



Pilot employer survey on skill needs in Europe

Specification of required survey outcomes and related measurement aspects

Expert workshop

29-30 April 2010

Prague, Czech Republic

The workshop is organised by the European Centre for the Development of Vocational Training (Cedefop) in cooperation with the National Training Fund, Prague, Czech Republic.

General information

Workshop venue	MPSV - Ministry of Labour and Social Affairs, Prague, Czech Republic
Organisers	<ul style="list-style-type: none">• European Centre for the Development of Vocational Training (Cedefop)• National Training Fund
No of participants	Max. 25
Participants' profile	Skillsnet members and other experts who have experience with measurement of skill needs, skill development and training via enterprise surveys
Type of event	Invitation only
Working language	English

Background information

Cedefop in cooperation with members of Skillsnet – the international network on early identification of skill needs coordinated by Cedefop - started a new initiative in 2007 which aims at finding **a common European approach to employers' surveys as a tool for identification of skill needs and skill gaps.**

In a series of workshops during the last three years, experts discussed the potential use of existing surveys at European and national levels for skill needs analysis, and compared different approaches of enterprise surveys in EU Member States. In conclusion, experts considered the new initiative aiming at a common European approach to employers' surveys as a tool for identification of skill needs timely and necessary.

Following up the workshop discussions, Cedefop's skills analysis team prepared a conceptual outline to assist future development of the new initiative, identifying its objectives, benefits for the EU and individual MS, target group and beneficiaries. It was agreed to launch a feasibility study to explore possible directions when developing employers' skill needs surveys. Three approaches were discussed: adjusting national surveys, modifying existing European surveys, launching a new European employers' skill needs survey. It was common sense that suggested alternatives are not mutually exclusive and that a feasibility study can inquire simultaneously on several options.

Workshop rationale and objectives

The feasibility study ⁽¹⁾ was carried out on behalf of Cedefop in 2008/09. The final report assesses the various options of skill needs measurement, considering the achieved results and conclusions of prior work. Comprehensive information is given on a number of existing European surveys. The report refines the specific questions to be answered by a possible new European employers' skill needs survey. It gives first methodological recommendations and proposes some core questions which could be also used beyond in national surveys with some harmonisation efforts.

After completing the feasibility study, Cedefop is now developing a pilot employers' skill needs survey to meet the growing demand for robust information in this field. The survey outcome should also provide valuable input for Cedefop's regular forecasts of the demand for and supply of skills and at the same time close certain information and data gaps.

The initial results of development work on the pilot survey ⁽¹⁾, and subsequent proposals, will be presented and discussed at this workshop. Key issues will be: identifying the survey results needed for policy analysis and research, various aspects of and approaches to the measurement of skills by the planned employer survey, and an initial overview of the anticipated statistical methodology. The discussions will help Cedefop to continue its development work in the right direction.

Specific objectives of the workshop are:

- to identify the survey results/outcomes needed for policy analysis and research, and for regular skill needs forecasts;
- to discuss concepts and possible limits of employers' skill needs measurement;
- to discuss various aspects of and approaches to the measurement of skill needs in the intended enterprise survey;
- to give a first outlook on the intended statistical methodology.

⁽¹⁾*This activity is supported for under the European Community Programme for Employment and Social Solidarity "Progress" (2007-2013) managed by the Directorate-General for Employment, social affairs and equal opportunities of the European Commission.*

Agenda

Thursday, 29 April 2010	
09.00-09.30	Registration
	<i>Chairperson: Peter Szovics, Cedefop</i>
09.30-10.00	Welcome and introduction <ul style="list-style-type: none"> - Welcome by Jiří Braňka, National Training Fund - Welcome and introduction to workshop objectives and to the agenda by Peter Szovics, Cedefop
10.00-11.00	Pilot employer's skill needs survey – project overview & definition of required survey outcomes Introduction by Arnold Riedmann, TNS Infratest Sozialforschung and Bernd Dworschak, Fraunhofer IAO
11.00-11.15	<i>Tea/Coffee break</i>
11.15-12.45	Roundtable discussion – feedback from experts <ul style="list-style-type: none"> • Relevance and added value of the defined survey outcomes • Link with other international and national projects/surveys • Link to current developments in relevant Eurostat surveys • Current or new activities within the NSNJ Commission initiative relevant to the survey • Recent national developments: results and experiences
12.45-14.15	<i>Lunch</i>
	<i>Chairperson: Peter Szovics, Cedefop</i>
14.15-15.45	Measurement of current and future employers' skills needs – general concepts: opportunities and limits Introduction by Francis Green, LLAKES, University of London and Bernd Dworschak, Fraunhofer IAO Discussion
15.45-16.00	<i>Tea/Coffee break</i>
16.00-17.00	Approach proposed for skill needs measurement in the pilot survey Introduction by Bernd Dworschak, Fraunhofer IAO and Miriam Gensicke, TNS Infratest Sozialforschung Discussion
19.30	<i>Dinner</i>

Friday, 30 April 2010	
Chairperson: <i>Katja Nestler, Cedefop</i>	
09.30-11.00	Outlook on the statistical methodology – basic requirements and possible limitations within the pilot exercise Introduction by Arnold Riedmann, TNS Infratest Sozialforschung Discussion
<i>11.00-11.30</i>	<i>Tea/Coffee break</i>
11.30-12.30	Open discussion / final remarks / feed-back round Conclusions and next steps Alena Zukersteinova, Katja Nestler, Peter Szovics, Cedefop
<i>12.30</i>	<i>End of the workshop</i>

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