

Investing in people !

EUROPEAN SOCIAL FUND

Sectoral Operational Programme **Human Resources Development** (SOPHRD) 2007-2013

Priority Axis 1: "Education and training in support for growth and development of knowledge based Society "

Key area of intervention: 1.4 "Quality in Continuous Vocational Training"

Project: **Institutional developments in continuous vocational training within the financial-banking system - DEFIN**

Project ID: POSDRU/58/1.4/S/33121

Beneficiary: **Romanian Banking Institute**

STUDY ON THE NEEDS AND IMPACT OF THE CONTINUOUS VOCATIONAL TRAINING WITHIN THE BANKING SECTOR



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INSTITUTIONAL FRAMEWORK

- **Project:** Institutional developments in continuous vocational training within the financial-banking system - DEFIN
- **Assigned objective:** **OS1** – Building of a sustainable partnership among the relevant players within the banking sector – members of the Sectoral Committee, in order to consolidate their capability to be actively involved in ensuring of the quality in the continuous vocational training
- **Activity:** **A2** – Study on the needs and impact of the continuous vocational training within the banking sector
 - **Intermediate stages:** **A2.1:** Basic preparing and organizing
A2.2: Analysis and development of the study
A2.3: Elaborating of the study report
- **Period of achievement:** November 1, 2009 – January 31, 2010
 - **Intermediate stages:** **A2.1:** November 1, 2009 – November 23, 2009
A2.2: November 24, 2009 – January 15, 2010
A2.3: January 16, 2010 – January 31, 2010



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STUDY OUTLINE (1/5)

- **Abstract**
- **Non-technical introduction**
- **Chapter 1: Diagnosis analysis (state analysis)**
 - 1.1. comparative analysis of the current occupational state in the European banking systems**
 - 1.2. the current occupational state in the banking system in Romania**
 - 1.3. structural features of the banking system in Romania**
 - 1.3.1. by share/endowment capital and by net assets**
 - 1.3.2. by the banking and non-banking products and services of the commercial banks**
 - 1.4. predictable tendencies in the banking system strategy in Romania**
 - 1.4.1. concerning the banking market structure**
 - 1.4.2. concerning the products and services structure**
 - 1.5. the effects of the 2007-2009 financial crisis on the medium term objectives (2010-2013) of the commercial banks in Romania**



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STUDY OUTLINE (2/5)

- **Chapter 2: Designing of the continuous vocational training (CVT) for the feasible new or updatable occupations (FNUO)**

2.1. the general structure of the CVT

2.2. designing of the CVT from the institutional perspective

2.2.1. the role of the Financial, Banking and Assurance Sectoral Committee (FBASC)

2.2.2. the role of the National Bank of Romania (NBR)

2.2.3. the role of the Romanian Banking Institute (RBI)

2.2.4. the role of the Romanian Banking Association (RBA)

2.2.5. the role of the commercial banks (CBs)

2.3. designing of the CVT from the managerial perspective

2.3.1. initial training (for the new occupations)

2.3.2. continuous training (for the updatable occupations)

2.4. designing of the CVT from the financial perspective

2.4.1. financing sources

2.4.2. efficiency



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STUDY OUTLINE (3/5)

- **Chapter 3: Identifying the necessary occupational portfolio on the medium term within the banking system in Romania**
 - 3.1. "medium term objectives – necessary occupations on the medium term" analysis**
 - 3.1.1. criteria for concluding the occupations from the objectives**
 - 3.1.2. list of the necessary occupations according to the objectives**
 - 3.2. identifying the necessary new occupations**
 - 3.3. identifying the updating needs for the current occupations**
 - 3.3.1. criteria for identifying the updating directions for the current occupations**
 - 3.3.2. the updating gaps of the current occupations (gap analysis)**
 - 3.4. quantifying of the pressure and urgency degree for formalize the new occupations and/or for update the current occupations**
 - 3.5. elaborating of the new occupations list, by the pressure/urgency degree**
 - 3.6. elaborating of the updatable current occupations list, by the pressure/urgency degree**



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STUDY OUTLINE (4/5)

- **Chapter 4: Establishing of the list of new and updatable occupations**

- 4.1. assessing of the resource allocation for the CVT concerning the new or updatable occupations**

- 4.1.1. financial resources**

- 4.1.2. other resources**

- 4.2. establishing of the new or updatable occupations financeable by initial or continuous vocational training**

- 4.3. calculating of the new or updatable occupation selection coefficient**

- 4.3.1. assigning of the formalization pressure/urgency to the possibility of financing**

- 4.3.2. calculating of the selection coefficient**

- 4.4. establishing of the feasible new or updatable occupations (FNUO) list**

- 4.4.1. temporal determination of the feasibility, by the urgency**

- 4.4.2. temporal determination of the feasibility, by the pressure**

- 4.4.3. temporal determination of the aggregate order coefficient of the feasibility (AOCF)**

- 4.4.4. establishing of the hierarchical list of the FNUO, according the AOCF**



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STUDY OUTLINE (5/5)

- **Chapter 5: Ex ante impact assessing of the FNUO implementation**
 - 5.1. assessing of the institutional impact
 - 5.1.1. primary legislation level
 - 5.1.2. secondary legislation level
 - 5.1.3. tertiary legislation level
 - 5.2. assessing of the impact on the labour market
 - 5.2.1. labour force mobility
 - 5.2.2. opportunity cost of job searching
 - 5.2.3. the average nominal gross wage
 - 5.2.4. the competitiveness of the labour force
 - 5.3. assessing of the financial impact on the banking sector
 - 5.4. assessing of the economic impact on the banking sector
 - 5.5. assessing of the general macroeconomic impact
- **Final concluding and remarks**
- **Risks and vulnerabilities**
- **Notes, comments, bibliographical references, indexes, annexes**



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THE METHODOLOGY INVOLVED

- Qualitative documentary analyses
- Logical analyses
- Quantifications
- Typologies
- Quantitative modelling
- Statistical sample surveys (SSSs)
 - **A SSS of type A:** perception of the emergence of new occupations or of the necessity to update the current occupations in the banking sector in Romania
 - **target group:** commercial banks
 - **period of time to achieve:** December 15-20, 2009
 - **A SSS of type B:** the willingness to finance, by time horizons, the initial training for the new occupations or the CVT for the updatable current occupations
 - **target group:** commercial banks
 - **period of time to achieve:** January 15-20, 2010



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PARTNER ASSIGNATION OF THE STUDY OUTLINE (1/3)

	Romanian Banking Institute	Romanian Banking Association	FSAB	Chamber of Commerce and Industry of Bucharest	SCIENTER	VAPRO
1.1.					X	X
1.2.		X	X			
1.3.	X					
1.4.	X	X				
1.5.	X	X				
2.1.	X					
2.2.	X					
2.3.	X					
2.4.	X					
3.1.	X					
3.2.	X					



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	Romanian Banking Institute	Romanian Banking Association	FSAB	Chamber of Commerce and Industry of Bucharest	SCIENTER	VAPRO
3.3.	X					
3.4.	X					
3.5.	X					
3.6.	X					
4.1.	X					
4.2.	X					
4.3.	X					
4.4.	X					
5.1.	X	X	X			
5.2.	X		X		X	X



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REPARTIZAREA REALIZĂRII STUDIULUI PE PARTENERI (3/3)

	Romanian Banking Institute	Romanian Banking Association	FSAB	Chamber of Commerce and Industry of Bucharest	SCIENTER	VAPRO
5.3.	X	X			X	X
5.4.	X	X			X	X
5.5.	X					
SSS - A (designing)	X	X				
SSS - A (achieving)	X	X				
SSS - A (assessing)	X					
SSS - B (designing)	X	X				
SSS - B (achieving)	X	X				
SSS - B (assessing)	X					