

CEDEFOP

Employers' surveys a tool for identification of skill needs

National questions – European Answers – Tertium Comparationis ?

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Template for country experts

- It's purposes
- It's content
 - Focusing on identifying skill needs
 - *If you had to reduce your existing questionnaire to only 5 core questions which could help to identify skill needs, which questions would you choose?*
 - The "missing link" & "wish list"
 - *Which questions related to the identification of skill needs do you think are missing in your questionnaire and you would add, if you had such an opportunity?*
- Your responses
 - Size of sample 27+
 - Templates received 23

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Core questions

- **Questionnaire addresses cross-sector or specific sector**
- **Active or reactive positioning of the respondent**
 - Recruitment activities
 - Statement on vacancies
- **3 categories of issues**
 - Recruitment / vacancies
 - Human resource development
 - Enterprise's environment
- **Time line for observation varies**
 - Past (last year)
 - Future (2014)
 - No specification

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Core questions

- **Quantitative and qualitative approaches**
 - **Nature of vacancies:**
 - Skills
 - Occupational fields
 - Levels
 - Specialities
 - Key competences
 - **Quantitative information**
 - Number of vacancies, recruitment
 - Duration of vacancies

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Core questions

- **Specific approaches**
 - **Skill shortages**
 - Training
 - Hiring

} fields of training, qualification, ISCED
 - **“Hard-to-fill” vacancies**
 - Tasks associated with hard-to-fill positions

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Core questions

- **Planned or anticipated changes**
 - Technology
 - Regulations
 - Market
 - Organisational culture /change
 - Employees
- **Impact of changes on staff development and occupations**

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Requirements for improvement to detect the “missing link”

- Recruitment practices: level and speciality
- Description of occupation with additional skills and knowledge required.
 - As for instance: problem solving, foreign languages, ...
- Focus on human resource development, by:
 - Linking a screening of current level of qualification to definition of training needs
 - Analysing the consequences of HR mismatch in terms of enterprises' performance and climate

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Requirements for improvement to detect the “missing link”

- Classification of vacancies along a set of criteria:
 - Reasons, ISCED, ISCO, NACE, level of work/practice required, occupations' national statistical code
- Link skills and occupations:
 - Skills related to one or more occupations
 - Dynamic approach: changes in skills and occupations requirements

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Extended “wish list”

- Exact skills lacking
- Expected shortages in labour supply
- Future profile in industry x
- Present skill gaps

- But also: no specific questions!

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Solutions

- Solutions attempted (by the enterprise itself)
and
- needed (possibly interventions, e.g. E/T Policy, Active Labour Market Policy, Migration Policy etc.)

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Commonalities and persisting diversity

- What are the terms used? occupations? are they all referring to ISCO? and ISCED when asking for levels? adequate personnel?
- Need to reach a common understanding on skills and competences across the different examples provided

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Present vs. future skill needs

- Develop and build up time series based on current skill needs
- Ask for occupations or rather for functions?
- Intensity of the skills need, its impact on the enterprise operations and the cause/reason for having difficulty to effectively respond to the need

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Further Discussion

- These preliminary results concern existing questionnaires in use in national contexts
- Should we, and how could we include these in our future activity?

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Thank you for your attention !

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