



Russian Federation

“Perspectiva”

Framework and setting

Geographic scale “Perspectiva”, a local-level non-commercial partnership, has been established in Krasnokamsk, a small city in the Russian Federation’s Perm region. Krasnokamsk has population of almost 54,000.

Policy framework The partnership operates according to a charter developed by all the partners, ‘the Charter of the non-commercial partnership Perspectiva’, which aims to improve the balance of labour supply and demand within the local labour market.

Partnerships at work

Rationale “Perspectiva” was formed with support from a joint programme of the Russian Federation’s Ministry of Labour and Social Development and the EU’s TACIS programme. The partnership’s focus is on increasing the effectiveness of institutional co-operation among the main stakeholders in the local labour market.

Objectives The general objectives of the partnership are to tailor the local vocational training system in accordance with local labour market needs; to facilitate the training of key human resources for the local economy; and to encourage small enterprises to secure and create jobs for socially disadvantaged groups (e.g. women, the long-term unemployed, the disabled, elderly people, teenagers).

Functions The functions of the partnership are to:

- _ define human resource strategies for the area;
- _ develop and implement programmes/projects in order to improve the demand-supply equilibrium within the local labour market;
- _ develop and maintain co-operation among all members of the partnership;
- _ provide human resource training,
- _ assistance and support to local enterprises; and
- _ support local projects targeted at improving and developing various types of employment.

Policy areas Labour market policy and local development

**Policy tools/
Instruments** The partnership offers a wide range of services such as training sessions for various recipients, development of local vocational training systems based on local labour market analysis, self-employment assistance programmes, youth training work/summer camps, etc.

Timeframe “Perspectiva” was created in 2001 and is ongoing.

Partners Local authorities, banks, local training establishments, employers

Contracts The partnership is governed by ‘the Charter of the non-commercial partnership Perspectiva’ which is signed by all partnership members.

Legal status “Perspectiva” is a non-profit organisation, overseen by an elected board.

**Sources of
Financing** The partnership’s operation is financed by yearly instalments from its members and other enterprises and organisations allocated for human resources development activities according to annual work plans. Utilisation of budgets is controlled by the Coordinative Council.

Results Labour market demand analysis has been carried out in more than 80 enterprises. The Human Resource Club and the Perspectiva Training Centre have been established. More than 900 participants took part in a skill conversion programme. An effective support programme for small enterprises/self-employed people and the socially important youth training/work summer camps have been developed and successfully implemented. There were 66 small enterprises established and supported, providing 260 new jobs in city services.

Partnerships' highlight

- Programme/Project** Development of the local vocational training system in accordance with local labour needs.
- Timeframe** No time limit
- Objectives** The major objective of the project is to provide efficient and effective co-ordination between local employers and educational/training institutions so that proposed training courses will meet labour market needs.
- Activities** Key labour market interventions include the following:
- _ manpower needs analysis;
 - _ selection of educational institutions (mostly from partnership members) that could provide the training courses. If necessary, the partnership provides assistance in developing and redesigning courses, as well as financial support;
 - _ provision of course funding; and
 - _ training process with further employment.
- Results** This type of model for co-ordination was greatly needed in Krasnokamsk's local labour market. The partnership has decided to establish its own dedicated training centre. This new centre should help provide a better balance between skills demanded and supplied in the local labour market.

Contacts

Partnership co-ordination at national / sub-regional level

There is no national / sub-regional co-ordination.

Partnership co-ordinators at regional / local level

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