



**Framework for implementation of  
"Supported Employment" services  
and the profession "Coacher" in  
Bulgaria**

**National Agency for Vocational Education and Training**

# EU instruments in support of people with disabilities

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- ▶ **European Disability Strategy 2010- 2020**– provides a framework for coordinated action at national and European level for improving the situation of people with disabilities, such as:
  - ✓ raise significantly the share of persons with disabilities working in the open labour market;
  - ✓ promote the rights of people with disabilities in the EU enlargement and international development programmes;
  - ✓ promote inclusive education and lifelong learning for students and pupils with disabilities.
- ▶ **European Supported Employment Toolkit**– it gives a general framework for the provision of service "Supported Employment".

# EU financial instruments in support of people with disabilities

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## Structural Funds:

- ▶ **European Social Fund (ESF)** supports the active inclusion of people with disabilities in society and in the labor market. ESF funded projects that increase opportunities for labor adjustment or adaptation of human resources to the open labor market.
- ▶ **Progress programme for employment and social solidarity-** finances projects for people with disabilities.
- ▶ **The Framework Programmes** for scientific and research activities support scientific studies and technological development for the benefit of people with disabilities.

# Legislation in Bulgaria in support of People with disabilities

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- ❑ **Constitution of the Republic of Bulgaria**
- ❑ **Employment Promotion Act**
- ❑ **Law on Integration of People with Disabilities**
- ❑ **Social Assistance Act**
- ❑ **Law on Protection against Discrimination**

# Implementation of "Supported Employment" services and the profession "Coach" in Bulgaria

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- ▶ Those laws do NOT include the "Supported employment" services
- ▶ In the *National Classification of Occupations and Positions in Bulgaria* at the moment there is no position "Coach"
- ▶ The Ministry of Labour and Social Policy provides in 2015 amendments to the Employment Promotion Act or the creation of a new legislation
- ▶ The following changes are also provided:
  - inclusion in the *Employment Promotion Act* and in the *Law on Integration of People with Disabilities* of the service "Supported employment" within 01.04.2015
  - inclusion in the *National Classification of Occupations and Positions in Bulgaria* of the profession "Coach" within 01.08.2015



# Supplementing the List of professions for vocational education and training with the new profession “Coacher”

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- ❖ Initiative of the Bulgarian C@W partners: NAVET, the National Federation of Disabled People; "Zgura M" Ltd. and "Interprojects" Ltd. for the inclusion of the profession “Coacher” in the List of professions for vocational education and training. For this purpose at NAVET as a governmental body must be submitted:
- Reasoned proposal to complement the *List of professions for vocational education and training* with a new profession “Coacher”, which includes proven necessity of the proposed qualification supported by statistics and/ or other evidence of the need for such specialists’ qualification for the labor market

# Project activities in support of the proposal

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- ❖ **Implementation of the following Coach@Work project activities:**
- **O1-A1** Organisation of user requirements analysis in all partner countries
- **O1-A4** Consolidation findings and identification country specific aspects to SE provision of services
- **O2** EQAVET system for recognition, validation and certification of SE providers
- **O2-A6** Seeking accreditation of EQAVET system for recognition, validation and certification of SE providers in Bulgaria



## Supplementing the List of professions for vocational education and training with the new profession “Coacher”

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- ▶ The vocational training should ensure the acquisition of large- scale competences for the realization of the students in one or more professional fields;
- ▶ The proposal must be supported by a list of the work positions from the National Classification of Occupations and Positions which the trainees will be able to occupy after acquiring the qualification in the respective profession and/ or specialty;
- ▶ The vocational training should respect the minimum education level requirements, regulated in the Vocational Education and Training Act (VETA);





# Project activities in support of the proposal

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- ▶ When deciding on the qualification level of the profession “Coacher“, the following documents, developed within the C@W project, will be used. They cover the basic work activities, competences and responsibilities of this profession:
  - **O2** EQAVET system for recognition, validation and certification of SE providers;
  - **O3** Instructions Guide for the system of competencies monitoring in the SE service;
  - **O4** COACH@WORK VET training programme for Supported Employment (SE) providers.



## Supplementing the List of professions for vocational education and training with the new profession “Coacher”

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The statement of reasons indicates that:

- ▶ the duration of the training must corresponds to the terms, regulated in the Framework Programmes (Art. 11 and Art. 12, VETA);
- ▶ the proposals for updating of the List of professions for vocational education and training should not duplicate already existing professions and specialties;
- ▶ the proposals regarding new professions and specialties should provide real opportunities for professional development of the trainees;



# Supplementing the List of professions for vocational education and training with the new profession “Coacher”

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- ▶ The proposers must apply evidences that the new proposal envisages the acquisition of professional competencies, which are not subject to already existing professions or specialties in the List;
- ▶ The proposers offer a group of specialists in the respective profession/ specialty for participation in a working group which should develop or update a project of *State educational requirement* for acquiring qualification in the new (updated) profession/ specialty. Renown specialists from various vocational areas participate in developing the State educational requirements by vocations. Each Project is revised by two reviewers.



# Supplementing the List of professions for vocational education and training with the new profession “Coach”

Professional field „.....“				
Professions in the List of professions for vocational education and training	Competences by the State Educational Requirement for the particular profession	Name of the new profession	New competences	Corresponding positions and unit groups from the National Classification of Occupations and Positions
	1..... 2..... 3.....			



# Regulatory framework

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In developing the proposal to complement the new profession/ specialty in the List, the proposers should be guided by the following documents published on the website of NAVET:

- ▶ Vocational Education and Training Act (VETA);
- ▶ Classification of Fields of Education and Training- 2008;
- ▶ Framework Programmes (Art. 11 and Art. 12- VETA);
- ▶ Bulgarian National Qualifications Framework;
- ▶ State educational requirements by vocations;
- ▶ National Classification of Occupations and Positions– 2011.



## Examination by an Expert Commission

- ▶ All registered at NAVET proposals for changes in the List which are meeting the requirements, are discussed and approved by the Expert Commissions in relevant vocational areas- in this particular case by the commission “Social services, personality services and services for home”
- ▶ This Commission has a tripartite structure which means that it includes three representatives of each of the following “actors”: Ministries, Employers, Trade Unions
- ▶ The Expert Commission should examine the submitted documents and then shall prepare a motivated opinion on their acceptance or rejection, recorded in a protocol



# Discussion by the Managing Board of NAVET

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- ▶ The proposal for supplementing the List of professions for vocational education and training with the new profession “Coacher”, supported by the Expert Commission, is introduced for consideration by the NAVET’s Chairman in the Managing Board of the Agency
- ▶ The Managing Board is also composed on the tripartite principle which represents NAVET’s specific feature (it consists of eight representatives from Government institutions, eight representatives from the national Employers’ organizations and eight representatives from the national Trade Unions)



# Coordination and approval by the Ministry of Education and Science

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- ▶ The accepted by the Managing Board proposal shall be submitted to the Minister of Education and Science for final approval
- ▶ The submitted proposal shall be agreed with the Minister of Labour and Social Policy, the relevant sectoral ministers and the representative organizations of employers and employees at national level
- ▶ After the issue of the Minister's order, the changes in the List of professions for vocational education and training come into force





## Further consideration

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- ▶ If some comments are made after the coordination procedure, the Chairman of NAVET should require from the proposers additional data and information on the proposal
- ▶ After submission to the National Agency of additional data and information, the proposal shall be submitted again for discussion in the relevant Expert Commission and the NAVET's Managing Board
- ▶ Upon completion of the procedure, the Chairman of NAVET shall notify the proposers in written form about the results



## State Educational Requirement

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- After inclusion of the profession “Coacher” in the List of professions for vocational education and training, the development of State educational requirement by vocations begins
- This process is coordinated by the National Agency for Vocational Education and Training
- ❖ As a basis for preparing the State educational requirement for the profession “Coacher“, the following project activities will be used:
  - **O2** EQAVET system for recognition, validation and certification of SE providers
  - **O3** Instructions Guide for the system of competencies monitoring in the SE service

# COACH@WORK VET curriculum

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- Based on the State educational requirement, the educational documentation for the Coacher's training will be developed-appropriate curriculum and training programs
- ❖ At this very important phase, the following project activities will be used:
  - **02** EQAVET system for recognition, validation and certification of SE providers;
  - **03** Instructions Guide for the system of competencies monitoring in the SE service;
  - **04** COACH@WORK VET training programme for Supported Employment (SE) providers



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# THANK YOU FOR YOUR ATTENTION!



Erasmus+

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