



SPOLCHEMIE GROUP

Employee Development & Training

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- Company Profile
- Why are we interested in the employee development & training?
- Which groups of employees are educated?
- How we work with talents?
- How we work with graduates from high schools and universities?
- How important is cooperation with schools for us?
- Our vision and plans for the future...

SPOLCHEMIE GROUP (SG) = 9 companies

- Spolek pro chemickou a hutní výrobu, akciová společnost
- EPISPOL, a. s.
- SPOLCHEMIE, a. s.
- Oleochem, a. s.
- Radsworth, a. s.
- Infraspol, s. r. o.
- CSS, a. s.
- CHS Epi, a. s.
- ZEPPOIL, a. s.



Number of employees = 992

Business activities: R&D, production and processing of chemical and biochemical products

Annual turnover = 218 million EURO

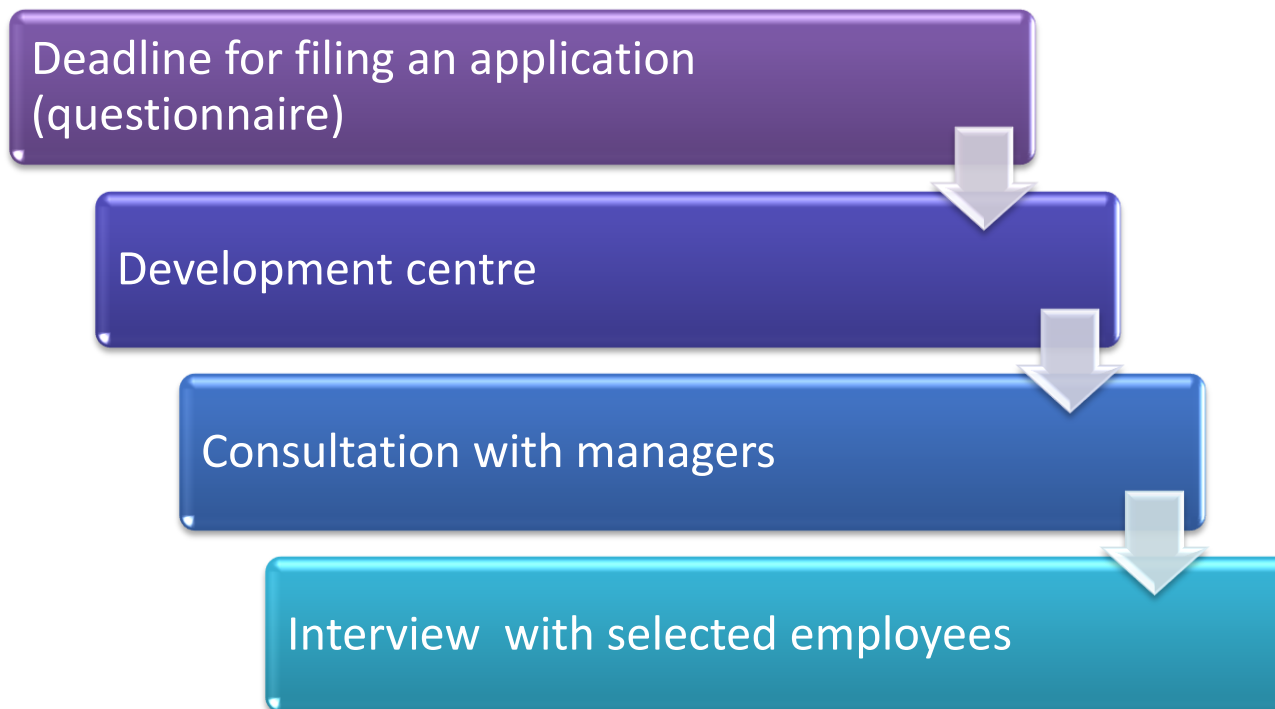
- Employee **motivation**
 - Job **satisfaction** and quality working environment
 - **Adaptation of newly** recruited **employees** to business needs/requirements
 - Employee **adaptability** to the **new environment**
- Flexible company/business reaction to changes in the market



*Talent = employee with potential, interest and ability
to be a team leader*

The Talent Management Program – process:

1. RECRUITMENT CAMPAIGN



2. CREATION OF PERSONAL DEVELOPMENT PLAN

3. TRAINING

- a) Coaching program for Leaders
- b) Language training (English skills)
- c) Company projects
- d) Job rotation**
- e) Regular meetings with talent

4. EVALUATION

5. Placement abroad – GB, Germany, Ireland

6. CHANGING JOB POSITION IN COMPANY



Graduate programme for university graduates (24 months)

- Graduate starts at a specific job position:
 - Graduate – R&D specialist
 - Graduate – accountant or controller
 - Graduate – purchase and sales specialist
 - 1. year training at the „parent section (department)“
 - 2. year placement at other department = R&D, Production, Accounting and Finance, Controlling, Technical Service, Purchasing
- After two years a decision about the graduate's future

Graduate programme for high school graduates(12 months) - chemist

- Graduates do not start at the specific job position:
 - Graduate
- Placement at other departments = R&D, Laboratories, Production, Purchasing, Customer service
- After one year decision about graduate's future

Forms of cooperation:

1. Participation in job fairs/events
2. Elementary school, high school and university excursions
3. Practical training to secondary school and university students
4. Possibility to write Bachelor's or Master's thesis
5. Apprenticeship training in the Maintenance department

Reason

1. Motivating students (elementary schools) to study chemical/technical specialization
2. Increase students' awareness of job opportunities in the company
3. Company interest to employ job candidates who have successfully completed an internship/training

- **Increasing elementary school students' interest in studying chemistry** = excursion, workshops (currently focused on high schools and universities)
 - Reason: deficit of young employees with chemical education

 - **Retraining for position CHEMIST not only for our employees but for job applicant as well**
 - Reason:
 - deficit of qualified employs in production
 - = > chemist = cook-waiter, bricklayer, carpenter and joiner,...
- INCONVENIENT**
- OUR VISION:** to enable job applicants to study chemistry = evening schools, retraining courses to get the **minimal chemical education**

Thank you for your time and attention.

