

members of the Regional Committee for the metal processing sector was not provide completed questionnaires.

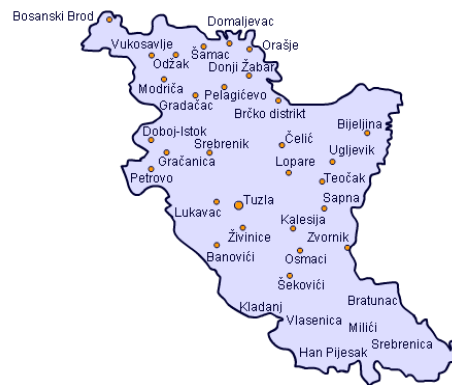


Figure 2 Economic region of north-eastern Bosnia and Herzegovina

When you considered the requirements for additional education of employees, based on collected data, at the metal processing companies in economic region north-eastern Bosnia and Herzegovina is possible to recognize the need for carry out a series of educational specialist cycles for different profiles and topics. Cross-section of requirements is presented by Table 1.

Table 1 Requirements for additional education of employees

| Education | % |
|--|------|
| Welding (MIG, MAG, TIG, Al, WIG, pipes, ...) | 32,6 |
| Sheet worker - Machinist | 26,9 |
| Foreign language | 15,4 |
| CAD/CAM software | 10,6 |
| MS Office | 9,7 |
| CNC | 3,1 |
| Technical drawing | 1,8 |

Based on the presented data and the capacity of CREDO II project formation of a consortium of interested companies and educational institutions is possible. At the same time that consortium will have opportunity to apply on grant funds from the CREDO II project in the order to secure the necessary funds for perforation of above mentioned educational programs. Of course, for those purposes can be used financial resources that are available on different levels of governments in B&H. It is important to underline an extremely large number of applications, nearly 1/3, for additional training in the field of welding, which is clear indicator of significant lack of skilled and professional workers in this field. What is also indicative is the fact that a significant number are required for additional training is in areas that rely on the implementation of IT technologies (CAD/CAM systems and MS Office applications) to SMEs, almost 1/3. Two above examples clearly indicate the lack of institutions that are willing/ready to coordinate the process of lifelong learning and training of employees in metal processing SMEs on systematic and planned way. Namely, it is obvious that the existing institutions (government sector, education and NGO sector) for various reasons (legal legislation, lack of interest, lack of sources of finance ...) are not able to provide a lifelong learning programs on a quality manner. All of the above applies to the education in the field of foreign languages too.

From the aspect of labourer needs in the short term period (up to 1 year), based on collected data, it is possible to detect very small, almost negligible needs for new employees (1 graduate electrical, 1 graduate economist, 6 tinsmith, 5 locksmiths, 3 sheet worker). The

reasons for this situation can be found in a small sample of collected and processed data from the metal processing companies so far, but also global economic crisis has influence too through significant reduction of business scope in regional metal processing sector. This applies particularly to medium-sized companies which employ a significant number of workers from metal processing sector, and in one or another way are associated with the automotive industry. Although it is not expected that the current state continues for a long period of time this situation should be use for consolidation, seeing the real needs and as preparation phase for the expansion of business that will surely follow in future. The best indicator of the justification of the above prediction is grounded in data collected by metal processing companies. Namely, the metal processing companies in middle-term (up to 3 years) contrary to the demands for labour in the short term period expect a significant increasing in hiring of new workers, presented by Table 2

Table 2 Requests for new labour in the middle term (up to 3 years)

| Working profile | % |
|--------------------------------------|----------|
| Sheet worker - Machinist | 29,0 |
| Welding | 25,1 |
| Tinsmith | 12,0 |
| High qualified and qualified workers | 8,2 |
| Mechanical graduate engineer | 7,7 |
| Mechanical technician | 6,0 |
| Mechanical engineer | 2,7 |
| Sheet worker - Machinist | 2,2 |
| Electrical graduate engineer | 1,6 |
| Technologist | 1,6 |
| Grinder | 1,1 |
| Gnawer | 1,1 |
| IT Engineers | 0,5 |
| Graduate economist | 0,5 |

From the presented data is possible to detect clear expectations of regional metal processing companies that the business situation will improve due the time (up to two years) and a new increase in the scope of activities in metal processing sector will require new employment and labour force. Appreciating the general trends on the global markets and according to the signs that world's major economies are on the road to recovery it is expected increasing and expansion of business activities of regional metal processing companies in the medium term, which will surely lead to further demands for new labour. However, it is expected that the requirements for professional qualifications of the workforce in the future will increase in the terms of requirements for all professional and specific knowledge from professions who gravitate to metal processing sector.