



DTO day BE

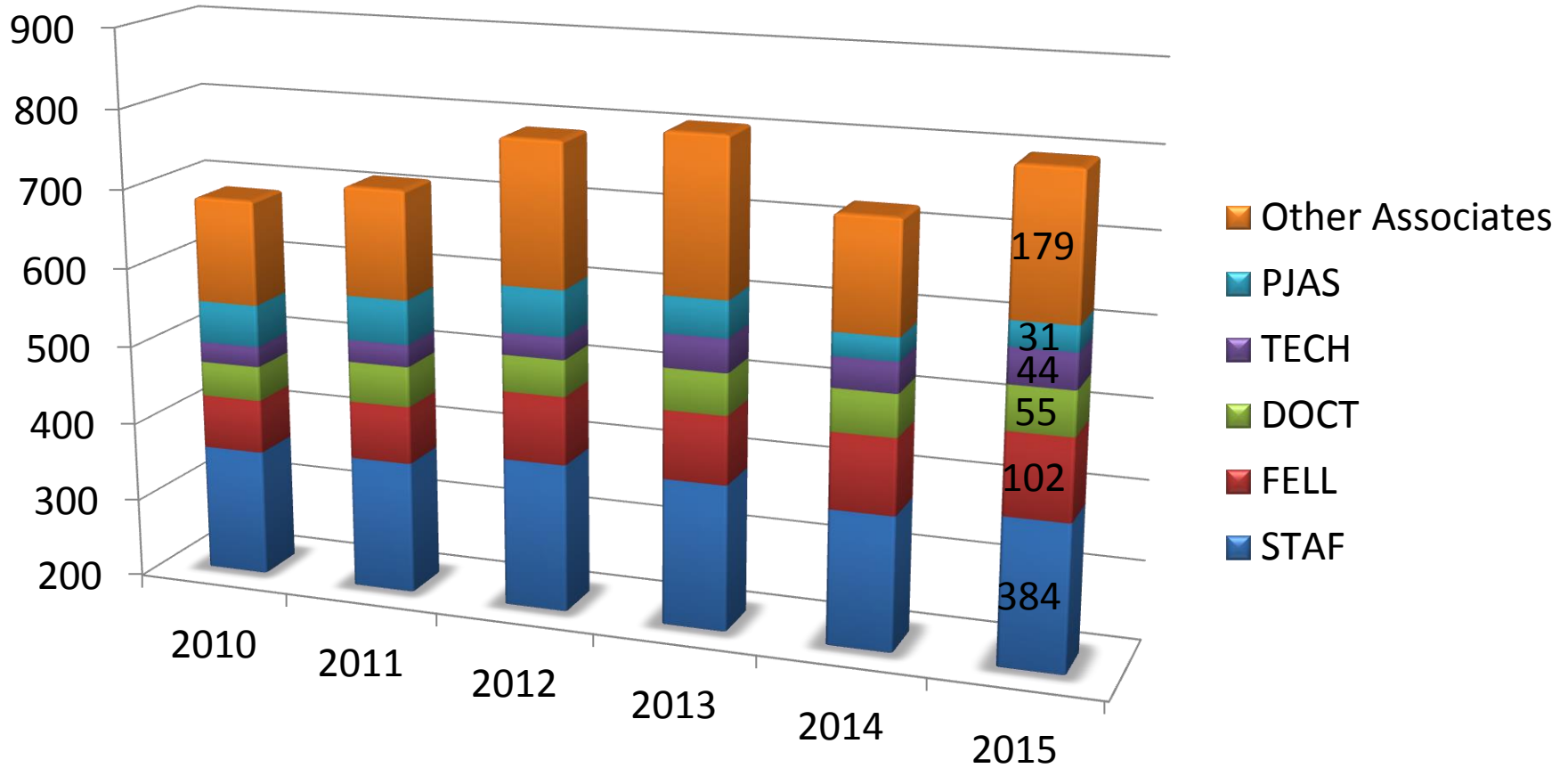
6 November 2014

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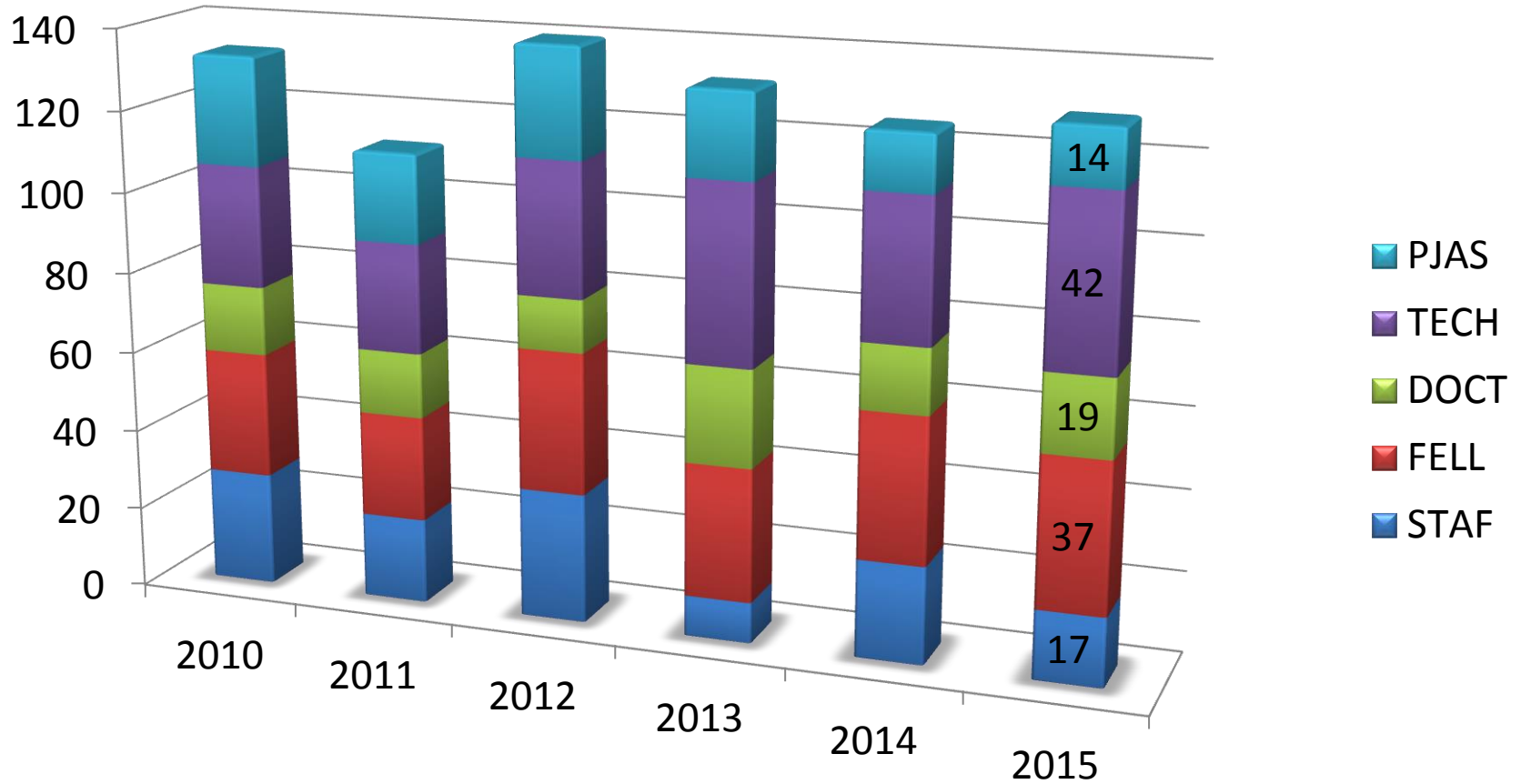




BE Population



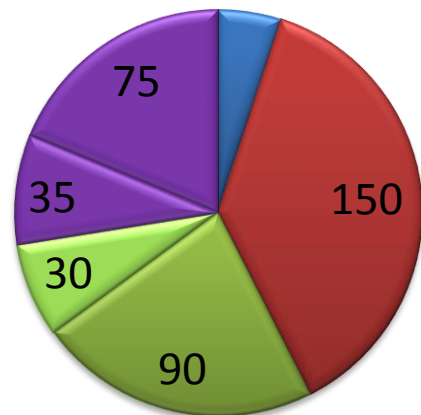
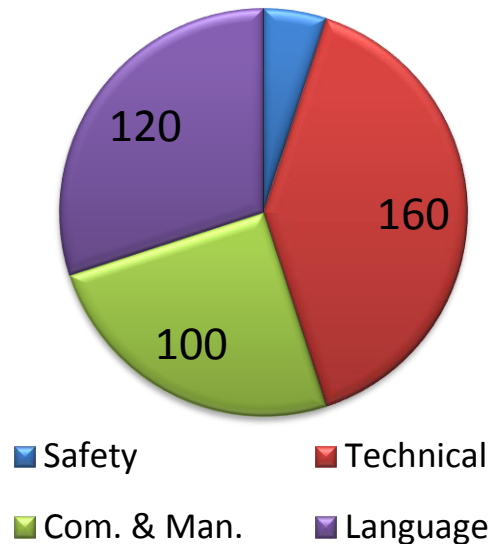
BE yearly arrivals



Corporate Trainings

Training	Estimated per year in BE Qty / cost	To who ?	Before when ? (starting as soon as available)
Language Integration	40 / 35 kCHF	MPE MPA contract > 6 months	Month 3
Communication 1+2	25 / 17 kCHF	Once per career Staff (Fellows + MPA) on request	Month 2 Month 6
Communication 3+4	5 / 10 kCHF	MARS supervisor All new On request for 'old'	Prior or when MARS Supervisor On hierarchy request

BE training budget & Corporate trainings



- BE annual training budget will remain the same 400,000 CHF
- Estimated Corporate Trainings 65,000 CHF
- Corporate language integration already included since 2013
- Corporate communication funded by reducing (a bit) Technical, Com.&Man., Language
- Safety will remain priority

Learning Needs Inventory

- LNI 2013-2014
 - Few requests identified (finally mostly not needed)
 - Several specific requests along the year
 - Perfectly settled up by L&D team in very acceptable delays
- Still do the exercise, however
 - MP turnover
 - Accelerators planning are ‘moving targets’
 - Perfectly ok to accept delays needed to set up a training

BE ready to start with Corporate Trainings

