

MyCompetence project

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 BULGARIA

Timeline

2016 Implementation **2017 Implementation** **2018 Implementation**

2019 Completed

ID number 28054

Background

The project builds on the achievements of a previous project with the title Development and implementation of an information system for assessment of the competences of the workforce by branches and regions (ISOC); it was implemented by the Bulgarian Industrial Association (BIA) during 2009-15, also under the Operational programme (OP) Human resources development. As part of this project, BIA has developed the MyCompetence national competence assessment information system, with a scope of 20 economic sectors. Although formally concluded in 2014, the competence assessment system initiative continued within the framework of the two-year MyCompetence project.

Objectives

To support national labour market policy by providing analysis and data on the skills needed in five sectors of the economy.

Description

In 2016, the Bulgarian Industrial Association (BIA) started the project Development of national competences assessment system - MyCompetence. The project is funded by the Operational programme Human resource development 2014-20, with the financial support of the European Social Fund (ESF). For the period from December 2017 to October 2019, BIA committed to extending the capacity and scope of the MyCompetence initiative and the supporting infrastructure. More specifically:

- (a) the sector competence models (SCM) (developed and validated in 2010-14 in 20 economic sectors) are being updated;
- (b) e-tools and e-trainings on transversal and specific competences are being developed and made available for free to the users of the system;
- (c) the creation, pilot deployment and validation of an electronic module for analysis and evaluation of workforce training needs is in the design phase.

MyCompetence has been expanded to five more economic sectors: automotive (manufacture of parts and accessories for cars), electrical engineering; mining and quarrying, cosmetics; and construction (except finishing works'.

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In 2019, the development of the online information system MyCompetence was finalised. The system offers information on models of sector competences for key positions, job descriptions, assessment tools, e-learning resources and other specialised services for assessment and development of labour force competences.

The main modules of MyCompetence are sector models; competence assessment; economic sectors information; and development resources.

The e-learning module includes 45 e-learning courses for acquiring portable and specific competences.

Seven new e-learning courses were developed on the following topics:

- (a) effective workplace communication;
- (b) decision-making tools;
- (c) linguistic programming (NLP) for managers;
- (d) management of organisational culture;
- (e) business and personal data: risk analysis and recommendations for good practices;
- (f) time management.

MyCompetence introduced five new assessment tools:

- (a) questionnaire for evaluating analytical thinking skills;
- (b) questionnaire for assessing level of concentration and attention to detail abilities;
- (c) questionnaire for evaluating employees' commitment to their company;
- (d) questionnaire for assessing entrepreneurship skills;
- (e) questionnaire for assessing work-related stress coping skills.

Bodies responsible

- Bulgarian Industrial Association (BIA)
- Ministry of Labour and Social Policy (MLSP)

Target group

Learners

Young people (15-29 years old)

Young people not in employment, education or training (NEETs)

Adult learners

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

Entities providing VET

Companies

Small and medium-sized enterprises (SMEs)

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Further developing national quality assurance systems
Establishing and developing skills intelligence systems

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses
Acquiring key competences

Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

Subsystem

CVET

Further reading

[Cedefop's matching skills database: Bulgaria country fiche](#)

[MyCompetence project website](#)

[Cedefop: ReferNet news](#)

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28054>