



CEDEFOP

European Centre for the Development
of Vocational Training



CVTS3: an update

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Skillsnet expert workshop: Employers' surveys
as a tool for identification of skill needs

22-23 May 2008

OECD, Paris

An introduction to CVTS

- European enterprise survey focused on continuing vocational training (CVT) in enterprises.
- Reference years 1993, 1999 and 2005.
- Based on a regulation (from CVTS3), to be conducted every 5 years.
- CVTS3: 27 member states and Norway, reporting on enterprises with 10 or more employees, and covering most sectors.
- Only data source that provides detailed internationally comparable data in the field of enterprise provided continuing training.
- Cedefop has commissioned a study to analyse CVTS3.

Study: Evaluation and interpretation of CVTS3

Aim

To evaluate, analyse and interpret CVTS3, using statistics/indicators from the Eurostat on-line database, quality reports and microdata.

WP1: Evaluation and assessment of CVTS3 data quality

Evaluate and assess the quality of the data, focusing mainly on:

- Methodology, deviations, impact on quality, data completeness, role of imputations, questions that caused major problems

Study: Evaluation and interpretation of CVTS3

WP2: Context and structure of vocational training provision in enterprises

Analyse pattern/structure of CVT/IVT. Includes:

- training policy in enterprises, incentives and obstacles, forms, volume, intensity and content of CVT
- **Also**, assessment of skill/training needs, consideration of specific training needs of employees and of specific target groups.

WP3: Costs and financing of vocational training in enterprises

Analyse training costs/financing of CVT/IVT.

Time-scale

Final report in May 2009.

Skill needs in CVTS

- Both CVTS2 and CVTS3 have information on enterprises' view on the emergence of skill needs in past.
- Also information on procedures in enterprise to assess future skill needs and training needs
- Questions on skill needs subject to changes → comparisons over time difficult.

Skill needs in CVTS2

Enterprise skill needs in the past

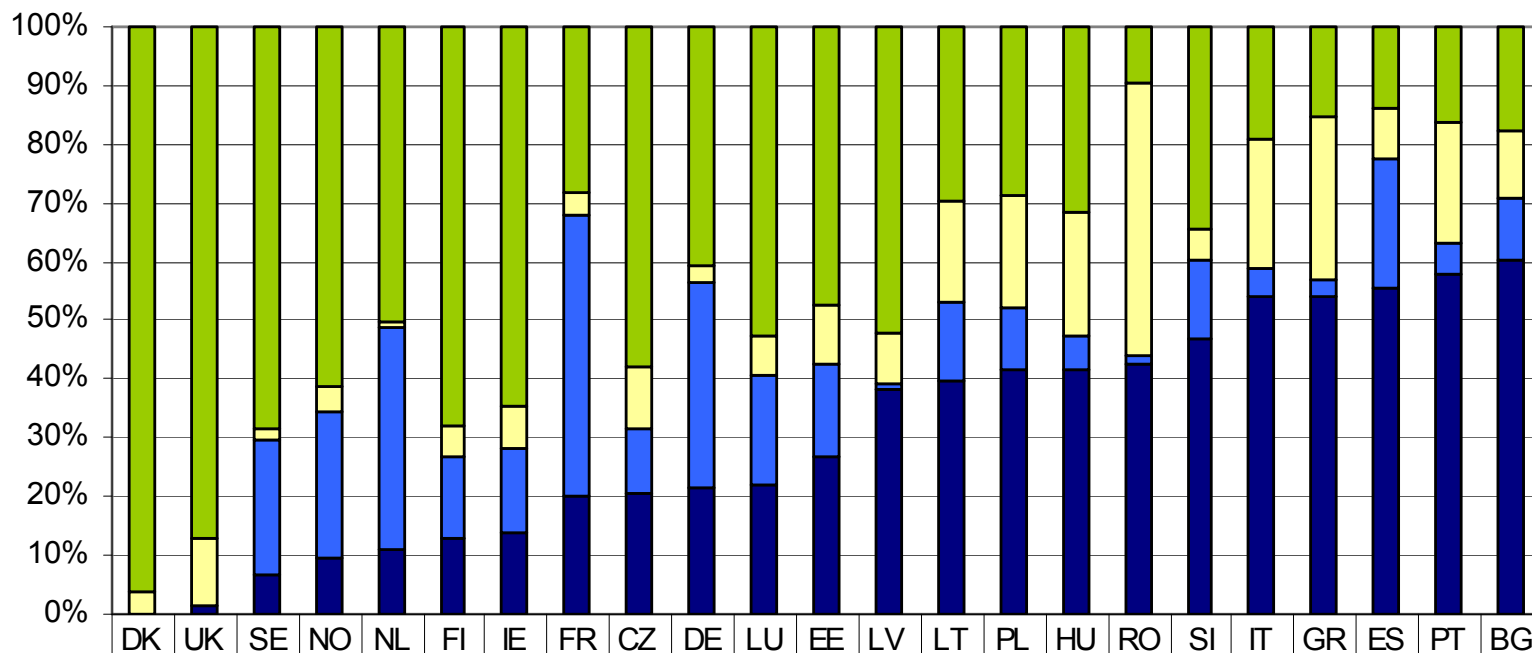
- **B3.** Over the last three years (1997-1999) did you need to obtain or develop new skills for the enterprise? (Yes/No).
- **E1.** What were the 3 most important reasons why the enterprise did not provide any continuing vocational training in 1999?
- Responses include: existing skills of employed correspond to needs of firm, difficulties in assessing the enterprise's CVT needs, initial training is sufficient to develop skills needed

Skill needs in CVTS2

Future anticipated skill needs

- **B1.** did the enterprise assess its future manpower and/or skill needs, i.e. by assessing the expected changes needed in the occupational and/or skills composition of the workforce? (Yes/No)
- **B2.** did the enterprise assess the skills and training needs of individual employees, e.g. by review with each employee of skills and qualifications they have or will need for the job they are doing or for their career/job development? (Yes...managers, other employees, all employees, no).

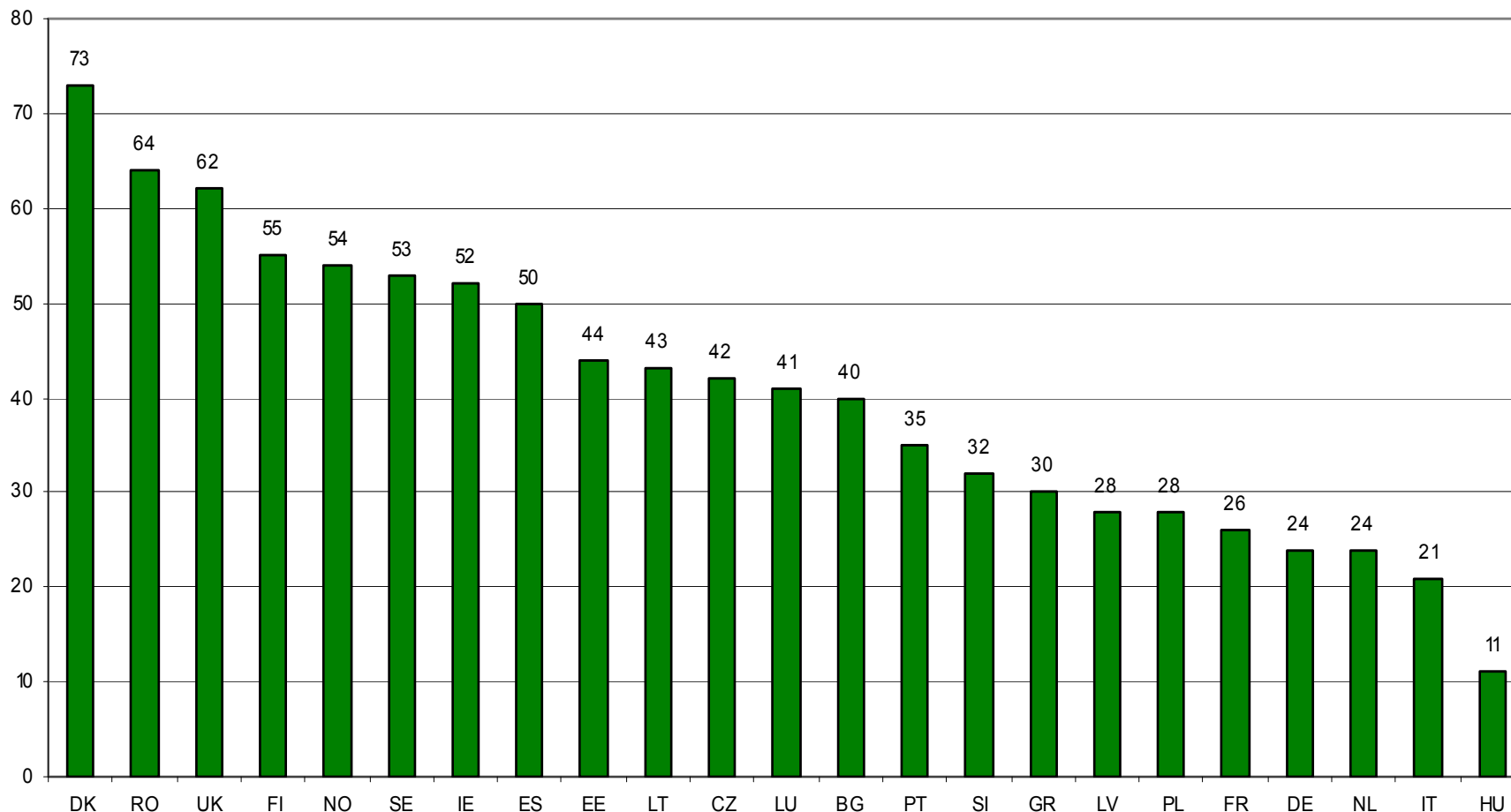
Skill needs in training/non-training enterprises, 1999



| | DK | UK | SE | NO | NL | FI | IE | FR | CZ | DE | LU | EE | LV | LT | PL | HU | RO | SI | IT | GR | ES | PT | BG |
|-------------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| ■ Training/ skill need | 96 | 87 | 68 | 61 | 50 | 68 | 65 | 28 | 58 | 41 | 53 | 47 | 52 | 30 | 28 | 31 | 10 | 35 | 19 | 15 | 14 | 17 | 18 |
| ■ Non-training/ skill need | 4 | 11 | 2 | 4 | 1 | 5 | 7 | 4 | 11 | 3 | 7 | 10 | 9 | 17 | 20 | 21 | 46 | 5 | 22 | 28 | 8 | 20 | 12 |
| ■ Training/ no skill need | 0 | 0 | 23 | 25 | 38 | 14 | 14 | 48 | 11 | 35 | 18 | 16 | 1 | 13 | 11 | 6 | 1 | 13 | 5 | 3 | 22 | 6 | 10 |
| ■ Non-training/ no skill need | 0 | 2 | 7 | 10 | 11 | 13 | 14 | 20 | 20 | 22 | 22 | 27 | 38 | 40 | 41 | 42 | 43 | 47 | 54 | 54 | 56 | 58 | 60 |

Source: Eurostat New Cronos, Date of extraction: 6 Feb 08 – Friederike Behringer, Cedefop Agora SkillsNet, 2008

Enterprises who assess their future manpower and/or skills needs in % of all enterprises, 1999



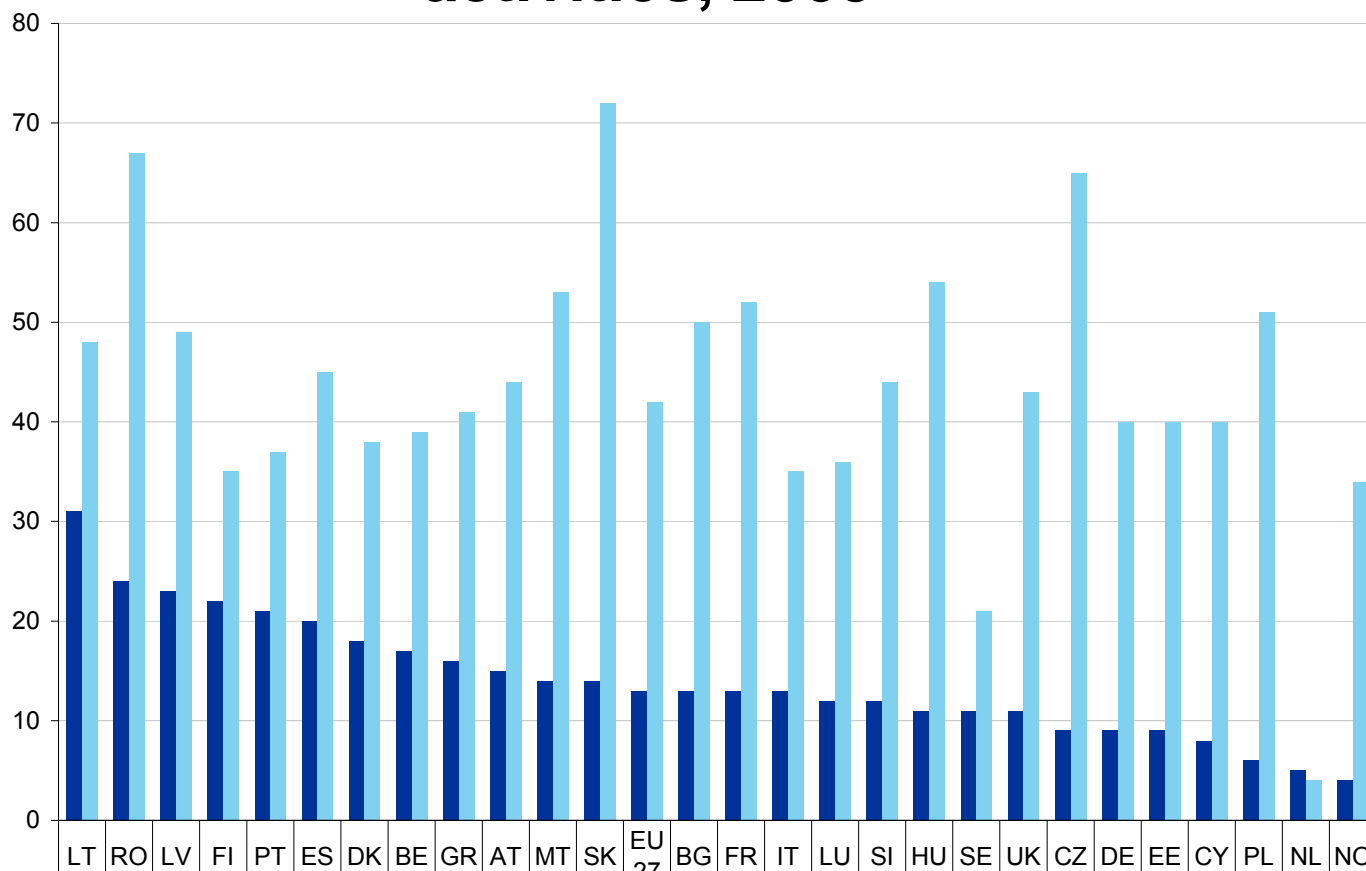
Source: Eurostat New Cronos, Date of extraction: 6 Feb 08 – Friederike Behringer, Cedefop Agora SkillsNet, 2008

Skill needs in CVTS3

Enterprise skill needs in the past

- **E1.** What were the 3 most important reasons why the enterprise did not provide CVT courses nor other forms of CVT for persons employed during 2005?
- Responses include: existing skills and competences of employed corresponded to current needs.
- Only for non-training enterprises.
- Question asked in similar way to CVTS2 but possible responses are different.
- **D15.** Did any of the following reasons have an effect on the scope of the enterprise's CVT activities?
- Responses include: difficulties in assessing the enterprise's CVT needs.

Reasons impacting scope of enterprise's CVT activities, 2005



| | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|----|
| ■ Difficult to assess needs | 31 | 24 | 23 | 22 | 21 | 20 | 18 | 17 | 16 | 15 | 14 | 14 | 13 | 13 | 13 | 13 | 12 | 12 | 11 | 11 | 11 | 9 | 9 | 9 | 8 | 6 | 5 | 4 |
| ■ No need | 48 | 67 | 49 | 35 | 37 | 45 | 38 | 39 | 41 | 44 | 53 | 72 | 42 | 50 | 52 | 35 | 36 | 44 | 54 | 21 | 43 | 65 | 40 | 40 | 40 | 51 | 4 | 34 |

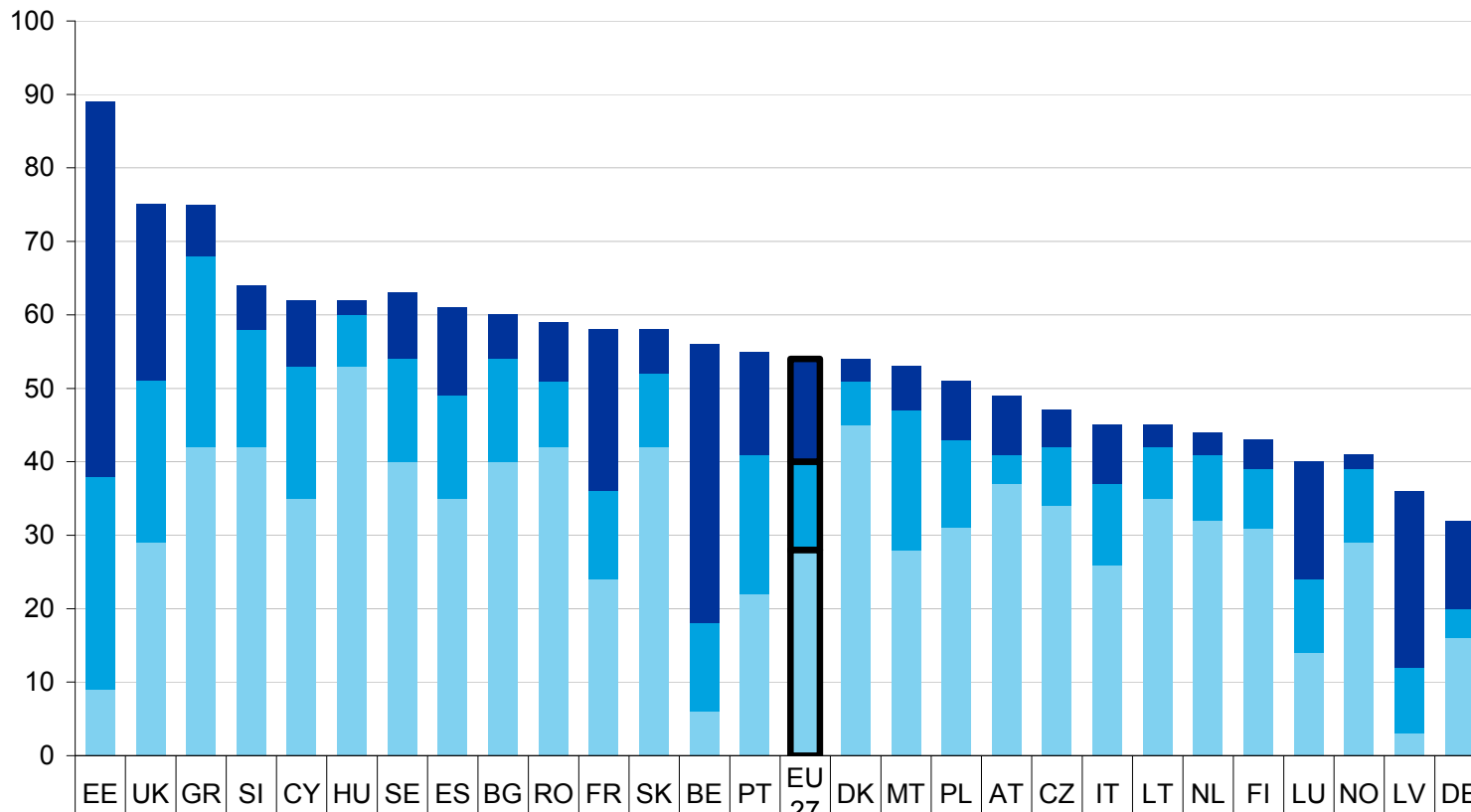
Source: Eurostat New Cronos, Date of extraction: 20 May 08

Skill needs in CVTS3

Future anticipated skill needs

- In most countries questions on future skill needs only for training enterprises. Questions changed in CVTS3.
- **D4.** How frequently did the enterprise implement formal procedures with the objective of evaluating the future skill needs of the enterprise?
- Responses: Always, often, occasionally, never.
- **D5.** How frequently did the enterprise conduct structured interviews with its persons employed with the objective of establishing the specific training needs of its persons employed?
- Responses: Always, often, occasionally, never.

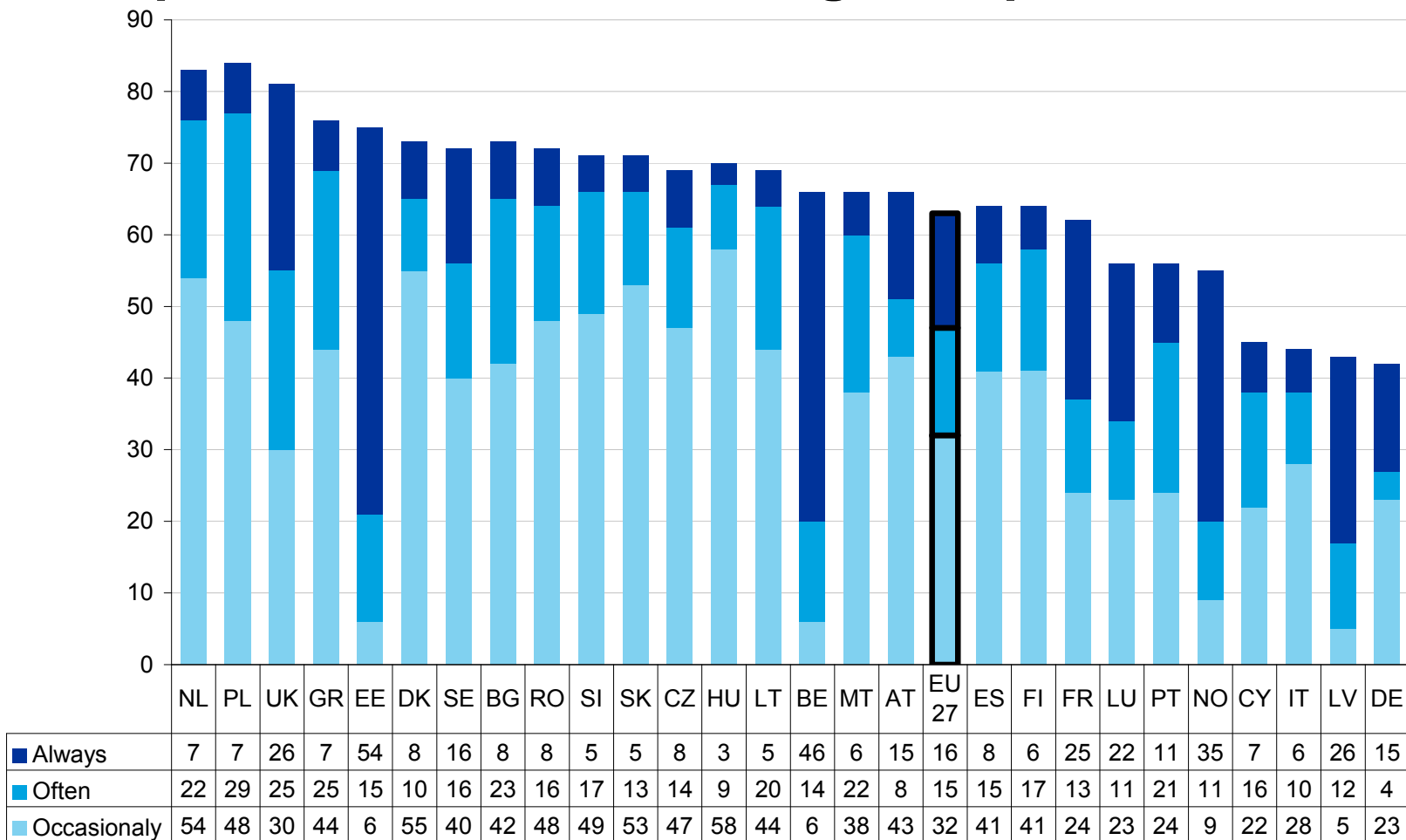
Enterprises who assess the future skills needs of the enterprise as a % of training enterprises, 2005



| | EE | UK | GR | SI | CY | HU | SE | ES | BG | RO | FR | SK | BE | PT | EU 27 | DK | MT | PL | AT | CZ | IT | LT | NL | FI | LU | NO | LV | DE |
|--------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-------|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Always | 51 | 24 | 7 | 6 | 9 | 2 | 9 | 12 | 6 | 8 | 22 | 6 | 38 | 14 | 14 | 3 | 6 | 8 | 8 | 5 | 8 | 3 | 3 | 4 | 16 | 2 | 24 | 12 |
| Often | 29 | 22 | 26 | 16 | 18 | 7 | 14 | 14 | 14 | 9 | 12 | 10 | 12 | 19 | 12 | 6 | 19 | 12 | 4 | 8 | 11 | 7 | 9 | 8 | 10 | 10 | 9 | 4 |
| Occasionally | 9 | 29 | 42 | 42 | 35 | 53 | 40 | 35 | 40 | 42 | 24 | 42 | 6 | 22 | 28 | 45 | 28 | 31 | 37 | 34 | 26 | 35 | 32 | 31 | 14 | 29 | 3 | 16 |

Source: Eurostat New Cronos, Date of extraction: 20 May 08

Enterprises who establish the training needs of their personnel as % of training enterprises, 2005



Source: Eurostat New Cronos, Date of extraction: 20 May 08

Conclusions

- Some basic information on skill needs
- Provision of data is upheld by an official European regulation

But,

- not very comparable over time
- only for sub-populations of firms (\neq <10 employees, excludes some sectors, training/non-training enterprises)
- focus is on CVT, not skill needs (refers to skills and competences not formal qualification requirements)
- Does not consider types of skills needed, though field of training is provided

Again...But,

- Many believe that CVTS needs to be revised in the future...