

OSKA -System of labour market monitoring and future skills forecasting

OSKA - Oskuste arendamise koordinaatsioonisüsteem

POLICY INSTRUMENT

 Estonia

Description

Country



Estonia

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The OSKA system creates a cooperation platform, which enables the exchange of information between employers and training providers and educational institutions to comprehensively analyse the growth potential of different economic sectors and their needs, and to facilitate the planning of education provision at different levels of education and by types of school, as well as in the fields of retraining and in-service training.

Link

<https://oska.kutsekoda.ee/>

Implementation level

NATIONAL

Legal base

The regulatory framework for OSKA is provided in the Estonian Professions Act

Starting period

01.01.2015-ongoing

Perspective

The task of the Sectoral Expert Panels is to prepare forecasts of labour requirements and skills in OSKA sectors and it brings together the experts from among job creators, schools and public authorities. In general, the Sectoral Expert Panels have a deep insight into each sector and propose suggestions which may be addressed to a wide range of stakeholders, e.g. training providers, curricula developers. The outputs of the OSKA programme and activities are in the form of annual in-depth reports on individual economic sectors

Policy area

EDUCATION

TRAINING

EMPLOYMENT

DIGITAL ECONOMY

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU

ESF

Skill mismatch

Skill mismatch target**OTHER**

The OSKA system is designed to analyse and forecast labour and skills needs for Estonia's economic development over the next 10 years. Both quantitative and qualitative analysis are conducted.

Skills matching focus**MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET**

The OSKA system provides information on how many people and with what skills are need in the labour market today and tomorrow.

UPSKILL OR RESKILL EMPLOYED ADULTS

The OSKA system provides information on where and how to acquire skills demanded in the labour market

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The OSKA system provides information on where and how to acquire skills demanded in the labour market

FACILITATE JOB / CAREER TRANSITIONS

The OSKA system provides information on how many people and with what skills are need in the labour market today and tomorrow.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The OSKA system provides also sectoral studies.

ADDRESS MISMATCH BROADLY

The OSKA system supports the education and training policies in better meetings the future needs

Methods

Methods

SKILLS FORECASTING

The forecast for 5-10 years horizon are produced

EXPERT PANELS

OSKA has sectoral expert panels composed of representatives of employers, education institutions and policy makers

OTHER

OSKA conducts also quantitative analysis by using data from relevant registers and surveys and labour demand forecasts prepared by the Ministry of Economics.

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

Use of sectoral reports and information provided on employment, occupations and skills

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

Use of sectoral reports and information provided on employment, occupations and skills

DESIGNING STANDARDS AND ACCREDITATION

Estonian Qualifications Authority uses OSKA intelligence when developing qualification standards

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

VET and HE institutions can use OSKA intelligence when planning new and developing existing curricula

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

Use of sectoral reports and information provided on employment, occupations and skills

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

Use of sectoral reports and information provided on employment, occupations and skills

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

Use of sectoral reports and information provided on employment,

occupations and skills

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

OTHER

VET and HE institutions, policy makers and career specialists can have a broad use OSKA intelligence, such as sectoral reports and information provided on employment, occupations and skills

Stakeholders

Main responsible body

NATIONAL AGENCY

Estonian Qualifications Authority

Other involved organisations

NATIONAL MINISTRY

Ministry of Education and Research and several other ministries are members of the OSKA Coordination Council

NATIONAL AGENCY

National agencies can be involved as OSKA advisors or in sectoral expert panels.

SOCIAL PARTNER: EMPLOYER ORGANISATION

The Estonian Employer's Confederation is a member of the OSKA Coordination Council

SOCIAL PARTNER: TRADE UNION

The Estonian Trade Union confederation is a member of the OSKA Coordination Council

CHAMBERS OF COMMERCE

The Estonian Chamber of Commerce and Industry is a member of the OSKA Coordination Council

TRAINING PROVIDERS

Training providers can be involved as OSKA advisors or in sectoral expert panels.

RESEARCH CENTRES, UNIVERSITIES

Research centres and universities can be involved as OSKA advisors or in sectoral expert panels.

Beneficiaries

OTHER

Policy makers and implementers, VET and HE institutions and career specialists are among main target groups of OSKA

Sustainability

Success factors

When building the programme, positive examples, advice and lessons learned from other countries were taken into account. There is cooperation between all stakeholders (regular, planned meetings; specific work schedule), and understanding about the necessity to create and participate in such a system..

Barriers

There are target groups which need more specific information. There is a need to find a compromise between researchers and users' needs when providing specific and understandable data.

Monitoring and evaluation

The OSKA Coordination Council monitors the system through the Sectoral Expert Panels and annual reports are presented to the government. The first evaluation of OSKA's effectiveness and impact was conducted in 2018. The evaluation showed OSKA has been successful in creating practical and usable labour market intelligence for its target groups. Researchers highlight the relevance of OSKA as a comprehensive tool for managing future labour market and skill needs. Cedefop conducted a study to support Estonia in strengthening OSKA. It involved a close collaboration with OSKA stakeholders in identifying actions and planning next steps. Report is available https://www.cedefop.europa.eu/files/4183_en.pdf

Updates

YES

Once a year OSKA prepares a forecast for the next 10 years. There are continuous methodological improvements and actions towards improving the dissemination of OSKA results.

Effectiveness

It is the main skills anticipation initiative and supports developing better training and re-training offer. It supports evidence based decision making across sectors.

Sustainability

It is expected that the instrument will continue functioning. The reason for this is that the implementation of OSKA system has both increased the involvement of stakeholders, and created a systematic process by which they can provide input into skills anticipation and give recommendations to upgrade competency standards. As the population is aging and the country is facing serious labour shortages in all economic sectors, it is necessary to have a systematic process (regular updates, involvement of relevant stakeholders, timely changes and revisions) through which educational and employment decisions are made.

Other instruments in Estonia

- [Choose IT!](#)
Vali IT!
- [Occupational barometer](#)
Tööjõuvajaduse baromeeter