

Compass (skills anticipation system)

Kompas

Description

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

Kompas is a labour market prediction and monitoring system to anticipate changes in the labour market and to connect the impacts of technological trends in the labour market with the specifics of regional development.

Link

<https://www.predikcetrhuprace.cz/>

Implementation level

NATIONAL

Legal base

The project was created primarily in response to the requirement to have a system for anticipating changes in the labour market, including anticipating skills needs.

Starting period

It commenced in 2017, but the portal was launched in May 2020. The timespan of the project is 1.1.2017 - 31.12.2022 and is expected to be continued as it is the national skills anticipation system.

Perspective

Yes.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

INNOVATION

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU

European Social Fund

Skill mismatch

Skill mismatch target It does not address skills mismatch directly.

OTHER

The system focuses on employment predictions by industry, by occupation and by education.

Methods

Methods

SKILLS FORECASTING

Every year, an up-to-date forecast is made for a five-year, i.e. medium-term period.

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

The system offers information supporting the development of better targeted training content

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

The system enables career counsellors to develop their recommendations towards their clients

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

The outputs can also be used by business representatives when planning their investment plans.

OTHER

The system offers a unique comprehensive source of information and data on the labour market for strategic decision-making of ministries regarding the impacts related to Industry 4.0 and Work 4.0. The outputs serve primarily as a support for strategic decision-making and planning at the national and regional level, both in the field of labour market development and, for example, for the development of education, investment, etc.

Stakeholders

Main responsible body	NATIONAL MINISTRY <i>Ministry of Labour and Social Affairs</i>
Other involved organisations	NATIONAL PES <i>Provides information and data</i>
	CHAMBERS OF COMMERCE <i>Support the implementation and development of the system</i>
	RESEARCH CENTRES, UNIVERSITIES <i>Research Institute of Labour and Social Affairs supports information and data analysis</i>
	OTHER <i>Regions support the implementation and development of the system</i>

Sustainability

Success factors

The system offers labour market information at both national and regional level that can be used when planning educational, innovation and development policies in the regions. The availability of regional dimension in predictions and medium-term analysis is among its success factors.

Barriers

There are no barriers identified to further development of the system. Limitations in terms of the predictions are that some groups of professions, industries or education have been grouped due to small representation, and in an effort to optimize the database.

Monitoring and evaluation

The outputs of the prediction models are assessed by experts on labour market issues at both the national and regional levels. They are confronted with macroeconomic predictions of key national institutions and discussed within the implementation teams of the Compass project and with experts in the field of modelling and the labour market. Each of the actors in the discussion, if necessary, can contribute to the improvement of the presented final outputs. The evaluation of the project have not yet been conducted.

Updates

YES

The predictions are updated at least once a year, or whenever significant input data or information is available that fundamentally changes the presented predictions.

Sustainability

Yes, it is expected that the system will be sustained and developed further.

Education and Work

Vzdělávání a práce

Description

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

The policy goal of Education and Work is to create a user-friendly tool communicating to the general public the concepts of the National Register of Qualifications, namely the Vocational Qualifications. It also serves as an intermediary platform connecting information on skills and corresponding work opportunities. The portal provides users with the opportunity to match their skills and qualifications with corresponding job titles and vacant positions. It also works the other way around: giving information on available training courses, exams and certificates for those interested in gaining skills required for specific jobs.

Link

<https://vzdelavaniaprace.cz/>

Implementation level

NATIONAL

Legal base

It is a website supporting job seekers, employers and training providers.

Starting period 2012 - till now**Perspective**

The website was developed during the National Register of Qualification project (vocational qualification). During the project implementation, a need arose to support practical utilisation with a focus on job seekers (to help them understand which skills are required for particular profession and how they can obtain these skills) and employers.

Policy area

TRAINING

EMPLOYMENT

Funding**FUNDED BY NATIONAL GOVERNMENT**

The portal is funded by the European Social Fund and the Ministry of Education, Youth and Sports (MEYS).

FUNDED BY THE EU

The portal is funded by the European Social Fund and the Ministry of Education, Youth and Sports (MEYS).

Skill mismatch

Skill mismatch target

OTHER

The website is a communication platform between job seekers, employers and training providers.

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The portal helps to find a new profession, job or training course.

FACILITATE JOB / CAREER TRANSITIONS

The portal helps to find a new profession, job or training course.

OTHER

The portal helps educational companies to reach those interested in retraining.

Skills delivered

Initiative does not deliver skills, but is skills, vacancies and training matching website.

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

OTHER

The portal uses regularly updated data from the Ministry of Labour and Social Affairs, labour offices and employers and offers a comprehensive range of courses, exams, examiners and vacancies for individual professions and professional qualifications.

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

The portal supports the implementation of the National Qualifications Framework.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

The portal provides information about the training needs

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

The portal provides information on training and retraining courses and professional qualifications

Stakeholders

Main responsible body

OTHER

Národní ústav pro vzdělávání (National Institute for Education - NÚV)

Other involved organisations

NATIONAL MINISTRY

Ministry of Education, Youth and Sports is responsible for the National Qualifications Framework

REGIONAL PES

The offer of vacancies is taken over from the database of labour offices from all over the country

TRAINING PROVIDERS

The portal helps training providers to offer their courses and exams to relevant people willing to be reskilled. The current offer of educational courses, exams and professional qualifications is taken from the portal of the National Qualifications Framework.

Sustainability

Success factors	A key supporting factor was an approved system of vocational qualification.
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Barriers	There are no barriers identified for the functioning of the portal.
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Monitoring and evaluation	No target indicators set. Key monitoring descriptors are the number of users (currently about 10,000 users are registered).
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Updates	
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YES

The portal is constantly evolving and is gradually enriched by sharing and obtaining references from companies / employers and sharing the experiences and personal stories of people who have found work thanks to professional qualifications.

Effectiveness	The portal functions as expected. There are about 10,000 users (job seekers) registered on the portal. Registered users have the opportunity to select professions they are looking for or are interested in.
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Sustainability	Yes, it is interconnected with the vocational qualification scheme.
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Sector Councils

Sektorové rady

Description

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

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

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

Main responsible body	OTHER <i>Svaz průmyslu a dopravy (Confederation of Industry)</i>
Other involved organisations	SOCIAL PARTNER: EMPLOYER ORGANISATION <i>Employers are part of Sector Councils</i>
	CHAMBERS OF COMMERCE <i>Chamber of Commerce is part of Sector Councils</i>
	RESEARCH CENTRES, UNIVERSITIES <i>Representatives of universities can be part of Sector Councils</i>
	OTHER <i>Representatives of different organisations can be involved in the work of Sectoral Councils according to the field of expertise</i>

Sustainability

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.
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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.
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Monitoring and evaluation	n/a
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Updates	
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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.
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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
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