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:

<table>
<thead>
<tr>
<th>Institution</th>
<th>Main functions</th>
<th>Main contributions (outputs)</th>
</tr>
</thead>
</table>
| 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 Sectoral 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 Sectoral Committees for professional development (6)  
- Labour market monitoring procedure approved |
- 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 |
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:
- select 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 Carriere 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.

**Sources of information:** Barometer of professions produced by NEA, various newsletters on labour market demand and supply, NEA job portal

[www.angajat.md](http://www.angajat.md), NEA online fair platform [www.e-angajare.md](http://www.e-angajare.md), [www.cariera.anofm.md](http://www.cariera.anofm.md), with information about professions, portals of private workplaces:

| 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 education further 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 Bureau 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 deliver 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

   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).
   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
<table>
<thead>
<tr>
<th>Type and title of method applied</th>
<th>Who is responsible for implementation / DB</th>
<th>Since when, periodicity</th>
<th>Type and source of data collection</th>
<th>Level (micro, meso, macro)</th>
<th>Details on the method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labour market barometer/employer survey</td>
<td>LMO/ANOFM</td>
<td>SINCE 2009 yearly</td>
<td>Questionnaires applied to More than 3500 companies</td>
<td>national level meso level</td>
<td>Model builds on standardised interviews made by staff of the LMO with employers. The sample on 3500 enterprises. The survey is representative and includes enterprises from different economic sectors, different type of ownership, number of employees and geographical region.</td>
</tr>
<tr>
<td>The bulletin of Labour Market: Vacancies</td>
<td>LMO/ANOFM</td>
<td></td>
<td>LMO administrative data</td>
<td>national meso level</td>
<td>Processing of administrative data concerning registered vacancies</td>
</tr>
<tr>
<td>Annual enrolment Plan in all levels of education (enrolment plans include state order) It includes also educational establishments plan</td>
<td>Ministry of Education, Culture and Research</td>
<td>SINCE 2007, Annually</td>
<td>administrative data from public administration</td>
<td>Macro Short-term practice:</td>
<td>Line ministries, MLSPF and public authorities present their plans of enrolment/admission annually to the Ministry of Education</td>
</tr>
<tr>
<td>“School-to-Work Transition Survey (SWTS), a complementary module attached to Labour Force Survey</td>
<td>National Bureau of Statistics</td>
<td>conducted in 2013 Another one was in 2009</td>
<td>survey</td>
<td>-National survey - micro level</td>
<td>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.</td>
</tr>
</tbody>
</table>

| 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.

<table>
<thead>
<tr>
<th>National partners / lead bodies</th>
<th>International organization</th>
<th>Status (ongoing, recently completed, planned) - years</th>
<th>Objectives and activities (1)</th>
</tr>
</thead>
</table>
| Ministry of Labour/ Sectorial committees | - budget support for Sectorial committees  
- ETF support for capacity 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 developed 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 committees in 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 territorial 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