



The Republic of Bulgaria
Ministry of labor and social policy



Peer Review on „Competence Assessment System: MyCompetence“

Sofia (Bulgaria), 28-29 November 2019

MyCompetence - the Bulgarian experience



*Tomorrow was yesterday and we need to run fast,
unless we want to wind up stuck in the old world.*

“Future Shock”, Alvin Toffler



MCKINSEY GLOBAL INSTITUTE
McKinsey&Company

According to McKinsey Global Institute labour market changes will be **30 times faster** and **100 greater in scale**.

Why did we establish MyCompetence national system?

- A change in the nature of work changes labour market as well
- Changes in occupations brought about by technological development
- Soaring deficit and skills mismatch on labour market
- Increasing necessity of adequate formal and informal education and continuous learning
- Human potential has become crucial for competitiveness and growth



MyCompetence is a unique national network and an electronic system assisting human capital development in Bulgaria

OBJECTIVES:

- Enhancing workforce capacity and adaptability to the changing labour market requirements
- Matching skills supply and demand on labour market
- Implementing modern and innovative HRM models resting upon competence-based approach
- Building up a sustainable relationship between education, learning and labour market
- Adapting employment policies to labour market demands

TARGET GROUPS: employers, managers, the employed, jobseekers, HR experts, educational institutions, labour market institutions, students

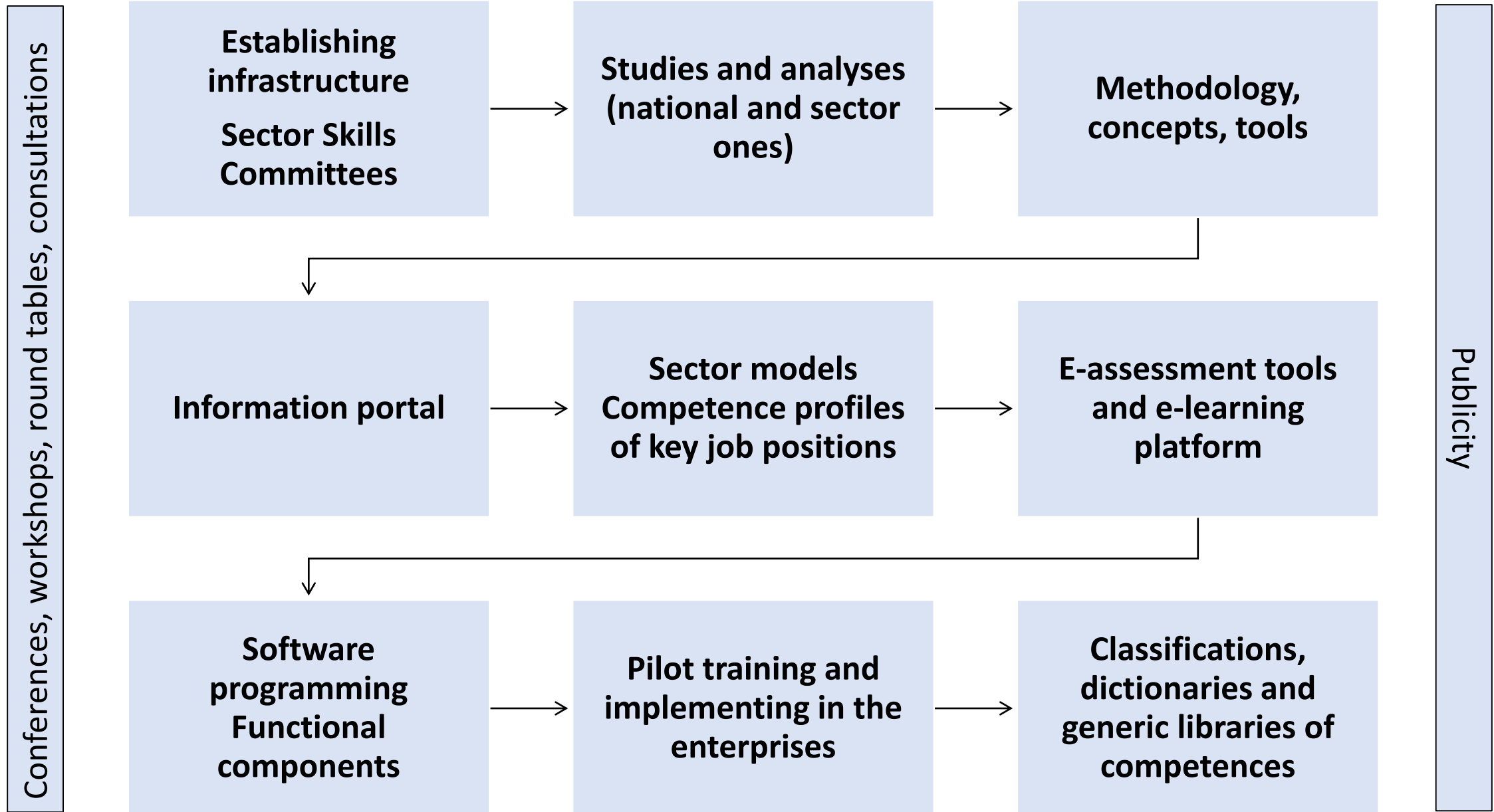


Verification of MyCompetence

- 2.5 million visitors at www.mycompetence.bg
- 45 000 active users – both physical and legal entities
- 21 universities and over 17 000 students
- 26 000 people successfully completed e-learning courses and used competence assessment tools
- Positive feedback from leading experts in 13 countries – *UK, Germany, Israel, the Netherlands, Austria, Belgium, Italy, Spain, Portugal, Estonia, Czechia, Slovakia, Romania*



Development steps in establishing and enhancing MyCompetence

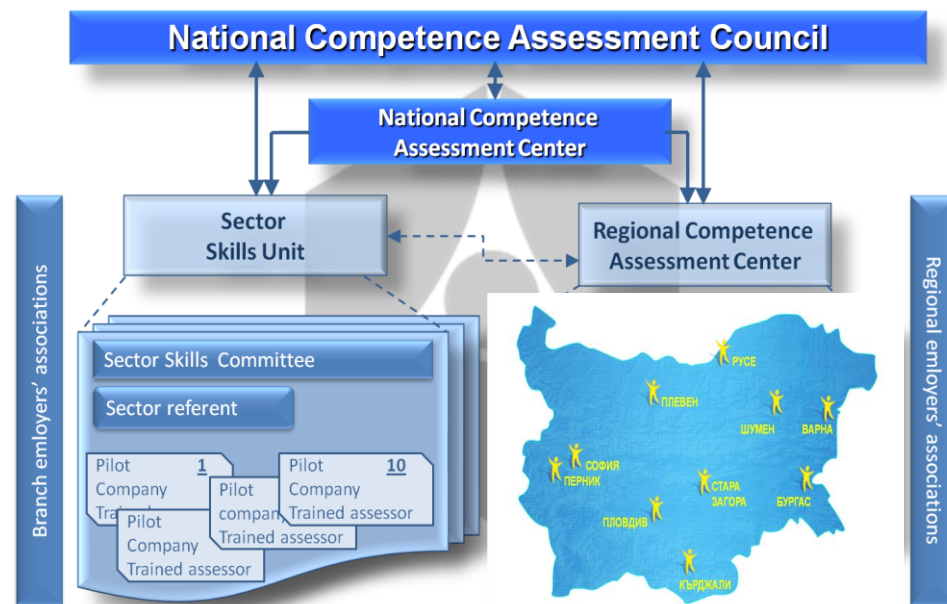


MyCompetence Infrastructure

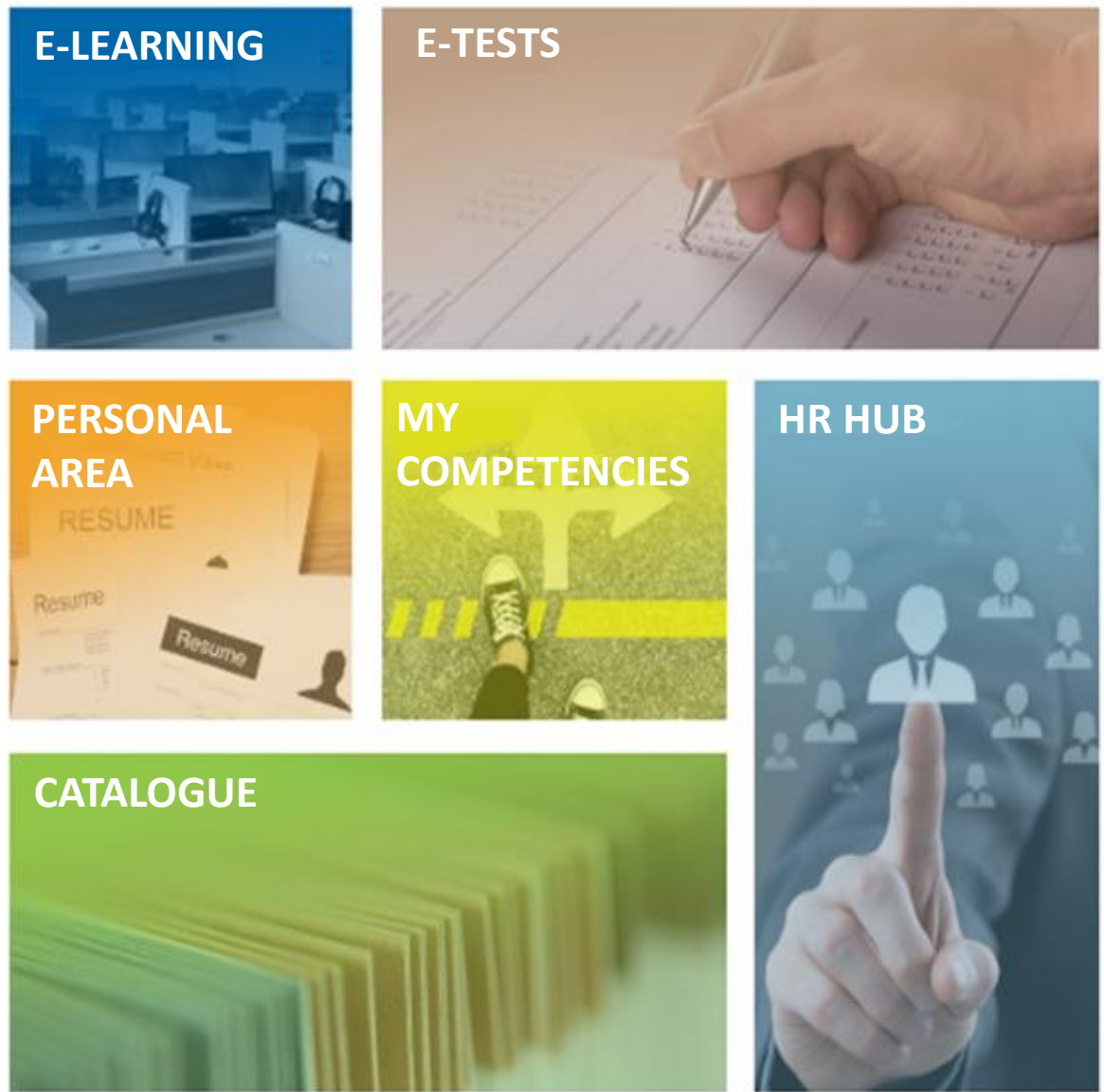
A wide partnership network which aims to align the interests of both employers, trade unions and the State, as well as provide a close relation between education and learning and the labour market, encompassing the following:

- 25 Sector Skills Committees including over 300 participants – employers, managers, social partners, government bodies representatives, educational institutions representatives and other parties concerned
- 280 Pilot Enterprises
- 10 Regional Competence Assessment Centres

European Sector Councils on Employment and Skills



MyCompetence Components



Labour Market Standards

- Competence profiles of over 1 300 key job positions in 25 economic sectors
- Clusters of competencies
- National Classification of Competencies (1 000 competencies)
- Online catalogue of competencies grouped by occupations
- Software modules for structuring and comparing MyCompetence data to ESCO and EQF
- Online dictionary of generic competencies
- Dictionary of concepts in competence-based management
- Europass CV

MyCompetence Components


E-LEARNING




E-TESTS



PERSONAL AREA




MY COMPETENCIES



HR HUB



CATALOGUE



Assessment and Development Tools

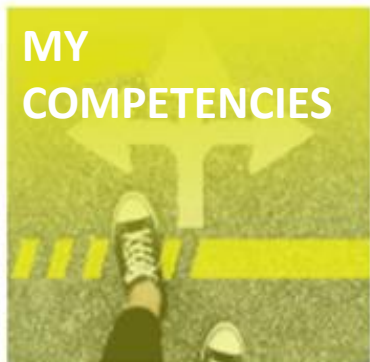
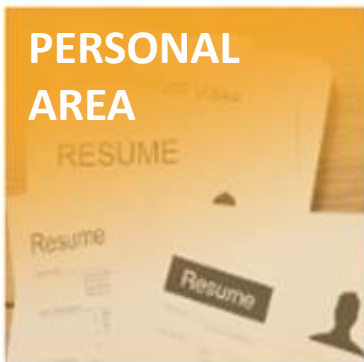
- 47 e-learning courses
- Connection with 14 international e-learning platforms
- 20 online competence assessment tools
- 360-degree feedback
- Self-assessment test for career aptitude to a given key job position



MyCompetence Components

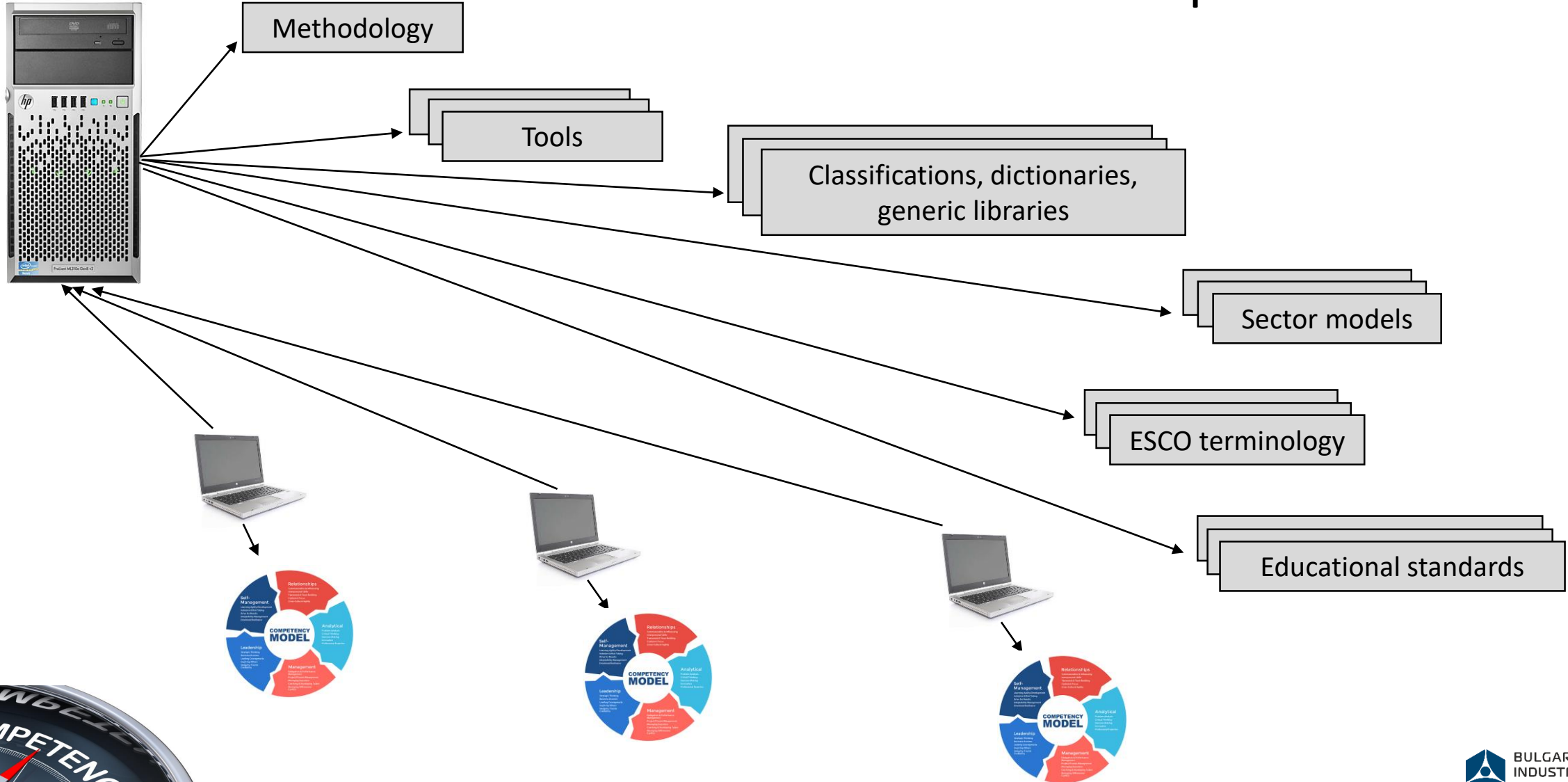
Functional Models

- E-Module for developing a company competence model
- E-Module for job analysis, audit and assessment at the enterprise
- E-Module for evaluating learning shortages and the effect of a conducted training course
- E-Module entitled “Jobseeker Personal Profile” included in the National Employment Agency operation



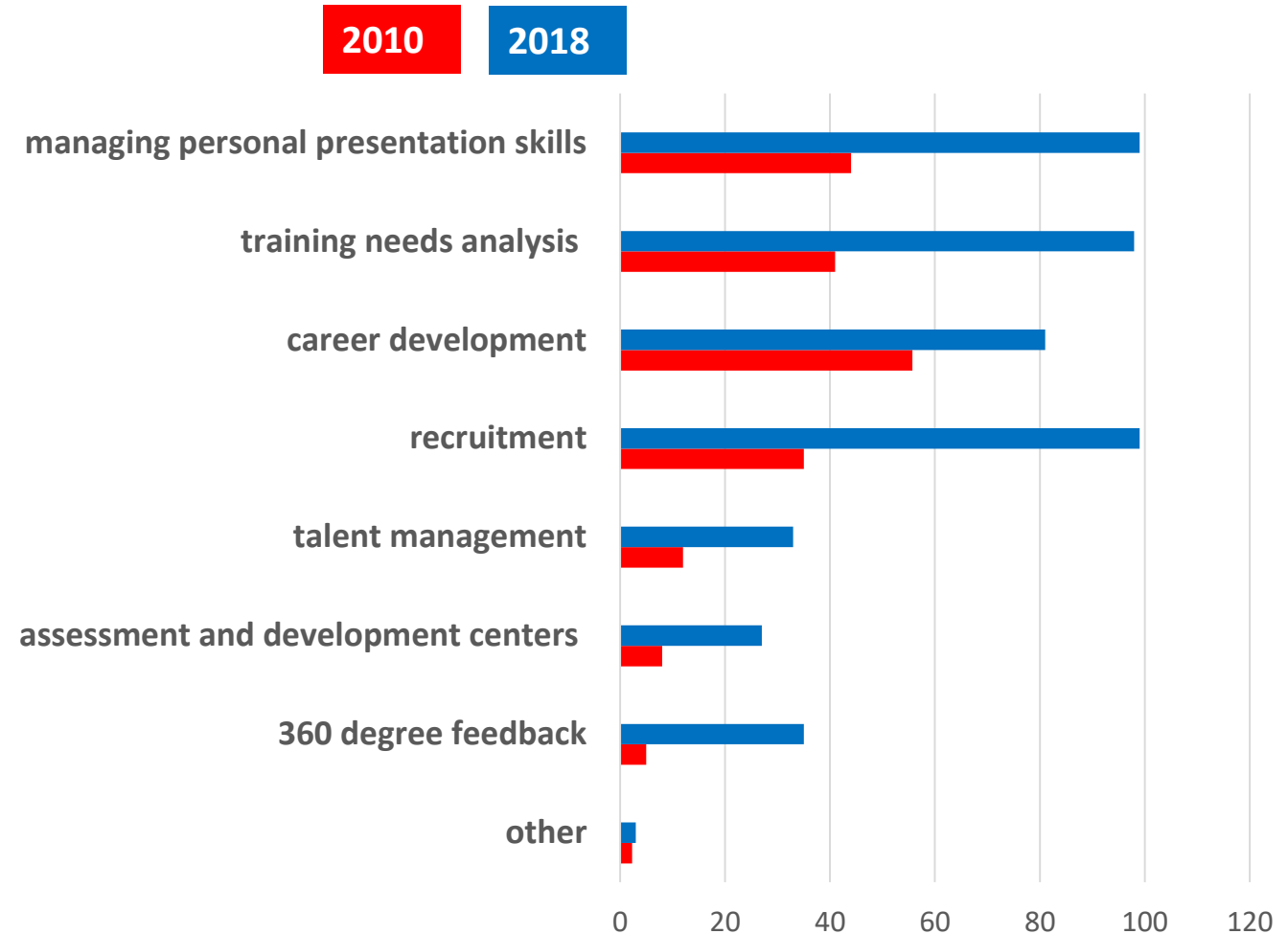
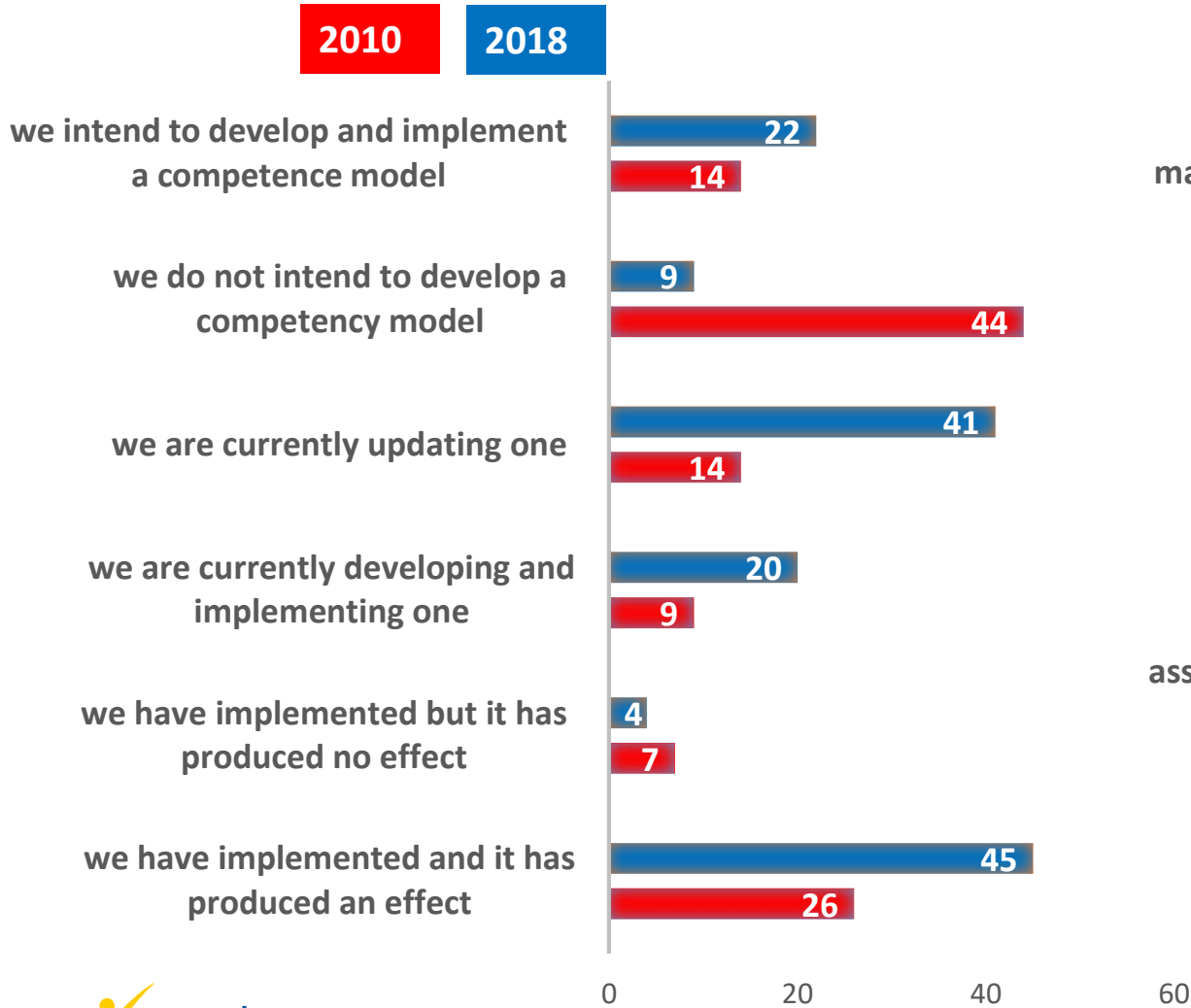
E-Module for developing a company competence model

MyCompetence



Has your organisation implemented a competence model?

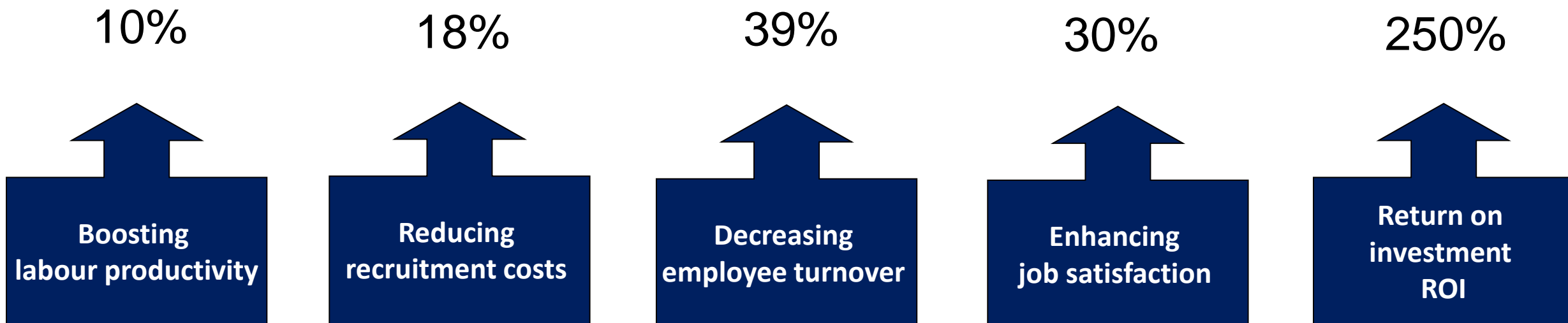
The competence model at the organisation is used for:



The effect of implementing a competence-based human resource management at the enterprise

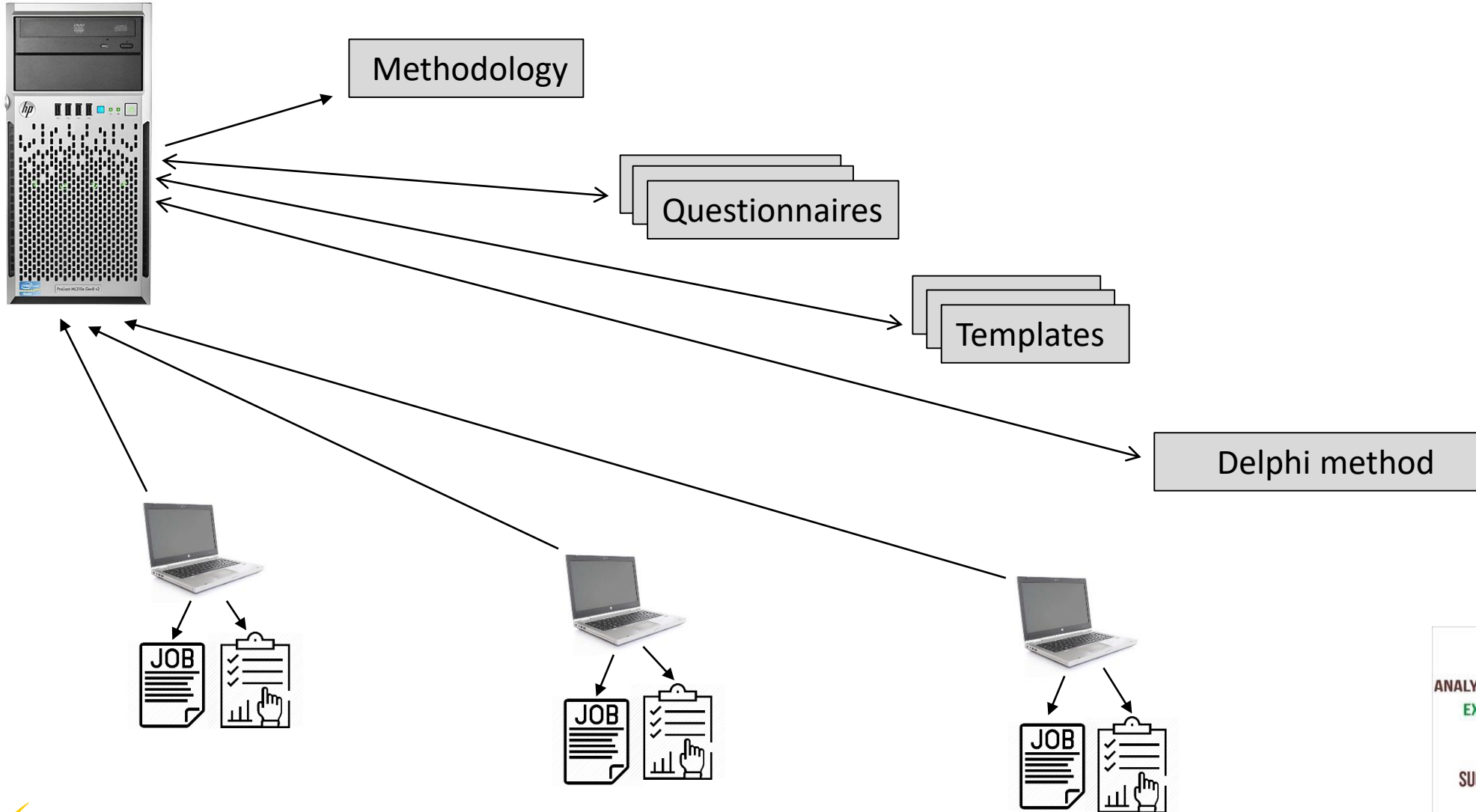


Deloitte.



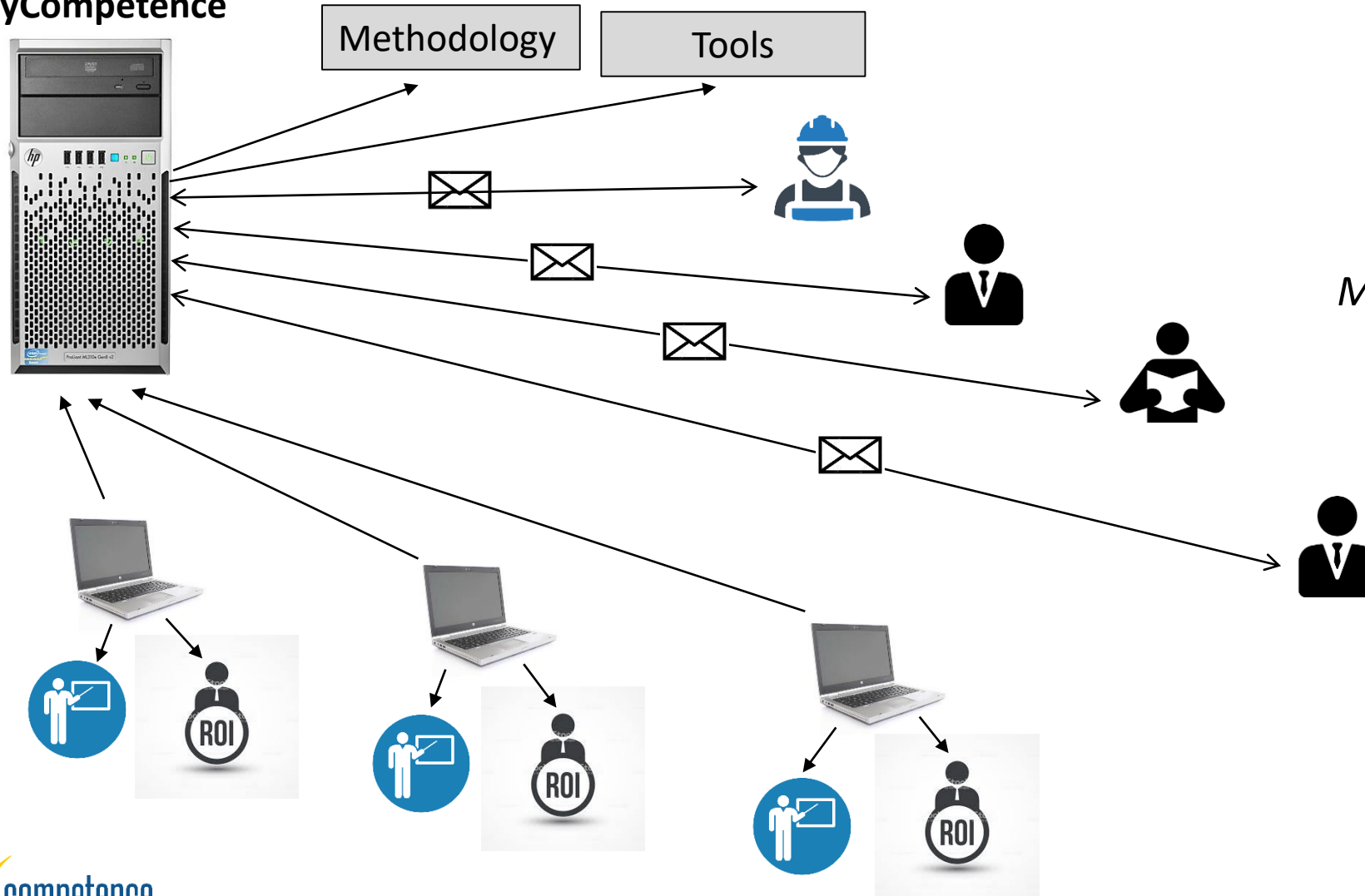
E-Module for job analysis, audit and assessment at the enterprise

MyCompetence



E-Module for evaluating learning shortages and the effect of a conducted training course

MyCompetence



Model by Dr. Donald Kirkpatrick and Dr. Jack Phillips

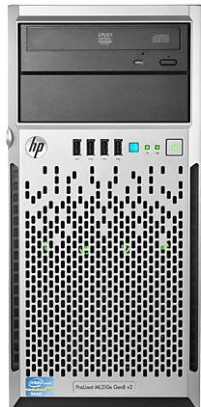
- 1 Satisfaction
- 2 Learning
- 3 Behaviour
- 4 Business result
- 5 ROI

Jobseeker Personal Profile e-module included in the National Employment Agency operation

MyCompetence



National Employment Agency database



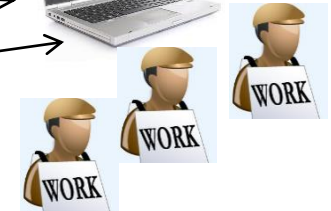
Labour Office



Employers



Jobseekers



- Integration with ESCO
 - Integration into the e-government
 - Integration with labour market forecasting systems and models of the Ministry of Labour and Social Policy in Bulgaria
 - Integration with a skills demand forecasting system
 - Integration with EURES systems and database
 - Integration with models and policies of the Ministry of Education related to higher education, vocational training, sector-based approach, dual training and the system for validation of non-formal and informal learning
- Integration with a lifelong learning network
 - Including new economic sectors, occupations and key job positions
 - Increasing the number of online assessment tools and e-learning courses
 - Including new modules to assist HRM at the enterprises
 - Search engine optimisation (SEO)



МИНИСТЕРСТВО НА ТРУДА И СОЦИАЛНАТА ПОЛИТИКА
Проект BG05M9OP001-1.013-0001-C01 „Развитие на националната система
за оценка на компетенциите – MyCompetence“



Thank you for your attention!

TOMCHO TOMOV, PhD

Director of the National Competence Assessment
Center Bulgarian Industrial Association – *Union of the
Bulgarian Business*

E-mail: ttomov@competencemap.bg

Tel. +3592 932 09 46

www.mycompetence.bg , www.bia-bg.com

