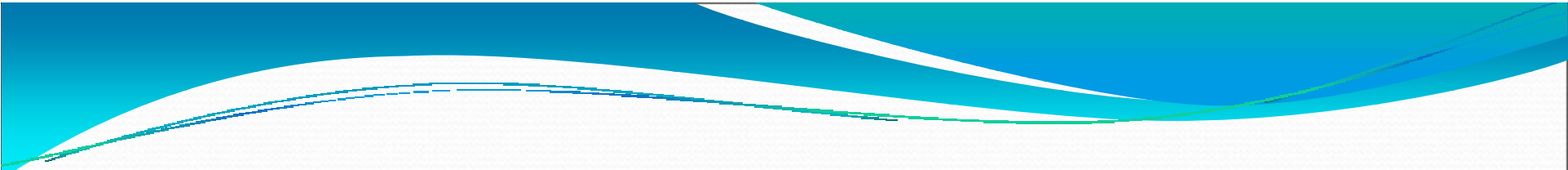


SIGNIFICANCE OF TRAINING COSTS FOR EMPLOYERS AND EMPLOYEES

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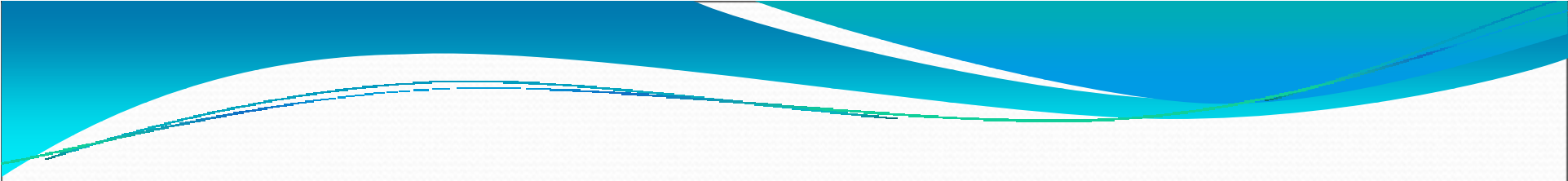
Cultural background in schools and public institutions

- Bureaucratic emphasis in educational system
- Power orientation in local administration
- Cultural split between vocational school and highschool (survey made on national sample by the Institute of Educational sciences)
- Difficult market orientation of the initial training institutions



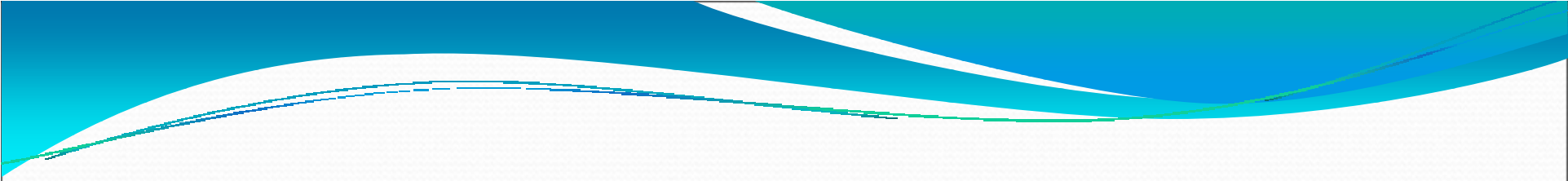
The main obstacles, which Romania faces in its effort to adopt an integrated and coherent lifelong learning strategy, are:

- the existence of a historical delay with regard to the provisions of the Lisbon Strategy, doubled by the insufficient development of a lifelong learning culture;
- the lack of a systemic and coherent debate involving ministries, public institutions, civil society and businesses in the development, implementation and monitoring of lifelong learning policies;
- the lack of global approaches in lifelong learning policies, which should consider the whole of an individual learning and training path and include in a unique vision both pre-school education, compulsory education and initial training, and the continuing adult education and training;
- the gap, sometimes a significant one, between legal provisions on lifelong learning and their regional and local implementation;
- lack of correspondence between the priorities of the education policy documents and the financial resources allotted to their attainment;
- insufficient commitment of the responsible actors in the development and implementation of human resources development policies.
- (UNESCO National Report 2008)



FACILITIES

- In order to increase employment opportunities of the jobseekers, the National Agency for Employment provides, free of charge, from the **Unemployment Insurance Fund (UIF)**, vocational training services for the unemployed persons or for other categories of beneficiaries.



FACILITIES

- In order to prevent unemployment, NAE can support from **Unemployment Insurance Fund** 50% of vocational training costs for 20% of the employees. The criteria for the selection of the benefiting enterprises are stipulated by the law.

Deductions of 50% training expenses for the employers

- Low rate of access for the facility
- Companies received reluctantly the condition to keep the employees for 3 years after the training

Year	Number of persons
2005	2065
2006	2660
2007	2800
2008	2610
	Data source: National Employment Agency

Legal provisions for partnership in initial training

- Law no 729/19 July 2007, and Ministerial Order of MoEs no.1702/06.08.2007 about the framework convention for practice modules of IVET students has not produces budget consequences
- -supporting travel and meals for trainees
- -supporting training costs, up to 5% training costs of the companies / lump sums in school budgets (NA)
- Big companies use to support the expenses from their own budgets