



Cooperation-Network for logistics and nautical education focusing on
Inland Waterway Transport in the Danube corridor
supported by innovative solutions

Supporting EU and National Policies

Draft National Action Plan for Education and Training Issues in the Field of Inland Waterway Transport ROMANIA

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Table of Contents

1. List of abbreviations.....	3
2. Analysis of relevant policies in Romania.....	4
3. SWOT analysis of the Romanian education and training situation in the field of inland waterway transport	8
4. Measures of the Romanian National Action Plan.....	17
4.1 Measures addressing nautical personnel	17
4.2 Measures addressing IWT logistics personnel.....	23
5. Identification of national or regional funding possibilities for Education and Training Measures in Romania	25
5.1 Existing National Funding Programmes.....	25
5.2 Existing National Funding Institutions	30
6. Conclusions	31
7. Validation of the Romanian National Action Plan	32

1. List of abbreviations

AMOFM	Municipal Agency for Employment
CCNR	Central Commission for Navigation on Rhine
CERONAV	Centrul Roman pentru Pregatirea si Perfectionarea Personalului din Transporturi Navale – Romanian Maritime Centre
CONFIS	National Council for Financing Higher Education
DC	Danube Commission
E+T	Education and Training
EDINNA	Education in Inland Navigation
ERDF	European Regional Development Fund
IMST	University of Craiova
ISM	International Safety Management
IWT	Inland Water Transport
MTI	Ministry of Transport and Infrastructure
NAIADES	Navigation and Inland Waterway Action and Development in Europe
NAP(s)	National Action Plan(s)
NELI	Cooperation-Network for logistics and nautical education focusing on Inland Waterway Transport in the Danube corridor supported by innovative solutions
REGIO	Regional Operation Programme
RNA	Romanian Naval Authority
ROP	Regional Operational Programme 2007 - 2013 (REGIO)
SOP HRD	Sectoral Operational Programme for Human Resources Development 2007-2013
STCIN	Standard of Training and Certification in Inland Navigation
STCW	International Convention on Standards of Training, Certification and Watchkeeping for Seafarers
TEN - T	Trans European Transport Networks
UEFISCU	Executive Unit for Financing Higher Education and University Scientific Research
UPIR	Union of Romanian Inland Ports
VET	Vocational Education and Training

2. Analysis of relevant policies in Romania

Following relevant legislative documents outline the main principles governing future development of the transport sector in Romania:

2.1. Law no. 84/1995 on Education with subsequent amendments

This law regulates organisation and operation of the national education system. A new law on education is currently being debated in the Romanian Parliament.

2.2. Law 412/2002 for the approval of the Government Ordinance no. 42/1997 regarding maritime and inland waterways transportation

This government ordinance defines the specific regulations covering the naval transport, structure and organisation of applicable institutions and bodies in this sector, specific safety in navigation rules and regulations as well as applicable standards and regulations covering naval transport means and personnel on board ships or involved in naval transport associated and/or related activities.

Contents of this law also include provisions covering operation of nautical training centres, specific curricula and assessment and certification of trainees.

2.3. Government Decision no. 1133/2002 on organisation and operation of the Romanian Naval Authority

The Romanian Naval Authority is the technical specialised body under the subordination of the Ministry of Transport and Infrastructure acting as state authority in safety of navigation.

2.4. Government Decision no. 33/2003 on the establishment of CERONAV and Government Ordinance no. 449/2003 on organisation and operation of CERONAV

Government Decision no. 33/ 2003 designates CERONAV as national training body for the upgrading of the seafarers serving on board sea-going ships with a view to providing the minimum level of training required by the provisions of the International Convention on Standards of Training, Certification and Watchkeeping. Government Ordinance no. 449/2003 establishes the emergence of CERONAV following the merger between the former Training Centre for Merchant Marine and Harbour Personnel with Galati River Training Centre, as public institution for the vocational education and training of both maritime and river personnel and all personnel involved in naval transport associated and ancillary services.

CERONAV currently organizes about 2,000 training, specialization and qualification classes in 80 different specialties, for approximately 32,000 trainees per year.

2.5. The Transport Policy is defined in the Romanian Parliament Decision no. 24/2004, under chapter 17, Appendix 2 to the Government Programme for the period 2005 – 2008 and further endorsed in the Romanian Parliament Decision no. 39/2009.

This document enunciates the Romanian position with respect to Chapter 9 – EU Transport Policy in the Acquis communautaire and underlines that the Romanian Government shall enforce a strategy aiming at *“the balanced development of local and regional economy as well as integration of the national transport (and logistics) network into the European and international networks.”*

2.6. Order of the Minister of Transport, Constructions and Tourism no. 318 dated 3 March 2006 on approval of standards for training, certification of competencies and issuance of applicable certificates for navigating personnel on board IWT vessels flying the flag of Romania

This order defines:

- the training standards, certification of competencies and issuances of applicable certificates for navigating personnel on board IWT vessels under Romanian flag
- the certificates required by navigating personnel on board inland waterways vessels, requirements for issuance of such certificates, apprenticeship requirements as well as validation procedures

2.7. Order of the Minister of Transport, Constructions and Tourism” no. 214 dated 7 February 2007 on approval of minimal training requirements for maritime and harbour personnel not covered by STCW

This order defines the minimal requirements for training of Romanian navigating personnel, not covered by the STCW Convention and working on board sea going vessels and harbour ships under Romanian flag.

2.8. Order of the Minister of Transport no. 382 dated 7 June 2007 on approval of the minimal requirements for training and certification of maritime pilots, other than deep sea going pilots.

This order approves the regulations covering minimal requirements for training and certification of maritime pilots, other than deep sea going pilots.

2.9. Order of the Minister of Transport no. 1354 / 19 December 2007 regarding the minimum criteria needed to be fulfilled by the providers of education, vocational training or professional development training, in order to organize and proceed authorized training classes for obtaining and extending the validity of licenses and certificates of competency for seafarers

This order defines the minimal requirements providers of education and training, hereinafter called providers, must meet to organise and deliver approved training courses for navigating personnel seeking issuance or extension of applicable licenses and certificates of competency.

Such approved training courses should ensure that beneficiaries thereof shall gain at least the minimum knowledge, understanding, practical skills and competencies required for issuance of the certificates of competency or appropriate certifying documents specific to each rank on board.

2.10. Romanian Strategy for a Sustainable Transport for the period 2007-2013 and 2020, 2030 issued by the Ministry of Transport in 2008.

Romania, as full EU Member State starting with 1st January 2007, needs a clearly defined transport strategy built on the following governing mission: *“Improvement of the national transport system standards to European level so as to facilitate integration de facto into the European Community and construction of a sustainable and efficient transport system leading to a balanced development of all transport means in accordance with the economical, social and environment requirements.”*

Priorities identified for the naval transport for the period 2007 – 2013 are basically focused on modernisation/development of the naval transport infrastructure, increased traffic safety, associated with consolidation of ports as intermodal logistics hubs supporting progressive creation of the intermodal cargo network and future supply of safer, environment friendlier naval transport services.

Implementation of these actions is expected to ensure revival of naval transport and growing consolidation of intermodal transport services.

2.11. National Sustainable Development Strategy ROMANIA 2013-2020-2030 issued in 2008 by the Government of Romania, the Ministry of Environment and Sustainable Development and the National Centre for Sustainable Development under the United National Development Programme.

The fundamental element of this National Strategy is the complete adherence of Romania to a new development philosophy already adopted by the European Union and largely accepted worldwide – the sustainable development.

Accelerated modernisation of education, vocational training and public health systems with due consideration of unfavourable demographic evolutions and impact thereof on the labour market stands as the major objective of this Strategy basically targeting the development of human resources and an increased competition based on the correlation between education and life long learning with the labour market requirements and provision of greater opportunities for future integration into a modern, flexible and inclusive labour market.

2.12. Order of the Minister of Transport no. 434/2009 on approval of regulations establishing the minimum structure of the safety crew on board inland waterways ships flying the Romanian flag

This order includes the regulations establishing the minimum structure of the safety crew on board inland waterways ships under Romanian flag. The provisions of these regulations apply to all inland waterways vessels under Romanian flag, in national or international traffic, with the exception of crewless barges and pleasure boats used for sportive or recreational purposes.

2.13. The Danube Strategy – the Romanian Position

The Danube crosses Romania on a distance which stands for the highest percentage of the navigable length of this river. The Danube's final confluence with the Black Sea is also made on Romanian territory where the Danube forms the Danube Delta, a UNESCO World Heritage Site since 1991.

Romania has acted as one of the main promoters of the Danube Strategy and insisted on the inclusion of a consistent number of strategic projects. The contribution of Romania to the development of the Danube Strategy was the outcome of the cooperation between 11 government bodies coordinated by the Ministry for Foreign Affairs and including: 10 ministries (Foreign Affairs, Transport and Infrastructure, Regional Development and Tourism, Environment and Forestry, Economy, Trade and Business Environment, Agriculture and Rural Development, Administration and Interior, Culture and National Heritage, Education and Research) and the Department for European Affairs.

Romania supports the three areas suggested by the European Commission as pillars of the future Strategy: improvement of connectivity and communication systems (covering in particular transport, energy issues and the information society), preservation of the environment and protection against natural risks and social-economic development (culture, education, tourism, rural development) and assigns them equal importance. Romania also proposes inclusion of programmes based on new technologies ensuring development of a sustainable, ecologic and innovation-based Strategy. Involvement of the Danube riparian states which are not EU members is being ensured by the Danube Cooperation Process, launched in 2002 at the joint initiative of Romania, Austria, the European Commission and the former Stability Pact for South Eastern Europe.

Romania's involvement in the definition of the Danube Strategy, initiative launched by Romania and Austria back in 2008 has also materialised among other actions in the hosting of the international Conference held in Mamaia between 10 – 11 June 2010 and whose conclusions endorsed Romanian position with respect to education steps for this region: ***“The Danube region has a declining population. The share of highly educated people in the Danube Region is lower compared to the EU27 average, again with a pronounced divide. Mobility of researchers and students, of highly qualified workers and skilled workers is still limited. However, the Region currently benefits from a high share of young people, presenting a potential so far not fully used. Therefore, the quality of education systems in the New Member States should be improved in particular through exchanges of experiences, and mobility should be facilitated.”***

The final EU Strategy for the Danube Region issued on 08.12.2010 is described in two documents: a Communication from the European Commission to the other EU Institutions, and an accompanying Action Plan which complements the Communication.

The Danube Strategy has a paramount significance for the development and future prosperity of this area and for the implementation of the common European transport policy. The EU has committed itself to pursue the goal of shifting transport to cleaner and safer transport modes and inland waterway transport can play a prominent role in reaching these targets.

The importance of the Danube with 10 riparian countries and 1,025 km of shared borders making it the most international river in the world is self evident in this context. The Danube Strategy stresses however the inadequate use of the full potential of the Danube River for inland navigation and also suggests several actions for a better exploitation of this potential.

One of such actions which best relates to the scope of our Draft National Action Plan for education and training issues is the following:

„Action - To invest in education and jobs in the Danube navigation sector. Danube navigation is currently experiencing a shortage of nautical personnel, which is also caused by limited training and education opportunities in the Danube countries. Existing education institutions use different curricula. In order to facilitate labour availability and mobility at the European level, common education and training profiles should be pursued. Within this framework, the Danube countries should attract and

educate young people for the profession of Danube crewman. Companies involved in inland waterways transport (ports, shipping companies, customers, etc.) and educational and research bodies should establish educational platforms and networks to increase competitiveness and competence of all actors.”

3. SWOT analysis of the Romanian education and training situation in the field of inland waterway transport

This SWOT analysis has been carried out with the following main goal: ***to provide enough qualified personnel in the field of inland waterway transport – both nautical and logistic***

Strengths	Weaknesses
<ol style="list-style-type: none"> 1. Tradition, history of IWT; 2. Large IWT fleet; 3. Navigating personnel with a good experience in IWT; 4. E+T System under strict supervision of competent authority; 5. Centralised data base with all details related to navigating personnel; 6. National regulations in the field of E+T, harmonized with EU regulations; 7. Infrastructure to international E+T standards; 8. Appropriate specialisation of E+T staff; 9. Use of new teaching tools; 10. E+T institutions have implemented quality management standards; 11. International recognition of IWT personnel certification and courses; 12. Membership of Romanian E+T institutions in the IWT European Association EDINNA; 13. IWT seafaring profession still attractive; 14. Use of computer aided training and assessment systems; 15. Largest sector of the navigable Danube on Romanian territory; 16. Establishment, organisation and operation of university consortia 	<ol style="list-style-type: none"> 1. Lack of a simulator for IWT education and training; 2. Inadequate number of IWT school vessels; 3. Education system is not adapted to market requirements and future competencies of IWT seafarers; 4. Lack of regulations covering E+T of personnel on board technical ships (e.g. dredges); 5. Lack of regulations covering E+T of port operating and maintenance personnel; 6. Lack of marketing strategies for promotion of IWT professions; 7. Procedures for emergency interventions in IWT are not a priority of E+T system legislation; 8. Lack of legislation on crew wages; 9. Lack of a medium and long term national strategy for IWT E+T system; 10. Lack of occupational standards for IWT professions; Not using equivalent skills in other trades; 11. Staff teaching IWT specialised disciplines lacking certificates of competency at management level; 12. Lack of training of IWT seafarers in the use of computers; 13. Lack of state support

Opportunities	Threats
<ol style="list-style-type: none"> 1. Recognition of the national documents on the Rhine and opening of the labour markets for Romanian navigating personnel; 2. Cooperation with CCNR and DC Member States in order to reach an identical educational and certification system; 3. Use of a certification system similar to that of the maritime personnel; 4. Use of a single language for communications in IWT; 5. International initiatives (NAIADES, EDINNA, NELI); 6. Flexible E+T system adjusted to the needs of the target group (e.g. Introduction of a modular training system); 7. Introduction of E+T systems using e-learning platforms; 8. Joint action plan between the Ministry of Transport, Ministry of Labour and Ministry of Education intended to attract personnel, promote IWT, promote education and training system designed to match requirements of shipping companies; 9. Adjustment of national legislation to labour market needs; 10. Inclusion of logistics topics in E+T programmes; 11. Economic crisis as a chance in attracting attract career changes; 12. Specialization of training in logistics and multimodal transport disciplines; 13. Training on board (“school crew”); 14. Use of the competitive advantage of the Danube (European corridor VII); 15. Increasing quality and innovative nature of training systems and practices, 16. Transposition into the Romanian legislation of European laws boosting cooperation between E+T institutions and shipping companies 	<ol style="list-style-type: none"> 1. Reduced IWT activity due to the economic crisis 2. Reduced number of candidates for certification in IWT system; 3. Lack of funding for E+T; 4. Lack of interest of owners in training of IWT seafarers; 5. Lack of a strategy for building of new ships 6. Underdeveloped navigation infrastructure in the Romanian Danube sector; 7. Small crews on board IWT ships 8. No harmonised IWT E+T system in Europe; 9. No harmonised IWT social regulations in Europe; 10. Reduction of managerial staff due to smaller number of people being promoted to management level; 11. Lack of an integrated European human resource policy; 12. Lack of national standards for training of staff operating in ports; 13. Life Long Learning is not considered appropriate by the owners because of cost; 14. Little IWT knowledge of transport logistics of decision makers, minor utilisation of IWT in Romania.

Strengths

1. Tradition, history of IWT

The profession of navigator is one of the oldest in Romania, its long tradition and enduring existence being explained by the geographical position of our country – with several sea and river ports, the Danube crossing the country and naval transport as one of the main activities in Romania.

The river shipping company NAVROM Galati, the largest transport Romanian company and third in Europe, after the Ukrainian and German fleet in terms of transport capacity, with a tradition of over 100 years, is a living testimony to this effect. The Danube

Navigation Service started as early as 1890 under the name of the “Romanian River Navigation” as a state river transport company under Romanian flag and also accepted by all shipping companies in the riparian countries. The fleet of the Romanian River Navigation steadily increased between the two world wars reaching in 1938 a total transport capacity of 900 thousand tons per year, well over similar performance of other Danube shipping companies.

2. Large IWT Fleet

The records of the Romanian Naval Authority indicate a number of 2461 registered inland navigation vessels which offer good employment opportunities for professional river staff and also adequate vacancies for unqualified personnel wishing to start a career in IWT (apprentice deckhands for instance).

A reputable third position in Europe in terms of transport capacity in inland waterways also offers a consistent advantage.

3. Navigating personnel with a good experience in IWT

Competencies and skills of Romanian professional navigating personnel in respect of management and manoeuvre of ships in inland waterways, particularly on the Danube and knowledge of technical characteristics of inland waterways meet the highest requirements and enjoy highest national and international recognition. Keeping navigation on the Danube safe as per applicable standards and employment of Romanian seafarers as crew members by foreign European navigation companies also consistently reflect recognition of these competencies.

4. E+T System under strict supervision of competent authority

In accordance with the Order of the Minister of Transport no. 1354/2007, the Romanian National Authority enforces a strict control over appropriate curricula, apprenticeship stage, as well as quality standards implemented by institutions involved in education and training of IWT personnel. Authorisation and monitoring of the education and training institutions are closely correlated with the system for assessment and certification of navigating personnel.

5. Centralised database with all details about navigating personnel

RNA possesses computer records of all seafarers, including a consolidated database with information on all IWT seafarers registered in Romania.

6. National regulations in the field of E+T, harmonized with EU regulations

Romanian legislation governing education and training of IWT personnel in force was harmonized with applicable European legislation.

National strategies are based on European strategies and programmes such as: Lisbon Strategy, European Strategy for Sustainable Development, the White Paper on European Transport Policy, EU Accession Treaty.

7. Infrastructure to international E+T standards

Infrastructure of both education and training Romanian institutions complies with international standards.

8. Appropriate specialisation of E+T staff

Training staff delivering courses in the Training Centres has applicable university studies, appropriate postgraduate degrees, has attended train the trainer courses, communication technique courses, management courses and holds management level maritime/river proficiency certificates. Training of teachers is also an ongoing process. Teachers in IWT high schools have appropriate educational university studies and certification as professors, while education in universities is carried out by highly qualified personnel including university professors, lecturers, etc.

9. New teaching tools

Use of state-of-the-art teaching equipments and tools such as: intelligent boards, dedicated software, use of INeS e-Learning platform, access to Internet services, teaching films, measuring gauges, life saving, first aid, fire fighting equipments, etc. In CERONAV alone for instance trainees acquire practical skills in a state of the art laboratories and training facilities where they have access to late-generation simulators for navigation, communications, naval equipments and tanker cargo handling equipments.

10. E+T Institutions have implemented quality management standards

One of the mandatory prerequisites for authorisation by RNA of IWT E+T institutions is implementation of quality management standards under supervision of a certified institution or a body authorized by the Romanian Ministry of Education or Ministry of Labour.

11. International recognition of IWT personnel certification and courses

Education and certification of Romanian personnel enjoy international recognition in both the maritime and IWT sector.

Government Decision no. 914 dated 20 August 2008 on approval of the Administrative Agreement on Cooperation between the Ministry of Transport of Romania and the Central Commission for Navigation on the Rhine for boatmaster and radar user certificates signed in Strasbourg on 29 May 2008 whereby boatmaster and radar user certificates issued by RNA are also accepted for navigation on the Rhine purposes.

12. Membership of E+T institutions in the European Association EDINNA

CERONAV, IMST – University of Craiova, Marine High Schools in Galati and Orsova have joined as of 2008 the Association EDINNA – Education in Inland Navigation.

13. IWT seafaring profession is still attractive

This profession remains still attractive as it offers education system graduates immediate placement in positions with a motivating salary. Diversity of ships, technologies, equipments used on board as well as unpredictability of events during voyages stand as additional reasons and challenges that make this profession an attractive one and compensate for the often harsh conditions during the voyages.

14. Use of computer-aided training and assessment systems

Given the large amount of information and latest IT developments education and training process is carried out in state-of-the-art laboratories and with highly qualified staff. The

computer has become a convenient tool in both the training and assessment of students/trainees, offering a more objective evaluation of the candidates.

15. Largest sector of the navigable Danube on Romanian territory

The longest length of the Danube in Romania stands as an asset in terms of traffic of cargo and passengers, development of river posts and practical training in real life conditions of IWT students/trainees. It also offers an opportunity for development of cruise tourism in the Danube Delta and hence job openings for IWT navigators.

16. Establishment, organisation and operation of university consortia

The University Consortia Law no. 287/2004 allows universities to associate into consortia and arrange exchange of know-how and curricula both between teachers and students from various universities.

Weaknesses

1. Lack of a simulator for IWT education and training

In consideration of the new technologies available on board of vessels, use of a navigating simulator becomes mandatory for training and assessment of river captains.

2. Inadequate number of IWT school vessels

With the exception of the marine high schools in Orsova and Galati, all other E+T institutions lack school ships for apprenticeship voyage purposes.

3. Education system is not adapted to market requirements and future competencies of IWT seafarers

Education and training provided by appropriate IWT E+T institutions do not ensure the students/trainees the competencies and skills required on board the vessels which can be only gained by adequate apprenticeship programmes, supported by shipping companies and supervised by qualified crew members.

4. Lack of regulations covering E+T of personnel on board technical ships (e.g. dredges)

No national or international regulations covering training of personnel working on board technical ships are currently available.

5. Lack of regulations covering E+T of port operating and maintenance personnel

No national or international regulations covering training of port operating and maintenance personnel are currently available.

6. Lack of marketing strategies for promotion of IWT professions

No national strategy for promotion of inland waterways transport has been developed.

7. Procedures for emergency interventions in IWT are not a priority of E+T system legislation

Maritime navigation regulations require that all crew members on board seagoing ships possess competencies and practical skills for intervention in case of critical situations. This requirement should be extended to training of IWT personnel and to this effect national IWT E+T system should develop appropriate curricula applicable to both

personnel on board IWT ships and all individuals directly or indirectly related to navigation in inland waterways. In addition to this, ISM Code related legislation should be adapted to IWT ships and adequate procedures for intervention in case of emergency situations should be established.

8. Lack of legislation on crew wages in Romania

Harmonisation of national legislation with European IWT legislation should also include common regulations covering wages of IWT personnel thus allowing a greater mobility of personnel.

9. Lack of a medium and long term national strategy for IWT E+T system

There is no national strategy for the E+T system in inland waterways transport. Existing strategies do not include specific chapters exclusively dedicated to this field.

10. Lack of occupational standards for IWT professions

No occupational standards have been prepared and approved for the professions on board ships listed in the education and training legislation.

11. Not using equivalent skills in other trades

Regulations covering education and training of IWT personnel do not recognize competencies of equivalent shore professions or skills certified by appropriate degrees on graduation from schools, training courses, universities, etc related to navigation in inland waterways.

12. Staff teaching IWT specialized disciplines lacking certificates of competency at management level

National legislation covering authorisation of IWT education curricula should include specific requirements for teachers in IWT education and training, i.e. for individuals teaching speciality disciplines, such requirements being currently enforced for training centres only.

13. Lack of training of IWT seafarers in the use of computers

Inland waterways ships have been retrofitted and currently possess recent navigation technologies and traffic control equipments as well as ship to ship and ship to shore communication means which make use of computer a mandatory skill for all navigating personnel on board. To this effect, regulations covering education and training of IWT personnel should enforce the obligation for all navigating personnel to attend mandatory courses in use of computers.

14. Lack of state support

Absence of a national fleet development strategy makes impossible the implementation of a national long term plan for future training of IWT personnel, as neither strategies nor financial support can be elaborated/ investigated.

Opportunities

1. Recognition of the national documents on the Rhine and opening of the labour markets for Romanian navigating personnel

The possibility for the Romanian navigating personnel to work on board of foreign flag vessels (CCNR Member States) and the regular working group meetings with experts from other countries give the opportunity to align the training standards to current requirements in this sector.

2. Cooperation with CCNR and DC Member States in order to reach an identical educational and certification system

Further ongoing cooperation between Member States of the Danube Commission, the Central Commission for the Navigation on the Rhine and Moselle Commission is required to establish a set of minimal competencies for inland waterways boatmasters.

3. Use of a certification system similar to that of maritime personnel

Best practices in maritime navigation, STCW in particular, should be adopted in the development of standards for training and certification in IWT.

4. Use of a single language of communication in IWT

Use of a single language, whose selection is agreed by majority of Member States, for ship to ship and ship to shore communications is required for navigation safety and better communication purposes.

5. International initiatives (NAIADES, EDINNA, NELI)

Adoption of these initiatives as best practices for further harmonisation of European E+T system.

6. Flexible E+T system adjusted to the needs of the target group (e.g. introduction of a modular training system)

Introduction of a modular training system of IWT personnel should strengthen the European E+T network and should also allow individuals to attend training in any institution regardless of the country of origin.

7. Introduction of E+T systems using e-Learning platforms

Use of e-learning platforms such as ILIAS, MOODLE, INES DANUBE, INES RMS in the E+T system.

8. Joint action plan between the Ministry of Transport, Ministry of Labour and Ministry of Education intended to attract personnel, promote IWT, promote education and training system designed to match requirements of shipping companies

Cooperation between above ministries is required to encompass all relevant issues within a single national action plan for the IWT sector.

9. Adjustment of national legislation to labour market needs

All regulatory acts should be correlated with actual needs of the IWT labour market.

10. Inclusion of logistics topics in E+T programmes

IWT E+T system should incorporate Logistics and Multimodal Transport topics so as to reflect European directives for integration of IWT transport into the multimodal logistics chain.

11. Economic crisis as a chance in attracting career changes

The IWT sector should be prepared to attract and train individuals from areas to be restructured due to the worldwide economic crisis.

12. Specialisation of training in logistics and multimodal transport disciplines

Target group for logistics training purposes to be extended to employees in shipping companies, port operations as well as other categories of employees directly or indirectly involved in IWT activities.

13. Training on board (“school crew”)

Introduction of training on board (“school crew” concept) under direct guidance of E+T teachers and trainers.

14. Use of the competitive advantage of the Danube (European Corridor VII);

Defined as the Pan-European Transport Corridor VII, the Danube is part of the priority axis of the Trans European transport network Rhine – Main – Danube which connects the North Sea (Rotterdam port) to the Black Sea (Constanta port).

The competitive advantage consists in the development of trade which extends frontiers of production possibilities for each country and the international community as a whole.

15. Increasing quality and innovative nature of training systems and practices

Incentive to use best practices and innovative products and processes in the E+T system and adoption of informal teaching methods as vital Life Long Learning components.

16. Transposition into the Romanian legislation of European laws boosting cooperation between E+T institutions and shipping companies

Promotion of cooperation between all E+T sectors and the shipping companies with a view to ensure exchange of best Life Long Learning practices and ultimate improvement of quality of education and training.

Threats

1. Reduced IWT activity due to Economic Crisis

Activity of shipping companies has been significantly reduced which resulted in subsequent lay-offs and reduction of IWT personnel on board their ships. Redundant staff was directed to vacancies in other areas of activity.

2. Reduced number of candidates for certification in IWT system

The lack of interest of young people for IWT professions may lead in the future to a decreasing number of certified personnel and eventual disappearance of some educational institutions for inland waterways personnel.

3. Lack of funding for E+T

The E+T system is mostly financed from private sources which made E+T institutions start searching for European programmes whose funds could be used for their development investments.

4. Lack of interest of owners in training of IWT seafarers

Shipping companies are only interested in growth of their business and are not willing to invest in training of human resources.

5. Lack of a strategy for building of new ships

There is no national initiative in progress for building of new inland waterways ships.

6. Underdeveloped navigation infrastructure in the Romanian Danube Sector

Navigation infrastructure in the Romanian Danube sector does not meet the requirements for safety of navigation all over the year.

7. Small crews on board IWT ships

Shipowners maintain very small crews on board IWT ships which led to significant lay offs in this sector.

8. No harmonised IWT E+T system in Europe

In absence of a harmonised European E+T system every country has developed its own specific legislation governing education and training of IWT personnel; as a result national training is not accepted in other Member States.

9. No harmonised social regulations in Europe;

Absence of European regulations governing social aspects of work on board inland waterways ships may lead to failure to provide minimal working and living conditions with a possible negative impact on safety of navigation.

10. Reduction of managerial staff due to smaller number of people promoted to management level

Migration of managerial staff to foreign shipping companies, professional re-conversion as a result of dismissals in IWT, not to mention lack of a human resource development policy within the shipping companies shall lead in the very near future to an acute deficit of management level personnel likely to cause lay-off of certain number of ships.

11. Lack of an integrated European human resource policy

Need for an integrated European human resource development policy is apparent to avoid training of a too large or insufficient number of IWT personnel.

12. Lack of national standards for training of staff operating in ports

Personnel operating in ports should be trained in risks that may occur during exercise of their profession in ports in order to prevent accidents and incidents that could endanger safety of navigation itself.

Uniform standards addressing these issues should be adopted and enforced in all Romanian ports.

13. Life Long Learning disregarded by owners for cost reasons

Profit-orientation of shipping companies has determined the owners to restrict training of personnel to mandatory courses only. To ensure efficient and high quality work on board ships, training should also focus on other areas such as communication, foreign languages, PC operation, logistics, etc. Authorisation of training courses on board ships under direct guidance of competent teachers should be regulated and monitored by applicable authorities.

14. Little IWT knowledge of transport logistics of decision makers, minor use of IWT in Romania

Lack of special infrastructure and handling technologies in river ports and in inland waterways has led and shall continue to lead to a minor use of inland waterways in Romania.

4. Measures of the Romanian National Action Plan

4.1 Measures addressing nautical personnel

N1 - Increase of quality of training and assessment of management level navigating personnel	
Status quo	Around 10 000 certified personnel are registered in Romania, from which 1500 individuals hold management level positions
Proposed Measure	Purchase of training simulators and enhancing the number of multi choice questions used in the assessment system. Enforcing the new international requirements in the education and training system.
Expected impact	Better training of the navigating personnel. Better competencies obtained by students/trainees
Coordination and stakeholders	RNA and all the institutions involved in the E+T system.
Priority	High
Financing	Financed by government, self-financing or by European programmes

N2 - Development of the school ship concept in IWT E+T system	
Status quo	There are only two school ships being used in the marine schools at Orsova and Galati. Their number is hardly sufficient and in addition to this the school ships are not used for training purposes only. Benefits of training on board school ships are essential given the accurate insight into real working and living conditions on board a vessel offered to students and trainees, yet maintenance costs involved are quite significant.
Proposed Measure	Development of a European standardised and validated school ship concept to be used in the IWT E+T system. The concept should include the criteria this training facility must meet to attain its

	dedicated purpose.
Expected impact	Development of a European harmonised practical training system. Better competencies obtained by students/trainees.
Coordination and stakeholders	Coordinator: RNA and all the institutions involved in the IWT E+T system, naval engineering and design institutions for the development of the concept and elaboration of criteria. Stakeholders: shipping companies
Priority	Medium
Financing	Financed by European programmes.

N3 - Development of human resources and increase of competition by correlation of Life Long Learning with the labour market

Status quo	Number of graduates supplied every year by the Romanian education institutions is quite large however no correlation is made with actual requirements on the labour market. In addition to this education is primarily based on theory and as such school graduates face great difficulties in finding a position on board ships and have to attend specialisation courses before being accepted by shipping companies. As for management level positions, same can be only accessed after effective sailing time on board the ships. All these reasons make a large part of school graduates to seek positions on shore.
Proposed Measure	Development of a medium and long term human resource strategy for the IWT sector strictly correlated with the actual requirements of the IWT labour market. Improvement of quality standards in the initial vocational training system by extending full support to vocational and marine high schools in their efforts to improve their management and capabilities of supplying relevant qualifications on the labour market. Increased support of life long learning providers' efforts to diversify their training programmes in accordance with the labour market requirements.
Expected impact	Absorption of young labour force in the IWT sector and increase of qualified personnel on board the ships with subsequent positive results on quality of work and safety of navigation. Establishment of the legal framework required for integration of nautical education in the Romanian and European economic environment. A greater transparency of national and European employment and nautical education opportunities ultimately resulting in a greater mobility of IWT labour force.
Coordination and stakeholders	Coordinator: MTI Ministry of Labour, Ministry of Education, Ministry of Regional Development and Tourism. Stakeholders: Large shipping companies, main port operators, social dialogue partners.

Priority	High
Financing	Financed by the Government or by European programmes

N4 - Development of occupational standards for all IWT professions	
Status quo	<p>As European Member States have not reached an agreement on designation of each position on board ships, occupational standards are yet to be developed for IWT professions.</p> <p>Expected outputs of the Platina project and the STCIN - standards prepared by the E+T institutions with the network Edinna – shall hopefully provide in the near future the legal framework for the development of these occupational standards.</p> <p>Occupational standards are also lacking personnel involved in port operations port administration and other transport related associated and auxiliary activities. There are only 3 occupational standards for port specific activities only.</p>
Proposed Measure	<p>Development of Occupational Standards for each position on board IWT ships in line with applicable European regulations, such as the STCIN.</p> <p>Development of Occupational Standards for specific profession in the sector of port operation and administration activities.</p>
Expected impact	<p>Definition of competencies, abilities and skills required for each position on board IWT ships which should be also included in the curricula of E+T institutions, leading to a harmonised education and training system and gain of same competencies.</p> <p>Certification of E+T institutions in order to develop training programs for specific port operation and administration activities.</p>
Coordination and stakeholders	<p>Coordinator: RNA and all the institutions involved in the E+T system, the Ministry of Labour, UPIR – Union of Romanian Inland Ports</p> <p>Stakeholders: Shipping companies, port operators, port administrations.</p>
Priority	Medium
Financing	Financed by European programmes.

N5 - Development of regulations covering training of personnel on board technical ships, specialised ships, passenger ships as well as labour force working in ports	
Status quo	<p>Legal regulations covering training of IWT personnel include minimal requirements for the safety personnel on board cargo ships. In addition to these types of ships IWT vessels also include technical ships such as dredges, elevators, floating docks, floating cranes, dangerous cargo tankers, signalling ships, hydrographic measurement ships carrying on board personnel which is not listed in existing regulations such as: crane operator, dredger, chief dredger, captain dredger, helmsman (for non-propelled ship),</p>

	<p>pump man, refrigerationist, boiler fireman, etc , as well as passenger ships where auxiliary passenger service staff is embarked. A regulation covering training of these categories of personnel is imperative since their activity, performed on board the ships, affects safety of navigation and requires knowledge on emergency interventions.</p> <p>No such national regulations exist for training of port administration and port operating personnel in safety of navigation and labour security topics. Lack of these regulations may lead to occurrence of accidents with subsequent impact on safety of navigation, of ships, cargoes, passengers and crews on board as well as the port operators themselves.</p> <p>The regulations should be based on existing EU legal framework and the training system used for port professions for which a complete official list is not available as yet.</p>
Proposed Measure	<p>Implementation of legal requirements covering training of these categories of personnel in handling emergency situations arising during navigation.</p> <p>Development of national rules relating to training of specific occupations in the field of port management and port operation and definition of minimum requirements for such personnel.</p>
Expected impact	<p>Increase of safety of navigation, safe operation of ships and passenger service, generation of new job profiles for qualified personnel from other areas of activity, diversification of education and training offer and awareness of benefits of life long learning.</p>
Coordination and stakeholders	<p>Coordinator: MTI, RNA, UPIR, and all the institutions involved in the E+T system, Ministry of Education, Ministry of Labour</p> <p>Stakeholders: Shipping companies, port operators, social dialogue partners, logistics companies.</p>
Priority	Medium
Financing	Self financing

N6 - Development of a Marketing Strategy for promotion of all the IWT professions

Status quo	<p>Inland waterways transport, as well as specific IWT professions, types of ships, technologies, equipments used as well as development potential of this sector are poorly promoted both nationally or internationally which led to an increasingly lower interest of target groups and implicitly to reduction of specialised staff on board IWT ships.</p>
Proposed Measure	<p>Development of a national Marketing Strategy for promotion of inland waterways transport and IWT professions on board ships and in ports, including all other IWT related issues.</p> <p>Development of IWT information centres on the entire navigable length of the Danube and on other inland waterways in Europe disseminating IWT related information to all interested parties by promotion means established in this Strategy.</p>
Expected impact	<p>Increase of employment in the IWT sector, boosting of interest of certain target groups in IWT professions, opening of new horizons for the E+T system by inclusion of new courses in existing training</p>

	programmes, attraction of specialised marketing staff from other areas of activity to IWT institutions and companies.
Responsibility and stakeholders	Coordinator: MTI, RNA, UPIR, IWT E+T institutions, Ministry of Education, Ministry of Labour, marketing and advertising companies, companies specialised in forecast and diagnosis, etc.
Priority	Medium
Financing	Financed by European programmes.

N7 - Assimilation in the E+T system of the principles and goals of sustainable development as integrating element of knowledge, abilities and skills required for modern personal and socio-cultural existence and performance

Status quo	Goals and measures established in the Sustainable Development Studies and Strategies can be only achieved if educational and training policies include provisions with direct relevance for the sustainable development of Romania.
Proposed Measure	Identification of the human resource profile needed by Romania, defined on educational levels, thus sanctioning the restructuring of the system and development of education programmes and curricula based on expected learning results.
Expected impact	A systemic approach, generating medium and long optimum effects.
Responsibility and stakeholders	Sustainable development education and training require the close cooperation and partnership of various decision makers: central and local authorities, educational and scientific sector, health sector, private companies, industry, transport, trade, unions, mass-media, local communities, individuals and international organisations
Priority	Medium
Financing	Government funds and European programmes

N8 - Development of institutional capacity and innovation based on knowledge management and promotion of creativity as key factor in development of personal, occupational, entrepreneurial and social skills by life long learning

Status quo	<p>Current Romanian regulations govern:</p> <ul style="list-style-type: none"> ▪ reference standards and performance indices for quality assessment and management purposes in the lower education system in the areas of institutional capacity, institutional performance and quality management; ▪ minimal requirements that educational, vocational training or training providers should meet in order to organise and deliver accepted training programmes for issuance and extension of appropriate licenses and certificates of competencies for the navigating personnel
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Proposed Measure	Extension of implementation of the reference standards and performance indices for quality assessment and management purposes to all naval transport education and training providers. Such reference standards should cover all requirements defining a set of minimal requirements for the activities carried out by the education providers, based on existing national, European or international best practices and should apply to the areas of institutional capacity and performance and quality management.
Expected impact	Increase of education, vocational training and assessment standards, structuring of the education system, higher mobility of IWT labour force. Development of lower education campuses and higher level technological parks offering the logistics for life long learning purposes.
Responsibility and stakeholders	MTI through RNA and E+T institutions
Priority	Medium
Financing	EU funds

N9 - Involvement of policy makers in developing a harmonized European system for IWT, similar to the maritime system, leading to acceptance of IWT staff training and certificates of competency

Status quo	There are problems related to acceptance of certificates of competency of IWT personnel in other Member States which obstruct the optimization of IWT. As a result, in order to navigate on several inland waterways crossing various countries a person requires certificates of competency issued by each relevant country although these certificates endorse identical competencies. In addition to this, other issues such as navigation rules, cargo transport contracts, water pollution prevention regulations, passenger transport rules, etc, which have been already harmonized within Europe may greatly facilitate acceptance of certificates of competency by the European countries.
Proposed Measure	Performance of an investigation by the political decision makers on the possibility of setting up the legal framework for acceptance of both the certificates of competency and specialised training of IWT personnel, regardless of the country of origin.
Expected impact	Increase of labour force mobility and development of a flexible training system ultimately leading to a greater efficiency of IWT in terms of reduced training and certification time
Responsibility and stakeholders	Coordinator: MTI, RNA, CERONAV, Ministry of Education, Ministry of Labour Stakeholders: shipping companies, E+T institutions
Priority	High

Financing	Government funds and/or European programmes
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4.2 Measures addressing IWT logistics personnel

L1 – Continuous specialisation of the personnel in logistics	
Status quo	Three educational institutions, one training centre and one department in the competent authority are involved in education, training and certification of navigating personnel.
Proposed Measure	Continuous specialisation of the personnel involved in evaluation and assessment of knowledge through training courses imposed by RNA and by the international regulations in force.
Expected impact	Training the personnel as per latest technologies and implementation of latest requirements in the certification system.
Responsibility and stakeholders	Imposing a performing quality system by RNA and continuous monitoring of the system.
Priority	High
Financing	Government funds or self financing

L2 - e-Freight and Intelligent Transport Systems (ITS)	
Status quo	Advanced information and communication technologies (ICT) can greatly contribute towards co-modality by improving infrastructure, traffic and fleet management, facilitating a better tracking and tracing of goods across the transport networks and better connection between businesses and administrations. However, a number of obstacles to a more wide-spread and seamless use of ICT in freight logistics need to be overcome, including the insufficient standardisation of the respective information exchanges and market actors' disparate capabilities to use ICT. Legal requirements may also hamper the use of ICT. In addition, data security and privacy issues must be taken into account.
Proposed Measure	Together with stakeholders, develop a roadmap for the implementation of e-freight, expanding on the concept of the "Internet for cargo" and identifying the problem areas where EU action such as standardisation is required.
Expected impact	Awareness of IWT personnel with logistics systems by means of ICT. Creation of new job profiles in logistics
Responsibility and stakeholders	Coordinator: MTI, RNA, ITS, applicable E+T institutions Stakeholders: Port operators, shipping companies, logistics companies
Priority	High
Financing	European programmes

L3 - Freight transport logistics personnel and training

Status quo	<p>In many areas of freight transport logistics there are shortages of skilled personnel. Therefore, the EU will examine measures in close cooperation with social partners to enhance the attractiveness of logistics professions and to encourage mobility of staff across borders. Within this context, Cohesion Policy instruments (the European Social and Regional Development Funds) could alleviate these shortages by targeting interventions towards training (actions and infrastructure). Today, training provided by universities and other institutions varies greatly in Europe. Efforts are required to focus and enhance the qualifications of logistics personnel, notably by strengthening competence in transport, and to support lifelong learning. A voluntary European certificate for freight transport logisticians would contribute positively to the consistency and quality of training in Europe. It could furthermore target all skills levels, where needed differentiate between sector specific requirements or constitute a basic certificate for additional sector-specific training by industry itself. Mutually recognisable certification for freight transport logistics and related areas (e.g. warehousing) can facilitate mobility. Due account should be taken of existing training standards.</p>
Proposed Measure	<p>Work with the social partners and other relevant stakeholders to draw up a list of minimum qualifications and training requirements at different levels of specialisation to be incorporated into a framework that can ensure the mutual recognition of training certificates. Find ways to improve the attractiveness of transport logistics professions, and highlight opportunities for targeting Romanian Policy interventions towards logistics training.</p>
Expected impact	<p>Development of a legal framework governing training of IWT personnel in logistics in accordance with the European Standard ELA. This legal framework shall serve as an instrument for the implementation of vocational training of both maritime and IWT personnel in logistics and multimodal transport disciplines.</p>
Responsibility and stakeholders	<p>MTI, RNA, CERONAV, applicable higher education institutions, logistics training centres</p>
Priority	<p>Medium</p>
Financing	<p>Self financing</p>

L4 - Development of an Information and Training Centre at Galati

Status quo	Lack of promotion of IWT professions and poor information of the public on IWT job opportunities, its specific activities, technologies, equipments and types of vessels and the singular attractiveness of the profession has led in time to a continuously decreasing interest in this area, also reflected in the decreasing number of individuals enlisted in IWT education and training institutions.
Proposed Measure	Create a modern multimedia information and training centre on IWT in Galati, where the environmentally friendly IWT is presented and can be experienced by all interested people, specialists and other categories of people. The centre shall focus on the following areas of interest: IWT, logistics, multimodal transport, innovative technologies, etc.
Expected impact	Create knowledge and awareness. Attraction of the young generation to IWT professions and raising the interest in relevant E+T institutions
Responsibility and stakeholders	Coordinator: CERONAV Stakeholders: All categories of institutions, companies and interested parties.
Priority	High
Financing	NELI project funds

5. Identification of national or regional funding possibilities for Education and Training Measures in Romania

5.1 Existing National Funding Programmes

SOP HRD Sectoral Operational Programme for Human Resources Development 2007-2013	
Actions able to be supported	Actions supporting linking life long learning to the labour market, increasing adaptability of workers and enterprises, promoting active employment measures
Eligible beneficiaries	- Schools, universities, research centres; - Authorised training providers; - Chambers of commerce and industry; - Unions and employers; - SMEs.
Funding rate or budget	minimum 500.000 euro /maximum 5.000.000 euro
Further information	Managing Authority: The Ministry of Labour, Family and Social Protection Address: Str. Calea Plevnei, nr. 46-48, sector 1, Bucharest Phone: +40 21 315 02 09

	Fax: +40 21 315 02 06 E-mail: posdru@fseromania.ro Web: www.fseromania.ro
Link	http://www.finantare.ro/pos-dru-2010-programul-operational-sectorial-dezvoltarea-resurselor-umane_qhid-2010.html http://posdru.edu.ro/index.php/articles/c409/ http://www.fonduri-structurale.ro/Detaliu.aspx?t=resurseumane

The Lifelong Learning Programme: Comenius for School Education

Actions able to be supported	Actions aiming at : <ul style="list-style-type: none"> ▪ enhancing and increasing partnerships between schools in different EU Member States; ▪ encouraging language learning, innovative ICT-based content, services and better teaching techniques and practices; ▪ enhancing the quality and European dimension of teacher training; ▪ improving pedagogical approaches and school management
Eligible beneficiaries	All members of the educational community: students, teachers, local authorities, parents associations, nongovernmental organisations, teacher training institutes and universities
Funding rate or budget	can not exceed 75% of total eligible costs
Further information	Corina Popescu Department Comenius Email: corina.leahu@anpcdefp.ro Phone: +40 21 201 07 20 Fax: +40 21 312 16 82
Link	http://www.anpcdefp.ro/ http://ec.europa.eu/education/lifelong-learning-programme/doc84_en.htm

The Lifelong Learning Programme: Erasmus for Higher Education

Actions able to be supported	Erasmus is the EU Programme for mobility and cooperation in higher education across Europe. Its various actions address not only students wishing to study and work abroad, but also professors and staff of enterprises intending to teach abroad, and higher education personnel willing to train abroad. In addition, the program supports higher education institutions for collaboration in intensive programs, network and multilateral projects.
Eligible beneficiaries	<ul style="list-style-type: none"> ▪ universities and higher education staff ▪ students

Funding rate or budget	can not exceed 75% of total eligible costs
Further information	<p>Madlena Nen Departament Erasmus Email: madlena.nen@anpcdefp.ro Phone: +40 21 201 07 50 Fax: +40 21 312 16 82</p>
Link	<p>http://www.anpcdefp.ro/ http://ec.europa.eu/education/lifelong-learning-programme/doc80_en.htm</p>

The Lifelong Learning Programme: Grundtvig for Adult Education

Actions able to be supported	<p>Launched in 2000, Grundtvig aims to provide adults with more ways to improve their knowledge and skills, facilitate their personal development and boost their employment prospects.</p> <p>The programme supports:</p> <ul style="list-style-type: none"> ▪ Grundtvig Learning Partnerships focusing on themes OF mutual interest to participating organisations ▪ Multilateral projects for improving adult education systems through the development and transfer of innovation and good practice ▪ Grundtvig Networks of experts and organisations working on developing adult education, spreading good practices and supporting partnerships
Eligible beneficiaries	Teachers, trainers, staff and organisations working in the sector, but also learners in adult education.
Funding rate or budget	can not exceed 75% of total eligible costs
Further information	<p>Florentina Anghel Grundtvig Department Email: florentina.anghel@anpcdefp.ro Phone: +40 21 201 07 54 Fax: +40 21 31216 82</p>
Link	<p>http://www.anpcdefp.ro/ http://ec.europa.eu/education/lifelong-learning-programme/doc86_en.htm</p>

The Lifelong Learning Programme: Leonardo da Vinci for Vocational Training

Actions able to be supported	<p>Mobilities enabling people to travel abroad to have a learning or training experience of various types such as:</p> <ul style="list-style-type: none"> ▪ People in Initial Vocational Training ("IVT") can to do work-related training abroad. Participants can still be at school or
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	<p>college or in alternative VET schemes (apprentices).</p> <ul style="list-style-type: none"> ▪ People in the labour market ('PLM') actions enable people after graduation of vocational training or higher education to have a work-related training abroad in order to improve their employment potential ▪ Professionals in vocational education and training ('VETPRO') can exchange experiences abroad to improve their skills and knowledge. <p>Partnerships Multilateral projects for the transfer of innovation Preparatory visits</p>
Eligible beneficiaries	Vocational training institutions and professionals IVT, PLM and VET people
Funding rate or budget	can not exceed 75% of total eligible costs
Further information	Olivia Jidveian Department Leonardo da Vinci Email: olivia.jidveian@anpcdefp.ro Phone: +40 21 201 07 08 Fax: +40 21 312 16 82
Link	http://www.anpcdefp.ro/ http://ec.europa.eu/education/lifelong-learning-programme/doc82_en.htm

**Regional Operational Programme 2007 - 2013 (REGIO) Romanian Priority axis 3:
Improvement of social infrastructure (15% of the ROP)
Infrastructure support to improve social services, health and public safety in
emergency situations, upgrading of educational infrastructure.**

Actions able to be supported	<p>Consolidation, modernisation, expansion of buildings (all types of facilities for mandatory education, except for technical and vocational education campuses);</p> <p>Consolidation, modernisation, expansion and equipping of school buildings, special education facilities, accommodation, restaurants, other facilities for access and educational activities;</p> <p>Construction, expansion, consolidation and modernisation of campus buildings for technical and vocational education;</p> <p>Devices with teaching equipment, professional training equipment, IT equipment;</p> <p>Consolidation, modernisation, expansion of buildings of continuous training centres;</p> <p>Upgrading of utilities, including the creation of special facilities for disabled people, for all types of educational infrastructure.</p>
Eligible beneficiaries	Counties (County Councils); Municipalities (local municipal councils);

	<p>Cities (urban local councils); Municipalities (local municipal councils); Higher education state institutions (universities, institutes, academies) certified under the Law. 87/2006 and Emergency Ordinance no. 75/2005 Continuous vocational training centres and public continuous training providers.</p>
Funding rate or budget	ERDF funds covering 84% of eligible costs
Further information	<p>Ministry of Regional Development and Tourism Str. Apollodorus, nr. 17, Latura Nord, Sector 5, Bucuresti Phone: +40 372 11 14 12 Fax: +40 372 11 16 30 http://www.mdrl.ro/index.php?p=3</p>
Link	<p>http://www.finantare.ro/pos-t-2010-programul-operational-sectorial-transport_ghid-2010.html http://www.mdrl.ro/index.php?p=205</p>

MARCO POLO II- Political priority targets for Common learning actions

Actions able to be supported	<ul style="list-style-type: none"> ▪ Adapting procedures and methods in transport systems to meet today's logistics requirements; ▪ Improving procedures and methods in sea and inland ports; ▪ Co-operation between railways and inland waterway and/or short sea shipping and/or road; ▪ Integration of inland waterway transport in the logistics supply chain ("door-to-door" concept); ▪ New co-operation and capacity management models in rail; ▪ Improving pricing, procedures and methods in the terminal; ▪ European training centres; ▪ Increasing the demand for non-road transport; ▪ Actions aiming at improving the integration of the new Member States into the logistics chain. ▪ Actions aiming at improving the knowledge and use of TEN-T corridors.
Eligible beneficiaries	Companies, public administration authorities
Funding rate or budget	50%
Further information	<p>EACI - Marco Polo Help Desk Executive Agency for Competitiveness and Innovation Marco Polo Unit Ref.: Call for Proposals 2010 Square Orban, 10 6/52 B-1049 Brussels</p>

Link	http://ec.europa.eu/transport/marcopolo/home/home_en.htm
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5.2 Existing National Funding Institutions

National Council for Financing of Higher Education (CNFIS)	
Main duties of CNFIS on financing of higher education in Romania:	
<ul style="list-style-type: none"> ▪ formulation of proposals for funding from the state budget of higher education state institutions for the next financial year; ▪ preparation and publication of analysis and research on state budget funding of state education, followed by proposals to the Ministry of Education and specific actions 	
Address	Phone: +40 21 307 19 23 Fax: +40 21 307 19 29 Bvd Schitu Magureanu nr. 1, Sector 5, 050025 BUCURESTI ROMANIA
Link	http://www.cnfis.ro/index_f.html

Municipal Agency for Employment Bucharest	
Services offered by A.M.O.F.M. Bucharest	
<ul style="list-style-type: none"> ▪ information and counselling ▪ favourable loans ▪ subsidies to employers for training of employees ▪ qualification of unemployed in professions on demand on the labour market, ▪ organisation of scholarships for job openings 	
Address	Str.Spataru Preda nr.12 , sector 5 Bucuresti Phone: +40 21 316 29 03 email: amofm@ajofm.anofm.ro
Link	http://www.bucuresti.anofm.ro

UEFISCSU-Executive Unit for Financing of Higher Education and University Scientific Research	
Organisation's mission is to manage the financial resources necessary to support the development of higher education and scientific research	
Address	Str. Gen. Berthelot 28-30 Sector 1, 010168, Bucureşti Phone: +40 21 307 19 18 Fax. +40 21 307 19 19 e-mail: office@uefiscsu.ro ;
Link	http://www.uefiscsu.ro/Romana/despre.php

6. Conclusions

Economic development of South Eastern European countries has contributed to a significantly higher traffic in the Danube corridor which requires its integration in the European traffic and logistic chain system. The Danube corridor plays an essential part in the European infrastructure and transport policy, particularly in the development of the Trans-European Transport Network (TEN-T) and is expected to have a major contribution to sustainability of the transport system, as recommended by the White Paper, and take over a major share of the increase by one third of the overall freight transport volume by 2015.

Success of EU transport policy relies on current and future availability of human resources as ***“A functioning education and training system is a fundamental condition for a sound and competitive labour market” (NAIADES, COM - 2006)***.

Lack of qualified IWT personnel, a common issue in all European countries and a major setback in Romania where management level staff represents 16% of overall IWT certified staff is being also addressed by the Sectoral Operational Programme – Transport (SOP-T 2007 – 2013) which underlines the need for qualified human resources, with a good education for users of transport infrastructure.

Efforts are therefore required to develop better education and training possibilities and facilitate international mobility of IWT labour force to meet current market requirements for qualified personnel and to attract the youth to IWT professions for future higher market demands in this field.

To this effect it is the purpose of this National Action Plan to represent a dynamic instrument laying down the pathway for a medium and long term policy on education and training in inland waterways navigation.

It is not the ambition of this document to have exhausted all education and training issues in the field of IWT, yet the measures contemplated herein, with the sustained coordination effort of all competent authorities and stakeholders, could eventually:

- increase quality of training and assessment of IWT management level personnel by use of simulators, enforcement of recent international education and training requirements and extension of implementation of the legal framework covering training in safety of navigation and security at work to the entire personnel on board inland navigation vessels and working in river ports;
- increase quality of work and safety of navigation by employment of young labour force and extension of qualifications on board inland waterways ships;
- increase transparency of national and European employment and training opportunities to facilitate a higher mobility of the labour force by development of a medium and long term IWT employment strategy;
- develop a harmonised European practical training system intended to improve competencies gained by creation, standardisation and validation of the school ship concept used in the IWT education and training system (only two school

vessels also used for other purposes than training are currently operational in Romania).

- ☑ develop occupational standards for all IWT professions, in accordance with applicable European regulations and create a harmonised training system allowing access to similar competencies regardless of the country of origin of trainees (harmonisation of training programmes being also a contribution to SEE Aol 3.2.);
- ☑ identify the human resource profiles needed in Romania, classified per educational levels by means of a systemic approach allowing restructuring of the system and elaboration of training programmes and curricula based on expected learning results;
- ☑ develop institutional capacity and innovation;
- ☑ allow continuous specialisation of personnel in logistics;
- ☑ facilitate intermodal transport by development of an e-freight implementation strategy, extension of the “internet for cargo” concept and identification of critical areas where European joint actions such as standardisation are required, implementation of latest information and communication technologies which shall improve transport infrastructure, fleet traffic and management resulting in better tracking of freight and communications between transporters and administrations;
- ☑ facilitate mutual acceptance of training certificates and increase attractiveness for logistics professions by enforcing national regulations stipulating the minimal qualification and training requirements for all professions in this field.

Decision makers, actors in inland waterways and social partners are invited to study this National Action Plan and contribute to its improvement and further integration into a national strategy for development of a better national education and training system in the field of IWT and subsequent consolidation into the larger European system.

7. Validation of the Romanian National Action Plan

Validation of a document represents the process whereby appropriate decision makers acknowledge and confirm its validity and capacity to yield estimated results.

The **validation procedure** is an essential process for the acceptance and further implementation of this National Action Plan for Education and Training in the field of IWT as it secures a mandatory benchmark for subsequent medium and long term commitment of all interested actors in this field for the creation of the appropriate national legal framework, subject to final decision of administrative authorities and structures.

The ultimate success of this National Action Plan depends on the **consolidated efforts of the competent central and local authorities and decision makers** which are hereby invited to cooperate in offering the required support in accordance with appropriate legal framework.

The **Romanian Naval Authority** one of the key factors in the promotion of this document to higher authorities involved in the validation procedure has had a major contribution to the development of its contents, the analysis of the current situation in the field of IWT and has also endorsed the measures envisaged herein.

The steps contemplated in the validation process are the organisation of a public debate of this document with all main stakeholders and decision makers. To this effect the Draft National Action Plan was sent to the Romanian Ministry of Transport and Infrastructure, the Ministry of Education, Constanta Port Administration, Lower Danube River Administration, Maritime Danube Ports Administration, Inland Danube Ports Administration, Romanian Association of River-Port Shipowners and Operators (AAOPFR), Union of Romanian Inland Ports (UPIR), the Navy League, Ministry of Labour, Family and Social Protection, the Occupational Standards and Assessment Department.

The feedback received was unanimous in the positive appreciation of the Draft National Action Plan, its accurate SWOT analysis and measures proposed, with specific highlights received from:

- The Romanian Agency for Quality Assurance in Higher Education (ARACIS)** which interpreted the integration of an adequate infrastructure and development of a harmonized education platform as the basic foundation for the development of a functional education system and subsequent fair competition on the European labour market.
- The Occupational Standard and Assessment Department within the Ministry of Labour** which highly welcomed the initiative for development of occupational standards where lacking in the sector on inland navigation, for professions both on board ships and on shore, and stressed the need for cooperation between all applicable authorities and institutions governing the national qualification system. Some of the proposed actions will be also included in the “National Strategy for Enhanced Continuous Vocational Training of Adults” to be developed under the project “PREZENT” being implemented by the above department.
- The Union of Romanian Inland Ports** on whose opinion the document did not appropriately reflect all categories of personnel involved in inland water transport. The remark was accepted and the amended document now incorporates specific actions for training, qualification and certification of shore personnel involved in port operation and port administration activities.
- The Romanian Ministry of Transport and Infrastructure** which particularly expressed their total satisfaction with the analysis carried out, measurements and conclusions of the document which in their opinion reflected a professional approach of all issues within this sector, being at the same time in close correlation with the national strategy in this field. Moreover, the General Directorate for Infrastructure and Naval Transport has specifically expressed its support for the implementation of the National Action Plan and further submitted a few amendments to the chapter Analysis of Relevant Policies which were incorporated in the final revised version of the document.