

# Sector Councils

## Sektorové rady

POLICY INSTRUMENT

 Czech Republic

## Description

Country

 **Czech Republic**

Focus area

### MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

*Sector Councils is a platform for systematic cooperation between the demand and supply side of the labour market. Sector Councils are employer-led and partly publicly co-funded. It supervises expert groups, whose task is to monitor skill shortages and consult corresponding policy measures (Vocational Qualifications, National System of Professions etc). The activities of Sector Councils help to narrow the gap between requirements of employers (in terms of qualifications and competencies of employees) and the supply of the workforce (both current and future), through identification of future needs and recommendations for improvement.*

Link

<http://www.sektoroverady.cz/>

Implementation level

NATIONAL

Legal base

Independent associations of employers with a focus on human resources

Starting period

Since 2010

Perspective

Sector Councils have discussions on a regular basis among their members to identify current skills gaps and mismatches, as well as to identify future skills needs. They also use statistics (vacant jobs by professions) to formulate current needs and trends.

Policy area

EMPLOYMENT

## Funding

### OTHER

*There is a funding allocated from the Ministry of Education, Youth and Sports budget for running the NSK.*

## Skill mismatch

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### Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

### OTHER

*Sector Councils were designed to address skills mismatch.*

### Skills matching focus

#### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*Sector councils are focused on understanding the skill shortages signalled by the labour market, coordinated by nationwide employers associations.*

#### ADDRESS MISMATCH BROADLY

*Sector councils are focused on understanding the skill shortages signalled by the labour market, coordinated by nationwide employers associations.*

## Methods

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### Methods

#### EXPERT PANELS

*Experts involved in Sector Councils jointly monitor the labour market, identify development trends and changes.*

#### OTHER

*Sector Councils use all types of available skills assessment/skills anticipation information in monitoring the labour market and identifying trends and changes.*

### Use of skills intelligence

#### DESIGNING STANDARDS AND ACCREDITATION

*Sector councils, among their tasks, analyse professional and qualification needs in the sector and design qualifications structure and assessment*

standards.

#### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*Sector councils discussed the information available on the skill needs of sectors and also communicate with state and educational institutions to promote the needs of a specific sector.*

## Stakeholders

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### Main responsible body

#### OTHER

*Svaz průmyslu a dopravy (Confederation of Industry)*

### Other involved organisations

#### SOCIAL PARTNER: EMPLOYER ORGANISATION

*Employers are part of Sector Councils*

#### CHAMBERS OF COMMERCE

*Chamber of Commerce is part of Sector Councils*

#### RESEARCH CENTRES, UNIVERSITIES

*Representatives of universities can be part of Sector Councils*

#### OTHER

*Representatives of different organisations can be involved in the work of Sectoral Councils according to the field of expertise*

### Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

## Sustainability

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### Success factors

A key factor is a close and focused cooperation of bodies and people involved: 250 people from various companies, associations and

institutions are members of 29 Sector Councils, and an additional 1,500 experts are invited to tackle specific tasks.

**Barriers** Except for the difficult financing schemes (dependent on calls for subsidies channelled through key members), no major obstacles are identified. Sector Councils are recognised bodies within the established system for identification of skills mismatch and programmes/projects addressing identified needs.

**Monitoring and evaluation** n/a

**Updates**

YES

*Sector Councils are operational on a regular basis. The frequency of meetings varies, depending on particular Council attitudes and need. Some of them hold meetings quarterly, some once a year.*

**Effectiveness** The instrument was developed and exists as intended. 29 Sector Councils were established in total and 7 Sector Agreements signed. Sector Councils identify the problem in skills and qualifications, provide evidence and propose solutions to overcome barriers. The Sector Agreements define ways and approaches to solve the problem in specific qualification needs. A key success factor so far is establishing a vocational qualification scheme.

**Sustainability** The structure and activities of the Sector Councils will continue over the next period. The reasons for this are a) the Sector Councils' long history and its representativeness in the vocational qualification and National System of Profession b) the legislation act No. 179/2006, setting the position of Sector Councils within the system of vocational qualification c) the backing of Sector Councils by key employer associations

## Other instruments in Czech Republic

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- [Compass \(skills anticipation system\)](#)  
Kompas
- [Education and Work](#)  
Vzdělávání a práce