

Employers' surveys as a tool for identification of skill needs: core questions

Jiří Braňka, branka@nvf.cz
National Training Fund



22nd May, 2008

Czech Republic – country specifics

- **No regular survey aimed at identification of employers' skill needs in the Czech Republic now**
- **Labour offices ask employers about short-term outlook – their expected demand for labour force usually within one year**
- **Few ad-hoc surveys in the past by the National Training Fund, Labour offices, regional (especially Regional Councils for Human Resource Development involved) or private initiatives – pursuit of more qualitative approach**
- **Employers' surveys used for long-term (3+ years) forecasting of skill needs in few cases, but with poor results**
- **Employers' surveys still considered as an important tool for short-term forecasting of skill needs, but more complex methodology approaches are now being developed more rapidly**

Selection of questions (1)

Note: selected questions sometimes overlap, so in case of a new survey, it is possible to merge them or give them another structure.

Question 1: In which occupational groups did you have difficulties filling job vacancies 3 years ago and during the last year?

Close-ended question, possible answers based on ISCO-88 (major groups)

Question 2: Are the difficulties in filling vacancies more related to a low number of applicants or to their poor quality? Please choose from the relevant categories marked in previous question only.

	<i>Low numbers</i>	<i>Poor quality</i>
<i>Technicians and associate professionals (ISCO 3)</i>	X	-

Selection of questions (2)

Question 3: In which specific occupations are you facing most difficulties when looking for suitable employees with the relevant knowledge and skills? (write a maximum of 5 most important specific occupations or qualifications)

Possible answers based on ISCO-88 but more detailed – preferably for sub-major groups (ISCO XX?)

Question 4: The shortages of the occupations you mentioned (in the previous question) are caused by (please mark all relevant options):

	<i>Occ1</i>	<i>Occ2</i>	<i>Occ3</i>	<i>Occ4</i>	<i>Occ5</i>
Limited educational provision	x			x	
Low quality of educational institutions					
Insufficient mobility of the workforce		x	x	x	
Limited career development opportunities					
Speed of changes in the given field ...	x	x		x	

Selection of questions (4)

Question 5: Which of the skills stated below do you miss in the specific occupations you have mentioned?

	<i>Occ1</i>	<i>Occ2</i>	<i>Occ3</i>	<i>Occ4</i>	<i>Occ5</i>
Basic technical skills	x			x	
Inter-personal/communication skills					
Computer / IT skills		x	x	x	
Foreign languages					
Creativity/Initiative	x				x
Problem-solving skills ...		x		x	

„Missing“ questions

Which questions related to the identification of skill needs do you think are missing in your questionnaire(s) and you would add, if you had such an opportunity?

6. Do you think that market environment is facing serious changes and that these changes may influence your demand for qualified labour force?

(A scale is possible in this question)

7. If the answer for previous question was yes – can you tell how your demand for qualified labour force can change as a result of this development?

8. What skills shortages do you expect in labour supply in next year based on your opinion on labour market development?

Note: I see these questions useful for comparison – what employers perceive as a problem based on their view on labour market situation and their skill needs - and what experts see as possible future threat to labour market and employers.