

2011 Priorities for AmCham Human Resources Committee

2011 Priorities Overview

- 1. Value-adding Human Resources Practices:** Increase the awareness for different Human resources practices that enable HR professionals increase further the value they bring to the business
- 2. EU funding for HR related projects:** Continue to raise the awareness and discuss the regulations and future opportunities to obtain EU funding for HR-related projects
- 3. Business and Education Relations:** Increase the involvement of the business in the development of university curricula, to ensure graduates are better prepared for entry-level positions.
- 4. Competitive Human Resources environment:** Promote a Human Resources environment in Bulgaria which attracts more investments and more jobs to Bulgaria.

1. Value-adding Human Resources Practices

- **Aim:** Increase the awareness for different Human Resources practices that enable HR professionals increase further the value they bring to the business.
- **Actions:**
 - Provide the floor to Committee members to share their best practices in:
 - People development programs – equipping people for the future (management effectiveness, mentoring programs, leadership development, other)
 - Organizational development programs – preparing the organization for the future (internal communication, talent and succession management, other)
 - Other value-adding HR practices
 - Share experiences about innovative and cost-efficient trainings
 - Organize a meeting for sharing experiences of different companies in Bulgaria that have implemented innovative and cost-efficient internal trainings
 - Provide opportunities to human resources practitioners to understand more about industry trends, business and economic challenges

2. EU and other funding for HR related projects

- **Aim:** Continue to raise the awareness and discuss the regulations and future opportunities to obtain EU and other funding for HR-related projects.
- **Actions:**
 - Organize a meeting with representatives of the governing body to inform companies on upcoming EU programs and discuss usual issues companies face when applying for costs reimbursement
 - Present other-than-EU funded programs
 - Organize a meeting with representatives of companies in Bulgaria who have already implemented EU funded HR-related projects – to present their experience, provide useful tips to the rest of the companies
 - Provide input to the governing bodies on what the top priority themes and topics are to be included in EU-funded programs

3. Business and Education Relations

- **Aim:** Increase the involvement of the business in the development of university curricula, to ensure graduates are better prepared for entry-level positions.
- **Actions:**
 - Provide opportunities for sharing experiences of companies in Bulgaria that have managed to implement changes to the educational curricula of selected universities
 - Provide input to AmCham's Outsourcing & Offshoring Committee initiative to establish 'hiring standards for university graduates' (for basic MS Office skills and language skills) - to be shared with universities as the expectations of the business community
 - Network companies with student organizations from different universities

4. Competitive Human Resources environment

- **Aim:** Promote a Human Resources environment which attracts more investments and more jobs to Bulgaria.
- **Actions:**
 - Continue the cooperation with other employer/industry associations regarding changes in the legal framework so as to contribute to the improvement of the investment and employment climate through pursuing positive changes with Bulgarian government
 - Focus on positive changes in the regulatory environment related to: flexible work arrangements, working time
 - Increase the awareness of HR committee members on hot topics like data privacy protection, non-compete and non-solicitation clauses in labour contracts, others

For more information please contact:

Dobromira MANASIEVA:

GSM+359.878.770383

Co-Chair of AmCham HR Committee

Zlatina KUSHKIEVA:

GSM +359.888.251105

Co-Chair of AmCham HR Committee