


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 lead 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

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

**Skill mismatch
target**

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

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

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 SKIL

Methods

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

Main responsible body

NATIONAL MINISTRY

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

SOCIAL PARTNER: EMPLOYEE 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: EMPLOYEE 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

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

- [‘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