



Partnership analysis and labour market forecasting system with continuing adaptation to economic dynamics

Sistem partenerial de analiza si prognoza pentru piata muncii adaptat continuu la dinamica economica - POSDRU 180/4.1./S/155259



Romania

1 DESCRIPTION

Timespan Operational since 2015.

Stage FULLY OPERATIONAL

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET



MATCHING SKILLS FOR THE FUTURE OF WORK

2 FOUNDATIONS

Policy Area



ACTIVE LABOUR MARKET POLICIES

It is used to better inform employers in the labour market and to assist in targeting the interventions of the National Agency for Employment.

Policy Goal

The aim is to respond to a growing need of updated information from employers, social partners and other stakeholders of the labour market, in order to improve access to labour market information, to deal with mismatches, as well as to enhance the capabilities of the National Agency for Employment to provide and elaborate labour market analyses and forecasts.

Mismatch

EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH

By providing in depth analysis and forecast, including at the regional level and by occupation, it assists employers in meeting their skills need and filling their skills' gaps. It also enables the public employment services to better target its supply of specific interventions and thus allocate resources efficiently.

Aim of policy instrument



UPSKILL EMPLOYED ADULTS



MATCH SKILLS OF YOUNG GRADUATES



BROADLY ADDRESS SKILL MISMATCH

Legal basis

OTHER
ESF financed project.

Administrative level

REGIONAL

Main responsible body

National Agency for Employment (Agentia Nationala pentru Ocuparea Fortei de Munca, ANOFM)

Stakeholders



CHAMBERS OF COMMERCE AND INDUSTRY



EMPLOYER FEDERATIONS



GOVERNMENT (CENTRAL & REGIONAL)



RESEARCH CENTRES AND UNIVERSITIES



TRADE UNIONS

The National Research Institute in the field of Labour and Social Protection of Romania (INCSMPS) has been the main partner that has designed the technical part of the instrument and supplied the methodology for the forecasting instrument, as well as performing regular updates upon request. However, monitoring, evaluation and maintenance are entirely the responsibility of the National Agency for Employment (NAE). The other stakeholders have been involved in the testing of the instrument, as well as in the validation of the data from forecasting.

Funding

The current functioning of the system (following termination of the ESF financed project) is financed from the annual budget of the PES.

Intended beneficiaries

The main beneficiary of the system is the National Agency for Employment and its territorial offices (the "judet" employment offices - 42 nationally, one each for every judet/county and one for the municipality of Bucharest, and the local employment offices). Enterprises, unions, local authorities, academia, civil society and individuals in search of a job and training opportunities are also counted as beneficiaries.

3 PROCESSES

Use of labour market intelligence



DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED



INFORM DECISIONS ON COURSE FUNDING/PROVISION



ENABLE STRATEGIC BUSINESS DECISIONS



INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS

The instrument creates a platform, which may be used by various stakeholders to provide valuable and in-depth labour market intelligence, including forecast and analysis at the regional level. Forecasting has been based on information derived from national statistical sources, with breakdown by region and occupation. Targeted questionnaires have been used to fine tune the information resulting from the quantitative approach.

Financial schemes

The system's elaboration and testing has been financed via an ESF project under the SOP HRD 2007-13. Therefore opening and maintaining an user account is free of any charge.

Frequency of updates

The system is updated regularly by the national PES (the labour market analysis directorate), as well as by the stakeholders.

Development

During the implementation period, the approach has been discussed with relevant stakeholders at regional and local level to tailor it to specific needs of employers. In particular, questionnaires have been adapted and re-calibrated so as to include variables suggested by different stakeholders. The process has been conducted via a series of workshops.

Barriers

Nothing specific. It was, however, difficult to involve stakeholders outside the public service in the updating and testing of the instrument. This has been overcome through careful contacting, and the provision of information regarding the potential advantages of being part of the process.

Success factors

The good cooperation with stakeholders (enterprises, unions and academia).

Monitoring

Progress is measured by the National Agency for Employment, looking at the number of users and the number of forecasts and analysis produced.

Innovativeness

VERY INNOVATIVE

The approach has involved the stakeholders of the labour market, including employers and unions, as well labour market specialists in the design and testing of the instrument. The updating of the forecasts and analyses provided is also based on the inputs provided by the stakeholders, which complements the quantitative approach.

4 SUSTAINABILITY

Evidence of effectiveness

The system is effective and is currently being used by the PES. However, there is no particular assessment of its effectiveness. It seems that the benefits have matched the expectations.

Engagement of stakeholders

The PES has the obligation to maintain the system, ensuring it's functioning for a minimum period of three years after termination of the financing contract (the contract has been up and running for 10 months in 2015). The system allows for users to make their own personalized accounts and receive the information delivered by the system or input information. The PES plans to maintain the system's functionality by continually updating its information, as well as by encouraging users to access it. Funding for the continued functioning of the system is ensured via the PES regular (annual) budget allocations. The INCSMPS is no longer involved in the instrument, except if by request from the NAE. The social partners may be involved if they are requested to by the PES.

Transferability

EASILY TRANSFERABLE

The instrument may be transferred with relative ease. The forecasting model, however, would have to be adjusted. The general approach, which involves the PES, the social partners and a research organization can be easily transferred.

Sustainability

The system will continue to be operated by the PES. However, funding will have to be allocated for an overhaul of its function, so as to avoid its obsolescence.
