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Grant project “Company Training” at IFE-CR, a.s.

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Training is a Chance

Operational Programme: Human Resources and Employment (HREOP)

Global Grant Name: Adaptability and Competitiveness

Priority Axis: Adaptability

Area of Support: Increasing Employee Adaptability and Enterprise Competitiveness

Call Number 35 – Training is a Chance

Specific Aims:

- Develop employees’ qualification level and their competence.
- Develop company systems for human resources management and development of human resources by employing innovative approaches.
- Motivate employers to promote specialised training within their companies.
- Strengthen job vacancies sustainability.

About the Grant project

Project Name: Company training as a complex tool for strengthening the motivation, adaptability and competitiveness of employees and IFE-CR, a.s. as a whole.

Short Name: Company Training at IFE-CR, a.s.

Project Description

The project consists of 32 key activities which are spread over the 24 months of the project’s duration. A small portion of the project (6 activities only) is of organizational and technical character; while the remaining 26 activities are directly related to the training of the target group of participants.

There are five groups of activities:

- Internal trainers preparation (IT),
- Managerial skills development for senior executives,
- Computer skills development,
- Specialised “retraining” courses for employees,
- Lean production and administration.

IFE-CR’s internal trainers as well as selected external suppliers will participate in the activities. The project will be managed by a small team which will cooperate with other employees while carrying out the project. Good planning, efficient organisation of individual activities, thorough assessment of the benefits and successes of the realized trainings – all these factors will secure good quality of the project.

Aims of the Project

The aim of the project is to secure continuous support for company’s strategic plans, increase its competitiveness, guarantee development of its employees and of their motivation for further training, all of this via an internal system of training. This aim is to be reached primarily by transferring the training technologies into the company and by securing a higher level of self-sufficiency in training.

Target Groups

All groups of employees in the company will partake in the project – production operators, logistics operators, quality assessment specialists, salaried employees, senior executives as well as managing directors.

Course of the Project

In the 2-year long course of the project, 47 various training activities, 8 e-learning courses and 1 b-learning course will be held; 12 sets of training material will be bought together with 3 e-learning courses and 2 simulative games; 2 assessment activities will be carried out (by the Assessment/Development Centre) and coaching of selected executives will take place as well. For the purposes of and within the realms of the project, the training centre and the computer room will be fully equipped. Suppliers of the training activities and equipment will be selected in selection process.

Outcomes

The intended number of employees to partake in the project is 219. The total number of all participants is more than 800; some employees will therefore participate in more than one activities of the project. The project will bring 14 new or innovated products.

Link

www.esfcr.cz