

EDUCATION CENTRE and Workforce Regeneration Centre Kežmarské Žľaby – High Tatras



The centre and the project were co-financed by financial contributions from Iceland, Liechtenstein and Norway through: the EEA Financial Mechanism, the Norwegian Financial Mechanism, the State Budget of the Slovak Republic and the funds of the Trade Union of Workers in Education and Science of Slovakia in the years 2009 – 2011

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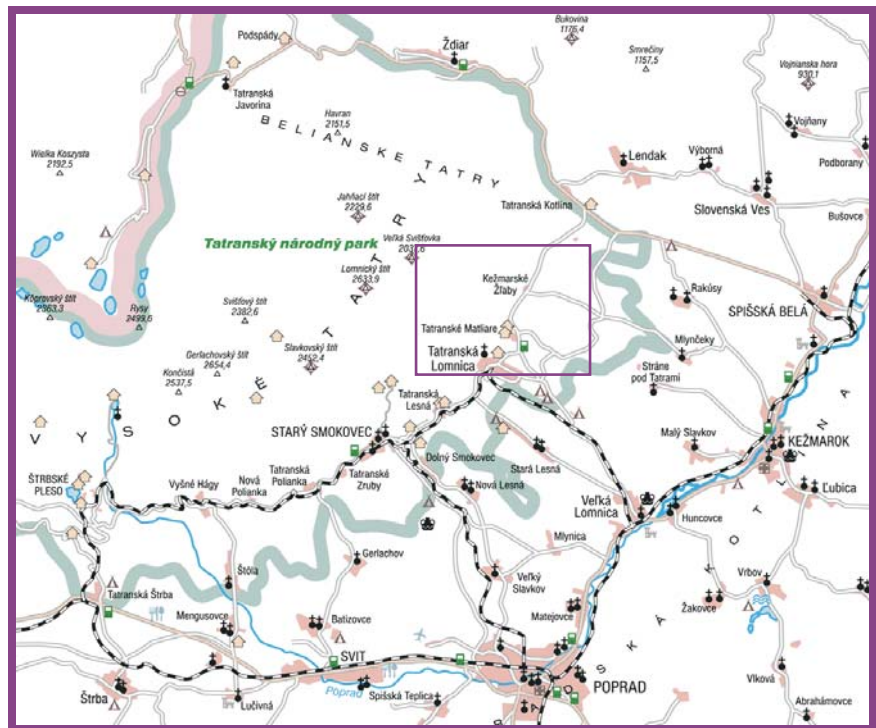
Education Centre and Workforce Regeneration
Centre in Kežmarské Žilaby – High Tatras



Map of Slovakia



Detailed map of the Tatras – location of the facility



FOREWORD

by the general manager of the project



When it entered the European Union, Slovakia became a member of the European Economic Area (EEA), which includes the

an Education Centre and Workforce Regeneration Centre in Kežmarské Žľaby in the High Tatras (the Centre).

Project SK0096 supported by a grant from Iceland, Liechtenstein, and Norway through the EEA Financial Mechanism, the Norwegian Financial Mechanism and the state budget of the Slovak Republic, was awarded to the Trade Union of Workers in Education and Science of Slovakia in 2009.

More than 100 subjects applied for a grant and the union is proud to state that it achieved the first place in the national competition overseen by the Slovak government. The amount of the grant from the financial mechanism together with financing from the state budget was EUR 915 149, from which EUR 823 634 was grant funding. An agreement on the project between the union and the Slovak government was signed after prior approval in Oslo and Brussels on 11 September 2009.

Through the implementation of

the project the union is helping to improve the environment around Kežmarské Žľaby in the High Tatras. The operation of the new centre will create 2 or 3 new jobs, safeguard the jobs of the staff of the staff of the CROCUS recreational facility and provide significantly enlarged and improved opportunities for education, recreation and relaxation for our members in this valuable centre. The project is proof of the union's successful engagement in Slovak civil society and its importance as a social partner. On this occasion I would like to thank the donors from Iceland, Liechtenstein and Norway whose grants made this project possible. Thanks are also due to the Office of the government of the Slovak Republic for the contribution from the state budget. We also owe gratitude to the project architect, the building contractor and everyone else who has contributed to this project.

Ing. Ján Gašperan
general manager
of the project

member states of the European Free Trade Association (EFTA). Under agreements between the EU and EFTA, Norway, Iceland and Liechtenstein provided financial assistance to Slovakia and other states in the years 2004–2009. Over a period of 5 years Slovakia received a total of EUR 67 million, 95% of which came from Norway. The purpose of this financial assistance is to reduce economic and social disparities within the EEA through grants for investment and development projects.

One of the projects adopted in the area of Human Resource Development by the 10th meeting of the National Monitoring Committee for the EEA Financial Mechanism and the Norwegian Financial Mechanism was a project to develop

Trade Union of Workers in Education and Science of Slovakia



The Trade Union of Workers in Education and Science of Slovakia (the union) is a non-profit organization established in accordance with Act of the Slovak National Council no. 83/1990 on civil associations. The basic attributes of the activity of the union, as expressed in its objectives and programme are the development of education in a democratic social system and at the same time the defence of the legal and professional rights of employees in education.

The union is conscious of its share of responsibility for the development of education, the social status and the social security of teaching and non-teaching staff.

At present the union has over 55 000 members drawn from teaching and non-teaching employees at every level of the education and academic research system in Slovakia; this makes it the second largest trade union in Slovakia in terms of numbers of members.

By creating associations for elementary education, secondary education, higher education and directly-managed organizations through the activities of its professional sections, the union is able connect closely with the interests of its members. The union has local councils of base

organizations for each association, and these are proportionately represented in the central bodies of the union.

The union promotes the stability of the Slovak education system and the development of education in line with other EU countries. We are one of the founding and active members of EI (Education International) – a global international union federation for education workers that currently represents 29 million union members from more than 345 member unions from all over the world. The union regularly contributes to the activities of ETUCE (European Trade Union Commission for Education), of which it is a full member.

The union is able to draw on strong human resources with the ability to learn and themselves educate others. This system makes it possible to contribute to two global objectives that this project was intended to serve – to contribute to greater competitiveness in Slovakia and thereby to reduce disparities in living standards between regions and within the EEA and to increase the mobility of the labour force, teachers and students in order to improve education and adaptability in a knowledge-oriented labour

market. The union's active officials in the regions monitor the needs of the local labour market and promote good results in work with disadvantaged groups. The grants help us to make progress in the above activities for reducing regional disparities by increasing capacity in continuing education and lifelong learning. The union has already carried out a number of projects in this area. Calls financed by the European Social Fund in Slovakia are oriented towards education activities but are not directly linked to support for social dialogue and calls for education projects do not allow for investment in construction.

Through project SK0096, supported by grants from Iceland, Liechtenstein and Norway through the EEA Financial Mechanism and the Norwegian Financial Mechanism, the Slovak state budget and the union's own funds, the union has been able to combine education activities with the construction of an education centre so as to provide better conditions and opportunities for education not only within the field of education but also in the regions of Slovakia. The activity also fulfils one of the guiding objectives of the union – participation in the education system in Slovakia.

Project SK0096

The union has successfully completed a project in the priority area Human Resource Development addressing deficiencies in the union's resources for providing lifelong learning for education employees and also addressing the lack of lifelong learning programmes and professional development in the area of social dialogue and the sharing of experience of such dialogue with other EEA countries, in particular Norway, Iceland and Liechtenstein. A further aim of the project is to increase the quality of education in the area of computer skills and conditions for conducting

education activities through e-learning programmes.

The project has two components in its implementation:

1. construction of new education facilities as an extension of the CROCUS recreation facility in Kežmarské Žľaby, including the creation of the centre.
2. the second main component of the project – training in three training modules for a target group of 690 members of the union's basic organizations.

Monitoring committee



PhDr. Edita Valuchová



Ing. Iveta Majerová



MUDr. Alexander Kurtanský



Mgr. Ľuboslav Šimonovič

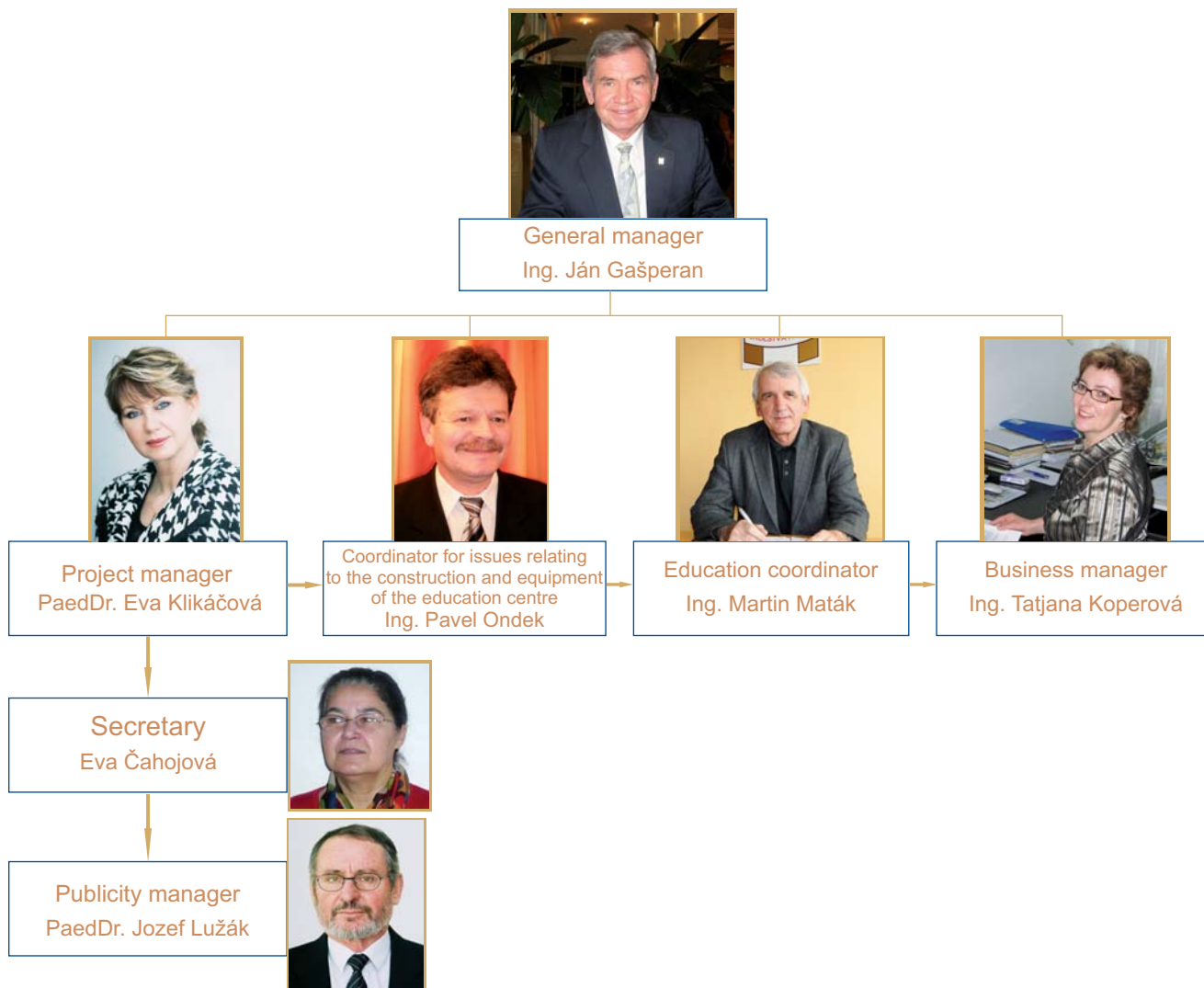


PaedDr. Božena Villinová

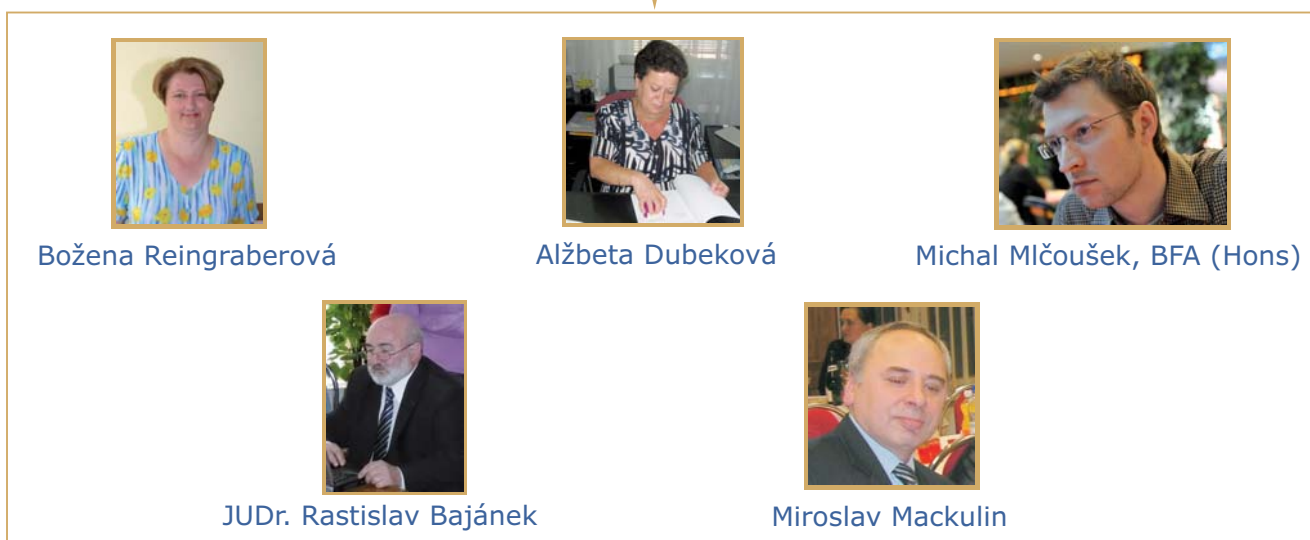


Ing. Vladimír Kovár, CSc.

Project management



Other members of the implementation team



Project implementation



1. Construction of the centre

The funding from grants, the state budget and the union's own resources was used primarily to finance construction of facilities for education and related activities. Construction of the centre began in September 2009; final approval for the finished building was given in September 2010. The project financed the construction within the centre of two classrooms and a multipurpose room, together with



modern equipment for them (notebooks, interactive whiteboards, discussion units...) and two fully-furnished apartments for tutors. The union's own funds were used to build a small swimming pool with a counter-current, a gym and a sauna. The centre is being fully exploited for education; rooms and facilities for regeneration and relaxation are also in operation.

The new facilities were designed by Ing. arch. Ivan Smolec, construction work was carried out by PLEX s.r.o. Spišská Nová Ves. The centre's opening ceremony and inauguration took place on 12 November 2010, attended by the first secretary of the Norwegian embassy in Slovakia, Mr Torgal Ståhl, the mayor of the High Tatras, Mr Ján Mokoš, the president of the Slovak Confederation of Trade Unions, Miroslav Gazdík, and other important guests.





Opening of the Education Centre and Workforce Regeneration Centre in Kežmarské Žľaby – High Tatras

12 November 2010



Slávnostné otvorenie Vzdelávacieho centra a centra regenerácie pracovnej sily Kežmarské Žľaby, Vysoké Tatry

12.11.2010, Kežmarské Žľaby





ORIENTAČNÁ TABUĽA ▪ GUIDEBOARD

- POSCHODIE / MIESTNOSTI
 FLOOR / SALLE
- 2 **PODKROVIE**
 VEĽKÝ APARTMÁN, MALÝ APARTMÁN &
 ATTIC
 LARGE APARTMENTS, SMALL APARTMENTS &
- 1 **POSCHODIE**
 VEĽKÁ UČEBŇA, POČÍTAČOVÁ UČEBŇA
FIRST FLOOR
 LARGE CLASSROOM, COMPUTER CLASSROOM
- 0 **PRÍZEMIE**
 BAZÉN, ŠATNE, MALÁ UČEBŇA
GROUND FLOOR
 POOL, CHANGE ROOMS, SMALL CLASSROOM
- -1 **SUTERÉN**
 FITNESS, HYDROMASÁŽ, SAUNA, ODPOČÍVAREŇ, MASÉR
BASEMENT FLOOR
 FITNESS, HYDRO-MASSAGE, SAUNA, REST ROOM, MASSEUR

large classroom



small classroom



computer classroom



staircase



Accommodation

Wellness

small



apartment



large



apartment



hydro – massage



pool



relaxation room



massage

Organization of courses

All the courses had the same daily timetable. The course always began on Thursday at lunch time and ended on Monday at lunchtime. There were 8 hours of tuition each day. On Saturday afternoon, both participants and tutors had free time. The participants shared rooms as a rule. The Crocus Recreation Facility also provided catering. Refreshments for participants were served according to the project plan, i.e. twice a day. The union provided drinks for participants from its own funds.

The tutors had access to audio-visual equipment – a notebook, a data projector, a screen, a flipchart, an interactive whiteboard (for courses taking place after final approval of the extension to the education centre in the period September to December 2010) The participants in education had the use of notebooks and also received promotional items – pads, pens, folders and USB keys, all bearing the logos of the donor funds, the state symbol of the Slovak Republic and the logo of the union.

The education activity took place according to the planned schedule, with set times for sessions, breaks and meals. At the end of the course the participants had the opportunity to express their opinion of the course through an anonymous questionnaire – feedback. The coordinator sent each set of questionnaires to the project management team. They reviewed the feedback and took relevant criticisms into account in subsequent courses. The majority of feedback, up

to 95–98%, was positive in every area!

The education coordinator, Ing. Martin Maták was responsible for all aspects of the organization of each course. His activities included selecting and inviting participants, providing technical support for tutors (including transport), preparing timetables, ordering food, checking compliance with the schedule of employment, compliance with accommodation regulations, contact with the operational staff of the CROCUS recreational facility, providing for the essential requirements of participants (medicine, sanitary equipment etc.), keeping records of attendance in line with the project documentation, completing personal records for tutors, preparing and carrying out initial archiving of documents on individual courses.

The project culminated in a presentation conference on 27 January 2011 attended by Slovak and foreign guests, the project management team, the tutors and participants in education at the education and recreation centre for workers at Kežmarské Žľaby in the High Tatras.



2. Education programmes



Education was provided in three thematically separate areas:

Module 1

Topic – A programme for the exchange of experience between Norwegian and Slovak specialists on modern forms of social dialogue, education systems, gender equality and partnership

Target groups – functionaries of regional, district and faculty councils and members of their committees

Planned number of participants – 120, in three courses with 40 participants each

Tutors: representatives of the Norwegian teachers' trade union

Schedule of implementation:

Course 1 – dates 16 – 20.10. 2009, 39 participants. Tutor Mrs Ingunn Alver, representing the Norwegian teachers' trade union. Agency interpreters – Mgr. Jana Melichárková, Dr. Barbora Bartková

Course 2 - dates 11–15.03.2010, 38 participants. Tutor Jean Marie Maillard, delegated by the SNES teachers' trade union

Course 3 - dates 16 – 20. 09. 2010, 39 participants. Tutor Jean Marie Maillard

Agency interpreter for both courses – Ing. Peter Štec

Summary of module – the plan was to obtain a tutor for each course from Norway. Despite repeated requests, this was not possible for courses 2 and 3. We finally obtained a tutor from the French teachers' trade union. Both of the foreign tutors, Mrs I Alver and Mr J M Maillard satisfied our expectations regarding adherence to the planned content on the topics, the time devoted to each topic and especially in the quality of the presentations. The module was completed by 116 participants from the planned total of 120

Participants' feedback

• I took part in course 1 of module 1, which was led by Ingunn Alver. I highly appreciate not only the great knowledge of the tutor but also the excellent overall organization of the education programme. During the five days full of new information about Norway, education and union activities, there was time to exchange experience and to ask questions to which we received well-founded answers.

I believe there will be opportunities for similar education activities in future.

*RNDr. Ingrid Gamčíková,
Polianska 1 elementary school,
040 01 Košice*

• Ingunn Alver, Norway, left me with a deep and long-lasting impression of Norway, I have a high regard for her expertise and knowledge in all areas – especially of education and unions in Norway. I am very glad that I had the opportunity to meet such a wise, sensitive and friendly person. I would like to take this opportunity to thank everyone who took part in the preparation and implementation of all the education programmes. Thank you.

*Zlata Antalíková, Nursery School
Cottburská 34, 040 13 Košice*

• The tutor gave a positive assessment of cooperation on the international level and the trade union's membership of international organizations. I appreciate the opportunity to take part in continuing education, which has enriched my knowledge. By studying the literature and the presentations I have been able to penetrate deeper into the given area.

*Mgr. Viera Slaná, Sládkovičova
Elementary School, Ružomberok*



Participants' feedback

• The training was of a high standard, the trainers were pleasant and knowledgeable people, specialists in their field. I learned a lot. I appreciated not only the lectures but also the practical exercises. Our accommodation was in the beautiful High Tatras but the food was like at home. In short – Excellent.

*Mgr. Katarína Zielosková, Boleráz
456 Elementary and Nursery
School, Trnava District*

*• Straightaway, I attended the first meeting of Module II – social dialogue. I highly appreciate this offer for members of unions and highly appreciate the organization and quality of the meeting. There was a very good working atmosphere and we made full use of the time. Thanks and greetings,
Ing. Anna Miklovičová, K Rapoš
Nursery and Elementary School,
Brezno*

• In my opinion the training in Module II was designed to increase the breadth of our vision and raise our awareness in this area. The important point was that we should see the broader context and not just an opinion. We identified the competences (communication, expertise, moral values, cooperation etc.) that we need to develop for the specific activity and to improve in the present and the near future. It is now up to us to apply these ideas and values to real decision-making. I see the education activity as a whole as clear, well-planned and systematic.

*Mgr. Monika Vysoká,
Elementary School Rajecká Lesná*

Module 2

Topic – Upbringing and education focussing on the implementation of basic models of social dialogue and partnership on national and supranational levels in accordance with regulations and directives of the European Commission

Target group – the chairpersons and members of committees of basic organizations in schools, education facilities and children's homes or members of the trade union

Planned number of participants - 280, in ten courses with 20-40 participants each

Thematic areas and tutors

- Collective bargaining, legislation JUDr. Rastislav Bajánek, JUDr. Dušan Kazár
- Production of a collective agreement – creative workshops JUDr. Rastislav Bajánek, JUDr. Dušan Kazár
- Financing of education, school budgets – Ing. Daniela Rod'omová
- Socio-psychological aspects of negotiation – Mgr. Zuzana Tordová, PaedDr. Ladislav Alberty, PhDr. Juraj Žilinčík

Schedule of implementation:

Ten courses took place in the period from September 2009 to September 2010. A total of 271 out of the planned 280 participants received training in the course. The majority of the tutors came from within the trade union but external tutors were hired for the topic of socio-psychological aspects of negotiation



Module 3

Topic – Practical lifelong learning in the area of computer skills for union members – education workers.

Target group – union members and functionaries at all levels

Planned number of participants - 290, in nine courses with 20–40 participants each

Thematic orientation of courses and tutors

- beginners – Ing. Martin Novák
- advanced – Ing. Ivan Šoš, PhD., RNDr. Agnesa Gašperanová, PhD.
- advanced LMS Moodle – PaedDr. Jozef Kapusta, PhD.,
Mgr. Martin Drlik, PhD.

Schedule of implementation:

The total number trained in the nine courses was 288 participants from the planned 290

Only external tutors taught in the education module

Participants' feedback

• I took part in the module on information and communication technologies for advanced learners at the start of December 2010. In the new education centre in pleasant surroundings, the very well prepared tutor RNDr. Agneša Gašperanová, explained all the new elements of information technology to a high professional standard and in a very interesting manner in order to develop computer skills. RNDr. Gejza Koczka, L J Šulek
Gymnázium, Komárno

• III - ICT : "Learning to learn using LMS Moodle". I would like to praise the perfect organization, especially the content. Especial thanks to all the tutors, in particular the ICT tutors, who knew their subject very well and also presented their knowledge and skills to course participants in a comprehensible manner. Ing. Albín Levák, Levice
Secondary Industrial School

• From 22.4. 2010 to 26.4. 2010 I attended a continuing education activity organized by TUWES in Kežmarské Žľaby aimed at developing computer skills for beginners. I would like to take this opportunity to thank the organizers of the education event, Mr M Maták and the tutor Ing. Ivan Šoš, PhD., for a well-informed, empathic and professional approach and great patience in inducting us non-specialists into the mysteries of PCs and how to work with computers. I am now trying to make use of the knowledge I acquired in my work; it makes it possible to produce the required documents to a higher standard of quality and appearance. Once again thank you, Ľubomíra Vitosová, nursery school, Nám. Janka Borodáča 6, Žilina



The future of the centre

Education activities of the union

The completion of the centre enables the union to organize education for its members in high quality facilities on topics such as occupational health and safety, employment law, social dialogue, international cooperation, project development, ICT and other activities related to the education of the union's members and functionaries.

On 1 November 2009 Act no. 317/2009 Z. z. on teaching staff and specialized employees, and the related decrees and regulations. These include Decree no. 445/2009 on continuing education, credits and attestations for teaching staff and specialized employees. The above regulations made it possible for other legal entities, such as the union, to provide continuing education. On 10 February 2010 submitted 6 continuing education programmes for approval by the Accreditation Board of the Ministry of Education, Science, Research and Sport of the Slovak Republic. All of these programmes received accreditation for the full target group valid until December 2015. Under Act No. 317/2009 Z.z. this means that the union is able to provide education for all teaching staff and specialized employees and grant up to 68 credits to successful participants in the following continuing education programmes:

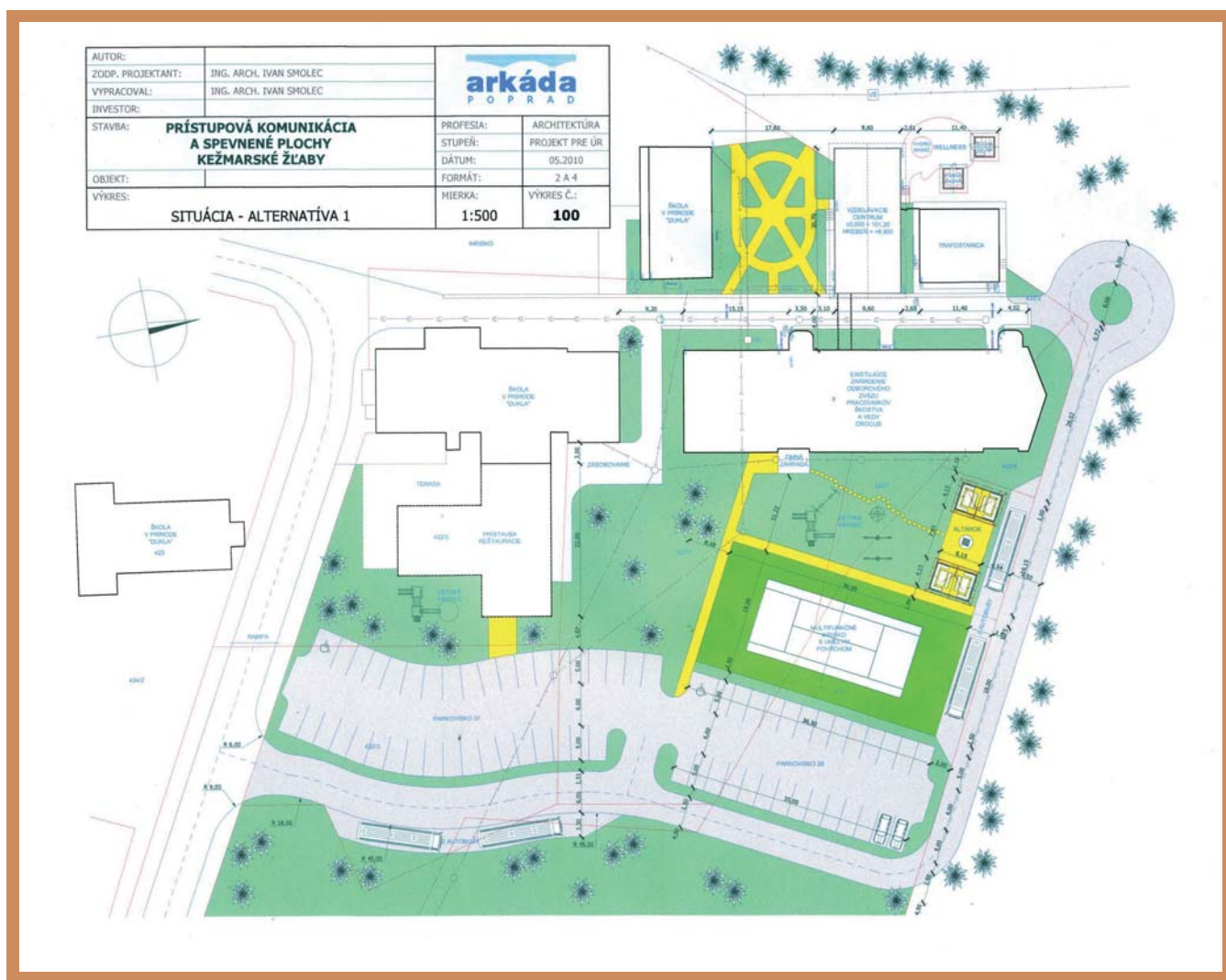
1. Continuing education programme for beginners in the area of the use of information and communication technology – **10 credits**
2. Continuing education programme for advanced learners in the area of the use of information and communication technology – **12 credits**
3. Learning to learn using LMS Moodle – **10 credits**
4. How to design courses in LMS Moodle – **14 credits**
5. Creating a positive atmosphere in schools and education facilities through social dialogue – **12 credits**
6. Social dialogue, gender equality and partnership in Europe and the world – **10 credits**



Further development of the complex

The union plans further construction work to reconstruct the existing recreation facility and develop its surroundings. The union will use its own funds to finance partial reconstruction of the old building and modernization of furniture in the interior in the period March to June 2011. During this stage the following functional equipment in the environs of the complex will be completed:

- own access road
- car park
- landscaping work
- summer house with fireplace and grill
- natural wellness facilities
- sports facilities
- children's playground



EDUCATION CENTRE and Workforce Regeneration Centre Kežmarské Žľaby – High Tatras



The Trade Union of Workers in Education and Science of Slovakia would like to use this opportunity to express thanks to donors from Iceland, Liechtenstein and the Kingdom of Norway for making it possible to implement this project through the EEA and Norwegian financial mechanisms. Our sincere thanks also go to the Office of the Government of the Slovak Republic for financial contribution from the state budget, as well as to all those who have participated in the project's successful realization.

Authors: PaedDr. Jozef Lužák, PaedDr. Eva Klikáčová, Eva Čahojová, Ing. Martin Maták