

QUALIFICATION AND CERTIFICATION – TOOLS TO INCREASE EMPLOYMENT CASE STUDY: MECHANIZATION OF PROCESSES INVOLVED IN THE FABRICATION

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Abstract

Qualification of personnel is a complex transformation of the workforce, which could be employed personnel, unemployed people or young graduates of EQF3 or EQF4 education system. Qualification is followed by certification, which is tool that is able to redraw the position of the workforce on the labour market, in full respect to the technical developments: mechanization, automation and robot. The paper presents the main elements related to the accessing of the qualification processes, taking as case study the situation of the welders who are replaced by mechanized devices. The welder becomes an operator and he is forced to access new qualification system, in order to receive the knowledge, the abilities and the competences which are necessary for the operating of the device. The structure of such qualification system is considered to be: definition of the qualification, access conditions, the curriculum for the training, examination conditions of the trained personnel and the type of the diploma to be offered to the trainee who passed the exams.

Keywords: *qualification of personnel (J2), competences (J2), conversion welder – welding operator (J2), reduce unemployment (J6), qualification system structure, structural unemployment (J6).*

JEL Classification: *J2, J6.*