



# **Bridging Research and Policy: Moldova's experience in using skills and labour market evidence**

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## Country context and rationale

- Labour market imbalances in the context of demographic decline and migration;
- High NEET share and underutilised labour potential;
- Strong regional disparities in jobs and skills demand;
- Skills mismatch persists.



## Need for targeted, integrated and region-specific labour market interventions

- Study conducted in **6 regions** to identify employment opportunities and skills needs for youth;
- Multi-stakeholder **partnership**: research, public employment services and development partners.

# Analytical framework and evidence base

**Mixed-methods  
evidence base:  
quantitative  
indicators and  
qualitative evidence**

## **Labour market and demographic analysis**

- Labour market indicators;
- Sectoral employment structure and regional labour market disparities;
- Demographic trends and regional population projections to 2033.

## **Labour demand analysis**

- Vacancy data from the National Employment Agency and online job platforms;
- Sectoral and occupational demand by region;
- Shortage occupations and emerging sectors.

**Region-specific sectors,  
occupations and skills needs**

## **Policy and institutional analysis**

- Employment and youth policy framework;
- Active labour market programmes;
- Institutional framework and service delivery arrangements;
- Gaps in policy coverage and implementation.

## **Barriers to labour market integration**

Evidence from youth, employers and local stakeholders;

- Individual, structural and service-related barriers;
- Regional and gender-specific constraints;
- Gaps in access to employment services, training and jobs.

**Validation of  
findings with key  
stakeholders**

# From labour market evidence to skills responses

## Common emerging trends across regions

- Energy: electricity and renewables;
- Textile industry;
- Social entrepreneurship and small business;
- IT and digital sector.

## Region-specific opportunities

- Rural tourism and cultural heritage;
- Eco-agriculture and agro-processing;
- Local products and crafts;
- Rural logistics and market connectivity.

## Skills priorities

- Technical and occupation-specific skills;
- Digital skills;
- Transversal skills;
- Entrepreneurial skills.

- Findings shared with public employment services and local stakeholders;
- Evidence used to inform targeted training and outreach activities;
- Examples include façade insulation training and skills camps;
- Beneficiary feedback points to positive employment trajectories

## Key success factors

- **Strong stakeholder ownership from the outset**  
(co-design of the study and tools, not only consultation)
- **Active role of public employment services**  
(linking research with employers and regional realities)
- **Demand-driven approach**  
(interventions derived from identified labour market needs)
- **Clear and actionable results**  
(translated into occupations, skills and regional priorities)
- **External partner support and enabling context**  
(expertise, resources and facilitation of implementation)

## Challenges and how they were addressed

- **Limited availability of disaggregated labour market data at regional level**
  - addressed through combining quantitative indicators with qualitative evidence
- **Limited engagement of employers and key stakeholders**
  - addressed through the facilitation role of regional public employment services
- **Fragmented coordination across institutions**
  - addressed through early and continuous stakeholder engagement
- **Limited use of evidence in decision-making**
  - addressed through clear and actionable outputs

Thank you for your attention!