POLICY LEARNING FORUM

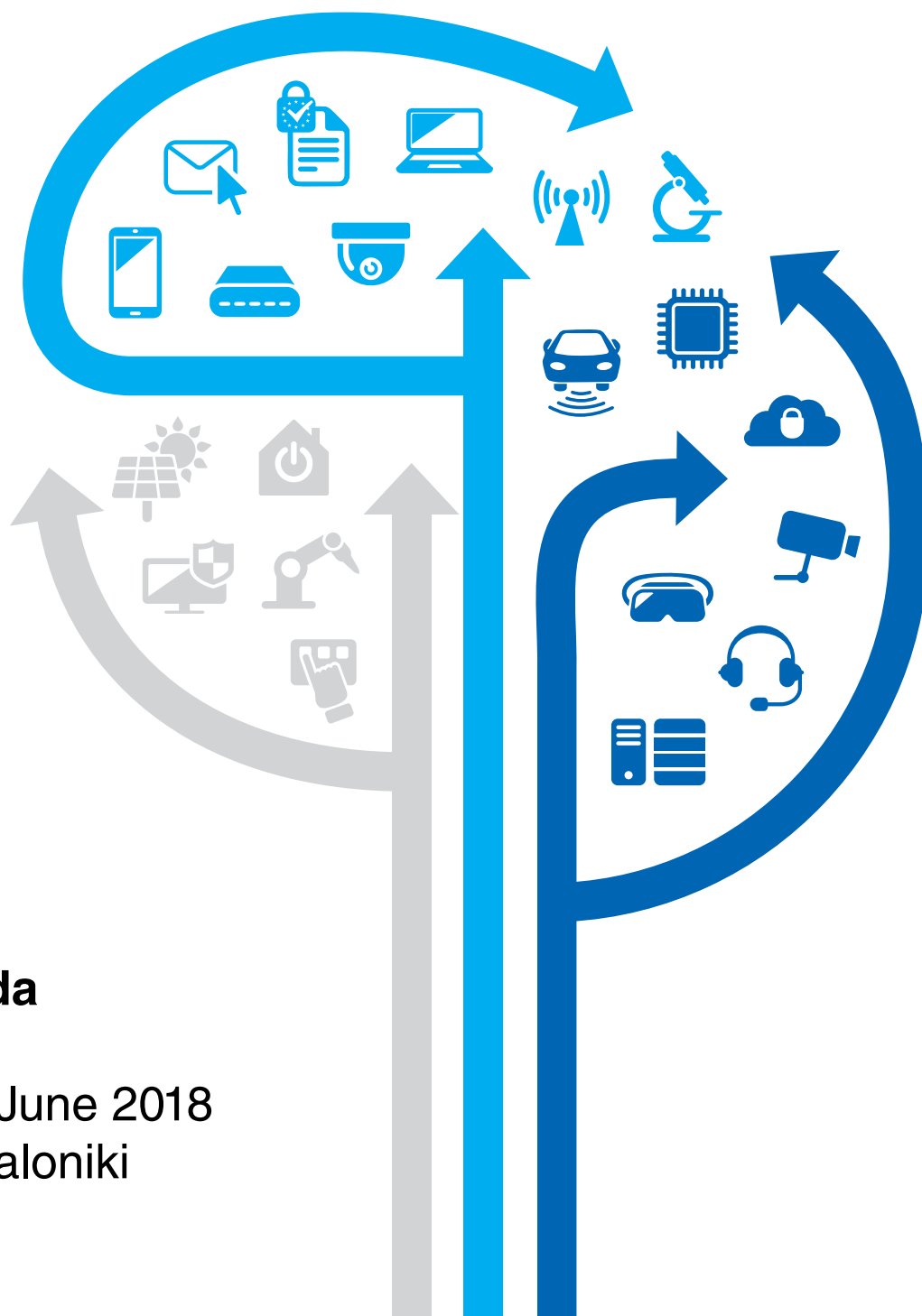## Skills anticipation methods and practices

Identifying emerging technologies and skill needs for policy

Agenda

14-15 June 2018
Thessaloniki

Skills anticipation methods and practices

Policy learning forum (PLF)

PLF background

Skills anticipation – the collection of data and information on labour market trends, new technologies and skill needs to inform education, training and growth strategies – has emerged as a key policy response to combat skills mismatch, and is a key objective of the European Commission's Skills agenda for Europe. The need for development and use of appropriate skills anticipation instruments for policy responses is imperative; Cedefop's European skills and jobs survey (ESJS) revealed that about 45% of EU adult workers experience a skills mismatch in their jobs.

Cedefop launched in 2016 the programme *'Assisting EU countries in skills matching: in-depth country reviews'* to support mutual learning and exchange of good practices across EU Member States. The programme aims to help EU Member States develop, improve or further refine the governance of their skills anticipation and matching systems. Since 2016, Cedefop has worked closely together with national authorities in six EU+ countries (Bulgaria, Estonia, Greece, Malta, Slovakia and Iceland).

Country reviews in Greece, Bulgaria, Slovakia and Estonia are currently in progress. Consultations with national stakeholders as part of these reviews have highlighted limitations and opportunities of different types of skills anticipation. Adoption of participatory skills anticipation methods, notably skills foresights or technological foresights, is highly valuable as these can make sense of emerging trends and drivers of changing job profiles and skill needs in key industries. Sector-based studies enable in-depth qualitative and quantitative analysis of sector-specific skills and competences and can be a useful starting point for planning and revising VET programmes. Tracer studies or graduate tracking surveys are an invaluable tool for monitoring and evaluating medium- to long-term impact of training programmes and the labour market relevance of skills.

Aim of the PLF

This PLF is a key element and output of the Cedefop country support programme. The aim of the PLF is to provide a platform for national stakeholders of countries participating in the programme, and also other interested experts, for learning and discussing how to put appropriate skills anticipation methods into practice. To meet their identified learning needs, the event will focus on methods and practices of technological skills foresights, sectoral-based skills anticipation tools, and implementation and practical steps of setting up tracer studies.

Thursday 14 June 2018

8.30-9.00	**Arrival and registration**
9.00-9.30	**Welcome and aim of the PLF** ■ Cedefop welcome *Pascaline Descy*, Head of department, Cedefop ■ Cedefop country support programme 'Assisting EU countries in skills matching' *Konstantinos Pouliakas* and *Jasper van Loo*, Cedefop
	Chair: *Konstantinos Pouliakas,* Cedefop **Session 1: State-of-the-art methods on skills assessment and anticipation**
9.30-10.30	**The ILO STED and STF approaches** Tools for future building – Key features of methods and examples of country implementation *Olga Strietska-Ilina*, ILO
10.30-10.45	**Coffee break**
10.45-11.45	**SENAI's skills foresight model: Identifying changes in professional profiles according to technological and organisational evolution** A technology foresight model that facilitates anticipation of skill demands while building networks linking industry, technology centres, academic and employer organisations *Marcello José Pio*, SENAI
11.45-12.45	**Tracer studies** Key methodological issues and ingredients of successful graduate tracer studies *Harald Schomburg*, University of Kassel
12.45-14.00	**Lunch**

Session 2: Parallel sessions on methods and practices			
14.00-15.45	**Foresights** Chair: *Konstantinos Pouliakas,* Cedefop Room: Europa **Skills foresight: ETF support to enlargement countries – methodology, practical application, challenges** *Eduarda Castel Branco,* ETF **The future of work 2030 study – methodology and research tools** *Ramdane Djebarni,* University of South Wales **Spreading the word of Foresight: the example of the European Foresight Platform** *Susanne Giesecke,* Austrian Institute of Technology	**Sector-based approaches** Chair: *Stelina Chatzichristou*, Cedefop Room: Montessori **Estonia: OSKA sectoral surveys on labour and skill needs** *Yngve Rosenblad*, OSKA **Skillman.eu: a sectoral skills model that includes sustainability and ethical values** *Giovanni Crisonà*, Skillman representative **Sectoral studies on skill needs: the case of pharmaceutical industry** *Kyriakos Filinis*, Hellenic Federation of Enterprises	**Tracer studies** Chair: *Jasper van Loo*, Cedefop Room: Rousseau **Measuring skill needs in a knowledge society – methods and tools from the German Graduate Panel** *Gregor Fabia*n, DZHW **Monitoring graduate jobs and curriculum profile with the Alma-Laurea model** *Gilberto Antonelli and Giovanni Guidetti*, University of Bologna **Graduate tracer study Malta** *Christine Scholz Fenech*, National Commission for Further and Higher Education
15.45-16.00	**Coffee break**		
16.00-17.30	**Group exercise: which policy needs and how best to meet them** Participants will be divided into eight groups (two per country: EL, BG, SK, EE). Country groups will be invited to identify a country policy need and the skills anticipation method (or combination of methods) that would best address it.		
17.30	**End of first day**		
18.30	**Dinner**		

Friday 15 June 2018

8.30-9.15	**Arrival**
	Chair: Jasper van Loo, Cedefop **Session 3: State-of-the-art methods on skills assessment and anticipation**
9.15-10.15	**Foresight and innovation futures for identifying emerging technologies and skill needs for policy** *Rafael Popper,* VTT Technical Research Centre Finland
10.15-10.45	**Capturing the impact of technological change and Industry 4.0 on skills demand: tools, measures, and indicators** *Terence Hogarth,* FGB
10.45-11.30	**Graduate surveys at European level** Setting up a pilot European graduate survey *Nadia Manzoni,* European Commission EUROGRADUATE – towards a European graduate survey *Christoph Meng,* ROA, Maastricht University
11.30-12.00	**Coffee break**
	Chair: Stelina Chatzichristou, Cedefop **Session 4: From theory to implementation**
12.00-13.30	**Group exercise: making it happen** Country groups will continue the work on their implementation plan. Supported by experts, groups will take into account actual country specificity and opportunities, challenges and possible roadblocks, relevant to implementing or improving the selected skills anticipation approach.
13.30-14.30	**Lunch**
14.30-15.45	**Group exercise: building consensus and charting the way forward** Country groups will merge to agree on one, overall plan.
15.45-16.45	**Country presentations** Country groups will present their implementation plan and receive expert feedback.
16.45-17.00	**Conclusions**
17.00	**End of the PLF**