



LABOUR MARKET SITUATION

Country report Bulgaria

Kick-off Meeting

Bochum, 11th – 12th October 2015



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Agenda

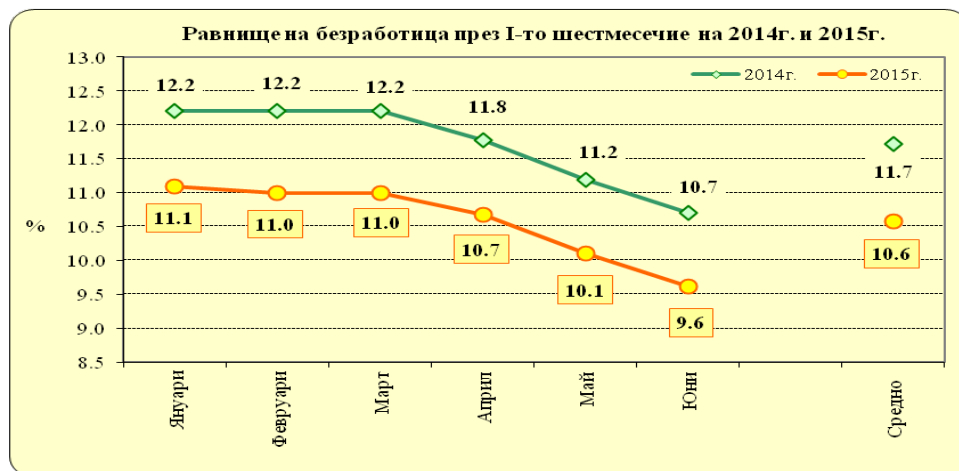
1. Structure and competence requirements of the local labour market
 - 1.1. Structure of the Bulgarian labour market
 - 1.2. Competence requirements
2. The gap between labour market requirements and qualifications
3. Measures to react against this gap
4. Measures for career guidance and professional orientation

1. Structure and competence requirements of the local labour market

1.1. Structure of the Bulgarian Labour market (1) *

Since 2014 – labour market stabilization and positive employment dynamics.

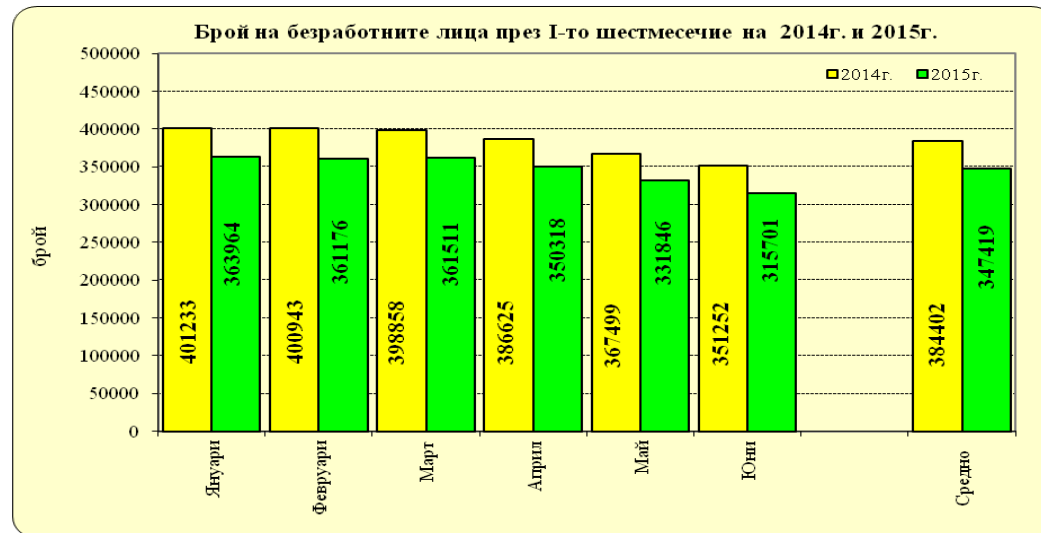
Average monthly unemployment for the first half of 2015: 10,6 %



* Source: Newsletter of Employment Agency, January – June 2015

1.1. Structure of the Bulgarian Labour market (2)

Average monthly number of unemployed persons in the first half of 2015: 347 419, or with 36 982 persons (9.6%) less, compared to the same period in 2014.



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1.1. Structure of the Bulgarian Labour market (3)

According to EUROSTAT:

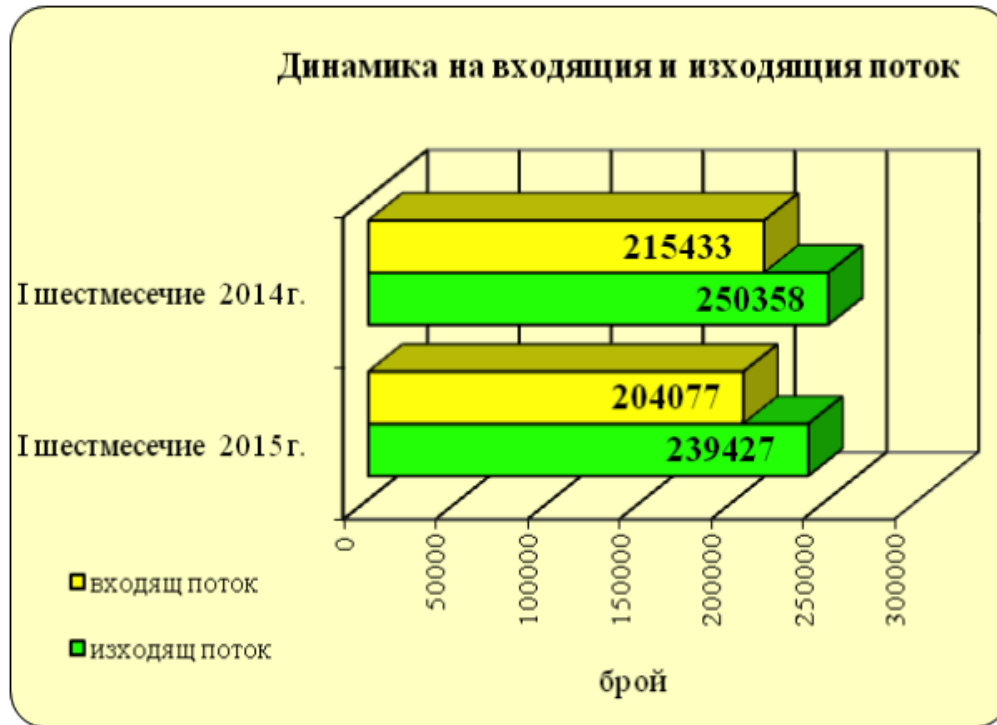
Average monthly unemployment in the first half of 2015 for the EU (EC-28): 9.7%.

For Bulgaria: 9,8 %.

Compared to the same period in 2014, the unemployment in (EC-28) decreases by 0.7 % and in Bulgaria – by 2.2 %.

1.1. Structure of the Bulgarian Labour market (4)

Unemployment dynamics: correlation between newly-registered unemployed and deregistered persons because of finding a job.



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1.1. Structure of the Bulgarian Labour market (5)

Distribution of the newly-registered unemployed according to the economic sectors (first half of 2015):

SERVICES: 47.1% or 92 550 persons;

INDUSTRY: 18.3% or 35 820 persons;

AGRICULTURE: 3.0% or 5937 persons;

OTHER: 31.6% or 62 007 persons (who have just graduated secondary or higher education; non-active persons or persons who have not determined the sector they have left).



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1.1. Structure of the Bulgarian Labour market (6)

Unemployed structure according to sex, age, professional qualification and education:

According to sex:

Women: 189 882, or 54.7 % of the total number of unemployed

Men: 157 538, or 45.3 % of the total number of unemployed

According to age:

Up to 19 years: 1.1 %;

20 – 24 years: 5.7 %

25 - 29 years: 9.2%

30 - 50 years: 10.9 %

50 - 54 years: 13.2 %

Over 55 years: 26.1 %



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1.1. Structure of the Bulgarian Labour market (6)

According to professional qualification:

Workers: 25.1%

Specialists: 19.0 %

Without any professional qualification: 55.9 %

According to education:

Primary education: 47.9%;

Secondary vocational education: 32.4 %

Secondary general education: 9.9 %

Higher education: 9.8 %



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1.1. Structure of the Bulgarian Labour market (7)

Youth unemployment (29 years)

Average monthly number in first half of 2015: 55 190 persons, or 15.9 % of the total number of unemployed. Of them 29 402 women, or 53.3 %.

Structure according to professional qualification:

Workers: 17.4 %

Specialists: 20.8%

Without any professional qualification: 61.8%

According to education:

Primary education: 48.1 %;

Secondary vocational education: 25.2 %

Secondary general education: 15.0 %

Higher education: 11.8 %



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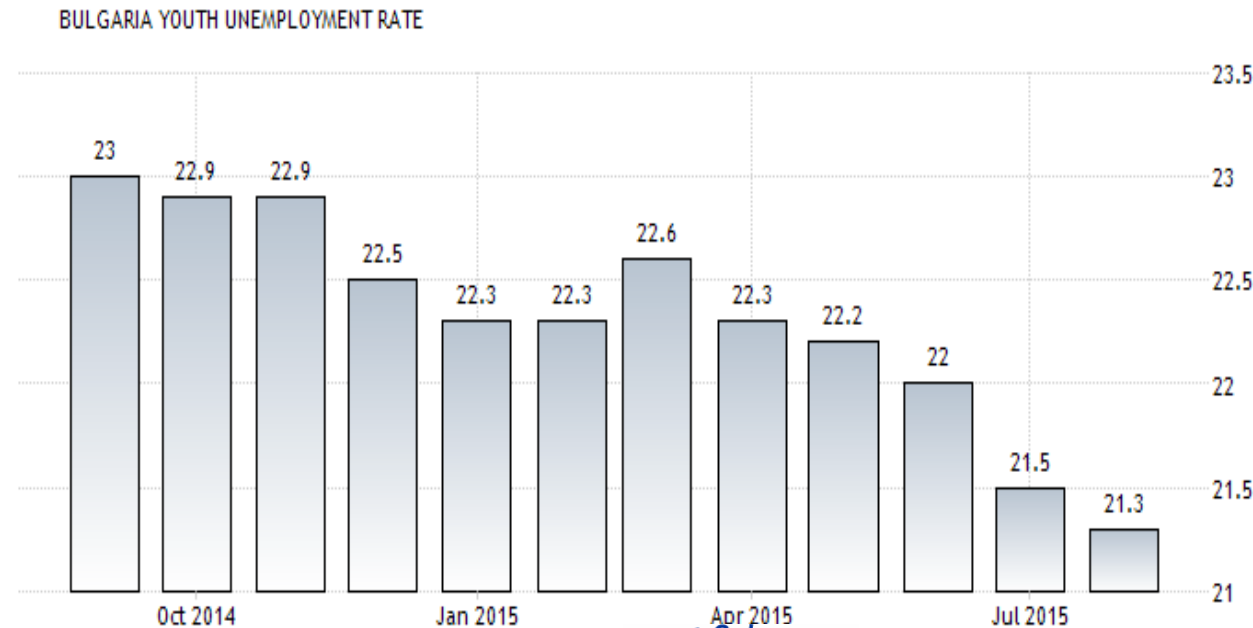


1.1. Structure of the Bulgarian Labour market (8)

Youth unemployment (29 years)

Unemployment rate in the first half of 2015: 15.4 %, or 3,4 lower than the unemployment rate for the same period of 2014.

(According to the National Statistical Institute).



SOURCE: WWW.TRADINGECONOMICS.COM | EUROSTAT



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1.2. Competence requirements (1)

Workforce demand in the first half of 2015:

General trend: the biggest number of vacancies announced at the Employment Offices for the last 10 years - 129 888.

Review of the announced vacancies:

Specialists in the field of tourism and catering: 13200

Workers for the textile industry: over 7800

Agriculture, forestry and fishing: 7120

Workers in the processing industry: 6700

Healthcare specialists & education staff: 5050

1.2. Competence requirements (2)

Shop assistants & trade intermediaries: 4600

Assembly workers: 2950

Construction, timber industry, mining: 2800

Drivers (incl. truck and bus drivers): over 2730

Operators of transport equipment: 2660

Security staff: 2370

Cleaning staff: 2180

Teachers: 2020

Blacksmiths and workers for tools manufacturing: 1770

1.2. Competence requirements (3)

Staff for informing customers: 1500

Building & Construction workers: 1300

Metalworking, casting, welding, metal structures assembly etc.: 1200

Machine operators: 1200

General trend:

Priority demand for labour force without any professional qualification (79516 vacancies, or 78.6 % of the total number of vacancies announced at the Employment Offices).

Second largest group: workers (10 883 vacancies, or 10.8 % of the total number of vacancies announced at the Employment Offices).

1.2. Competence requirements (4)

For specialists: 10 827 vacancies, or 10.7 % of the total number of vacancies announced at the Employment Offices. Of them, 63.0 % or 6817 vacancies are for unemployed with higher education. The most requested specialities: services and transport (5138 vacancies), engineering and technologies (1584 vacancies) and education (1353 vacancies). For this group, the demand is mainly for highly qualified specialist from particular economic sectors.

1.2. Competence requirements (5)

CONCLUSION:

Young people are in an unfavourable situation compared to adults with regard to employment prospects. The ratio between the youth unemployment rate and the adult unemployment rate indicates that young people are approximately 2.5 times more likely to be unemployed compared to adults in Bulgaria. The ratio between the youth unemployment rate for 15–24s and the youth unemployment rate for 25–29s is similar. The figures illustrate that young people below 25 are almost twice as likely to be unemployed compared to those aged between 25 and 29.

2. The gap between labour market requirements and qualifications (1)

The VET is one of the main factors for reaching a sustainable economic growth.

But the Bulgarian VET system is not able to ensure skills and competences corresponding to the labour market needs. In 2014, 15% of companies from the industrial sector were not able to find skilled and well-trained staff (vs. 7.4 % for EU). For the last 10 years the number of employers that trained additionally their workers, has doubled.

2. The gap between labour market requirements and qualifications (2)

The reasons:

- The VET curricula are developed without the participation of business representatives. The result: mainly theoretical, very often unsuitable training, not corresponding to the present-day labour market requirements;
- Poor practical training, not giving skills for certain professional activities and solving problems;
- Poor VET quality, often depending on the teacher's qualities and qualification;
- Very short periods of practical training and internship, frivolous and unreliable;

2. The gap between labour market requirements and qualifications (3)

- Missing skills for analyzing, coping with special situations, independent thinking, making decisions, acting and taking responsibility;
- Poor social skills: ability for communication, team work, conflicts overcoming;
- Poor language skills;
- Lack of specialists having 3rd and 4th degree of professional qualification.

3. Measures to react against this gap (1)

Strategy for VET development in Bulgaria 2015 – 2020

Provides measures and activities for VET improvement, quality indicators, responsible institutions, partners and terms for the measures implementation.

The measures are classified in 4 priority groups:

1. Ensuring the VET quality and effectiveness

Can be achieved by: introducing the dual education system; module-based curricula; improvement of the VET quality management system; improving and updating the teachers qualification; training of mentors that will implement practical training in real work environment.

3. Measures to react against this gap (2)

2. Improvement of the opportunities for VET admission

Implementation by: introduction of “protected” professions; development of measures for: VET support and flexibility; stimulating and participation of students with excellent achievement in high-tech professional programmes; VET ensuring for persons over 16 with special educational needs; providing of accessible and high-quality services for career orientation of students and adults.

3. Measures to react against this gap (3)

3. VET in the LLL context

Implementation measures: development of a system for validation of knowledge, skills and competences acquired by informal and non-formal learning; introduction of ECVET; increasing the participation of adults in LLL.

4. Strengthening the participation and responsibility of the stakeholders for ensuring of staff with professional qualification corresponding to the labour market needs

Implementation measures: active participation of the social partners in the VET system (updating of the VET professions list, development of SQFs, updating of the State Educational Requirements, expansion of the enterprises network for internship programmes implementation.



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4. Measures for career guidance and professional orientation (1)

Career Services Providers:

- Psychologists, counselors and labor market specialists of the Employment Agency's regional offices;
- About 800 school counselors in big secondary and vocational schools in all regions;
- 100 counselors in 40 universities;
- 100+ counselors in commercial sector, public institutions and business.

4. Measures for career guidance and professional orientation (2)

Career Services in School

- Career guidance is still not integrated within the school curriculum;
- **Special lessons on career information and guidance** led by the class teacher and school counselor;
- **Individual counseling** and **group guidance** sessions in the State Employment Agency;
- **Work shadowing** experience and compulsory practice in vocational schools
Student enterprises;
- **career centers** established in vocational schools;
- **Career Clubs** in 3 pilot schools.

4. Measures for career guidance and professional orientation (3)

Career Services in University

- Dissemination of **career and labor market information**, trainings and **job openings** for students & graduates
- **Recruitment** services
- Promoting and organizing **internships**
- **Career Fairs**
- **Corporate presentations**
- **Master classes**
- **Group seminars** on employability skills
- **Individual Counseling** - career guidance and career management



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4. Measures for career guidance and professional orientation (4)

Career Services in Business Settings

- Assessment of interests and abilities
- Internships
- Career management trainings & mentoring for interns / entry level employees
- Individual counseling, life planning and management for combining professional and individual roles
- Group trainings and development programs
- Career coaching
- Career counseling for personnel in restructuring enterprises and sectors



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4. Measures for career guidance and professional orientation (5)

Career Services on the Labor Market

State Employment Agency

- Implementation of active labor market measures
- Career guidance
- Dissemination of occupational information
- Individual counselling and coaching
- Group trainings on employability skills

4. Measures for career guidance and professional orientation (6)

- Motivation of discouraged individuals
- Vocational education and trainings
- Job placement
- Career fairs

Many private career agencies & VET centers

4. Measures for career guidance and professional orientation (7)

Other Professional Orientation Initiatives

- Career Fairs, organized by JobTiger since 2002
- Internships and apprenticeships are growing more popular among students and employers
- Web-based sources of career information: Careers.bg, JobTiger.bg, Staj.bg, KakviDaStanem.bg
- Projects funded by EU Structural Funds



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4. Measures for career guidance and professional orientation (8)

Project BG051PO001-4.3.02 „System for Career Orientation in School Education” executed with the financial support of the Human Resources Development Operational Programme, co-funded by EU through the European Social Fund. Objective: to create a system for career orientation in school education for attaining consistency between the national and the EU policy on life-long orientation.

Target groups:

1. Students 1. – 4. class: creating ideas about profession in the place they live and the necessary skills

4. Measures for career guidance and professional orientation (9)

2. Students 5. – 8. class: acquire knowledge about the world of work and skills to choose education and profession
3. Students 9. – 12. class: creating skills for career planning and professional realization.

Funded activities:

- Design of a National Web Portal for career orientation → providing information about VET and higher education institution, and psychological tests for self-diagnostic of interests and motivation for choosing a profession;



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4. Measures for career guidance and professional orientation (9)

- Design of a new module within the National VET Web Portal www.vet-bg.com including information about educational institutions, professional profiles, use of psychological instruments for diagnostic and consulting etc.
- Development of administrative capacity for professional orientation at national, regional and school level
- Establishment of 28 regional Centers of Career Development with the regional Directorates of the Ministry of Education and Science

4. Measures for career guidance and professional orientation (10)

Project outcomes:

Development and introducing of Unified System for VET Management in 400 vocational schools and training of 1200 persons to apply the system's instruments.



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