



Project BG051PO001-2.1.06 is entitled "Development of a Workforce
Competence Assessment System by Sectors and Regions".
The project has been implemented with the financial support of Operational Program
"Human Resources Development", co-financed by the European Social Fund at the EU



www.competencemap.bg

European Union

We are investing in your future

European Social Fund

www.bia-bg.com



Bulgarian Competence Assessment System

Human capital development in enterprises

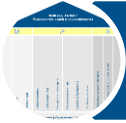
Vania Kirova
IT Manager
[Bulgarian Industrial Association](http://www.bia-bg.com)

Maximising skills for jobs and jobs for skills
December 2015
Thessaloniki, Greece

Services



Competency catalogue



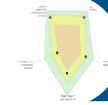
Web-presentation of professional standards



Development of a competency model in enterprise



Update of university and VET programmes



Assessment tools



E-learning platform



Europass CV creation



Library of development resources



Infrastructure



Content



Services

Case studies

**Measure skills gaps
with competence
assessment tests**

**Business and
education -
win-win
partnership**

Competencies

Managerial

- Decision making and problem solving
- Leadership

Professional

- Conflict management
- Process management
- Change management
- Sales skills
- Negotiation skills

Core competencies

- Personal effectiveness and self-control
- Team work
- Communication skills
- Social competencies
- Emotional intelligence
- Adaptability and commitment

Competence assessment tests

- Managerial competencies
- Social competencies
- Emotional intelligence
- Decision making and problem solving
- Management of business processes
- Change management
- Conflict management
- Business negotiations
- Digital competencies
- Team efficiency
- Motivation and satisfaction
- ...

Participants

Employees

- Requested by management in internal company assessment
- Self-development

Unemployed

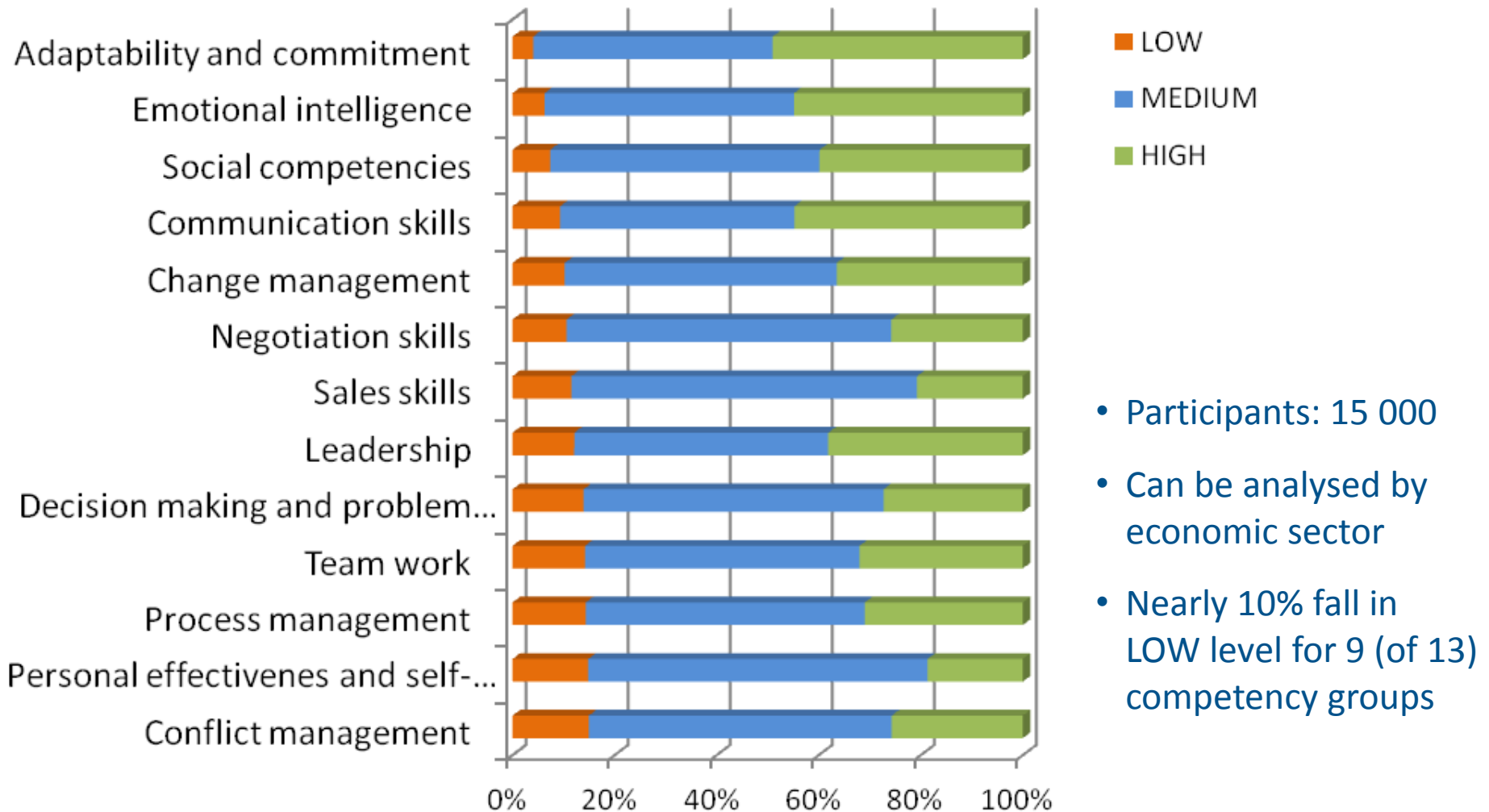
- Self test and development
- Invited during job-candidate selection

Students

- Requested by the professor
- Find right development path

Managers, teachers, professors

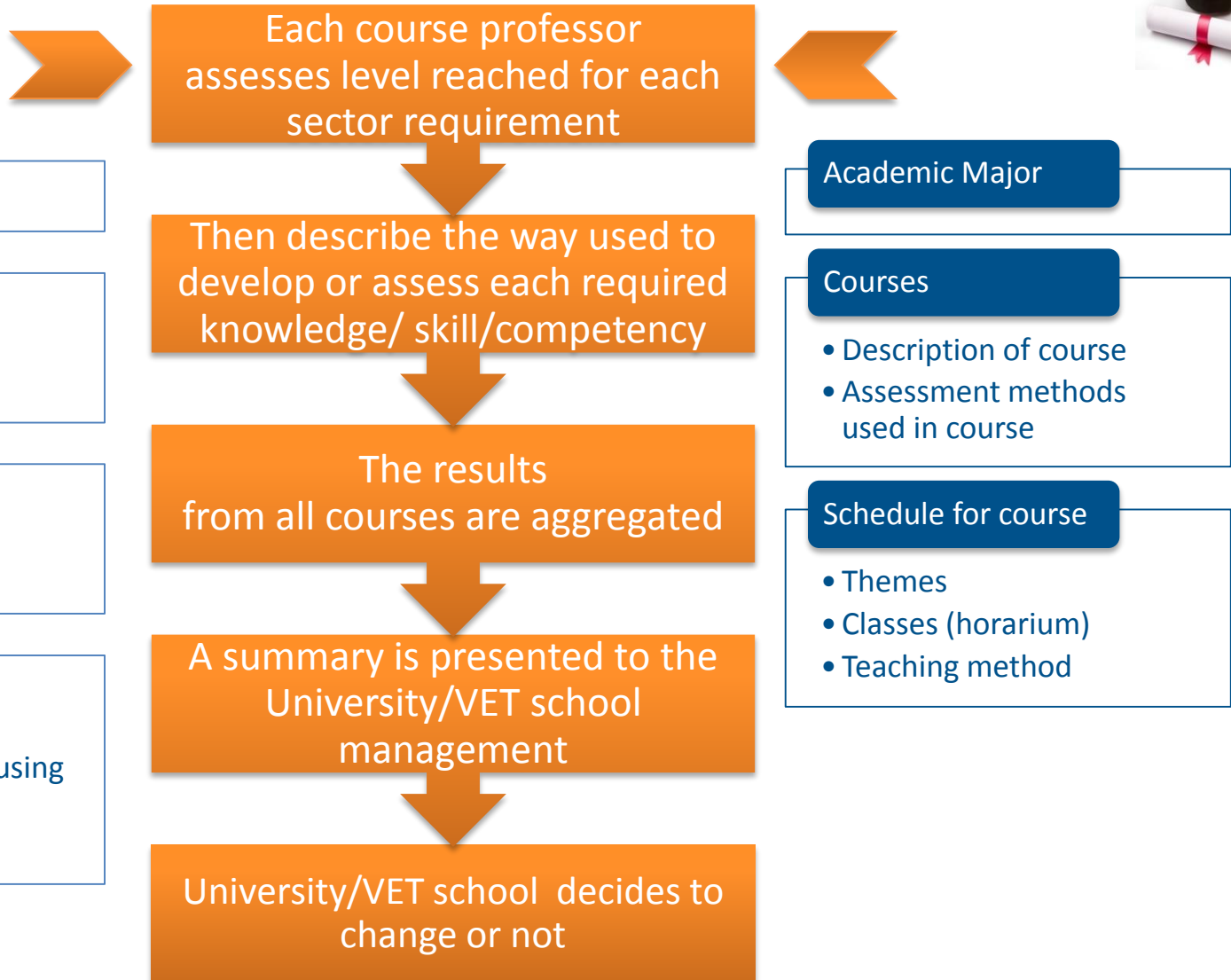
- Self-development



- Participants: 15 000
- Can be analysed by economic sector
- Nearly 10% fall in LOW level for 9 (of 13) competency groups



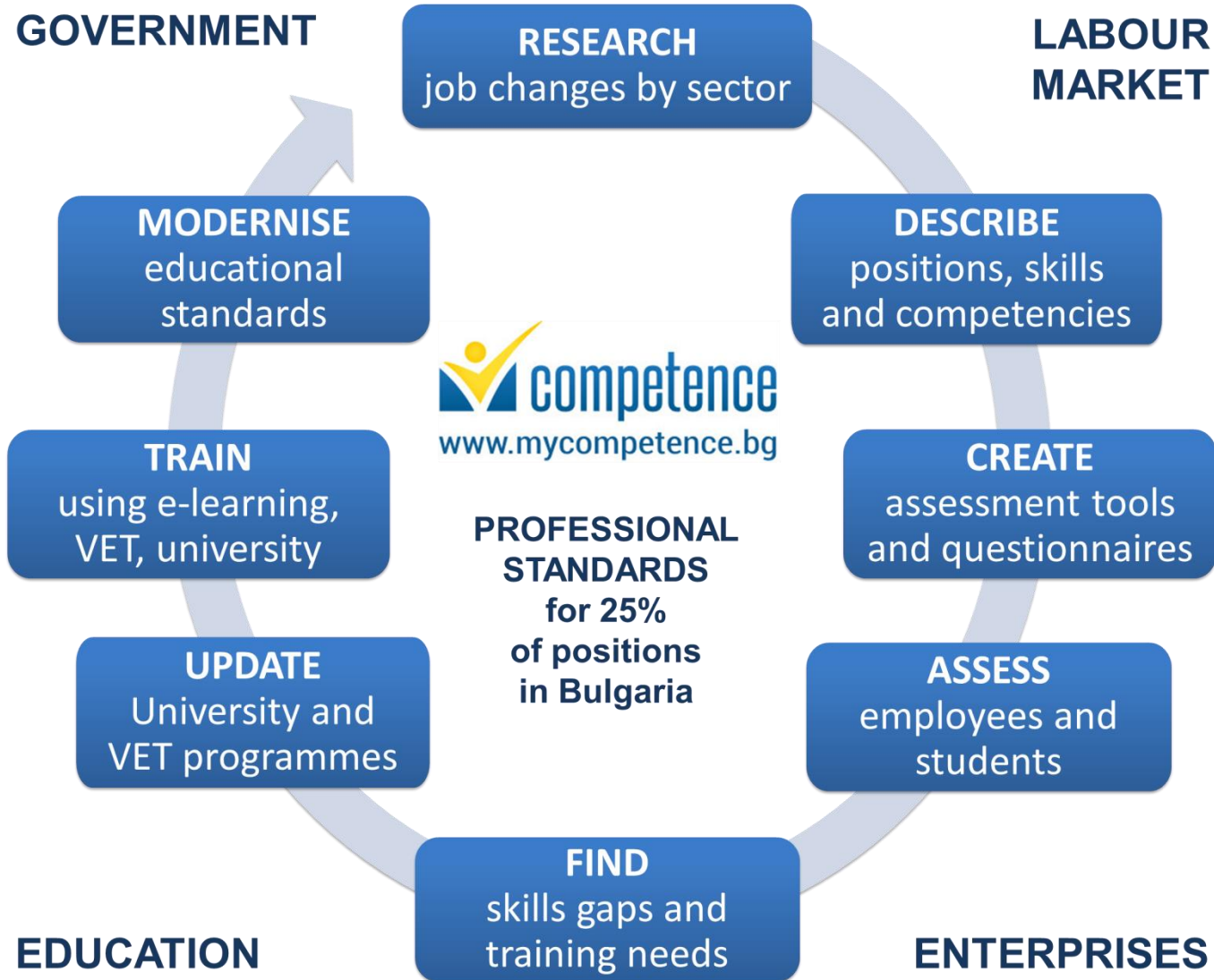
Does an academic major cover business needs?



Academic major "Project Manager"	Goals	Programme	
	Target level	Max level reached	Number of courses
Knowledge			
Business administration	3	4	9
Client support	3	4	8
Computers and electronics	3	3	6
· systems		YES	2
· applications		YES	1
· development		YES	5
Skills			
Concern for order, quality, accuracy	3	4	10
- Monitoring and performance evaluation (definition)		YES	3
- Time management (definition)		YES	7
Problem solving	3	3	11
Specific technical skills	3	4	1
Core competencies			
Assertiveness	3	3	6
Building relationships	3	2	2
Initiative	3	4	3
Specific competencies			
Project and product planning	4	4	12
- Documents project parts according to requirements...		YES	4
- Identifies project aims according to business requirements		YES	3
- Defines communication plan, roles and responsibilities		YES	2
Managing relationships	4	4	4
Risk management	4	4	7
Managerial competencies			
Decision making	3	4	7
Leadership	3	4	2
People development	3	3	3

Summary for major "Project Manager" 33 courses examined

- **Red warning:** required level not reached
- **Blue warning:** programme exceeds required level (not always bad - university foresees ahead 😊)
- **Overdone warning:** required level reached by many different courses
- **Green:** programme matches needs exactly
- **Management checks details and considers changes**



THANK YOU FOR YOUR ATTENTION!

VANIA KIROVA

IT Manager

Bulgarian Industrial Association

kirovav@bia-bg.com

www.mycompetence.bg

www.competencemap.bg



Compare IT sector results to all results

