

National Reference Framework website.

Уебсайт на Националната референтна мрежа

POLICY INSTRUMENT

 Bulgaria

Description

Country

 **Bulgaria**

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The National Reference Framework (NRN) website provides the organisational infrastructure that ensures the functioning and efficiency of the National Competence Assessment System 'MyCompetence'. NRN involves on a partnership basis employers, managers, specialists, consultants, experts from state, educational and other institutions at national, sectoral and regional level.

Link

<https://mycompetence.bg/bg/static/2>

Implementation level

NATIONAL

Legal base

Decision for Grant Subsidy No.1804/24.09.2009 of the Executive Director of the National Employment Agency for grant finding of the Competence Assessment System initiative, 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

Being part of the Competence Assessment System initiative, the NRN also commenced in 2009, whereas its website is currently a sub-site of the MyCompetence online platform available at <https://mycompetence.bg/>.

Perspective

NRN and its website provide the logistics for the development, adoption and application of competency models through the operation of a number of joint expert bodies, such as National Council for Competence Assessment, National Centre for Competence Assessment, Sectoral Advisory Councils for Competence

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED AS PROJECT (AT LEAST 3 YEARS)

*Development of the National Competencies Assessment System
MyCompetence*

FUNDED BY THE EU

ESF

OTHER

OP HRD

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 SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

Supports the coordination of the competence standards development process

UPSKILL OR RESKILL EMPLOYED ADULTS

Supports the coordination of the competence standards development process

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Supports the coordination of the competence standards development process

FACILITATE JOB / CAREER TRANSITIONS

Supports the coordination of the competence standards development process

process

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

Supports the coordination of the competence standards development process

ADDRESS MISMATCH BROADLY

Supports the coordination of the competence standards development process

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

Methods

SKILLS FORECASTING

Facilitated the development of skills needs forecasts for 20 pilot sectors initially included in the Competence Assessment System initiative

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

LMI from economic sectors and enterprises was used to link competence standards to NQF

DESIGNING STANDARDS AND ACCREDITATION

LMI from economic sectors and enterprises was used for competence standards development

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

LMI was used in the design of competence standards used by students

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

LMI was used in the design of competence standards used by unemployed

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

LMI was used in the design of competence standards used by HR managers

Stakeholders

Main responsible body

NATIONAL MINISTRY

Ministry of Labour and Social Policy

Other involved organisations

NATIONAL MINISTRY

Involved in the National and Sectoral Advisory Councils for Competence Assessment

NATIONAL AGENCY

Involved in the National and Sectoral Advisory Councils for Competence Assessment

SOCIAL PARTNER: EMPLOYER ORGANISATION

Involved in the National and Sectoral Advisory Councils for Competence Assessment

SOCIAL PARTNER: TRADE UNION

Involved in the National and Sectoral Advisory Councils for Competence Assessment

NATIONAL PES

Involved in the National and Sectoral Advisory Councils for Competence Assessment

CHAMBERS OF COMMERCE

Involved in the National and Sectoral Advisory Councils for Competence Assessment

TRAINING PROVIDERS

Involved in the National and Sectoral Advisory Councils for Competence Assessment

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

Benefitted by using the accessible through the NRN website competence standards

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

Benefitted by using the accessible through the NRN website competence standards

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

Benefitted by using the accessible through the NRN website competence standards

OTHER

Benefitted by using the accessible through the NRN website competence standards

Sustainability

Success factors NRN covers on a partnership basis employers, managers, specialists, consultants, experts from state, educational and other institutions at national, sectoral and regional level.

Barriers No barriers to the implementation of the initiative were identified.

Monitoring and evaluation 10 Regional Centres for Competence Assessment were initially established together with 20 Sectoral Advisory Councils for Competence Assessment. The latter were increased to 25 with the addition of 5 new to the 20 pilot sectors in the period 2016-2019

Updates

YES

A 2-year project was initiated 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 to expand the NRN scope to 25 economic sectors.

Effectiveness Initially 20 (to be increased to 25) Sectoral Advisory Councils for Competence Assessment were set up in the pilot sectors with the participation of all relevant stakeholders. Expert capacity was developed for each Sectoral Council - 20 sectoral advisors were trained for the purpose. 10 Regional Centres Competence Assessment were also established with the cooperation of BIA's regional structures and 10 regional advisors were trained.

Sustainability Using BIA's sectoral and regional structure as a basis of the NRN is the driving factor which guarantees sustainability of the results achieved. And although the NRN website, which is currently a sub-site of the MyCompetence online platform available at <https://mycompetence.bg/>, is administered by MLSP, any follow-up initiatives, incl. in terms of expanding the sectoral coverage of NRN, is related to 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“
- [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
- [Flexible employment and training opportunities in companies with varying activity intensity](#)
Гъвкави възможности за заетост и обучения в предприятия с променлив интензитет на дейността