



Travel to Turin

The course fee does not include the cost of travel to and from ITC-ILO Turin.

Please note: Participants are responsible for obtaining the necessary Schengen visa. Visa fees and related costs cannot be reimbursed. Visa applications should be made at least **four weeks** before the start of the course. ITC-ILO will provide a visa-support letter for those participants who

- apply within the established application deadline and
- who provide the complete documentation (including the sponsorship letter) as described in the following section.



How to apply

Applicants are kindly asked to provide:

- A completed online registration form: <http://intranetp.itcilo.org/STF/A907454/en>
- An official sponsorship letter by their employer/institution (or a donor organization), stating that it will cover:

- The cost of the course of Euros 2,100 (or in case of application for a fellowship: the remaining amount of Euro 1,100)
- The international travel between the country of origin and the ILO Training Centre in Turin.

This letter should be attached to the online application form. Kindly note that only candidates who present both of the aforementioned documents (online nomination form and sponsorship letter) will be accepted.

Institutions that do not have enough funds to cover the course costs or the air fare might wish to seek co-funding by a donor institution in their own countries. ITC-ILO does not provide assistance in contacting donors.



Deadline for application

15 September 2014

The final confirmation on acceptance and award of fellowships will be communicated during the week after the application deadline September 15th – 19th 2014

Please do not hesitate to contact us for any information or assistance.

The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;

- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

For further information, please contact

International Training Centre of the ILO
Social Dimension of Trade and Investment Programme
Viale Maestri del Lavoro, 10
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skills needs anticipation and matching



A907454

Skills Needs Anticipation and Matching

Turin, Italy
20 – 24 October 2014

This course is being co-financed by the Italian Ministry of Foreign Affairs and the Ministry of Health, Labour and Welfare of Japan



ETF and Cedefop, as decentralised agencies of the EU, are non-profit entities. The course fees are charged solely by ITC-ILO to cover for the tuition fees and subsistence costs specified.



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Skills Needs Anticipation and Matching



Background

Understanding the central importance and the main instruments for identifying current and future skill needs and labour market imbalances is a central issue of countries all around the world.

The **Why?**: Upon completion of the course, participants will have a good understanding of drivers of change which impact skills demand and realise why imbalances occur on the labour market and their consequences.

The **What?**: This course will help to understand critical milestones, questions, objectives and components of labour market information (LMI), institutional roles and responsibilities.

The **Who?**: Providers, users and target groups of anticipating skill needs for the labour market

The **How?**: Participants will learn about quantitative and qualitative methods, tools for skill needs anticipation and matching supply and demand of skills on the labour market. Systems of early identification of skill needs will be dealt with in a wider context of labour market information and intelligence, and related institutional frameworks.



Learning objectives

The main objective of this course is to help participants understand the central importance of identifying current and future skill needs and labour market imbalances in a broader policy framework, and to acquire basic knowledge .

Upon completion of the course, participants will have:

- Acquired a good understanding of the drivers of change which impact the demand for skills and the reasons for labour market imbalances and their consequences
- Discussed critical milestones, questions, objectives, beneficiaries and target groups of anticipating skill needs for the labour market
- Understood the underlying principles of and the different approaches to skills needs anticipation.
- Analysed different methods and tools related to quantitative and qualitative methods, which can be used for skill needs anticipation and matching supply and demand in the labour market.
- Discussed the different institutional approaches and implications of setting up anticipation systems
- Acquired a better understanding of how to analyse and translate data from anticipation exercises into adequate policy making and planning.



Who is this course aimed at?

- Policymakers and technical advisors of Ministries of Employment/Labour, Ministries of Education, as well as other Ministries working in the area of skills development and TVET;
- Members of skills councils, national TVET authorities or similar institutions;
- Representatives of workers' and employers' organisations involved in sectoral, regional or national skills anticipation;
- Experts and technical staff working in the field of TVET planning;
- Relevant staff from Public Employment Services and other institutions engaged in matching;
- Managerial and technical staff of institutions responsible for the collection and analysis of labour market information.
- Staff from international cooperation agencies working in the area of TVET and Skills Development.

End beneficiaries of this course would include a wide range of individuals and groups benefiting from timely and accurate labour market information and pertinent training programmes and curricula, including e.g. job seekers from all ages and backgrounds, in particular youth and recent graduates; current and future students; planners in the skills development, TVET and education sectors; curriculum developers; staff of vocational training institutions; public employment services; career guidance services and businesses.

skills needs anticipation and matching

A definition:

Anticipation of changing skills needs is a term used to encompass a range of both quantitative and qualitative methods of peering into the future to try to assess what it might look like. This may be short-term (less than a year), medium term (1-5 years) or longer-term (more than 5 years).



Course contents

This course will consist of the following learning units

Unit 1	Rationale for skills needs anticipation and matching
	<ul style="list-style-type: none"> • Concepts and definitions • Drivers of change • Myths and realities about skills needs anticipation • Basic principles of skills needs anticipation and matching
Unit 2	Approaches and methodologies for anticipating skills needs
	<ul style="list-style-type: none"> • Key questions that can be answered with skills anticipation • Quantitative and qualitative approaches to anticipation and forecasting • National, sub-national and sector-wide approaches • Combination of approaches and tools • Case studies
Unit 3	Generation and analysis of labour market data
	<ul style="list-style-type: none"> • Types of data • Data sources • Analysis of labour market supply, demand, imbalances and mismatch • Institutions involved in LMI collection, including Public Employment Services
Unit 4	Institutional mechanisms and roles of different actors for anticipation & matching
	<ul style="list-style-type: none"> • Different anticipation systems and their usefulness in different settings and contexts • LMI and anticipation systems • Social Dialogue • Policy coordination • Governance: national and regional/territorial approaches • Case studies
Unit 5	Sectoral approaches
	<ul style="list-style-type: none"> • advantages of sectoral approaches • institutional mechanisms, including sectoral bodies • step-by-step sectoral skill needs analysis
Unit 6	Translation into Policy and practice
	<ul style="list-style-type: none"> • Translation of findings into policy and planning • Translation into standards and training programmes

Before the course, a pre-course exercise will be carried out, which will provide participants with preliminary information, provide participants with preliminary information and with an

opportunity to express their learning needs, and to volunteer to contribute case studies based on their experience, and will provide them with an opportunity to express their learning needs.

The course will attach special attention to contextual specificities of countries at different stages of development.



How you will learn with us

In line with the "Turin Learning Approach" used by the International Training Centre of the ILO, the course will be highly participatory and allow for discussions, explorations and knowledge exchange with experts and fellow participants. The methodology will be based on a combination of different learning methodologies, alternating presentations by recognized subject-matter specialists with interactive and participatory exercises, country examples, case studies and spaces for knowledge sharing and reflection. A local study visit will complement the programme.

Participants are encouraged to bring with them any document they deem interesting to share, in particular guides and reports on methodologies or anticipation exercises carried out in their countries and any other documentation relevant to this course.



Cost

The total cost of this course is **Euro 2,100** per participant. This comprises:

Tuition fees, covering programme preparation, development, implementation and management, training materials, programme evaluation, secretarial and administrative support costs, the use of classrooms and teaching equipment, office supplies and local study visits.

Subsistence costs, including full board and lodging at the ITC-ILO Campus and minor medical care.



Fellowships

ITC-ILO will have a limited number of **partial fellowships** available for participants from developing countries and middle-income countries. The amount of each fellowship is **€ 1000,-**.

To receive a fellowship, please enquire early!

Please note that applicants from European Union countries or high-income countries, as well as staff of international development agencies are not eligible for fellowships.