🇷🇴 Romania

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

Sistem partenerial de analiza si prognoza a pietei muncii prin adaptare continua la dinamica evolutiilor din economie

Description

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

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 form the quantitative approach. It is used by the Romanian PES forecasts

Link
https://www.cedefop.europa.eu/en/tools/matching-skills/all-instruments/partners...

Implementation level

NATIONAL

Legal base
The initiative has been co-fuded from the ESF in the frame of the 2014-2020 Human Capital Program. It now acts as a tool for the PES (the National Agency for Employment)

Starting period 2020-2021.

Perspective
Yes the initiative is based on skills forecast as well as on foresight provided by experts and various other stakeholders

Policy area	EDUCATION
	TRAINING
	EMPLOYMENT

Funding	**FUNDED BY THE EU**
	ESF - PO CU (Operational Program Human Capital 2014-2020)

Skill mismatch

Skill mismatch target	**SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)**
	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**
	Through forecasts of skills demand it helps in the orientation of education and training programs including in the development of active employment measures as well as of education and training programs (continuing education).

Methods

Methods

SKILLS FORECASTING

It uses a model that is based on time series by branch and sector of economic activties as well as time series of labour force by age groups, educationa levels etc. It then uses an analytical mechanism to identify the possible match between the supply of graduates by field of study with the corresponding demand by sector of economic activity.

SKILLS FORESIGHT

It uses a questionnaire based investigations amongst business as well as amongst professionals (Delphi-type investigation of trends in skills supply an demand on the Romanian market)

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

Skills intelligence is used to fine tune the forecast as well a the foresight projections. Its aims are to better inform decision makers in employment and training, education, vocational trainign and labour market policies of the forecasted developments in the supply and demand for labour and thus help in adjusting the available numbers of publicly subsidized places in higher education, adjust curricula in secondary, tertiary and vocational education as well as help in designing active employment measures

DESIGNING STANDARDS AND ACCREDITATION

Skills intelligence may be made available to various enterprises or organizations, both public and private for teh design occupational or tarining stabdards as well as to obtain accredination as training providers. Avalability is made upon request.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

This is the main use of the skills intelligence provided by the instrument. It informs decision in the areas of labour market policies, vocational training polciies as well as in the design of active employment measures. The main beneficiaries are the Ministry of Labour, the National Agency for Employment, the National Authority for Qualifications

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

Upon request the information produced by the instrument may be made available top counseling and career guiding bodies as well as to individual career counsellors. It may be also provided upon request to universities and schools

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

Although it has not been so widely the case until now, student's organizations have made requests for skills intellignce provided by the instrument.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

The instrument itself relies upon information that is derived fom the business sector. In fact it combines the quantitative data with qualitative data which is derived from investigations carried out amongst enterprises and entrepreneurs. It then feeds back to the business organizations via the National Agency for Employment which is in regular contact with entrepreneurs including at regional ("judet"/county) and local level (including via job-fairs/now organized in on-line format).

Stakeholders

Main responsible body

NATIONAL AGENCY

The Romanian National Agency for Employment

Other involved organisations

NATIONAL MINISTRY

Ministry of Labour and Social Protection of the Romanian Government

RESEARCH CENTRES, UNIVERSITIES

The National Scientific Research Institute for Labour and Social Protection (service provider capacity)

Sustainability

Success factors	The initiative benefited from the experience of the National Labour Research Institute, including its constant cooperation and work within the CEDEFOP Pan European initiative.
Barriers	No particular barrieres were encountered during its construction. However it is difficult to maintain the foresight part as responses from stakeholders are rather erratic.
Monitoring and evaluation	Evaluation of the tool has been part of the general evaluation exercise undertaken by the Ministry of European Affairs (Ministry of European Projects and Investment currently) for the entire employment component of PO CU (2020);
Updates	Updated every year **YES**
Effectiveness	The instrument is effective and the results are already being used by the beneficiary for the the substantiation of its decision making regarding funding active employment measures as well as in designing and financing meaures dedicated to vocational education and training. It is also used to forecast more general labour market evolutions and thus serve as an instrument for evidence based decision and, more generally, policy making.
Sustainability	Yes it may be, there is financing security. The RE-CONNECT initiative aims further improving and upgrading the instrument as well as connecting it into the more general integrated information system for labour market and education.