

# Development of a Workforce Competence Assessment System by Sectors and Regions (CASSY)

Разработване и внедряване на информационна система за оценка на компетенциите на работната сила по браншове и региони“, изпълняван от БСК в партньорство с КНСБ и КТ  
Подкрепа

POLICY INSTRUMENT

 Bulgaria

## Description

Country



**Bulgaria**

Focus area

### MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

*The overarching objective of the initiative was to enhance labour market adaptability and effectiveness, as well as to strike a greater balance of labour market demand and supply by developing a system for workforce competence assessment by sectors and regions. The rationale of the Competence Assessment System can be defined, as follows: Forecasting the demand for labour force with specific qualification levels in specific sectors and regions. It led to the creation of the National Competence Assessment System 'MyCompetence'.*

Implementation level

NATIONAL

Legal base

Decision for Grant Subsidy No.1804/24.09.2009 of the Executive Director of the National Employment Agency, based on Regulation 1081/2006, article 5, paragraph 3, which stipulates the specific role of socio-economic partners in the process of utilising European financial resources and the European Social Fund. Weblink to decision: [http://ophrd.government.bg/view\\_doc.php/3712](http://ophrd.government.bg/view_doc.php/3712)

Starting period

The initiative commenced in 2009. Although formally concluded in 2014, the Competence Assessment System initiative was continued within the framework of a 2-year Project No. BG05M9OP001-1.013-0001 "MyCompetence", started by MLSP in September 2016 under Procedure No. BG05M9OP001-1.013 "Development of National System for Competence Assessment – MY COMPETENCE" of OP HRD

2014-2020, co-funded by ESF.

**Perspective**

A Workforce Competence Assessment System MyCompetence.bg was established and updated in accordance with the current and future labour market demand.

**Policy area**

EDUCATION

TRAINING

EMPLOYMENT

**Funding**

FUNDED AS PROJECT (AT LEAST 3 YEARS)

*Project No. BG051PO001-2.1.06 'Development and Implementation of a Workforce Competence Assessment System by Sectors and Regions'*

FUNDED BY THE EU

*European Social Fund*

OTHER

*Operational Programme Human Resources Development*

## Skill mismatch

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**Skill mismatch target**

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

**Skills matching focus**

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

*Develops the employability of young graduates through e-tools for self-assessment of competences*

UPSKILL OR RESKILL EMPLOYED ADULTS

*Offers know-how for the introduction of the competence approach in HRM in*

organisations

#### UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*Supports the initiation of effective measures at national level for the labour force upskilling and reskilling*

#### FACILITATE JOB / CAREER TRANSITIONS

*Helps employed individuals assess their own competences and address any skills deficiencies*

#### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*Supports the initiation of effective measures at sectoral level for the labour force upskilling and reskilling*

#### ADDRESS MISMATCH BROADLY

*Supplies information about the skills needs of the business to the VET and higher education systems*

### Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

GREEN SKILLS

CAREER MANAGEMENT SKILLS

### Methods

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#### Methods

##### SKILLS FORECASTING

*Forecasts for the future development of the 20 pilot sectors with regard to human resources, enterprises and technologies*

##### OTHER

*Development of standards for competence assessment for occupations in 20 pilot economic sectors*

#### Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS

(NQFS)

*LMI was used to link the developed competence standards to NQF*

**DESIGNING STANDARDS AND ACCREDITATION**

*LMI has been used for the design of competence standards*

**INFORMING CAREER-MAKING DECISIONS OF STUDENTS**

*Competence standards have been used by students*

**INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED**

*Competence standards have been used by unemployed*

**ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL**

*Competence standards have been used by HRM managers*

## Stakeholders

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### Main responsible body

**NATIONAL MINISTRY**

*Ministry of Labour and Social Policy - in the period 2016-2019*

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

*Bulgarian Industrial Association (BIA) - in the period 2009-2014*

### Other involved organisations

**NATIONAL MINISTRY**

*Involved in the design of the initiative and in its delivery: 2016-2019*

**NATIONAL AGENCY**

*Contracting authority: 2009-2014*

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

*Involved as lead organisation in delivering the initiative: 2009-2014*

**SOCIAL PARTNER: TRADE UNION**

*Involved as partners in delivering the initiative: 2009-2014*

**NATIONAL PES**

*Involved in consultative bodies - Sector Skills Committees*

**REGIONAL PES**

*Involved in consultative bodies - Sector Skills Committees*

#### CHAMBERS OF COMMERCE

*Involved in consultative bodies - Sector Skills Committees*

#### TRAINING PROVIDERS

*Involved in consultative bodies - Sector Skills Committees*

#### RESEARCH CENTRES, UNIVERSITIES

*Involved in consultative bodies - Sector Skills Committees*

#### OTHER

*Involved in consultative bodies - Sector Skills Committees*

### Beneficiaries

#### YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

*Has helped high school and university graduates in self-career guidance*

#### ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*Has helped enterprises identify their employees' upskilling needs*

#### ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*Has helped enterprises identify their employees' reskilling needs*

#### OTHER

*Has helped job seekers get a better idea of the level of their own skills and competences*

## Sustainability

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### Success factors

The initiative involved business and all relevant stakeholders in the implementation of activities. Being a social partner, BIA assists and cooperates with the Ministry of Labour and Social Policy in the implementation of labour market related policies. BIA mobilised the necessary inhouse expert potential to implement such a significant project.

### Barriers

No barriers to the implementation of the initiative were identified.

### Monitoring and evaluation

Monitoring and evaluation included economic sectors covered; sector competency models developed; models of key positions for respective sectors; described tasks related to the job operation; described and classified knowledge bits; described and defined skills; identified and described competencies; descriptions of the competence demonstration levels; identified and classified competence assessment tools and development pathways; specialties identified by professional fields, vocational schools, universities and regions; analyses and surveys.

## Updates

YES

*The sectoral analyses on the state of each of the 20 pilot economic sectors covered by the project were first prepared in 2011 and were subsequently updated every year. In the period 2016-2019 a MLSP project added 5 to the initial 20 economic sectors*

## Effectiveness

Notable evidence includes:

- Identifying the degree of compliance with workforce competence requirements and fostering favourable conditions for enhancing productivity and adaptability;
- Improving initial recruitment and continuously assessing workforce competence at company level;
- Increasing possibilities and workforce degree of participation in lifelong learning;
- Fostering favourable conditions for improving personal and company career perspectives and enhancing workforce employability and participation in the learning economy;
- Enhancing company activities for continuing vocational training based on an adequate staff competence assessment and the demand for VET;
- Providing analytical information and forecasts about the demand for qualified workforce at sector and regional level.

## Sustainability

The skills assessment has already evolved into a sustainable policy instrument, as BIA's Competence Assessment System initiative was continued within the framework of the 2-year project of MLSP. Any further upgrading of the scope of the initiative in terms of economics sectors covered will however depend on the availability of EU funding.

## Other instruments in Bulgaria

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- [‘Youth Employment’](#)  
Процедура „Младежка заетост”
- [Analyses and Forecasts for the Labour Market Development in Bulgaria Web Portal](#)  
Интернет портал „Анализи и прогнози за развитието на пазара на труда в България”
- [Employer Survey on Skill Needs](#)  
Проучване за потребностите от работна сила
- [Flexible employment and training opportunities in companies with varying activity intensity](#)  
Гъвкави възможности за заетост и обучения в предприятия с променлив интензитет на дейността
- [National Reference Framework website.](#)  
Уебсайт на Националната референтна мрежа