



ИНВЕСТИРАМЕ В ХОРАТА



MINISTRY OF LABOR AND SOCIAL POLICY
CENTER FOR HUMAN RESOURCES DEVELOPMENT AND
REGIONAL INITIATIVES

BULLETIN

APRIL 2022

ON FOCUS

ACCESSIBILITY OF THE DIGITAL SPACE – A NECESSARY PART OF THE
GLOBALIZATION AND ELECTRONIZATION PROCESSES

STRENGTHENED PARTNERSHIP WITH LEADING
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PRACTICES AND PROFESSIONAL CONSULTING
IN SUPPORT OF THE LEARNING PROCESS –
NEW 20 MOMENTS.

RENEWAL OF DISCUSSIONS IN THE
LECTURER'S CLUB





ON FOCUS

In 2022, the Center will offer training for professional qualification and retraining in various specialties, including Word Processing, Manicure, Pedicure and Nail Art, Administrative Services, Small and Medium Business, Confectionery Production, Software, Operational Accounting, Landscaping and Floriculture, Social work with children and adults with disabilities and chronic illness, etc. The full list can be found on the Centre's external website at: <https://www.chrdri.net/>. Trainings on key competencies, communication, computer and leadership skills will also be conducted. In accordance with the decisions of the Coordination Council on April 7, 2022, in 2022 the Center will carry out training practices not on its own territory, but in working companies in the relevant professional field, which will contribute to the acquisition of knowledge and skills in real work. Wednesday. In addition, efforts will be made to provide additional support to the unemployed by providing opportunities for ongoing professional counseling. Together with the courses for the unemployed, the Center continues to hold information seminars in which leading specialists in the field share their experience on specific topics in the labor market and social sphere. The next information seminar will be held remotely via the Moodle platform and will focus on "EU Directive 2016/2102 on the accessibility of websites and mobile applications of public sector organizations". It will provide an opportunity for employees of management and expert positions from the MLSP and the AIB to the Minister of Labor and Social Policy to get acquainted with the requirements of the Directive and good practices for its implementation in the EU.

ACCESSIBILITY OF THE DIGITAL SPACE – A NECESSARY PART OF THE GLOBALIZATION AND ELECTRONIZATION PROCESSES

Interview with Ms. Nadezhda Harizanova, Policy Expert in the European Commission Team and Contact Point on Issues Concerning the Rights of Persons with Disabilities in the Directorate-General for Communication Networks, Content and Technology

On April 28, 2022, the CHRDMI will hold an information seminar on the implementation of EU Directive 2016/2102 on the accessibility of websites and mobile applications of public sector organizations. The training is intended for employees in managerial and expert positions from the MLSP and AIB to the Minister of Labor and Social Policy, whose official commitments include the implementation of tasks related to the implementation of the above Directive. In connection with the forthcoming commitments of Bulgaria on its implementation, we asked Ms. Nadezhda Harizanova, an expert in the team of the European Commission, responsible for the accessibility of websites and mobile applications, for a short interview on its nature and implementation.

G. Ivanova: Ms. Harizanova, what caused the need to create DIRECTIVE (EU) 2016/2102 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on the accessibility of websites and mobile applications of public sector organizations?

N. Harizanova: The adoption of the Web Accessibility Directive is due to several reasons, but the main one is the removal of existing barriers to people with settlements in the European Union. This is done through legislative initiatives to harmonize practices in the Member States, create common standards and harmonize the single market. The measure is set out in the Disability Strategy 2010-2020 with a view to implementing the Convention on the Rights of Persons with Disabilities.

G. Ivanova: Could you explain how the Directive continues and complements the UN Convention on the Rights of Persons with Disabilities?

N. Harizanova: The Web Accessibility Directive is the first piece of legislation adopted by the Union in the field of accessibility. It does not supplement the Convention, but is in compliance with its provisions to ensure access to information and communication services in a way that ensures the inclusion and participation of people with disabilities. Today, as the world moves towards globalization and electronicization, the accessibility of the digital environment is

crucial. Years ago the emphasis was on physical access to the architectural environment, today the focus is on the accessibility of the digital space, because there is a tendency to build a digital society that provides users with new ways to access information and services. Let us not forget that people with disabilities make up about 20 percent of the population, and accessibility benefits all citizens, including the elderly.

G. Ivanova: Tell us more about your specific work and the tasks and challenges facing the team with that you work?

N. Harizanova: I work as a policy expert in the team of the European Commission, which is engaged in the implementation of the Directive on the accessibility of websites and mobile applications. I am the contact person for issues concerning the rights of people with disabilities in the Directorate-General for Communication Networks, Content and Technology. I am responsible for reviewing the implementation of the Web Accessibility Directive, which includes the use of a number of methods to collect data on its implementation, as well as taking into account progress in the development of information technology to improve the accessibility of websites and mobile applications. The final report will be published on the official website of the European Commission in July this year.

G. Ivanova: Where is Bulgaria in terms of accessibility of websites and mobile applications of public sector organizations?

N. Harizanova: Bulgaria has transposed the Directive into national legislation and the colleagues from the former State Agency for e-Government are working hard on its implementation and carrying out the necessary inspections. I would like to note with satisfaction that colleagues are very active in the expert group and Bulgaria was the first Member State to submit its report in December last year.

G. Ivanova: What are your observations about what has been achieved and what is still ahead of us?

N. Harizanova: To this moment, it makes an impression, that there is a significant improvement in the accessibility of information and documents that are published on official websites. There is diligence, more concern about the accessibility of electronic services, but there is much to be desired to ensure accessibility by default. Accessibility should be applied as principles and techniques in the design, creation, maintenance and updating of websites and mobile applications. There is still a shortage of trained professionals and there is a need to further promote the benefits of web accessibility for all citizens, including those with visible or invisible functional limitations.



Nadejda Harizanova

The editorial team of the newsletter thanked Ms. Harizanova for the interview!



STRENGTHENED PARTNERSHIP WITH LEADING COMPANIES IN CONDUCTING PRODUCTION PRACTICES AND PROFESSIONAL CONSULTING IN SUPPORT OF THE LEARNING PROCESS – NEW 20 MOMENTS.

Pursuant to the Rules of Procedure of the CHRDMI, a regular meeting of the Coordination Council of the Center was held on April 7, 2022, at which the results of the achievements during the previous school year and the upcoming in 2022 were presented.

The Coordination Council of CHRDMI, which includes representatives of the Ministry of Labor and Social Policy, the Ministry of Education, the Institute of Public Administration, the National Agency for Vocational Education and Training, the Employment Agency and the academic community, aims to support the process of mutual information and coordination between the institutions, assisting the Director of CHRDMI in making decisions with a view to the overall development of the Center. In addition, the Coordinating Council, convened regularly on a quarterly basis, monitors the implementation of the adopted three-year Strategy for Development of CHRDMI and analyzes its implementation, prepares recommendations for the development of training programs and projects and proposals for improving learning activities.

At the Council meeting held in early April, the results of the successfully completed project "Integrated training for labor market administration and social sphere" implementation of the National Action Plan for Employment for 2021 were presented. The directions for development of CHRDMI in the current school year. The Coordination Council was opened by Mr. Ivan Bakalov, Head of the Educational Activity Department of the CHRDMI. Mr. Bakalov started with the presentation of the objective results of the project "Integrated training for the administration of the labor market and social sphere", which trained over 1,300 representatives of the state administration through an innovative approach to topics in the field of expertise of the Ministry of Labor and social policy. The project has improved cross-sectoral communication and awareness on topics affecting the work of the administration, engaged in institutions and organizations in the labor market and in the social sphere. The success of the innovative approach used has been proven by the excellent

results registered in the methodology for evaluating investments in training. Mr. Bakalov emphasized that the trainings for unemployed persons in the CHRDR I have not been interrupted and are carried out in a planned manner. In the moments of the need to observe physical distance in a difficult epidemic situation, the team of the Center was able to continue the training process in various forms in an online environment. In his report for the past school year, Mr. Bakalov stressed that in 2021 212 students successfully completed their professional training at CHRDR II, and according to the quality report submitted each calendar year to NAVET, CHRDR I receives over 70% of the points . This, in view of the difficult environment of the courses, can be assessed as a good performance. The Coordination Council continued to present the main points affecting the development of the Center in 2022. Based on the study of training needs, an operational plan for training of state administration representatives was prepared, from which three seminars have already been conducted with very good success. It is especially important to introduce trainings in digital competencies in view of the needs of the system and their growing role as part of the work and the necessary skills for public administration employees. Mr. Bakalov stressed that the identified needs for specialized training by both the MLSP and the agencies far exceed the funds available to the CHRDR I, and unfortunately can not be met with the interruption of European funding this school year. Within days, new courses for the unemployed for 2022 will be launched, and their list has been prepared and approved on the basis of an analytical report on the labor market and a proposal for inclusion as specialties and areas for the year compared to training licenses held by the Center. CHRDR I will offer courses in operational accounting, cooking, software, as well as training in protected professions, including social work for people and families with disabilities, social work for children and adults with disabilities, baker-confectioner. Courses that received high marks in the applied ROIT methodology will be held again, such as administrative services, word processing, software, manicure - pedicure and nail. In accordance with the identified needs of the beginning students, trainings on key competencies in computer, communication and leadership skills will be conducted. As new moments that CHRDR I will introduce in the training for unemployed in 2022, Mr. Bakalov stressed the overall implementation of production practices in leading companies in the relevant industries, which will strengthen the interaction of CHRDR I with business and contribute to easier professional realization of the graduating students. Another important point will be the approbation of current professional counseling and preparation of a professional profile for each student within the course enrolled by him, which will also support the closer specialization and implementation of students in the chosen professional field. Based on the information provided by the experts, the Coordinating Council adopted decisions, which supported the introduction of the proposed new moments in both training for the unemployed and those for public administration and wished success to the team in implementing the proposed ideas.



RENEWAL OF DISCUSSIONS IN THE LECTURER'S CLUB

The Lecturer's Club <http://www.lecturerclub.com/> is an innovative digital product that over the years has successfully generated methodological resources for HRDC through the exchange of experience and good practices on various topics on which lecturers and methodologists discuss, give guidance or recommendations. The main conclusions and suggestions from these discussions are taken into account and incorporated into the teaching and methodological approaches, and their practical orientation is extremely useful for the work of the team of the Center.

The software update, made with the support of the project "Integrated training for the administration of the labor market and in the social sphere, completely visually changed the product, making it an easy and convenient to use digital tool for communication between lecturers and methodologists. Using and building on what has been achieved so far, the CHRDMI team will continue to work on the development of this digital product in the current school year. Discussions, which will be initiated according to a pre-approved schedule, will be practically oriented so as to meet the immediate needs of teachers for methodological support and to seek joint solutions to some of the most important problems in view of the specifics of the training process.

Dear lecturers and methodologists,

We would like to thank you for participating in the discussions at the Lecturer's Club over the years, for the willingness to share your experience so that it will be useful to your colleagues. This experience has become part of the development of CHRDMI as an institution whose main goal is to provide quality and practice-oriented training for both civil servants and the unemployed.

The support received from you gives us a reason to continue to expand the work of the Lecturer's Club, as we believe that the shared experience is a particularly important part of our ongoing efforts to make the courses offered better and more practice-oriented.

Relying again on your activity, we would like to invite you to express your opinion in the first discussion of the current school year on:

Criteria for forming a target group according to the type of training. Approaches to achieving homogeneity of the training group

In the course of the discussions, we will be happy to share:

- Is it important for you as lecturers to work with a homogeneous training group and why?
- What are the criteria according to which you would define a group as homogeneous?
- Can you share practical situations from your work in the HRDC in which you have successfully used the homogeneity / diversity of the group as a tool for achieving successful learning outcomes?
- Do you consider it appropriate to apply entrance tests for the specialties in which you teach and why?
- Please give specific suggestions on what criteria we could contribute to the formation of the training groups.

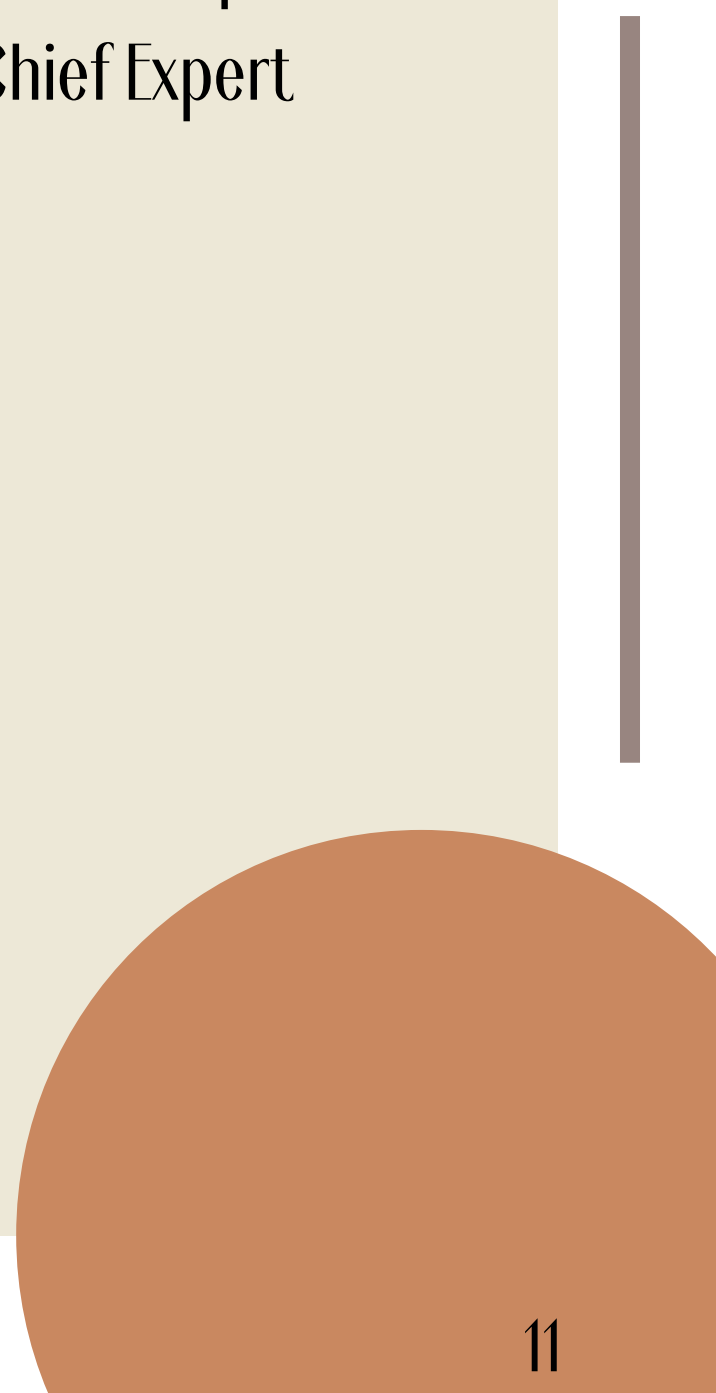
We look forward to your comments and suggestions at the Lecturer's Club at: www.lecturerclub.com. They are extremely important to us, as sharing your immediate experience and perspective as lecturers helps us to improve the quality of our courses and provide better training services.

Editorial staff:

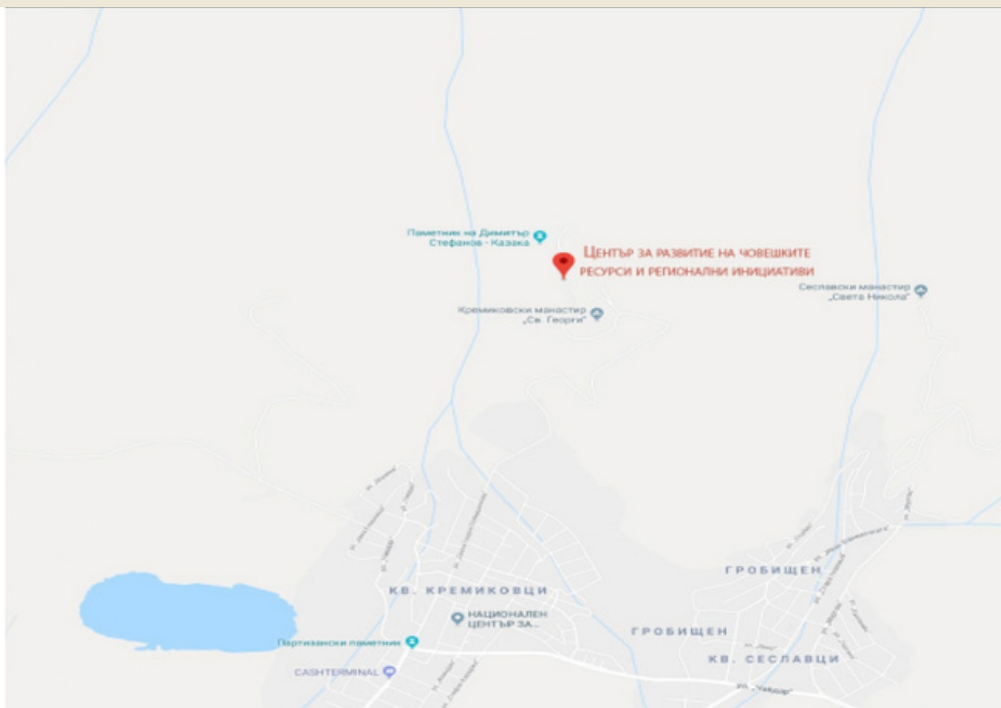
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The CHRDMI team wishes you,
bright easter holidays!



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