



# Employers' surveys on skill needs: feasibility work

Skillsnet expert workshop

**7 - 8 May 2009**  
**Milan, Italy**

The workshop is organised by the European Centre for the Development of Vocational Training (Cedefop) and its international network on early identification of skill needs 'Skillsnet' (<http://www.cedefop.europa.eu/skillsnet/>) in cooperation with Gruppo CLAS.

## General information

<b>Workshop venue</b>	Grand Visconti Palace Viale Isonzo 14 - 20135 Milano Tel +39 02 540 341 Fax +39 02 540 69 523
<b>Organisers</b>	European Centre for the Development of Vocational Training (Cedefop) Gruppo CLAS
<b>No of participants</b>	Max. 40
<b>Participants' profile</b>	Experts who have direct experience with employers'/enterprise surveys related to the identification of skill needs
<b>Working language</b>	English

## Background information

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**.

The first workshop took place in Bucharest in 2007. It discussed the potential use of existing surveys at European level for skill needs analysis and compared and discussed methods and approaches used in enterprise surveys in EU Member States. National experts were invited to submit summary information on national employers' surveys based on a template prepared by Cedefop's Skillsnet team.

The comparison revealed that no matter how methods and objectives of employers' surveys in individual MS differ, all participating countries expressed their willingness and preparedness to discuss and to look for possibilities to make their survey methodologies and results comparable. The new Skillsnet initiative aiming at finding a common European approach to employers' surveys as a tool for identification of skill needs was therefore considered timely and necessary.

Following up the workshop discussion, the Skillsnet 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.

The second workshop in Paris in 2008 was held in the framework of preparation of the feasibility study on employers' surveys. It discussed the three options: adjusting national surveys, modifying existing European surveys, launching a new European employers' skills survey. It was agreed that suggested alternatives are not mutually exclusive and that the forthcoming feasibility study can inquire simultaneously on several options. The workshop also served as a first attempt to identify core questions on skill needs.

## Workshop rationale and objectives

The feasibility study <sup>(1)</sup>, which is just being carried out, is expected to assess the three options mentioned above keeping in mind the achieved conclusions in the prior work. It is also expected to refine objectives of an eventual European employers' skills survey, its sample, periodicity, and propose a questionnaire or a number of core questions which could later be used beyond such survey through national cooperation and harmonization efforts.

The feasibility study is expected to tackle all issues, questions and concerns and to take into account all the materials (templates on methods and core questions filled by national experts, individual questionnaires) which have been made available since the start of the initiative. It was agreed on that the feasibility study team may equally approach MS experts for verification of certain questions and views to make sure that all opinions are taken into account.

Specific objectives of the workshop are:

- to present and discuss the interim results of the feasibility study on employer's survey in skill needs, including details of the methodology used;
- to discuss draft questions on skill needs for a common European survey and/or for a common module of national surveys: scope and limitations;
- to update knowledge on available international surveys related to the employer survey's on skill needs;
- to propose specific future steps for a further follow up.

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<sup>(1)</sup> 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

<b>Thursday, 7 May 2009</b>	
09.00-09.30	<b>Registration</b>
	<i>Chairperson: Emilio Colombo, Gruppo CLAS</i>
09.30-10.15	<b>Welcome and introduction</b> <ul style="list-style-type: none"> <li>- Welcome by Prof. Lanfranco Senn (Gruppo CLAS &amp; Bocconi University)</li> <li>- Welcome and introduction to workshop objectives and to the agenda by Torsten Dunkel, Cedefop</li> </ul>
10.15-10.45	<b>What data can we expect from employers' surveys?</b> Alena Zukersteinova, Cedefop Rob Wilson, IER, UK Discussion
10.45-11.15	<i>Tea/Coffee break</i>
	<i>Chairperson: Torsten Dunkel, Cedefop</i>
11.15-12.45	Roundtable 'Potential use of existing international surveys'  <b>Potential matching of Job Requirement Approach module of PIAAC and employers' survey</b> Mark Keese, OECD Discussion  <b>Insights from and potential use of the Continuing Vocational Training Survey</b> Sylvain Jouhette, Eurostat, EC  <b>Insights from and potential use of the European PES vacancy monitor</b> Lambert Kleinmann, DG Employment, EC Discussion
12.45-14.15	<i>Lunch</i>
	<i>Chairperson: Alena Zukersteinova, Cedefop</i>
14.15-16.15	<b>Interim results of the feasibility study on employer's survey on skill needs in Europe</b> Reassessing the 3 options for an employer survey: <ul style="list-style-type: none"> <li>- Results from the expert questionnaire on MS surveys</li> <li>- Preliminary assessment of existing European surveys</li> </ul> Paola Zito and Emilio Colombo, Gruppo CLAS, IT Discussion
15.30-15.45	<i>Tea/Coffee break</i>
15.45-16.15	Continuation of Discussion
16.15-17.00	<b>Presentation of draft questions on skill needs</b> Paola Zito and Emilio Colombo, Gruppo CLAS, IT Discussion – Tour de table
19.30	<i>Dinner</i>

**Friday, 8 May 2009**

Chairperson: *Torsten Dunkel / Alena Zukersteinova, Cedefop*

09.30-11.00 **Draft questions on skill needs** (continued)  
Paola Zito and Emilio Colombo, Gruppo CLAS, IT  
Discussion – Tour de table

11.00-11.30 *Tea/Coffee break*

11.30-12.30 **Open discussion / Final remarks / Feed-back round**  
**Conclusions and next steps**  
Torsten Dunkel and Alena Zukersteinova

12.30 *End of the workshop*

## Contact details

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