

## Idea: Human resources made available by public institutions for small business - for specific tasks

Number in the database: 7

Area number: 7

### Idea description

<b>Title:</b>	Human resources made available by public institutions for small business - for specific tasks
<b>Idea objective</b>	<p>The aim of the initiative is to facilitate local partnerships to overcome the human resources crisis. The initiative can be organised in the form of professional detachment if all legal requirements are met, or in other forms (part-time working regime, etc.).</p> <p>It is crucial for applying the idea to establish the concrete cooperation framework, especially regarding the specific tasks that should be accomplished by the specialists from the public sector and the period during which the specialists would work for the business partner. Also a return strategy or work schedule should be planned when the cooperation is short or medium-term.</p> <p>The essence of the initiative is the support for the business sector to fulfil the human resources gaps, especially those that need quick solution and when the public sphere can address in a proper way the issue. At the same time, the initiative is a good solution for local public teams in terms of additional motivation, diversity of work, etc.</p>
<b>Sharing process (max 1000 characters)</b>	<p>Sharing process will be organized in the following steps:</p> <ol style="list-style-type: none"> <li>1) A formal request will be submitted by the private partner to LPAs/institutions</li> <li>2) The tasks and field of activity/expertise of the required specialist/s will be defined (profile)</li> <li>3) Human resources mapping should be available within LPAs/institutions in order to identify in an efficient manner the needed resources</li> <li>4) A cooperation framework will be established (agreement, contract, etc.)</li> <li>5) Remuneration, working schedule and other relevant issues should be described and planned</li> <li>6) The personal approval of the specialist/s should be documented based on the local regulation</li> </ol>
<b>Restrictions/rules (law, skills, time, other)</b>	<p>The initiative requires an analysis and answers to the following questions:</p> <ul style="list-style-type: none"> <li>- are there any available human resources in the public sector?</li> <li>- are there any tasks of the small local business that could be accomplished by the specialist/s of the public authorities/institutions? (e.g. kindergarten employees can also work part-time for small entrepreneurs)</li> <li>- is there available a tool for human resources management within LPAs/institutions or which is the method to identify the proper solution in case of a request from the business sector side?</li> <li>- is possible for the specialists from the public sphere to combine the work in the private / business sector (e.g. public servants status restrictions, etc.)</li> </ul>
<b>Procedures (if applicable)</b>	<p>The implementation of the initiative requires several formal procedures:</p> <ul style="list-style-type: none"> <li>- establishing the cooperation framework, certain agreements / contracts should be signed based on the specific regulation, that would describe the tasks, the period and other relevant information for both parts</li> <li>- professional detachment can be a form of cooperation, but other forms should be also taken into consideration based on the local laws</li> <li>- remuneration mechanism is a subject of discussion (either the work is still paid for by the local authority, or the private partner pays directly to the specialist or via LPA)</li> <li>- working regime / schedule is important especially when the chosen form is part-time (combining work in both sectors) – there should be clarity in time distribution</li> </ul>
<b>Costs for public institutions (if applicable)</b>	<p>The implementation of the idea needs clarification of the payment procedures &amp; costs, including some administrative costs (depending on the specific local regulation – e.g. administrative staff remuneration, financial-administrative operational procedures, etc.).</p>
<b>Expected result (if possible)</b>	<p>It is expected that a solution will bring benefits in the form of the valorisation of human resources at the local level.</p>