

**Bulgarian Presidency of the Council of the EU**  
**Directors General for Higher Education meeting**  
**19 – 21 February 2018, Sofia, National Palace of Culture**



Union of the Bulgarian Business

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



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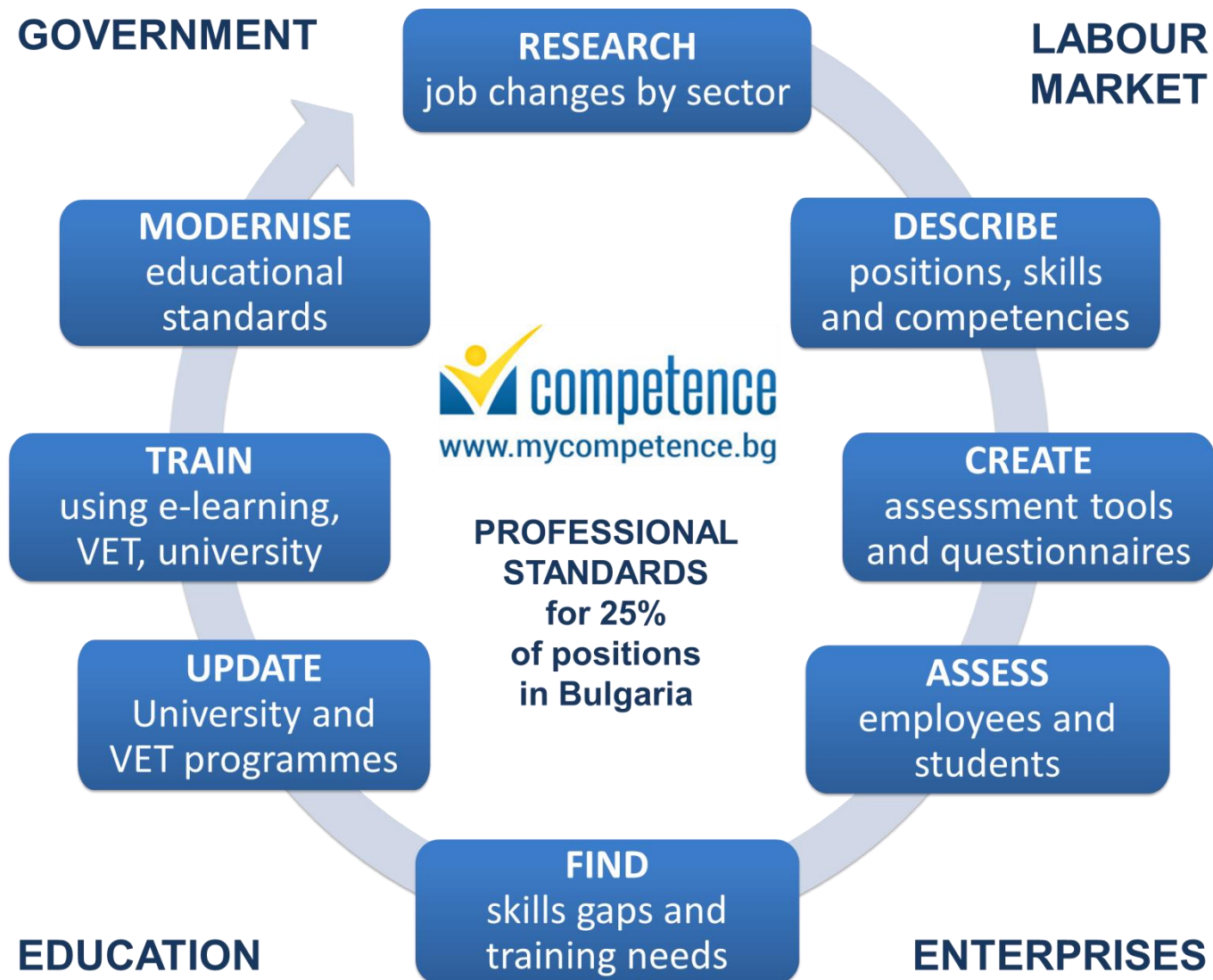


# **MyCompetence - The Bulgarian National Workforce Competence Assessment System**

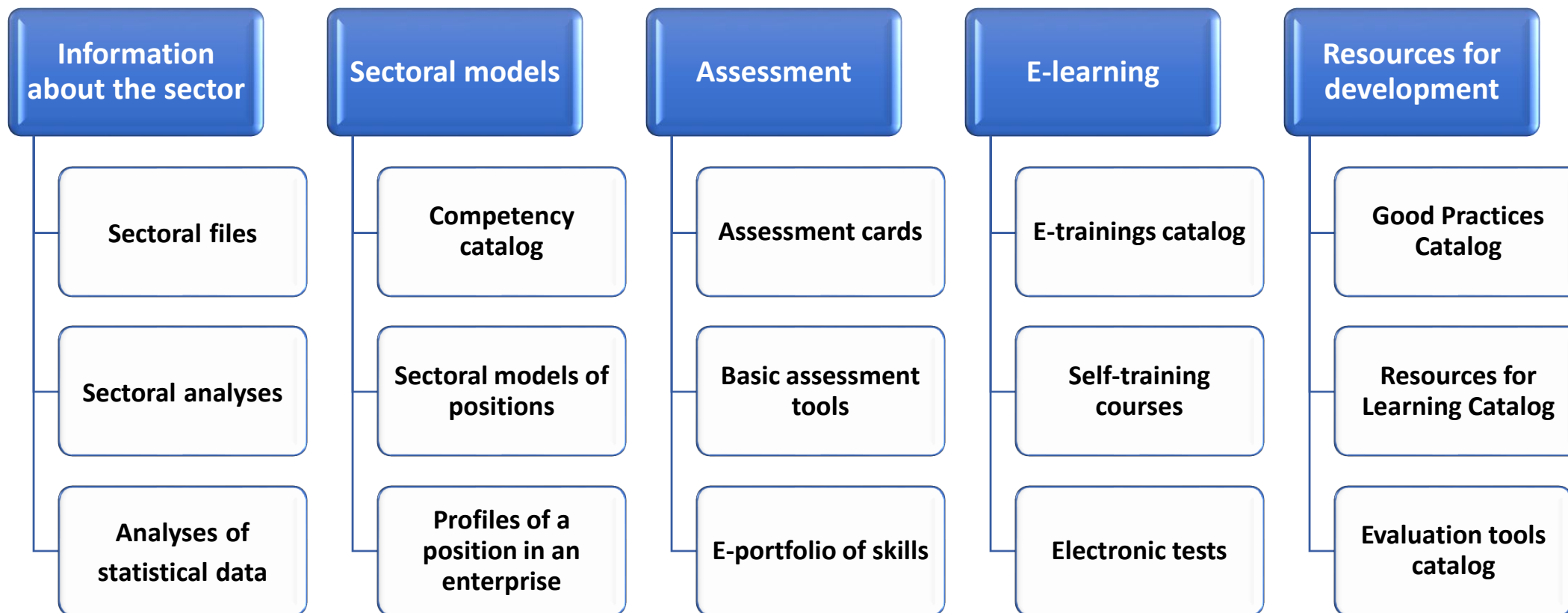
**Zhechko Dimitrov – Program Director**  
**Bulgarian Industrial Association (BIA)**



- **2010-2015** - Development, design and release of this unique online system which offers information on 20 sector competency models, job descriptions, tests, e-learning possibilities and other specialized services for assessing and developing of the workforce competencies in Bulgaria. MyCompetence has been developed by BIA within a project under the Operational Programme "Human resources development" (2009-2015).
- **2016-2017** – Development of an electronic module "Personal profile of a job seeker" for integration between MyCompetence and the information system of the Employment Agency.
- **2017-2019** - Expanding the capacity and scope of MyCompetence with 5 new economic sectors and functionalities for its transformation into the National Competence Assessment System of the Ministry of Labor and Social Policy.
- **??? - ???** - Negotiating with the Ministry of Education for a joint Project for adapting the systems of secondary vocational and higher education to the requirements of the labor market in Bulgaria by upgrading the functionalities of the National Competency Assessment System - MyCompetence (in process with the Managing Authority of the Operational Programme "Science and education for smart growth")



- Single-place integration of:
  - professional standards,
  - assessment tools,
  - e-learning platform and
  - development pathways;
- Expert partnership network in the field of employment and skills in the main branches;
- Application tool for implementation of competency approach at corporate level, incl. SME;
- Establishment of a common language and an effective system for adapting curricula, in line with the requirements of the labour market.
- An open and modular developed system with free access for all participants of the labor market.



Feedback analysis and system usage dynamics

Methodological support, support and documenting of the processes

Centralized identification system - users and roles

Technological and communication infrastructure

20

Economic sectors

10

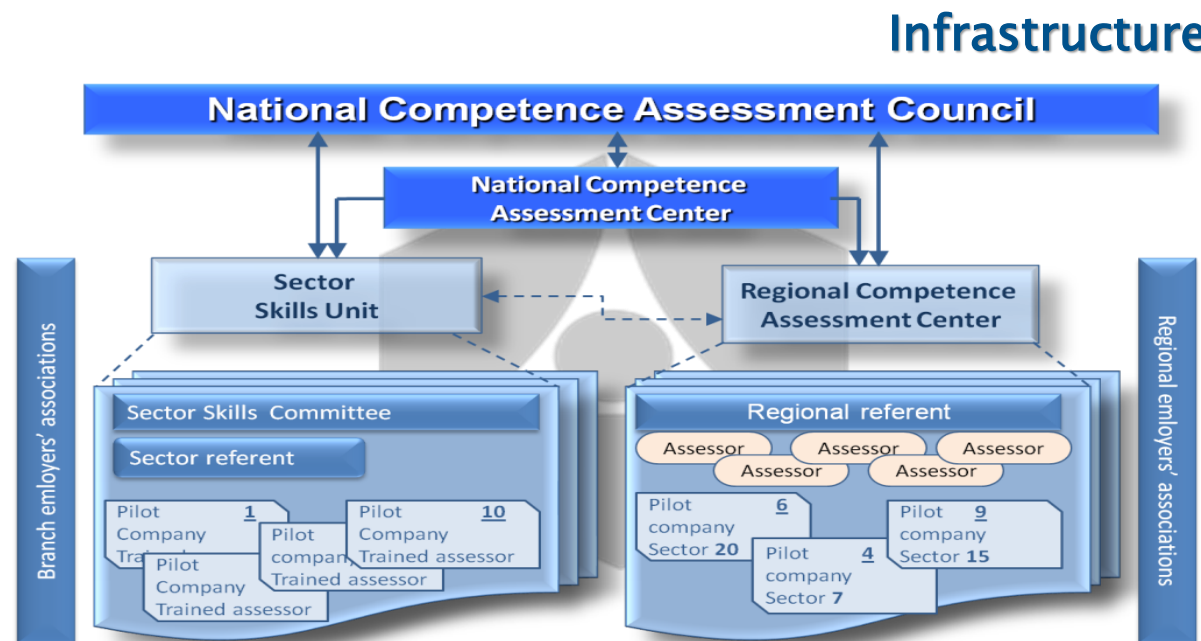
Regional assessment centers

20

Sector Skills Councils

350

Registered enterprises



**Infrastructure**



**Content**



**Services**



485

Professional standards for key positions

1026

Similar to key positions

1359

Competencies

37736

Behavioral indicators

Created content

19

Methodologies

28

E-learning courses

16

Competence assessment tests



Infrastructure



Content



Services

## Services



Competency catalogue



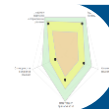
Web-presentation of professional standards



Development of a competency model in an enterprise



Update of university and VET programmes



Assessment tools



E-learning platform



Europass CV creation



ESCO 1.0 occupations, knowledge, skills and competencies



## Infrastructure



## Content



## Services



## 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

Demand      Supply  
of skills and competencies

Adapting Academic Programs  
to PROFESSIONAL STANDARDS



Professional standards

Educational standards



## Does an academic major cover business needs?



### Occupation (s)

### Knowledge

- Assessment scale comparable to NQF

### Skills

- Assessment scale comparable to NQF

### Competencies

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

Each course the professor assesses the reached level for each sector requirement

Then describes the method 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 whether to change something or not

### Academic Major

### Courses

- Description of course
- Assessment methods used in course

### Schedule for course

- Themes
- Classes (horarium)
- Teaching method

# Steps needed to improve the quality of higher education and adaptability to labor market dynamics

Expanding the scope of MyCompetence by developing **competency models in new economic sectors.**

Developing **new tools for competence assessment.**

Developing **competence profiles of professions** and integrating them with state educational requirements and curricula and programs at universities.

Development of **national taxonomy of professions and qualifications** in the Republic of Bulgaria.

**An additional module to MyCompetence** to support the processes of developing and updating academic plans and programs in higher education.

**Achieving a fair balance between academic autonomy and the results of higher education in line with the requirements of society and the labor market.**

## SUCCESSFUL BUSINESS = IDEA + CAPITAL + TEAM

A competent **team** generates **ideas** and provides **capital**.



### Improvement of competencies means:

- **Quality education**
- **Successful career development**
- **Competitive Bulgarian business**

**Thank you for your attention!**

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