Eastern Partnership Platform 4, 2017-2020
Make it Match network

Skills anticipation and matching system / approach - country profile (June 2019)
Country: Moldova

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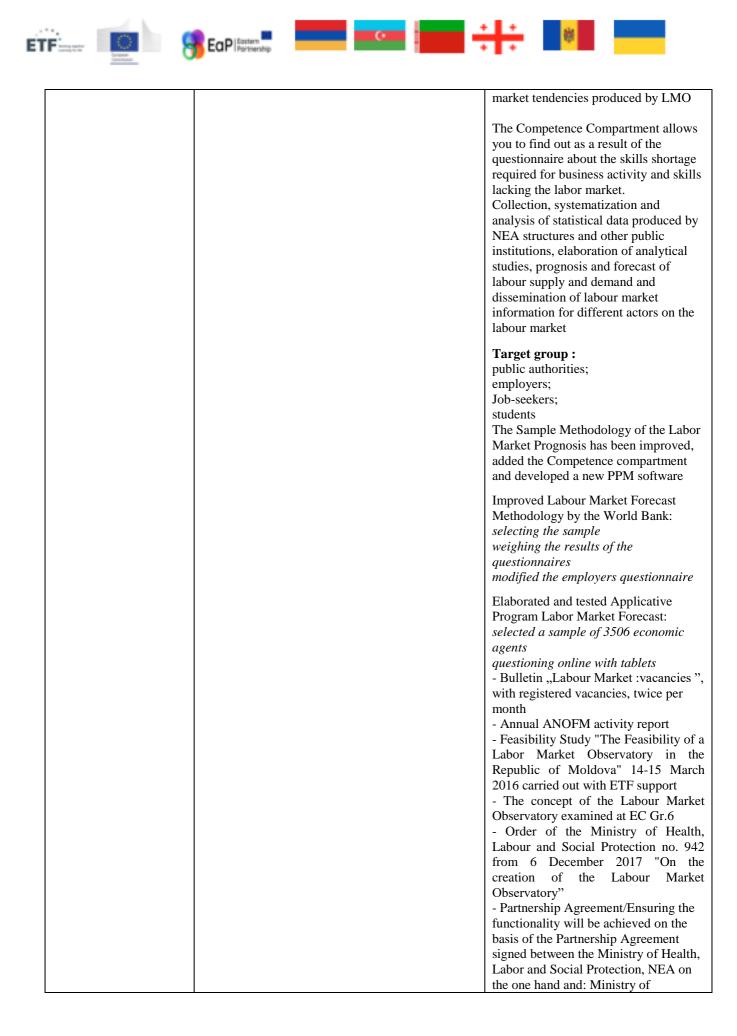
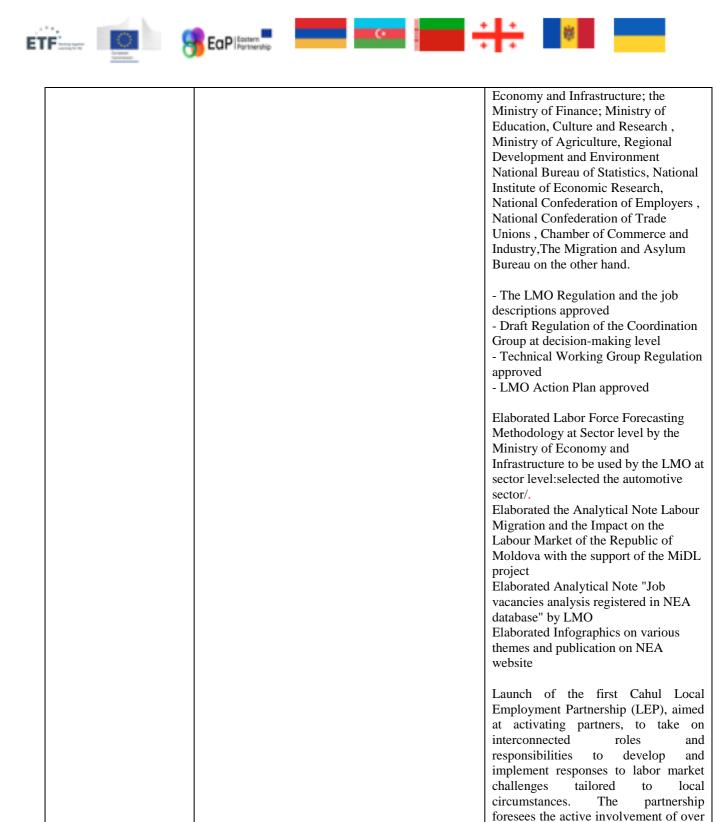**Introduction and objective**

This fiche synthesizes the state-of-play of skills anticipation and matching mechanisms (institutions, approaches, tools, databases) in the country. It is based on the information gathered in 2014 (country report, annexed) and succinct updates drafted in April-May 2015 and April – May 2019 by the members of the country delegations.
The country fiche serves the purpose of planning and monitoring of country specific actions of ETF within the project and helps the country delegations of the Network to visualize (and reflect upon) their skills anticipation and matching instruments in a coherent and joined-up manner.
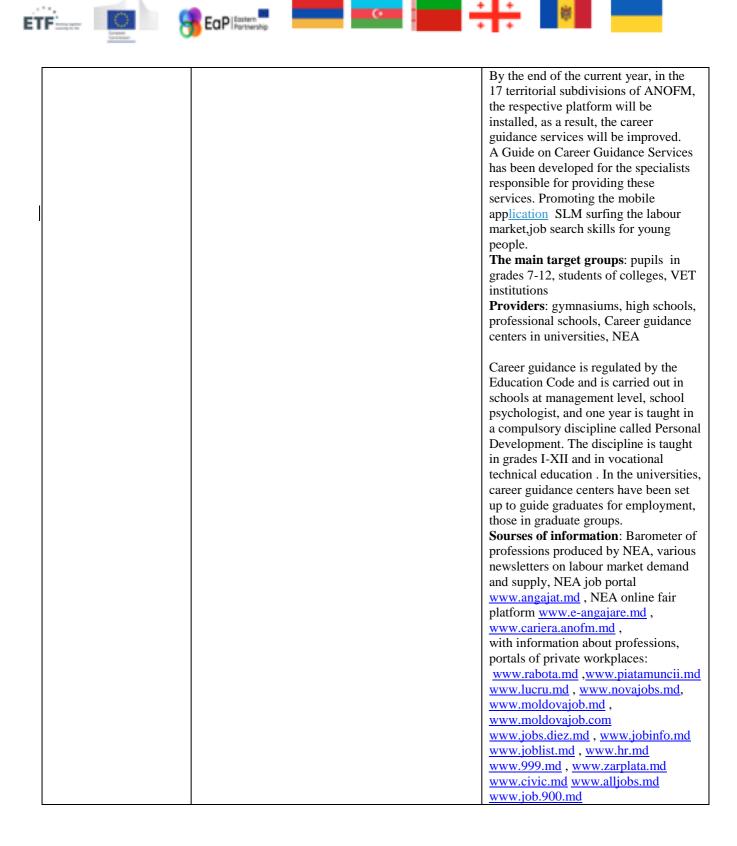**1. Skills anticipation and matching: institutions involved and their main functions and contributions:**

Institution	Main functions	Main contributions (outputs)
The Ministry of Health, Labour, Social Protection	- analyses labour market needs and trends - elaborates strategies and national programs for employment of labour force, - coordinates professional training, orientation and counselling activities as well as placement in jobs or training of jobseekers - coordinates activities on matching labour force demand and supply, - coordinates the activity of Sect oral Committees for professional development - maintain and update the Classifier for Occupation in Republic of Moldova	- Reports and studies on LM situation and perspective - Employment strategy and action plan - Updated Classifier for Occupations - Created and funded from state budget Sect oral Committees for professional development (6) - Labour market monitoring procedure approved
National Employment Agency (NEA)	Since 2009, NEA conducts annually an enterprise survey (LM Barometer at national level) for elaborating its short-term projections on labour market. The survey looks at: evolution of the demand on the economic market, evolution of the investments of the business sector, evolution of the demand of labour force, situation regarding closing of jobs and creation of new jobs, shortages in labour force. - Report on annual labour market projections based on employer survey (LM Barometer) providing qualitative and quantitative indicators and comparisons between the last and future 12 months tendencies - Report on Labour Market registered vacancies - Conduct the activity of LMO	- General information on main LM tendencies: structure of employment, situation on potential job-openings and labour deficits and the needs on short term training for skilled workforce. Data is used by NEA for: (i)Estimation of the expected changes on the labour market; (ii)Information of the graduates of lower secondary and general upper-secondary education about the demand on the labour market (just formally, professional orientation is almost lacking in Moldova); (iii) Planning the number of unemployed to be enrolled in trainings according to the demand on the labour market; (iv) Planning of NEA activities. - quarterly/annual reports on labour

		market tendencies produced by LMO
		The Competence Compartment allows you to find out as a result of the questionnaire about the skills shortage required for business activity and skills lacking the labor market. Collection, systematization and analysis of statistical data produced by NEA structures and other public institutions, elaboration of analytical studies, prognosis and forecast of labour supply and demand and dissemination of labour market information for different actors on the labour market
		Target group : public authorities; employers; Job-seekers; students The Sample Methodology of the Labor Market Prognosis has been improved, added the Competence compartment and developed a new PPM software
		Improved Labour Market Forecast Methodology by the World Bank: *selecting the sample* *weighing the results of the questionnaires* *modified the employers questionnaire*
		Elaborated and tested Applicative Program Labor Market Forecast: *selected a sample of 3506 economic agents* *questioning online with tablets* - Bulletin „Labour Market :vacancies ”, with registered vacancies, twice per month - Annual ANOFM activity report - Feasibility Study "The Feasibility of a Labor Market Observatory in the Republic of Moldova" 14-15 March 2016 carried out with ETF support - The concept of the Labour Market Observatory examined at EC Gr.6 - Order of the Ministry of Health, Labour and Social Protection no. 942 from 6 December 2017 "On the creation of the Labour Market Observatory” - Partnership Agreement/Ensuring the functionality will be achieved on the basis of the Partnership Agreement signed between the Ministry of Health, Labor and Social Protection, NEA on the one hand and: Ministry of

Economy and Infrastructure; the Ministry of Finance; Ministry of Education, Culture and Research , Ministry of Agriculture, Regional Development and Environment National Bureau of Statistics, National Institute of Economic Research, National Confederation of Employers , National Confederation of Trade Unions , Chamber of Commerce and Industry,The Migration and Asylum Bureau on the other hand.

- The LMO Regulation and the job descriptions approved
- Draft Regulation of the Coordination Group at decision-making level
- Technical Working Group Regulation approved
- LMO Action Plan approved

Elaborated Labor Force Forecasting Methodology at Sector level by the Ministry of Economy and Infrastructure to be used by the LMO at sector level:selected the automotive sector/.
Elaborated the Analytical Note Labour Migration and the Impact on the Labour Market of the Republic of Moldova with the support of the MiDL project
Elaborated Analytical Note "Job vacancies analysis registered in NEA database" by LMO
Elaborated Infographics on various themes and publication on NEA website

Launch of the first Cahul Local Employment Partnership (LEP), aimed at activating partners, to take on interconnected roles and responsibilities to develop and implement responses to labor market challenges tailored to local circumstances. The partnership foresees the active involvement of over 20 public and private partners. The main objective of LEP is to create jobs and move towards formal employment. In three career centers, the Cogniton Carierre Planner platform was deployed, describing about 1,000 professions that provide a range of tests, in which the person is self-assessing and can make an informed career decision.

| | | By the end of the current year, in the 17 territorial subdivisions of ANOFM, the respective platform will be installed, as a result, the career guidance services will be improved.

A Guide on Career Guidance Services has been developed for the specialists responsible for providing these services. Promoting the mobile application SLM surfing the labour market,job search skills for young people.

The main target groups: pupils in grades 7-12, students of colleges, VET institutions

Providers: gymnasiums, high schools, professional schools, Career guidance centers in universities, NEA

Career guidance is regulated by the Education Code and is carried out in schools at management level, school psychologist, and one year is taught in a compulsory discipline called Personal Development. The discipline is taught in grades I-XII and in vocational technical education . In the universities, career guidance centers have been set up to guide graduates for employment, those in graduate groups.

Sourses of information: Barometer of professions produced by NEA, various newsletters on labour market demand and supply, NEA job portal www.angajat.md , NEA online fair platform www.e-angajare.md , www.cariera.anofm.md , with information about professions, portals of private workplaces:
 www.rabota.md ,www.piatamuncii.md www.lucru.md , www.novajobs.md, www.moldovajob.md , www.moldovajob.com www.jobs.diez.md , www.jobinfo.md www.joblist.md , www.hr.md www.999.md , www.zarplata.md www.civic.md www.alljobs.md www.job.900.md |

Ministry of Education, Culture and Research	- Responsible for the government-planned, top-down allocation of resources and study places (quotas) for VET and HE institutions. This so-called 'state order system' which is typically implemented with inter-ministerial cooperation. For different fields of education or levels finalization of the state order is using information from MLSPF and other ministries, central and local public authorities - collects the information on demand as estimated by the educational institutions - considers the capacity (space and teaching staff) of the educational institutions to enrol certain number of students. - adopts the National Qualifications Framework - implements National Register of Qualifications in the Republic of Moldova.	- state order system' data on the mid-term needs on specialists with different background and level of educationfurther utilized at the formulation of the enrolment plans -responsible with approval of Nomenclator for qualifications - new Education code : responsible with NQF development and implementation - approved qualification standards; - developed National Qualifications Framework; - developed National Register of Qualifications.
Sectoral committees for professional development	-Should identify tendencies and needs of skills in their sector; - Develop cooperation platforms on labour force development and skills matching at sectoral level - Develops new occupational standards and contribute to their validation and approval - Participate in developing and validating of qualifications	-list of occupations in demand for the sector, for which should be developed occupational standards - Occupational and qualification standards validated and recognized as relevant by the sector - Cooperation platforms developed and functional - Functional Sect oral Comities
National Birou of Statistics	NBS is the main producer of national official statistics and is responsible for coordinating the activities on the development and production of official statistics. Ad-hock module of LFS on Transition from school to work was performed by NBS in 2009 and in 2013 with support of ILO	- data on population, labour force, job vacancy, education etc. disaggregated by region, levels of education
Government development strategies	The National Development Strategy – Moldova 2030 sets several directions of development for the country and nurture several other strategies contributing to qualitative information on further needs of investment and skills	
Ad-hoc studies	ILO 2013 Report : Assessment of Links between Education, Training andLabour Migration in Moldova (Quantitative Survey Tools; Focus Group Discussions; etc.) DVV International LM study IDIS Viitorul LM study 2014, ordered by Ministry of Education for supporting the decision on qualifications to be developed Skills mismatch measurement, Moldova World Bank research on socio-emotional , cognitive skills and employment barriers	

a) *Is there an umbrella body / commission (council) coordinating skills anticipation and matching? At national, regional or sectoral levels? Is there an Observatory (employment, training, skills…) at any stage of development?* Key information: name, weblink(s), year of started activity, status (autonomous; department under existing state body; network; project)

> There is LMO, created in 2018 at NEA

If such a coordinating body / commission is not operational, please indicate how is information and analysis from anticipation activities coordinated for use at different levels (e.g.: policy, local, providers of education and training, employment services, enterprises, learners)

- Information are published on the website of relevant institutions
- There is cooperation among institutions and stakeholders in elaboration of various documents concerning skills development (as for the Nomenclator of qualifications)
- There are dissemination events aiming and distribution of information among relevant stakeholders (example: for the analysis of demands for CVT in the two sectors were planned and delivered dissemination events both within and outside the sector)

b) Is there a portal or other public communication instrument to deliverer results of skills anticipation and matching? Key information: web link (s); sources of information for public users

No there is not a single portal or other public communication instrument but there are several addresses where information can be found

1) Statistical office regularly publish macro data and analysis based on household budget surveys, labour force survey in line with international standards and conventions. Two cornerstones of a LMIS, the Labour Force Survey and the Establishment Survey with data about enterprises and their workforce are available since 2000 and compliant with international standards. The National Bureau of Statistics published data about the labour market at http://www.statistica.md/category.php?l=en&idc=107&
2) Data on education are processed and published by the National Bureau of Statistics (NBS). Data are available on the NBS's web-site (http://www.statistica.md/category.php?l=en&idc=116&) and in its special publication (http://www.statistica.md/pageview.php?l=en&id=2819&idc=350). Data are collected from all registered institutions offering education services included in the group 80 "Education" NACE rev1.1 (excluding those from the Transnistria region).
3) Labour statistics produces by LFS are available on the NBS's web-site (http://www.statistica.md/category.php?l=en&idc=107&) and special publication (http://www.statistica.md/pageview.php?l=en&idc=263&id=2204) Additional tables can be produced on request. Population living in private households is covered (except for the Transnistria region, controlled by separatists).
4) The work of the PES/ANOFM is published on their website (http://anofm.md/page/prognoze) Labour market studies use various sources as administrative data (unemployment registers), surveys among employers about their future personnel and skills demand, and reported vacancies.
5) Economic forecasts are conducted by the Ministry of Economy and the Central Bank, but there is no direct connection with skills forecasts. On the same time ANOFM organises online job fairs
6) Data on *Mobility of employees and job vacancy* and *Number of employees participating in continuing vocational training* produced by NBS are available on the NBS's web-site http://statbank.statistica.md/pxweb/pxweb/en/30%20Statistica%20sociala/?rxid=b2ff27d7-0b96-43c9-934b-42e1a2a9a774

2. Skills anticipation and matching: main sources of data (as per May 2019), e.g.: formal projections and forecasts, sectoral studies, enterprise surveys, tracer studies of graduates from education and training, expert panels, sector bodies

Compile information from table from country report 2014 and update as possible in May 2019

Type and title of method applied	Who is responsible for implementation / DB	Since when, periodicity	Type and source of data collection	Level (micro, meso, macro)	Details on the method
Labour market barometer/employer survey	LMO/ANOFM	SINCE 2009 yearly	Questionnaires applied to More than 3500 companies	national level meso level	Model builds on standardised interviews made by staff of the LMOwith employers . The sample on 3500 enterprises .The survey is representative and includes enterprises form different economic sectors, different type of ownership, number of employees and geographical region.
The bulletin of Labour Market: Vacancies	LMO/ANOFM		LMOadministrative data	national meso level	Processing of administrative data concerning registered vacancies
Annual report of LMO activity - employment measures and social protection of jobseekers	National Employment Agency	Since 2003	Statistic and administrative data	Micro Short-term practice	Analysis of LMOactivities and labour market situation and trends.
Annual enrolment Plan in all levels of education (enrolment plans include state order) It includes also educational establishments plan	Ministry of Education, Culture and Research	Since 2007, Annually	administrative data from public administration	Macro Short-term practice:	Line ministries, MLSPF and public authorities present their plans of enrolment/admission annually to the Ministry of Education
"School-to-Work Transition Survey (SWTS), a complementary module attached to Labour Force Survey	National Bureau of Statistics	conducted in 2013 Another one was in 2009	survey	-National survey - micro level	SWTS 2013 is a complementary module attached to LFS, organized and carried with technical assistance from the ILO "Work4Youth" . SWTS allows users to assess, first,characteristics of young people who are still in school, who are employed (including self-employment), who are unemployed or are outside the labour force for reasons other than training/learning within the education system.
Statistical	National	Annual	Sampling	Macro	The Survey investigate

Structural Survey of Enterprises (Annual Structural Survey - ASS) Unfortunately not much linked with skills development	Bureau of Statistics of Republic of Moldova	Structural Survey Last updated for 2017	structural statistical survey covering the enterprises		the economic activity on the territory of the Republic of Moldova. It reflects the annual results of the enterprises' activity. ASS covers: the active enterprises which submitted financial reports or income tax declarations. Financial activities, public administration, education (non-commercial services), health protection and social work (non-commercial services), agricultural activities of the natural persons (farms) are not included.
Occupational standards	Sectorial Committees/M LSPF	Since 2013 (after approval the legal framework)	LM research/job observation and description	Sectoral/ Micro level	DACUM method

Compile information from table from country report 2014 and update itas per May 2015

3. Main projects supported by the state and international organisations contributing to develop / strengthen the skills anticipation and matching mechanisms.

National partners / lead bodies	International organization	Status (ongoing, recently completed, planned) - years	Objectives and activities (1)
Ministry of Labour/ Sectorial committees	- budget support for Sectorial committees - ETF support forcapacity building of Sectorial committees - ILO support for capacity building of Sectorial committees (projects development and implementation) - World bank project Moldova Skills Data Capacity Building Project	ongoing	Providing financing for Sectorial committees, based on project proposals Development of occupational standards Establishment an efficient dialog on labour force development at sectorial level
Ministry of Education Culture and Research/ social partners/sectorial	EU TA and budget support for VET reform	Ongoing up to 2017	Development of qualification standards Development of curriculum Development of tracer studies (starting

committees	- ETF support for capacity building of NQF Department and NQR /NQF developing; - TWINING project support in capacity building through on-the job training, seminars, participatory workshops; -GIZ project support the developted the NQF register. -		2016) - vertical NQF development from NQF level 3-8; - implementing the National Register of Qualifications

(1) Note: Refer to specific projects or to sets of activities within a wider project

Additional information:

4. Plans of the government and other key stakeholders regarding further development / reform of skills anticipation and matching mechanisms: architecture of system, objectives, coordination and integration of information and analysis, capacity development and resources, systematic links with matching and education and training policy (in LLL perspective).

- enhancing the role of Sectorial committeesin **anticipation and matching mechanisms** in Moldova
- developing the NQG and the mechanisms of recognition and certification competences obtained in a non-formal context;
-elaboration of analyzes, researches on the labour market situation, discussion in different formats in order to improve curricula, development of educational offerings, policies and collaboration between labour market actors
- measures to improve visibility with regard to the labour market situation, regarding the services and measures promoted by the NEA
-continuing the development of career guidance services within the NEA terrritorial employment subdivisions
- promoting local employment partnerships as a mechanism for the development of the labour market
-implementing the Voucher system to train the unemployed
- creating a new NEA information system, developing connections with other databases
- promoting new active measures on the labour market, which will increase the level of employment, but also stimulate employers to employ vulnerable persons on the labour market

5. Proposals of the country delegation regarding development / reform of skills anticipation and matching towards a more systematic, integrated and networked approach (architecture of system, objectives, coordination and integration of information and analysis, capacity development and resources, systematic links with matching and education and training policy (in LLL perspective).
Please take a wider perspective, for a period of 2-3 years, and based on realistic assumptions.

Proposed outline:
a) Wider objective(s) for development of skills anticipation and matching system
b) Main actions and outputs
c) Involved bodies and stakeholders
d) Capacity development
e) Resources