

**GETTING THE FUTURE  
RIGHT**

**15 APRIL 2021**

**CEDEFOP VIRTUAL  
WORKSHOP**

# **SKILLS FORECAST AS AN INSTRUMENT**

**BEN KRIECHEL  
ECONOMIX RESEARCH & CONSULTING**

# QUESTIONS

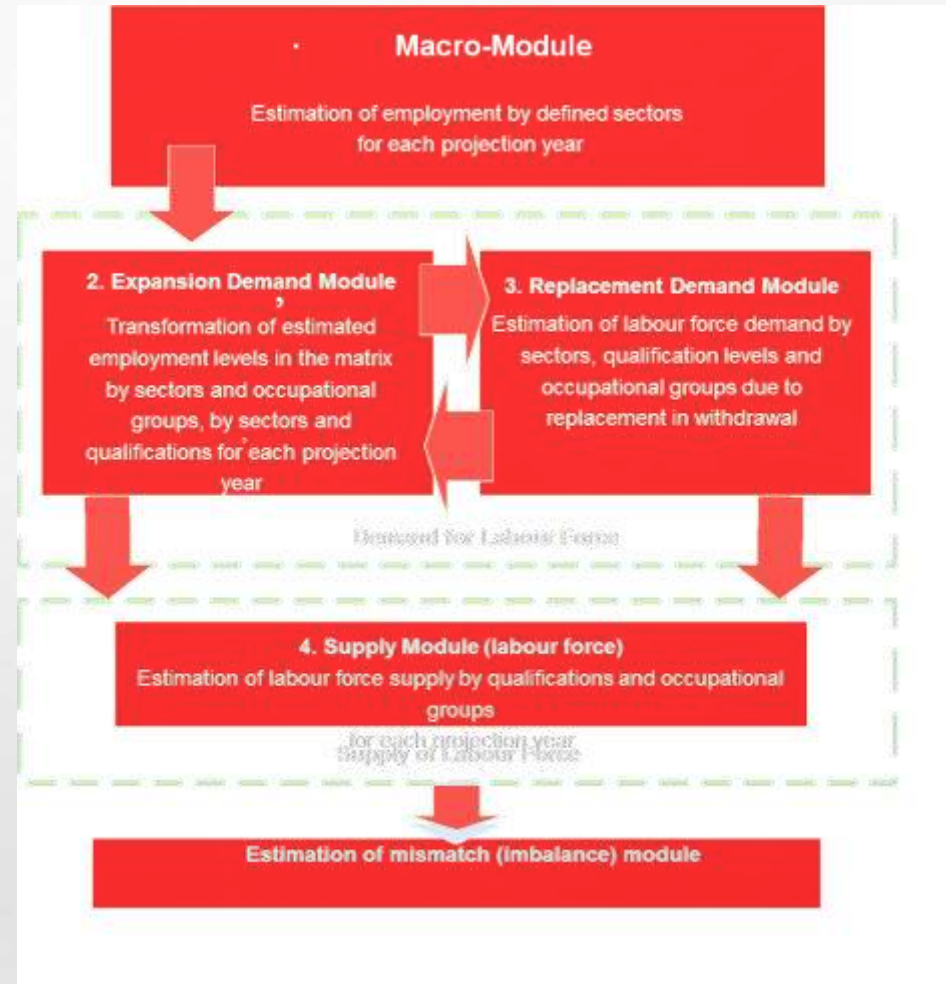
**TO MAKE IT INTERACTIVE PROVIDE US WITH  
YOUR INPUTS ON THE FOLLOWING QUESTIONS  
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**IF YOU HAVE QUESTIONS FOR US TO ANSWER,  
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- **WHAT TOPICS / ISSUE SHOULD BE ANALYSED WITH SKILLS FORECASTS?**
- **WHAT ARE THE SHORTCOMINGS OF SKILLS FORECASTS?**
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# MY VIEW ON SKILLS FORECASTS

- **SKILLS FORECASTING REQUIRES CAREFUL MODELLING**
- **FORECASTS ARE ONLY AS GOOD AS THE INPUTS**
- **DEVELOP EXPERIENCE IN RUNNING AND INTERPRETING RESULTS**
- **DISCUSSING AND SHARING OUTCOME WIDELY IS IMPORTANT TO THE SUCCESS OF A SKILLS FORECAST**



# ORGANIZING SKILLS FORECASTS

- **DEDICATED TEAM FOR THE SKILLS FORECAST**
- **INTERACTION BETWEEN MACROECONOMIC FORECAST (IF EXTERNAL)**
- **INTERACTION WITH DATA INPUTS SUCH AS STATISTICAL OFFICES (LFS), BUT ALSO SUPPLY DATA (ADMINISTRATIVE OR SCHOOL LEAVER SURVEYS)**
- **DISCUSSING INTERIM AND FINAL OUTCOMES**
  - **WITHIN TEAM**
  - **WITH BROADER GROUP**
- **ALLOW TIME FOR DEVELOPMENT AND LEARNING**

# CEDEFOP FORECAST

## HISTORY

**2008 PILOT OF INITIAL DEMAND SIDE**

**2009 PILOT OF SUPPLY SIDE**

**2010 MODEL OF SUPPLY / DEMAND**

**2014 IMBALANCES**

**2016 IDENTIFICATION OF OCCUPATIONAL TRENDS**

**2018 COUNTRY FICHES DISCUSSING KEY RESULTS FOR EACH MEMBER STATE**

**2020 SCENARIOS (GREENING, COVID, AGEING)**

## GOAL

**PAN-EUROPEAN FORECAST OF SUPPLY AND DEMAND**

- **IDENTIFYING LONG-TERM TRENDS**
- **ESTIMATE AT THE LEVEL OF THE MEMBER STATE**
- **COMMON METHODOLOGY**
- **COMMON DATA SOURCES**

**ALLOWS A COMPARATIVE INTERPRETATION OF RESULTS AND A COMMON INTERPRETATION OF THE EU WIDE RESULTS**

## IMPORTANT ELEMENTS

**NATIONAL EXPERTS PROVIDE CRUCIAL INPUTS THROUGH REGULAR (ANNUAL) MEETINGS**

**EXPERIENCED GROUP ALLOW TO ANALYSE OUTPUTS BASED ON AN UNDERSTANDING OF THE METHODOLOGY**

**PRESENTATION OF RESULTS TO THE (EU) POLICY COMMUNITY**

**METHODOLOGICAL FRAMEWORK HAS BEEN USED IN MANY NATIONAL EXERCISES**

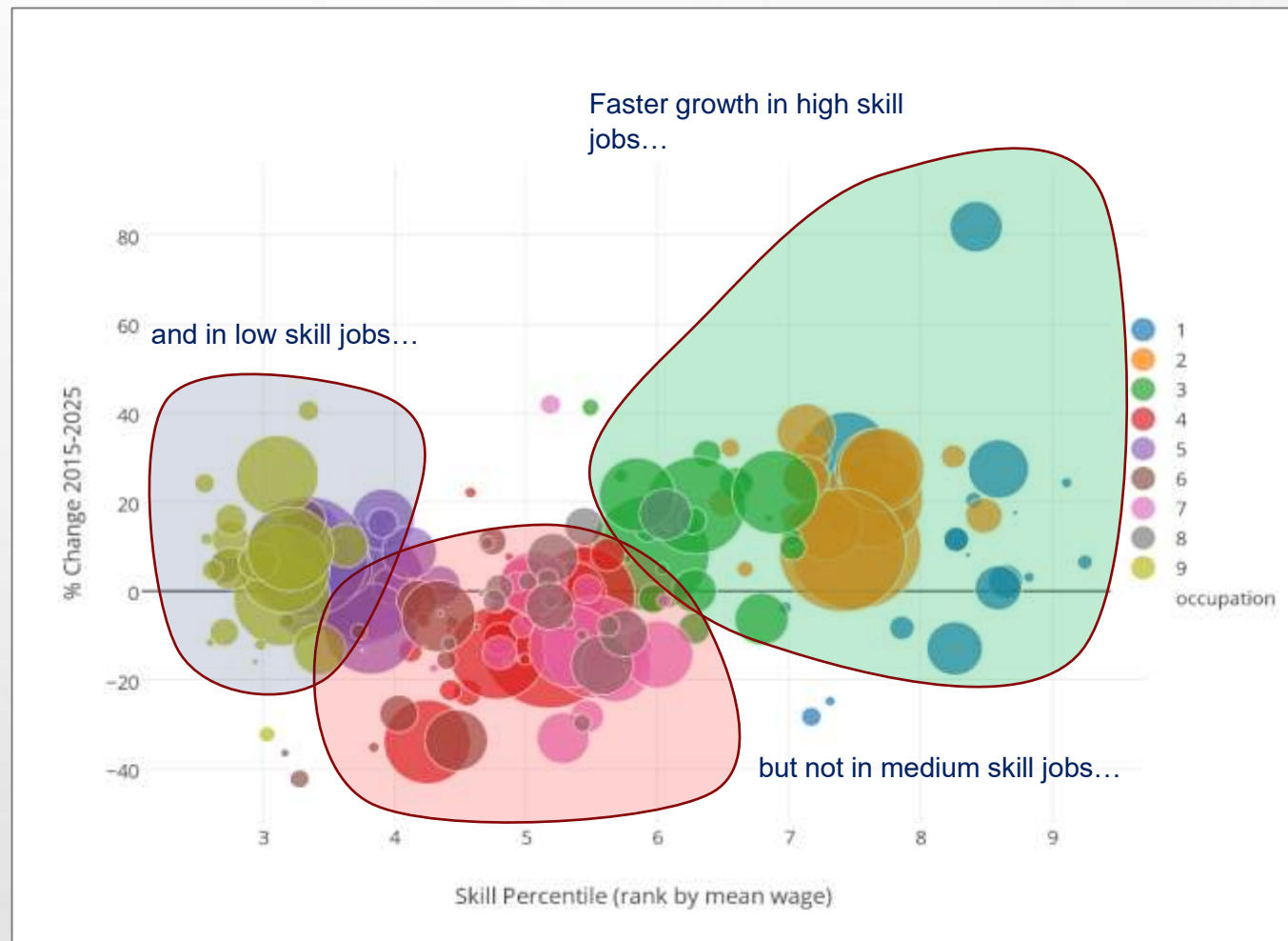
# USING SKILLS FORECASTS

**SKILLS FORECAST WILL IN ESSENCE BE NUMBERS**

**SKILLS FORECASTS TAKE A MEDIUM TO LONG TERM VIEW**

**THE USE OF FORECASTS LIES IN THE INTERPRETATION OF NUMBERS**

**E.G.: PRESENTATION OF RESULTS SUMMARIZING ASPECTS OF THE FORECAST WITHIN A DIAGRAM**



**EXAMPLE: ANALYSING DIGITIZATION BY OCCUPATION GROUPS IN EU MEMBER STATES, GROWTH (2015-2025) VERSUS SKILL LEVEL (2015)**

# COMMUNICATING RESULTS

## TARGET GROUPS

- **LABOUR MARKET SPECIALISTS**
- **POLICY MAKERS**
- **PUBLIC EMPLOYMENT SERVICES / GUIDANCE COUNSELLORS**
- **EMPLOYER / TRADE UNIONS**
- **TRAINING INSTITUTIONS**
- **STUDENTS**

## INFORMATION CHANNELS

- **HIGH LEVEL MEETINGS**
- **SPECIALIST WORKSHOPS / CONFERENCES**
- **REPORTS AND PUBLICATIONS**
- **DATA DEPOSITS**
- **PRESS INFORMATION**
- **INFORMATION FOR (SCHOOL) GRADUATES**

# THE USE OF FORECASTS IN LMSI

- **SKILLS FORECASTING ALLOWS A MEDIUM TERM VIEW ON THE FUTURE**
  - **QUALITATIVE INSIGHTS (WHAT ARE CURRENT TRENDS; WHERE DO WE WANT TO GO?)**
  - **SKILLS FORECASTS CAN BE USED TO FRAME DISCUSSIONS**
- **COMPLEMENTS LABOUR MARKET MONITORING**
  - **VACANCY SCANS / MONITORING**
  - **ANALYSIS OF (CURRENT) MISMATCH INDICATORS**
  - **SECTOR STUDIES**
  - **FORESIGHTING**



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# SOME THOUGHTS ON SUCCESS FACTORS

## DATA / FORECAST

**SETTING UP SKILLS FORECAST REQUIRES  
A REALISTIC INVENTORY OF DATA  
AVAILABILITY**

**SKILL FORECAST CANNOT GO BEYOND  
THE DATA YOU FEED INTO THE MODEL**

**FORECASTING BRINGS DATA TO ITS  
LIMITS**

## ORGANISATION

**ALLOW THE FORECAST TO GAIN  
EXPERIENCE**

**INTERACT FORECASTING (TEAM) WITH  
STAKEHOLDERS, DECISION MAKERS, AND  
DATA ORGANISATIONS**

**FORECASTS SHOULD IDEALLY BE SEEN AS  
IMPARTIAL / INDEPENDENT**

## USE

**THE OUTPUT OF ANY FORECAST SHOULD  
BE INTERPRETED BY / WITH THE HELP OF  
THE FORECASTING TEAM**

**DISCUSSING RESULTS AND DEVELOPING  
USAGE IN POLICY CHOICES**

**ALLOW FOR FEEDBACK LOOPS**

# CONTACT

PLEASE FEEL FREE TO CONTACT ME OR ASK  
ANY QUESTIONS ...

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