

*The achievement of project objectives and expected results, including development, implementation, wide usage, and national recognition of the information system for workforce competence assessment will open new possibilities for:*

- ✍ Assessing competencies in a sector and regional aspect during the project implementation;
- ✍ Establishing new branch and regional reference units and developing new sector competence assessment models;
- ✍ Attracting major sector and regional employers' organizations and trade unions to develop and use the separate system modules;
- ✍ Adding new modules and applications for the HR management objectives at company, sector, regional, and national level.
- ✍ Applying the information system by state institutions and organizations operating on the labour market;
- ✍ Providing functional compatibility with the developing information systems of labour market institutions;
- ✍ Providing prerequisites for the information system integration into the E-government.

The Project has been implemented by the :



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## Project Title: "Development and Implementation of an Information System for Workforce Competence Assessment by Sectors and Regions"



[www.competencemap.bg](http://www.competencemap.bg)

The Project is in current implementation by the Bulgarian Industrial Association Union of the Bulgarian Business in accordance with Agreement No BG051P0001-2.1.06/23.10.2009 under measure BG051P0001-2.1.06 "INCREASING THE FLEXIBILITY AND EFFECTIVENESS OF THE LABOUR MARKET BY ACTIVE ACTIONS OF THE SOCIAL PARTNERS" within the Operational Programme "Human Resources Development" 2007-2013, co-financed jointly by the European Social Fund

**Project Title:** "Development and Implementation of an Information System for Workforce Competence Assessment by Sectors and Regions"

**Total Project Budget:** 8 902 959 BGN

**Beneficiary:** The Project is in current implementation by the Bulgarian Industrial Association Union of the Bulgarian Business in accordance with Agreement No BG051PO001-2.1.06/23.10.2009 under measure BG051PO001-2.1.06 "INCREASING THE FLEXIBILITY AND EFFECTIVENESS OF THE LABOUR MARKET BY ACTIVE ACTIONS OF THE SOCIAL PARTNERS" within the Operational Programme "Human Resources Development" 2007-2013, co-financed jointly by the European Social Fund.

**Duration:** 2009-2013

**Partners:**

- ✍ Confederation of the Independent Trade Unions in Bulgaria
- ✍ *Podkrepa* Confederation of Labour

**Overall Project Objective:** To enhance adaptability and effectiveness, as well as to balance labour market demand and supply by developing an information system for workforce competence assessment by sector and regions.

**Specific Project Objectives:**

- ✍ To analyze and define the workforce competence requirements by considering EU, national and sector requirements and standards;
- ✍ To establish a branch and regional reference network and an information system for workforce competence assessment and update in accordance with the current and future labour market demands;
- ✍ To improve the coordination and information exchange among national, branch and regional structures of the employers and trade unions, as well as responsible government institutions during the workforce competence assessment;
- ✍ To achieve a national recognition and develop prerequisites for the integration of information system for workforce competence assessment into the future E - government in order to enhance adaptability and effectiveness, and to achieve a labour market demand and supply balance.



**Major Project Activities:**

- ✍ Planning project activities management and implementation monitoring, control and reporting;
- ✍ Setting up an analytical unit for conducting expertises and analyses on workforce competence assessment;
- ✍ Carrying out at least 16 basic analysis and surveys and at least 60 experts' studies and researches (for example reports, positions, etc.);
- ✍ Developing a general concept of the information system, indicators, a workforce competence assessment map by sectors and regions, and initial pilot test of sector workforce competence assessment model.
- ✍ Establishing of a reference network numbering 30 sector and regional units;
- ✍ Designing, developing, testing, and implementing of an information system for workforce competence assessment along with indicators for assessment at sector and regional level;
- ✍ Conducting training by sectors and regions, ensuring the development and operation of the information system for workforce competence assessment, including 625 training courses at the work place, consulting at least 125 people and organizations and training at least 2500 people in key competencies;
- ✍ Applying, further developing, achieving a national recognition, and fostering favourable conditions for the integration of the information system for workforce competence assessment in the future E - government;
- ✍ Conducting at least 20 business forums, conferences, round tables, discussions, seminars etc;
- ✍ Preparing at least 4 packs' proposals and drafts for legal amendments;
- ✍ Conducting information and publicity activities.

**Target Groups:**

- ✍ 1500 employers and HR managers;
- ✍ 2500 workers and employees;
- ✍ Employees from state institutions and organizations operating on the labour market;
- ✍ Indirectly, the project encompasses all potential users interested in the information system for workforce competence assessment;



**Expected Impact on the Target Groups:**

- ✍ Identifying the degree of compliance with the workforce competence requirements and fostering favourable conditions for improving productivity and adaptability;
- ✍ Improving the initial selection and assessing the workforce regularly at company level;
- ✍ Increasing the possibilities and population's degree of participation in the lifelong learning;
- ✍ Fostering favourable conditions for improving personal and company career prospects and enhancing workforce employability and participation in the learning economy;
- ✍ Accumulating company activities for continuing vocational training based on an real staff competence assessment;
- ✍ Improving employees' abilities to face the forthcoming challenges related to restructuring of national economy and labour market;
- ✍ Encouraging investment in human capital by employers and employees;
- ✍ Providing analytical information and forecasts on the demands of qualified workforce at sector and regional level for the purposes of secondary and tertiary education, vocational training, the management of labour market challenges and trends , on behalf of the responsible government institutions.