



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

**Skills anticipation and matching system / approach - country profile**

Country (please select your country): **Armenia**

**Objective of the country profile**

All countries of the Eastern Partnership are planning and implementing actions and projects to strengthen their skills anticipation and matching systems and disseminate credible and up-to-date labour market information for end-users and policy making institutions. The six countries have actively participated in the capacity building activities of the Make it Match network since 2014.

**The country fiche is based on 6 main questions.** It contributes to planning and monitoring of your country developments that contribute to improve your skills anticipation and matching systems and instruments. The focus of this country profile is on systems, not on results of labour market information. In particular, the profile provides an overview of the state-of-play, main developments and plans concerning the institutional setting and coordination; used data sources and analytical methods; main products and dissemination platforms and mechanisms.

This information is compiled and filled by the country team of the “Make it Match Network”, and reflects information updated in 2019.

Please could you use the questions and tables below for fill this profile. You can add appendixes, if needed.

**1. Skills anticipation and matching: involved institutions and their main functions and contributions:**

Institution	Main functions	Main contributions (outputs)
Ministry Labour and Social Affairs State <i>employment agency</i>	Implementation of employment policy through employment programs	job seekers’ employment provision , as well as support to employers to find a relevant candidate. labor market current situation study, analysis and forecasting, Recommendations to the Ministry of Education and Science on next year professions’ demanded.
National SDG Innovation Lab	Promoting evidence-based policy making in Armenia through data analytics, behavioral experiments, prototyping and mainstreaming human-centered design in decision	Digital tools (AI-powered tools with embedded big data analytics), data-driven policy recommendations, policy-making methodology focused on design thinking and citizen-centric approach

	making.	
Statistical Committee of the Republic of Armenia (Armstat)	Statistical measuring of various phenomenon through the regular data collection, provision of statistical analyze and dissemination of essential statistical information to support public and private decision making. Serving of diverse user communities by providing products and services that are accurate, objective, relevant, timely, and accessible.	
Ministry of Education and Science	Planning the enrollment in VET institutions (crafts schools and colleges) based on the information and data gathered from the regional government bodies, concerned gov. institutions, employers, VET institutions, other stakeholders.	
Ministry Labour and Social Affairs Professional Orientation and Capacity Development Center	Individual's lifelong career guidance viable system's Insertion in the Republic of Armenia. To provide opportunities for individuals of different age groups and social working groups for professional effective choice, change or and career lifelong development, taking into account individual's personal qualities, as well as labour market's changing needs.	Provision of methodology to the institutions delivering professional orientation and career guidance services, training and supervision (continuous provision of methodology consultation of the trained specialists in their workplace) of the specialists, rising public awareness.

a) *Is there an umbrella body, such as a council, commission, task force 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)

level Working Group of Work Armenia Campaign
--

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

*b) Is there a portal or other public communication instrument to disseminate results of skills anticipation and matching?*

Key information: web link (s); sources of information for public users

**2. Skills anticipation and matching: main used analytical tools and reports (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 updated sources (public, non-public, international).

Type and title of method used	Which body is responsible for implementation	Since when, periodicity	Type and source of data collection	Details on the method
Employer survey and student survey	SDG Innovation Lab	July 2019, one-time activity	What positions were hard to fill and for how long time a. What are the qualifications of those entering the job market that made them to succeed b. What specific qualifications employers compromise while taking a candidate with insufficient skillset c. What qualifications employers don't compromise while hiring employees d. Do employers increase the capabilities of employees to meet the criteria of the specialists they needed	
Real-time analysis of online job announcements using AI technology	SDG Innovation Lab	Kick-off in July 2019; first results ready in October	Specializations, Sector focus, Remuneration, skillset, experience, educational background, knowledge	

		2019, real-time – updated on daily basis		
Analysis of employer databases and university databases, career tracking databases, other official sources – linking with data from online job announcements	SDG Innovation Lab	September 2019, one-time activity	Demand of the labor market against the sector-specific university graduate numbers on annual basis	
Foresight analysis of the future labour market demand	SDG Innovation Lab, Kolba Lab, ILO	May 2019 – January 2020	future labour market demand disaggregated into specializations, Sector focus, skillset	
Labor Market Mapping and	Kolba Lab	May 2019	Current state on labor supply and demand, remuneration, employment and unemployment statistics, volunteering/internship/apprenticeship opportunities and demographics of the labor force	
Research on Trade Unions and Labor Rights	Kolba Lab	May 2019	Data about labor rights, existing trade unions and business associations, potential for organized advocacy and positive deviant cases in labor rights protection.	
Behavioral experiment with high schools students on career orientation (nudge students to choose the professions with high labor market	SDG Innovation Lab	January 2020	Factors influencing on high-school students for making better and informed career choice	

demand)				
Survey among employers	State employment agency	Since 2013, twice a year	Employers, qualitative and quantitative methods	interview with the employers, focus group with the stakeholders.
sectorial survey	State employment agenc	2018	Employers, qualitative and quantitative methods	interview with the employers, focus group with the stakeholders.

Please indicate the main online job portals operating in your country (public and private portals):

Name of portals and URL:

- Public
  - www.employment.am
  - www.csc.am
- Private
  - staff.am
  - careercenter.am
  - job.banks.am
  - jobspider.am
  - jobfinder.am
  - job.am
  - jobs.am
  - hr.am
  - breedge.am

**3. Main projects supported by the state and international organisations contributing to develop / strengthen the skills anticipation and matching mechanisms (Period: 2017-2019)**

National partners / lead bodies	International organization	Status (ongoing, recently completed, planned) - years	Objectives and activities (1)
Armstat	-	ongoing	
Government of Armenia / High-level Working Group of the Work Armenia Campaign	SDG Innovation Lab - joint initiative of the Government and UN	Ongoing	Creating an ecosystem that connects education to work by employing evidence-based policies that help individuals make more informed career choices and be better prepared to enter the labour market.

Ministry of Education and Science / Interministerial working group (Applying the G20 Training Strategy)	ILO	Ongoing	The ultimate goal of the project is to strengthen national Skills Development systems, policies and strategies to enhance employment opportunities for both women and men, to support productivity, competitiveness and growth.
	UNDP Kolba Innovations Lab	Ongoing	Needs assessment and identification of future job opportunities, agile skill building.
SEA		Ongoing	Annual State employment programs

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

Additional information:

--

**4. Career information and guidance:** please succinctly compile information on the most important mechanisms and types of career information and guidance (in a lifelong learning perspective). Career information and guidance can serve diverse purposes and different target groups (youth, adults, students, workers, job seekers and others).

Institutions providing career information and guidance services	Main target groups	Main purposes and services	Websites
Professional Orientation and Capacity Development Center	Formal educational institutions, State Employment and other Social services	Provision of methodology, training of specialists, supervision.	<a href="http://www.mycareer.am">www.mycareer.am</a>
Career centers at Universities	Students, Youth	Trainings	
HR companies	Workers	Career Consultation, Coaching, Recruiting, screening, interviewing and placing workers	(e.g. skill.am)
Civil servants Services	Civil servants	Recruiting, screening, interviewing and placing workers	csc.am
Career Centres at preliminary and middle vocational	Students	Provision of individual	<a href="http://www.mycareer.am">www.mycareer.am</a>

institutions (TVET and VET)		consultations, trainings, workshops, seminars, Organising of internships, voluntary work, creation of the network with employers, Employment centers	
State Employment Agency	job seekers	Provision the information of the demand of labour market, and demanded professions.	<a href="http://www.employment.am">www.employment.am</a>

**5. Plans of the government and other key stakeholders regarding further development / revision of skills anticipation and matching mechanisms:** architecture of system and objectives; coordination and integration of information and analysis; capacity development and resources; systematic links with career information and guidance, and other skills matching policies and instruments (in LLL perspective).

Please select from the list:

- a) Labour market information system: development, strengthening of methods and institutional capacity; new types of data and analysis: please describe.
- b) Concrete studies and analyses related with occupational and skills demand, supply and mismatch: please indicate regular and sporadic studies and analyses in the period 2017-2019, carried out by different public and non-public bodies and institutions are national, sectoral and regional / local levels.
- c) Dissemination of results from various LMI mechanisms, analyses for end-users (learners, employers, workers, education and training providers, career advisors, others), such as: websites, analytical publications, user-friendly reports and insights adapted for various users' needs.
- d) Coordination, cooperation, networking for improved skills anticipation and matching system and its performance: improved mechanisms for joint planning, sharing and debate of results of analyses on labour market and skills anticipation; improved involvement of important policy institutions, agencies, statistical services, social partners, sectoral committees and other stakeholders.

- e) Other initiatives contributing to improve and innovate skills anticipation; and for use of results for planning and review of policies, programmes and concrete actions (such as development of occupational standards).

**6. Proposals of the country team 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, focus on the important priorities for a period of 2-3 years, and based on realistic assumptions.**

**Proposed outline:**

- a) Wider objective(s) of improved skills anticipation and matching system
- b) Main actions and milestones for development of skills anticipation and matching
- c) Involved institutions and stakeholders
- d) Development of analytical capacity of key institutions
- e) Resources
- f) Timeline

Wider objective(s) of improved skills anticipation and matching system

- to increase the rate of employment in the country, particularly of youth
- provision of skills responding to the current demand of labour market for getting the well-paid and decent work
- forecasting of future job requirements
- matching supply and demand

Main actions and milestones for development of skills anticipation and matching

- Development of data collecting analysing system and policy
- Creation of the networking platform (for instance management information system) for dissemination the information of different organisations, sectors, etc.

Involved institutions and stakeholders

- Government
- Ministries
- Other public institutions (educational institutions, agencies, etc.)
- Private organizations
- Unions of Employers
- Chamber of Commerce
- Sectoral Unions
- Civil Society
- International Organizations

Development of analytical capacity of key institutions

- Establishment of monitoring and evaluation system





- Training provision, capacity building of specialists of public institutions
- 
- 

#### Resources

- State budget
- Technical assistance and financial support of International Organizations
- Other

#### Timeline

- 2020-2025