BACHELOR'S PROGRAMME
HUMAN RESOURCES
3RD YEAR OF STUDY, 1ST SEMESTER

COURSE TITLE	**POLICIES AND EUROPEAN REGULATIONS ON TRAINING AND PROFESSIONAL DEVELOPMENT**
COURSE CODE	L:RU24
COURSE TYPE	Full attendance / Tutorial
COURSE LEVEL	1st cycle (Bachelor's degree)
YEAR OF STUDY, SEMESTER	3rd year of study, 1st semester
NUMBER OF ECTS CREDITS	6
NUMBER OF HOURS PER WEEK	4 (2 lecture hours + 2 seminar hours)
NAME OF LECTURE HOLDER	Camelia Medeleanu
NAME OF SEMINAR HOLDER	Camelia Medeleanu
PREREQUISITES	Advanced / Intermediate level of English

A	**GENERAL AND COURSE-SPECIFIC COMPETENCES**
	Professional competences: **C1.1.** To describe the concepts, theories, paradigms and methodologies used in researching organizations and communities; **C1.2.** Formulation of hypotheses and operationalization of the key-concepts in explaining and interpreting the phenomena faced by organizations and communities; **C3.2.** Minute understanding of the organizational context, based on the specific knowledge; **C4.1.** To use sociological analysis methods in order to obtain an overview of the organizational context; **C5.1.** To identify concepts specific to the field of human resources; **C5.2.** To diagnose the needs related to human resources **Transversal competences**: **CT1.** To apply the proper strategies for rigorous, efficient, punctual and responsible work, based on the principles, norms and values connected to the code of professional ethics; **CT3.** Efficient use of the information sources as well as communication resources and computer-based job training (Internet, specialized software applications, databases, online courses etc.), in Romanian as well as in one international language.
B	**LEARNING OUTCOMES**
	After completing this course, students should have a clear understanding of: → Knowledge of policies, directions and regulations regarding professional development and training at European and national level → Knowledge and understanding of the role of the main European and national institutions and bodies in education, learning, development and training; Development of a logical, creative thinking that will allow students to capitalize on research and design knowledge.
C	**LECTURE CONTENT**
	Vocational training system (initial vocational training, student and student practice; lifelong learning) Procedure for evaluation and certification of professional competences obtained in other ways than the formal ones Current Community policies and regulations in the field of education, training and youth (objectives, characteristics and principles of European education and training policy, transparency of EUROPASS qualifications, recognition of qualifications EQF, European Qualifications Fremwork for lifelong learning EQARF, The European Quality Assurance Reference framework for Vocational Education and Training
D	**RECOMMENDED READING FOR LECTURES**
	Ante, C., *The Europeanisation of Vocational Education and Training,* Springer, 2016. Pilz. M, *Vocational Education and Training in Times of Economic Crisis: Lessons from araund the world,* Springer, 2017. European Commission (EC) - *The EU priorities for vocational education and training* (2015-2020)
E	**SEMINAR CONTENT**
	The challenges of combating unemployment through development and training programs. Examples of good practice in European Union countries Authorization of training providers Professional development and training through the education system The role of coaching and mentoring in the development of human resources
F	**RECOMMENDED READING FOR SEMINARS**
	European Commission (EC) (2010) - "*Europe 2020: a strategy for smart, sustainable and inclusive growth*", COM (2010) 2020, Communication from the Commission, Brussels, 3.3.2010; (2010). Pachura, P., *Regional Cohesion. Effectiveness of Network Structures,* Springer-Verlag Berlin Heidelberg, 2010.
G	**EDUCATION STYLE**

LEARNING AND TEACHING METHODS	Classes will include group and individual works, discussions, problem solving, presentations, case studies.
ASSESSMENT METHODS	Each student have to develop a project
LANGUAGE OF INSTRUCTION	Romanian / English