

# Flexible employment and training opportunities in companies with varying activity intensity

Гъвкави възможности за заетост и обучения в предприятия с променлив интензитет на дейността

POLICY INSTRUMENT

 Bulgaria

## Description

Country



**Bulgaria**

Focus area

### KEY TRAINING POLICY MEASURE

*The initiative is aimed at matching the skills of employed, unemployed and inactive persons with the needs of employers.*

*The initiative involves a mix of vocational and key competency training preceding the hiring of unemployed/inactive persons. For the latter, once hired, a follow-up vocational training is available.*

*The initiative addresses the skills mismatch in the sectors of Manufacturing, Construction and Accommodation and food service activities, caused by the relatively high personnel turnover and hence many job vacancies, caused by the varying intensity of activity of companies in these sectors.*

Implementation level

NATIONAL

Legal base

Decision for Approval of the Evaluation Report No.ПД 05-78/03.07.2017 based on art. 36 of the Management of the Resources of the European Structural and Investment Funds Act, of the Director of the Managing Authority - DG European Funds, International Programmes and Projects at the MLSP. Weblink to decision: <https://esf.bg/procedures/gavkavi-vazmozhnosti-za-zaetost-i-obucheniya-...>

Starting period

2017 - 2018

Perspective

Curricula are selected to provide: a) training for unemployed and inactive people to find employment in the three targeted sectors that have skills shortages and b) re-training of employed persons to

achieve better skills matching.

### Policy area

EDUCATION

TRAINING

EMPLOYMENT

SOCIAL INCLUSION

EQUALITY/EQUAL OPPORTUNITIES

### Funding

FUNDED BY THE EU

*European Social Fund*

OTHER

*Operational Programme Human Resources Development*

## Skill mismatch

### Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

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 matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

*VET/key competences training of inactive/unemployed/employed of inactive/unemployed young secondary school and university graduates*

UPSKILL OR RESKILL EMPLOYED ADULTS

*VET/key competences training of employed individuals*

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*VET/key competences training of inactive/unemployed individuals*

#### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*Uses VET/key competence training of inactive/unemployed/employed to address the skills mismatch in the covered sectors*

#### Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

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

## Methods

#### Methods

EMPLOYER SURVEYS

*Semi-annual employer survey of skill needs conducted by the NEA*

#### Use of skills intelligence

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*LMI was used to identify the initiative's target sectors and inform job-searchers therein for available training and employment opportunities*

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*LMI was used to identify the initiative's target sectors and support upskilling/reskilling business decisions at enterprise level*

## Stakeholders

#### Main responsible body

NATIONAL MINISTRY

*Ministry of Labour and Social Policy*

#### Other involved organisations

NATIONAL MINISTRY

*MLSP was involved in the initiative's design, funding and monitoring*

TRAINING PROVIDERS

*Involved in the VET/key competence training provision*

## Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

*Have been involved in VET/key competences training*

YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

*Have been involved in VET/key competences training*

ADULTS WITH LOW BASIC SKILLS

*Have been involved in VET/key competences training*

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*Have been involved in VET/key competences training*

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*Have been involved in VET/key competences training*

OTHER

*Employers from 3 specific sectors: Manufacturing, Construction and Accommodation and food service activities - better skills matching*

## Sustainability

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### Success factors

Flexibility for employers comes through choosing the periods in which their future employees will be trained; and the periods, in which their employees will be able to apply their newly acquired or advanced skills and qualifications.

### Barriers

No barriers to the implementation of the initiative were identified.

### Monitoring and evaluation

Outcome Indicators: involved unemployed and inactive persons.  
Result indicators: unemployed/inactive persons acquiring qualification; persons acquiring new/keeping existing jobs.  
No information on the progress of these indicators is available in the Annual Reports on the Implementation of OP HRD.

### Updates

NO

*There have been no updates on the initiative, since it was commenced in 2017*

### Effectiveness

A total of 62 grant contracts have been signed under the operation.  
No reports on the operation's effectiveness are available

## Sustainability

At present, it is not clear whether the operation will have further calls for proposals in the 2021-2027 programming period. Thus, its future is uncertain, as the operation relies heavily on ESF funds (85% of total finding).

## 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”
- [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
- [Employer Survey on Skill Needs](#)  
Проучване за потребностите от работна сила
- [National Reference Framework website.](#)  
Уебсайт на Националната референтна мрежа