UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

„RenewAcad - Academia de Consiliere și Pregătire Profesională pentru Surse Regenerabile de Energie”

Cod SMIS 135238. Proiectul este cofinanțat din Fondul Social European prin Programul Operațional Capital Uman 2014-2020, în cadrul contractului de finanțare POCU/726/6/12/135238.

Perioada de implementare a proiectului : 26.03.2021 – 25.03.2023

RENEWABLE ENERGY SCHOOL OF SKILLS

Inscriere in proiect: http://renewacad.eu

RenewAcad

UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

Obiectivul general al proiectului este reprezentat de "creștere a participării la programele de formare profesională continuă a 700 angajați din regiuni mai puțin dezvoltate, în special pentru cei cu un nivel scăzut de calificare și persoanele cu vârstă de peste 40 de ani, respectiv din zonele rurale defavorizate".

Activitățile proiectului:

- **Activitatea A1 - Campanii de informare și conștientizare**
- **Activitatea A2 – Consiliere profesională și tutorat în cadrul proiectului: RenewAcad - Academia de Consiliere și Pregătire Profesională pentru Surse Regenerabile de Energie.**
- **Activitatea A3 - Sprijin pentru participarea la programele de FPC**
- **Activitatea A4 – Acțiuni innovative**
- **Activitatea A5 - Management de proiect**
- **Activitatea A6 – Activități indirecte, suport pentru celelalte activități**

UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

GRUPUL ȚINTĂ este alcătuit din 700 persoane care trebuie să îndeplinească următoarele criterii cumulative:

- **Să aibă domiciliul / reședința în una din 5 regiuni mai puțin dezvoltate ale României: regiunea Vest, regiunea Nord-Est, regiunea Sud-Est, regiunea Centru, regiunea Sud-Vest Oltenia;**
- **Să fie angajați cu contract individual de muncă sau să fie persoană fizică autorizată sau întreprinderi individuale**
- **Să aibă minimum 25 de ani împliniți**
- **Să aibă vârstă sub 65 de ani**

Proiectul va pune accent pe persoanele vulnerabile pe piața muncii, astfel minimum 210 persoane (30%) din grupul țintă se vor regăsi în una dintre categoriile de mai jos:

- **persoane cu nivel scăzut de calificare – aprox. 88 persoane**
- **persoane din mediul rural– aprox. 102 persoane**
- **persoane cu vârstă peste 40 ani – aprox. 20 persoane**
- **persoane de gen feminin – minimum 10 persoane**

UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

GRUPUL ȚINTĂ va avea următoarea distribuție GEOGRAFICĂ aproximativă:

- **Nord-Est: 50 cursanți;**
- **Vest: 200 cursanți;**
- **Sud-Vest Oltenia: 200 cursanți;**
- **Centru: 50 cursanți;**
- **Sud-Est: 200 cursanți;**

Indicatori de rezultat prestabiliți:

- **Persoane certificate ca urmare a sprijinului acordat – 595 pers**
- **Persoane care își găsesc un loc de muncă ca urmare a sprijinului primit – 404 pers**
- **Persoane care urmează studii/cursuri de formare la încetarea calitații de participant - 70 pers**

UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

Cursuri oferite în cadrul proiectului:

- Operator Surse Regenerabile de Energie – PERFECȚIONARE - acreditat ANC
- Operator Surse Regenerabile de Energie - SPECIALIZARE - acreditat ANC
- Curs instalator panouri fotovoltaice-acreditat ANC
- Turbine Eoliene - curs de bază
- Lucru și salvarea de la înățtime
- Prim ajutor pentru lucru la înălțime
- Stingerea incendiilor din turbine eoliene - curs de bază
- Manipularea maselor și greutăților /sculelor și echipamentelor
- Curs de bază Electricitate - Turbine Eoliene
- Curs de bază Mecanică - Turbine Eoliene
- Curs de bază Hidraulică - Turbine Eoliene
- Curs de bază Instalări - Turbine Eoliene

UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

Activitatea A2 – Consiliere profesională și tutorat în cadrul proiectului: RenewAcad - Academia de Consiliere și Pregătire Profesională pentru Surse Regenerabile de Energie

Prin desfășurarea activității de consiliere se urmărește creșterea performanțelor în plan profesional pentru 700 de angajați prin furnizarea de servicii de consiliere profesională și tutorat la cele mai înalte standarde, acreditate conform legislației naționale. Acest obiectiv se va realiza prin creșterea gradului de autocunoaștere al angajaților, prin furnizarea de competențe transversale de autocunoaștere, planificare a carierei, identificare și aplicare pentru un loc de muncă adecvat, respectiv identificare a cerințelor pe care o persoană trebuie să le îndeplinească la un loc de muncă pe care și-l dorește.

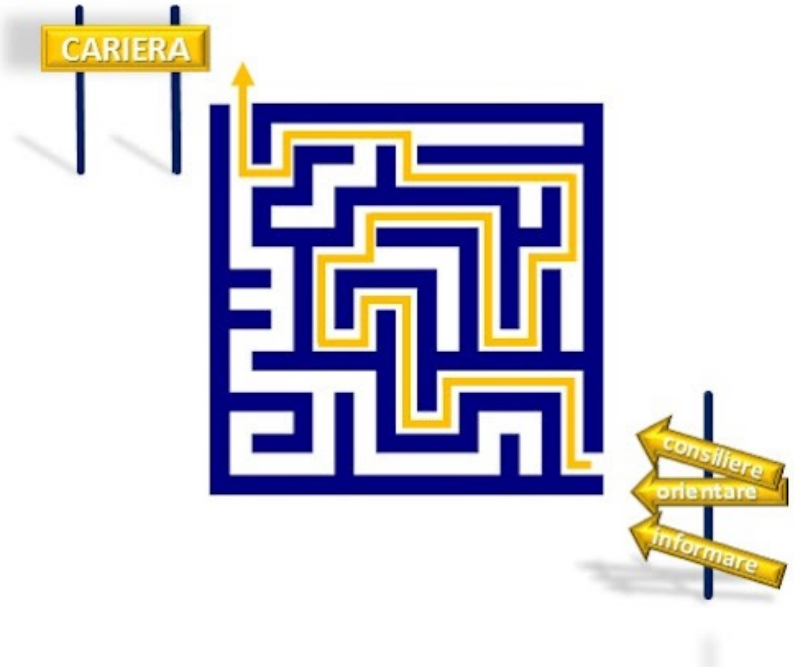
UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

Obiectivele urmărite prin procesul de consiliere:

- **Informarea persoanelor din GT despre procesul de informare, consiliere şi orientare în carieră (discuție pentru prezentarea scopului sesiunilor de consiliere)**
- **Explorarea așteptărilor persoanelor din GT referitor la procesul de consiliere în carieră;**
- **Identificarea trăsăturilor de personalitate, aptitudini, intereselor profesionale, valori, experienței profesionale;**
- **Prezentarea oportunităților profesionale pentru reîncadrarea în muncă;**



UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

Obiectivele urmărite prin procesul de consiliere:

- Prezentarea posibilităților de recalificare și perfecționare
- Prezentarea situației locurilor de muncă în prezent și în perspectivă
- Suport pentru îndrumarea persoanelor din GT să se înscrie la cursurile oferite în proiect în funcție de profilul fiecarei persoane (prezentarea cursurilor și completarea formularului de înscriere în GT, acord privind prelucrarea datelor cu caracter personal, declarația pe propria răspundere privind evitarea dublei finanțări.)
- Coroborarea rezultatelor procesului de evaluare şi discutarea lor cu beneficiarul;

UNIUNEA EUROPEANĂ

Instrumente Structurale 2014-2020

TRAINING FOR THE RENEWABLE INDUSTRY

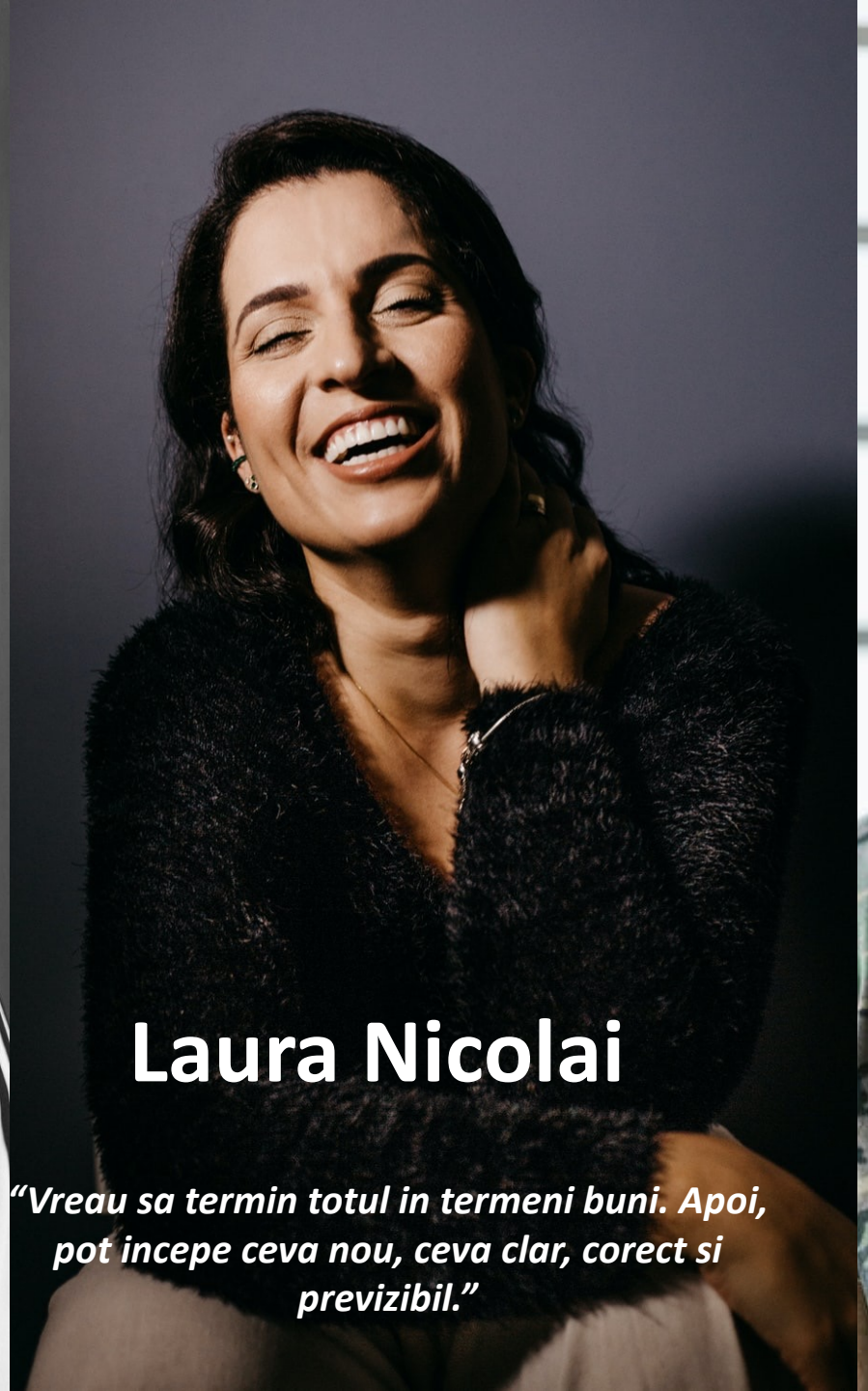
Obiectivele urmărite prin procesul de consiliere:

- **Elaborarea împreună cu beneficiarul a "fișei de analiză/profilare individuală" pe baza rezultatelor procesului de evaluare din cadrul activităţii de consiliere;**
- **Organizarea unor ședințe de consiliere care constă în metode şi tehnici de căutare a unui loc de muncă, a modului de întocmire a "scrisorii de prezentare", a "CURRICULUM VITAE" (CV), pregatirea și prezentarea la interviu; ocuparea și păstrarea unui loc de muncă; dezvoltarea atitudinilor și a gândirii pozitive; cunoașterea cerințelor necesare în învățarea și exercitarea diferitelor profesii.**

RenewAcad

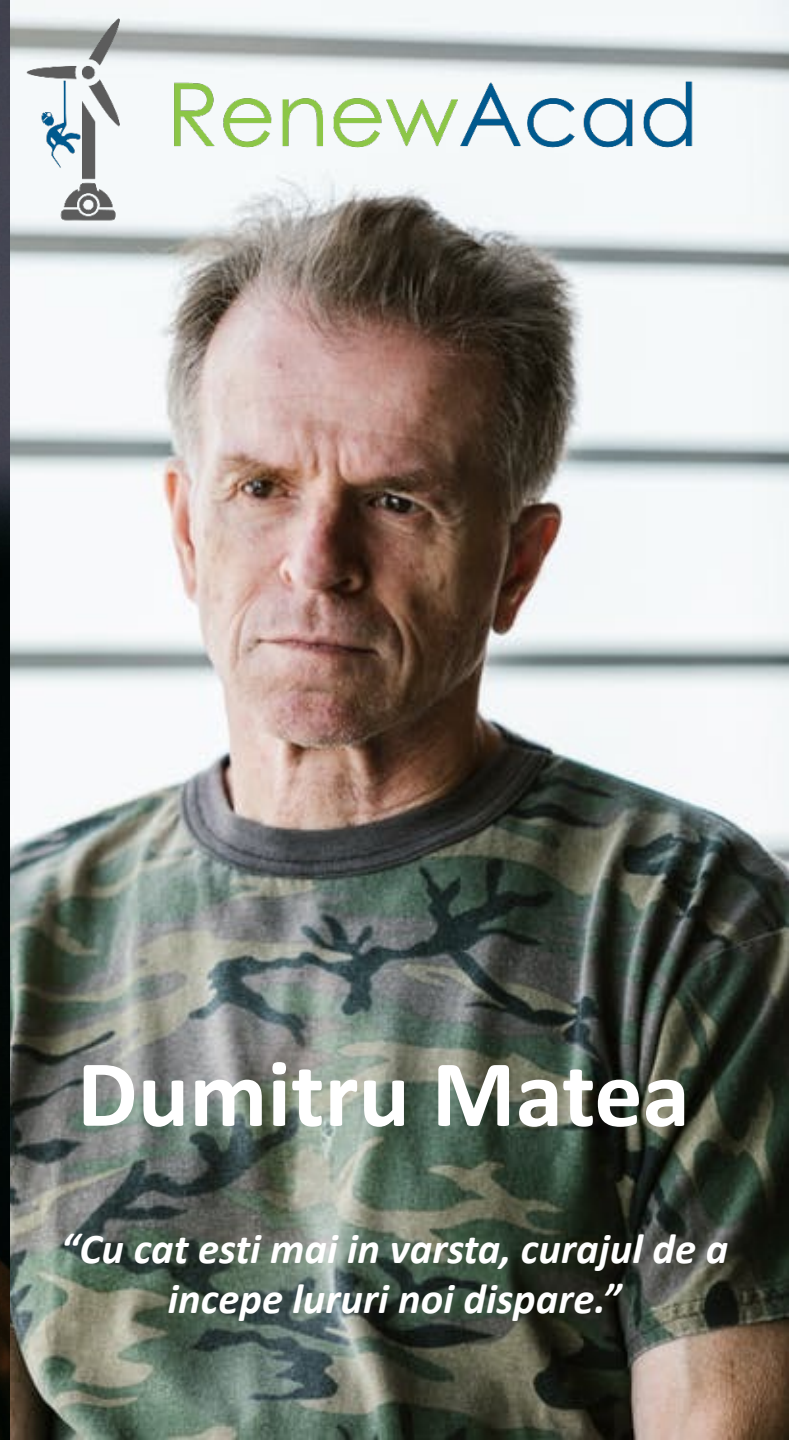
Sorin Radoi

“Ambitia este importanta. Tot ce trebuie este sa imi schimb cariera, dupa aceea voi da tot ce este mai bun din mine.”



Laura Nicolai

“Vreau sa termin totul in termeni buni. Apoi, pot incepe ceva nou, ceva clar, corect si previzibil.”



Dumitru Matea

“Cu cat esti mai in varsta, curajul de a incepe lururi noi dispare.”

Profile:

23 years old

Technical high-school

Single

Working experience:

Experience in mining: 2 years
Experience in other industries: < 1 year

Sources of info:

Attitude:

Open to change:

Adaptability to new situations:

Open to learning & growing:

Propensity to switch from mining to renewables:

Barriers to switching:

- Limited trust in private employers
- Benefits (early retirement)
- Limited awareness on renewables

Drivers for switching:

- Better pay
- Regularly paid salary

Short bio:

Coming from a family with a long history in mining, Alexandru is one of the fresh faces in the mine. As one of the youngest miners with limited experience, **he is aware there is a lot of learning to be done**; and this learning comes solely with experience. **He is hard working, dedicated and determined, but also risk adverse**. He gets along very well with everyone and will jump in to help whenever needed, even staying overtime to help his team and ensure the job is done. **Alex places a high value on the community** and appreciated the **strong bonds** which form at work. **Family is a cornerstone value** and he wants to be a provider to his future family, while also playing an active role as a parent. Hence, he currently appreciates a **flexible working schedule and the possibility to work close to home. He is skeptical about the future**. He sees the imminent closure of the mines as somewhat distant, but would rather envision a future where coal continues to be used complimentary to other sources of energy. With limited understanding of the politics or the macro environment, **he is aware of little else in terms of other potential opportunities.**

RenewAcad

Alexandru Done

"It will be hard to enter a new industry – I don't know what it's about."

Profile:

- 24 years old
- Technical high-school
- Married

Working experience:

Experience in mining: 4 years
Experience in other industries: 2 years

Sources of info:

Attitude:

Open to change:

Adaptability to new situations:

Open to learning & growing:

Propensity to switch from mining to renewables:

Barriers to switching:

- Limited trust in private employers
- Benefits (early retirement)
- Limited awareness on renewables

Drivers for switching:

- Better salary, regularly paid
- Job stability & predictability
- Clear schedule (e.g. weekends are always free)

Short bio:

Marius is a dynamic person with an active life, **very ambitious and with a "can do" attitude**. In his current job, he started out as an unskilled worker and continued to learn and grow professionally. He is very hands-on and believes that **practice is paramount.** He understand the importance of having a stable income and job, though he is **skeptical about private employers and working conditions**. His commitment to his family makes him somewhat reluctant to leave for long periods, though he will not fully dismiss the idea.
He is quite pragmatic about the future and understands mining has limited opportunities. His knowledge on renewables comes from **electric vehicles**, which raised awareness on pollution and **the importance of transitioning towards green;** hence his belief **that green electricity is the future** and his drive to ask his friends and acquaintances about renewables. He believes that classes are worthwhile if he can **develop practical skills,** which he can then **start applying immediately.**

RenewAcad

Marius Preda

"Until you try something new, how can you tell it's not for you? If you're not willing to take some risks, you won't win."

Profile:

37 years old

Technical high-school

Married, two small children

Working experience:

Experience in mining: 2 years
Experience in other industries: 10 years

Sources of info:

Attitude:

Open to change:

Adaptability to new situations:

Open to learning & growing:

Propensity to switch from mining to renewables:

Barriers to switching:

- Uncertainty about the job market
- Given his limited experience in renewables, unsure how to get a job
- Retirement benefits

Drivers for switching:

- Better salary
- Job stability
- Clear schedule (incl. holiday)
- Possibility to advance in his professional path

Sorin Radoi

"Ambition is the most important. All I need is to get in the industry, then I will give it my all and prove myself."

Short bio:

Originally from Valea Jiului, Sorin chose to work abroad early in his life. His jobs have taken him to several countries and several industries, having worked as a truck driver. It was during his travels that he **first learned about renewable energy, having seen how developed the industry is in Western Europe**. He **fully believes in the potential of green energy** and the jobs that come in this area, since this is the future. **Family is one of his core values and providing a future for his family is a key motivation.** He returned home to be closer to his family, since a life abroad was not the most suitable for his children. A job in the mines was the best option in the region: **stable pay and a flexible working schedule** which allows him to occasionally **get involved in side project** for extra income**. He is hard working, adaptable to new situations and actively looking to secure a future.** Since he is aware of the limitations of this industry, he is quite eager to transition to a renewables, but he **knows exactly what his challenges** (e.g. limited experience working in the industry; lack of hands-on practice) and **expectations** (e.g. balanced time spent working abroad and in the country) are.

Profile:

42 years old

Master's Degree

Married, 2 teenage children

Working experience:

Experience in mining: 22 years
Experience in other industries: n / a

Sources of info:

Attitude:

Open to change:

Adaptability to new situations:

Open to learning & growing:

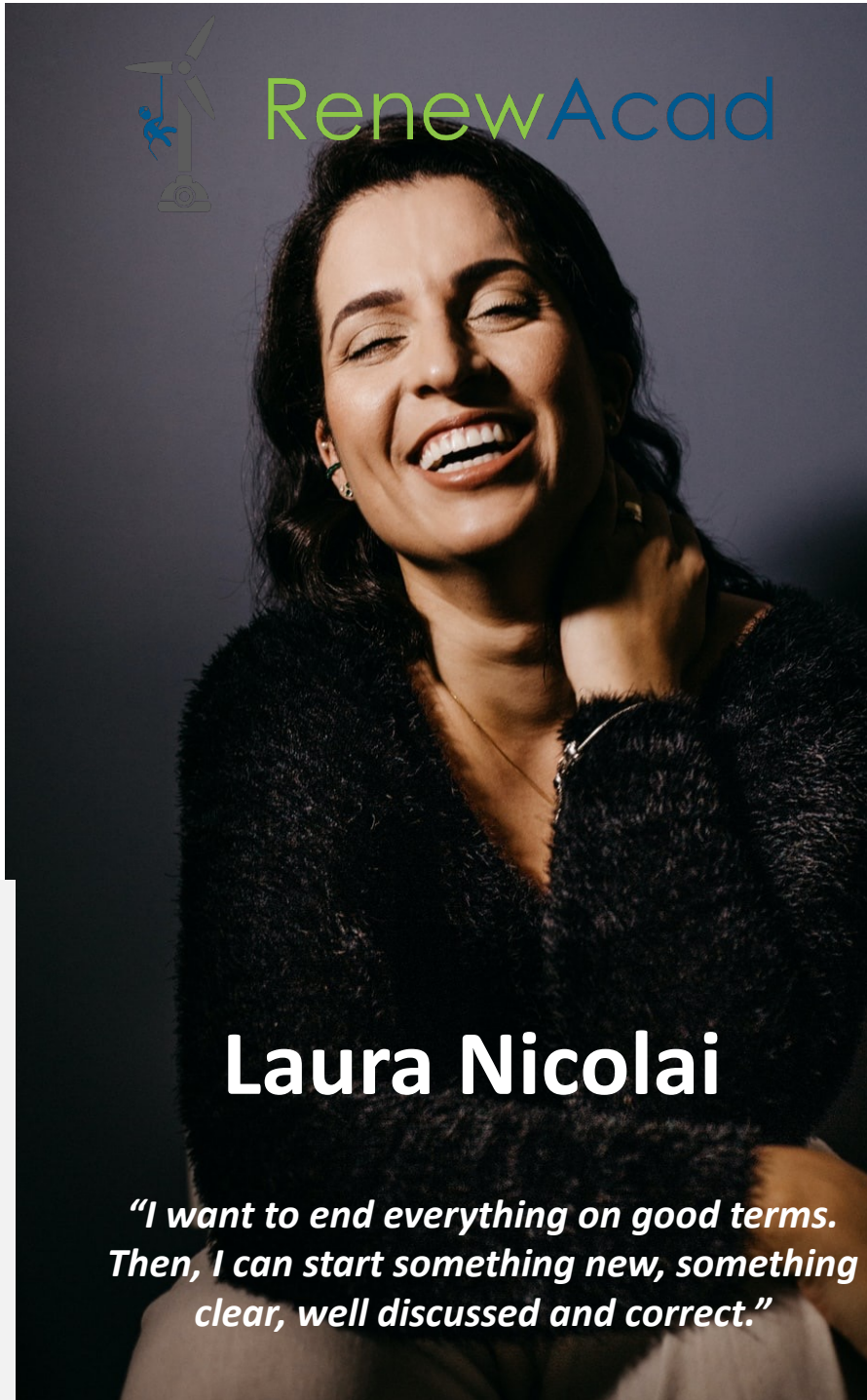
Propensity to switch from mining to renewables:

Barriers to switching:

- Early retirement, making her the least likely to switch industries before reaching her retirement age.

Drivers for switching:

- Financial motivation
- Continuous learning opportunities



Short bio:

Laura is an **ambitious professional**, who was been continuously looking to grow in her career. She joined the mine in her adolescence and **has worked her way up**, learning everything there was to know about the mine through her various jobs. **She attended university while working full time**, and then went on to obtain a Master's degree which is directly linked to her professional area. Though she has no experience in other industries, **she is very well informed,** keeping an eye on the market. **She can grasp the implications of limited investments in mining** and is very realistic about the future of this industry. **Pragmatic and open minded,** she is **proactively looking for reconversion opportunities** once mining is over, though she will most likely stay in this field until she reaches retirement. Once retired, **she wants to continue working**, mostly because she **believes in having an active lifestyle and keeping her mind busy**; but also because she has certain goals in her life and she is fully aware she needs to continue earning money in order to achieve them.

Profile:

46 years old

High school

Married, 2 teenage children

Working experience:

Experience in mining: 25 years
Experience in other industries: 2 years

Sources of info:

Attitude:

Open to change:

Adaptability to new situations:

Open to learning & growing:

Propensity to switch from mining to renewables:

Barriers to switching:

- Perceived high risk for physical injuries / SSM risks
- Perceived difficulty of learning about a new industry

Drivers for switching:

- Financial motivation

RenewAcad

Dumitru Matea

"The older you get, the courage that drives you to try new things disappears."

Short bio:

Dumitru started working in the mine after a few bad experiences working for private business owners, with less than optimal working conditions and pay. **He started as an unskilled worked and gradually learned the trade** – both through hands-on experience, and by taking the professional qualifications available in the mining industry. **He is hard working and places a high value on forming strong work relationships**, as these are essentials in high risk jobs. As he prepares to retire, he is actively searching for new employment opportunities in the area. **He is open to learning about opportunities** and to talk to anyone who can offer some insights. He is **highly intrested in receiving support** in his journey for future employment (e.g. from state authorities or private insitutions that can offer guidance in choosing a new industry and how to prepare for interviews). Though he informed about the renewable energy sector and **strongly believes in its potential and future**, he views it as more suitable for the younger generation and is reluctant whether he can fully adapt to the new industry. He is cautious about working in **potentially dangerous situations** that could lead to physical harm. He sees this as important especially given his **committment to his family** and his need to be an active provider.