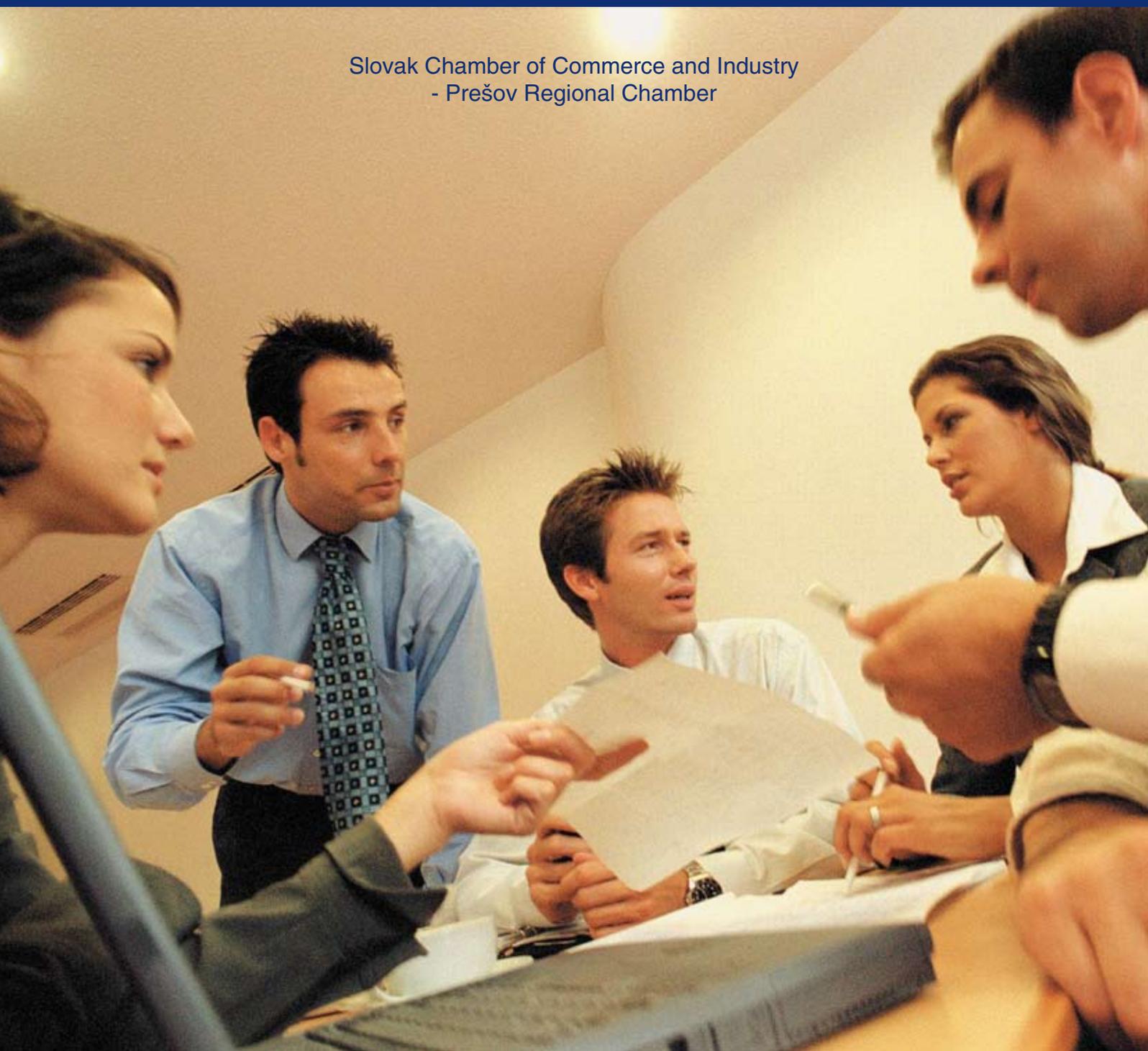


# Report on training and support structures for young SMEs in Slovakia

Slovak Chamber of Commerce and Industry  
- Prešov Regional Chamber



last update 03/2009



Education and Culture DG

Lifelong Learning Programme

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*This publication reflects the views only of the authors, and the Commission cannot be held responsible for any use, which may be made of the information contained therein.*

## 1 Background and methodology

Despite the initial support founders of new businesses get at the beginning of their business operations, many of them do not survive their third year of operation [OECD Outlook 2005]. This might be due to the fact that no structured and holistic support is provided to still young but already established SMEs (i.e. entrepreneurs already operating since more than 2 years), whose businesses develop successfully and would have the potential of growth, but whose owners are not sufficiently capable of managing this sudden growth and the problems and challenges it brings about.

The present study has been carried out in the period of October 2008 until March 2009 in the framework of the network project “SME-TraiNet” which is financially supported by the Leonardo da Vinci programme of the European Commission and targeted at fostering the dialogue between European young businesses/ SMEs and European guidance and training providers so that the current training and support structures for this target group can be further developed and improved.

This report summarises the results of a status-quo analysis which had the purpose to map the existing training and support structures for young SMEs, identify training and support institutions providing good practice in this field and to identify potential gaps or need for further improvement of the existing offer for young enterprises. This has been done in all countries involved in the project network, i.e. Austria, Estonia, Finland, Germany, Italy, Poland, Turkey, Slovenia and Slovakia. Thus study reports on the present training and support structures for young businesses and SMEs are available also for these countries at [www.smetrai.net](http://www.smetrai.net).

The information summarized in this report was gathered by extensive desk research. Where necessary, i.e. where little information in secondary sources was available, interviews with owners and directors of young enterprises were conducted in order to complement the findings of the desk research. The general research guidelines and questionnaires are part of the annex of this report.

## 2 Preface

In modern societies knowledge has become the engine for sustainable economic growth, employment and social cohesion.

Lifelong learning is the key strategy. When in 2000 in Lisbon, EU heads of State or government agreed on the political goal for the European Union to become the most competitive and dynamic knowledge-based economy in the world by 2010, lifelong learning became the core element to achieve this ambitious target: all citizens learning for personal, social and professional purposes in and outside formal education and training systems; raising investment in human resources; and broadening opportunities for innovative and flexible learning.

Vocational Education Training is an important component of Lifelong Learning. This component supports the system of lifelong learning that is the base of knowledge economy. Furthermore it contributes to support the successful and sustainable corporate development of young businesses and SMEs in a global economy.

The material that you keep in your hand had been elaborated in the frame of EU project named „SME-TraiNet / Stakeholder network in the field of vocational training and guidance for the sustainable corporate development of young businesses and SMEs” that aims to improve the current training and support structures to the target group of young businesses and SMEs.

The material describes the research on current training and support structures for young businesses in Slovakia in order to determine good practice in training and support as well as current trends and needs of SMEs/ young businesses operating in the crafts and services sector.

It describes the current training and support structures, their advantages and disadvantages and gives a review of good practice examples. Furthermore, the report includes a list of relevant stakeholders, key players, policy makers as well as multipliers that should be involved in the process of improving training and support structures for growing young businesses/ SMEs.

The information should give suggestions on national priorities and key sectors for future training and support measures.

### 3 Overview / Summary on training and support structures for young businesses and growing SMEs

#### 3.1. Slovak national training structure / Lifelong Learning

Adult learning in Slovakia takes place within the systems of *formal education* (inside an established school system of primary, secondary and tertiary schools), *non-formal education* (training provided outside the formal education system by companies, private training facilities, schools, labour offices and others) and *informal learning* (non-organised acquisition by the learner of attitudes, skills and knowledge in the workplace, at home, leisure time, etc.).

As for the focus of this project to young businesses, the following report refers to training and support structures for young business and growing SMEs mainly in the non-formal sub-systems, including vocational education and training (VET).

Recent economic trends emphasise more than ever the importance of continual competences development for a better adaptability to the changing market demands. This request comes particularly into the foreground in an environment, which declares support to building a knowledge-based economy and which does not rely merely on investments into less skill-demanding sectors.

Information on workplace training is usually not publicly available. The mass inflow of foreign investment and the import of corporate VET schemes imply that job-related training at company level is progressing, particularly in large and medium-sized enterprises.

#### **Main obstacles to assessing lifelong learning ( including VET) in Slovakia:**

The part of Lifelong Learning Supply:

- absence of a functional system of lifelong learning, which would integrate the individual sub-systems of education
- absent system of recognition of outcomes of non-formal and informal learning, ensuring transferability of acquired skills
- insufficient programme assessment and quality assurance in non-formal education
- missing mechanism of early identification of qualification needs,
- fragmented network of training providers in terms of networking and information exchange
- no integrated information system on providers and poor statistics on adult learning
- no lucid financing schemes for continuing education and training, lacking fiscal incentives for individuals and the private sector to invest in training
- unreformed initial formal education (primary and secondary) with respect to labour market needs
- insufficient promotion of importance of lifelong learning in the society and inadequate investment in human capital

- lack of specific training programme offer ( management of HRD, leadership skills and entrep, business plan development, internationalisation related programmes, communication and negotiation skills, ITC skills, time management skills, etc.)
- lack of focus on specific training needs “tailor-made education” of specific groups (women, young entrepreneurs, foreign labour, ...)

The part of Lifelong learning Demand:

Insufficient incentives to train on the part of the adult population, influenced by a variety of factors:

- socio-demographic factors (parental education, own educational attainment, values, age, working status, occupation, income, etc.)
- cost of training - pointing to a lack of established schemes of financial support and other fiscal incentives
- time management - challenge of linking of work and private life (referring to a lack of recognised flexible forms of training - distance learning, e-learning, part-time, etc.)
- lacking knowledge of programmes and their outcomes

### 3.2. The Quality and Impact of Training

The training content and quality in non-formal education remain “largely unmonitored, unregulated and left up to the market forces”. Many educational programmes are neither accredited nor regulated by other means. There are certain cases, where accreditation is required by law (education and training financed by public funds). However, a lot of the VET providers apply for accreditation of their activities as it increases the credibility of the educational institution. All in all, the majority of adult training activities are not subject to quality assurance and programme assessment. A lack of knowledge of training opportunities and their quality negatively affect participation rates, and vice versa, providers may not receive adequate feedback on the quality of provided services.

The main factors related to the quality and impact of adult training in Slovakia include:

- type of provider of educational activities, and existence and type of accreditation
- quality of trainers/lecturers
- design and delivery of training
- responsiveness to labour market needs
- standardised quality assurance and evaluation
- recognition of learning outcomes, certification and transferability of attained qualification
- learner satisfaction
- direct / indirect effects of training - new job, wage rise, career progression, improved adaptability, etc.

Non-formal educational activities are not currently supported by a systematic monitoring procedure and quality assessment. Although there are partial data on the number of providers and accredited institutions as well as lecturers' qualifications, an overall assessment of the quality and impact of non-formal learning is not feasible. Exceptions include educational activities financed by the State Budget and the ESF, such as education and preparation of job-seekers, which is administered and monitored by the Central Office of Labour, Social Affairs and Family, the Ministry of Labour, Social Affairs and Family and a Monitoring Committee.

There is also some evidence from businesses, which received state aid to train employees for their new jobs. It may be assumed that the quality and outcomes of job-related employee training are evaluated by employers but usually such information is not made public.

### 3.3. Slovak national strategies and measures focused on support of VET

Slovakia is a „latecomer“ in adopting special lifelong learning policy. The first Concept of Lifelong Learning was approved in 2004. The development of a comprehensive strategy was repeatedly postponed until 2007 when the Strategy on Lifelong Learning and Lifelong Counselling was finally adopted. The document identifies notorious barriers and proposes an open system of lifelong learning, responsive to labour market needs. The strategy stipulates a set of reasonable measures to be implemented between 2007 and 2011. The Slovak governments have repeatedly declared education as a policy priority and made commitments to increase spending on human resource development. A reallocation of funds in favour of areas promoting a knowledge-based society is inevitable with respect to the future competitiveness of the labour force and the economy. A simplified assessment suggests that most adult learning provided by private institutions is financed by the participants and/or their employers, while the cost of training and education provided by public agencies is usually covered or co-financed by public resources. Since training yields benefits mainly to the learner, a crucial part of it should be financed privately. However, there is conclusive evidence that investments in education generate returns for the entire society and thus, well-designed co-financing and economic incentives for adult learners are justifiable. Surveys imply that financial support is the main stimulus for participation in training.

Regardless of the fact that the public favours direct financial support, the possibility to introduce tax incentives for learners should be further explored. Slovakia could benefit from the transfer of know-how related to the application of established training support schemes (learning accounts, loan schemes, vouchers, etc.) from more advanced countries. Finally, there are also relatively inexpensive and equitable instruments, which could encourage individuals to participate - measures addressing the absence of validation of skills in non-formal and informal learning, and the improvement of the framework for flexible forms of learning (modular-based programmes, distance learning, e-learning, etc.). Tax relief could play a role in increasing involvement of the private sector in job-related training, particularly in small enterprises.

The ESF resources have played a vital role in promoting training in Slovakia. Apart from providing funding for national programmes and demand-oriented projects, ESF has enhanced the quality of training by way of stipulating standardised tender procedures, setting eligibility criteria, and undertaking regular monitoring and evaluation. Another important asset of ESF with respect to training programmes was the activation of partnerships at local and regional levels.

The ESF supported project Design, Development and Implementation of an Open System of Lifelong Learning in the Slovak Republic for the Labour Market is directly involved in the creation of LLL policy and legislation. ESF could be further supportive in elimination of barriers to adult learning, most importantly in developing mechanisms of early identification of skill needs, introducing quality management, recognition of outcomes, information systems, transfer of know-how and mutual learning.

Examples of good practice in LLL/VET include:

The internet portal [www.education.sk](http://www.education.sk), operated by a private company (Education, s.r.o.), runs the biggest online database of educational activities in Slovakia. This activity is in particular demand since there is no official information system on continuing education and training.

In an environment where the quality control on non-formal education is absent, the Association of Adult Education Institutions developed an unofficial system for the certification of lecturers. The Association also offers certified training for lecturers and publishes a list of certified trainers on their website ([www.aivd.sk](http://www.aivd.sk)).

### 3.4. Slovak Training and Support Institutions for SMEs - Entrepreneurship support

Real entrepreneurship support started after the regime change in 1989. In the 90 - ties some experiments in this field were carried out. Entrepreneurship was taught at app. 5 experimental secondary vocational schools. At present each study or training branch includes a compulsory subject “economics”. This subject comprises basic information on entrepreneurship.

Furthermore there are also special study branches focused on entrepreneurship in general or related to some sector ( management and entrepreneurship; agricultural entrepreneurship; international entrepreneurship; business and entrepreneurship ) There are some schools offering education and training in entrepreneurship as the main subject. These schools are called “Secondary entrepreneurship school” (e.g. [www.sspgir.edu.sk](http://www.sspgir.edu.sk) ; [www.sspstrazske.wbl.sk](http://www.sspstrazske.wbl.sk)).

## 3.4.1. The main national (public) institutions that support the entrepreneurship / SMEs development

- Slovak Chamber of Commerce and Industry - <http://www.sopk.sk>
- National Agency for Development of Small and medium Enterprises - <http://www.nadsme.sk/>
- RAIC - Regional Advisory and Information Center - [www.rpicpo.sk](http://www.rpicpo.sk)
- Slovak Chamber of Crafts - <http://www.szz.sk>
- Junior Achievement Slovakia - <http://www.jasr.sk/>
- The Entrepreneurs Association of Slovakia - <http://www.zps.sk>
- State Vocational Education Institute - [www.siov.sk](http://www.siov.sk)

## 3.4.2. Other key national institutions (public or private) supporting SMEs development

- Association of Institutions of Further Education - <http://www.aivd.sk>
- E-learning initiative INFOAGE - <http://www.infovek.sk/english/index.html>
- Federation of Employers' Association of the Slovak Republic - [http://www.azzz.sk/a3z\\_us.html](http://www.azzz.sk/a3z_us.html)
- Institute of Education of the Confederation of the Trade Unions - <http://www.ivosr.sk/>
- Methodical - Pedagogical Centre - <http://www.mctba.sk/>
- Ministry of Labour, Social Affairs and Family - <http://www.employment.gov.sk>
- Ministry of Education of the Slovak Republic - <http://www.education.gov.sk/>
- Slovak Academic Information Agency - <http://www.saia.sk/>
- Slovak Agricultural and Food Industry - <http://www.sppk.sk>
- Slovak Centre for Training Firms - <http://www.siov.sk/siov/dokhtm/5sccf/sccfuv.html>
- Slovak Universities - <http://www.4icu.org/sk/slovak-universities.htm>
- Slovak National Observatory for VET - <http://www.siov.sk/siov/dokhtm/7sno/sno/default.htm>
- State Institute for Vocational Training - <http://www.siov.sk/siov/dokhtm/enverzia.htm>

## 4 Description of main trends, needs, problems of corporate development of SMEs in specific sectors in the participating countries (needs and requirements of young businesses/ SMEs )

### 4.1. Questionnaire - evaluation

The below questionnaire was spread among more than 100 our member companies. We received back 41 questionnaires. The results are in the following evaluation commentary.

#### Identification data:

Established year:

27 companies(65,8%) were established in 1990 - 2000 period and 14 companies(34,1%) after 2000 year.

Questionnaire filled by:

14 by managers(34,1%), 17 by special referee (41,4%) and 10 by referee (24,4%).

Law form:

6 companies are joint stock companies(14,6%) and 35 are Ltd. (85,3%).

Number of employees:

1-10 emp. 5(12,2%), 11-49 emp. 8(19,5%) and 28(68,3%) 50-249 emp.

Sector:

Commerce Services 3(7,3%), Industry- wood processing 5(12,2%),  
Industry - machinery 12(29,2%), Industry- electrotechnical 14(34,1%),  
Industry polygraphic 2(4,8%), other 5(12,2%)

#### Education of employees:

##### 1.1. Which are the most frequent obstacles at education of your employees?

Financial shortage 11(26,8%), Employees are not interested in 12(29,2%),  
We didn't find suitable education 13(31,7%) and 5(12,2%), Other (not suitable time).

##### 1.2. Which fields of education/counselling are the most suitable for you?

Personal management 6, Financial management 12, Marketing Communication 14,  
Standardization and certification 8, Labor law 12  
IT skills Word 31, IT skills Excel 28, IT skills Power Point 15  
Language education  
German language 14, English language 36, French language 5, Russian language 4

##### 1.3. Which methodology of education is suitable for you?



## Education of employees

### 1.1. Which are the most frequent obstacles at education of your employees?

- Financial shortage
- Employees are not interested in
- We didn't find suitable education
- Other, what?

What would possibly change your approach?

.....

### 1.2. Which fields of education/counselling are the most suitable for you?

- |   |  |
|---|--|
| <input type="checkbox"/> Personal management      | <input type="checkbox"/> Financial management  |
| <input type="checkbox"/> Time management          | <input type="checkbox"/> Project management    |
| <input type="checkbox"/> Marketing                | <input type="checkbox"/> Communication         |
| <input type="checkbox"/> Foreign commerce         | <input type="checkbox"/> Elektronical commerce |
| <input type="checkbox"/> Enviroment certification | <input type="checkbox"/> Šstandardization and  |
| <input type="checkbox"/> Customer protection      | <input type="checkbox"/> Labor law             |
| <input type="checkbox"/> IT skills                |  |
| <input type="checkbox"/> Word                     | <input type="checkbox"/> Excel                 |
| <input type="checkbox"/> Power Point              | <input type="checkbox"/> Internet Explorer     |
| <input type="checkbox"/> Outlook                  | <input type="checkbox"/> Other IT, what?       |
| <input type="checkbox"/> Language education       |  |
| <input type="checkbox"/> German language          | <input type="checkbox"/> English language      |
| <input type="checkbox"/> French language          | <input type="checkbox"/> Russian language      |
| <input type="checkbox"/> Other forms of education |  |

### 1.3. Which metodology of education is suitable for you?

- |  |  |
|--|--|
| <input type="checkbox"/> Prezentatione education | <input type="checkbox"/> Distant education |
| <input type="checkbox"/> Hybride education       | <input type="checkbox"/> Couching          |
| <input type="checkbox"/> Counselling             |  |

1.4. At presentation education you prefer the following time for realization seminars/ workshops/education action?

- ½ day                       1 day                       more days
- morning                       afternoon                       in the evening
- at weekends                       on week days (Monday-Friday)

1.5. Do you have enough informations on education in the frame SCCI Prešov?

## 5 List and descriptions of institutions providing good practice or carrying out innovative projects in this field

### 5.1. List and description of main national institutions that support the entrepreneurship / SMEs development

Slovak Chamber of Commerce and Industry - <http://www.sopk.sk>

Public-legal institution with activities targeted on supporting entrepreneurship in Slovak regions and on assisting their prosperity, increase of employment, foreign investment input and overall development of the region.

Education and training is a priority area of SCCI activities, focusing on the following:

- system of education and training , that will react to specific needs of education and training of both domestic and foreign entrepreneurial entities and the labour market in the region of our Chamber
- development trends in education and application to real needs of our companies
- cooperation with regional and foreign educational and training institutions
- own infrastructure for providing high-quality conditions for education and training.

Members of the SCCI/professionals take part in the final exams of students of secondary vocational schools. This initiative/experiment was imported from Germany - the country with strong co-operation between schools and companies. Section of Lifelong learning at the SCCI in Žilina exists. The section carries out nationwide activities. Representatives of SCCI are members of expert commission created by the State Vocational Education Institute.

International relationships - focussing on support of regional SMEs cooperation with companies abroad:

- organising cooperation meetings of companies both in Slovakia and abroad
- promotion of companies via information databases, catalogues and presentations in journals
- organising visits of foreign companies to our companies and vice versa
- organising specialised internships of employees of our companies in companies abroad
- presentation of entrepreneurial infrastructure for investors (industrial parks and zones),

Standard services and advisory of SCCI concentrate on the following trend:

standard services (issuing ATA carnets, certificates of origin, commercial documents verification) are being provided on a high professional level and in a flexible way, advisory - we are providing general advisory in the framework of our own structure and specialised advisory via external, both Slovak and international, experts. This is our way to address the needs of our clients in an even more accommodating way.

**National Agency for Development of Small and medium Enterprises -**  
<http://www.nadsme.sk/>

The Agency runs some projects that support entrepreneurship spirit. Some examples are as follows:

1. Businesswoman of Slovakia
2. European Enterprise Awards
3. Investment Readiness Programme

The Agency offers counseling and Training services focused on starting up its own enterprise:

1. Training and counselling programme for the selected group of those interested in business. Counseling and training services are provided directly through the co-operating institutions RAIC/BIC (Regional Advisory and Information Centers - <http://www.nadsme.sk/?article=174> ). The main aim is to help those interested in small and medium enterprises from the group of employed, unemployed and graduates by means of financially acceptable information and counseling services and trainings necessary for a start up as well as the operation of a company with the focus on e.g.: elaboration of a business plan, survey of business conditions in the region, legal, financial area, marketing, management and others.
2. Support scheme of counseling and training of SMEs. The main aim of the scheme is to assist small and medium entrepreneurs to overcome problems encountered when doing business by means of financially acceptable information and counseling services, training necessary for the successful operation of a company with the focus on e.g.: management, marketing, financial management, taxes, accounting, public procurement, protection of know how, e-commerce, law, undertaking in the EU and other.

### RAIC - Regional Advisory and Information Center - [www.rpicpo.sk](http://www.rpicpo.sk)

Regional Advisory and Information Centre is a business support centre providing services for entrepreneurs and participating in various regional, national and international projects. The Technology Incubation Centre develop their activities within RAIC Presov.

The long term objective of RAIC incorporates the provision of advisory services and individual consultancies focused mainly toward extensive target group of existing small and medium entrepreneurs (SMEs) as well as potential start up entrepreneurs (unemployed or employed individuals who want to start their own business).

Advisory services incorporate the following activities:

- Advisory services concerning starting up a new business
- Joint venture companies
- Business and financial plans and analyses processing
- Business plan budgets and calculations processing
- Marketing plans processing
- Data processing regarding application forms for grant schemes and other financial resources
- Advisory service concerning entrepreneurial taxes, accounting

In the scope of training services, RAIC promotes and organizes training activities (courses, information meetings, seminars and conferences) on current issues for all mentioned target groups.

RAIC organize mainly training courses for start up entrepreneurs (unemployed people, who want to start their own business). Actual themes of particular training courses are closely interrelated and oriented toward business plans processing for start up entrepreneurs as well as acquiring basic PC and Internet skills.

### Slovak Chamber of Crafts - <http://www.szz.sk>

The Chamber has a Section on VET and Employment. SCC co-operates with secondary vocational schools and supports the entrepreneurship spirit. Representatives of SCC are members of expert commission created by the State Vocational Education Institute.

### Junior Achievement Slovakia - <http://www.jasr.sk/>

This NGO is a part of a big Ngo Junior Achievements - Young Enterprise Europe (39 countries). JAS offers the subject “applied economy <http://ae.jasr.sk/>” to the students of third and four study year (the most interesting part of the subject is the worldwide known concept of student mini-companies). Some products in the field of entrepreneurships: Managerial games (KPMG is a partner), Managerial model (Price Waterhouse Coopers is a partner), entrepreneurship in tourism, Know your money (Citibank is a partner).

### The Entrepreneurs Association of Slovakia - <http://www.zps.sk>

The Entrepreneurs Association of Slovakia (official abbreviation “EAS”), as the first organisation of private entrepreneurs established after the “Velvet revolution” in November 1989, is a decisive representative of private business sector.

### State Vocational Education Institute - [www.siov.sk](http://www.siov.sk)

The priority area of activity of the Department of Educational and Training Programs is represented by expert-methodological tasks related to innovation of valid documentation and development of new documentation for individual study and trade branches, realized in close cooperation with technical commissions, expert sub-commissions and work groups within which not only schools but also professionals from practice, universities and labor market representatives are represented.

### BIC Bratislava, s.r.o. - [www.bicba.sk](http://www.bicba.sk)

The Business and Innovation Centre - BIC Bratislava Ltd. was established in 1991. Our mission is business and innovation consulting, transnational technology transfer, financial consulting, regional development, support in the EU Framework Programmes for research, technology development and innovation (FP7 & CIP), project management and investment consulting. We are a co-ordinator of the Enterprise Europe Network representation in Slovakia, one of the co-founders of the SPICE (Science Parks and Innovation Centre Expert) Group and of the Slovak Association of BICs and RAICs.

### The Academy of Education - [www.aveducation.sk](http://www.aveducation.sk)

The Academy of Education represents an independent, non-profit civil corporation with the main focus on life-long learning being on leading to gaining, expanding and preserving expert, cultural and social knowledge.

It constitutes the oldest and the largest institution specializing in educating adults in Slovakia. Almost 200 experts and 3000 Slovak and foreign lectures organized and ran education programs at 41 local branches all over Slovakia. 6198 educational courses were organized for 89 644 participants in 2005 in the following areas:

Re-training: economy, running business, management, services and crafts, social-law activities etc.

Language education,

Information technologies,

Consulting programmes for labour market,

Specialized competence,

work safety and fire precaution,

Graduation study, Post graduation study, University study (on cooperation with foreign partners),

Management study and specialized seminars,

Civic education.

## 5.2. List and description of Regional institutions supporting entrepreneurship in Prešov region

**Slovak Chamber of Commerce and Industry - Prešov Regional Chamber -**  
[www.po.sopk.sk](http://www.po.sopk.sk)

Public-legal institution with activities targeted on supporting entrepreneurship of companies in Prešov region and on assisting their prosperity, increase of employment, foreign investment input and overall development of the region. The primary aim of PRC SCCI is to provide high-quality services to the business community in the Prešov region, to assist in tackling their business-related problems, to predict, analyse and define the needs of entrepreneurs and to offer solutions in the form of both tested and first-time services. Provided standard services of the SCCI's Prešov Regional Chamber:

- Issuing of ATA carnets and certificates
- Counselling and consultations related with export and import of goods
- Counselling on the possibilities of financing business activities through the Structural Funds (ŠF)
- Services in the field of education
- Development of international trade relations - by organising trade missions at home and abroad
- Organisation of the participation of companies for fairs and exhibitions
- Publishing, distribution and sale of specialised publications

Members of the PRC SCCI are kept regularly informed about all events organised by the Chamber.

**Regional Advisory and Information Centre Prešov -** [www.rpicpo.sk](http://www.rpicpo.sk)

Regional Advisory and Information Centre Presov and its organisational unit Euro Info Centre, as an independent and non-profit organisation, creates conditions for the development of small and medium enterprises which play an important role in the development of the region. It provides its clients with the services and assistance to promote the socio-economic development of the region, democratisation of the society and the integration efforts towards the European economic structures.

**Apeiron.EU, Ltd. -** [www.apeiron.sk](http://www.apeiron.sk)

The only one commercial educational company of EBC\*L (European Business Competence Licence) certification system in Slovakia. Certification for English and Slovak Language. In company are operated according to EBCL certificate: one examination assess person, two trainers (one for English language) and two exam invigilators.

Also provider of training and educational activities (especially Information-communication technologies ), organising specialised courses, research and development in natural and technical sciences.

Technology for computer support in industrial production, production of metal construction and tools production, data processing and related activities.

**Education and Innovation Centre - Velmax, non-profit -** [www.vicvelmax.sk](http://www.vicvelmax.sk)

VIC-Velmax,n.o. offers the opportunity of education in economic realm. Through the seminars, courses and trainings we provide the topical information from individual areas of economics issues to the general public and react promptly to the changes in regulations and legislation.

Also we provide the seminars and trainings for managers and other employees (process management, marketing,..)

### 5.3. Some examples of EU projects supporting SMEs / with participation of Slovak partners

- D/01/B/F/PP-112352 European e-business Assistant <http://www.eecl.de> Spinea, s. r. o., J. Benčíč, Prešov, [tech@spinea.sk](mailto:tech@spinea.sk) SOPK, H. Virčíková, Prešov, [sopkrkpo@scci.sk](mailto:sopkrkpo@scci.sk)
- UK/00/B/F/PP-129110 TRIMAR - On-Line Intelligent Training System for Internet Marketing by SMEs <http://www.trictsme.f9.co.uk/witshttp://ebusinesslearning.info/trimar/index.htm> Technická univerzita, A. Lavrin, Košice, [lavrina@tuke.sk](mailto:lavrina@tuke.sk)
- F/00/B/F/NT-117284 Entrepreneurship training network [http://valorisation.florida-uni.es/index.php?option=com\\_content&task=view&id=88&Itemid=91](http://valorisation.florida-uni.es/index.php?option=com_content&task=view&id=88&Itemid=91) Cassovia BIC, Pezlár, Košice, [Bicke@napri.sk](mailto:Bicke@napri.sk)
- BG/01/B/F/PP-132099 European Virtual Incubator <http://www.evi-incubator.sk> Elfa, s. r. o., I. Zámečniková, Košice, [elfa@elfa.sk](mailto:elfa@elfa.sk)
- N/01/B/F/NT-131069 EINET European Entrepreneurship Network <http://www.einet.org> PRO ACTIVA, I. Wilhalm, Košice, [iwo@ke.psg.sk](mailto:iwo@ke.psg.sk)
- SK/01/B/P/PP-142226 REDILEM - Regional Development by Distance Learning of SME Managers <http://redilem.sjf.stuba.sk> Ekonomická univerzita, P. Molnár, Bratislava, [molnar@dec.euba.sk](mailto:molnar@dec.euba.sk) Slovenská technická univerzita, P. Brokeš, Bratislava, [brokes@sjf.stuba.sk](mailto:brokes@sjf.stuba.sk) Slovenský živnostenský zväz, V. Kromerová, Bratislava, [sekretariat@szz.sk](mailto:sekretariat@szz.sk) PRO ACTIVA, s.r.o., I. Wilhalm, Košice
- DE/03/B/F/PP-146060 TransmobiLE - transnational pilot project for mobile learning in the retail sector with particular emphasis placed on the incorporation of innovative educational-methodological teaching and learning arrangements in basic and continuing training <http://www.transmobile.info/cms/index.php> Obchodná akadémia, M. Milosavljevič, Bratislava, [m.mary@centrum.sk](mailto:m.mary@centrum.sk)
- A/02/B/F/PP-124210 TTE @40 - Technological Toolkit for Entrepreneurs <http://www.tte40.net/portal/index.php> Pro Orava, n. o., P. Jackulík, Dolný Kubín, [admin@pro-orava.sk](mailto:admin@pro-orava.sk)
- S/02/B/F/PP-127017 AURORA - Development of a Training Model Within Snow and Ice Track-Bounded Tourism <http://www.auroranet.info/> PRO Orava, P. Jackulík, Dolný Kubín, [pavol.jackulik@pro-orava.sk](mailto:pavol.jackulik@pro-orava.sk)
- LT/04/B/F/PP-171021 Innovative Training System for SME Support Institutions <http://www.elfa.sk/tradi/> Elfa, s. r. o., I. Zámečniková, Košice, [zamecnikova@elfa.sk](mailto:zamecnikova@elfa.sk)

## 6 List of key players, stakeholders, political decision makers and multipliers for young business and SMEs

### National authorities

Slovak Chamber of Commerce and Industry - Bratislava	Peter Mihók	<a href="mailto:predseda@sopk.sk">predseda@sopk.sk</a>	<a href="http://www.sopk.sk">www.sopk.sk</a>
Slovak Chamber of Commerce and Industry - Žilina	Anna Cabajová	<a href="mailto:sekciaza@za.scci.sk">sekciaza@za.scci.sk</a>	<a href="http://www.za.sopk.sk">www.za.sopk.sk</a>
Unemployment Office - Prešov	Alena Krištofiková	<a href="mailto:po.sekretariat@upsvar.sk">po.sekretariat@upsvar.sk</a>	<a href="http://www.upsvarpo.sk">www.upsvarpo.sk</a>
Prešov selfgoverning region	Karol Lacko	<a href="mailto:skolstvo@vucpo.sk">skolstvo@vucpo.sk</a>	<a href="http://www.vucpo.sk">www.vucpo.sk</a>
Prešov University	René Matlovič	<a href="mailto:matlren@unipo.sk">matlren@unipo.sk</a>	<a href="http://www.unipo.sk">www.unipo.sk</a>

### Press-Media

Slovak syndicate of journalist	Kvetoslava Mudříková	<a href="mailto:presov@ssn.sk">presov@ssn.sk</a>
Slovak Chamber of Commerce and Industry	Gejza Pinter	<a href="mailto:pinter@sopk.sk">pinter@sopk.sk</a>
STV Košice	KOŠTOVÁ Silvia	<a href="mailto:silvia.kostova@stv.sk">silvia.kostova@stv.sk</a>
TASR	LAŠÁK Ján	<a href="mailto:lasak@tasr.sk">lasak@tasr.sk</a>
SITA	MUDRÍKOVÁ Kvetoslava, Mgr.	<a href="mailto:kvmudrik@condornet.sk">kvmudrik@condornet.sk</a>
Prešovský večerník	ŠMIHULOVÁ Adriena	<a href="mailto:vecernik@po.psg.sk">vecernik@po.psg.sk</a>

### Online communities

Enterprise-European Network Slovakia	<a href="http://www.een.sk">www.een.sk</a>	<a href="mailto:een@rpcpo.sk">een@rpcpo.sk</a>
SME gate	<a href="http://www.mspbrana.sk">www.mspbrana.sk</a>	<a href="mailto:admin@mspbrana.sk">admin@mspbrana.sk</a>
Slovak Chamber of Commerce and Industry	<a href="http://www.sopk.sk">www.sopk.sk</a>	<a href="mailto:sopkrkpo@sopk.sk">sopkrkpo@sopk.sk</a>

## Experts

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JENČOVÁ Mária, JUDr.	<a href="mailto:marika@jurisconsulti.sk">marika@jurisconsulti.sk</a>	Law questions
KNOPP Juraj, Ing.	<a href="mailto:knopp@sopk.sk">knopp@sopk.sk</a>	International question
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OLEJNÍK Ján		Custom questions
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PALŠOVÁ Ľubica	<a href="mailto:btspo@slovanet.sk">btspo@slovanet.sk</a>	Labour security
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POLLÁK Matej, Ing.	<a href="mailto:chemitex@nexta.sk">chemitex@nexta.sk</a>	Certificate question
REMETEIOVÁ Danica, PhD.	<a href="mailto:remeteiova@zmail.sk">remeteiova@zmail.sk</a>	German language
SAHUĽ Marek, JUDr.	<a href="mailto:marek@jurisconsulti.sk">marek@jurisconsulti.sk</a>	Law questions
SCEPANKOVA Klara, JUDr.	<a href="mailto:klara.scepankova@bunk-alliance.de">klara.scepankova@bunk-alliance.de</a>	Law questions
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VALLOVÁ Barbora	<a href="mailto:barbora.vallova@health.gov.sk">barbora.vallova@health.gov.sk</a>	EU found questions