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GUVERNUL ROMÂNIEI
MINISTERUL MUNCII, FAMILIEI
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AMPOSDRU



Fondul Social European
POSDRU 2007-2013



Instrumente Structurale
2007-2013



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Organismul Intermediar Regional
POSDRU Regiunea Sud-Est

Proiect cofinanțat din Fondul Social European prin Programul Operațional Sectorial Dezvoltarea Resurselor Umane 2007 - 2013, Investește în oameni!

Organizational, functional and employment flexibility – critical conditions for economic growth of enterprises

POSDRU 81/3.2/S/51194

About this project



ARSSM is a partner of SC BARDROM SECURITY SRL, S.C. ANDIRIVAC S.R.L, S.C. MISO S.R.L. in the implementation process of an OSH specialists development programme .

The overall objective of this project is to increase the vocational training level and knowledge to improve health and safety at work, environmental protection, adaptability, mobility and flexibility of the employees and employers, introduction of modern technology introduction, within a changing economical environment.

Basically his projects has **5 horizontal objectives**:

- Equal opportunities
- Sustainable development
- Innovation
- Active aging
- Interregional approach

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Locația proiectului: București, str. Ion Câmpineanu nr.20, etj.6, cam.604, sector 1

Tel. 0318056086 Fax 0318056085

E-mail arssm51194@yahoo.com



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Specific objectives:

1. Increase the adaptability and mobility level of human capital within enterprises from rural and urban environment within the following regions: South-East(jud. Braila, Galati), Bucuresti-Ilfov si South-West Oltenia jud. Dolj) through the development of 141 specific vocational trainings in the field of OSH, environment protection, information and communication technology, human resources, work quality, fire prevention and fighting for 2115 participants to develop professional skills of employees, managers, employers, freelancers and validation of knowledge acquired through a graduation nationwide.
2. Promote OSH assurance, flexible patterns of work organisation, including new forms and practices, equality principle, quality of services and transfer of best practices in companies, with the requirements of environmental protection and fire prevention and fighting, in order to improve the working conditions by organising 24 workshops and validating the attendance through a participation diploma for 720 persons in the regions stated.
3. Inform and awareness among enterprises on changing social attitude towards vulnerable groups in the workplace and improving workers adaptability to technological an organisational innovations.
4. Raising awareness among 250 entrepreneurs and managers on the necessity and opportunity to participate to vocational training programmes carried out within this project and on its benefits. Both the overall objective and specific objectives aim the promotion of employees adaptability and mobility through vocational skills training specific to a specialization, including information and communication technology and environmental protection in order to improve working conditions.



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Background

- **Implementation start date:** 01.11.2010
- **Project implementation period:** 01.11.2010-31.10.2013
- **Regions where the project is implemented :** South-East , Bucharest- Ilfov, South- West Oltenia
- **Activities:**
 - ✓ The project main activities include vocational training programmes in the field of: occupational health and safety, environmental protection, information and communication technology, human resources, work quality, fire prevention and fighting.
 - ✓ The project implementation team will play an important role in maintaining direct contacts with companies on vocational training requirements determined by economic restructuring.
- **Target Group:**
 - ✓ Persons that work in rural or urban environment: South-East (Braila, Galati counties), Bucharest- Ilfov and South-West Oltenia (Dolj county):
 - employees
 - employers
 - freelancers
 - managers at all levels
 - ✓ Vocational training programme include the following courses:



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Vocational training	Place
Work protection inspector – basic level	<input type="checkbox"/> Braila <input type="checkbox"/> Craiova
Work protection Inspector – refresher course	<input type="checkbox"/> Braila <input type="checkbox"/> Craiova
Occupational health and safety Inspector - basic level	<input type="checkbox"/> Galați <input type="checkbox"/> București
Occupational health and safety Inspector - refresher course	<input type="checkbox"/> Galați <input type="checkbox"/> București
Occupational health and safety Specialist	<input type="checkbox"/> București
Risk assessor and OSH auditor	<input type="checkbox"/> Brăila <input type="checkbox"/> Galați <input type="checkbox"/> București <input type="checkbox"/> Craiova
Auditor in quality	<input type="checkbox"/> Galați
Environmental auditor	<input type="checkbox"/> Galați
Manager of environmental management systems	<input type="checkbox"/> Brăila <input type="checkbox"/> București
Environmental protection technician	<input type="checkbox"/> Brăila
Technical officer with responsibilities in the field of fire prevention and fire fighting	<input type="checkbox"/> Galați <input type="checkbox"/> Craiova
Human Resources Inspector	<input type="checkbox"/> Galați <input type="checkbox"/> București
Human Resources Manager	<input type="checkbox"/> Craiova
Project Manager	<input type="checkbox"/> Galați
Data entry and validation operator Operator introducere, validare și prelucrare date cu finalizare ECDL	<input type="checkbox"/> Galați
Trainer	<input type="checkbox"/> Galați
Communication in English	<input type="checkbox"/> Galați

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- ✓ The activities of the partners will be sustained after the project ends due to the existing equipment but also of those acquired during the project, to the website page that will continue to be updated regularly with information of interest, and also due to the experts and implementation team whose knowledge and skills can be used in maintaining the relationships created during the implementation period.
- ✓ The project will focus on promoting examples of best practices gathered during the implementation period, fact that could be exploited and multiplied by providers of similar services anywhere in the country thanks to the web page.



- ✓ Principle of equality has been integrated into the development and implementation of the project, within the activities regarding target group identification, development and management activities.
- ✓ Also the projects' activities will follow up the principle of equality, where appropriate, will highlight the importance of equal participation of both women and men in activities and within organisations especially at management and administrative structures. Within training activities, employers will be sensitized on the equality principle, that will create one of the core subjects on which the strategy of the intervention should be based. Starting from the equal opportunities and treatment principle among woman and man in the field of employment and labour, of equal opportunities and non-discrimination, has been taken into consideration the fact that during the implementation of the activities involved in the project do not make any difference, exclusion, preference, restriction regardless race, nationality, ethnicity, language, beliefs, social status, sexual orientation, gender, age, disability etc.
- ✓ The project aims to promote the principles of sustainable development whose overall objective is to get persons better trained in order to face the challenges and to act with responsibility towards present and future. Promoted sustainable development leads to an equilibrated economic growth using a



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competitive and specialized human capital trained through workshops that results in the increase of adaptability and flexibility of workers and enterprises, promotion of environmental policy specific to workplace, OSH and fire protection and fire fighting standards of a safe and suitable work environment.

- ✓ Promotion of active ageing and providing opportunities for elderly workforce by involving in mixed teams of people with different ages, combine the benefits of competencies and experience of different groups of ages. We seek the adaptation of vocational training to new technologies, outcomes and best practices, complementary approaches and dissemination activities of the results through the means at our disposal:

→ portal web,

→ informative guides to disseminate the results.

- The proposed project is part of the Human Resources Development Strategy for 2007–2013 and aims that by the *Development and a more effective use of the human capital in Romania, through the provision of equal opportunities to long life learning and the development of a flexible and modern labour market* to contribute to the achievement of the specific objectives of the priority axe 3, key area of intervention 3.2.

- As authorised vocational training providers we can implement CNFPA strategy regarding the provision of a high standard services, helping to increase the capacity of correlation/harmonisation, of the competencies of our students, with the specific requirements asked by employers and labour market dynamics.



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Project Team

Dan Marius Andreescu

Profession: Engineer



Position held: Implementation Coordinator

Alice Elena Irimia

Profession: International relations officer



Position held: Public relations and communication officer

Alexandru Enache Istrate

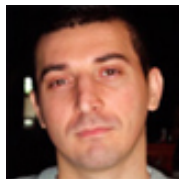
Profession: Chartered accountant



Position held: Financial officer assistant

Bogdan Comaromi

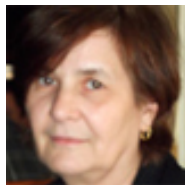
Profession: Geographer



Position held: Advertising and target group selection officer

Somandru Mariana

Profession: Engineer



Position held: Logistics officer

Horia Minca

Profession: Engineer



Position held: Secretary