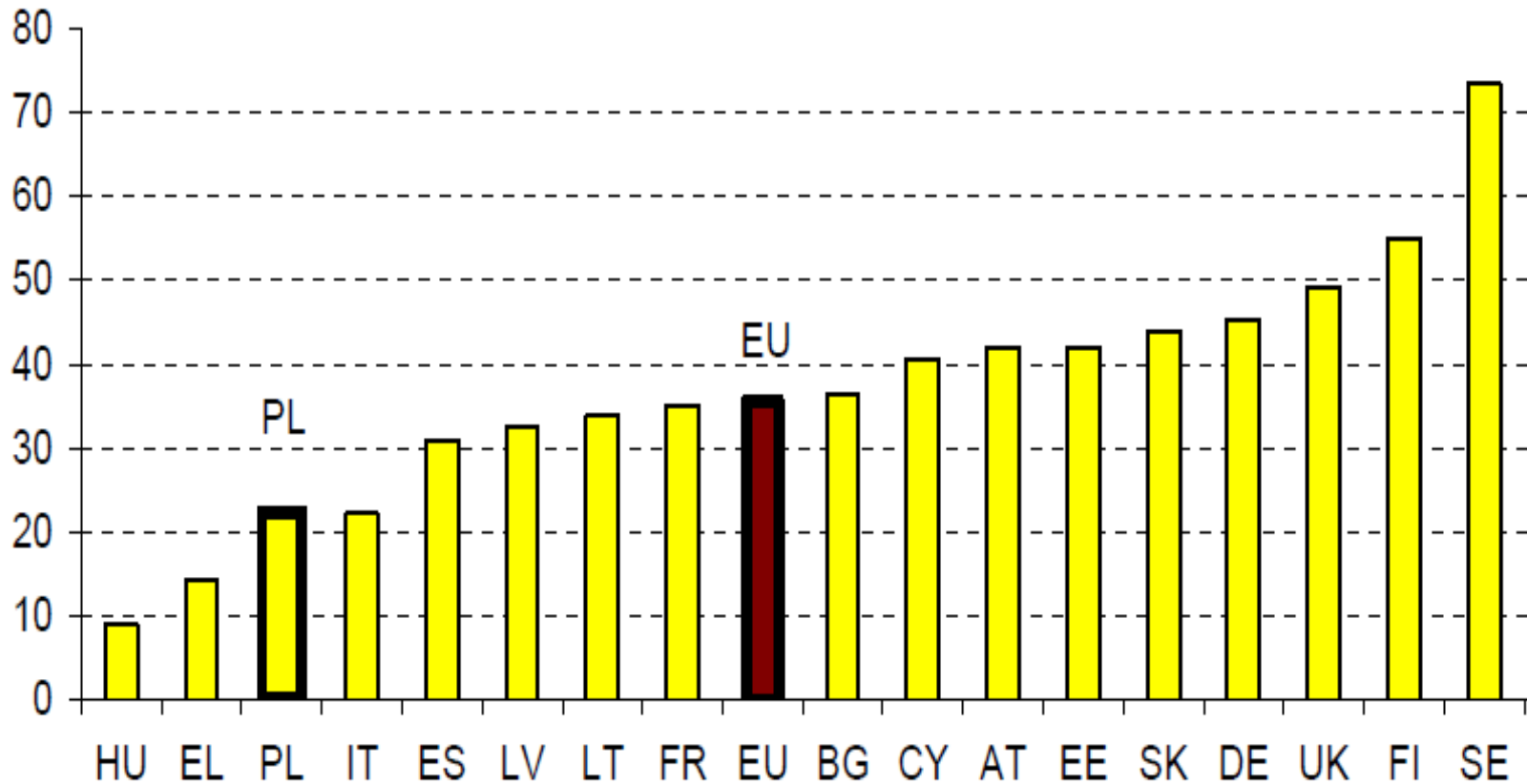


THE ROLE OF SOCIAL PARTNERS IN THE DEVELOPMENT AND IMPLEMENTATION OF FLEXIBILITY AND SECURITY IN CONTEMPORARY LABOUR MARKETS

*Improving of skills and qualifications at the
company level*

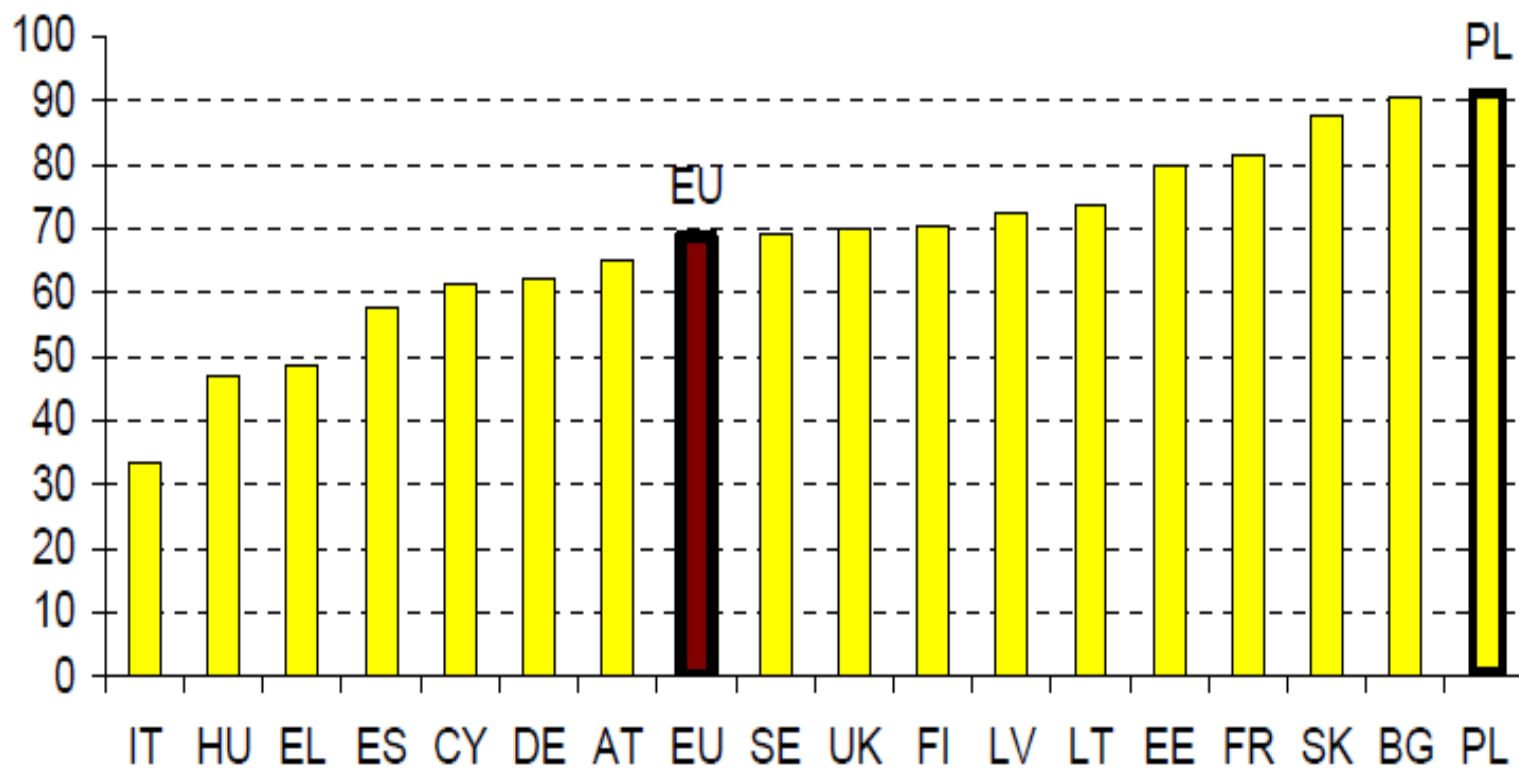
**CLUSTER 1 SEMINAR WARSAW 22 & 23
NOVEMBER 2010**

Participation in trainings



Sources: : Eurostat, Population and social conditions, 2009

Improving skills and qualification – financial matters



Sources: : Eurostat, Population and social conditions, 2009

TP S.A.

Sector: ICT

Employment: 20 500 employees

Talent management

- Project implemented in 2006;
- The main goal of the programme is to create the new generation of leaders and to assure the continuity for the key positions on the different levels of organisation;
- The proces of finding talents baseds on competences;
- Programme adjusted to individual needs of employees.

Effective manager

- The main goal of the project is to improve skills of menagement from midium and lower level
- Programme realised by use of training moduls and e-learning.