

# Session 5: Career planning and training

## A variety of approaches in CLAs

- No reference to training: DE, FI, IT, PL
- Reference to 'basic' training:
  - AT (obligatory professional training)
  - EE (minimum days training from trade union)
  - RO (initial training)
- Reference to training in the framework of restructuring: BE, UK
- Life-long learning- individual career development: DK, ES, FR, IE, NL, PT, UK

# Training and restructuring

To support internal mobility and redeployment or to support external mobility

In BE, UK, SE (Futurum):

Bpost: Job Mobility Center :

- Possibilities to provide enhanced proactive support to staff concerned by restructuring
- This initiative offers employees the opportunity of earning a high school degree if they have not had the chance of earning a degree in the past.

RM: Trainings offered for permanent employees whose current job has disappeared or will disappear within the known time frame (or who has been selected from a pool as surplus) in case the employee can be hired by another department within NPO.

# Training: Life-long learning and Careers

**To develop on-the-job competences in accordance with current evolutions: Commercial, digital skills...**

In: DK, ES, FR, IE, NL, PT, UK

Example: Training that relies on institutionalized practices- R&D funds in NL

R&D: Funds managed by social partners to cover trainings for staff from different sectors including the postal sector

Win-win situation: Training to meet the need to adapt to changes in business activities and to meet employees' development expectations;