



#### Project BG051PO001-2.1.06 is entitled "Development of a Workforce Competence Assessment System by Sectors and Regions".

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# Bulgarian Competence Assessment System Human capital development in enterprises

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Maximising skills for jobs and jobs for skills

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# **About MyCompetence**



### Competency catalogue



Web-presentation of professional standards





Update of university and VET programmes

# Services



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



# Measure skills gaps with competence assessment tests

## **Competencies**

#### Managerial

- Decision making and problem solving
- Leadership

#### **Professional**

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

#### Core competencies

- Personal effectivenes and selfcontrol
- 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**

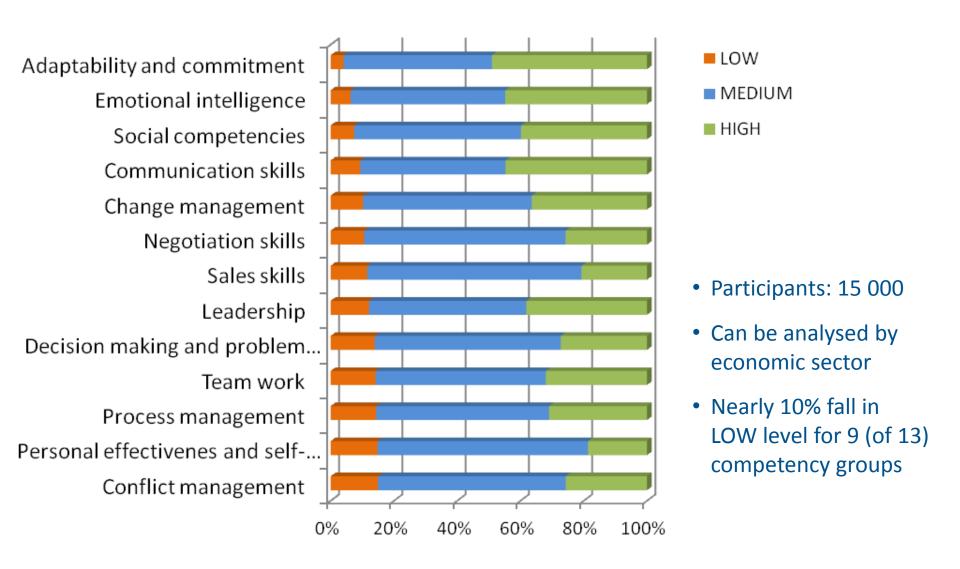
- Requested by the professor
- Find right development path

#### Managers, teachers, professors

Self-development



# Feedback from competency assessment tests





# **Business and education – win-win partnership**



## Does an academic major cover business needs?





Each course professor assesses level reached for each sector requirement



## Occupation (s)

#### Knowledge

 Assessment scale comparable to NQF

#### **Skills**

 Assessment scale comparable to NQF

#### Competencies

- Assessed by MyCompetence level (using Likert scale)
- Behavior indicators

Then describe the way used to develop or assess each required knowledge/ skill/competency

The results from all courses are aggregated

A summary is presented to the University/VET school management

University/VET school decides to change or not

#### Academic Major

#### Courses

- Description of course
- Assessment methods used in course

#### Schedule for course

- Themes
- Classes (horarium)
- Teaching method



# Business and education – win-win partnership

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 ②)
- Overdone warning: required level reached by many different courses
- Green: programme matches needs exactly
- Management checks details and considers changes



# MyCompetence – continue in next cycle

#### **GOVERNMENT**

**RESEARCH** job changes by sector

LABOUR MARKET

#### **MODERNISE**

educational standards

#### **DESCRIBE**

positions, skills and competencies

#### **TRAIN**

using e-learning, VET, university

# **competence**

www.mycompetence.bg

#### PROFESSIONAL STANDARDS for 25% of positions in Bulgaria

#### **CREATE**

assessment tools and questionnaires

#### **UPDATE**

University and VET programmes

#### **ASSESS**

employees and students

#### **FIND**

skills gaps and training needs

**ENTERPRISES** 

#### **EDUCATION**



# THANK YOU FOR YOUR ATTENTION!

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# Feedback from competency assessment tests

