



## Employer Survey on Skill Needs

Проучване за потребностите от работна сила

### Description

**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).

<b>Policy area</b>	<b>EDUCATION</b>
	<b>TRAINING</b>
	<b>EMPLOYMENT</b>

<b>Funding</b>	<b>FUNDED BY NATIONAL GOVERNMENT</b>
	<i>Funded by the State Budget as per the provisions of the Employment Promotion Act</i>

## Skill mismatch

<b>Skill mismatch target</b>	<b>SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)</b>
	<b>SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)</b>
<b>Skills matching focus</b>	<b>ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES</b> <i>The survey questionnaire addressing occupational and sectoral skill shortages</i>
	<b>ADDRESS MISMATCH BROADLY</b> <i>4000 employers are surveyed from all economic sectors in all 28 NUTS III districts</i>

# Methods

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## 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

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**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*

## Sustainability

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**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.

## Analyses and Forecasts for the Labour Market Development in Bulgaria Web Portal

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Интернет портал „Анализи и прогнози за развитието на пазара на труда в България“

## Description

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

*The Analyses and Forecasts for the Labour Market Development in Bulgaria Web Portal presents the results of the main medium- and long-term skills forecast exercises conducted by the Bulgarian Ministry of Labour and Social Policy (MLSP). The portal provides information, which supports the process of planning in the field of the education system in Bulgaria, incl. through the work of the National Consultative Council for Vocational Qualification of the Labour Force at MLSP.*

**Link**

<https://lmforecast.mlsp.government.bg/>

**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 web portal has been operational since 2019.

**Perspective**

The results of the medium- and long-term skills forecasts as a basic means for skills anticipation are publicised among ministries, academia, non-government sector, social partners, business, employees and jobseekers, students, etc.

**Policy area****EDUCATION****TRAINING****EMPLOYMENT****Funding****FUNDED BY THE EU**

*Developed as part of the implementation of project BG05M9OP001-1.007-0001 "Increasing the effectiveness of the implemented employment policy", co-funded by the ESF.*

**OTHER**

*Operational Programme Human Resources Development*

## Skill mismatch

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### 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**

*Provides medium- and long-term forecasts on sectoral and occupational shortages*

**ADDRESS MISMATCH BROADLY**

*Provides medium- and long-term forecasts on skills mismatch by educational degrees*

## Methods

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### Methods

**SKILLS FORECASTING**

*Medium- and long-term skills forecasting*

## Use of skills intelligence

### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

*LM forecasts can be used for determining the focus of training programmes*

### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*LM forecasts can be used for determining the funding for training courses provision*

### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

*LM forecasts can be used for career guidance and counselling*

### INFORMING CAREER-MAKING DECISIONS OF STUDENTS

*LM forecasts can be used by students for making decisions regarding their career paths*

### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*LM forecasts can be used by unemployed for sectors/occupations related job-search decisions*

### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*LM forecasts can be used by employers for making strategic business development decisions*

## Stakeholders

### Main responsible body

#### NATIONAL MINISTRY

*Ministry of Labour and Social Policy*

### Other involved organisations

#### RESEARCH CENTRES, UNIVERSITIES

*Involved in the provision of the forecast data and information presented on the web portal*

#### OTHER

*Web portal development subcontractor*

## Sustainability

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<b>Success factors</b>	The main success factors of the initiative are related to the availability of regularly updated LM forecasting data and its presentation in a user-friendly manner to the benefit to the initiative's target groups.
<b>Barriers</b>	No barriers to the implementation of the initiative were identified.
<b>Monitoring and evaluation</b>	A single indicator is defined for measuring the progress of the initiative and it is associated with the introduction of a new model for ALMPs planning and implementation. No policy evaluations or impact assessments are available so far.
<b>Updates</b>	<b>NO</b>
<b>Effectiveness</b>	A web-based information system has been developed which presents the results from the elaborated forecasts for the development of the labour market. The system allows data visualisation of forecast results and provides information on the trends in the demand and supply of knowledge and skills, accessible to all interested users.
<b>Sustainability</b>	As the web portal information system contains a relational database and uses an internet site that allows data entry, the sustainability of the initiative is associated with the opportunities for regular updates of the presented LM forecasts, which, in its turn, depends on the availability of EU funding.

## 'Youth Employment'

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Процедура „Младежка заетост”

## Description

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**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

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## 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

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## 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

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**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*

# Sustainability

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**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.

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

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**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

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**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.

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**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.

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## Development of a Workforce Competence Assessment System by Sectors and Regions (CASSY)

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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

### Description

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

*The overarching objective of the initiative was to enhance labour market adaptability and effectiveness, as well as to strike a greater balance of labour market demand and supply by developing a system for workforce competence assessment by sectors and regions. The rationale of the Competence Assessment System can be defined, as follows: Forecasting the demand for labour force with specific qualification levels in specific sectors and regions. It lead to the creation of the National Competence Assessment System 'MyCompetence'.*

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

Decision for Grant Subsidy No.1804/24.09.2009 of the Executive Director of the National Employment Agency, 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](http://ophrd.government.bg/view_doc.php/3712)

**Starting period** The initiative commenced in 2009. Although formally concluded in 2014, the Competence Assessment System initiative was continued within the framework of a 2-year Project No. BG05M9OP001-1.013-0001 "MyCompetence", started 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.

**Perspective**

A Workforce Competence Assessment System MyCompetence.bg was established and updated in accordance with the current and future labour market demand.

**Policy area****EDUCATION****TRAINING****EMPLOYMENT**

## Funding

### **FUNDED AS PROJECT (AT LEAST 3 YEARS)**

*Project No. BG051PO001-2.1.06 'Development and Implementation of a Workforce Competence Assessment System by Sectors and Regions'*

### **FUNDED BY THE EU**

*European Social Fund*

### **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)**

**SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)**

**SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)**

**Skills matching focus****MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET**

*Develops the employability of young graduates through e-tools for self-assessment of competences*

**UPSKILL OR RESKILL EMPLOYED ADULTS**

*Offers know-how for the introduction of the competence approach in HRM in organisations*

**UPSKILL OR RESKILL NON-EMPLOYED ADULTS**

*Supports the initiation of effective measures at national level for the labour force upskilling and reskilling*

**FACILITATE JOB / CAREER TRANSITIONS**

*Helps employed individuals assess their own competences and address any skills deficiencies*

**ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES**

*Supports the initiation of effective measures at sectoral level for the labour force upskilling and reskilling*

**ADDRESS MISMATCH BROADLY**

*Supplies information about the skills needs of the business to the VET and higher education systems*

**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

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## Methods

### SKILLS FORECASTING

*Forecasts for the future development of the 20 pilot sectors with regard to human resources, enterprises and technologies*

### OTHER

*Development of standards for competence assessment for occupations in 20 pilot economic sectors*

## Use of skills intelligence

### INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

*LMI was used to link the developed competence standards to NQF*

### DESIGNING STANDARDS AND ACCREDITATION

*LMI has been used for the design of competence standards*

### INFORMING CAREER-MAKING DECISIONS OF STUDENTS

*Competence standards have been used by students*

### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*Competence standards have been used by unemployed*

### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*Competence standards have been used by HRM managers*

# Stakeholders

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## Main responsible body

### NATIONAL MINISTRY

*Ministry of Labour and Social Policy - in the period 2016-2019*

### SOCIAL PARTNER: EMPLOYER ORGANISATION

*Bulgarian Industrial Association (BIA) - in the period 2009-2014*

**Other involved organisations****NATIONAL MINISTRY**

*Involved in the design of the initiative and in its delivery: 2016-2019*

**NATIONAL AGENCY**

*Contracting authority: 2009-2014*

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

*Involved as lead organisation in delivering the initiative: 2009-2014*

**SOCIAL PARTNER: TRADE UNION**

*Involved as partners in delivering the initiative: 2009-2014*

**NATIONAL PES**

*Involved in consultative bodies - Sector Skills Committees*

**REGIONAL PES**

*Involved in consultative bodies - Sector Skills Committees*

**CHAMBERS OF COMMERCE**

*Involved in consultative bodies - Sector Skills Committees*

**TRAINING PROVIDERS**

*Involved in consultative bodies - Sector Skills Committees*

**RESEARCH CENTRES, UNIVERSITIES**

*Involved in consultative bodies - Sector Skills Committees*

**OTHER**

*Involved in consultative bodies - Sector Skills Committees*

## Sustainability

**Success factors**

The initiative involved business and all relevant stakeholders in the implementation of activities. Being a social partner, BIA assists and cooperates with the Ministry of Labour and Social Policy in the implementation of labour market related policies. BIA mobilised the necessary inhouse expert potential to implement such a significant project.

**Barriers**

No barriers to the implementation of the initiative were identified.

**Monitoring and evaluation** Monitoring and evaluation included economic sectors covered; sector competency models developed; models of key positions for respective sectors; described tasks related to the job operation; described and classified knowledge bits; described and defined skills; identified and described competencies; descriptions of the competence demonstration levels; identified and classified competence assessment tools and development pathways; specialties identified by professional fields, vocational schools, universities and regions; analyses and surveys.

#### Updates

##### YES

*The sectoral analyses on the state of each of the 20 pilot economic sectors covered by the project were first prepared in 2011 and were subsequently updated every year. In the period 2016-2019 a MLSP project added 5 to the initial 20 economic sectors*

#### Effectiveness

Notable evidence includes:

- Identifying the degree of compliance with workforce competence requirements and fostering favourable conditions for enhancing productivity and adaptability;
- Improving initial recruitment and continuously assessing workforce competence at company level;
- Increasing possibilities and workforce degree of participation in lifelong learning;
- Fostering favourable conditions for improving personal and company career perspectives and enhancing workforce employability and participation in the learning economy;
- Enhancing company activities for continuing vocational training based on an adequate staff competence assessment and the demand for VET;
- Providing analytical information and forecasts about the demand for qualified workforce at sector and regional level.

#### Sustainability

The skills assessment has already evolved into a sustainable policy instrument, as BIA's Competence Assessment System initiative was continued within the framework of the 2-year project of MLSP. Any further upgrading of the scope of the initiative in terms of economics sectors covered will however depend on the availability of EU funding.

## Flexible employment and training opportunities in companies with varying activity intensity

Гъвкави възможности за заетост и обучения в предприятия с променлив интензитет на дейността

### Description

**Focus area****KEY TRAINING POLICY MEASURE**

*The initiative is aimed at matching the skills of employed, unemployed and inactive persons with the needs of employers.*

*The initiative involves a mix of vocational and key competency training preceding the hiring of unemployed/inactive persons. For the latter, once hired, a follow-up vocational training is available.*

*The initiative addresses the skills mismatch in the sectors of Manufacturing, Construction and Accommodation and food service activities, caused by the relatively high personnel turnover and hence many job vacancies, caused by the varying intensity of activity of companies in these sectors.*

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

Decision for Approval of the Evaluation Report No.РД 05-78/03.07.2017 based on art. 36 of the Management of the Resources of the European Structural and Investment Funds Act, of the Director of the Managing Authority - DG European Funds, International Programmes and Projects at the MLSP. Weblink to decision: <https://esf.bg/procedures/gavkavi-vazmozhnosti-za-zaetost-i-obucheniya-...>

**Starting period** 2017 - 2018**Perspective**

Curricula are selected to provide: a) training for unemployed and inactive people to find employment in the three targeted sectors that have skills shortages and b) re-training of employed persons to achieve better skills matching.

**Policy area****EDUCATION****TRAINING****EMPLOYMENT****SOCIAL INCLUSION****EQUALITY/EQUAL OPPORTUNITIES**

## Funding

### FUNDED BY THE EU

*European Social Fund*

### OTHER

*Operational Programme Human Resources Development*

## Skill mismatch

### Skill mismatch target

**UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)**

**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**

*VET/key competences training of inactive/unemployed/employed of inactive/unemployed young secondary school and university graduates*

#### **UPSKILL OR RESKILL EMPLOYED ADULTS**

*VET/key competences training of employed individuals*

#### **UPSKILL OR RESKILL NON-EMPLOYED ADULTS**

*VET/key competences training of inactive/unemployed individuals*

#### **ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES**

*Uses VET/key competence training of inactive/unemployed/employed to address the skills mismatch in the covered sectors*

### Skills delivered

**BASIC LITERACY AND NUMERACY SKILLS**

**BASIC DIGITAL SKILLS**

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

## Methods

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### Methods

#### EMPLOYER SURVEYS

*Semi-annual employer survey of skill needs conducted by the NEA*

### Use of skills intelligence

#### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*LMI was used to identify the initiative's target sectors and inform job-searchers therein for available training and employment opportunities*

#### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*LMI was used to identify the initiative's target sectors and support upskilling/reskilling business decisions at enterprise level*

## Stakeholders

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### Main responsible body

#### NATIONAL MINISTRY

*Ministry of Labour and Social Policy*

### Other involved organisations

#### NATIONAL MINISTRY

*MLSP was involved in the initiative's design, funding and monitoring*

#### TRAINING PROVIDERS

*Involved in the VET/key competence training provision*

# Sustainability

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<b>Success factors</b>	Flexibility for employers comes through choosing the periods in which their future employees will be trained; and the periods, in which their employees will be able to apply their newly acquired or advanced skills and qualifications.
<b>Barriers</b>	No barriers to the implementation of the initiative were identified.
<b>Monitoring and evaluation</b>	Outcome Indicators: involved unemployed and inactive persons. Result indicators: unemployed/inactive persons acquiring qualification; persons acquiring new/keeping existing jobs. No information on the progress of these indicators is available in the Annual Reports on the Implementation of OP HRD.
<b>Updates</b>	<b>NO</b> <i>There have been no updates on the initiative, since it was commenced in 2017</i>
<b>Effectiveness</b>	A total of 62 grant contracts have been signed under the operation. No reports on the operation's effectiveness are available
<b>Sustainability</b>	At present, it is not clear whether the operation will have further calls for proposals in the 2021-2027 programming period. Thus, its future is uncertain, as the operation relies heavily on ESF funds (85% of total finding).

## National Reference Framework website.

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Уебсайт на Националната референтна мрежа

## Description

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**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.govtment.bg/view\\_doc.php/3712](http://ophrd.govtment.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 Assessment, Regional Centres for Competence Assessment, etc.

**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*

**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

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## 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

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## 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*

# Sustainability

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**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.

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

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**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

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**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.*

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**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.

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**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.

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