

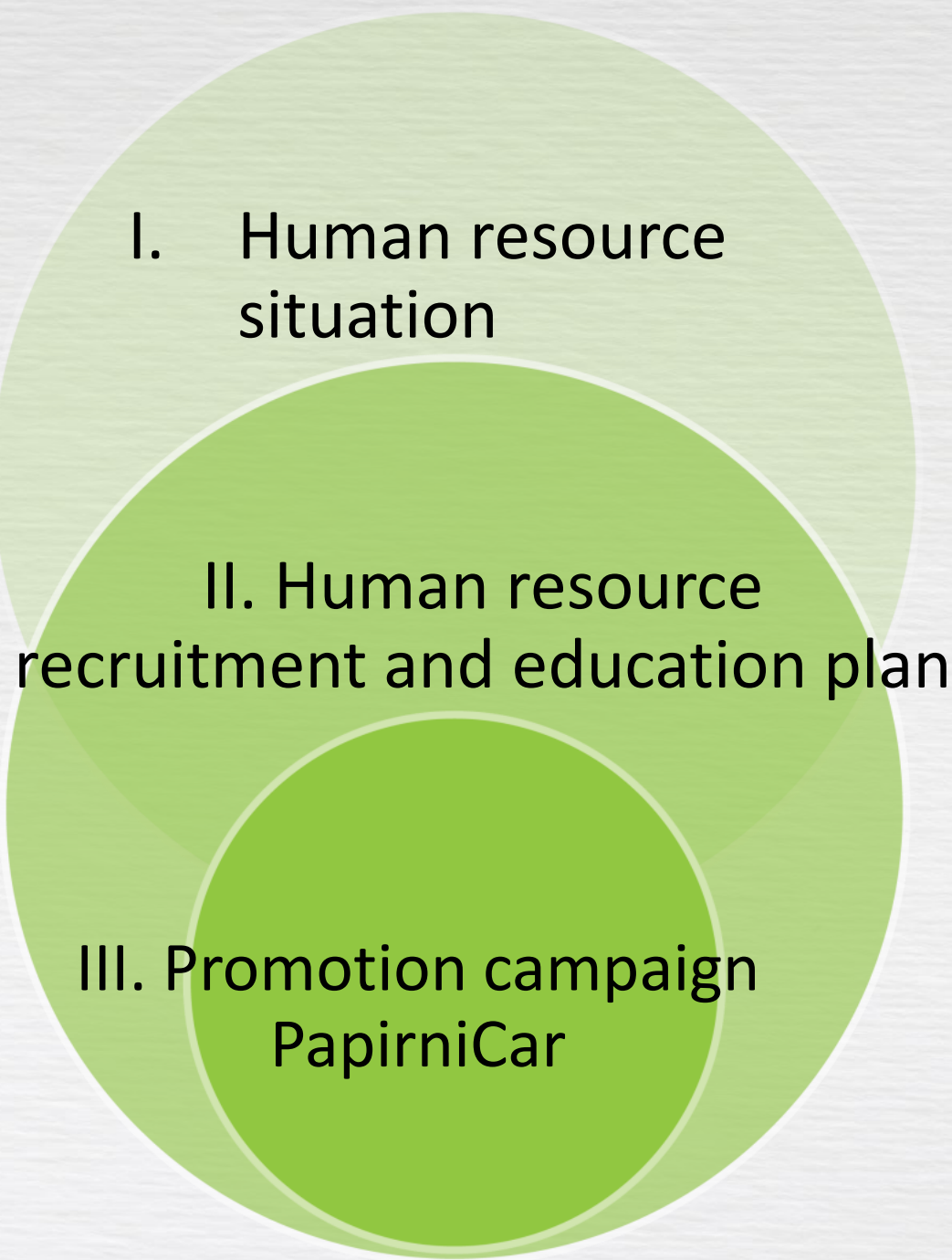


HUMAN RESOURCES FOR THE FUTURE OF PAPER INDUSTRY

SODELUJEMO.
MREŽIMO.
SOOBLIKUJEMO ...
PRIHODNOST.

COLLABORATING.
NETWORKING.
SHAPING TOGETHER ...
OUR FUTURE.

Petra Prebil Bašin
Director of the Paper and Paper
Converting Industry Association

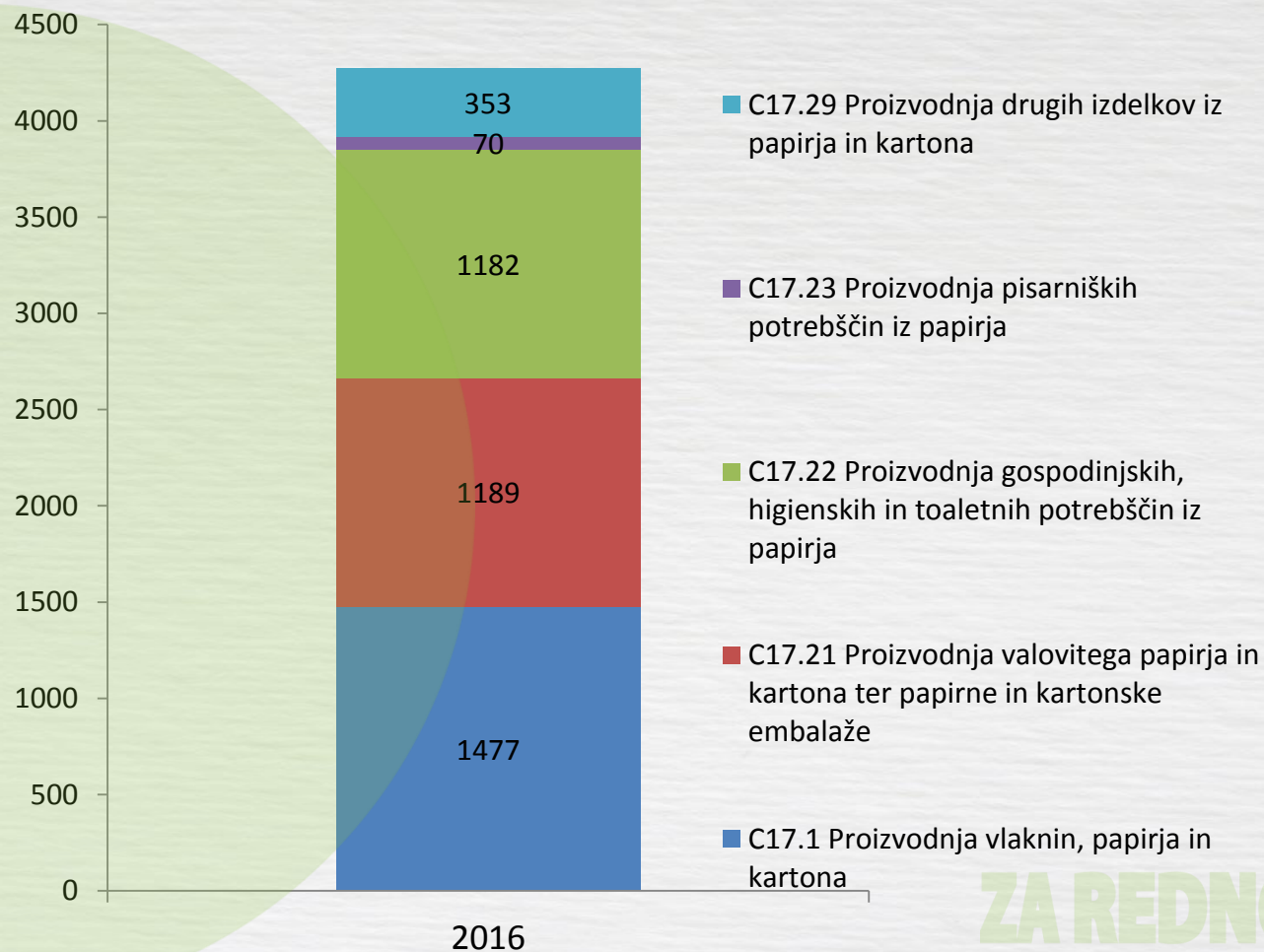


I. SITUATION

- ✓ Human resource issue was a topic already 20 years ago
- ✓ In 2000, vocational school for "papermakers" was closed in Slovenia
- ✓ In the meantime short courses at ABZ Steyrermühl and the CCIS were carried out
- ✓ In 2013, the Competence centre for human resources in paper industry (KocPI) >>>>> papermaking school
- ✓ National vocational qualification



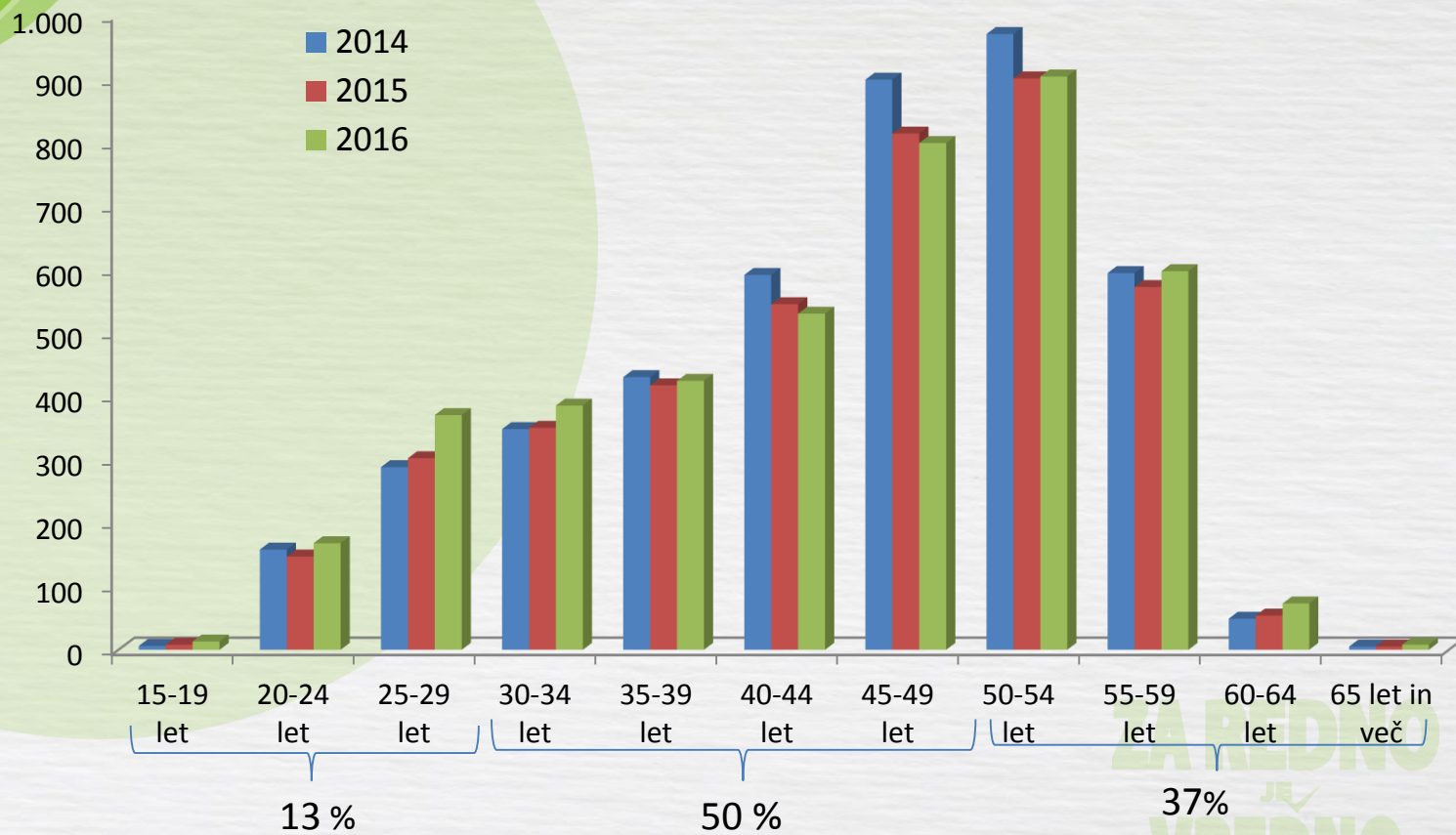
C17 EMPLOYEES IN 2016



Source: SURS

ZA REDNO
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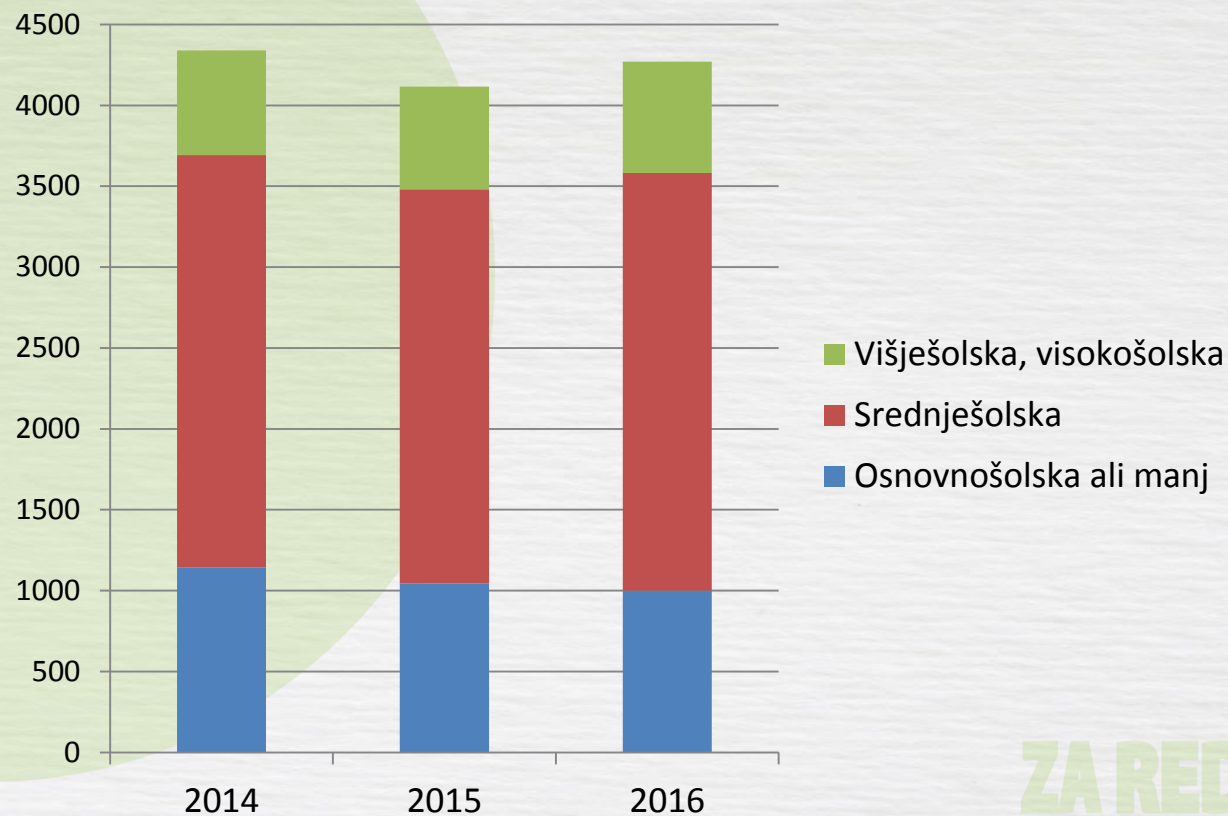
EMPLOYEES AGE STRUCTURE IN SKD 17



Source: SURS

ZARADNO
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EDUCATIONAL STRUCTURE OF EMPLOYEES



Vir: SURS

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KNOWLEDGE REQUIREMENTS

- ✓ New knowledge requirements
- ✓ Multidisciplinary knowledge
- ✓ Needs for personnel with various levels of education ...

OCCUPATIONS IN PAPER INDUSTRY

II.



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**By 2020
Slovene paper mills
will offer regular
employment to
500 new
employees.**



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DETERMINATION

COMMON
INTEREST
OF
PAPER MILLS

Strategic project for employment promotion in paper industry in order to:

- ✓ present the industry as an attractive employer
- ✓ get new employees.

BE A MAKER.
PAPERMAKER.

POSTANI
PAPIRNI • CAR
• CAR!

kemija

elektrotehnika

strojništvo

mehatronika

grafika

informatika

kovinarstvo



✓ Various educational profiles

✓ from vocational to secondary,
from an engineer to a doctor


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- ✓ To present paper industry:
 - As an employer
 - As an attractive industry, which is green, sustainable and is further developing.and
- ✓ To get new employees:
 - By apprenticeship
 - By retraining.

How do you become **PAPIRNIČAR** ?

By apprenticeship:

- start in 2018/19;
 - a 3-year programme
 - for the young and adults;
 - half time in the school, half in a paper mill;
 - remuneration;
 - possible regular employment.
- 

Additional training at the Pulp and Paper Institute, Papermaking Academy:

- 86 hours of schooling (6 months);
- any educational level
- Completion by NVQ.



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**NEW
EDUCATIONAL
PROGRAMME**

- ✓ Education by apprenticeship
- ✓ Probably in 3 locations in Slovenia
- ✓ General subjects:
SLO, MAT, FL, NAT, SOC, ART, SPO
- ✓ Technical subjects:
Papermaking, Paper technics, Stock preparation, Paper and board machine, Paper and board coating, Sanitary papers, Paper and board finishing, Sanitary paper finishing



Reden job? KJE?

PAPIRNIŠTVO

500 novih zaposlitev

Vajeništvo

Različni izobrazbeni profili

www.papirnicar.si

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PROMOTION
CAMPAIGN
PAPIRNICAR

- ✓ Leaflet;
- ✓ Web site: www.papirnicar.si;
- ✓ Facebook, Instagram; 
- ✓ Presentations at primary schools for pupils, parents and career advisers;
- ✓ Career fairs.



Best promoters are we, papermakers!

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Who is controlling
the **BEAST**,
150 metres long
and **three floors**
high ?

Jumbo
Jet Pilot



Papermaker



High Speed
Train Driver



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JAZ SEM **Č**AR,
PAPIRNI-**Č**AR!

THANK YOU.

www.papirnicar.si

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