Analysis of the situation and the potential of using LMI by social organisations in planning vocational training for vulnerable groups

Survey Report - ROMANIA

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1. Introduction

The Labour Market Information for Vocational Education and Training (LMI4VET) project is an initiative designed to strengthen the role of labour market intelligence (LMI) in vocational education and training (VET). The project addresses the challenge of aligning vocational training programs with real labour market needs, ensuring that individuals—especially those from vulnerable backgrounds—receive training that enhances their employability.

A data-driven approach is at the heart of LMI4VET. Many social organizations and training providers, in this project called "Third Sector Education and Training Service Providers (TS_ETSP)" currently lack the necessary tools and knowledge to systematically use labour market information when designing and delivering vocational training programs. This results in a mismatch between the skills provided in training and the demands of employers. The project seeks to bridge this gap by equipping training institutions with guidelines and digital resources that allow them to make informed decisions about which skills to prioritize and how to structure their courses to maximize employment opportunities for trainees.

LMI4VET is funded under the Erasmus+ programme, the European Union's flagship initiative for education, training, youth, and sport. The project runs for 24 months, from 1 November 2024 to 31 October 2026, and is led by PROSPEKTIKER, S.A., an organization specializing in labour market forecasting and strategic foresight. In collaboration with five research institutions and five social partners (Third Sector Education and Training Service Providers (TS_ETSP)) from multiple European countries, the project will develop methodological guidelines, interactive digital training tools, and validation mechanisms to ensure the successful adoption of LMI-based strategies in VET planning.

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2. Survey information

Among the tasks of WP2 is to develop a methodological guide that can support professionals from TS_ETSP entities in the preparation of a quality diagnosis of the labour market, so that they can guide their vulnerable groups with data-based decisions. To do this, the first thing to do is to know the current situation in which these professionals find themselves in relation to their knowledge of the labour market, the resources they have, the groups to which they direct their actions, the use of sources and tools, the difficulties or challenges they have to face on a regular basis... To do this, a common technique is usually the survey.

The proposal already mentioned that a number of interviews and awareness-raising surveys with the social partners would be carried out in each partner country, on the one hand, to obtain information on the needs of the social partners, and on the other hand, to disseminate the objectives of the project and highlight the importance of LMI training.

The survey has been co-designed with each and every one of TS_ETSP entities of the project. During all stages of the survey design, these entities have participated as validators or evaluators of the survey. For distribution, it has also relied on them, taking advantage of their regular contacts and networks in which they regularly participate. That is why it is understood that the survey was adjusted to the realities and specificities of these entities.

A total of 26 responses to the survey (objective 26) have been collected for Romania.

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3. Key findings

Sample: 26 organisations from Romania responded to the survey.

Funding remains mixed between structural and project-based models, with some expectations of change in the near future.

Organisations deliver a broad portfolio of employment-related services and training, often tailored to vulnerable groups.

Use of labour market information (LMI) is uneven; respondents highlight challenges such as limited knowledge of sources and difficulties accessing or interpreting data.

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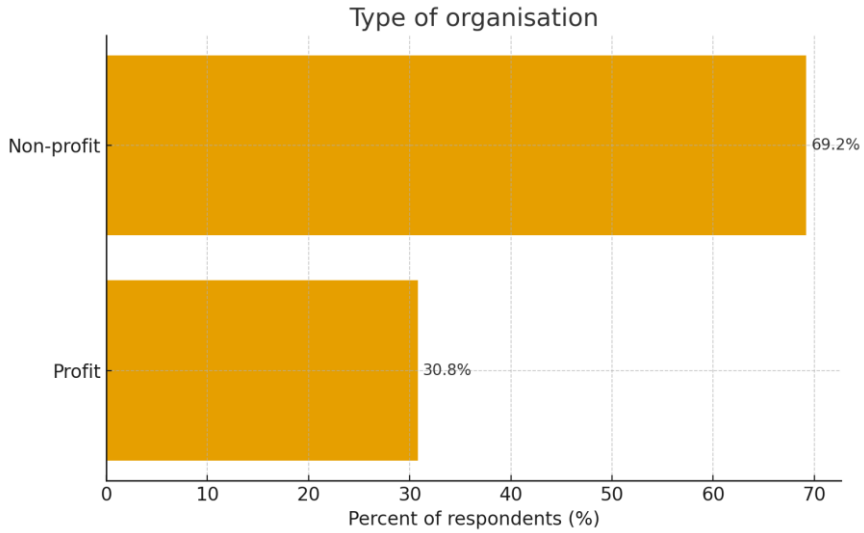
4. Profile of Organisations

Type of organisation

Category	Count	%
Non-profit	18	69.2
Profit	8	30.8

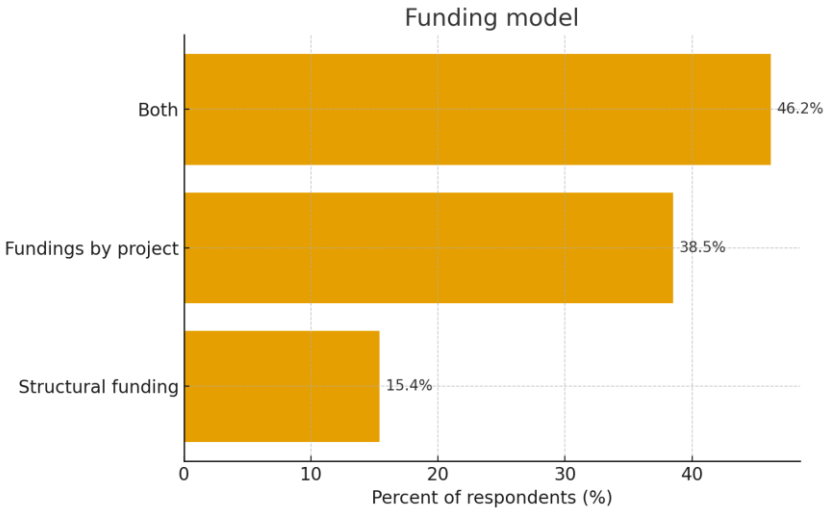
Base: 26 respondents.



Funding model

Category	Count	%
Both	12	46.2
Fundings by project	10	38.5
Structural funding	4	15.4

Base: 26 respondents.



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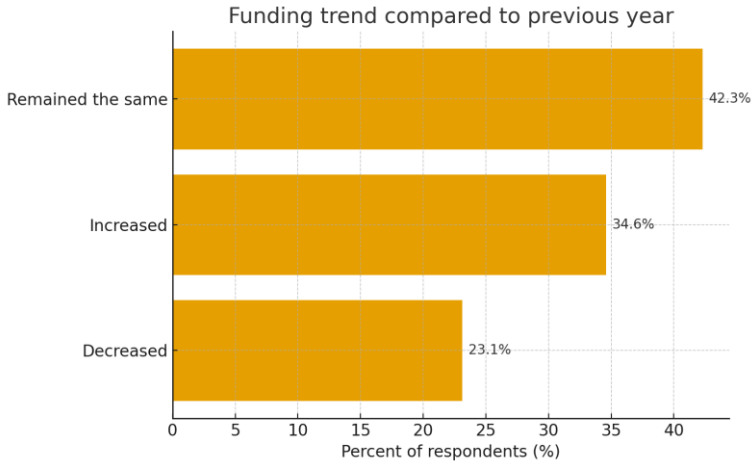
Funding trend compared to previous year

Category	Count	%
Remained the same	11	42.3
Increased	9	34.6
Decreased	6	23.1

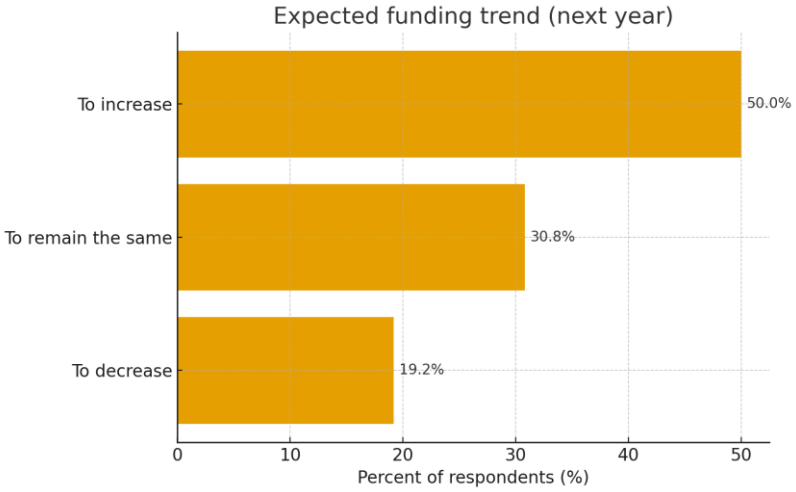
Base: 26 respondents.



Expected funding trend (next year)

Category	Count	%
To increase	13	50.0
To remain the same	8	30.8
To decrease	5	19.2

Base: 26 respondents.



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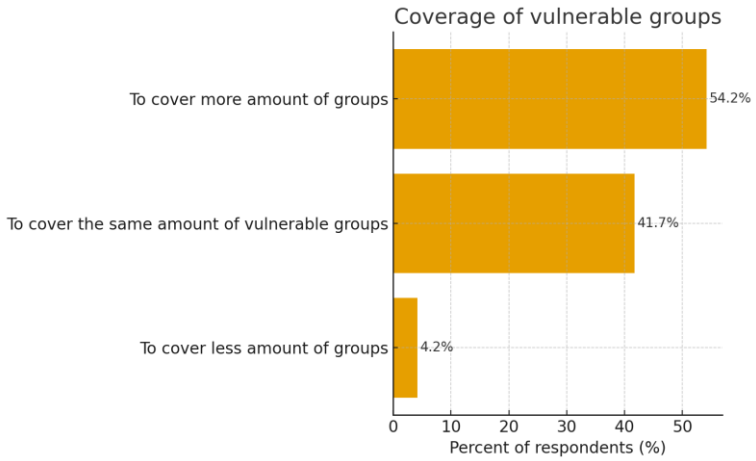
Coverage of vulnerable groups

Category	Count	%
To cover more amount of groups	13	54.2
To cover the same amount of vulnerable groups	10	41.7
To cover less amount of groups	1	4.2

Base: 24 respondents.



Main funders (multiple responses)

Category	Count	%
Europe	13	50.0
Employment Departments/Areas of Employment	7	26.9
Education Departments/Areas of Education	6	23.1
Social Affairs Departments/Areas	4	15.4
Training Departments/Areas	4	15.4
Familiy Departments/Areas	1	3.8
PNNR	1	3.8
Agentii economici	1	3.8
sponsors	1	3.8
subventie L 34/1998	1	3.8

Base: 26 respondents.

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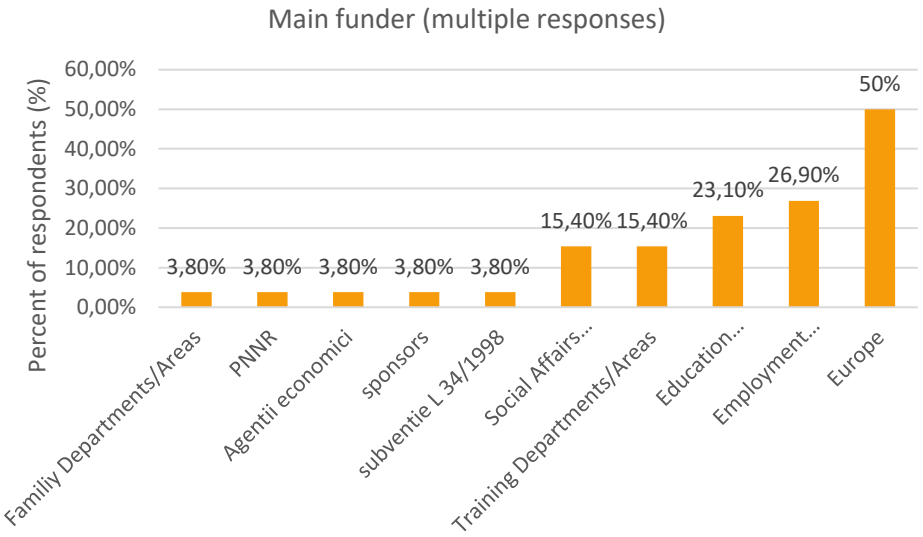
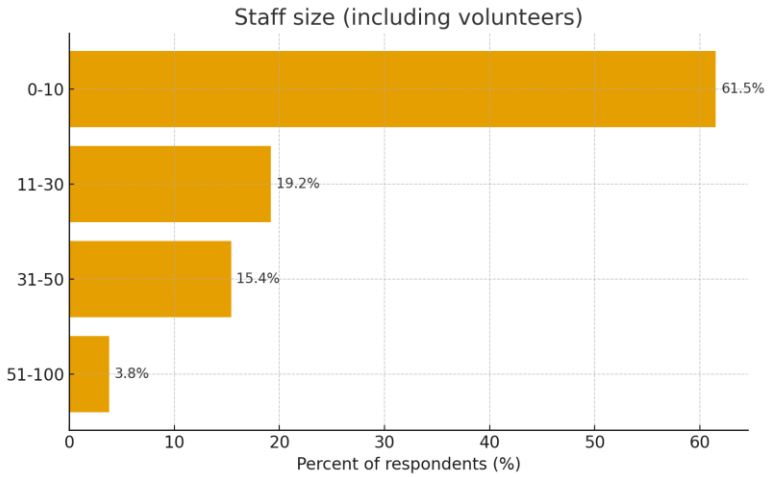


Staff size (including volunteers)

Category	Count	%
0-10	16	61.5
11-30	5	19.2
31-50	4	15.4
51-100	1	3.8

Base: 26 respondents.



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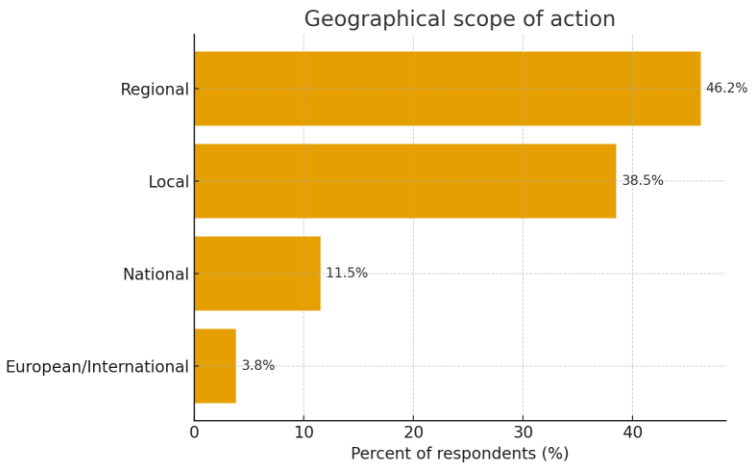
Geographical scope of action

Category	Count	%
Regional	12	46.2
Local	10	38.5
National	3	11.5
European/International	1	3.8

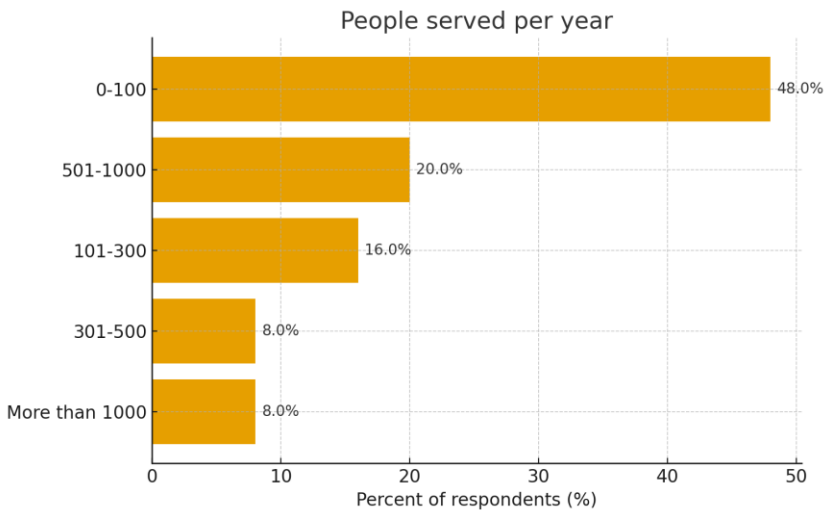
Base: 26 respondents.



People served per year

Category	Count	%
0-100	12	48.0
501-1000	5	20.0
101-300	4	16.0
301-500	2	8.0
More than 1000	2	8.0

Base: 25 respondents.



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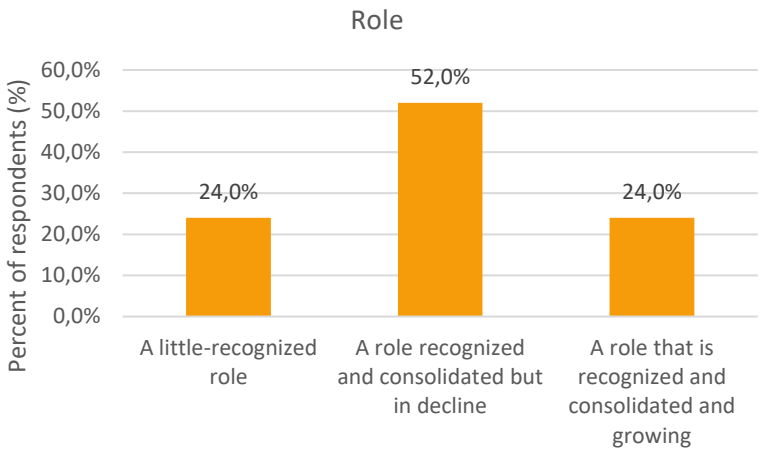
Role

Category	Count	%
A little-recognized role	6	48.0
A role recognized and consolidated but in decline	13	20.0
A role that is recognized and consolidated and growing	6	16.0

Base: 25 respondents.



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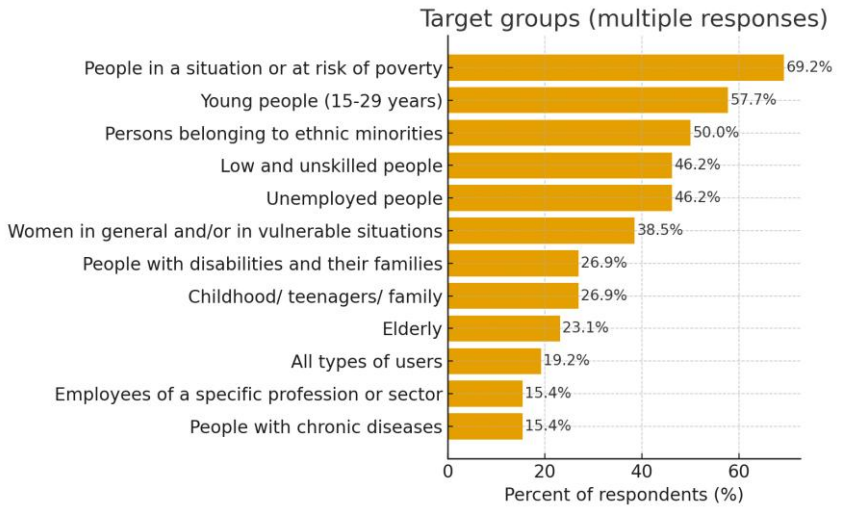
5. Target Groups, Services and Training

Target groups (multiple responses)

Category	Count	%
People in a situation or at risk of poverty	18	69.2
Young people (15-29 years)	15	57.7
Persons belonging to ethnic minorities	13	50.0
Low and unskilled people	12	46.2
Unemployed people	12	46.2
Women in general and/or in vulnerable situations	10	38.5
People with disabilities and their families	7	26.9
Childhood/ teenagers/ family	7	26.9
Elderly	6	23.1
All types of users	5	19.2
Employees of a specific profession or sector	4	15.4
People with chronic diseases	4	15.4
mental health problems	4	15.4
addictions	4	15.4
Migrants	3	11.5
refugees and asylum seekers	3	11.5
Former prisoners	2	7.7
Homeless people	1	3.8
LGTBIQ+ groups	1	3.8

Base: 26 respondents.



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Employment-related services (multiple responses)

Category	Count	%
Information and guidance	20	76.9
Training and education	20	76.9
Mediation between employers and job seekers	11	42.3
Socio-educational coaching	10	38.5
Professional integration/job placement	8	30.8
Labour legal advice	3	11.5
Financial aid and benefits	2	7.7
Employment in our workshops in an insertion program.	1	3.8
servicii sociale licentiate de recuperare copii cu CES (autism si alte dizabilitati)	1	3.8
DAS	1	3.8

Base: 26 respondents.

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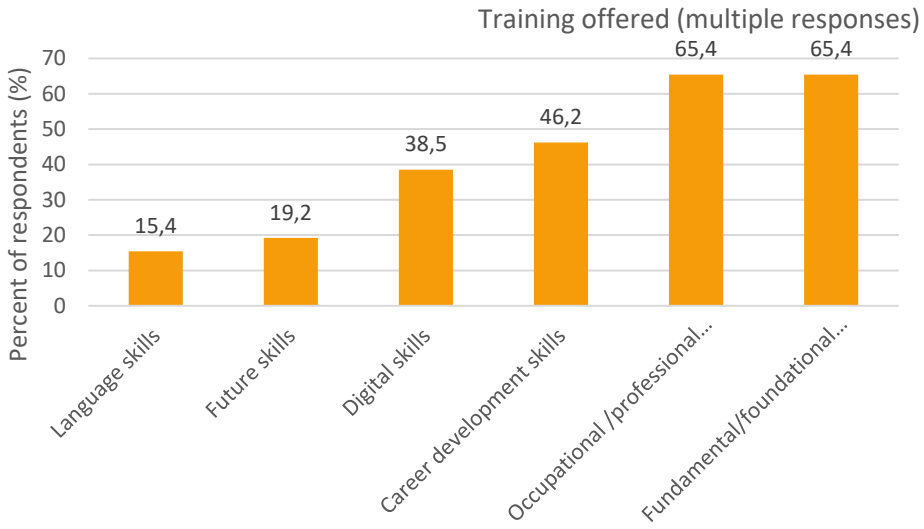
Types of training delivered (multiple responses)

Category	Count	%
Occupational /professional skills	17	65.4
Fundamental/foundational skills	17	65.4
Career development skills	12	46.2
Digital skills	10	38.5
Future skills	5	19.2
Language skills	4	15.4

Base: 26 respondents.



Sectors trained for (multiple responses)

Category	Count	%
No specific sector	10	38.5
Hospitality/ tourism	9	34.6
Trade	7	26.9
Production	7	26.9
Care	6	23.1
Construction	5	19.2
Care	5	19.2
Logistics	4	15.4
Crafts	3	11.5
Personal development	2	3.8
Social economy	1	3.8
Agriculture	1	3.8

Base: 26 respondents.

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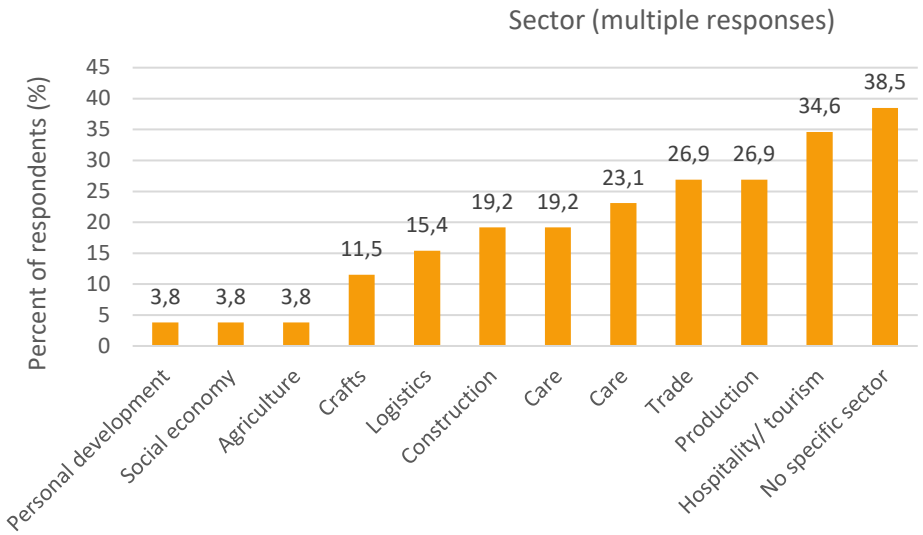
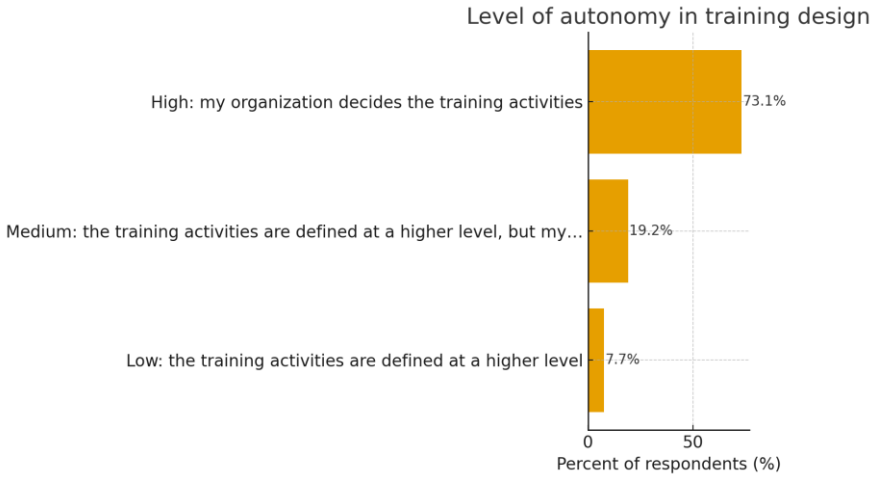


Level of autonomy in training design

Category	Count	%
High: my organization decides the training activities	19	73.1
Medium: the training activities are defined at a higher level, but my organization takes part in the decision-making process somehow	5	19.2
Low: the training activities are defined at a higher level	2	7.7

Base: 26 respondents.



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6. Use of Labour Market Information (LMI)

Familiarity with LMI

Category	Count	%
4.0	9	36.0
5.0	7	28.0
3.0	5	20.0
1.0	2	8.0
2.0	2	8.0

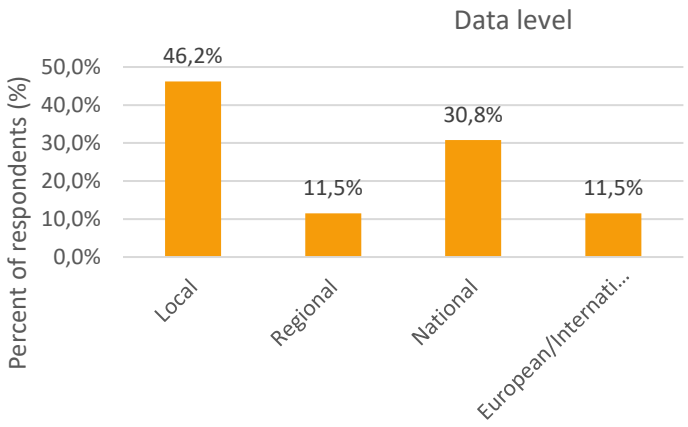
Base: 25 respondents.

Average: 3.68

Data level

Category	Count	%
Local	12	46.2
Regional	3	11.5
National	8	30.8
European/International	3	11.5

Base: 26 respondents.



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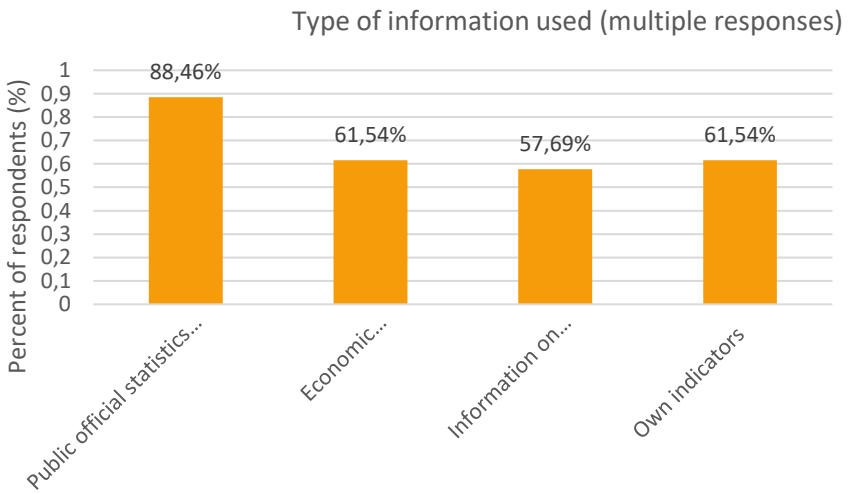
Type of information used (multiple responses)

Category	Count	%
Public official statistics and official records and sources(administrative and surveys)	23	88.5
Economic reports/researches	16	61.5
Information on employers/sectors: companies, business associations…	15	57.7
Own indicators	16	61.5

Base: 26 respondents.



Indicators/data used (multiple responses)

Category	Count	%
Related to skills needs, qualifications	22	84.6
Related to projections and trends on future needs, market niches…	17	65.4
Related to job offers and contracts	14	53.8
Other	3	11.5
None	1	3.8

Base: 26 respondents.

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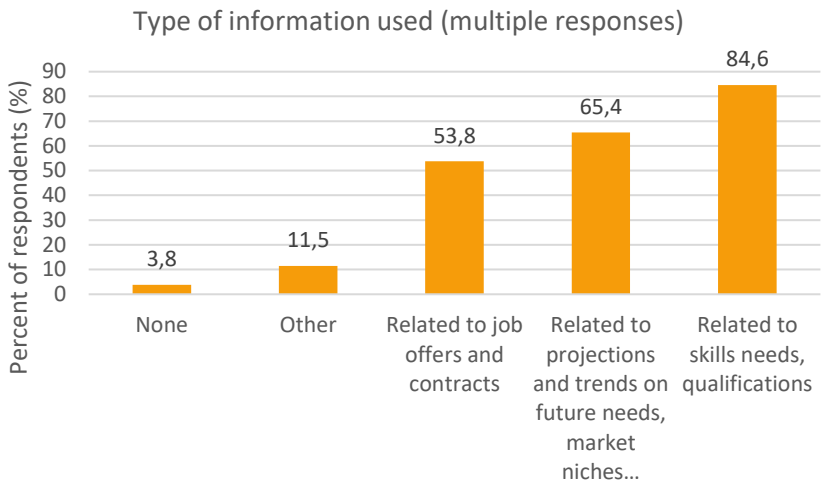
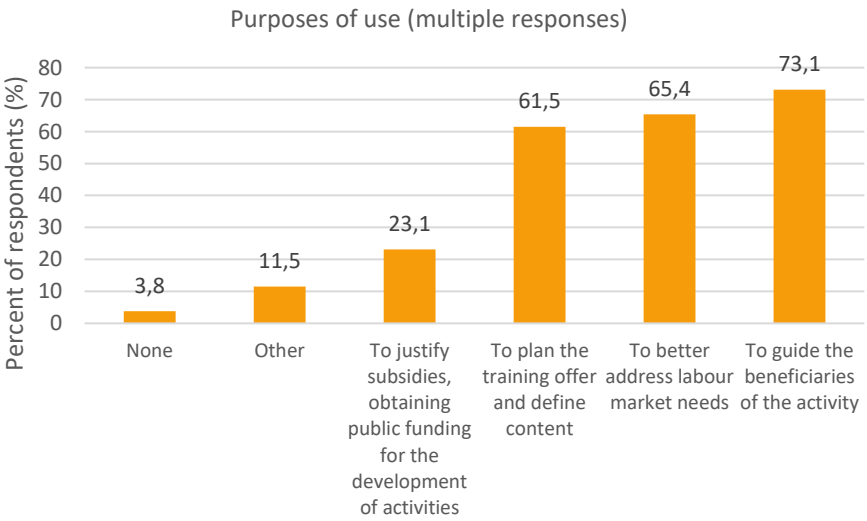


Purposes of using LMI (multiple responses)

Category	Count	%
To guide the beneficiaries of the activity	19	73.1
To better address labour market needs	17	65.4
To plan the training offer and define content	16	61.5
To justify subsidies, obtaining public funding for the development of activities	6	23.1
Other	3	11.5
None	1	3.8

Base: 26 respondents.



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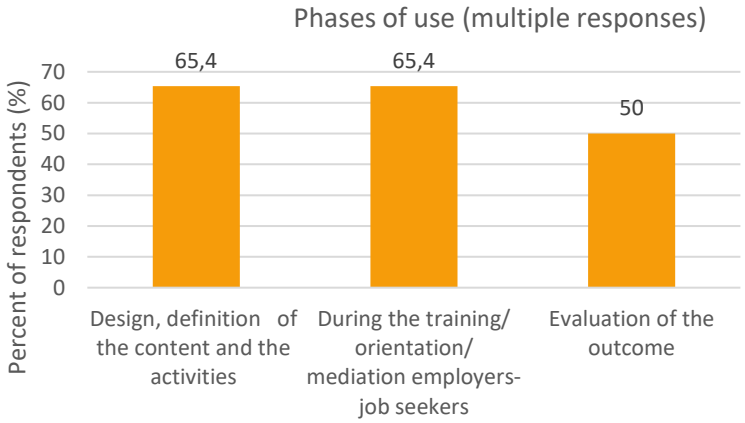
Phases of use (multiple responses)

Category	Count	%
Design, definition of the content and the activities	19	65.4
During the training/ orientation/ mediation employers-job seekers	17	65.4
Evaluation of the outcome	16	50.0

Base: 26 respondents.



Challenges in using LMI (multiple responses)

Category	Count	%
Data not up-to-date or not frequently updated	16	61.5
Lack of time or human resources	14	53.8
Lack of comparability or consistency across data sources	13	50.0
Data not available at the required geographical level	13	50.0
Difficulty accessing relevant information	12	46.2
Challenges in analysing or interpreting data	9	34.6
Lack of internal capacity or expertise	9	34.6
Limited knowledge of data sources	9	34.6
Difficulty transforming data into actionable insights	7	26.9
High costs of accessing or using data	5	19.2

Base: 26 respondents.

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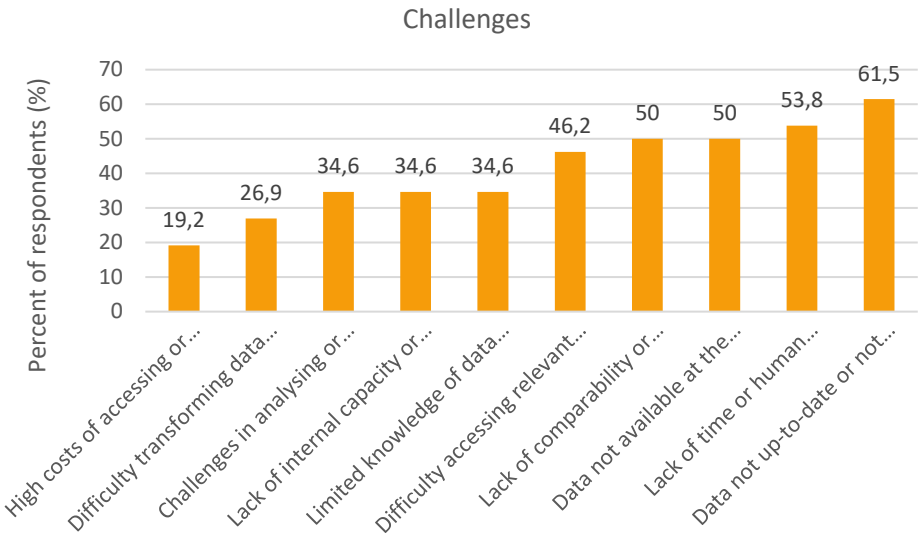

Support needed to improve LMI use (multiple responses)

Category	Count	%
Practical guides or toolkits on key indicators	16	61.5
Peer exchange or best practices from other organisations	14	53.8
Access to more user-friendly and accessible information	13	50.0
Information tailored to the specific needs of your organization and the users you work with	12	46.2
Platforms or tools for easier data use	12	46.2
Training on how to find, interpret or use data	11	42.3
Support in analysing or visualising data	8	30.8

Base: 26 respondents.

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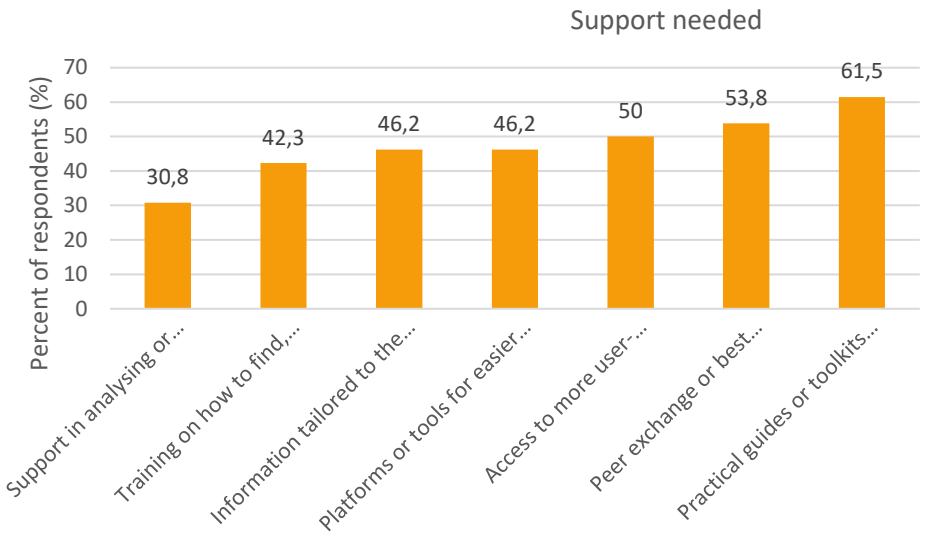

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7. Summary

69% of the Romanian entities that responded to the questionnaire are non-profit entities, where 38% receive project funding, 15% receive structural funding and the remaining 46% receive both, mostly Europe (50%). In 42% of the organizations, funding has remained stable compared to last year and in the near future it is expected to increase (50% of the responses), hoping to serve a greater number of groups (50% of the responses) with this funding.

For 48% of those surveyed, the role they play in the training of vulnerable groups is recognised and consolidated. 62% of the entities surveyed have fewer than 10 workers in their organisation and their scope of action is normally limited to the region, territory, region or province (46%). The main group to which they direct their actions (multiple responses) is in most cases people in a situation of or at risk of poverty (69%), followed by young people (58%), people belonging to ethnic minorities (50%)... In 48% of cases, the entities serve less than 100 people a year. In 77% of the cases, the services provided (multiple responses) are information and guidance and in another 77% training and education. In the case of training, in 65% of cases it is aimed at acquiring fundamental skills and in another 65% at acquiring technical skills. In 39% of cases, the training actions are not aimed at responding to specific sectors. Finally, regarding decision-making power in the design and definition of actions, 73% have a high decision-making power (it is the organizations themselves that decide what training to offer).

The Romanian entities surveyed, in 46% of cases the level of data they usually use is local, with a level of familiarity of the use of labour market information of 3.68 points, similar to the average. The main sources used are official statistics and public records (89%), followed by information from employers and clusters (62%). When asked about specific sources, the most commonly used sources are "Agenția Națională pentru Ocuparea Forței de Muncă (ANOFM)" (69%), followed by "Ministerul Muncii, Familiei, Tineretului și Solidarității Sociale" (65%). At the European level, the most widely used source is Eurostat (50%), but with much lower levels of use compared to national sources. The most consulted indicators are those related to current needs in skills and qualifications (85%), followed by indicators related to future needs in skills, market niches (65%). The main reasons for using labour market information are to guide people (73%), followed by responding to market needs (65%) and the most common phase of use are the design phase and during training, guidance or intermediation (65%). The main problem faced by professionals when using labour market information is data not updated (62%), and being able to access to practical guides and toolkits (62%) and peer exchange and best practices information (54%) they believe they could perform better analyses.

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Annex. Methodology & Notes

Percentages for single-choice questions are calculated using the number of respondents who answered the question as the base.

Percentages for multiple-response questions use the number of respondents who provided at least one answer as the base; totals may exceed 100%.

Open-ended responses are summarised through short illustrative examples.

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