

# 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



#### 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.PД 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 jobsearchers 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

## **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

- '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