



*Operational Program
"Human Resources Development"
2007-2013*



BULGARIAN INDUSTRIAL ASSOCIATION
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Project "Development and Implementation of an Information System to Assess the Competence of the Workforce by Sectors and Regions"
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 within the Operational Programme "Human Resources Development" 2007-2013, co-financed jointly by the European Social Fund.

Development of Competence Assessment System in Bulgaria (CASSY)

Employment developments in the transition to Low Carbon
Economy, 1-2 March 2011,
Brussels



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Some Basics of Low Carbon Economy in Bulgaria

- **Energy intensity 60-70% above EU 27 average measured in PPS**
- **Carbon Intensity: strongly dependence on thermo power sector**
- **Consequences of the PRIMES Model and EU Energy and Climate Package**
- **World's most restricted carbon target - 50% of GHG in 2020 vs 1988**
- **National Energy Strategy (Jan 2011) – restricted GDP growth to 2020 (+3%)**
- **Extremely ambitious improvements of the carbon and energy intensities, and Development Programs for RES and EE**
- **One of the Price Dilemmas: Nuclear vs. Solar PV (20 EUR vs. 400 EUR per MWh)**
- **Green Solar: 1MW installed capacity needs 3 ha land but not in the desert (there is no deserts in Bulgaria)**
- **Case: Mining Sector Employment (1997-2009) – 40% decrease**

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Sectors, Processes, Products, Services, Employment and Value added chains - What is **Green and what is **Brown** ?**

Greening the overall business processes, value added and employment chains and sectors vs. Green and Brown Dilemma

Management Systems Tools – EMS, ISO 14001, LCA, EIA, Carbon Footprint, CD ISO 50 001 etc.

BUSINESSEUROPE POSITION "GREENING THE ECONOMY – TAKING ON EMPLOYEMENT AND SKILLS CHALLENGES", 14 June 2010

Greening Jobs, Skills, Competences, VET (O-net, USA)

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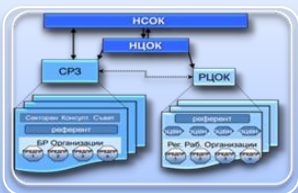
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THE PROJECT



BULGARIAN COMPETENCE ASSESSMENT NETWORK (BUCAN)



COMPETENCE ASSESSMENT SYSTEM (CASSY)





ABOUT THE PROJECT

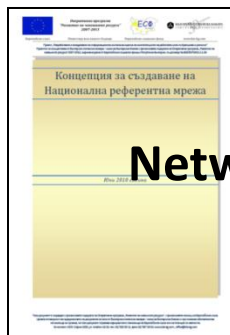
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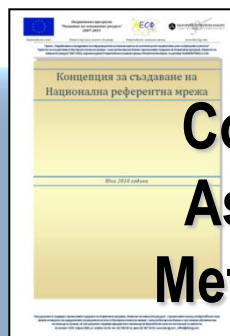
Analyses



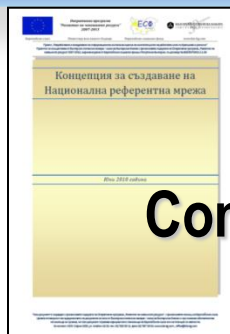
Research



Network Development



Competence Assessment Methodologies



Competence Models



CASSY

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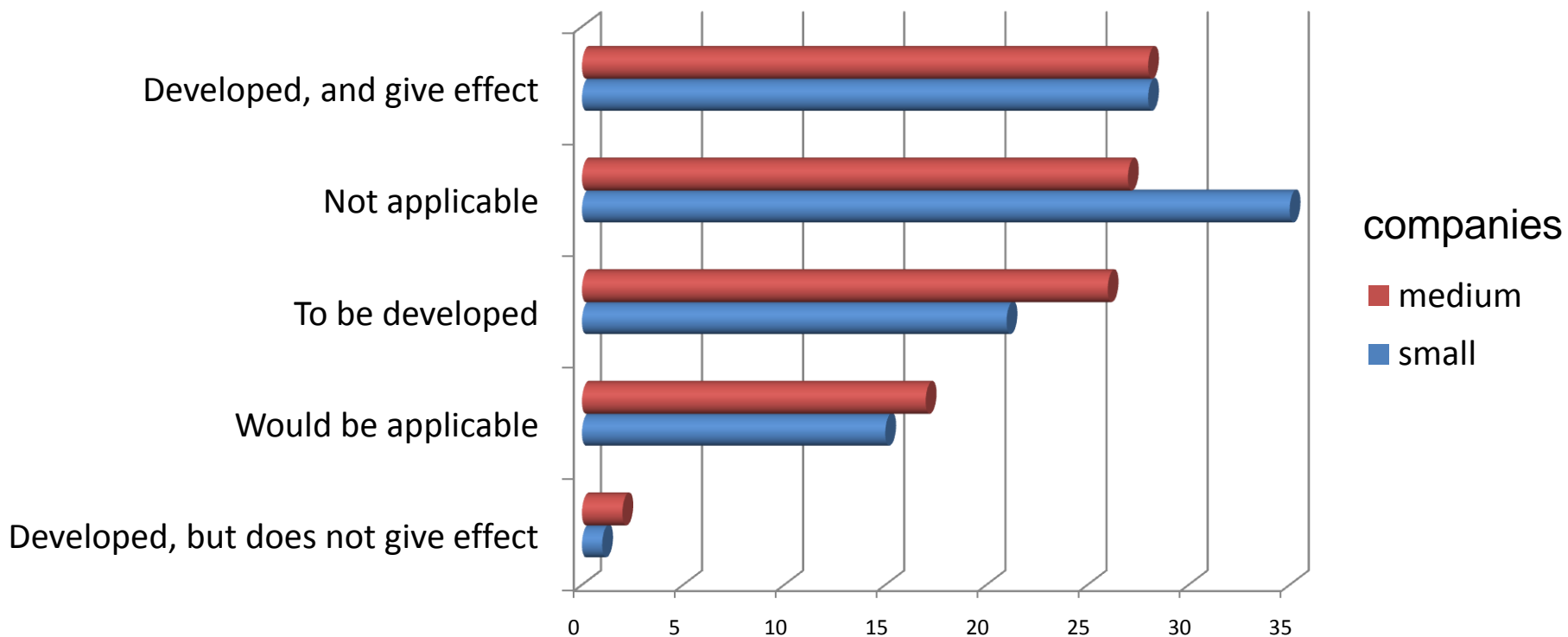


Research at the enterprises

Applying a competence approach

www.competencemap.bg

Competence approach is relatively unknown to the Bulgarian enterprises (in %)



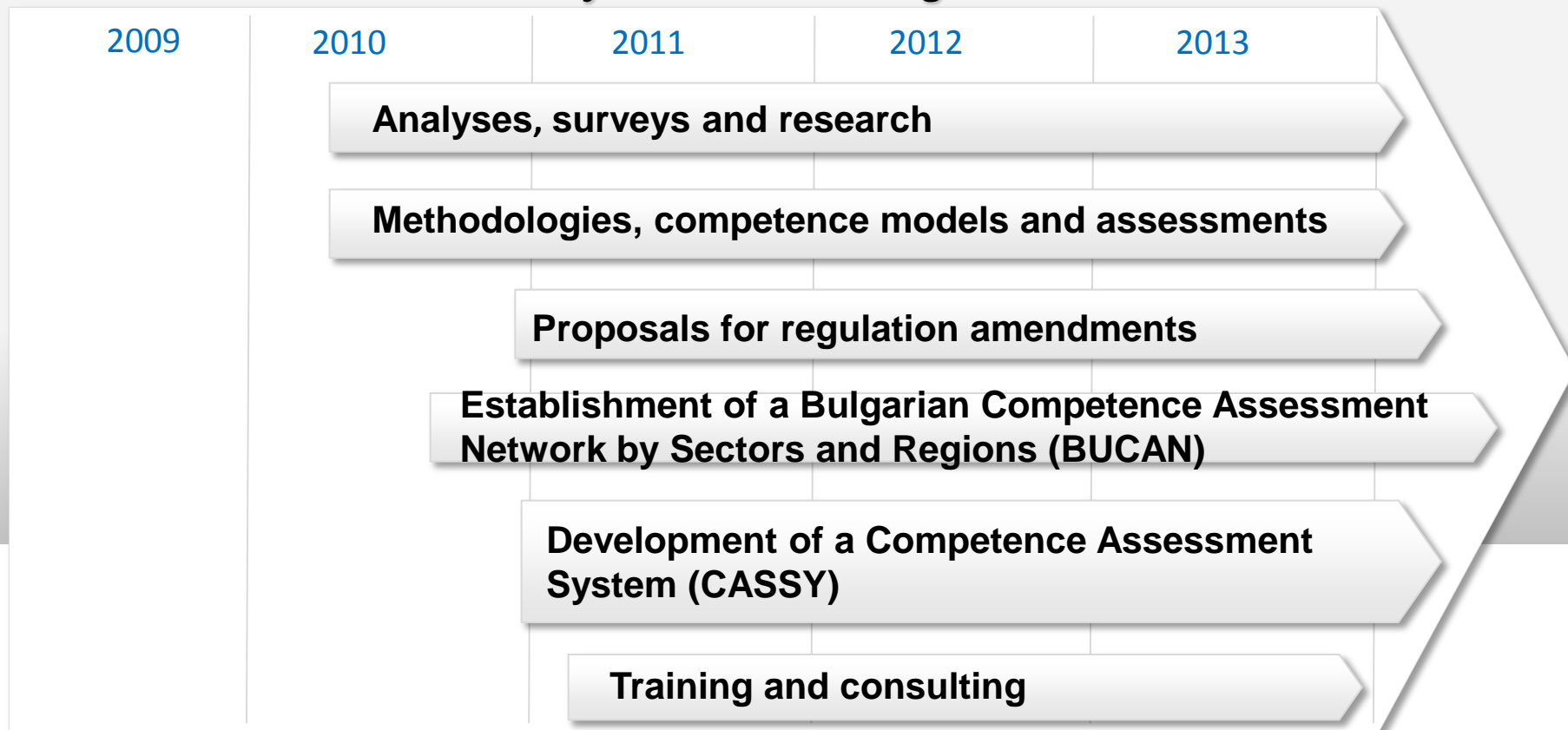


THE PROJECT

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Project No BG051PO001-2.1.06

“Development of Workforce Competence Assessment System by Sectors and Regions”



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Analyses

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- ✓ **Economy, enterprises by sectors and regions**
- ✓ **Technological and Innovation developments and needs in sectors and enterprises**
- ✓ **Labor market and workforce**
- ✓ **Education, qualification and re-qualification system**



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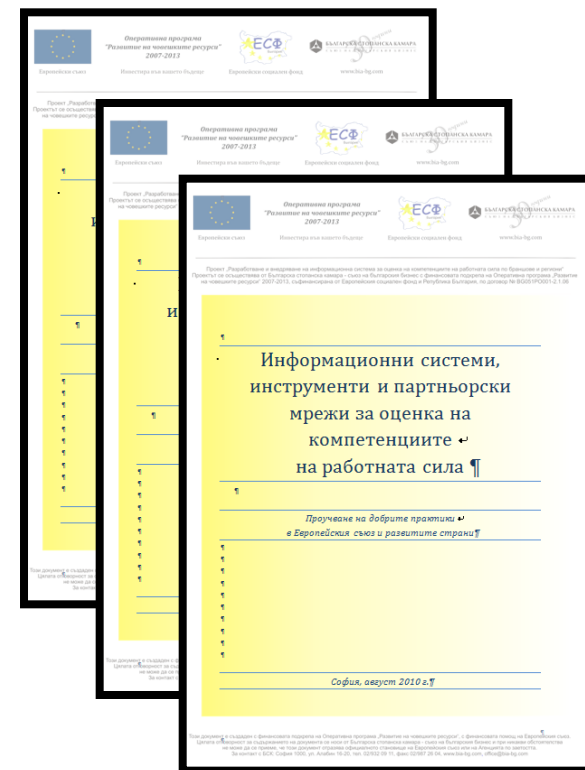
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Research and Surveys

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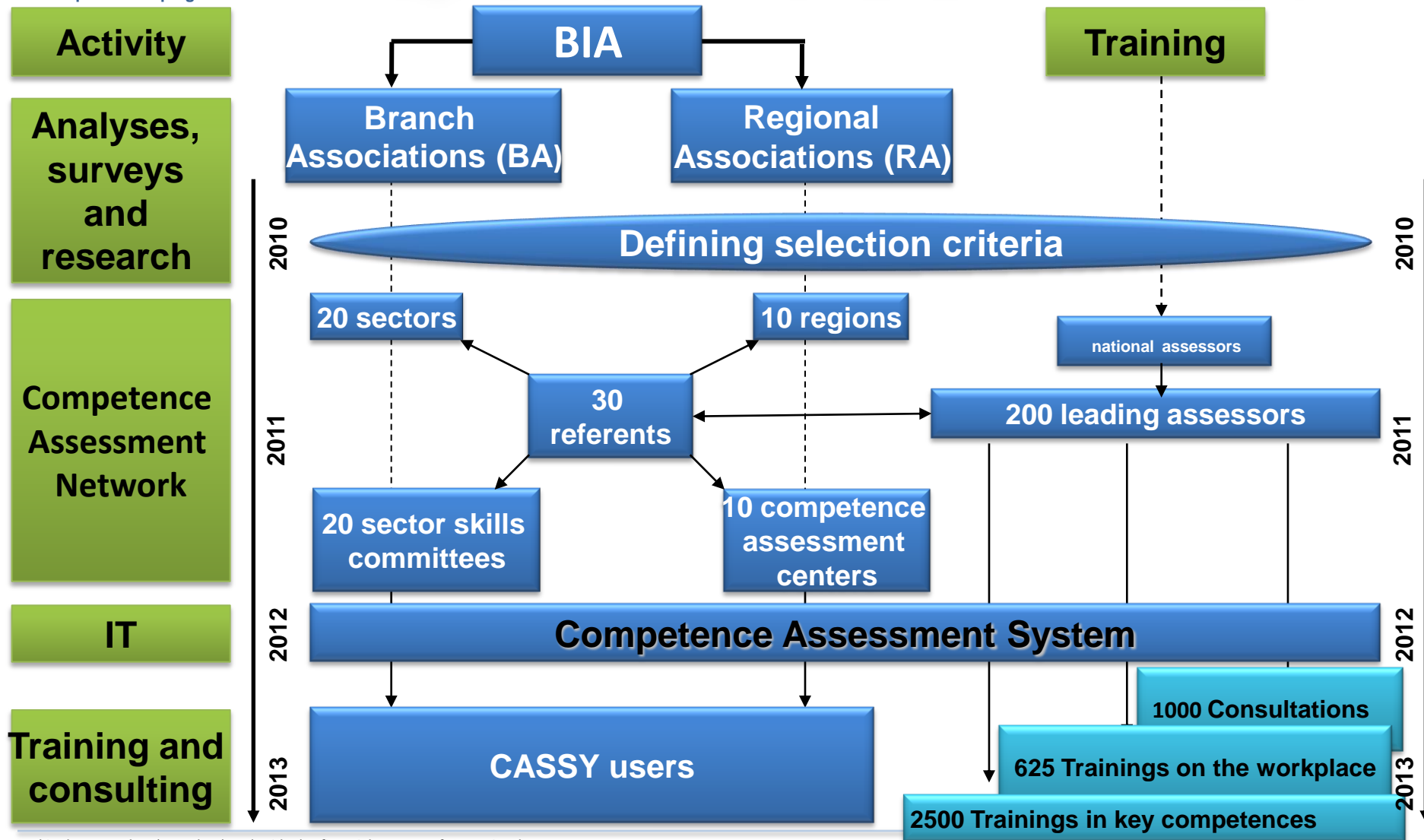
- ✓ **Vocational and education structure of the workforce**
- ✓ **Tools and systems for workforce competence assessment in Bulgaria**
- ✓ **EU good practices – instruments, classifications, competence assessment systems and methodologies incl. identification of key job positions**
- ✓ **Survey on the current state, issues, expectations and requirements to competences incl., those related to key job positions**





BULGARIAN COMPETENCE ASSESSMENT NETWORK

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BULGARIAN WORKFORCE COMPETENCE ASSESSMENT NETWORK STRUCTURE

- The State – MLSP, MES, NAVET
- Sector and Regional Employers' Organizations
- Trade Unions
- Academia
- Chairpersons of Sector Skills Units and Regional Competence Assessment Centers





- ❖ Assists **Bulgarian Workforce Competence Assessment Network**
- National Council, Sector Skills Units, Regional Competence Assessment Centers;**
- ❖ Applies and enhances the system for certifying **assessors**;
- ❖ Coordinates the **competence models** development;
- ❖ **Prepares handbooks** for the Network operation and the assessors' work;
- ❖ **Ensures the methodical work of the expert teams and the assessors**;
- ❖ **Gathers, classifies and publish information** on regulations, standards, good practices, foreign experience and tools for workforce competence assessment;
- ❖ **Maintains a web portal**;
- ❖ **Keeps operation of CASSY.**

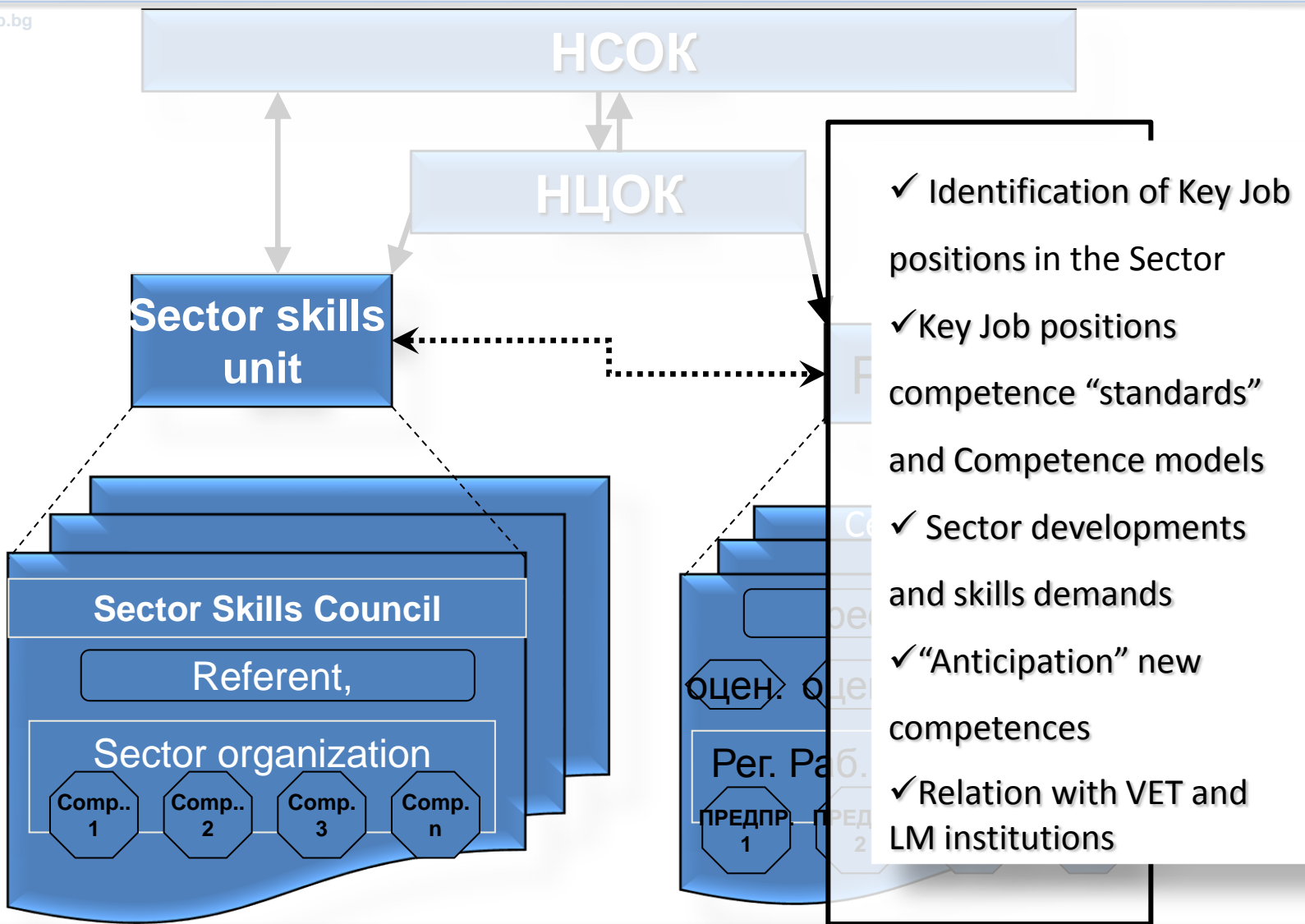




BULGARIAN COMPETENCE ASSESSMENT NETWORK

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SECTORS



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SECTOR SKILLS REFERENCE UNITS

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Секторни референтни звена

Функции на секторните реф. звена

Металургия



Българската асоциация на металургичната индустрия (БАМИ)

Още...

Информационни технологии



Българска асоциация по информационни технологии (БАИТ)

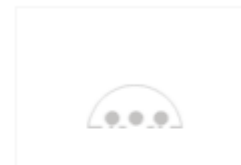
Още...

Мебели



Браншова камара на дървообработващата и мебелната промишленост

Туризъм



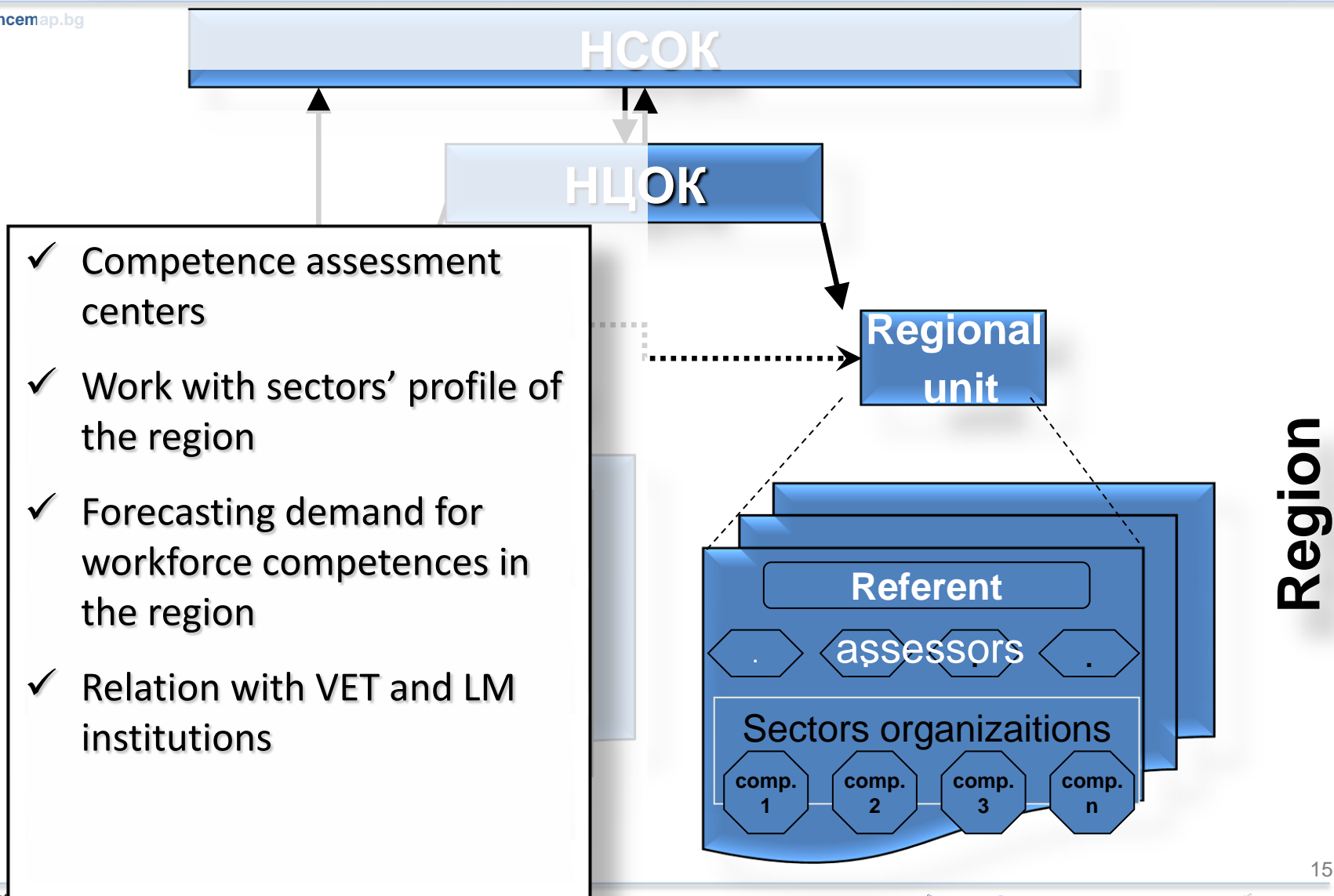
Българска туристическа камара (БТК)





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REGIONAL SKILLS UNITS

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COMPETENCE ASSESSMENT SYSTEM (CASSY)





COMPETENCE ASSESSMENT SYSTEM

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person

Individual
profile

company

Competence
profile

sector

Selecting
Key job positions

Competence
model

Competence
profile

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COMPANY CM – SECTOR CM - REGIONAL CM

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Company model	Sector Specific Model
Organizational practice fundament	Best practices benchmark
“That’s the way we do things here”	“That is the way to do things properly”
Integrated in business processes	Can be used as a generic model reference esp. for SME and new starts
Unique	Generic, universal
Obligatory	Recommended Reference Model

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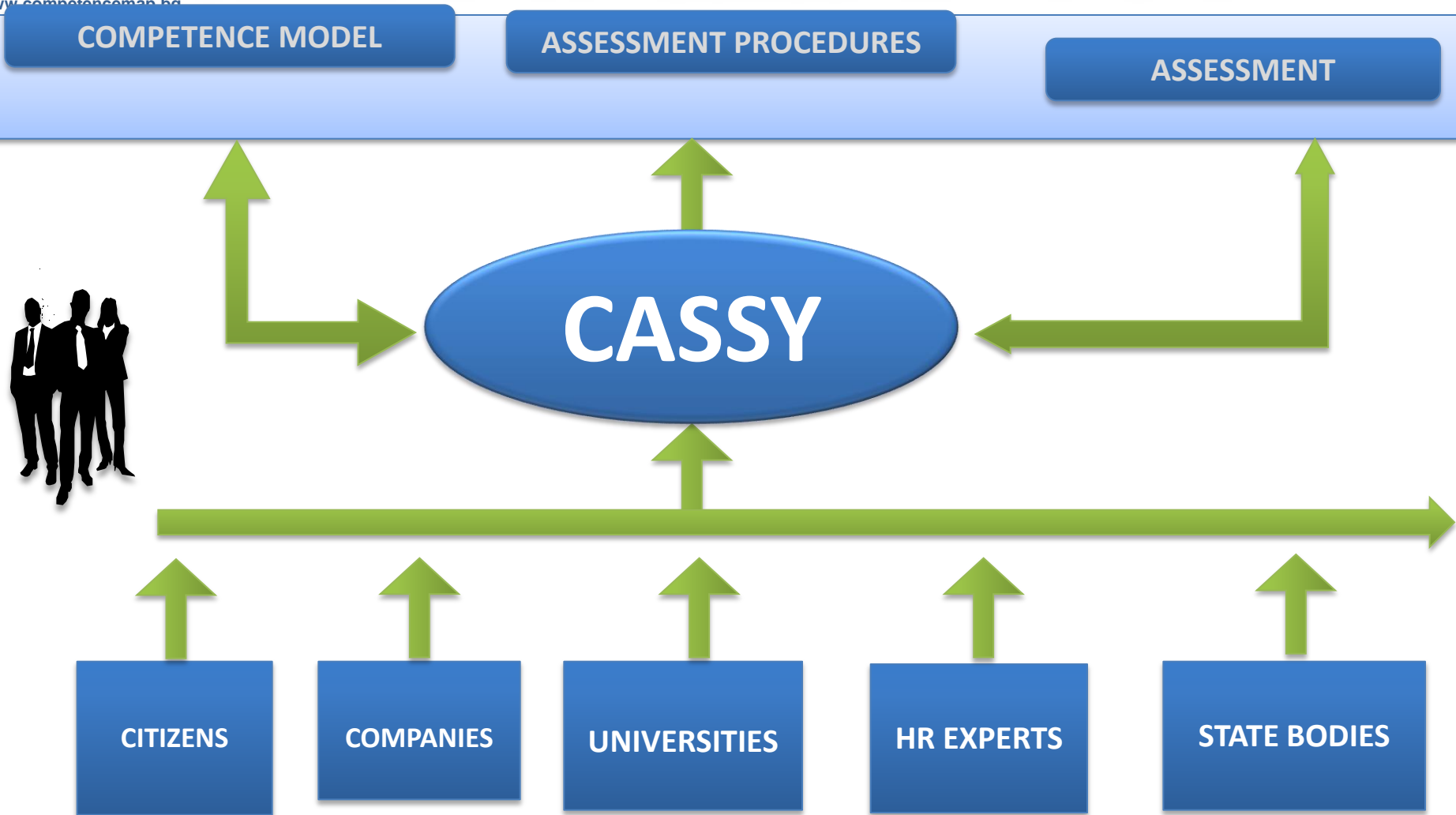


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COMPETENCE ASSESSMENT SYSTEM

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EN

НАЦИОНАЛНА МРЕЖА ЗА ОЦЕНКА НА КОМПЕТЕНЦИИТЕ

ЗА ПРОЕКТА | АКТУАЛНО | АНАЛИЗИ | ЕКСПЕРТНИ ОБЩНОСТИ | РЕФЕРЕНТНА МРЕЖА | БИБЛИОТЕКА | ИНФОРМАЦИОННА СИСТЕМА | КОНТАКТИ

Новини >
Специалистите се превърнаха в изчезващ вид
27.08.2010
Квалификацията "специалист" се превърна в изчезващ вид в България. "Гладът" за добре обучени кадри най-после беше официално констатиран от доклад на БСК.

Анализи >
СИСТЕМИ И ИНСТРУМЕНТИ ЗА ОЦЕНКА НА КОМПЕТЕНЦИИТЕ НА КОРПОРАТИВНО, РЕГИОНАЛНО И СЕКТОРНО НИВО В БЪЛГАРИЯ.
19.08.2010
Анализът има за цел да допринесе за създаването на първоначална визия и функционалност на изгражданата от Българска стопанска камара (БСК) Информационната система за оценка на компетенциите (ИСОК), в рамките на проект финансиран по Оперативна програма "Развитие на човешките ресурси".
АНАЛИЗ НА СЪСТОЯНИЕТО И РАЗВИТИЕТО НА БЪЛГАРСКИТЕ ПРЕДПРИЯТИЯ ПО СЕКТОРИ И РЕГИОНИ (2010 Г.)
13.08.2010
Анализът разглежда състоянието на секторите и областите в икономиката на България на база агрегирани показатели и предприятията включени в тях, както и на самите предприятия едни спрямо други. Целта на документа е да даде алтернативен подбор от водещи сектори и региони, които биха могли да бъдат взети предвид за целите на проекта на БСК по ОПРЧР, както и да представи водещите предприятия в избраните сектори и информационна база с техните контактни данни.
АНАЛИЗ НА ВЪЗМОЖНОСТИТЕ И ТЕНДЕНЦИИТЕ ЗА ТЕХНОЛОГИЧНО РАЗВИТИЕ НА БЪЛГАРСКИТЕ ПРЕДПРИЯТИЯ (2010 Г.)
12.08.2010
Анализът прави оценка на влиянието на технологиите и иновациите върху развитието на основните икономически дейности, както и върху професионалната и квалификационна структура на заетите в българската икономика. Този преглед ще подпомогне разработването и внедряването на Информационна система за оценка на компетенциите на работната сила по браншове – основна цел на изпълнявания от БСК проект.

Експертни общности. >
СИСТЕМИ И ИНСТРУМЕНТИ ЗА ОЦЕНКА НА КОМПЕТЕНЦИИТЕ НА КОРПОРАТИВНО, РЕГИОНАЛНО И СЕКТОРНО НИВО В БЪЛГАРИЯ.
19.08.2010

ИНФОРМАЦИОННА СИСТЕМА

Очаквайте скоро ...

Събития >
28.09.2010
Информационни дни по проект "Ловишаване капацитета на НАПОО за предоставяне на качествени електронни административни услуги в областта на продължаващото професионално обучение" по ОПАК
28.09.2010
Национален форум за изграждане и развитие на Национална референтна мрежа за оценка на компетенциите

СЛЕДВАЙТЕ НИ

ONLINE БЮЛЕТИН

Галерия



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