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Looking to the future: anticipating skills

Cedefop has published in [Skills Panorama](#) overviews of skill anticipation approaches in all EU Member States. They show differences and similarities in skills anticipation methods, governance, dissemination and its use in policy-making. They provide insights and possible policy lessons about how to get the best out of a potentially, powerful policy tool.

It would be helpful to know what skills are needed by a labour market being transformed by technology, climate change and demography. People would know what type of education and training to follow; enterprises would know the skills they need; and policy-makers could adapt education and training systems to new skill needs.



Skills anticipation is not workforce planning; it does not try to predict how many plumbers we will need in 2025. It uses available labour market and skills intelligence (LMSI) to see how jobs, skills and learning needs are changing, to try to improve the balance between skill supply and demand.

Not being a crystal ball, skill anticipation makes no claim to being able to predict skills evolution with any certainty, but can point to current and possible future skill mismatches and inform decisions on how to tackle them. Across the European Union (EU), appreciation of LMSI's usefulness is growing.

Many Member States use skills anticipation to support employment and education and training policies; some use it in other policy areas such the move to the green economy.

Find out more about skills anticipation as a powerful policy tool for decision-making in Cedefop's [new briefing note](#).

Note to editors

Read more about Cedefop's work in the field of skills anticipation:

- [Skill anticipation approaches in all EU Member States](#)
- For easily accessible LMSI for the EU, see [Skills Panorama](#)
- [Governance of skills anticipation and matching systems: Country reviews](#)
- [European skills and jobs \(ESJ\) survey](#), collected information on how the skills of about 49 000 adult workers (aged 24–65) across the EU matched the needs of their jobs (2014)
- [Skills, qualifications and jobs in the EU: the making of a perfect match?](#) (2015)
- [Skill supply and demand forecasts up to 2025](#) (2015)

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About Cedefop

The European Centre for the Development of Vocational Training (Cedefop), an agency of the European Union based in Thessaloniki, Greece, supports European policy-making in the field of vocational education and training. www.cedefop.europa.eu

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