

Slovenski regionalni dnevi 2024
Novo mesto

Boštjan Grobler

Workforce

RECRUIT. HIRE. RETAIN.



Neto bilanca trga dela 2024

Delovno aktivno
prebivalstvo

941.000 oseb (SURS dec 23)

Bruto demografski
odliv iz trga dela

- 29.000 upokojitev (GZS 24)
- 4.000 odseljenih Slovencev letno (SURS 22)
- 10.000 odseljenih tujcev (SURS 22)

Bruto priliv na trg dela

+ 18.000 je en letnik otrok (GZS 24)

916.000 oseb

-36.000 oseb

Gospodarska rast 2,5% terja 1,25 % več
zaposlenih

952.000 oseb

Workforce

Kronologija priseljevanja delovnih migrantov

Obdobje	
Do leta 2016	Posamično zaposlovanje pretežno balkanski bazen
2016/17	Prvi večji projekti zaposlovanja (Projekt Clio 5 Revoz; med 2.500 brezposelnimi, 125 zaposlenih; 750 oseb zaposlitev iz Bosne (95% brezposelnih, zelo motivirani za delo)
2018-19	Številni manjši projekti 10 – 50 hkratnih zaposlitev (pritok kvalitetne delovne sile)
2020	Covid – 19 - selitev kadra iz storitev v predelovalne dejavnosti
2021	Okrevanje gospodarstva. Tujce zaposlujejo številna mala podjetja, veliko v storitveni dejavnosti
2022	Vojna v Ukrajini – prihodi Ukrajinskih delavcev, vpliv na ostale trge dela
2023	Nezanesljivost delovne sile z Balkana, Pritiski „agentov“ ki ponujajo azijsko delovno silo

Bazeni zaposlovanja v tujini

Balkan

- Posamezniki še vedno iščejo priložnost za delo v tujini, predvsem ženske,
- Mlad kader, manj izkušen bolj nepredvidljiv

Ukrajina

- Skoraj izključno ženska delovna sila
- Slabo znanje angleškega jezika
- Slabši odnos do dela/ delodajalca
- Hiter dostop do trga dela

Azilanti

- Večinoma slabša storilnost
- Velika nepredvidljivost
- Hitro na voljo za zaposlitev

Azija

- Neizmeren trg delovne sile,
- Kandidati vseh profilov
- Angleščina
- Zanesljivost, spoštovanje navodil, sodelavcev in vodij
- Dolgotrajni postopki

Slovenija in zaposlovanje tujcev

Državna politika

- Nobene strategije pri zaposlovanju tujcev oz. pomoči gospodarstvu pri le tem (Sosednje države imajo)
- Premalo dobrih bilateralnih dogovorov.
- Sporazumi imajo veliko negativnih elementov
- Določanje deficitarnih poklicev

Administrativni postopki

- Vključena področja 5 ih ministrstev zato so postopki neučinkoviti
- Malo veleposlaništev po svetu/ malo zaposlenih
- Potrjevanje diplom/ priznavanje znanj
- Nastanitvene kapacitete/ visoka cena
- Predsodki med domačini

Lokalna okolja

- Priprava na drugo kulturo
- Vodje morajo znati angleško
- Mentorstvo/ tudi izven delovnega časa

Podjetja

सुविधाहरू (ट्रेनिंगहरू)

अन्तर्राष्ट्रिय मान्यता प्राप्त CISRS (OSTS)

को scaffolding course हरूको ट्रेनिंग

CISRS Level 1 » CISRS Level 2

CISRS BSI » CISRS Supervisor

CISRS ASI » CISRS CPD

Scaffolding Basic Awareness

अन्तर्राष्ट्रिय मान्यता प्राप्त IRATA को

Rope Access/Spider Cleaning

Course हरूको ट्रेनिंग

» IRATA Level 1 » IRATA Level 2

» IRATA Level 3

Training Program

Civil

» Mason (Plaster/Block/Tile)

» Shuttering Carpenter

» Gypsum Carpenter

» Finishing Carpenter

» Steel Fixer

» Plumber

» Electrician

» Wall Painter

» Spray Painter

Mechanical

» Aluminum Fabricator


» Steel Fabricator » Welder

» Insulator

» Pipe Fitter



OSTS UK Standard Scaffold Training Available Worldwide



OVERSEAS SCAFFOLDER TRAINING SCHEME

Have you got the Right Card?

CISRS OSTS Scaffolder Level 1

- Prior to attending the Level 1 course a delegate is required to have a minimum of 6 months experience working with scaffolding and have been provided with suitable HSE Induction Training.
- Delegate must attend 5 day Level 1 course.
- Delegate must successfully complete theory tests and practical assessments.
- Delegate will then have achieved Overseas Scaffolder Level 1 status and will be issued with certificate and record card which will be valid for 5 years.
- Delegates may renew their Overseas Scaffolder Card only at either Level 1 or Level 2, by attending the relevant OSTS Refresher Course. After a card has been renewed, the delegate will be required to complete a OSTS course at the next level.

Objectives: To provide delegates with the knowledge and skills to enable them to erect, alter and dismantle basic scaffolding structures in traditional tube and fitting and common system scaffolding types. Level 1 scaffolders can only lead scaffold gangs when working on structures covered by their CISRS training. They are deemed competent to work on higher and more complex structures providing they are under the direct supervision of a suitably qualified CISRS scaffolder at all times.

CISRS OSTS Scaffolder Level 2

- Prior to attending the level 2 course a delegate is required to have a minimum of 6 months scaffolding experience after attending their level 1 course.
- Delegate must attend 5 day Level 2 course.
- Delegate must successfully complete theory tests and practical assessments.
- Delegate will then have achieved Overseas Scaffolder Level 2 status and will be issued with certificate and record card, which will be valid for 5 years.
- Delegates may renew their Overseas Scaffolder Card only at either Level 1 or Level 2, by attending the relevant OSTS Refresher Course. After a card has been renewed, the delegate will be required to complete a OSTS course at the next level.

Objectives: To provide delegates with the knowledge and skills to enable them to erect, alter and dismantle scaffolding structures of an intermediate complexity in traditional tube and fitting and common system scaffold types. Level 2 scaffolders can only lead scaffold gangs when working on structures covered by their CISRS training. They are deemed competent to work on more complex structures providing they are under the direct supervision of a suitably qualified CISRS scaffolder at all times.

CISRS OSTS Scaffolder Level 3

- Prior to attending the Level 3 course a delegate is required to have a minimum of 6 months relevant scaffolding experience after attending their Level 2 course.
- Delegate must attend 5 day Level 3 course.
- Delegate must successfully complete theory tests and practical assessments.
- Delegate will then have achieved Overseas Scaffolder Level 3 status and will be issued with certificate and record card, which will be valid for 5 years.
- To renew this card, delegate must attend a Level 3 Refresher Course.

Objectives: To provide delegates with the knowledge and skills to enable them to erect, alter and dismantle scaffolding structures of a more complex nature than those undertaken in the Level 2 course. Level 3 scaffolders can only lead scaffold gangs when working on structures covered by their CISRS training. They are deemed competent to work on more complex structures providing they are under the direct supervision of a suitably qualified CISRS scaffolder at all times.

CISRS OSTS Scaffolder Level 4

- Prior to attending the Level 4 course a delegate is required to have a minimum of 12 months relevant scaffolding experience after attending their level 3 course.
- Delegate must attend 10 day Level 4 course.
- Delegate must successfully complete theory tests and practical assessments.
- Delegate will then have achieved Overseas Scaffolder Level 4 status and will be issued with certificate and record card, which will be valid for 5 years.
- To renew this card, delegate must attend a Level 4 Refresher Course.

Objectives: To provide delegates with the knowledge and skills to enable them to erect, alter and dismantle complex scaffolding structures in traditional tube and fitting and common system scaffold types. Level 4 scaffolders can only lead scaffold gangs when working on structures covered by their CISRS training. They are deemed competent to supervise the erection of scaffold structures. This course will also provide a good foundation to those delegates who wish to

CISRS OSTS Supervisor

OSTS Supervisor training has been developed to meet sector requirements and satisfy local regulations. This 3 Day course is designed specifically for people responsible for the supervision and management of scaffolding operatives e.g. Chargehands, Foremen, Supervisors and Managers.

- In order to attend delegates require extensive scaffolding industry experience and should ideally hold a CISRS Scaffolder Level 3 or 4 qualification for employment. Employers will be responsible for ensuring that delegates meet this requirement.
- Delegates who successfully complete the course will be issued with a certificate and a record card, which will be valid for 5 years.
- Delegates are required to attend a 2 Day Refresher Course in order to renew their card.

CISRS OSTS Basic Scaffold Inspector

- Aimed at those who are required to carry out inspections of basic scaffold structures - structures as defined in Level 1, 2 and 3 courses (i.e. Managers, Engineers etc.)
- Delegates must attend a 3 day training course.
- Delegates must complete theory and practical tests.
- Delegates who successfully complete the course will be issued with a certificate and a record card which will be valid for 5 years.
- CISRS Course to be repeated after 5 years to renew card.

CISRS OSTS Advanced Scaffold Inspector

- Aimed at experienced Level 4 Scaffolders (or equivalent) and others who have held a Basic Inspector Card for at least 2 years, who are required to carry out inspections of complex scaffold structures.
- Delegates must attend a 2 day training course.
- Delegates must complete theory and practical tests.
- Successful candidates receive an Advanced Scaffold Inspector Certificate and Advanced Scaffold Inspector Record Card (Valid for 5 Years).

Systems Training

Systems Scaffold Product Training Scheme (SSPTS) 2 day courses are available in recognised system scaffold products. Operators holding CISRS OSTS Scaffolder cards Level 1-4 are eligible to attend these courses. Recognised Systems Products are split into various types. Details of recognised systems products, system types and the requirements for additional training can be found on the CISRS website www.cisrs.org.uk



OVERSEAS SCAFFOLDER TRAINING SCHEME

To check validity of cards email: enquiries@cisrs.org.uk or visit: www.cisrs.org.uk/checkcard





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Hvala!

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