



■ EMPOWERING PEOPLE AND INDUSTRIES

VAPRO

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VAPRO International



- **More than 55 years of experience empowering people and industries**
- **Healthy enterprise with 130 employees worldwide providing training, education, HRD consulting services and financial services to more than 1000 companies.**
- **Headquarters in The Netherlands, offices in Belgium, Romania, China and Indonesia and projects around the world**
- **Originally established by Shell, AKZO, Philips and DSM and recognized by the Ministry of Education/the Ministry of Social Affairs & Employment and social partners in the Netherlands.**



VAPRO professional services: *Improving your return on investment*

<p>I.</p> <p>Educational and Training services</p>	<p>II.</p> <p>Financial services</p>	<p>III.</p> <p>Organisational and proces improvement services</p>
<p>Theory</p>	<p>Funding</p>	<p>Daily practice</p>
<p>Professional education</p> <p>Educational tools</p> <p>Improving craftsmanship</p>	<p>Optimize funding</p> <p>Tax (accounting) services</p> <p>Subsidy advise</p>	<p>Staff Upgrading</p> <p>Safety/Health/environment</p> <p>Process Optimization (WCM)</p>

■ VAPRO Romania – Financial services

Types of projects with public financing:

- human resources – training of employees, unemployed, vulnerable groups (SOPHRD)

- investments – construction, equipments, services – ERP, CRM, consultancy, etc (different financing programs like: SOPIEC, ROP State Aid)



■ VAPRO Romania – Financial services

Successful projects criteria:

- **Ensure co-financing (own resources or bank loans) vs non-reimbursable funds (grants)**
- **Investment in equipments vs construction**
- **Increase competences&productivity of employees**
- **Work places creator**
- **Increase of turnover**
- **Increase of exports**



■ VAPRO International - Training Services

- **Development of tailor made training programs for (technical) manufacturing personnel**
- **Always based on an analysis of the workplace**
- **Practical approach to enable the employee to directly apply what he/she has learned.**



■ VAPRO International - Organisational services

Diverse range of products and services related to personnel development enabling our clients to improve their business performance on the following topics:

- **Staff upgrading; i.e.**
 - **Performing quick scans to support HR programs through assessments of the organization and gap analysis**
 - **Assessment of individual employees (accreditation of prior learning)**
- **HSE Services**
 - **Improve safety culture within organizations using an risk analysis and associated risk recognition projects**
- **Process Optimization**
 - **Advice and related training using World Class Manufacturing (WCM) Methods**





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Why choose VAPRO?

- More than 300 successful grant projects, from which over 120 in Romania
- Over 50 years of experience in training operations personnel in manufacturing companies all over the world
- Unique combination of theoretical knowledge and practical examples
Participants recognize course materials and only learn what is needed
- New skills and knowledge can be directly applied to own job
- Direct attitude change as result of VAPRO programs

References (among others)

- on international level: Shell, BASF, Bayer, Akzo, BP, Dupont, Philips, DSM
- on national level: Acvatot, Titan, Accor Services, Banca Transilvania, Medcenter, Apa Nova, Mediafax, Romstal



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Some examples



■ **Example 1 – financial services (ESF grant)**

- Beneficiary: large private company in medical sector
- Goal: training of 300 employees from sales department and management team
- VAPRO solution: EU funded project with a budget of 500.000 euros, from which:
 - Training costs: 300.000 euros
 - Salaries costs: 100.000 euros
 - Other costs (transport, accomodation, consumables): 100.000 euros
 - ESF grant 60%: 300.000 euros
 - Co-financing: company 200.000 euro
 - Duration: 2 years

■ Example 1 – training services

- Client: Large chemical company in the Antwerp Harbor Area
- Goal: maintain and improve knowledge and skills level of site emergency response team
- VAPRO solution
 - WHAT: work place analysis to define which knowledge, skills and competences are needed for the emergency response team
 - HOW: training system – structure of lessons and practical assignments, training for (company) trainers
 - IF: assessment system to check IF participants learned WHAT they should have learned



■ Example 2 – training services

- Client: R&D centre of multinational, Shanghai China
- Goal: improve safety knowledge and understand risk
- VAPRO solution
 - WHAT: work place analysis to define what the major risks are within the laboratory
 - HOW: tailor made training – set of modules and practical assignments
 - IF: exam to check IF participants learned WHAT they should have learned



■ Example 1 – Process improvement

- Client: Producer of construction materials, various locations, The Netherlands
- Goal: Improve safety culture for all 7 sites in the Netherlands
- VAPRO solution
Cluj International Club
 - WHAT: site specific risk analysis to identify key risks per site, quickscan to define starting point
 - HOW: risk recognition and progress monitoring program– training, group assignments, introduction of safety performance monitoring system, implementation of safety ambassadors organization
 - IF: audit system and individual assessments



Future funding opportunities for SME-s

Up to **250,000 Euros** for investments in increasing, expansion or modernization of production capacity through the construction of production halls and acquisition of technologies and equipments.

- **Call launch: November 2011 – open until 31.05.2012**
- **Evaluation type:** evaluation based quality criteria

Up to **40,000 Euros** for purchase of consultancy services for business development (marketing, human resources, manufacturing, business development).

- **Call launch: November 2011**
- **Evaluation type:** evaluation based on quality criteria

Up to **440,000 Euros** for the development of electronic commerce and other on-line business solutions.

- **Call launch: November – December 2011**
- **Evaluation type:** first come, first served

Future funding opportunities for large companies

Large companies (turnover - more than 50 million Euros and over 250 employees at group level) and **SMEs** can receive up to 50% grants (of the total initial investment **over 5,000,000 Euros**) from the government through the state aid scheme as follows:

- **Investment value** : Between 5 and 10 million Euros
- **Minimum of work places created:** 50

- **Investment value** Between 10 and 20 million Euros
- **Minimum of work places created** = 100

- **Investment value** Between 20 and 30 million Euros
- **Minimum of work places created** = 200

- **Investment value** Over 30 million Euros
- **Minimum of work places created** = 300

- **Over 100 million Euros (Large enterprises only), minimum 500 work places**



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Multumesc!

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