WORKFORCE COMPETENCE ASSESSMENT –
IN RETROSPECT AND IN PERSPECTIVE

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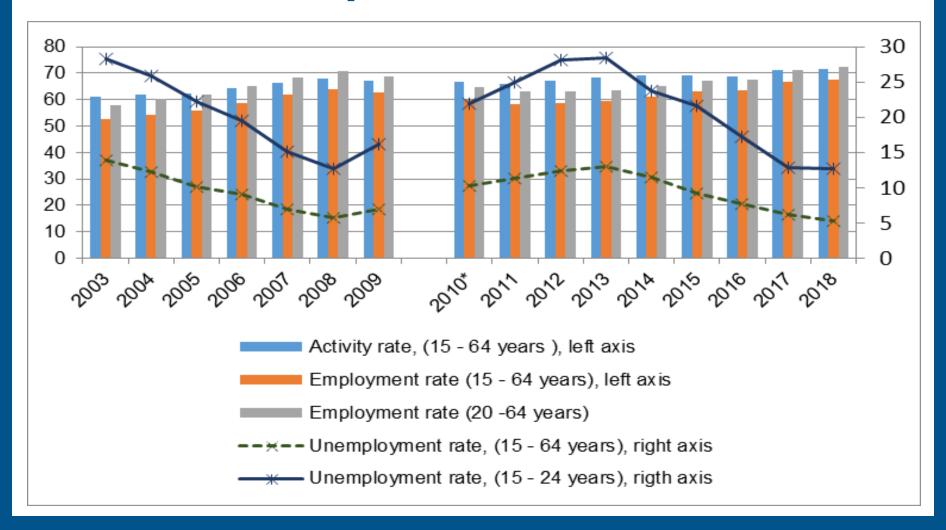
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Peer Review on "Competence Assessment System: MyCompetence"
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Outline of the Presentation

- The Bulgarian Labour Market (BLM): main indicators and short-term predictions;

- The mismatches on BLM:- well-known problem, which needs *evolving* solutions;

- The Workforce Competence Assessment System "MyCompetence": aims, structure, results;

- MyCompetence: Success factors, challenges, opportunities and transferability.

The Bulgarian Labour Market (BLM): main indicators; short-term predictions

The Mismatches on BLM

- Shortage of labour, as a factor limiting the activity of enterprises;

- The vertical mismatches, or the over-qualification rate – close to that for EU- 28, but increasing faster;

- Horizontal mismatches - lower than the EU-28 average, but high for important groups of professions.

- Losses of human capital for a catching-up economy, such as Bulgarian.

The Workforce Competence Assessment System "MyCompetence": main issues to be addressed through it

- **Employers** are looking for capable and knowledgeable individuals, but *have to formulate their requirements against clear standards and criteria*.
- **Individuals** *need information about skills and competences they should develop* to find employment, or to ensure career development.
- **The officials at education and VET systems** need *feedback on demanded professions* (and specialties) in order to support their development through practical training and educational curicula.

There is also a need of better utilisation of competence approach in Bulgaria.

MyCompetence: aims and structure

- The overall aim of MC and its specific objectives

- **Target groups** of MC include employers, employees, job seekers and other individuals.

- **Structure includes five main modules:** i) models of sector competences; ii) competence assessment; iii) economic sectors information; iv) e-learning; and v) development resources.

MyCompetence: Results (1)

- Increasing number of individual users have completed competency assessment tests or have taken an e-learning course.

- Difficult to comment the number of companies in recent period of labour shortage.

MyCompetence: Results (2)

Still it cannot yet be argued that MC has made a significant contribution to increasing the attractiveness of VET.

However:

- MC is used by experts at NAVET for describing a profession as an element of state standards for vocational education;

- NAVET expert groups consult with the sector competence councils in updating the list of professions studied in secondary VET;

- MC experts take part in the elaboration of the annual plans for admission of students and in recommendations for amendments to the legislation.

Success factors

- MC is a national system that is related to the vision for *dynamic development of the economy a*nd *human potential (resources and capital), as a decisive factor for increasing competitiveness*; this cause the ***commitment of hundreds of experts in management and professionals in sectors and enterprises***.

- MC *follows the leading principles **of ESCO** and **European qualification framework***

- MC is *well-focused on direct services to its beneficiaries, but* it also ***allows third parties*** to integrate certain modules of MC in their own practices.

Challenges

- *Greater flexibility and adaptability* of the system.

- *MC has to become more intuitive*, so that users with diverse educational levels can use the services of greatest benefit to them.

- The need of a constant *evolution of the competency-based models and the assessment tests; the sector information.*

- Further development of MC as a state system.

Opportunities

- Integration of MC with a *national system for forecasting the skills demanded by employers.*

- Integration of MC in the *VET system (CVET, in particular).*

- MC has potential to contribute to the modernisation of vocational training.

Transferability

- MC includes well-structured and coherent functionalities oriented towards national needs, but with a view towards European and global initiatives.

- MC is appropriate for economies where the share of small and medium-sized enterprise predominate, as far as it can be their *valuable partner in developing their own competence models* and in other human resource activities, particularly if their financial resources and expert capacity is limited.

THANK YOU VERY MUCH FOR YOUR ATTENTION!

"It is good to see that the European labour market is still going strong. But some clouds on the horizon should act as a wake-up call: **Building skills is more important than ever before. … Investment in education and training remains the key policy action for the years to come.**"

Marianne Thyssen, the Commissioner for Employment, Social Affairs, Skills and Labour Mobility,

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