

# Observatory of Occupations of the Central PES

## Observatorio de las Ocupaciones del SEPE

POLICY INSTRUMENT

 Spain

## Description

Country

 **Spain**

Focus area

### MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

*The state Public Employment Service (SEPE) holds a department called the Observatory of Occupations. The Observatory of Occupations identifies the skills that are demanded for a set of occupations of growing demand in the labour market. In addition, the Observatory carries out in-depth research in this field for concrete sectors of economic activity. The outputs of the Observatory are presented in reports published by SEPE, which serve to guide the ALMP provision, especially the training supply. The Observatory collaborates with other institutions of the skills governance system in Spain, such as INCUAL and Sectoral Joint Committees.*

Link

<https://www.sepe.es/HomeSepe/que-es-el-sepe/observatorio.html>

Implementation level

NATIONAL

Legal base

Law 56/2003 of 16 December on employment; Law 15/2014 of 16 September; Law 30/2015 of 9 September; Royal Decree 694/2017 of 3rd of July.

Starting period

The identification of training needs of occupations is summarized into an annual report on forecasting and identification of skill needs (Informe anual de prospección y detección de necesidades formativas). This report has been published since 2015. However, the Observatory of Occupations was created in 1988, with the name of Permanent Observatory of the Occupations Evolution (Observatorio Permanente del Comportamiento de las Ocupaciones)

Perspective

Approximately 200 occupations that are growing at a quick pace are

selected every year, using quantitative data on contracts. Other occupations are selected as well following sectoral research reports carried out by the Observatory. The skill gaps of these approximately 200 selected occupations are analysed by regional groups of the Observatory, who contact experts from the observatory provincial network. In each province there is a network of around 70 experts. These experts include: employers, HR managers, trade unions' and business associations' representatives, high skilled workers, excellence centres of VET training and universities. At least three experts are interviewed to define the skills gaps of each occupation.

## Policy area

EDUCATION

TRAINING

EMPLOYMENT

OTHER

*The instrument consists mainly of qualitative research, in order to identify the skills that are demanded for concrete occupations in the labour market.*

## Funding

FUNDED BY NATIONAL GOVERNMENT

*The Observatory is funded directly by the state PES (SEPE) through the Ministry of Work and Social Economy.*

## Skill mismatch

### Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL UNDERUTILISATION (INDIVIDUALS' SKILLS ARE NOT WELL USED IN THEIR JOBS)

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)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

## Skills matching focus

Note: The outputs of the process of identification of skill needs serve to guide the ALMP provision, especially the training supply. This serves to address skills mismatches. In addition the skill gaps identified should also be taken into account by other institutions of the skills governance system in Spain, such as INCUAL (VET system) and Sectoral Joint Committees (training for employed workers system).

### MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

*Graduate VET courses are better designed as the Observatory outputs are used by in the VET system.  
Young graduates who might experience problems to transition to employment might benefit from better tailored training after graduation.*

### UPSKILL OR RESKILL EMPLOYED ADULTS

*Adults already in employment participate in training provided by FUNDAE, which makes use of the skills identified by the Observatory.*

### UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*The Observatory outputs are used to define the training for unemployed provided by regional PES.*

### FACILITATE JOB / CAREER TRANSITIONS

*Training for employed and unemployed workers facilitates career transitions, especially of those who need an adaptation of their skills to changing labour market demands.*

### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*The training provided to respond to skill gaps identified by the Observatory serves to address sectoral and occupational skill shortages.*

### ADDRESS MISMATCH BROADLY

*Skills identified by the Observatory serve to better design training for unemployed, employed and future workers (VET students).*

## Methods

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### Methods

#### SKILLS FORECASTING

*The Observatory selects yearly around 200 occupations to be researched in depth. This selection focuses on occupations that are growing at a quick pace, based on quantitative data on contracts registered with the Social Security and the Labour Force Survey.*

#### EMPLOYER SURVEYS

*Employers and HR managers participate in the network of experts of the Observatory.*

#### SKILLS FORESIGHT

*Around two sectoral reports are yearly carried out with the aim of*

*researching in depth the evolution and trends of concrete economic sectors, its related occupations and its skills gaps.*

#### EXPERT PANELS

*The skills gaps of the selected occupations are researched by regional experts: employers, HR managers, trade unions' and business associations' representatives, high skilled workers, excellence VET centres and universities.*

#### VACANCY SURVEYS

*The Annual Report on the forecasting and identification of training needs includes a description of the situation with regard to vacancies.*

#### REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS OF JOB ADVERTISEMENTS, CVS)

*The Observatory collects also information on job offers published at the Internet for these occupations to contrast the information obtained from expert panels.*

## Use of skills intelligence

#### INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

*Outputs of the Observatory are used to define the Catalogue of Training Specialities (Catálogo de Especialidades Formativas), which defines the training provision for employment, and the National Catalogue of Professional Qualifications (Catálogo Nacional de Cualificaciones Profesionales), defined and managed by INCUAL.*

#### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

*The content and design of training provided by regional PES to unemployed must take into account the Annual report published by the Observatory, the multi-annual scenario, as well as and the catalogue of training specialities.*

#### DESIGNING STANDARDS AND ACCREDITATION

*The Catalogue of Training Specialities (Catálogo de Especialidades Formativas) is used to define profesional certificates and for validation of professional competences.*

#### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*Training provided by regional PES take into account the Annual report published by the Observatory, the multi-annual scenario, as well as and the catalogue of training specialities.*

#### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

*The identification and forecasting of skill needs are also used to better define guidance services provided by regional PES counsellors.*

#### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*The identification and forecasting of skill needs are also used to better define guidance services provided by regional PES counsellors.*

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## Stakeholders

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### Main responsible body

#### NATIONAL MINISTRY

*The Observatory is embedded in the state PES (SEPE), which is part of the Ministry of Work and Social Economy.*

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### Other involved organisations

#### REGIONAL MINISTRY

*Regional ministries are responsible of the management of regional PES, which take into account the recommendations of the Observatory for their training response.*

#### NATIONAL AGENCY

*INCUAL, responsible for identification of skills within VET system, collaborates with the Observatory.*

#### SOCIAL PARTNER: EMPLOYER ORGANISATION

*Employer organizations are part of the network of the Observatory and thus participate in the identification and forecasting of skill demands.*

#### SOCIAL PARTNER: TRADE UNION

*Trade unions are part of the network of the Observatory and thus participate in the identification and forecasting of skill demands.*

#### REGIONAL PES

*Regional PES take into account the recommendations and the skills gaps identified by the Observatory to design the training for unemployed workers.*

#### TRAINING PROVIDERS

*Training providers for unemployed workers adapt their offer to the decisions of regional PES, which are aligned with the Observatory recommendations.*

#### RESEARCH CENTRES, UNIVERSITIES

*Research centres and universities collaborate as part of the network of the Observatory and in the elaboration of sectoral reports.*

#### OTHER

*National Reference Centres of VET (CRN) collaborate with the Observatory to identify skill gaps.*

## Beneficiaries

Note: outputs of the Observatory are used by the training system for employed workers (through FUNDAE), unemployed workers (through regional PES) and VET students. Minority and under-represented groups and people with disabilities benefit as well, although the Observatory actions are not specifically designed to target these groups.

### YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

*They benefit from better designed VET training and from additional training offer, for employed and unemployed workers.*

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

*They benefit from training for unemployed, including professional certificates, plus VET.*

### ADULTS WITH LOW BASIC SKILLS

*They benefit from training for unemployed, including professional certificates*

### ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*Training for employed workers through FUNDAE.*

### ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*Training for employed workers through FUNDAE.*

### EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

*Training for employed workers through FUNDAE.*

## Sustainability

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### Success factors

The participation of a broad set of interviewed agents who provide qualitative information; the relevance of the experts that provide qualitative information; the use of a homogeneous methodology, which enables comparisons across time and between regions; the information obtained is checked with job offers published on the internet; and the connection of the Observatory with other authorities within the Government, who can make a good use of the findings of the Observatory.

### Barriers

The dissemination of results and the information found by the Observatory. Although the law states that this information must be taken into account by employment and VET institutions, it is not clear to what extent it is considered in the training design and delivered to employment counsellors, teachers or unemployed. The information is not used in guidance at schools nor in universities, limiting its potential to guide students' decisions in education.

**Monitoring and evaluation**

The main indicator is the number of occupations studied every year. This is around 200 occupations per year. Reports are published on a regular basis. However the information on the extent to which this information is used by training system is limited, including training for unemployed provided by regional PES.

**Updates**

YES

*The Catalogue of Training Specialities (Catálogo de Especialidades Formativas) has been better defined and improved by Order TMS/283/2019, of 12th of March, that regulates the Catalogue of training Specialities in the framework of the VET system for employment. Cooperation with INCUAL (VET system) has been strengthened by Order PCI/18/2020.*

**Effectiveness**

No evidence of the effectiveness and impact of the instrument is available, as no effectiveness study has been carried out. There is no information about the extent to which the findings made by the Observatory is applied by employment counsellors or to which degree they are taken into account in the design of the contents of training courses. Similarly, there is no feedback to know with certainty to what extent the information found has an impact on employment indicators.

**Sustainability**

The instrument is permanent and has a central role in the system of identification of skills needs in Spain.

## Other instruments in Spain

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- [INCUAL \(National Qualifications Institute\)](#)  
INCUAL (Instituto Nacional de las Cualificaciones).
- [National Reference Centres for VET](#)  
Centros de Referencia Nacional en el ámbito de la formación profesional
- [Sectoral Joint Committees](#)  
Comisiones Paritarias Sectoriales
- [State Foundation for Training for Employment FUNDAE](#)  
Fundación Estatal para la Formación en el Empleo, FUNDAE