

Labor development services in TEZ



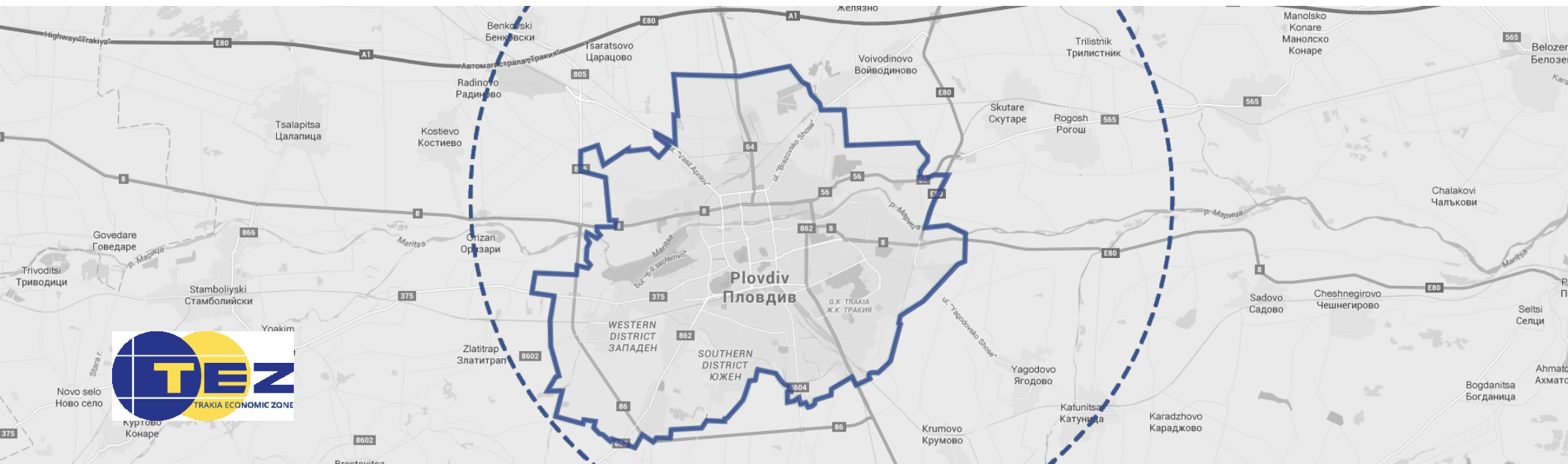
Public private partnership



Trakia Economic Zone

GEOGRAPHIC LOCATION

- ✓ South East Europe;
- ✓ Bulgaria;
- ✓ In the region of Plovdiv, the second largest city in Bulgaria
- ✓ Crossroad between Europe and Asia;
- ✓ Close proximity to European Transport Corridors



Trakia Economic Zone

PROJECT MILESTONES



First Region for Priority Support from the State in Bulgaria



In 2005 industrial zone “Rakovski”, part of TEZ, was officially awarded “The first industrial zone in Bulgaria – Public Private Partnership model”



Industrial project supported by 9 municipalities and 2 clusters



Attracted investors from Europe, USA, Canada, Israel, Turkey, and Japan

TEZ'S PROGRAM FOR SUSTAIBALE DEVELOPMENT BECAME PART OF THE PLAN OF PLOVDIV FOR “REGIONAL INVESTMENT DEVELOPMENT 2017-2020”

Trakia Economic Zone

CHARACTERISTICS OF TEZ



7 450 000 m²
Free area



3 250 000 m²
Occupied area



1.5 bln EUR
Investments



140
Investors



30 000
New job



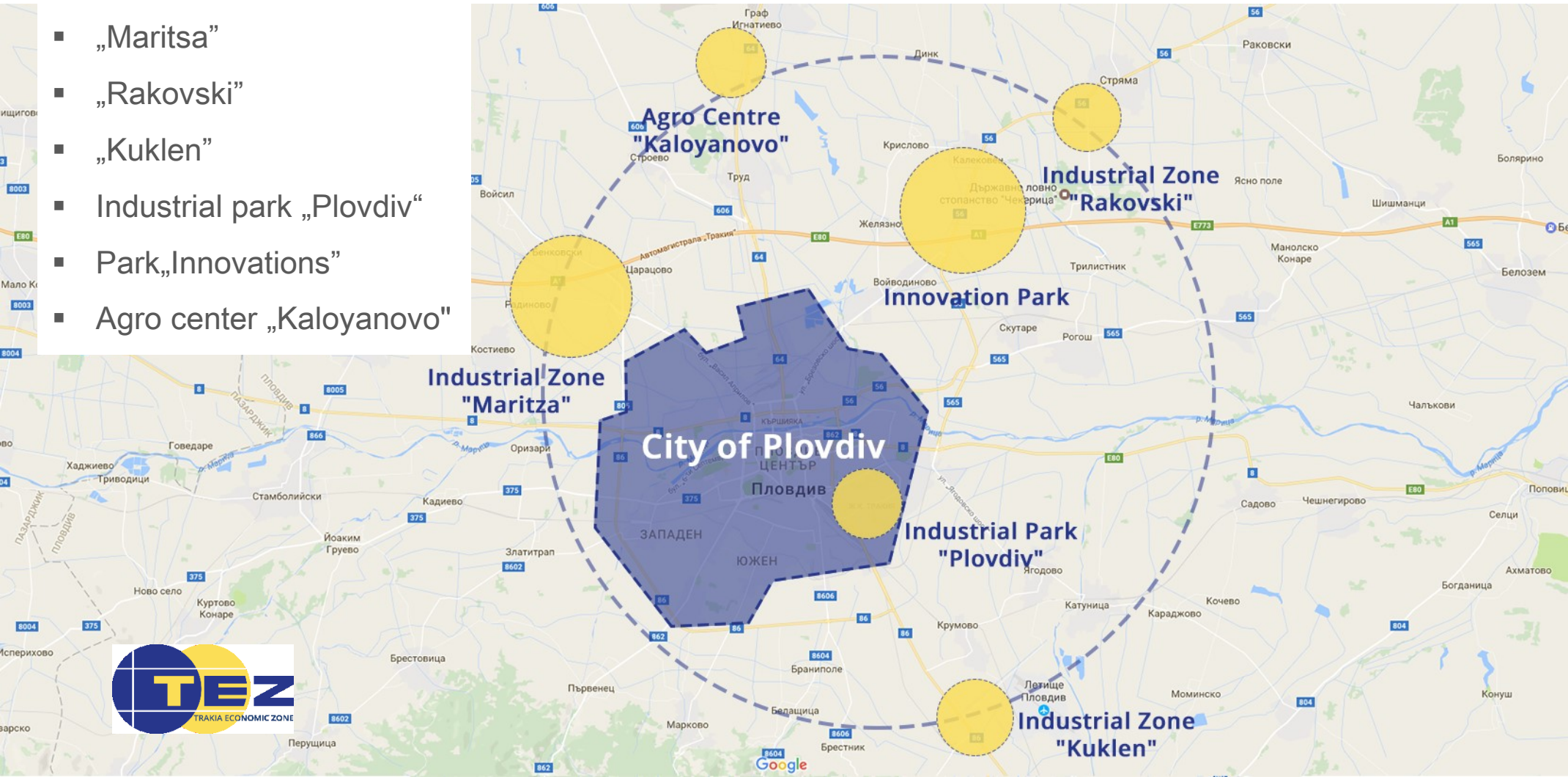
30 000
Employed

Trakia Economic Zone

CHARACTERISTICS OF TEZ

6 INDUSTRIAL ZONES

- „Maritsa”
- „Rakovski”
- „Kuklen”
- Industrial park „Plovdiv”
- Park „Innovations”
- Agro center „Kaloyanovo”



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MAJOR INVESTOR IN TEZ



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MAJOR INVESTOR IN TEZ



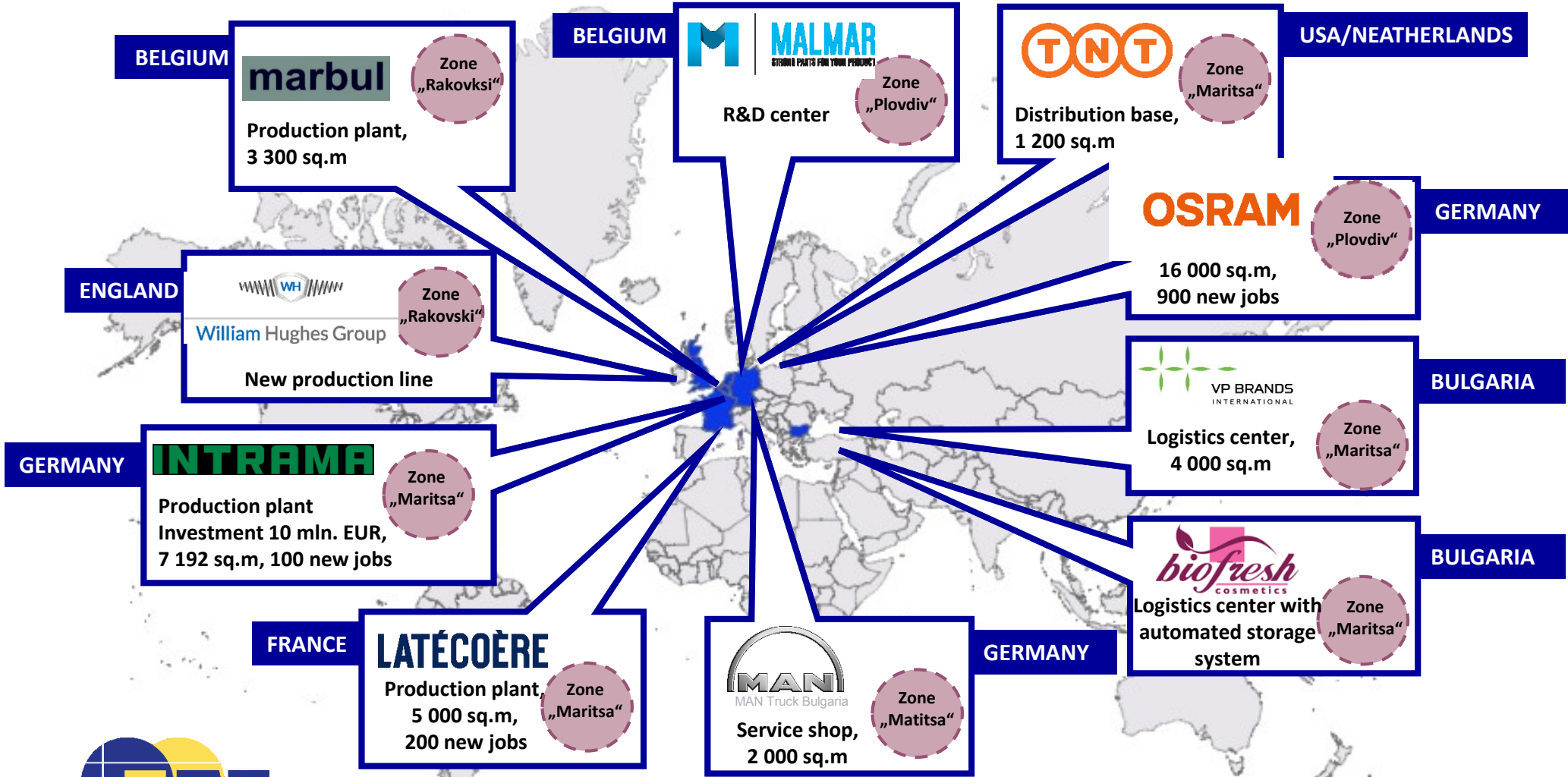
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MAJOR INVESTOR IN TEZ



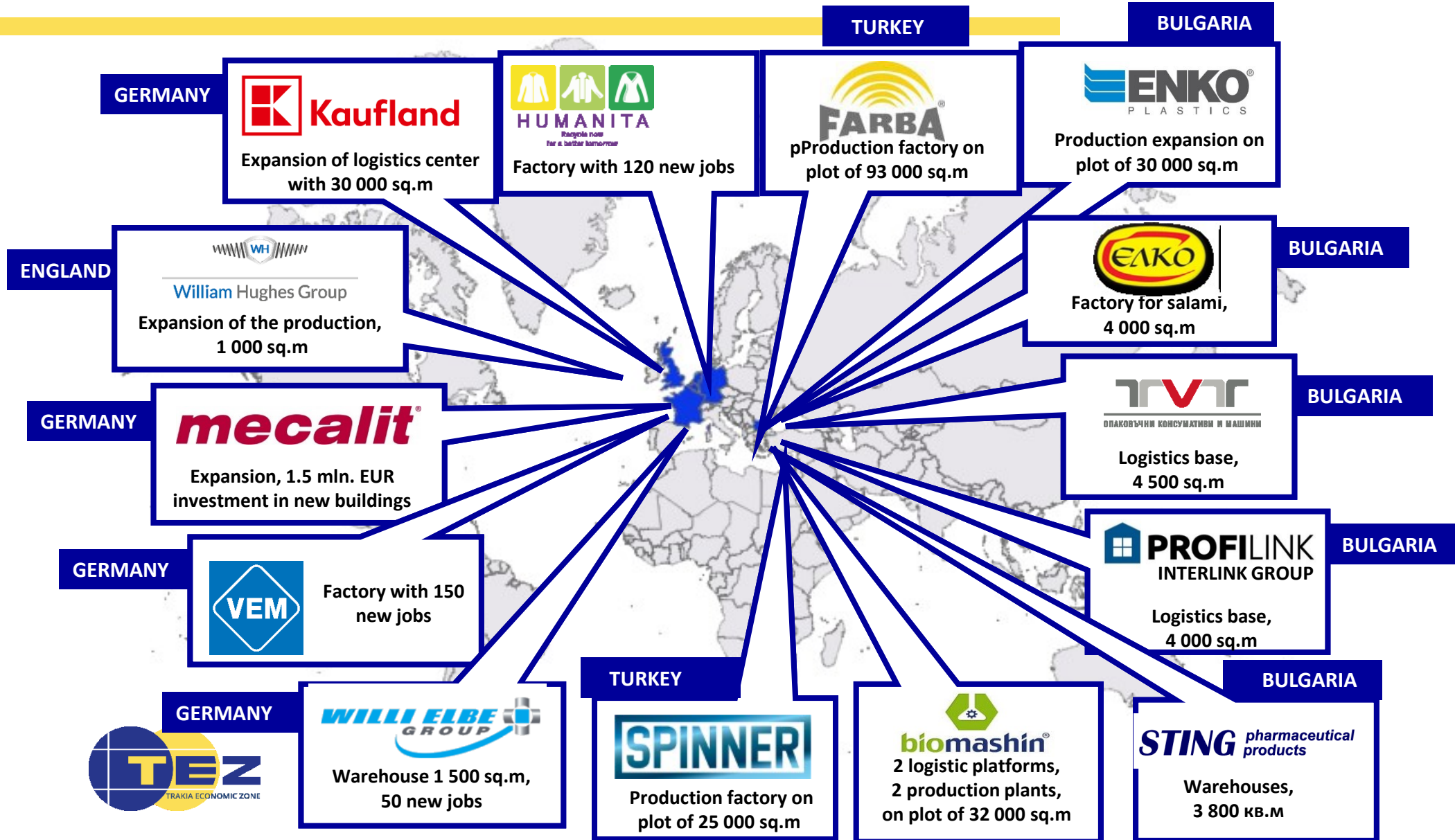
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2017 – NEW INVESTMENTS IN TEZ



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2018 – NEW INVESTMENTS IN TEZ

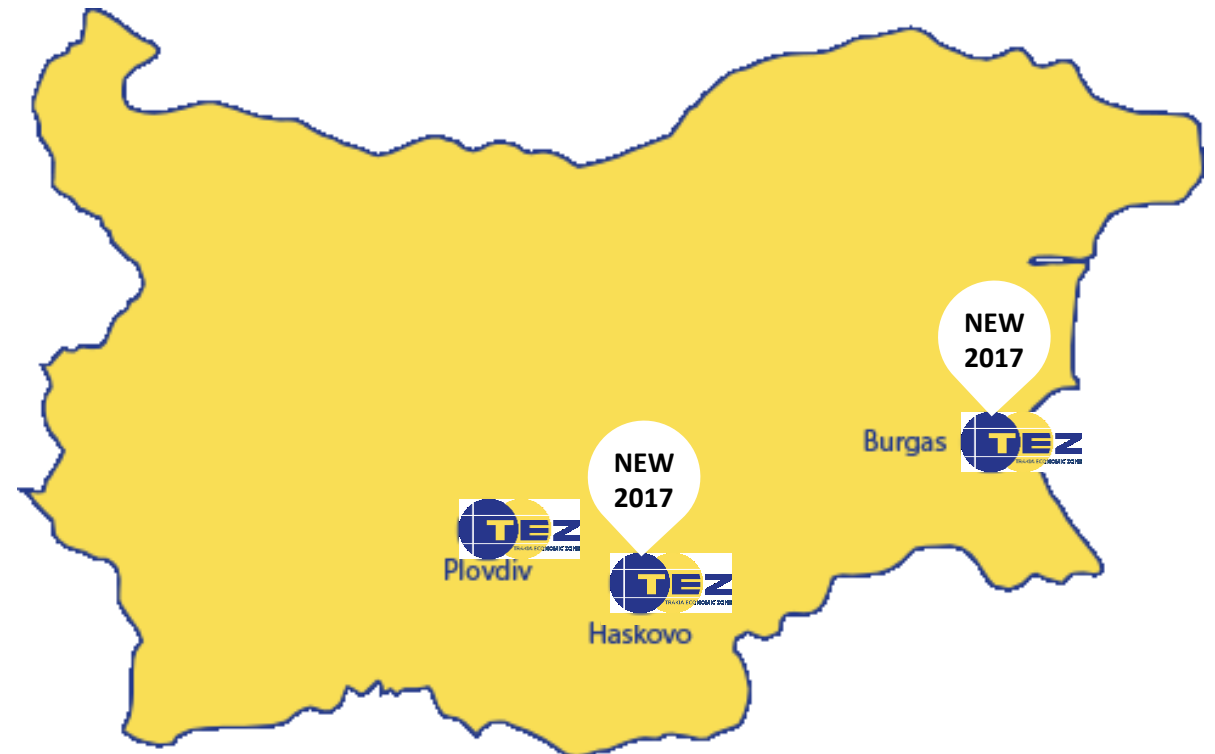


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EXPANDING TEZ

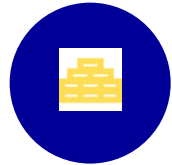
NEW INDUSTRIAL ZONES PART OF TEZ

- Burgas – Feb 2017
- Haskovo – Mar 2017



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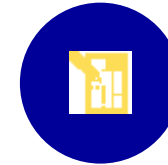
OUR SERVICES



Construction



Rent



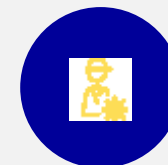
Design



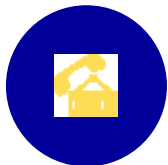
Legal consulting



Investment projects management



Complete engineering



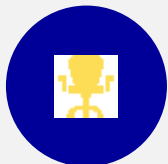
Build-to-suit



Lots for sale



Contacts with financial institutions



Sales of buildings



European funding consulting



Full service

Trakia Economic Zone

TEZ ADDITIONAL SERVICES



**EDUCATION &
QUALIFICATION**

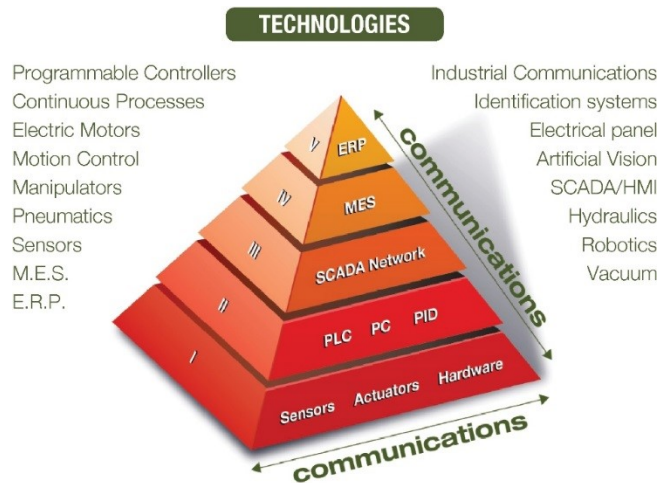


EMPLOYMENT

Trakia Economic Zone



EDUCATION CENTER “Trakia”



EDUCATION & QUALIFICATION

AT GLANCE

- Special trainings in field of Automation and Mechatronics
- Different levels for different working positions
- Collaboration between middle schools and universities and the business

PARTNERS



ALLIANCE “DEMO”

MINISTRY OF EDUCATION



















Trakia Economic Zone



EDUCATION CENTER “Trakia” - TECHNOLOGIES and SKILLS

TECHNOLOGIES

 HYDRAULICS	 ELECTRICAL PANEL	 PNEUMATIC	 VACUUM	 ELECTRIC MOTORS	 SENSORS	 IDENTIFICATION SYSTEMS	 ARTIFICIAL VISION
 CONTINUOUS PROCESSES	 PROGRAMM. CONTROLLERS	 MANIPULATORS	 ROBOTICS	 INDUSTRIAL COMMUNC.	 MOTION CONTROL	 SCADA / HMI	 AUTOMATED SYSTEMS

SKILLS

 OPERATION	 SETTING UP	 TROUBLESHOOT	 TECH DOCUM. UNDERSTANDING	 TROUBLESHOOT.	 ANALYSIS	 PROGRAMMING	 DESIGNING
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Trakia Economic Zone



EDUCATION CENTER “Trakia” – COURSES and LEVELS



OPERATORS

Courses to supply basic knowledge and competences in various areas essential to industrial manufacturing



AUTONOMOUS WORK GROUPS, MAINTENANCE, DESIGNERS

- Courses for development and upgrading specific and advanced skills in the operation, maintenance and design of medium and high level automated mechatronic systems



TRAININGS FOR TRAINERS

- Train the Trainer Trainings for MWG to deliver AWG Trainings

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EDUCATION CENTER “Trakia”



**EDUCATION &
QUALIFICATION**

PROJECT

the TEZ Training Center project is essentially an OPEN one which is to suggest that each company within the Zone is invited to get directly involved in specifying and supplying the technical equipment, such as resources, devices, simulators, equally so to instruct the development and the delivery of customized training courses with the view to supply its specific training demand

PARTNERS



ALLIANCE “DEMO”

MINISTRY OF EDUCATION



Trakia Economic Zone

TEZ PRIORITIES: EMPLOYMENT

AT GLANCE

- TEZ is able to help with recruitment process for both – blue and white collar workers
- **Direct Head Hunting (Executive search)** for key managers as CEO, CFO, HR Manager, Production and Maintenance Manager etc.



EMPLOYMENT

- **“Search and Selection”** methodology for Midlevel managers, Skilled workers (engineers, accountants, logistic specialists etc.)
- **STAFF Leasing**

PARTNERS



ALLIANCE “DEMO”





EMPLOYMENT – Executive Search, Search and Selection, Leasing



EXECUTIVE SEARCH

- Industry Expertise
- Research & Planning
- Candidate Contact
- Qualifying Candidates
- Interview Process and Negotiating the Offer
- Resignation & Transition—provide counsel and facilitate communication regarding salary terms, resignation issues and the counter offer



SEARCH AND SELECTION

- Combination between traditional recruitment approach of targeted advertising and direct search
- Attraction
- Review
- Interview
- Short list
- Follow up and mediation during negotiation

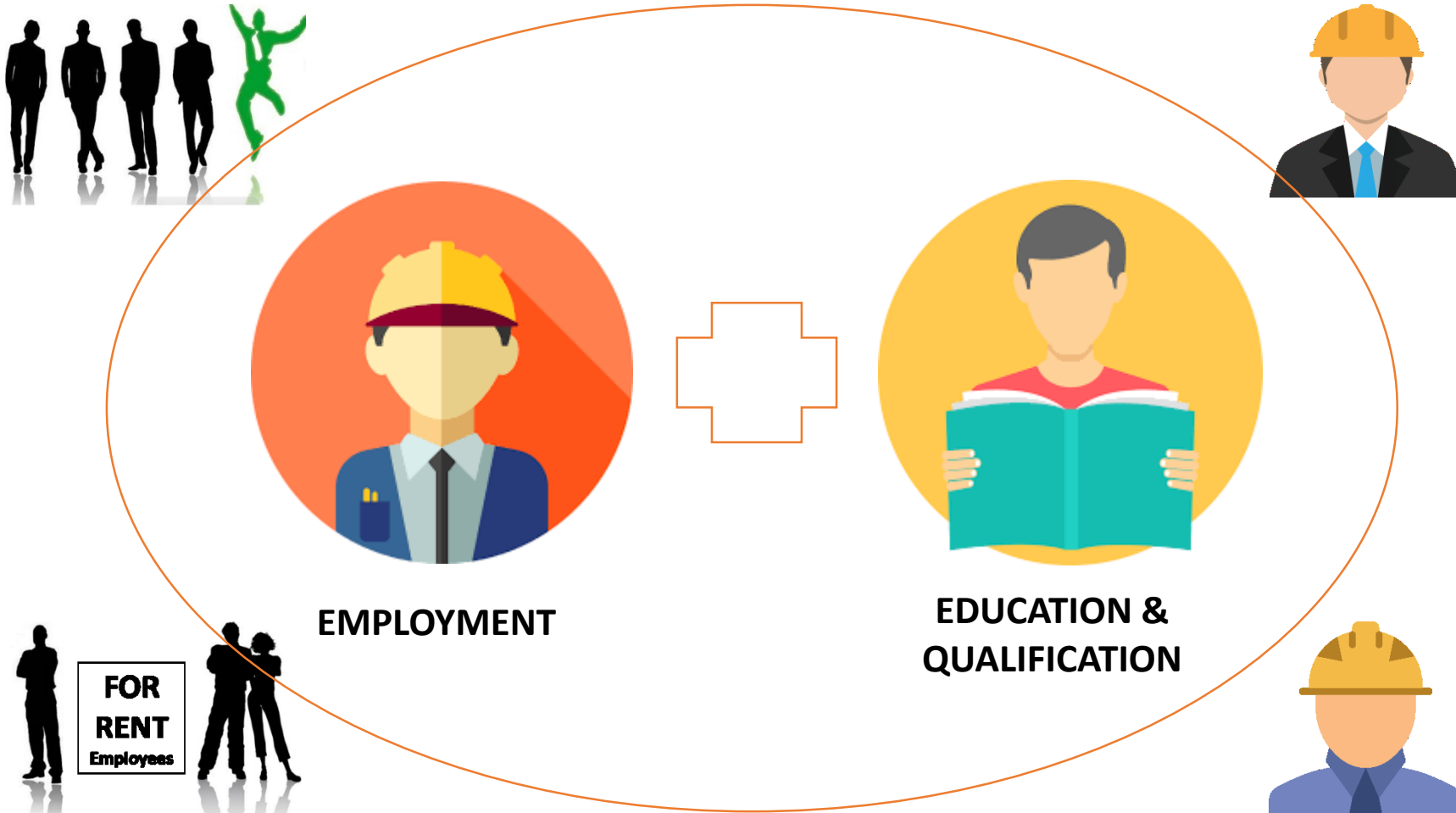


STAF LEASING

- **Selection, recruitment (optional)**
- **Labor contracts** – preparing, registering, concluding, termination if necessary
- **Remunerations** – calculating, preparing, payment, generating relevant documentation record
- **Regular reporting**
- **Administration of all processes** related to the performance of the employee

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TEZ COMPREHENSIVE SERVICES - Hire and Educate



EMPLOYMENT

EDUCATION & QUALIFICATION



Thank you for your attention!



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