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Social Protection & Jobs

In-demand skills in Moldova

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The World Bank

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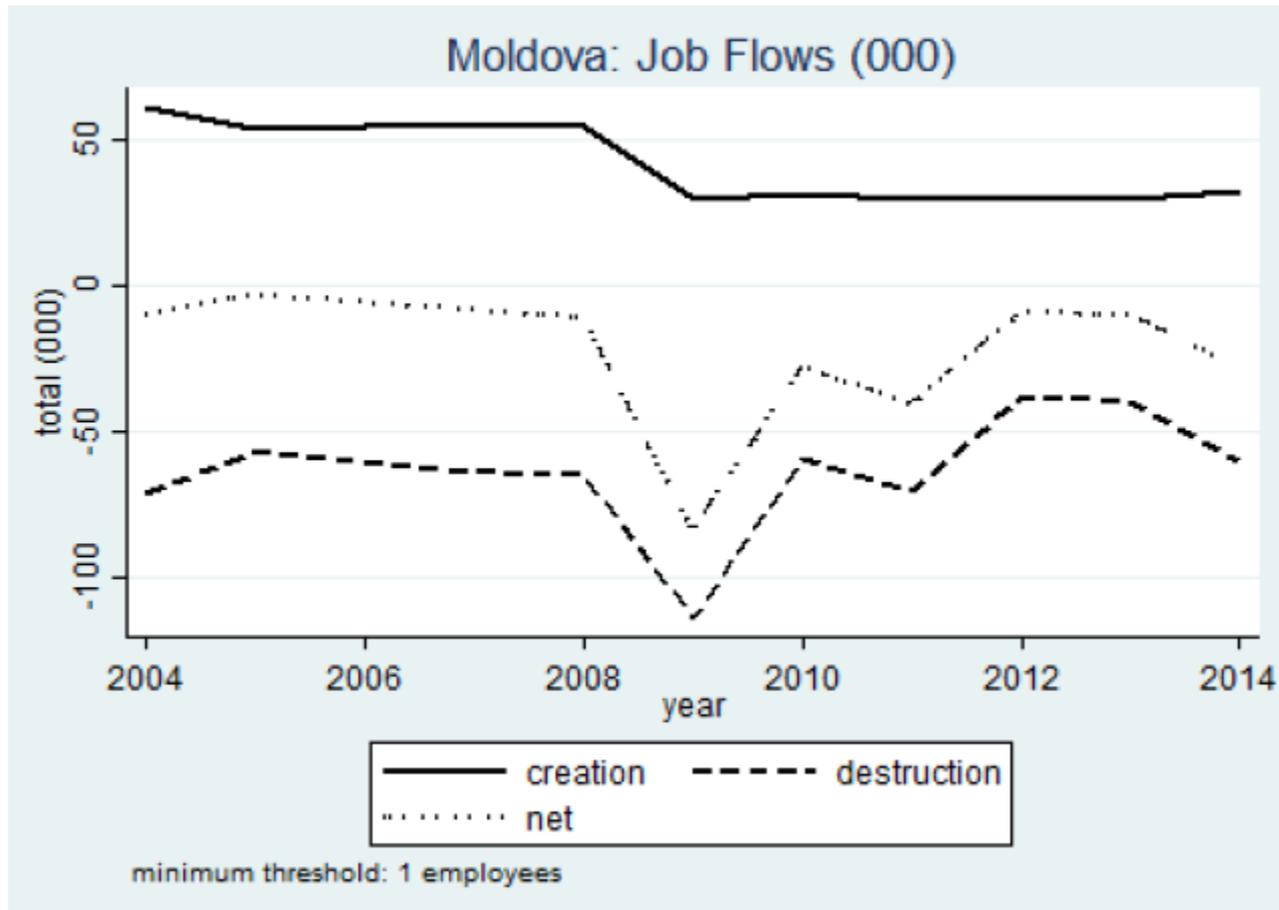
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Overview

- ❑ Motivation: Sluggish job creation and skills shortages a constraint to the private sector development
- ❑ Where are jobs?
- ❑ Which skills are in-demand in Moldova?
- ❑ What needs to be done?

Sluggish job creation



Source: World Bank 2016 based on Firm Survey Data.

Skills shortages - a constraint for private sector development

- Inability to find sufficiently qualified staff – over 25% of firms reported experiencing labor shortage due to inability to find qualified staff*
- Firms face shortages of skilled workforce forcing many to scale down operations and eschew growth plans:**
- Medium-sized & large firms are more acutely affected by shortages, e.g. transportation companies lack up to 20-25% of drivers; in apparel sector 10-40% of workstations are empty; ICT firms lack over 20% of software developers**



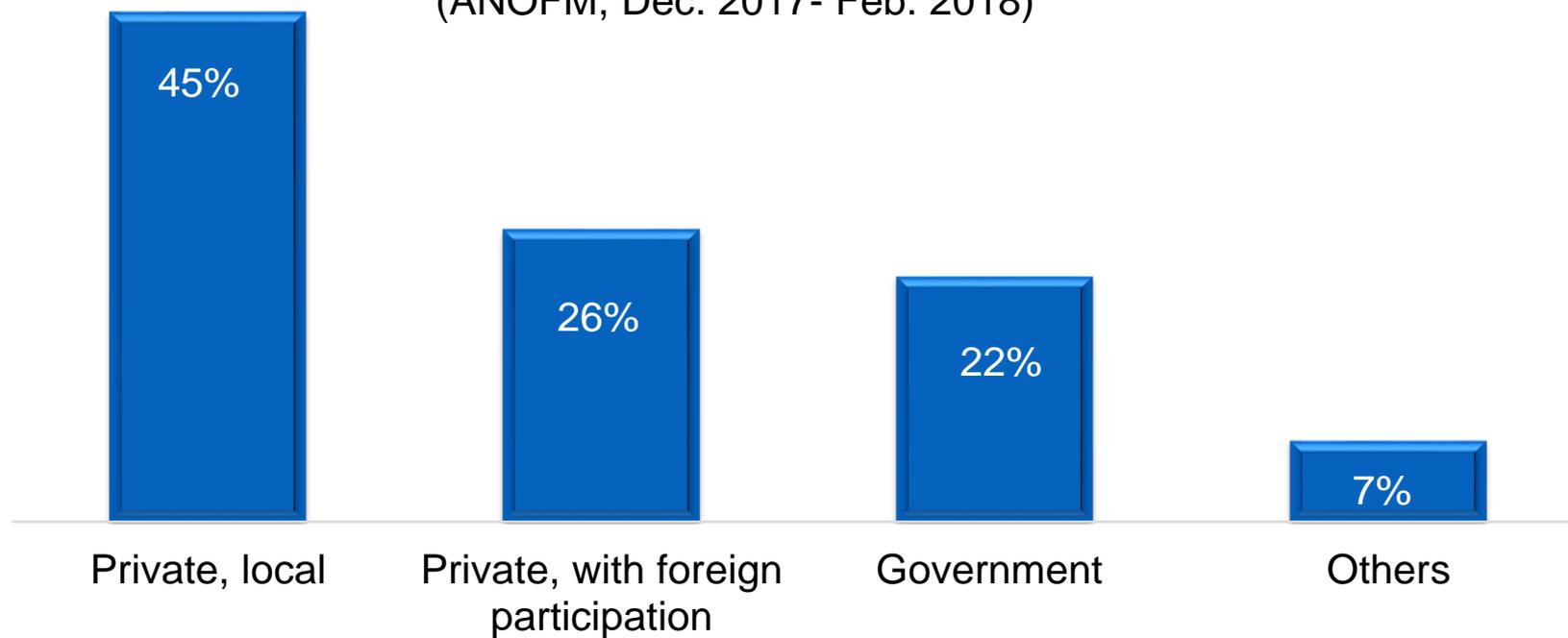
Sources: World Bank, 2017.

*Missing skills. Jan Rutkowski, Victoria Levin, Ali Bargu. World Bank. 2017.

** Assessment of private sector skills demand and the extent of private sector engagement in creating a demand-led skills ecosystem in Moldova. Magenta Consulting. 2017

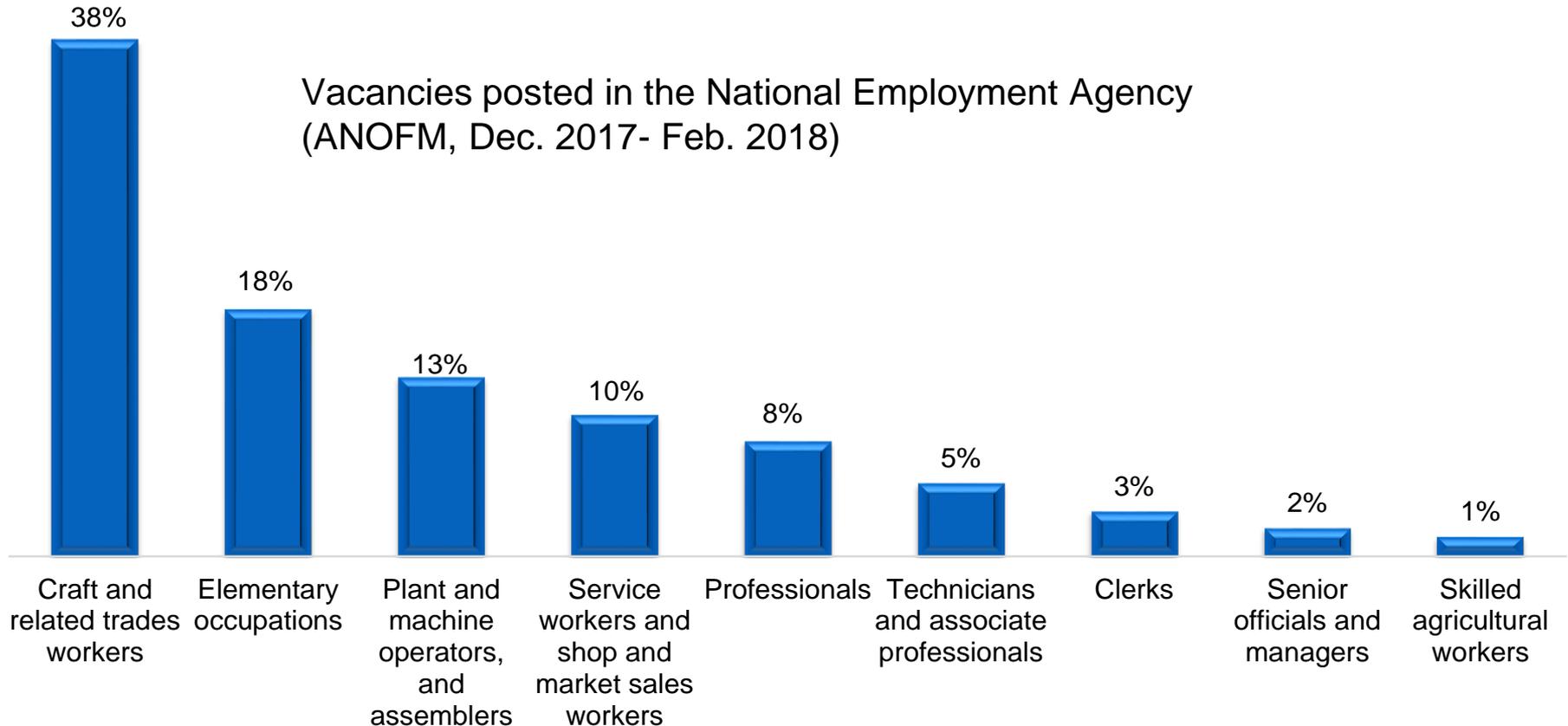
Where are jobs?

Vacancies posted in the National Employment Agency
(ANOFM, Dec. 2017- Feb. 2018)



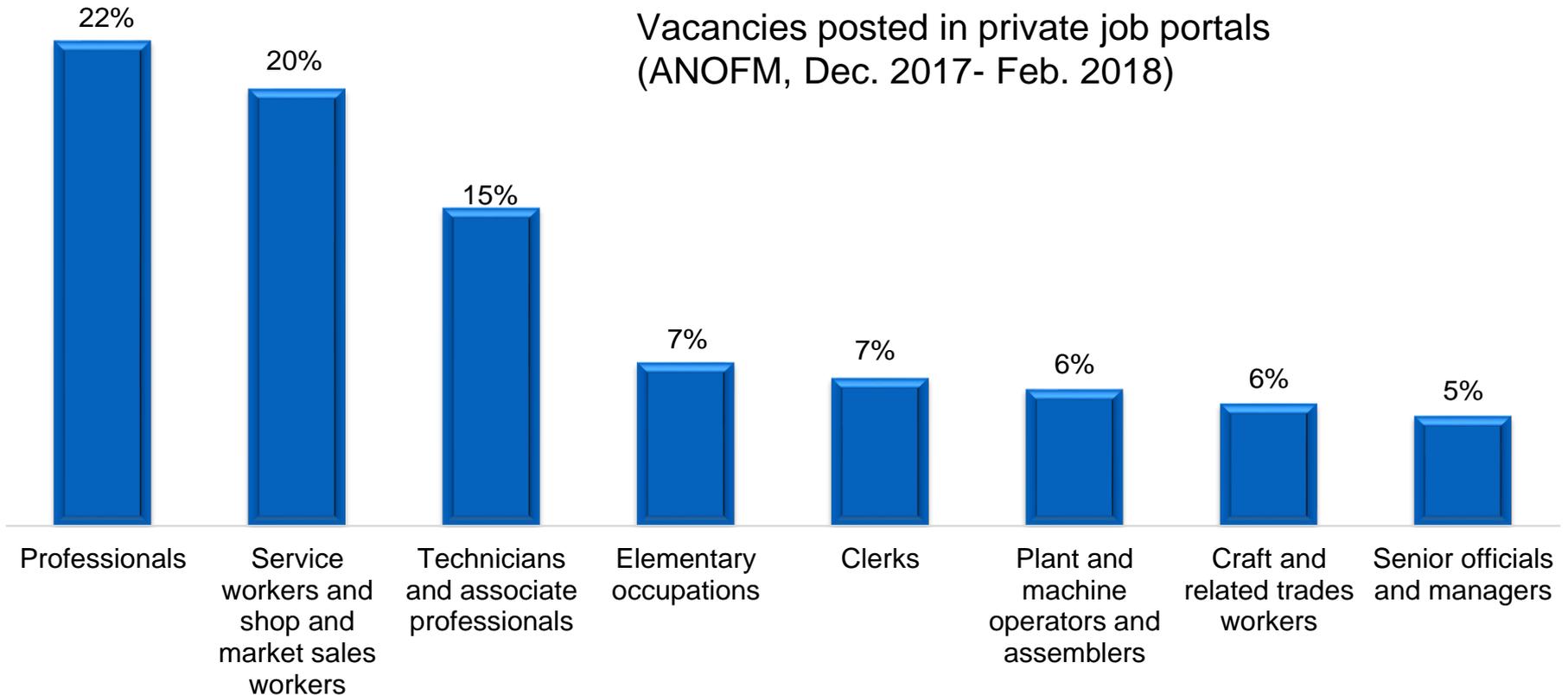
What type of jobs?

Jobs posted in ANOFM: Mainly lower/upper secondary education jobs



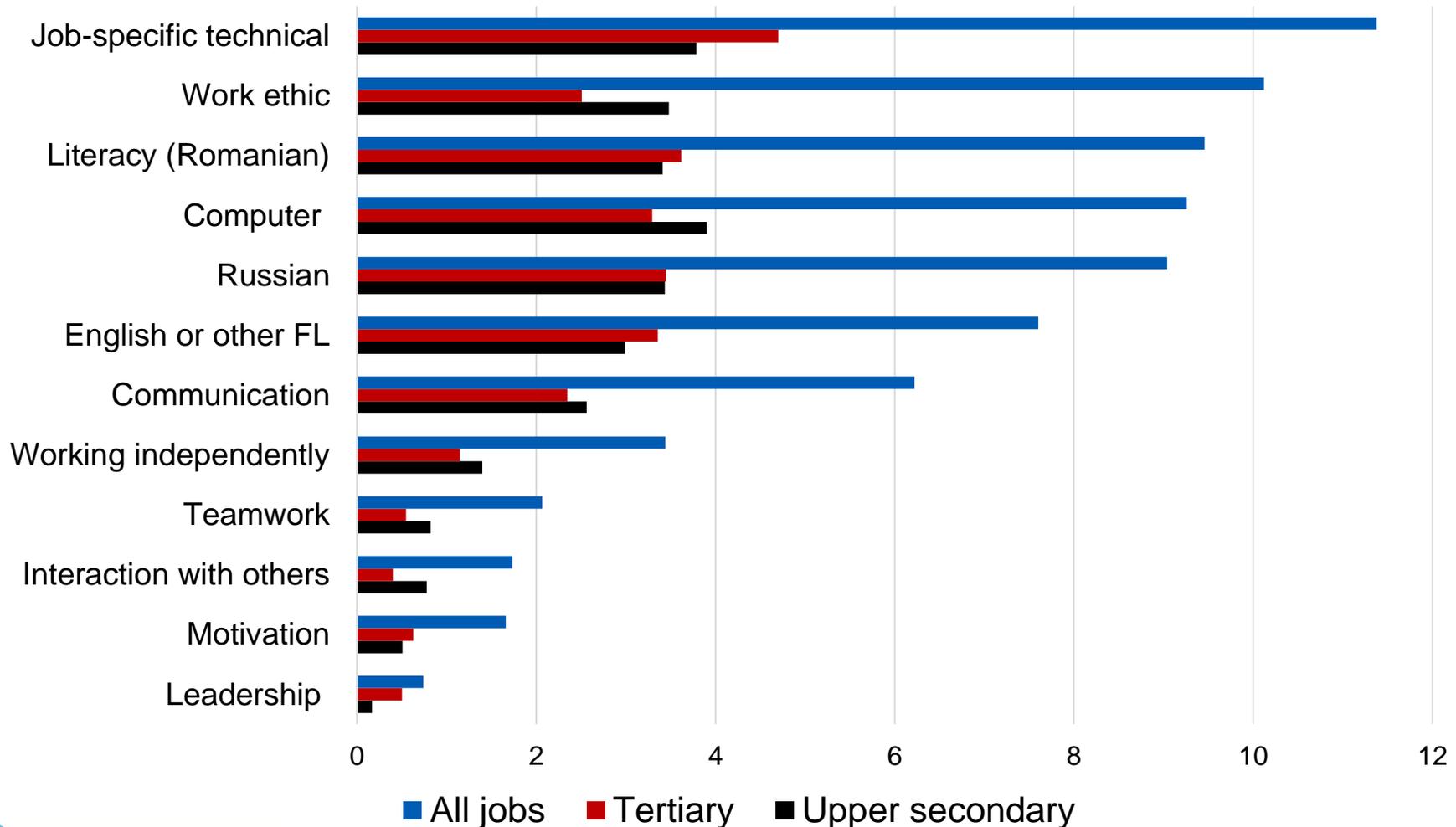
What type of jobs?

Jobs posted in job portals: More jobs requiring tertiary/ vocational education



Which skills are in-demand?

Sum of skills required by vacancies posted in both ANOFM and job portals criteria (normalized by 100, by education requirement)



Firms see skills shortages in soft skills

Top 3 skill-related obstacles to firm performance
(*relative importance of different skills*)

Work ethic

41% of firms

Technical, occupation-specific skills

38% of firms

Motivation, initiative, and proactivity

32% of firms

Source: World Bank, 2017.

Missing skills. Jan Rutkowski, Victoria Levin, Ali Bargu. World Bank. 2017.

Technical skills demanded for jobs requiring tertiary education attainment

Senior officials and managers



- Russian
- Literacy (Romanian)
- English or other FL
- Job-specific technical
- Computer
- Communication

Professionals



- Job-specific technical
- English or other FL
- Literacy (Romanian)
- Computer
- Russian
- Work ethic

Based on all jobs published in ANOFM and Job portals in Dec. 2018 – Feb. 2019.

Technical skills demanded for jobs requiring vocational education attainment

Technicians and associate professionals



- Job-specific technical
- Russian
- Literacy (Romanian)
- Computer
- English or other FL
- Work ethic

Craft and related trades workers



- Job-specific technical
- Work ethic
- Russian
- Computer
- Literacy (Romanian)
- English or other FL

Based on all jobs published in ANOFM and Job portals in Dec. 2018 – Feb. 2019.

Soft skills become important for service/ administrative jobs

Service workers and shop/market sales workers



- Computer
- Literacy (Romanian)
- Job-specific technical
- Work ethic
- Russian
- Communication

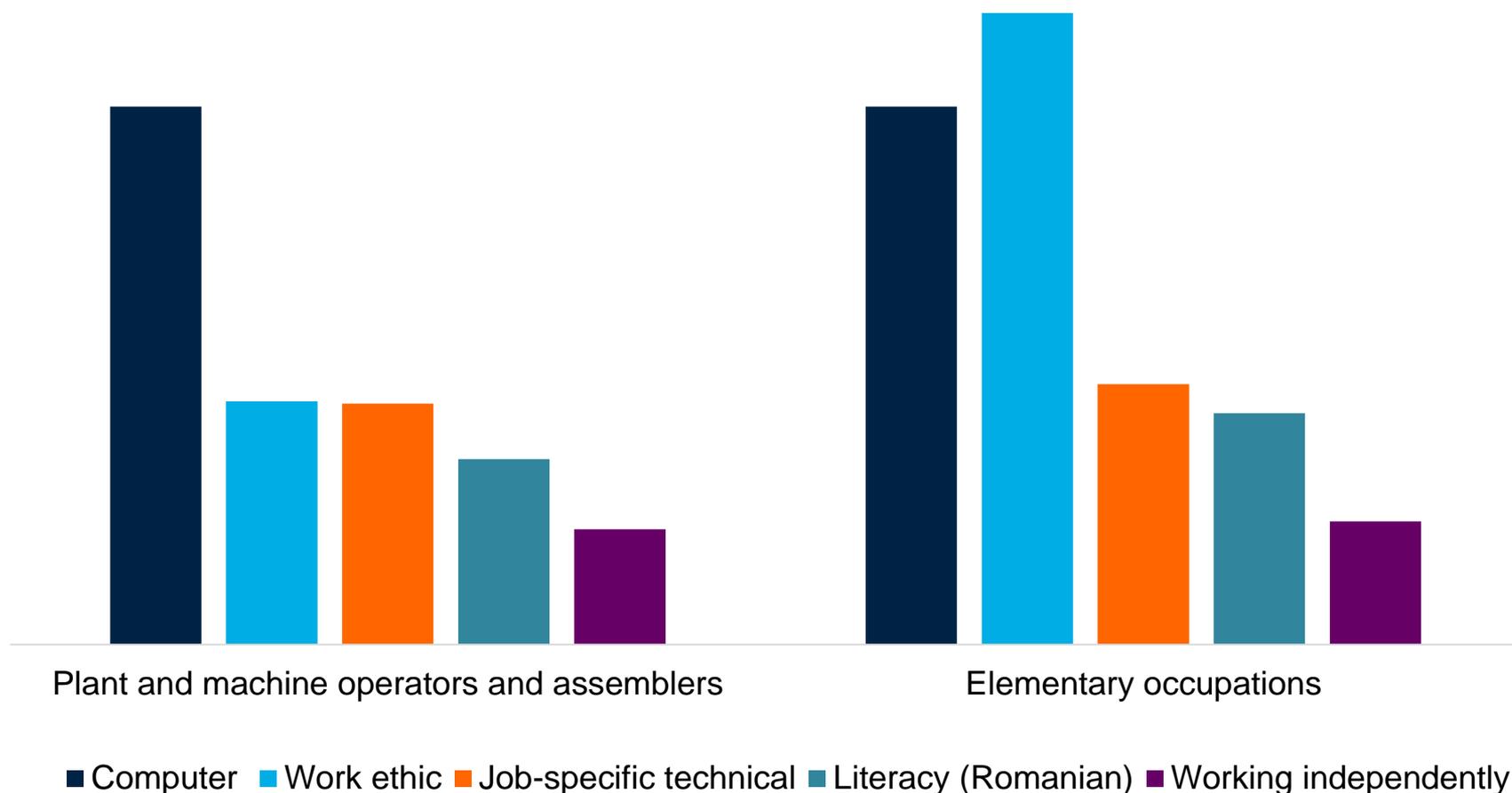
Clerks



- Computer
- Literacy (Romanian)
- Communication
- Work ethic
- Russian
- Job-specific technical

Based on all jobs published in ANOFM and Job portals in Dec. 2018 – Feb. 2019.

Computer skills are also required for low-skilled jobs

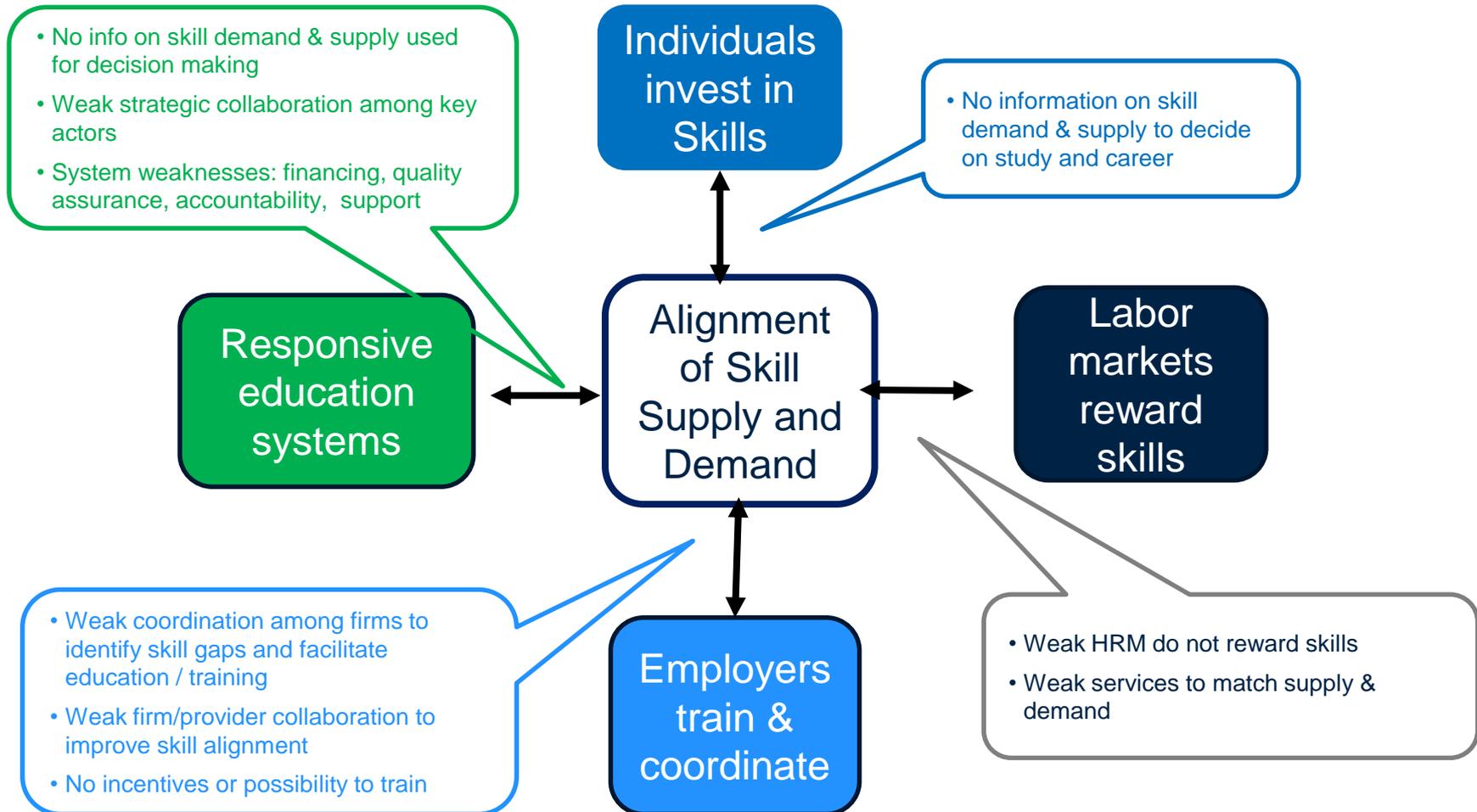


Based on all jobs published in ANOFM and Job portals in Dec. 2018 – Feb. 2019.

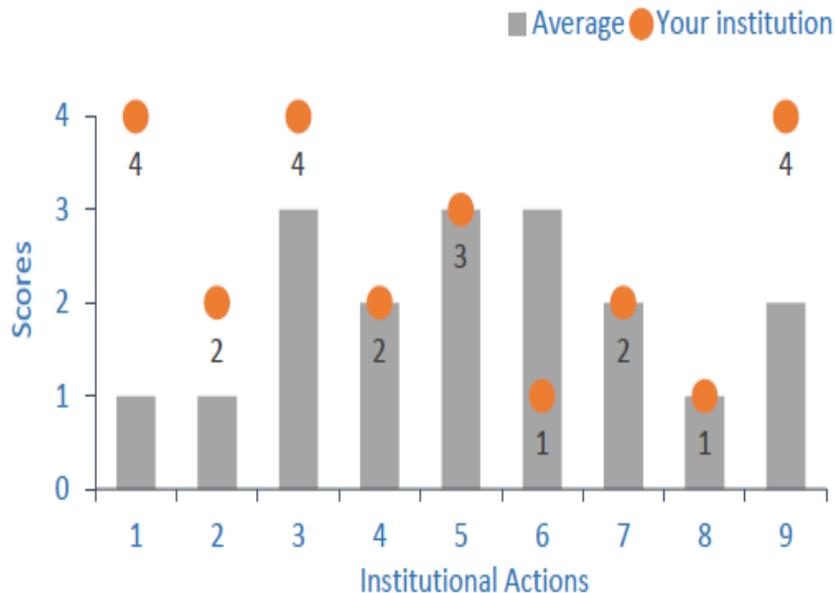


What needs to be done to meet skills demand?

1. Multi-stakeholder coordination and information sharing



2. Training institutions – Need to strengthen the links between training and jobs



9 Institutional Actions; Scores between 1 and 4

- 1 Setting a **strategic direction**
- 2 Developing a **demand-driven** approach to training
- 3 Establishing **sustained relationships with authorities**
- 4 Ensuring **financial viability**
- 5 Fulfilling national **quality standards**
- 6 Enabling students to **pursue further education and training**
- 7 Creating a **teaching/studying experience** conducive to learning
- 8 Preparing students for the **world of work**
- 9 Gathering and publicizing **data**

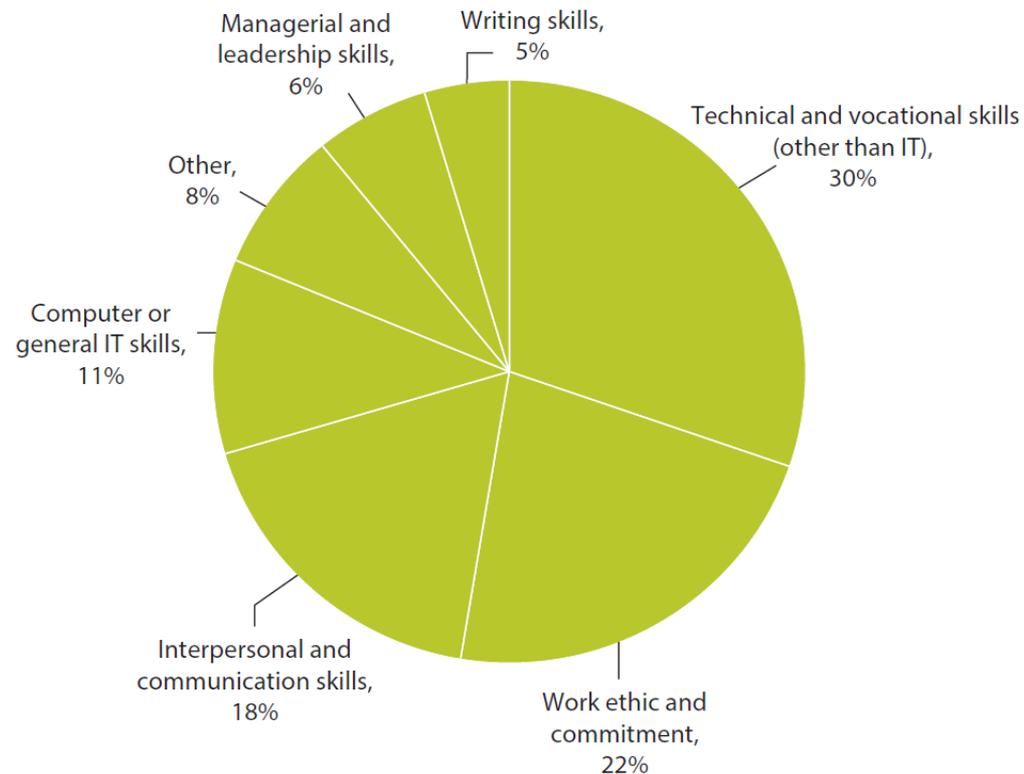
3. *Soft skills development, learning from international practices*

- **Interventions in early childhood – cost effective**
 - ✓ Home-based programs to reach remote HHs (e.g., Jamaican Study Program, a home-visiting programs).
 - ✓ Center-based programs providing a combination of education and stimulation services with nutrition at a community childcare center.
 - ✓ But these interventions are foundational, not comprehensive.

- **School-based interventions**
 - ✓ Requires training teachers, strengthening school policies, investing in after-school program, etc. (e.g., U.S. Schoolwide Positive Behavior Support, Building Socioemotional Skills in the Education System in Singapore and Mexico).

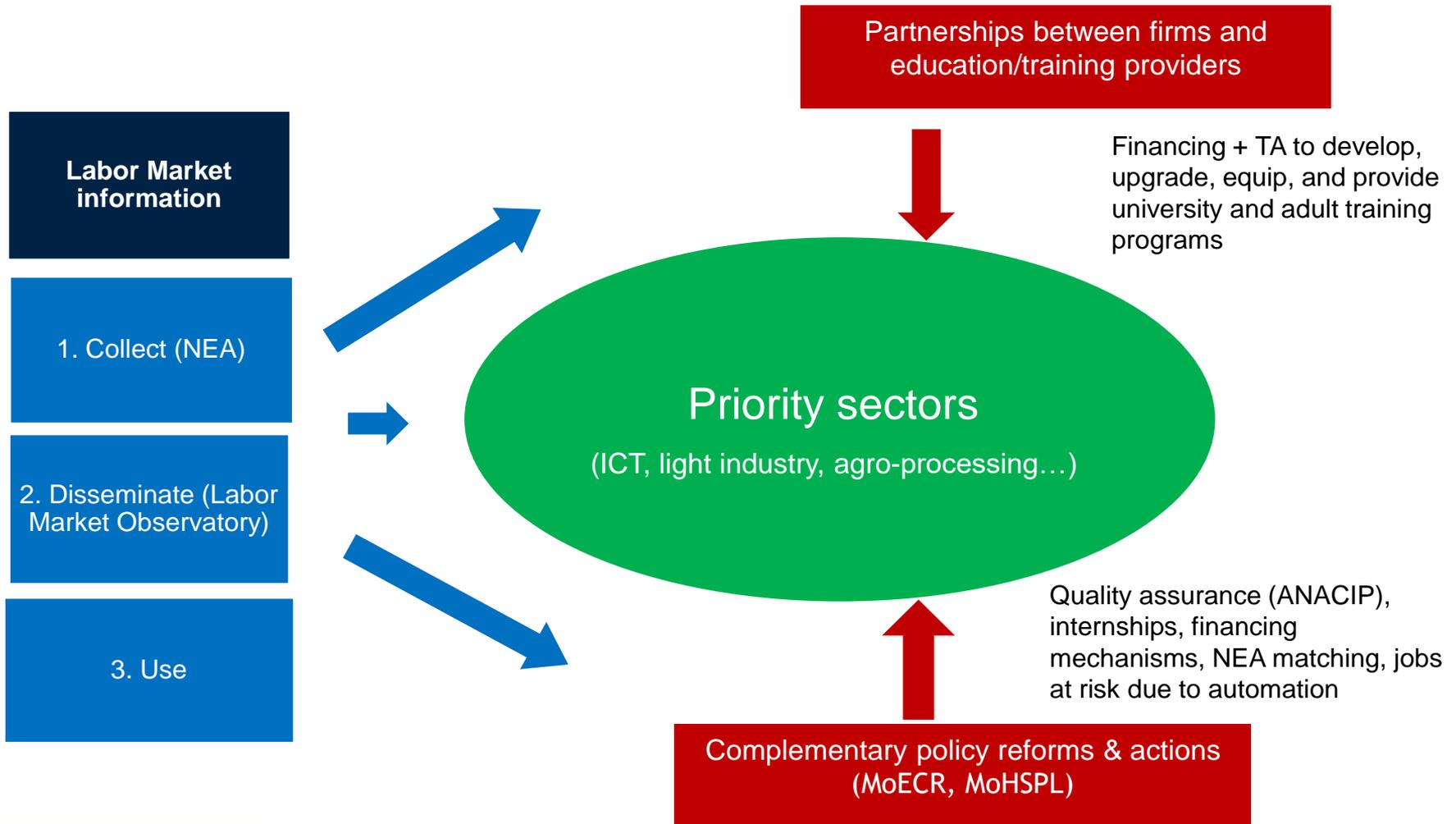
- **Postschool interventions**
 - ✓ Integrate the development of socioemotional skills into existing apprenticeship, internship, or job-training programs (e.g., U.S. Big Brothers and Big Sisters of America).
 - ✓ Tailored firm-level training

e.g., Share of Philippine Firm Training Programs, by primary focus area



Source: World Bank Philippine Enterprise Survey 2015; World Bank calculations.
Note: IT = information technology.

4. Skills development to reduce risks from automation and to prepare for population aging





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Thank you!

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