



# Skills anticipation methods and practices

Identifying emerging technologies and skill needs for policy

Workshop

**Cedefop, 14 and 15 June 2018, Thessaloniki, Greece**

## General information

<b>Venue</b>	Cedefop Email: <a href="mailto:Konstantinos.Pouliakas@cedefop.europa.eu">Konstantinos.Pouliakas@cedefop.europa.eu</a>
<b>Organiser(s)</b>	European Centre for the Development of Vocational Training (Cedefop), Thessaloniki, Greece
<b>No of participants</b>	Maximum 60
<b>Participation</b>	By selection
<b>Participant profile</b>	High-level EU and national policy-makers, experts on methods of skills anticipation
<b>Type of event</b>	Workshop
<b>Working language</b>	English

## Background and context

Skills anticipation has emerged as a key policy response to combat skills mismatch in the labour market. Cedefop's European skills and jobs survey (ESJS) revealed that as many as 48% of EU adult workers experience skills mismatch, either overskilling or skill gaps, when hired in their jobs. But the degree of skill mismatch varies significantly across EU Member States. For this reason, skills anticipation, the collection of skills intelligence to inform training and growth strategies, has been identified as a key objective of the European Commission's *New Skills Agenda for Europe*.

To facilitate mutual learning and the exchange of good practices across EU Member States, the European Centre for the Development of Vocational Training (Cedefop) launched in 2016 a new thematic activity – '*Governance of EU skills anticipation and matching systems: in-depth country reviews*'<sup>(1)</sup>. The aim of the initiative is to provide close support to EU Member States in need of development, improvement or further refinement of their **skills anticipation and matching governance systems**. Since 2016 Cedefop has worked closely together with national authorities in six EU countries (Malta, Iceland, Greece, Bulgaria, Slovakia and Estonia) providing support not only on setting up methodological instruments

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<sup>1</sup> <http://www.cedefop.europa.eu/en/events-and-projects/projects/assisting-eu-countries-skills-matching>

that collect labour market and skills intelligence but also on facilitating effective dissemination and use of results in different policy spheres (e.g. education and training, employment, active labour market policies etc.), in synergy with networks of key national stakeholders.

***Skills governance refers to the process of putting in place appropriate institutional structures (intermediary, formal or informal, skills bodies), operational processes (regulation, management, financial and non-financial incentives) and dissemination channels (online or offline platforms) that may facilitate stakeholder interaction and policy reaction based on reliable labour market information signals.***

To effectively carry out the country reviews, Cedefop carried out scoping exercises in 2017 among formally appointed National Steering Committees, comprised of major stakeholders, in each of four countries under review (Greece, Bulgaria, Slovakia, Estonia). On the basis of such consultation, several common concerns and requests for support were expressed by the national stakeholders in relation to the development of specific methods of skills anticipation, as described below:

- ⇒ Skills forecasting methods can be limited in their potential to provide in-depth information on specific emerging technologies, changing job profiles and skill needs in key economic industries;
- ⇒ In light of marked structural changes affecting economic sectors and occupations, partly spurred by the Great Economic Recession, technological foresight methods are highly valuable as they can make sense of emerging trends and drivers of changing skill needs, their interactions and possible disruptions, and provide fertile ground for exploring and shaping alternative futures;
- ⇒ Strengthening skills governance is dependent on the adoption of participatory skills anticipation methods and tools, most notably skills foresights;
- ⇒ Sector-based studies enabling in-depth qualitative and quantitative analysis of sector-specific skills, competences and qualification needs can provide a useful starting point for planning and revising VET programmes;
- ⇒ Tracer studies or graduate tracking surveys are an invaluable tool for monitoring and evaluating the medium- to long-term impact of training programmes.

## **Aim of workshop**

This workshop constitutes a key step and output of the Cedefop country support programme. The aim of the workshop is to provide a platform to the national stakeholders of the countries participating in the Cedefop project, and also other interested experts, to learn and discuss about how to put key skills anticipation methods of interest for them into practice. In order to meet their identified learning needs, the workshop will focus heavily on methods and practices of technological skills foresights, sectoral-based skills anticipation tools and the implementation and practical steps of setting up tracer studies.

## Format

The workshop will commence with a session providing a general overview of the strengths and weaknesses of different methods of skills intelligence and anticipation. Individual sessions will then follow focused on technological foresights, sector-based skills anticipation and tracer studies.

The workshop will require and depend on the active participation from all participants:

- Experts will present specific theories and new developments related to the three specific instruments of skills anticipation;
- National practitioners will focus on examples of their practical implementation in specific countries or case studies;
- Experts from international organisations will reflect on the challenges and barriers of making skills anticipation tools relevant for policymaking;
- During the workshop, participants are expected to contribute to the debate and exchange experiences while tailored group exercises will aim at providing the country teams with a useful blueprint for further developing or refining their own national skills anticipation exercises.

## References

### ETF-Cedefop-ILO - Guides to anticipating and matching skills and jobs

- Volume 1: [Using labour market information \(2016\)](#)
- Volume 2: [Developing skills foresights, scenarios and forecasts \(2016\)](#)
- Volume 3: [Working at sectoral level \(2016\)](#)
- Volume 4: [Carrying out tracer studies \(2016\)](#)
- Volume 5: [The role of employment service providers \(2015\)](#)