



SKILLSNET e-bulletin: September – December 2020

Strengthening skills anticipation and matching



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Since 2016, Cedefop had been providing technical advice to EU Member States that asked for the support of the Centre to improve their 'governance of skills anticipation and matching'. In 2017-19 Cedefop collaborated with national authorities in Greece, Bulgaria, Slovakia and Estonia. Building on a comprehensive **skills governance analytical framework** that Cedefop experts developed and on constant consultation with a national steering committee in each country, Cedefop collected in-depth information on the relevant country-specific priorities and stakeholders' views through a detailed methodology. The country reviews for the four Member States have been successfully completed, while results are available in the country reports on **Bulgaria, Estonia, Greece, and Slovakia**. Learn more about Cedefop's work on skills anticipation and matching [here](#).

NEWS FROM CEDEFOP

Save the date: Getting the future right (13th April 2021)

We are pleased to announce a virtual Cedefop conference on smarter and people-centred skills intelligence.

Over the past decade, Cedefop has driven the development and dissemination of labour market and skills intelligence (LMSI) in the EU, focusing on current and future labour market trends to inform VET and skills policies. The 2020 EU skills agenda makes a clear case for strengthening skills intelligence and making it more relevant for individuals. This event will bring together policy makers and other stakeholders to discuss how LMSI can contribute better to tackling skills challenges - digital, green, demographic and others.

Registration opening soon!

The Cedefop Skills OVATE has been updated!



Skills-OVATE: Skills Online Vacancy Analysis Tool for Europe. Explore the tool and visualisations with data up to September 2020 from [here](#).

Coronavirus and the European job market: how the pandemic is reshaping skills demand



Cedefop analysis has demonstrated the severe impact the coronavirus pandemic is having on recruitment and employment in the EU. During the first wave, many employers stopped or slowed down posting advertisements on private or public job

portals. While the situation improved slightly over the summer, the last few months have seen online job markets across the EU being again heavily affected by the measures governments are taking to curb the resurgence of the virus. Read more [here](#). (Image copyright: © Shutterstock/garagestock).

Coronavirus and the European job market: developments between the first and second wave



The third quarter of 2020 saw the number of job advertisements posted online rise by almost 8 million compared to the second quarter, and just 2% below the 2019 levels. This development, identified using **Cedefop's skills OVATE system** which monitors trends in online job markets across the EU, can be attributed to an improved epidemiological picture in most EU countries and more seasonal temporary jobs. Read more [here](#). (Image copyright: © Shutterstock/Drazen Zigic).

European education stakeholders endorse declaration on VET



The ministers in charge of vocational education and training (VET) in the EU Member States, candidate countries and EEA countries, the European social partners and the European Commission endorsed on 30 November the '**Osnabrück declaration on VET as an enabler of recovery and just transitions to digital and green economies**'. Read more [here](#). (Image copyright: © BMBF, 2020).

Cedefop links gender equality to better skills systemstraining



Gender balance in EU countries seems to be linked to well-functioning skills systems, according to a comparative analysis of Cedefop's **European skills index (ESI)** and the **Gender equality index** of the European Institute for Gender Equality (EIGE). Read more

[here](#). (Image copyright: © Shutterstock/StunningArt).

Coronavirus and the European job market: where the pandemic hit the hardest in spring 2020



European employers advertised 35% fewer jobs in online job portals in the second quarter of 2020 compared to the same period in 2019. This significant drop during the first lockdown, identified using **Cedefop's skills OVATE system**, provides valuable insights into the

impact the coronavirus crisis had on the EU labour market. Read more [here](#). (Image copyright: © Shutterstock/fizkes).

European vocational skills week 2020: focus on green and digital transitions



VET's role in the EU's recovery from the coronavirus pandemic and in the green and digital transitions was at the heart of the European vocational skills week 2020, the first held virtually as a result of the pandemic, between 9 and 13 November. Read more [here](#).

(Image copyright: © Digital & Green Waves).

#CedefopPhotoAward 2020



The winning teams of the #CedefopPhotoAward 2020 competition come from Poland, Greece, Czechia and Slovakia. In total, 43 teams of VET learners from 13 European countries took part in the fifth edition of the #CedefopPhotoAward, which this year also featured an optional video competition. Read more [here](#), and watch

our video, the presentation of the winners by our Executive director and slideshow.

Governments should prioritise investment in learning for adults



At least two-thirds of adults in every EU Member State agree that their government should prioritise investment in adult learning, a **new Cedefop survey** says. Across the EU, people believe that adult learning and training will become more important to career progression over the next 10 years, an argument strengthened by the 88% of adults who said that their job requires them to keep their skills constantly up to date. Read more [here](#). (Image copyright: © iStock/SDI Productions).

Cedefop and Eurofound European Company survey results published



The best outcomes in terms of company performance and workplace well-being are obtained in companies where training is valued highly according to the recently published **European Company Survey (ECS) 2019** by EU agencies Cedefop and Eurofound. Read

more about the survey [here](#), about wellbeing and performance [here](#). Watch also our **video** and download the publication [here](#).

Career guidance policy in the digital context discussed at CareersNet meeting



Cedefop's CareersNet, the network of independent experts in lifelong career guidance and career development, held its annual meeting on 8 and 9 October, in cooperation with the German Federal Employment Agency. Read more [here](#).

VET's role crucial in overcoming economic aftermath of pandemic – Cedefop Executive Director



In an interview given to BIBB, the German Federal Institute for Vocational Education and Training, published in their **BWP magazine 3/2020**, Cedefop Executive Director Jürgen Siebel talked about the challenges facing VET in Europe and Cedefop's unique contribution in

meeting them. Read more [here](#).

Artificial intelligence in a post-pandemic world of work and skills



Cedefop has been monitoring the adoption of artificial intelligence and new digital technologies by EU Member States, as these are becoming part of the EU's new reality in a post-coronavirus world. Read more [here](#). (Image copyright: © hutterstock/wavebreakmedia).

Cedefop community of apprenticeship experts holds annual meeting



The members of Cedefop's community of apprenticeship experts held their annual meeting, which this year was a virtual event, on 16 September. A long-term initiative of Cedefop's Department for Learning and Employability, the community aims at

strengthening and expanding the knowledge on apprenticeships in Europe. Read more [here](#).

COVID-19 brings forward threats and opportunities for labour migration, according to ILO & Cedefop



With an estimated global workforce of 164 million, migrant workers face employment difficulties, since many lost their jobs or pushed to informal working. Lacking social protection and suffering from low wages, **ILO** warns about the risks migrants may face in their professional future, while encourages local governments to utilize their skills to 'build back better'. Read more

[here](#).

NEWS FROM EUROPEAN COUNTRIES

Norway: second generation immigrants in vocational training – perceptions of future educational and professional possibilities



Two Norwegian researchers, Jørn Ljunggren and Julia Orupabo, have investigated how descendants of immigrants in vocational training see their educational and professional prospects. Read more [here](#).

Denmark: political agreement secures apprenticeships during and after Covid-19 crisis



In the wake of the many economic consequences of the covid-19 virus, the Government and the social partners have reached an economic agreement to secure apprenticeships both during and after the crisis. Specifically, the agreement is to spend EUR 725 million on subsidising apprentice salaries.

Read more [here](#).

Malta: Vocational excellence in the water sector



Many countries across Europe take water production and supply for granted. However, the operation is complex, requiring skilled professionals. The shortage of skilled workforce is a reality for many countries and not many young people think of relevant training as an

attractive option. In order to address this problem, certain European colleges and water sector professionals have joined forces. Read more [here](#).

Italy: National strategic plan for upskilling and reskilling adults



Italy appears to have a consistent and relevant legislative framework, as highlighted by the national report on the implementation of the upskilling pathways recommendation. Adult participation is steadily increasing, albeit slowly. But all institutional and socioeconomic

stakeholders agree on the need to adopt a holistic approach. Read more [here](#).

Iceland: The digital logbook project



The current logbook system in VET education in Iceland is paper based and considered outdated. This is why modernisation and move to digital for VET learners was recommended by a high-level working group as early as 2015. Read more [here](#).

Ireland: The Skills to advance initiative



Skills to advance is a national Further Education and Training (FET) initiative that was established to meet the challenges of rapid technological advances and the changing work environment. It was developed in response to the evolving skills and training

needs of employees and industry. Read more [here](#).

Bulgaria: SEE THE JOBS!



The **SEE THE JOBS!** platform is the latest initiative supporting the professional guidance of young people. It uses a 'career lexicon', matching instruments that help them discover suitable opportunities and descriptions of different professions. Read more [here](#).

CEDEFOP PUBLICATIONS

Briefing note - Adult learning and continuing vocational education and training valued by Europeans



Insights from a pan-European opinion survey conducted by Cedefop. This survey explores what adults living in the European Union, Iceland and Norway think about adult learning and CVET, given that image and perceptions influence action. Read and download [here](#).

Workplace practices unlocking employee potential



This report is based on the fourth edition of the European Company Survey (ECS), which was carried out jointly by Eurofound and Cedefop in 2019. Read and download [here](#).

Perceptions on adult learning and continuing vocational education and training in Europe



Impressions are influential. Through more than 40 000 interviews of people aged 25 and over in the European Union, Norway and Iceland, this survey explores people's impressions about adult learning and continuing vocational education and training (CVET), which are central to enabling adults acquire the knowledge, skills and competences they need to manage changing jobs and lives. Read and download [here](#).

Briefing note - NQF developments 2019



For years, the European qualifications framework (EQF) and national qualifications frameworks (NQFs) across Europe have helped build bridges across different countries and education and training systems. Read and download [here](#).

Key competences in initial vocational education and training: digital, multilingual and literacy



Key competences are important for personal development, employment, integration into society and lifelong learning. They are transversal and form the basis for all other competences. Acquiring key competences is possible through various learning pathways, including VET. However, little is known at the European level of how VET supports the key competence development. Read and download [here](#).

Developing and matching skills in the online platform economy



Long before the outbreak of the Covid-19 crisis, questions were raised about gig and platform work: are they 'digital sweatshops' or a conduit to skills development and better skills matching? The public health crisis may have accentuated the vulnerability of platform workers, but it also demonstrated the wider potential for working and learning digitally. Read and download [here](#).

Vocational education and training in Germany – Short description



This short description contributes to better understanding of VET in Germany by providing insight into its main features and highlighting system developments and current challenges. Read and download [here](#).

Skillset and match – September 2020 issue 20



The September 2020 issue of Skillset and match, Cedefop's magazine promoting learning for work, is now available to read and download from [here](#).

Vocational education and training in Europe 1995-2035



This synthesis report summarises the findings of the Cedefop project The changing nature and role of vocational education and training (VET) in Europe (2016-18). Research aimed at taking a step back and painting a comprehensive picture of VET developments in Europe, identifying challenges and opportunities. Read and download [here](#).

EVENTS

Making excellence inclusive: towards a new Cedefop survey of VET teachers and trainers

Date: 03/02/2021, Venue: Webinar



Cedefop's webinar will take place on 3 February 2021 from 09:00 to 13:00 CET. Participants will include European policy-makers, social partners and invited experts. Read more [here](#).

Skills Governance in Slovenia

Date: 04/02/2021, Venue: Virtual

The Slovenian Ministry of Labour, Family, Social Affairs and Equal Opportunities has reached out to Cedefop to seek expert advice with regards to setting up a Skills Forecasting system and to improve the governance of skills anticipation and matching in the country. Read more [here](#).

Past events

Attractiveness of continuing vocational education and training in the EU

Date: 07/12/2020, Venue: Virtual



Cedefop, together with Germany's Presidency of the Council of the EU, resumed its Cedefop-Brussels seminars with the 9th event of the series, this time in virtual format. Organised in cooperation with the rotating EU Presidency, these seminars build on Cedefop's research and analyses to address issues relevant to current European debates on VET and employment. Read more [here](#).

ReferNet annual plenary meeting 2020

Date: 02-04/12/2020, Venue: Virtual



The 18th ReferNet annual plenary meeting took place virtually on 2-3-4 December 2020. It brought together national representatives for ReferNet, ReferNet partners, Cedefop experts involved in ReferNet activities, as well as representatives of the European Commission and the European Training Foundation. Read more [here](#).

Workshop on the future of VET

Date: 26-27/11/2020, Venue: Virtual



The workshop provided an opportunity for policy-makers, stakeholders, experts and researchers to discuss the challenges and choices facing European VET today. Building on systematic research carried out by Cedefop in recent years, the workshop complements the ongoing political discussion on the future of European VET evidenced in the July 2020 Skills Agenda, the proposal for a VET Council recommendation and the 2020 Osnabrück declaration. Read more [here](#).

Third Policy learning forum on upskilling pathways: a vision for the future

Date: 05-06/11/2020, Venue: Virtual



Cedefop and the European Economic and Social Committee (EESC) organised the third Policy Learning Forum (PLF) on upskilling pathways: a vision for the future. PLF on upskilling pathways are a series of policy learning events on the topic aimed at providing

a platform for countries to come together to learn from one another and explore common challenges in upskilling adults with low level of skills. Read more [here](#).

Cedefop – Eurofound webinars on Key findings of the European Company Survey 2019 and their implications for policy and practice

Dates: 13/10/2020, 20/10/2020 and 29/10/2020



13/10/2020: Workplace practices unlocking employee potential. Read more [here](#).



20/10/2020: #AskTheExpert: the European Company Survey 2019 findings on employee involvement. Read more [here](#).



29/10/2020: #AskTheExpert: the European Company Survey 2019 findings on skills. Read more [here](#).

Skills forecast: insights from the 2020 release

Dates: 19/10/2020



The preparation of Cedefop's pan-European skills supply and demand forecasts was supported by a network of experts in forecasting and labour market analysis from each EU Member State. Individual Country Experts (ICEs) contributed to increasing the quality of the reports based on the Cedefop Skills Forecast. Read more [here](#).

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