Workforce Mobility Framework in the WBC Region

**Subtitle (or short description in one sentence):** Ensuring an appropriate framework in order to facilitate workers’ mobility in the West Balkan Countries, in selected fields of activity, according to the countries’ needs of qualified workforce.

**Description of the Action (approx. 1 page):**

Most of the time, workforce mobility on the labor market, at European level and not only, is in difficulty due to education, qualification and assessment systems, which vary from one country to another. Highly qualified and skilled workers often find themselves in the situation, when moving to another country, that the job they have to accept is on a lower level than the one they were having in the own countries, and not necessarily because the qualification held would be on a lower scale, but because of the existing differences, from one country to another, between educational, qualifications and VET systems. In such cases, we get to the paradox of having people who perform jobs for which they consider themselves as being over-qualified, and, as a consequence, they might not be efficient and will often be de-motivated.

Although the European Qualification Framework (EQF) is already set in place, at various regional levels there is the need of setting in place a common framework which could ensure the workforce mobility and keep employees motivated and efficient.

In order to develop such a framework, which I propose to be called Workforce Mobility Framework (WMF), the selected countries to implement it will have to develop occupational maps first, such tools being a correlation between skills, competences and knowledge levels foreseen by the EQF with learning systems and learning outcomes, levels of qualifications, occupational standards (where existing) and further training needs in each of the countries who participate in the program, so that people with right skills and competences are placed in the right positions, in order to ensure their maximum motivation and efficiency on the labor market. One important thing to mention here is that for each sector of activity a distinct occupational map will be developed.

The implementation of the Workforce Mobility Framework could be done through an online tool, which could allow employers and even individuals to assess their own skills, competences and knowledge and correlate them with education level, employment expectations and training needs, so that employees from any country in the region would be able to work abroad and be qualified on a level which would enable them to use their competences and skills to the full capacity.

Indeed, a great amount of research is necessary to set in place such a WMF, because training and educational systems from the selected countries, along with qualification and VET systems need to be correlated with EQF.

The benefits of the Workforce Mobility Framework are:

* More transparency in the international recruitment and employment processes;
* Employees more motivated and ready to use their skills, competences and knowledge in order to achieve maximum performance;
* Easier recruitment and training processes, at international and trans-border levels.

**References to running activities, lessons learnt from other regions, etc.:**

* The I CARE project, aimed to improve mobility of workers in the field of medical care and social services, run by Fondazione Cefass (Italy), having transnational partners from: Italy, Germany, Romania and Poland ([www.icareproject.eu](http://www.icareproject.eu)) and financed from Leonardo da Vinci programme;
* CALE (Quality in Education) Project, run in Romania between 2008-2011 by the Constructors’ House of Jobs (<http://www.cmc.org.ro/index.php?option=com_content&view=category&layout=blog&id=51&Itemid=177>) , a foundation whose main area of activity is to deliver training for workers in the constructions sector. The project was financed from the European Social fund and one of its outcomes was setting up an occupational map for the constructions sector, which correlates the educational level with skills, competences and qualifications, according to the constructions sector’s needs of workforce and employees’ needs of training.

**Actors to be involved in the implementation and their roles (max. half a page):**

* Ministries of Labour or equivalent, who will be responsible not only for implementing project outcomes into national qualifications systems, but also for harmonizing policies and procedures with those already existing at national levels;
* Ministries of Education or equivalent, having the role of adapting curriculas to the new harmonization of knowledge, skills and competences, which would allow workers the mobility on the selected countries’ labour markets;
* National agencies and authorities in charge of qualifications, employment and regulations regarding competences and qualifications, having roles similar to those 2 types of actors mentioned above;
* National VET providers, which should adapt their training curriculas to the new harmonization of skills, knowledge and competences and deliver trening according to the new framework.

**Expected impact (one paragraph):**

The expected impact would be a more flexible and more transparent regional and international labor market, with easier recruitment processes on one side and highly motivated employees, who can assess themselves their own skills and competences, as well as training needs, before engaging in an abroad job.

**Relevance to the WBC region (one paragraph):**

The relevance for the WBC region is that such a WMF tool can bring the countries closer to their in the European Union, by correlating occupational maps with the EQF contents and requirements and can, also, facilitate the transfer of qualified workforce from one sector in one country where it might be in excess to another one, where in the same sector it lacks.

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