

Developing OSKA, a system of labour market monitoring and future skills forecasting (until 2021)

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 ESTONIA

Timeline



ID number 28159

Background

In 2015, within the Labour market and education cooperation programme, the Ministry of Education and Research, the Ministry of Economic Affairs and Communications and the Ministry of Social Affairs, in cooperation with employer and employee organisations, launched a regular labour market intelligence system called OSKA for the monitoring and forecasting of sectoral needs for labour and skills.

Objectives

The labour market needs monitoring and prognosis system, OSKA, provides information for formal education provision at all levels of education. The results of OSKA analyses form the basis for establishing qualifications, career information and guidance, curriculum development in education institutions and for the financing of education institutions and studies.

Description

OSKA analyses the developmental potential and labour requirements of different economic sectors in Estonia. Its surveys of sectoral needs for labour and skills use a combination of qualitative and quantitative research methods. Both statistical data and information collected from personal interviews with sectoral experts and from group discussions are used. Five economic sectors are examined per year. Each sector is reanalysed every five to 6 years on average. The results of these analyses provide input for matching initial training provision to labour market needs. OSKA prepares an annual general report on changes in labour requirements and developments in the labour market, and on the dominant trends over the next 10 years. The prerequisite for this approach is the active and content-driven participation of employers in the lifelong learning system.

In 2016, the first OSKA annual report on global and domestic trends influencing the supply and demand of labour in Estonia was published, together with an overview of labour and

skills requirements by 2025. The report is updated every year. In 2016-2017, actions have been taken to promote and communicate OSKA reports and their conclusions.

In 2018, an overview of the implementation of the OSKA system and an initial review of the forecasting for 2020+ was given to the Estonian Government. OSKA reports are regularly presented to career specialists, representatives of education institutions, employers and policy makers in dedicated conferences and seminars.

In 2017-19, Cedefop provided technical advice to Estonia to improve its 'governance of skills anticipation and matching'. The aim was to improve the management and coordination of skills anticipation efforts, making existing skills anticipation initiatives more useful for policy, and better linking of skills intelligence to education and training.

2015 Implementation

2016 Implementation

2017 Implementation

2018 Implementation

2019 Implementation

In 2019, five new sectoral reports were prepared. A web-based visualisation tool for OSKA reports has also been created as part of the new education information portal.

2020 Implementation

In 2020, five new sectoral reports were prepared in business education, finance, manufacturing industry, personal services and public administration. An annual overview of the Estonian labour market and labour force demands and training requirements until 2027 was released.

In January 2021, a study on the impacts of the COVID-19 pandemic on the skills demand and labour market was published.

2021 Completed

In January 2021, a study on the impacts of the COVID-19 pandemic on skills demand and the labour market was published. The development of OSKA methodology continued (including a new concept for OSKA's general forecast). The new quantitative data model was tested in two sectoral reports (ICT and social work). OSKA reports on sectoral needs for labour and skills were also completed in the fields of manufacturing and personal services. An overview of the skills required for the digital and green transitions was compiled.

For progress as of 2022, see related policy developments.

Bodies responsible

- Estonian Qualifications Authority

Target group

Education professionals

Guidance practitioners

Entities providing VET

Companies

VET providers (all kinds)

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Establishing and developing skills intelligence systems

Subsystem

IVET CVET

Further reading

[OSKA website](#)

Education portal for learners, individuals considering a career change, teachers, school leaders and career specialists

Related policy developments

2025 Implementation

Developing the professional qualifications system and jobs-and-skills forecasting

The following measures are foreseen:

 ESTONIA

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2021 Completed

Regular surveys to inform the development of VET

The following regular surveys are conducted under the Labour market and education cooperation programme:

 ESTONIA

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ” Cite as

Cedefop, & ReferNet. (2026). Developing OSKA, a system of labour market monitoring and future skills forecasting (until 2021): Estonia. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28159>