

## 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**

#### Legal base

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.

#### 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 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

### **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

**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

---

<b>Success factors</b>	The initiative benefited from the experience of the National Labour Research Institute, including its constant cooperation and work within the CEDEFOP Pan European initiative.
------------------------	---

<b>Barriers</b>	No particular barriers were encountered during its construction. However it is difficult to maintain the foresight part as responses from stakeholders are rather erratic.
-----------------	--

<b>Monitoring and evaluation</b>	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);
----------------------------------	--

<b>Updates</b>	Updated every year
----------------	--------------------

<b>YES</b>
------------

<b>Effectiveness</b>	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 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.
----------------------	---

<b>Sustainability</b>	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.
-----------------------	---