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WE EXTEND THE HORIZONS-
WE IMPROVE THE COMPETENCE OF THE STAFF OF DISTRICT LABOUR OFFICE IN RUDA ŚLĄSKA

District Labour Office in Ruda Śląska in June of the current year is finishing the implementation of the project "We extend horizons - training for employees of District Labour Office in Ruda Śląska" co-financed by the European Union under the Erasmus + programme (sector: Adult Education). Therefore, it is time to summarize, draw conclusions and disseminate results.

Who participated in it? What did he learn? What are the effects?
Are European projects needed? Who uses it?

When we read or hear the slogan "European projects", the above questions appear instantly - and we will try to answer specifically and comprehensively.

The District Labour Office in Ruda Śląska has been preparing and implementing projects for several years, for which it obtains financing from various sources, including European funds. It allows for providing comprehensive support for clients, both individual- the unemployed, as well as institutional- employers.

Thanks to the projects, we are able to help people without employment, and find the right employee for employers. Professionally and effectively support is possible thanks constantly improving professional qualifications of the staff of District Labour Office. We gain knowledge and share experience by participating in various types of international trainings or conferences, as well as interesting solutions and inspirations to improve our work skills. This action significantly broadens our view of professional activation and suggests new solutions.

That why we create "We extend horizons - training for employees of District Labour Office in Ruda Śląska" co-financed by the European Union.

So it is not surprising that the main goal of this project is to improve the qualifications of employees of the District Labor Office in Ruda Śląska. However, it is worth to indicate fields of trainings:

- development of competences and skills in the field of cooperation with individual and institutional clients, aimed at effective activation of the unemployed, with particular emphasis on disadvantaged groups,

- shaping and development of entrepreneurial attitudes among adults,
- creation and implementation of projects (including international and partner projects).

During the implementation of the project, there were two group trainings and one individual training for a total of 20 people. The substantive scope of those trainings was connected with specific needs and expectations of the District Labour Office in Ruda Śląska written in its European Development Plan.

The first of the trainings took place in June 2017, in Plymouth (United Kingdom) and was implemented by Almond Vocational Link. The participants of the training extended their knowledge in the field of: working methods and tools for support the unemployed (especially disadvantaged groups), which are used in Great Britain, as well as similarities and differences in the British and Polish market in the context of employment and education. Participation in the training gave an unique opportunity to get to know the work of various institutions operating on the British labor market, including JOB CENTER PLUS which is the equivalent of the Polish labor office and SHEKINAH MISSION operating in the field of social inclusion (homeless people, addicts, ex-convicts). Employees of the District Labor Office in Ruda Śląska through participation in the above training they have developed their work skills and competence in the field of customer service.

The second of the mentioned trainings was organized by Training Vision in Portsmouth (Great Britain) in April 2018. Dr. Taiwo Ayodele did interesting lectures. He is a person with very wide experience, engaged in consulting for people setting up companies or projects in the field of artificial intelligence. He is university lecturer and entrepreneur. Involvement of participants and trainer allowed to gain knowledge in the field of support addressed to people who want to start their own business in the UK. During the training there were also discussed the similarities and differences between the solutions used in Poland and Great Britain in field of entrepreneurship. Participation in the training was also a great opportunity to get to know various organizations that support entrepreneurship on the British market eg. Prince's Trust (a charity organization supporting young people) and also Job Center Plus (this time with an emphasis on entrepreneurship). A very interesting part of the training was also the opportunity to look at the solutions used at the interface between the education and the labor market thanks to the visit at Highbury College and learning the realities of the functioning of a growing company conducting social activities (Insight4life). Participation in the training allowed to gain valuable knowledge, exchange experiences and was the source of inspirations for the development of support for both those who are unemployed and entrepreneurs.

The last of the mentioned trainings: "Efficient & effective project management for EU funded projects" was in October 2017 in Barcelona. Two of employees of the project department from the District Labour Office were registered. In the company of 20 other participants from 12 different countries they have developed their skills related to the creation and implementation of projects.

This experience helped them establish partnership and create new project, so we hope that this is just the beginning of effective cooperation. An important element of this training was the experienced trainer who did lectures- an expert of the European Commission, which allowed its participants to learn about new methods and tools used in planning and implementation of projects (including international / partner projects) and in effective management.

Foreign trainings are an ideal form for seeking new inspirations and support in other way.

The meeting with the culture and history of other country shows different view on the labor market, education or social issues. This dissimilarity can change the way of thinking which may bring even better results in work.

And so it happens. The employees of the District Labor Office in Ruda Śląska during the training, summarizing their participation each day, drew conclusions and made proposals for solutions inspired by foreign examples, which could be implemented on the labor market in Ruda Śląska, with appropriate adaptation to Polish conditions. There was created interesting list of ideas for activities supporting unemployed people and employers in Ruda Śląska. One of them is already in the implementation phase and is connected with HR tools used in professionally prepare the unemployed person to participate in interviews with employers. The employees of the District Labor Office in Ruda Śląska have knowledge and experience in this field, but the key factor of efficiency our organization is constantly improving professional qualification of our staff. At the same time, this knowledge will also be used during recruitment and evaluation of candidates to participate in projects, which will allow their effective implementation.

We aspire to become better and better so we constantly improving our qualifications and we raise funds for activities supporting the unemployed to back to the labor market and employers on the road to their effective development.

By implementing projects, including European ones and participating in various types of training, we constantly strive to improve the services of the District Labour Office. We use all our experience and knowledge during everyday work, hoping that we effectively meet the expectations of our clients.

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