

# Employer Survey on Skill Needs

## Проучване за потребностите от работна сила

**POLICY INSTRUMENT** Bulgaria

### Description

**Country****Bulgaria****Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The Employer Survey on Skill Needs aims to collect and analyse up-to-date information about the occupations, competencies, knowledge and skills of the workforce needed by employers. The information collected refers to the demand for labour, both in the coming 12 months and for the next 3-5 years. Presently, the survey questionnaire also includes questions concerning the impact of COVID-19 on labour demand.*

**Link**

<https://www.az.government.bg/pages/pages-prouchvane-potrebnosti-rabotna-sila/>

**Implementation level****NATIONAL****Legal base**

The Employer Survey on Skill Needs is conducted based on Art. 10, Par. 2 of the Employment Promotion Act.

Weblink:

<https://www.mlsp.government.bg/uploads/1/legislation/employment-promoti...>

**Starting period**

The Employer Survey on Skill Needs has been conducted since on a semi-annual basis since February 2018. The last available survey results are from the survey conducted in September - October 2020.

**Perspective**

The initiative is based on foresight activities about the future needs of employers of workforce with certain characteristics (knowledge, skills and competences) both in the short (12 months) and medium term (3-5 years).

**Policy area**

EDUCATION

TRAINING

EMPLOYMENT

## Funding

FUNDED BY NATIONAL GOVERNMENT

*Funded by the State Budget as per the provisions of the Employment Promotion Act*

## 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

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*The survey questionnaire addressing occupational and sectoral skill shortages*

ADDRESS MISMATCH BROADLY

*4000 employers are surveyed from all economic sectors in all 28 NUTS III districts*

## Methods

### Methods

EMPLOYER SURVEYS

*The initiative encompasses skill surveys, conducted among employers*

### Use of skills intelligence

OTHER

*The survey results are used for in the process of VET governance at regional and national level by providing valuable information for determining the annual secondary education admission plans.*

# Stakeholders

## Main responsible body

### NATIONAL AGENCY

*National Employment Agency*

## Other involved organisations

### NATIONAL MINISTRY

*Involved in the design of the initiative*

### SOCIAL PARTNER: EMPLOYER ORGANISATION

*Involved through the Employment Committees at the Regional Development Councils*

### SOCIAL PARTNER: TRADE UNION

*Involved through the Employment Committees at the Regional Development Councils*

### REGIONAL PES

*Involved through the Employment Committees at the Regional Development Councils*

### CHAMBERS OF COMMERCE

*Involved through the Employment Committees at the Regional Development Councils*

### OTHER

*Involved through the Employment Committees at the Regional Development Councils*

## Beneficiaries

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

*Benefitted through making use of the VET adaptations on the basis of the survey results*

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

*Benefitted through making use of the VET adaptations on the basis of the survey results*

### ADULTS WITH LOW BASIC SKILLS

*Benefitted through making use of the VET adaptations on the basis of the survey results*

### ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*Benefitted through making use of the VET adaptations on the basis of the*

#### ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*Benefitted through making use of the VET adaptations on the basis of the survey results*

## Sustainability

### Success factors

The main factor for the success of the initiative is the active support of the Employment Committees at the Regional Development Councils which ensures involvement of all key stakeholders at regional level, incl. social partners, chambers of commerce, regional and local governments, etc.

### Barriers

Low relative share of the employers participating in the survey.

### Monitoring and evaluation

The main indicator used to measure progress is the number of employers involved in the survey. Information on this is provided in survey report delivered on a semi-annual basis.

### Updates

YES

*The questionnaire for the last survey conducted in September-October 2020 was expanded to include questions concerning the impact of COVID-19 on labour demand.*

### Effectiveness

As per the annual Employment Action Plans, the Employer Survey on Skill Needs results are among the factors, being considered in the process of determining the annual admission plans for the system of secondary education at regional and national level.

### Sustainability

The Employer Survey on Skill Needs is likely to continue in the future as it is funded by the State Budget, whereas skills anticipation is a national priority.

## 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

- [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