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PARTNER SEARCH

The **City of Mannheim** is looking for one or two partners to participate the **Article 6 ESF programme "Innovative Approaches to the Management of Change"**. The project will focus mainly on the specific sub-theme: "Management of Restructuring".

Project Title:

Vocational Training Services for Small and Medium-sized Enterprises (SME)

Deadline for application: 25 January 2006

Short Description:

Background:

As a consequence of the demographic change in Germany enterprises will face in the medium term considerable problems in recruiting well qualified and specialized personnel. This is particularly the case for small and medium-sized enterprises (SME). This trend can be countered for SMEs by targeted efforts during the vocational training.

Whereas in the past trainees were mainly trained in large-scale companies meanwhile more than half of all trainees are employed and qualified by SMEs. At the same time SMEs depend in a special way on human resources who have been trained by the company and are committed to the company.

When managing the structural changes SMEs face special problems. Neither in terms of money nor in other respects are they in a position to invest in the necessary processes of anticipation. Especially because of limited staff number they can only to a small degree respond to problems of their trainees which are related to vocational training or support them during difficult periods of their apprenticeship or lives.

For this reason SMEs need support for the development and implementation of suitable instruments and management systems in order to counter early and in a preemptive way problems that might occur during vocational training.

It is the **objective of the project** to support SMEs that are involved in vocational training by advising, accompanying and qualifying them, thus to avoid the discontinuation of vocational trainings and to contribute this way to satisfy the demand of SMEs for qualified and specialised human resources.

Trans-national partner:

The City of Mannheim is looking for (a) suitable partner(s) from EU-15 who is/are interested in a co-operation within the framework of the general objective. Possible links are, for example:

- exchange of experience and knowledge on the consequences of the demographic change, especially in view of the supply of skilled labour and vocational training in SMEs
- development of strategies to mitigate these effects, particularly with regard to vocational training
- perhaps realization of a comparative scientific investigation on the effects of demographic change

It is of course possible for the partner(s) to introduce further ideas. It is also possible to apply for funding from the programme if the partners bring in their own co-financing.

If you are interested, please contact:

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