



# Management Training Programme

# MTP



**EU funded Project “Management Training Programme (MTP) Capacity Building for Small and Medium Enterprise Management in Uzbekistan”**

**Bratislava, June 2014**

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Team Leader**



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# Project funding

The MTP project is  
funded by the  
European Union



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# The Consortium

The MTP Project will be executed by a consortium, led by European Profiles S.A., Greece.



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# Beneficiaries, partners and their contribution in Uzbekistan

The **Chamber of Commerce and Industry of the Republic of Uzbekistan** is a primary **beneficiary** of the project, undertaking the role of project **partner** and contributing to implementation through provision of in-kind logistical, technical support and training facilities.

Other local **Business Support Organisations** will be beneficiaries of the project as well.



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# The objective

The specific **objective** of the project is to increase the stock of qualified and competent entrepreneurs and managers (human capital) able to effectively start up and manage local SMEs and ensure their sustainable development in a long-term perspective.

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# Main Components, Target Groups

## Component 1

- Training of managers from Uzbekistan through internships in EU countries



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# The aim of Internships Programme

The aim of Internships Programme is to **increase the management skills of Uzbek Managers**, learn about **modern and European management methods** , **exchange experience** with their EU colleagues and **build up business relations** with new EU business partners.



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# Main Components, Target Groups

## How and for whom?

- Training and internships for Uzbek managers/entrepreneurs from Small and Medium Enterprises;
- Training and internships for Uzbek experts from Business Support Organizations.

(min. 135 internship participants)



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# Main Components, Target Groups

## Component 2

- Local capacity building through a “Train the Trainers” programme



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# Main Components, Target Groups

## How and for whom?

- Capacity building through a “Train the Trainers (ToT)” programme for experts from the Chamber of Commerce and Industry of Uzbekistan and other Uzbek Business Support Organizations;
- Capacity building through a “Train the Trainers (ToT)” programme for freelance trainers and consultants.



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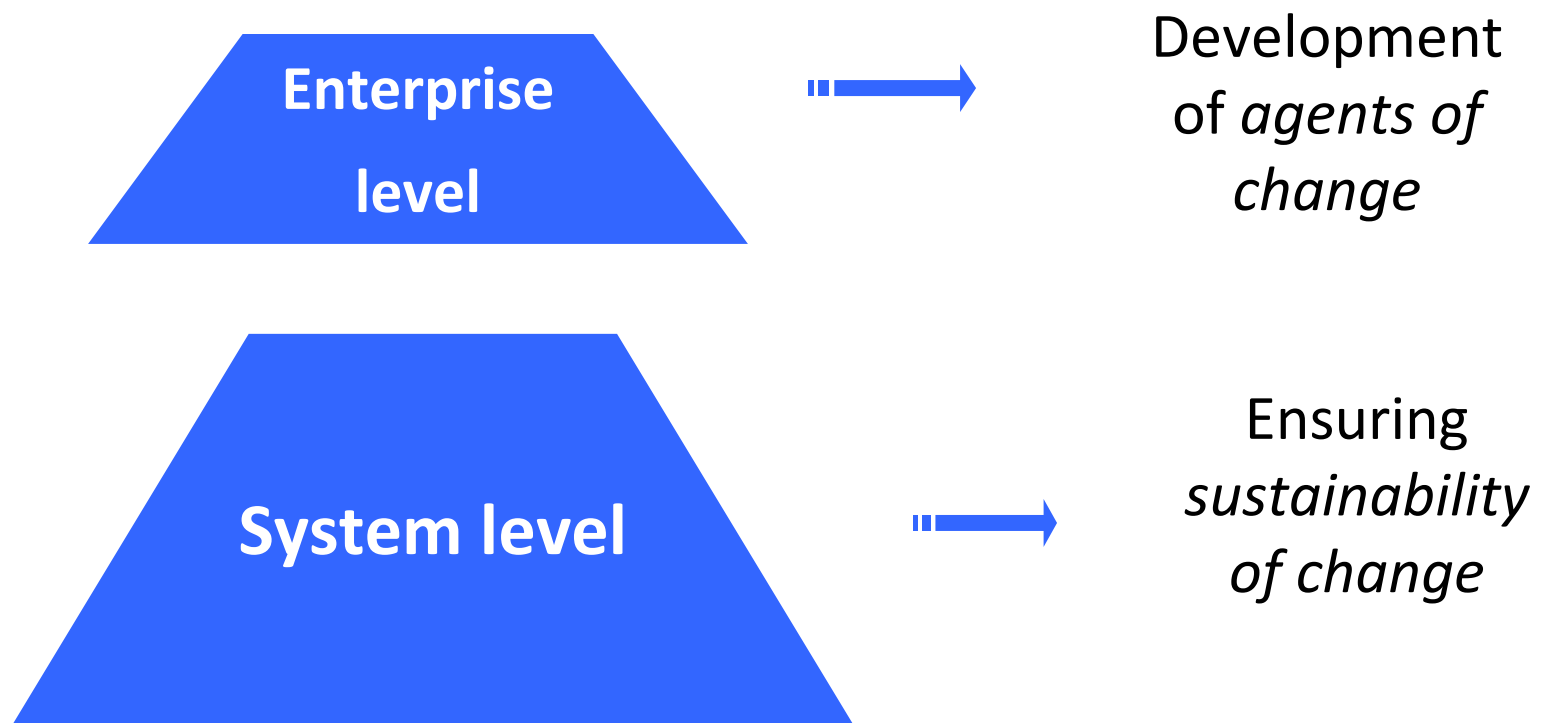
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# Two fold Intervention



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# Selection Procedure – Internships

## Eligible Sectors

1	<b>Agriculture (animal, poultry and fish farming)</b>
2	<b>Manufacture of food products and beverages, including fruit and vegetable processing and including wine production based on local natural raw material (Except strong alcoholic beverages, beer and ethyl alcohol)</b>
3	<b>Clothing manufacturing (accessories, textile, etc)</b>
4	<b>Manufacture of leather products</b>
5	<b>Manufacture of chemicals and chemical products</b>



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# Selection Procedure – Internships

## Eligible Sectors

6	Manufacture of rubber and plastic products
7	Manufacture of machinery and equipment n.e.c.
8	Manufacture of computer, electrical and optical products, including, according to smart house (or home)
9	Manufacture of electrical machinery and equipment
10	Manufacture of radio, television and communication equipment and apparatus



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# Selection Procedure – Internships

## Eligible Sectors

- |           |  |
|-----------|--|
| <b>11</b> | <b>Manufacture of motor vehicles, trailers and semi-trailers</b> |
| <b>12</b> | <b>Manufacture of other transport equipment</b>                  |
| <b>13</b> | <b>Manufacture of furniture</b>                                  |
| <b>14</b> | <b>Recycling</b>   |
| <b>15</b> | <b>Manufacture of construction materials</b>                     |
| <b>16</b> | <b>Pharmaceutics</b>   |



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# Selection Procedure – Internships

## Eligible Sectors

17	Alternative energy sources (biogas, solar and wind energy)
18	Transport, storage and logistics
19	Business and management consultancy
20	Information technologies
21	Engineering and architecture (including smart house concept), the concept of form and space and hard landscaping services



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# Selection procedure – Internships

## SME Eligible Criteria

No	Name of Criterion	Range / Definition
1.	Sector	MTP Target Sectors
2.	Ownership	100% Private owned (min.80% of equity belongs to Uzbek citizens)
3.	Operating time	min. 3 years
4.	Staff Headcount	min. 5 – max. 250
5.	Economic and financial standing of candidate	
	Annual Turnover	min € 0.2 million max € 20 million
	Average annual operating profit	Positive for the last 2 years
6.	Good English and/or other EU language speaking managers	The company should have good English and/or other EU language speaking Managers
7	Disciplined tax payer	Having fulfilled obligations to tax authorities



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# Selection procedure – Internships SME Managers Eligible Criteria

No	Name of Criterion	Range / Definition
1.	Citizen of Uzbekistan	
2.	General working experience	min. 6 years
3.	Experience in Managerial position in current company	min. 2 years
4.	University Degree	min. Bachelor Degree
5.	Language capabilities	Good command of English (or the language spoken in EU destination country)
6.	Managerial position •At least 3 people reporting to him	Middle to Top level
7.	Internet – Computer skills	Good user
8.	Uzbek exit visa required	



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# Selection of Managers Entrepreneurs and BSO Experts - Internships

- **1st Call for Applications - Public Invitation for SME /Managers, May-June 2014**
  - Elaboration of selection methodology - April 2014
  - Selection panel – Assessment of applications May - June 2014
  - Final selection of internship participants - July 2014
- **Call for Applications in 2015**
- **Call for Applications in 2016**



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# Cost of Participation

**Participation in the training activities and internships of this MTP Project is free of charge for all participants from Uzbekistan.**

**All expenses related to travel costs\*, accommodation in EU countries, visas and insurance of interns are covered by the MTP Project.**

**\*Apart from 400 Euros to be paid by participants**



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# Documents to be submitted in addition to the application form

1. Registration certificate of the Company and latest version of company charter;
2. Certificate confirming that the company does not have any obligations against tax authorities;
3. Certificate(s) confirming the value of the annual turnover and positive profit for the last two years (2012 and 2013);
4. Certificate from HR department of the company confirming the number of employees;
5. Passport copy of the candidate;
6. Copy of the University Diploma;;
7. Certificate(s) proving the general working experience of minimum 6 years;
8. Certificate from HR department of the company confirming candidate position and his/her managerial experience of minimum 2 years (with at least 3 people reporting to her/him).



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# Selection Process and Selection Criteria

**1<sup>st</sup> stage: Assessment of the candidates based on received application form and additional documents.**

The shortlisted candidates will be contacted for invitation to the interview.

**2<sup>nd</sup> stage: Interview for shortlisted candidates in the first stage.**

***The following criteria are taken as a basis for evaluation during the interview for shortlisted candidates:***

1. Communication skills of the candidate in required language (English or other EU language);
2. Clear and rational justification of the subject of the internship;
3. Applicant's personal development and company's development plans.

**The results of the second selection stage will be published on the MTP project website.**



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# When and for how long?

- **Duration of the MTP Project , August 2013 - August 2016.**
- **Three waves of internships are planned: the first will take place in 2014, the second in 2015 and the third wave in 2016.**
- **The duration of internships will be from 2 to 4 (5) weeks.**



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# Questions ?



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# MTP is a platform to expand your business in Uzbekistan & Central Asia



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# MTP is a platform to expand your business in Uzbekistan and Central Asia

## How can you use MTP to develop business relations with Uzbek companies?

Companies from Slovakia interested in development of business relation with enterprises from Uzbekistan can use the Internships component of the MTP project **by hosting managers from Uzbekistan for 2-4 weeks.**

## When?

September 2014 – May 2016



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# What are the actual benefits for Slovak Companies?

## **Slovak Companies participating in the programme, by hosting Uzbek managers will have the opportunity to:**

- Network, build strong new business partnerships and mutual trust, which is the most significant aspect of business in Uzbekistan and Central Asia;
- Get information about their sector in Uzbekistan (current situation, trends of development, competition etc.);
- Open a new emerging market for your goods and/or services;
- Discover new markets - Learn about Uzbekistan and CIS markets and expand their business opportunities;
- Access to another Central Asia and CIS markets via existing networks of the partner company (from which the intern comes) in Uzbekistan;



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# What are the actual benefits for Slovak Companies?

- Discuss the possibilities of development of certain activities of your business  
Interact with managers or entrepreneurs from companies in Uzbekistan and discover opportunities to collaborate with them;
- Work with an energetic and motivated manager or entrepreneur who can contribute to your business as a "fresh eye" on your business;
- Your possible future partner will become familiar with the management of your business;
- Create bilateral investment opportunities, potential for joint manufacturing, subcontracting and other projects.



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Thank you for your attention!!!

For more information - [www.mtpeu.uz](http://www.mtpeu.uz)

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