


'Youth Employment'

Процедура „Младежка заетост”

POLICY INSTRUMENT

 Bulgaria

Description

Country

 **Bulgaria**

Focus area

KEY TRAINING POLICY MEASURE

'Youth Employment' supports the implementation of the Youth Guarantee in Bulgaria. Its objective is to boost the employability of young people by providing opportunities for internships and on-the-job training, which will facilitate the transition from education to employment and lead to the accumulation of work experience needed by employers. The initiative uses the Employer Survey on Skill Needs by considering the results during the process of territorial allocation of the available funds.

Link

<https://www.az.government.bg/pages/ophrd-2014-2020-procedura-mladezhka-zaetost/>

Implementation level

NATIONAL

Legal base

Decision for Approval of the Evaluation Report of the Director of the Managing Authority - DG European Funds, International Programmes and Projects at the MLSP

Starting period

The measure was first available to end beneficiaries (young people and employers) in mid-2016 and is currently fully operational.

Perspective

The procedure refers indirectly to the results of the Employer Survey on Skill Needs initiative by considering them during the process of territorial allocation of the available funds.

Policy area

TRAINING

EMPLOYMENT

Funding

FUNDED AS PROJECT (AT LEAST 3 YEARS)

Funded under project No. BG05M9OP001-1.001-0001 „New Opportunity for Youth Employment“

FUNDED BY THE EU

The measure is jointly funded by the ESF and Youth Employment Initiative

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)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The procedure directly tackles skills mismatching by facilitating the transition from education to employment and leading to the accumulation of work experience needed by employers.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

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

Methods

Methods

EMPLOYER SURVEYS

The procedure utilises indirectly the results of the Employer Survey on Skill Needs initiative

Use of skills intelligence

OTHER

The procedure indirectly utilises the results of the Employer Survey on Skill Needs initiative by considering them during the process of territorial allocation of the available funds.

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 in activities for raising awareness about the initiative among employers

REGIONAL PES

Involved in the organisational activities for the delivery of the initiative

CHAMBERS OF COMMERCE

Involved in activities for raising awareness about the initiative among employers

OTHER

Involved in the delivery of the initiative

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

Receive opportunities for internship or on-the-job training

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

Receive opportunities for internship or on-the-job training

MINORITY GROUPS IN THE POPULATION

Available opportunities for internship or on-the-job training for those up to 29 years of age

Sustainability

Success factors	The key factors for the success of the procedure are associated with the awareness raising efforts and support provided to young people and employers by the local labour offices, as well as through information campaigns and regular meetings of the Employment Committees at the Regional Development Councils.
Barriers	No barriers to the implementation of the initiative were identified.
Monitoring and evaluation	The main indicator used for measuring the progress of this initiative is the number of unemployed individuals at the age of 29 or below involved in activities under the initiative. Regular information about the progress of the initiative's implementation is provided in the Annual Progress Report of the Operational Programme Human Resources Development
Updates	NO
Effectiveness	The last Annual Progress Report of the Operational Programme Human Resources Development indicates that towards the end of 2019, the number of unemployed young people included in the initiative exceeds 2.5 times the initial targets, whereas of all young participants in the programme, 61% continue working for the same employer after the end of the internship, while 9% find a job with a different employer.
Sustainability	As the initiative is jointly funded by the ESF and Youth Employment Initiative, its sustainability will depend on the availability of EU funding. Being a highly successful initiative however, it is likely to continue over the next years, as youth employment is a key priority in the draft versions of the Human Resources Development Programme for the period 2021-2027.

Other instruments in Bulgaria

- [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
- [National Reference Framework website.](#)
Уебсайт на Националната референтна мрежа

