

Proposal for further positioning of WG HRD&T

The recent situation:

After the failure of WG HRD&T activities in 2004 it was decided to re-establish the WG from experts involved in the field of HRD&T. The CEI national co-ordinators were requested to nominate appropriate experts, who will actively work in the WG. There are nominations from 9 countries yet. Some others are awaited in near future. The activities included into the Action plan in past may not be relevant any more and they may not address the needs of CEI member states so far.

The recent situation shows that the HRD is not taken yet as a key issue in developing countries despite the fact that only countries producing the goods with high added value (technologically advanced – which is directly connected to well educated and trained labour force) can speed up their economical developments. The awareness of HRD importance is still generally low.

Recommendations for future work:

The future work of the working group is dependent on the discussion and decision of experts within the newly established WG.

Therefore there is an urgent need to call the meeting of those, already nominated to the WG to have some more deep discussion on future activities.

The meeting has to clarify following questions:

1. Is there a need to have a proper WG on HRD within CEI or the Task Force may be sufficient?

WG can develop some systematic approach to advertise the HRD importance among countries, which are not EU members and cannot use ESF for HRD.

Task force can develop only specific ad hoc activities and no systematic support to HRD is provided.

The decision of the WG has to be based on serious discussion and consensus of all involved. The decision is, of course, depending also on financial sources available in involved countries.

2. Which fields have to be covered by WG HRD – themes, target groups.

Specific countries have their specific needs and priorities and the common agreement has to be reached. Some countries would like to support the public administration, other need to support the private business development. Accession countries need to prepare their people to plan and use the EU Structural funds. EU members can provide information on their experience; new EU members can share their recent experience from accession period. The other issue is the importance of co-operation of regions on common projects, which results can be used by different users in more countries.

3. Is it necessary to have two groups: one for education within the formal system another one for HRD as such?

WG's main theme is the further education and training with the special attention to the labour market, employability, economical and social consequences. It is focused on needs of world of work, not on education as such within the formal educational system, which is the main theme for the CEI Task Force "Education".

There is a danger if the two groups are merged that the educational part (better structured and organised within the formal educational system) will be stronger and the world of labour and qualification will not prevail. Nevertheless the close

co-operation of these two groups is very important, but as there are different priorities and processes it is not recommendable to combine them in one WG.

4. What is the value of existence of WG or TF for CEI member states?

After the discussion at the meeting of newly nominated members (and maybe also the discussion home in their countries) this question can be answered.

5. Which specific activities are to be included into CEI Action plan for 2004 – 2006?

The proposal is based on experience of the chairperson, but it has again to be discussed with the WG members and adapted in the end. There will be a range of options provided to the WG for more deep discussion and selection those which are mostly attractive for members countries.

The activities may be focused on seminars, workshops, conferences, common training projects for different target groups (public administration, SMEs, young entrepreneurs,...), organising lectures of key experts in specific fields, exchange of experience from different stages of accession EU, networking activities, etc.