

# Forecasting of Developments of Labour Market Needs

## Národný projekt: Prognózy vývoja na trhu práce

**POLICY INSTRUMENT** Slovakia

### Description

**Country****Slovakia****Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The instrument aims to address skill mismatch in the economy. The initiative implements statistical models as tools for systematic monitoring of labour market needs, developments in skills mismatch, and skills supply/demand ratios at regional level, as well as with respect to graduates. It serves better understanding the developments in skills mismatch and disparities between the demand and supply of the labour market at a regional level by using statistical models to monitor the specific characteristics in the Slovak labour market.*

**Link**

<https://www.employment.gov.sk/sk/praca-zamestnanost/podpora-zamestnanosti/np-pr...>

**Implementation level****NATIONAL****Legal base**

Law

**Starting period**

2018-2021

**Perspective**

Forecasting is based on extensive micro-data collection and subsequent analysis of labour market demand, supply and mismatch at the level of regions, occupations and for young graduates. The analysis results in a document, which entails detailed information about expected development of occupations within sectors and regions. This output, for example, informs preparation of lists of fields of study in under/oversupply, which are used by regions to govern the structure of secondary VET.

**Policy area**

EMPLOYMENT

OTHER

*Active Labour Market Policies***Funding**

FUNDED BY THE EU

ESF

## Skill mismatch

**Skill mismatch target**

OTHER

*The instrument maps labour market demand and supply, and measures the degree of matching in order to inform policy decisions within the government (at the national and regional level).*

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

*The mapping of labour market demand and supply, and skills mismatch may serve as baseline data for helping match skills of young graduates to market demand.*

**UPSKILL OR RESKILL EMPLOYED ADULTS**

*The mapping of labour market demand and supply, and skills mismatch may serve as baseline data for up- or reskilling adults already employed.*

**UPSKILL OR RESKILL NON-EMPLOYED ADULTS**

*The mapping of labour market demand and supply, and skills mismatch may serve as baseline data for up- or reskilling adults currently not in employment.*

**FACILITATE JOB / CAREER TRANSITIONS**

*The mapping of labour market demand and supply, and skills mismatch may serve as baseline data for supporting career transitions.*

**ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES**

*The mapping of labour market demand and supply, and skills mismatch may serve as baseline data for addressing sectoral or occupational skill shortages.*

**ADDRESS MISMATCH BROADLY**

*The mapping of labour market demand and supply, and skills mismatch may serve as baseline data for addressing skills mismatches for broader segments of the population, based on the decision of the ministry.*

# Methods

## Methods

### OTHER

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## Use of skills intelligence

### OTHER

*Forecasting is based on extensive micro-data collection and subsequent analysis of labour market demand, supply and mismatch at the level of regions, occupations and for young graduates.*

# Stakeholders

## Main responsible body

### NATIONAL MINISTRY

*Ministry of Labour, Social Affairs and Family of the Slovak Republic*

## Other involved organisations

### SOCIAL PARTNER: EMPLOYER ORGANISATION

### SOCIAL PARTNER: TRADE UNION

### OTHER

*Trexima private company undertaking data collection and analysis (procured)*

## Beneficiaries

### OTHER

*Beneficiaries include public policy makers (labour market policy, social policy, education and training policy), Public Employment Service, employers and employers' associations, schools and universities. The instrument provides respective beneficiaries with labour market intelligence that facilitates more informed decision-making. Policy makers use labour market forecasting to adapt labour market and training policy (Ministry of Labour, Family and Social Affairs; Public Employment Services) and education and training policy (Ministry of Education). Employers benefit*

*from the practice by being able to influence and benefit from a more favourable structure of secondary vocational education. Schools and universities can reflect the output of forecasting in the structure of their programmes.*

## Sustainability

<b>Success factors</b>	The interest of stakeholders in direct need of the project outcome
<b>Barriers</b>	Mistrust or lack of general awareness of the project's functions. Methodology has not been widely discussed with the wider expert base, e.g. academics in the field. Low capacity of some stakeholders (e.g. regions) hampers full use of the instrument.
<b>Monitoring and evaluation</b>	Indicators defined within the project are set-up at the level of the number of outputs (i.e. analyses/reports) produced. These have been formally fulfilled. Quality or impact in terms of use of forecasting results is not mapped.
<b>Updates</b>	<p>YES</p> <p><i>Prognoses are prepared on an annual basis.</i></p>
<b>Effectiveness</b>	The estimated level of impact of the instrument is so far moderate. Some results are directly used for policy-making (e.g. regulation of IVET), but other aspects of analysis are at the moment less promoted (e.g. attractiveness of tertiary fields of study). The analytical outputs serve as partial input into various processes in the skill governance, such as the preparation of the lists of fields of study in an under/oversupply. For full impact, increased capacity of the involved actors and stakeholders as "end-users" to work critically with relatively complex data might be needed.
<b>Sustainability</b>	The initiative ended at the end of February 2021. The continuation of the programme in some form is guaranteed with high probability since forecasting of development of labour market needs remains within the core activities of the Ministry.

## Other instruments in Slovakia

- A list of fields of study in an oversupply at the labour market and a list of fields of study in an undersupply in the labour market  
Zoznam študijných odborov a učebných odborov nad rozsah potrieb trhu prác
- Education of job seekers - 2 and Education of young job seekers - 2  
Vzdelávanie uchádzačov o zamestnanie - 2 and Vzdelávanie mladých uchádzačov o zamestnanie - 2

- National programme for the development of education (NPDE)  
Národný program rozvoja výchovy a vzdelávania
- National project: Dual education and increasing the attractiveness and quality of VET  
Národný projekt: Duálne vzdelávanie a zvýšenie atraktivity a kvality OVP