



Do it like the big enterprises do: commit your staff to your company, recruit new staff and we even help you with grants.

You think: as a small or medium-sized enterprise I don't need human resource development?
As if!

Further training is the most favourable form of prospecting staff and increasing your turnover

Due to the demographic change good employees are scarce. If you cannot find new staff, you need at least hold the staff you have. The most favourable way are investments into their further training.

You would like to have some examples? With pleasure:

- *Touch typing*: optimize the performance of your back office.
Advantage: 50 % faster work at the PC. Expense: 150 €/employee.
- *Communication with customers on the phone*: increase your turnover with friendlier and more polite employees.
Advantage: up to 20 % higher turnover. Expense: 160 €/employee.

- *English course*: who of your employees is able to help your first foreign customer?
- Advantage: new markets, higher turnover. Expense: 250 €/employee.
- *Meisterbrief or Fachwirt*: take over a part of the course fee and oblige the employee to stay for 24 months.

Advantage: highly-qualified staff. expense: 61 €/month

DEKRA Akademie GmbH



Strong partners for all needs

Together with four training providers - [DEKRA Akademie](#) , [Driving School Wunderlich](#) , [Language School Einfach Englisch](#) and

[BFW Berufsfortbildungswerk](#) - HWBR Rostock can offer all qualifications you need. If there is something we do not offer, we will get the coach or seminar you ask for. We will be responsible for the whole process - planning, organisation, assistance of the participants and success controll.

How does outsourced human resource development work?

1. You close an agreement for human resource development with the HWBR.
- 2.



You specify the qualifications your staff is expected to have or with which you want to motivate future applicants, and you fix an annual budget for us to achieve your goals.

3. You will receive a further training concept from us, which you can adjust according to your needs, and which you will then commission to us for implementation.

4. As a state-approved information centre for the education bonus for financial support.



Wade R. Parsons is a senior advisor at Parsons Corporation, a global engineering and construction firm. He has over 30 years of experience in the industry, including roles as a senior manager and executive. Parsons is a frequent speaker at industry conferences and has been published in several industry publications. He is also a member of several professional organizations, including the American Society of Civil Engineers and the National Society of Professional Engineers.