

# LEONARDO DA VINCI

## Transfer of innovation

**The Transfer of Competences and Trainings for Goods and Product Manipulator – GPM LDV TOI -04/12**

**Seminar for trainers**  
**25th – 26th March 2013, Ljubljana**  
**DAY 1**

Marjanca Simsič  
Manager of LdV  
Head of Non-food Sector

**WELCOME TO ALL MEMBERS OF CONSORTIUM (SCC),  
TO ALL THEIR REPRESENTATIVES AND  
TO OTHER PARTICIPANTS ON TODAY'S SEMINAR**

**SCC CONSORTIUM – GPM – LDV :**

- Trgovinska zbornica Slovenije (SCC); Slovenia**
- Asociacion Gabinete Tecnico Comercial (AGTC); Spain**
- Centro de Formação Profissional para o Comércio e Afins (CECOA); Portugal**
- Poslovni sistem Mercator d.d.; Slovenia**
- Spar Slovenija, d.o.o.; Slovenia**

## General presentation of the project – consortium

**Three national or regional associations of employers in commerce and trade (TZS, AGTC and CECO) will contribute to quality of the project's implementation as they have wide experience in transnational cooperation, all being members of international associations such as EuroCommerce. All three associations have experience with international projects, organization of seminars and work meetings.**

**On the local level, two Slovenian retail companies - Mercator and Spar - participate as associated partners.**

**Mercator and Spar Slovenija are able to suggest best results for their employees and to predict how the results could be useful after the project. Their cooperation brings to the consortium a broad view on training in trade sector in Slovenia, on their advantages and disadvantages, the ideas on improving the system especially by involving employees in VET and improving the transparency and recognition of qualifications and competences, including those acquired through non-formal learning.**

## Language of consortium

**Consortium is compiled of partners from three EU countries (Portugal, Spain and Slovenia) of which each has a different national language(s).**

**Due to this fact, project communication language is English.**

## **Agenda – DAY 1**

**9.00 – 10.00**  
**Project meeting**

**10.00 – 10.15**  
**Welcome and introduction of the agenda (TZS) – Ms. Marjanca Simsič**

**10.15 – 10.45**  
**Introduction of the project (TZS) – Ms. Marjanca Simsič**

**10.45 – 11.30**  
**Presentation of Slovenian National Education and Training System (TZS) – Ms. Urška Brglez**

**11.30 – 11.45**  
**Coffee break**

**11.45 – 12.45 – Ms. Filipa Curto; Ms. Sílvia Coelho**  
**- Portugal (CECOA) short presentation of Centro de Formação Profissional para o Comércio e Afins (CECOA) - presentation of national education and training system,**  
**- trade sector in Portugal.**

**12.45 – 13.45 – Mr. Miguel Devesa**  
**- Spain (AGTC) short presentation of Asociacion Gabinete Tecnico Comercial (AGTC),**  
**- presentation of national education and training system,**  
**- trade sector in Spain.**

**13.45 – 14.00**  
**Discussion and questions**

# PRESENTATION OF SCC

- ❑ established on November 17, 2006
- ❑ based on a voluntary membership
- ❑ one of two representative chambers in Slovenia according to Chambers of Commerce and Industry Act

*Through collaboration with its voluntary members, employed specialist staff and, if necessary, external experts, the Chamber has established an efficient, transparent and dynamic form of association for the purposes of running and developing commercial and related activities on today's global market in accordance with the principles of market economy and competition.*

Through its activities, the Chamber is maintaining the reputation of commercial and related activities and strengthening social dialogue and social partnership on all levels.

# SCC MISSION

modern and efficient service  
+  
representing members interests  
+  
educational and specialist training programs  
+  
consultation and information  
+  
partnership programmes  
=  
**INFORMED, SUCCESSFUL  
AND SATISFIED MEMBERS**



# SCC bodies

## Assembly

- all SCC members

## Management Board

- president + 34 elected members

## Supervisory Board

- 5 elected members

## President

## Executive Director

# SCC members in numbers:

- ❑ Over 6,000 voluntary SCC members
- ❑ 60% of SCC members perform commercial activities, while the remaining 40% deal with activities directly related to commerce (food service, tourism, consulting, manufacturing, transport, construction, etc.)
- ❑ SCC members account for 25% of all income in the Slovenian economy and 16% of all employees in Slovenia
- ❑ 94% of SCC members employ up to 50 people (micro and small companies)

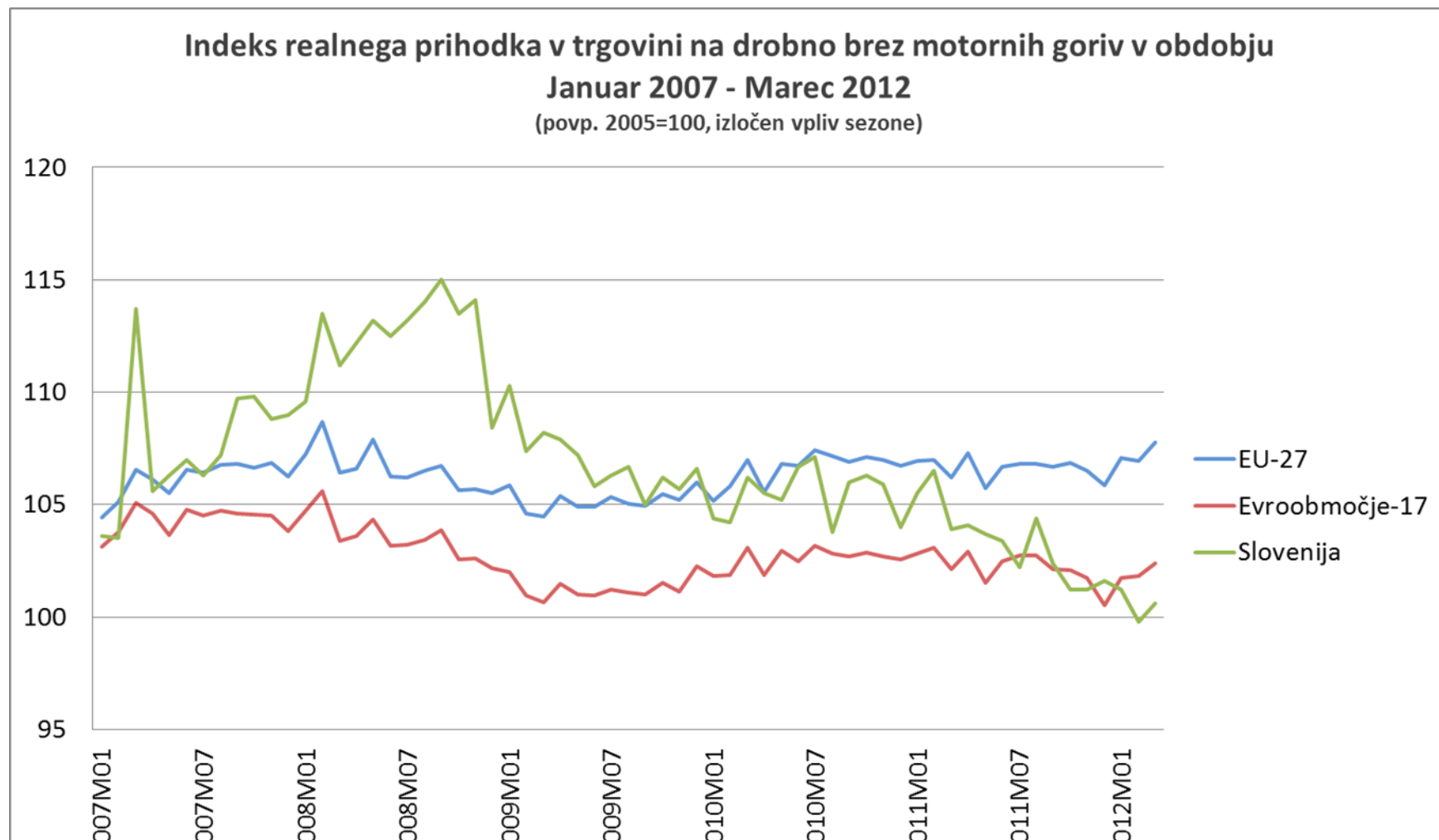
# COMMERCE SECTOR IN FIGURES

Annual reports 2011 – companies (EUR)

KAZALCI	SLOVENIJA (vse SKD dejavnosti)			DEJAVNOST TRGOVINE (G)			G/SLO 11	G/SLO 10
	2011 (EUR)	2010 (EUR)	11/10	2011 (EUR)	2010 (EUR)	11/10		
Total revenues	78.630.658.553	75.317.646.193	104,4	26.774.321.445	25.586.427.950	104,6	34,1	34,0
Net sales revenues	74.994.881.932	71.323.538.677	105,1	26.179.765.627	25.009.969.491	104,7	34,9	35,1
Total expenses	77.716.605.984	75.131.077.878	103,4	26.368.265.302	25.303.113.240	104,2	33,9	33,7
Labour costs	10.446.101.108	10.510.682.409	99,4	1.903.455.560	1.923.509.259	99,0	18,2	18,3
Net profit/loss for the accounting period	457.167.750	-256.496.512	-	284.227.356	154.953.690	183,4	62,2	-
Net value added	16.851.816.904	16.675.269.656	101,1	3.075.128.596	3.119.380.722	98,6	18,2	18,7
Net value added per employee	37.512	36.043	104,1	36.637	35.908	102,0	97,7	99,6
Number of employees	449.235	462.643	97,1	83.935	86.871	96,6	18,7	18,8
Number of companies	57.798	55.734	103,7	14.263	13.947	102,3	24,7	25,0

Source: Ajpes

# COMMERCE SECTOR IN FIGURES



# KEY ROLES OF SCC

- ❑ participation in the legislative process
- ❑ ensuring a comparable and competitive business environment
- ❑ providing up-to-date information for members
- ❑ strengthening social partnership
- ❑ performing tasks responsibly in relation to people, society and the environment
- ❑ important partner, with influence on the economic and social conditions in the narrower and wider regions

## **Any SCC member is entitled to ACTIVE participation in commissions, associations, working and project groups**

- ❑ **Commissions (10)** – Food; Non-Food (textile and footwear, chemicals, electrical equipment; Education; Environment; Tax, Finance and Accountancy; Research and the Trade Information System, Packaging)
- ❑ **Associations (9)** - Association of Automobile Manufacturers and Authorised Importers; Pharmaceutical Full-line Wholesalers; Retailers of Medical Devices and Pharmaceuticals; Wholesalers of Medical Devices; ZOO shop Association; Cosmetics and perfumes Association; Direct Selling Association; Slovenian Franchise Association; Marketing and public relations Association
- ❑ **Negotiation party on Collective Agreement for the Slovenia's Trade Sector**
- ❑ **Workgroups (3)** - Negotiations with collective organizations; Audio - video media and equipment; Excise duties and energy
- ❑ **Project groups** - formed according to the needs and expressed

# COMMUNICATION WITH MEMBERS

- through Working Bodies: Commissions, Associations, Workgroups, Project groups
- free of charge consultancy 
- „T-Informacije“ – free of charge bulletin for members (3 times a month)
- education and specialist training
- professional publications
- web site: [www.tzslo.si](http://www.tzslo.si)

## INTERNATIONAL AREA:

- ❑ EuroCommerce
- ❑ European Franchise Federation – **EFF**
- ❑ World Franchise Association – **WFA**
- ❑ European Association of Pharmaceutical Full-LineWholesalers – **GIRP**
- ❑ European Automobile Manufacturers' Association – **ACEA**
- ❑ World Federation of Direct Selling Associations – **WFDSA**
- ❑ Federation of European Direct Selling Associations – **FEDSA**
- ❑ Slovenian Economic Association in Austria – **SGZ**
- ❑ Slovenian Regional Economic Association in Italy – **SDGZ**
- ❑ Austrian-Slovenian Chamber of Commerce



## **SCC – EDUCATIONAL AREA**

- SCC is registered for educational activities and has a special department for education as well as Commission on Education, in which TZS members cooperate.**
- With decision of Ministry of Education and Sport, SCC has public authorization for executing tasks in fields of vocational and professional education in trade sector.**
- SCC organizes trainings for legal persons of the sector.**
- SCC is a part of European trade organization EuroCommerce. Representing employers in trade sector, we are a part of social dialogue and we are members of Slovenian Economic and Social Council.**

## The Transfer of Competences and Trainings for Goods and Product Manipulator – GPM -LdV

### General presentation of the project – why the project

**TZS supports diminishing administrative burdens for business subjects also in way of legal deregulation of educational conditions in Slovenian trade sector but at the same time TZS strongly believes in the importance of knowledge and skills, free flow of information and transfer of best practices and innovations in the frame of EU area and wider.**

**With its activities in field of education and also in this project, TZS tries to contribute in defining the best and most usable contents for the trainings, adjusted to the needs of employers.**

**For several years in Slovenia there has been a need for persons in the post of GPM (source: Employment Service of Slovenia). For this occupation there is no list of competences required or appropriate training.**

## General presentation of the project – key findings:

- **The post of GPM in Slovenia exist but there is no list of competences in this post, and no appropriate training to train persons for this post.**
- **Some bigger retail companies have their own trainings for GPM but the trainings are adjusted to needs of their company**
- **GPM workers usually have lower education than III. Level of ISCED.**
- **There are a lot of registered unemployed people in Slovenia (Employment Service of Slovenia) who would be able to do work of GPM but they do not have knowledge and skills for that.**

## General presentation of the project – the aims of the project

**Aim of the project is to fill in the gap in the vertical structure of the training for trade sector with GPM profile.**

### Project objectives:

- acquisition of Europe - comparable occupational competences for the GPM post,
- input of obtained foreign knowledge and experience in Slovenian system,
- establishment of training system for staff in the post of GPM in Slovenia,
- programme of trainings for the work of GPM in retail and
- initiative for occupational standard and national occupational qualification for GPM.

## General presentation of the project – transfer and upgrading

### **THE TRANSFER FROM FOREIGN COUNTRIES:**

- the transfer of occupational qualifications (knowledges and skills) for working as GPM from Spain and Portugal
- the transfer of good practice regarding the systems and ways of education and/or training for GPM from Spain and Portugal

### **UPGRADING**

- upgrading the transferred occupational qualifications for working as GPM in Slovenia
- preparation of training programme for GPM in Slovenia
- Preparation of the manual for training for GPM in Slovenia
- Preparation of initiative for occupational standard and for NOQ for GPM in Slovenia

## General presentation of the project – transfer

**With this project we want to transfer good examples from Spain and Portugal to Slovenia.**

**The results of the project:**

- will support the Programme for new knowledge and skills as well as**
- make possible posts with better functioning of the market due to higher competition of knowledge and skills among employees, with more qualified work force.**

## General presentation of the project – transfer and upgrading

**With the transferring and upgrading the competences and GPM training programme, the project will enable higher capacity of employed persons with elementary education, who are due to lack of knowledge not easily employable, as well as enable the job seekers additional training to broaden their chances of getting employed.**

**Since the occupational competences for GPM and the training programme will be comparable to those already established in other European member states, mobility in the labour market is likely to increase in Slovenia as well as in the whole of EU labour market.**

## General presentation of the project – the aim and the objectives

The project will fill current gap in the field of occupation in trade sector, shown by the analysis of the needs.

The aims and objectives of the project follow the objectives of the European Commission as published in »Programme for new knowledge, skills and work posts: European contribution to full employment« and enhance cooperation between VET (vocational educational training) and work environment in the field of testing and transferring to practice the mutual methods and systems for predicting the need for skills, which will address both aspects, determining the need for skills and suitable execution in VET in this sector.

Project follows the need of employers for employing the trained GPM, improvement and unification of skills and competences in the trade sector with integration of persons without formal education to training for GPM and enhances the relation between learning and working of persons already doing the work of GPM.



## General presentation of the project – results

- **Analysis of Spanish, Portuguese and Slovenian educational and training system in trade sector and analysis of comparability of these systems and collection of materials on occupational competences and trainings for GPM,**
- **Seminar for the trainers who will train people for the GPM post,**
- **Presentation of occupational competences and training of the GPM in Portugal and in Spain,**
- **A list of occupational competences for the GPM profile,**
- **Programme for GPM training,**
- **Pilot training for GPM profile ,**
- **GPM training manual,**
- **Prepared initiative for occupational standard and NOQ for GPM profile,**
- **Informing the general public on the contents and execution of the project and its results on the web site,**
- **Regular informing of TZS members on the content, execution and results of the project through T-Information bulletin.**

## **PROJECT MEETING - THE GPM – LDV PROJECT**

### **I. Achieved results of the Project in WP 1, 2, 3, 6 and what is still to be done until our second Project meeting in June 2013**

- Oktober 2012 – meeting at National agency Cmepius**
- 26.10.2012 – Kick off meeting of the consortium**
- Nov – Dec 2012, SCC preparation of Questionnaire and guidelines for preparation with questions regarding our foreign partner's countries:**
  - **educational and training system,**
  - **educational and training system in trade sector,**
  - **occupational competences for work of GPM and**
  - **education and training for work of GPM.**

## **PROJECT MEETING - THE GPM – LDV PROJECT**

### **I. Achieved results of the Project in WP 1, 2, 3, 6 and what is still to be done until our second Project meeting in June 2013**

- 25th – 26th March 2013, Seminar for trainers, Ljubljana**
- 22nd – 23rd April 2013, Expert visit, Barcelona, Spain**
- 23rd – 24th May 2013 ; Expert visit, Lisbon, Portugal**
- 21th June 2013; Second Project meeting, Ljubljana, Slovenia – overview of the past and plan for future activities on the project.**

## Conclusion

**We believe that with this project, new strong international partnership will be formed, which will:**

**-foster transnational experience and good practice exchange in the field of VET in trade sector beyond the project,**

**-enable to further explore, develop and upgrade the results of the project in all partnering countries, as well as**

**- continue a dialogue on current issues also on EU level.**

**THANK YOU FOR YOUR ATTENTION !**

<http://www.tzslo.si/projekti/GPM-EN>

<http://www.tzslo.si/projekti/GPM-SLO>