rather than job redundancy and provide workers and job seekers with access to e-learning

Number in the database: 43

Area number: 16

Idea description

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| <p>Title:</p> | <p>Creating a special program for mSME sector offering access to skills development programmes in order to facilitate training and adjustment, promote training rather than job redundancy and provide workers and job seekers with access to e-learning</p> |
| <p>Idea objective</p> | <p>The aim of the initiative is to facilitate offering access to skills development programs in order to facilitate training and adjustment, promote training rather than job redundancy and provide workers and job seekers with access to e-learning. The program is closely related to Idea No. 12. As a part of the Sharing Economy, the aim is to promote the exchange of information about various trainings in local enterprises and to reduce employees' salaries during training instead of dismissing them.</p> <p>Possible alternative approach/additional element of the idea:</p> <ul style="list-style-type: none"> - Sharing the idea with other cities, - Extension of the project to other cities in the poviat or voivodeship. - Branch approach – specific rules dedicated to the type or size of companies. |
| <p>Sharing process (max 1000 characters)</p> | <p>Sharing process will be organized in the following steps:</p> <ol style="list-style-type: none"> 1) Integration by the city office or employment office in the city of information about available trainings. 2) Meeting with entrepreneurs to facilitate training and adjustment, promote training rather than redundancy and provide workers and job seekers with access to e-learning. 3) Preparation of a newsletter for mSMEs about the available training offer. 4) Encouraging mSMEs to inform other entrepreneurs about available trainings or sharing trainings on a barter basis (free of charge). 5) Cooperation of mSMEs in publishing a newsletter with a wide range of shared and free training courses. <p>Access to program is free of charge but limited to entities that meet the requirements specified in the regulations, e.g.</p> <ul style="list-style-type: none"> - MSME status, - location within the city, - registration through the system with the declaration of sharing the offer of trainings. |
| <p>Restrictions/rules (law, skills, time, other)</p> | <p>The initiative requires an analysis and answers to the following questions:</p> <ul style="list-style-type: none"> - What are the available free training courses potentially interesting to local mSMEs in programs and projects known to the city, local and regional employment office? - How big will the interest in the newsletter be? - What are the acceptable costs for employers of hiring employees during the training period during the downtime? - Will mSMEs be interested in sharing trainings? On what basis? - Should the city hall or other public entity support the activity of mSMEs at the stage of program launch? - How to monitor the effects? <p>The initiative requires the involvement of the following resources:</p> <ul style="list-style-type: none"> - human resources: IT competences, graphic and marketing skills, Public Relations. |

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| Procedures (if applicable) | The implementation of the initiative requires several formal procedures: <ul style="list-style-type: none"> - conducting analyses (as above), - establishing contacts with mSMEs and facilitating of first editions of newsletter |
| Costs for public institutions (if applicable) | Costs of organizing the program (working hours). |
| Expected result (if possible) | It is expected that the program will allow local entrepreneurs to increase the competences of their employees in a more effective way, and at the same time facilitate training and adjustment, promote training rather than job redundancy and provide workers and job seekers with access to e-learning. |