

Employer Survey on Skill Needs

Проучване за потребностите от работна сила

POLICY INSTRUMENT

 Bulgaria

Description

Country



Bulgaria

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The Employer Survey on Skill Needs aims to collect and analyse up-to-date information about the occupations, competencies, knowledge and skills of the workforce needed by employers. The information collected refers to the demand for labour, both in the coming 12 months and for the next 3-5 years. Presently, the survey questionnaire also includes questions concerning the impact of COVID-19 on labour demand.

Link

<https://www.az.government.bg/pages/pages-prouchvane-potrebnosti-rabotna-sila/>

Implementation level

NATIONAL

Legal base

The Employer Survey on Skill Needs is conducted based on Art. 10, Par. 2 of the Employment Promotion Act.
Weblink:
<https://www.mlsp.government.bg/uploads/1/legislation/employment-promoti...>

Starting period

The Employer Survey on Skill Needs has been conducted since on a semi-annual basis since February 2018. The last available survey results are from the survey conducted in September – October 2020.

Perspective

The initiative is based on foresight activities about the future needs of employers of workforce with certain characteristics (knowledge, skills and competences) both in the short (12 months) and medium term (3-5 years).

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Funded by the State Budget as per the provisions of the Employment Promotion Act

Skill mismatch

Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

Skills matching focus

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The survey questionnaire addressing occupational and sectoral skill shortages

ADDRESS MISMATCH BROADLY

4000 employers are surveyed from all economic sectors in all 28 NUTS III districts

Methods

Methods

EMPLOYER SURVEYS

The initiative encompasses skill surveys, conducted among employers

Use of skills intelligence

OTHER

The survey results are used for in the process of VET governance at regional and national level by providing valuable information for determining the annual secondary education admission plans.

Stakeholders

Main responsible body

NATIONAL AGENCY

National Employment Agency

Other involved organisations

NATIONAL MINISTRY

Involved in the design of the initiative

SOCIAL PARTNER: EMPLOYER ORGANISATION

Involved through the Employment Committees at the Regional Development Councils

SOCIAL PARTNER: TRADE UNION

Involved through the Employment Committees at the Regional Development Councils

REGIONAL PES

Involved through the Employment Committees at the Regional Development Councils

CHAMBERS OF COMMERCE

Involved through the Employment Committees at the Regional Development Councils

OTHER

Involved through the Employment Committees at the Regional Development Councils

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

Benefitted through making use of the VET adaptations on the basis of the survey results

YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

Benefitted through making use of the VET adaptations on the basis of the survey results

ADULTS WITH LOW BASIC SKILLS

Benefitted through making use of the VET adaptations on the basis of the survey results

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

Benefitted through making use of the VET adaptations on the basis of the

survey results

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

Benefitted through making use of the VET adaptations on the basis of the survey results

Sustainability

Success factors	The main factor for the success of the initiative is the active support of the Employment Committees at the Regional Development Councils which ensures involvement of all key stakeholders at regional level, incl. social partners, chambers of commerce, regional and local governments, etc.
Barriers	Low relative share of the employers participating in the survey.
Monitoring and evaluation	The main indicator used to measure progress is the number of employers involved in the survey. Information on this is provided in survey report delivered on a semi-annual basis.
Updates	<p>YES</p> <p><i>The questionnaire for the last survey conducted in September-October 2020 was expanded to include questions concerning the impact of COVID-19 on labour demand.</i></p>
Effectiveness	As per the annual Employment Action Plans, the Employer Survey on Skill Needs results are among the factors, being considered in the process of determining the annual admission plans for the system of secondary education at regional and national level.
Sustainability	The Employer Survey on Skill Needs is likely to continue in the future as it is funded by the State Budget, whereas skills anticipation is a national priority.

Other instruments in Bulgaria

- [‘Youth Employment’](#)
Процедура „Младежка заетост”
- [Analyses and Forecasts for the Labour Market Development in Bulgaria Web Portal](#)
Интернет портал „Анализи и прогнози за развитието на пазара на труда в България”
- [Development of a Workforce Competence Assessment System by Sectors and Regions \(CASSY\)](#)
Разработване и внедряване на информационна система за оценка на

компетенциите на работната сила по браншове и региони“, изпълняван от БСК в партньорство с КНСБ и КТ Подкрепа

- [Flexible employment and training opportunities in companies with varying activity intensity](#)

Гъвкави възможности за заетост и обучения в предприятия с променлив интензитет на дейността

- [National Reference Framework website.](#)

Уебсайт на Националната референтна мрежа