

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 from 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

At what level is the initiative implemented?

Legal base Legal base (E.g. Law, regulation, implementing provision, other)

The initiative has been co-funded 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.
TIMESPAN: In what year did the initiative commence?

Perspective Yes the initiative is based on skills forecast as well as on foresight
PERSPECTIVE: is the initiative based on evidence derived from skill forecasts or foresight activities? provided by experts and various other stakeholders

Policy area To which POLICY AREAS(s) does the initiative apply?

EDUCATION

TRAINING

EMPLOYMENT

Funding How it is funded?

FUNDED BY THE EU

ESF - PO CU (Operational Program Human Capital 2014-2020)

Skill mismatch

Skill mismatch target
What type(s) of skills MISMATCH does the initiative aim to addresses?

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
How does the initiative address skills mismatches?

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
What methods of undertaking skills assessments and / or skills anticipation does the policy instrument utilise?

SKILLS FORECASTING

It uses a model that is based on time series by branch and sector of economic activities as well as time series of labour force by age groups, educational 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 and demand on the Romanian market)

**Use of skills intelligence
How is labour market information / skills intelligence used within the initiative?**

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

Skills intelligence is used to fine tune the forecast as well as the foresight projections. Its aims are to better inform decision makers in employment and training, education, vocational training 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 the design of occupational or training standards as well as to obtain accreditation as training providers. Availability 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 policies 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

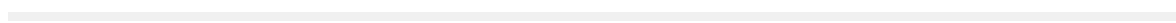
Upon request the information produced by the instrument may be made available to counseling and career guiding bodies as well as to individual career counsellors. It may be also provided upon request to universities and schools

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 intelligence provided by the instrument.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

The instrument itself relies upon information that is derived from 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
Main body or organisation with overall responsibility for the initiative.

NATIONAL AGENCY

The Romanian National Agency for Employment

Other involved organisations
Which other organisations have a role in the initiative?

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
SUCCESS Research Institute, including its constant cooperation and work
FACTORS in the within the CEDEFOP Pan European initiative.
implementation

Barriers
BARRIERS in
the
implementation

No particular barriers 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);

MONITORING and EVALUATION:

Is progress measured regularly?

What are the indicators used to measure progress of the policy instrument?

Have any evaluations been conducted?

Updates Updated every year

UPDATES: whether there have been any major updates of the initiative since it has been implemented?

YES

Effectiveness The instrument is effective and the results are already being used by the beneficiary for the the substantiation of its decision making

EVIDENCE ON EFFECTIVENESS: regarding funding active employment measures as well as in designing and financing measures 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.

How effective is the policy instrument?

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.

SUSTAINABILITY:

How sustainable is the policy instrument? Do you expect the instrument to continue over the next few years and why?