



Pomeranian Partnership for Flexicurity

Example of the innovative training project specially designed to meet the needs of SMEs



**Pomeranian Chamber of Handicrafts
Small and Medium Enterprises**

Marek Choromański



Project Characteristics

Duration of the project:

September 2010- February 2012

Project implemented under the subaction:

Operational Programme „Human Capital”

activity 8.1.3 „Strengthening local partnership for adaptability”

Co-financing from the European Social Fund

Project Characteristics

Project purpose :

The aim of the Project is to show a social dialogue between –
employers, employees, union of employers, employees, representatives jst and
others who are interested in the flexicurity conception as one of the models
of adjusting the economy
to changing market conditions and a recipe for overcoming the economic
difficulties associated with the crisis.

Specific objectives

- Present the young entrepreneurs how to adjust the size of employment to the real enterprise's needs and quickly adapt to economic changes.
- Show the flexicurity idea to a wide range of the young entrepreneur by creating a electronic discussion forum.
- Equip the future economy leaders with the knowledge needed in the labor market by introducing the flexicurity issues to study program in „Management”.



Partners in the project

Project Coordinator:

Pomeranian Chamber of Handicrafts Small and Medium Enterprises in Gdańsk

member of the Polish Craft Association (ZRP)
Organization of local crafts, which also associate young
entrepreneurs.



Partners in the project

Project partner:

Gdansk region of the

**Independent Self-governing Trade Union "Solidarity"
(NSZZ Solidarność)**

Project Target Groups :

- **Entrepreneurs, mainly the young entrepreneurs from the SME sector**
- Employees and representatives of trade unions
- Representatives of jst



Activities in the project:

- Project dissemination
- Equip 185 people with a necessary knowlage involving the flexicurity idea - young entrepreneurs, employees and their representatives during series of workshops and final conference
- Provide opportunities to build and develop human capital necessary to satisfy a dynamic economy by training 100 young entrepreneurs studing management in the flexicurity model range



It was very important to show the young entrepreneurs how to adjust the size of employment to the real enterprise's needs and quickly adapt to economic changes.

Thanks to that the young entrepreneurs are willing to face up to challenges arising in the dynamic and highly competitive economy.



Project results

Thanks to implementation, 185 employees and their representatives will know the flexibility of labor market.

The extending support indicated groups seems to be extremely important, because only in normal interaction of this groups introducing in life ideas of flexicurity will cause increase competitiveness of companies, as well as competitiveness of region.



The project distinguished by the complexity of the offered support, personal approach, the adaptation of support to the residence of participants.

Innovative is also the fact that dialogue is conducted at company level, indicated are specific issues and recepies for the most effective solutions for both sides, which seems to be very important especially for young, inexperienced entrepreneurs.



Thank you for your attention