



European Economic and Social Committee
Employers' Group



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Bulgarian Presidency of the Council
of the European Union



Bridging the skills gap for growth and job creation – the business perspective

Extraordinary meeting of the Employers' Group

22 March 2018, Governmental Residence in Boyana (Sofia), Bulgaria

MyCompetence - a tool for overcoming labor market disproportions



Union of the Bulgarian Business

BIA is an official partner of the Bulgarian Presidency of the Council of the EU



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Three managers were asked: „How do you decide whether people are qualified and reliable enough to perform successfully their work?

Education...

*Practical experience and skills,
acquired in a real environment...*

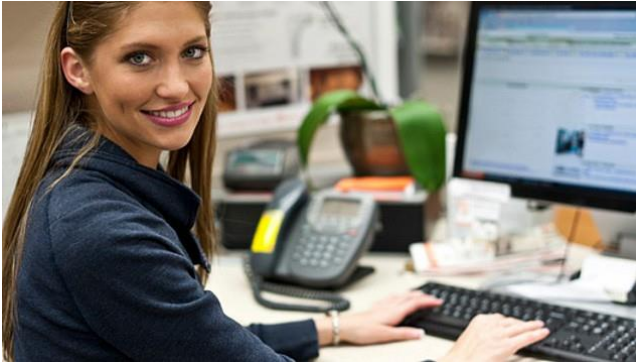
*Appropriate personality
qualities and attitudes ...*

- Competencies combine individual and collective performance with business targets and company's strategy
- Competencies synchronize the understanding of managers and employees for knowledge, skills, qualities, and behavior, which are required for success in work
- Competencies are the common language between business and education



Qualifications Lifecycle

Bulgarian Industrial Association Research



Software Engineer– 3 years
Machine Engineer– 5 years



- If, during the 60'es, a qualification was stable for about 20 years, nowadays the qualifications tend to become out-of-date much faster.
- Once the qualification is gained, it is not for a lifetime but only an introduction, a preparation for the lifelong learning.
- The dialogue between the universities and the business regarding educational content and its synchronization with the requirements of the labor market is of critical significance for both parties.
- The openness of the Universities towards the lifelong learning and the possibilities to offer different forms of upgrade studies, requires information on the trends in the professions development and the dynamics in the requirements of the labor market.

What challenges have you encountered in your practice, for which you were not sufficiently trained during your education?

Bulgarian Industrial Association Research

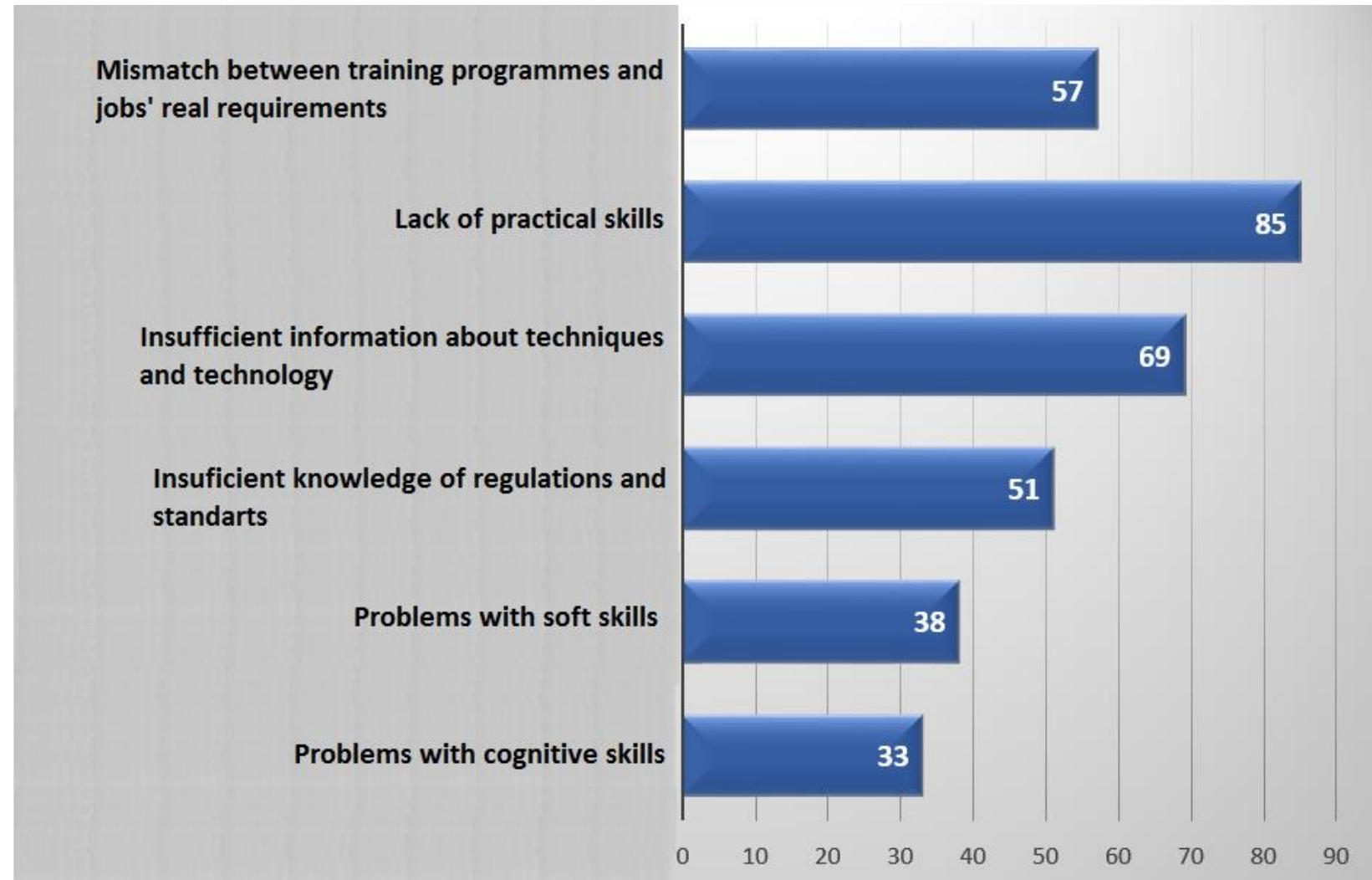
Structural problems in the educational system:

- Lack of personnel with secondary vocational education;
- Too many specialists with higher education in some areas and acute deficit of specialists in others.

Problems with quality and content of education:

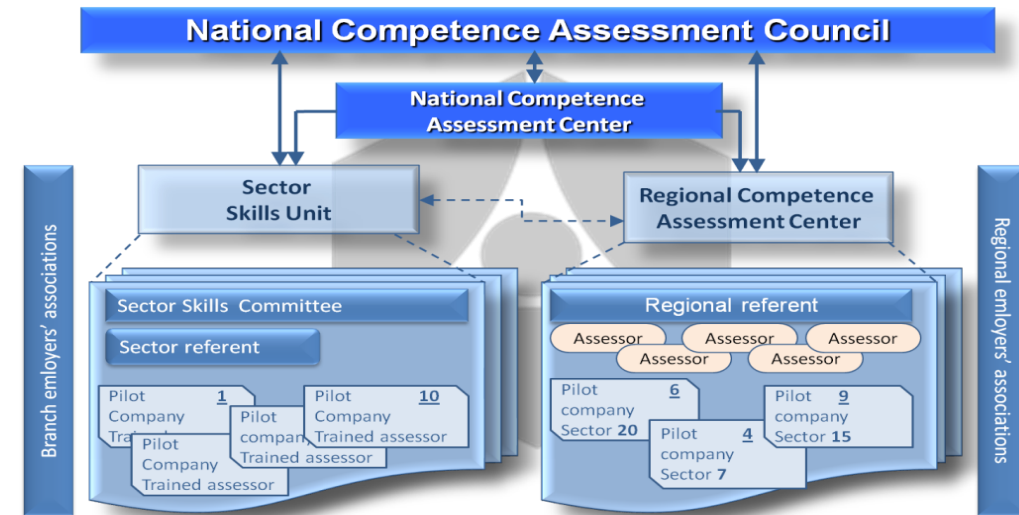
Problems in career guidance and attitudes for work and professional realization

Ineffective programmes form training and development





- Covers 20 (25) economic sectors;
- Members of the sectors advisory boards - over 350 employers, HR managers and experts, educational experts, representatives of labor market institutions, syndicates, non-governmental organizations, members of sectors advisory boards
- Over 200 pilot companies took part in the project;
- In total 1300 competence profiles for key positions (25%) have been developed and approved for each sector;
- Connection with the European taxonomy of skills , competences and positions (ESCO).



Over 300 000 visitors. About 45 000 active users, including companies, universities, managers, teachers, students

18 Assessment tools



Мениджърски компетенции

Тестът измерва индивидуалното ниво на развитие на ключовите мениджърски компетенции: лидерство, планиране, вземане на решения, управление на екип, мотивиране на другите, ефективна комуникация, ориентация към бизнес резултати, междифункционално сътрудничество, управление на промяната и управление на конфликтни ситуации.



Социални компетенции

Тестът измерва компетенциите, свързани с ефективното взаимодействие на личността с други хора и групи в дадена среда: работа в екип, адаптивност, управление на стреса, управление на времето, социални взаимодействия, асертивност, разрешаване на конфликти, съпричастност, позитивно мислене.



Емоционална интелигентност

Тестът измерва компетенциите за разпознаване и управление както на собствените емоции, така и на тези на другите хора, чрез оценяване на: емоционалното себепознание, себеувереността, емоционалния самоконтрол, ориентацията към постижения, оптимизма, адаптивността, организационното познание, емпатията, лидерството, ефективността в междulichностните умения, уменията за работа в екип и управление на конфликтите.



Екипна ефективност

Тестът измерва ключовите компетенции за екипна съвместимост: изграждане на доверие и работна атмосфера, споделено лидерство, решаване на проблеми, яснота на организационните роли, сътрудничество, оценяване и развитие ефективността на екипа.



Удовлетвореност и мотивация

Тестът оценява степента на значимост за конкретната личност на ключовите фактори за мотивация и удовлетвореност от работата: сигурност на работното място, заплащане и социални придобивки, условия на труд, статус, равнище на междulichностни отношения, постижения, признание, предизвикателства в работата, отговорност, възможност за израстване на личността, натрупване на опит и развитие.



Бизнес процеси

Тестът дава възможност за оценка на компетенциите на мениджърите, свързани с проектиране и управление на бизнес процеси в предприятието.



Търговски компетенции

Тестът оценява компетенциите за комуникация с клиенти, лична организираност, разбиране на пазара, изготвяне на уникално предложение за

45 E-learning platform

E-Learning



Effective use of MS Excel

The online training course *Effective use of MS Excel* aims at presenting 10 practical examples in Excel, along with the appropriate functionalities, guidelines for data structuring and a sequence of steps to be followed when developing such examples on your own.

At the end of the training course you will have acquired skills how to use MS Excel in specific practical situations and how to solve concrete problems, you will have boosted your capabilities for analytical case study and know how to solve cases by structuring and processing information correctly, you will develop your digital competencies.



Job design, analysis and assessment

The training course objective is to develop and enhance your knowledge, skills and competencies in the practical application of all labour design related processes at the organization by:

- Introducing the processes related to job design, analysis and audit, as well as their application;
- Introducing job assessment systems and their application;
- Presenting practical tips for job analysis and assessment;
- Facilitating the development of practical skills for job analysis and assessment.



Public Relations Management

The online training course *Public Relations Management* aims at developing and enhancing your knowledge, skills and competencies related to the PR basics and to the practical application of tools which are used when communicating with target groups and stakeholders. The objective is to help you build up practical skills at all stages of the public relations management.



Coaching for Managers

The online training course *Coaching for Managers* aims at offering you the possibility to acquire knowledge, skills and competencies which can prepare you for the effective use of coaching style in HR and team management. The training course is designed for owners, directors, department managers, team leaders and everyone who would like to achieve the desirable business results in an effective and efficient way by developing and enhancing their coaching skills, build up attainability culture, motivate and assist their associates, and thus help them fulfil their full potential.

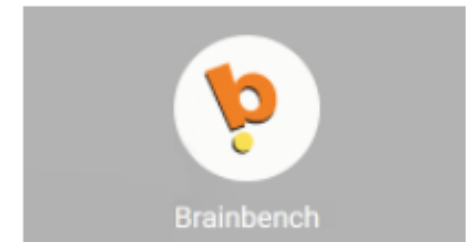


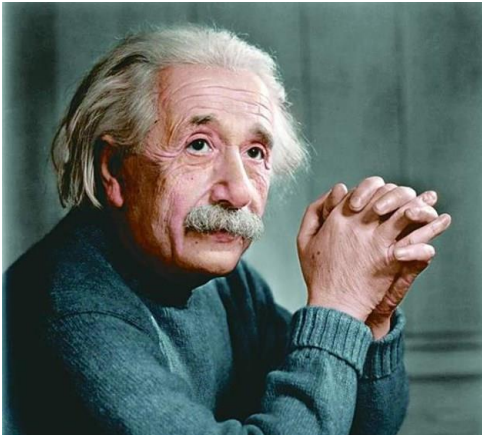
Competence assessment approaches and tools

The online training course aims at developing and enhancing your knowledge, skills and competencies related to the practical use of different approaches and tools for competence assessment and validation at the workplace, as well as criteria for selecting competence assessment methods and tools.



14 International training platforms





We cannot solve our problems with the same thinking we used when we created them.

Thank you for your attention!

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