



Network Bulgaria



Bulgarian Action Plan

Boosting Business-Education Partnerships for Youth Employability and Inclusion

Dear associates,

We all agree that the Bulgarian educational system should be reformed in a way to become more practically oriented.

With the following proposal for a National Action Plan (NAP) to implement the objectives of the European Pact for Youth, we, the members of the UNGC Network Bulgaria, declare our commitment and send an open call to all other stakeholders to acknowledge their role and responsibility for accomplishing the suggested actions.

In the process of NAP creation, we consolidated opinions, good practices and ideas from representatives from companies, youth, branch and professional organisations, educational institutions and training centres, public administration and leading professionals.

This is a living document, an invitation for partnership and forthcoming collaboration. We are looking forwards to receive your proposals and contributions to its realization.

Visit our website, give your suggestions, make a commitment, join the NAP.

www.unglobalcompact.bg

Faithfully Yours,

Ognian Trajanov

Chairperson of UNGC Network Bulgaria

PRIORITIES	ACTIONS	STAKEHOLDERS CONTRIBUTION						
		Business		Education		Authority		
		Companies	Associations	VEIs*	HEIs**	Ministry of Education and Science	Others	NGOs***
1 Enhance skills	1. Initiation of a public discussion on the focused and practical application of the smart specialisation of Bulgaria	✓	✓		✗		✓	
	2. Facilitating the dialogue and confidence-building process with the aim of awarding business projects to the universities laboratories and the development of master programmes on demand****	✓	✓		✓			
	3. Motivating the managerial skills of the educational institutions' principals. Introduction of mentoring programmes provided by the business for the school principals and organised visits in the companies	✗		✓				
	4. Development of practices and tools for presenting the capacity and scientific work of the academic institutions, as well as the business stating its interest.	✗	✗	✓				
2 Promote the VET/ Apprenticeships as the equal choice	1. Improvement of the internship programmes by inclusion of the apprentices in real life projects and production in accordance to their specific abilities a) Development of a good traineeship/apprenticeship programme b) Development of programmes for teaching the teachers in the companies having traineeship/apprenticeship programmes c) Participation of the students in real time projects that match their current knowledge and experience	✓	✓	✓	✓	✓		
	2. Development of guidance tools for the mentors in the companies organising internships/apprenticeships		✓	✗				
	3. Increasing the number of vocational classes in schools			✓		✓		
	4. Development of training centres centres within the companies	✓						
	5. Promotion of vocational education development with the strong participation of the business	✓	✓	✓		✓		
	6. Supporting the revival of the community centre ("chitalishte")****	✓					✓	✓
3 Inspire to explore a myriad of work opportunities and education paths	1. Development of tools for determining students' strengths and personal abilities for effective career orientation			✗		✓	✓	✓
	2. Regular meetings at school where people from different professional fields (incl. the parents) to present information about their profession to the students	✗	✓	✓				
	3. Study visits of students at the companies to familiarize them with the production process and the corresponding professions	✓		✓				
	4. Promotion of good examples for professional development and role models, through the national media	✓	✓				✓	
	5. Clarifying the role of the entrepreneur: Encourage cause-driven entrepreneurs to share their experience and values; elucidating the myths among the young generation****	✓	✓	✓	✓			
	6. Encouragement of the engagement at laboratory and extra curriculum classes in natural sciences – provision of educational kits for the classes; additional training for the lecturers	✗		✗		✓		
	7. Opening up specialised, short term, risk-free work places in a controlled environment for pupils, where they can have practical work experience and build the right attitude towards labour	✗					✓	
	8. Development of an online platform for students presenting various resources/videos for different professions and their manufacturing process	✓	✓	✓		✓		
	9. Conducting inquiries among the youth on their needs and triggers for professional orientation					✓	✓	✓
	10. Children Bazaar of Professions****	✓	✓	✓				✓
	11. Joint projects for the development of informal learning centres for children and adults, and educational centres inspiring the creation of interest to STEAM in children****	✓	✓					✓

PRIORITIES	ACTIONS	STAKEHOLDERS CONTRIBUTION						
		Business		Education		Authority		
		Companies	Associations	VEIs*	HEIs**	Ministry of Education and Science	Others	NGOs***
5 Help companies attract talent	1. Establishing of a model for collaboration between branch associations and professional organisations to support the educational institutions for professional orientation and career development activities****	✓	✓		✓			✓
	2. Providing consultations for the companies on how to successfully meet the expectations of the Bulgarian students who graduated from foreign universities	✓	✓					✓
	3. Encouragement of PPP in the field of education, also by amending the existing legislation	✗			✓		✓	
6 Support schools, teachers and directors	1. Updating teachers' knowledge by: a) Organising company visits. Familiarising the teachers with the manufacturing processes; b) Having additional training for the teachers and lecturers at companies and company training centres – credits to be given to the teachers who have passed the additional training. Teachers should stay in the educational system for at least 3 years; c) Supporting the practical orientation and up-to-date state of the training through the use of specially developed and appropriately documented product life cycle cases	✓		✓				
	2. Recognition of successful and proven models and practices of the private sector and their application	✓		✓				
	3. Raising the positive image of the good teachers and successful partnerships a) branch organisations to acknowledge the good teachers that have special contribution to the key subjects/professions for the branch (best teacher/school awards) b) national media to specially promote them to general public		✓	✓		✓	✓	✓
	4. Promotion of a model for validation of competences gained outside formal education	✓	✓					✓
	5. Finding the best form of appreciating the collective voice of the parents – their recommendations			✓		✓		
8 Meet the needs of the future	1. Personalisation of the education, for which is needed: a) tools and issue-related competences for determining student's skills and gifts b) personalised school programmes enabling the development of students' strengths and personal abilities c) the teacher as a partner should apply individual educational approach to every student			✓		✓		✓
	2. Integration of joined programmes between various educational institutions, including the private ones	✗		✓	✓	✗		
	3. Encouraging the educational institutions for organising lifelong learning courses	✗		✓				

- ✓ I take over the leadership
- ✓ I will participate
- ✓ Proposition on their engagement
- ✗ I will take action/join if the other stakeholders also participate on their behalf

* VEI - Vocational Educational Institution
 ** HEI - Higher Educational Institution
 *** NGO - Non Governmental Organization
 **** UNGCN Bulgaria Strategic plan 2015+

Supporters

ABC DESIGN &
COMMUNICATION

АСАРФА МЕДЕТ·АД

БЪЛГАРСКА АСОЦИАЦИЯ
ЗА УПРАВЛЕНИЕ НА ХОРА

БЪЛГАРСКА АСОЦИАЦИЯ
ПРИРОДЕН ГАЗ

25 ГОДИНИ
БЪЛГАРСКА
МИННО-ГЕОЛОЖКА
КАМАРА



ON
AIR
BULGARIA

БЪЛГАРСКА
СТОПАНСКА
КАМАРА
СЪЮЗ НА БЪЛГАРСКИЯ БИЗНЕС

15 ГОДИНИ
ВУЗФ
Университет
по финансии, бизнес
и предприемачество

КОНТУР ГЛОБАЛ
МАРИЦА ИЗТОКЪ



oregar

SOLVAY SODI

sopharma®

Софийски университет
"Св. Климент Охридски"

TechnoLogica



PHILIP MORRIS
BULGARIA FOOD

Фондация на бизнеса за образованието

darbi
FOUNDATION

KAUZI
FOUNDATION

bcause
в помощ на благотворителността

Our call for action and commitments

To make the transition from education to employment or from unemployment into work, and to ensure that young graduates are equipped with the relevant set of skills that can help increase both their employability and companies' competitiveness, we the initiators and supporters of this Pact for Youth **share a common vision: to create a fair and equitable culture of partnership between business, education and youth in Europe.** Through constructive and continuous collaboration, educators, learners and employers will embrace their respective and shared responsibilities to offer all young people the opportunity to develop the skills and abilities for their professional and social future.

The Pact for Youth is a mutual engagement of business and the European Union leaders. Initiated by CSR Europe, it brings together representatives for business, education and youth, and the European institutions.

We commit to pursuing the following objectives and actions:

- 1 To boost the number and quality of business-education partnerships for youth employability and inclusion
- 2 To reduce the skills gaps
- 3 To contribute to the EU and national policies on skills for competitiveness and employability

BULGARIA

280

new
entry-level
jobs

3000

new good quality
apprenticeships
and traineeships

100

quality
business-education
partnerships

Join the Bulgarian Action Plan!

We call on all businesses, social partners, education and training providers, youth organisations, private employment services, teachers, trainers, learners and parents as well as other key actors, to join us in the Pact for Youth to strengthen its ambitions and results.

To join the Bulgarian Action Plan for the European Pact for Youth, please:

- 1 Visit www.unglobalcompact.bg and read the Explanatory note
- 2 Select the priorities and collective actions your organization may contribute
- 3 Apply through the online form or contact: secretariat@unglobalcompact.bg



Network Bulgaria

169 Evlogi i Hristo Georgievi Blvd.
office 112
1504 Sofia, Bulgaria
tel./fax: +359 2 42 82 015

secretariat@unglobalcompact.bg
www.unglobalcompact.bg
www.unglobalcompact.org