



## Skills anticipation practices in times of transitions: trends in EU Member States

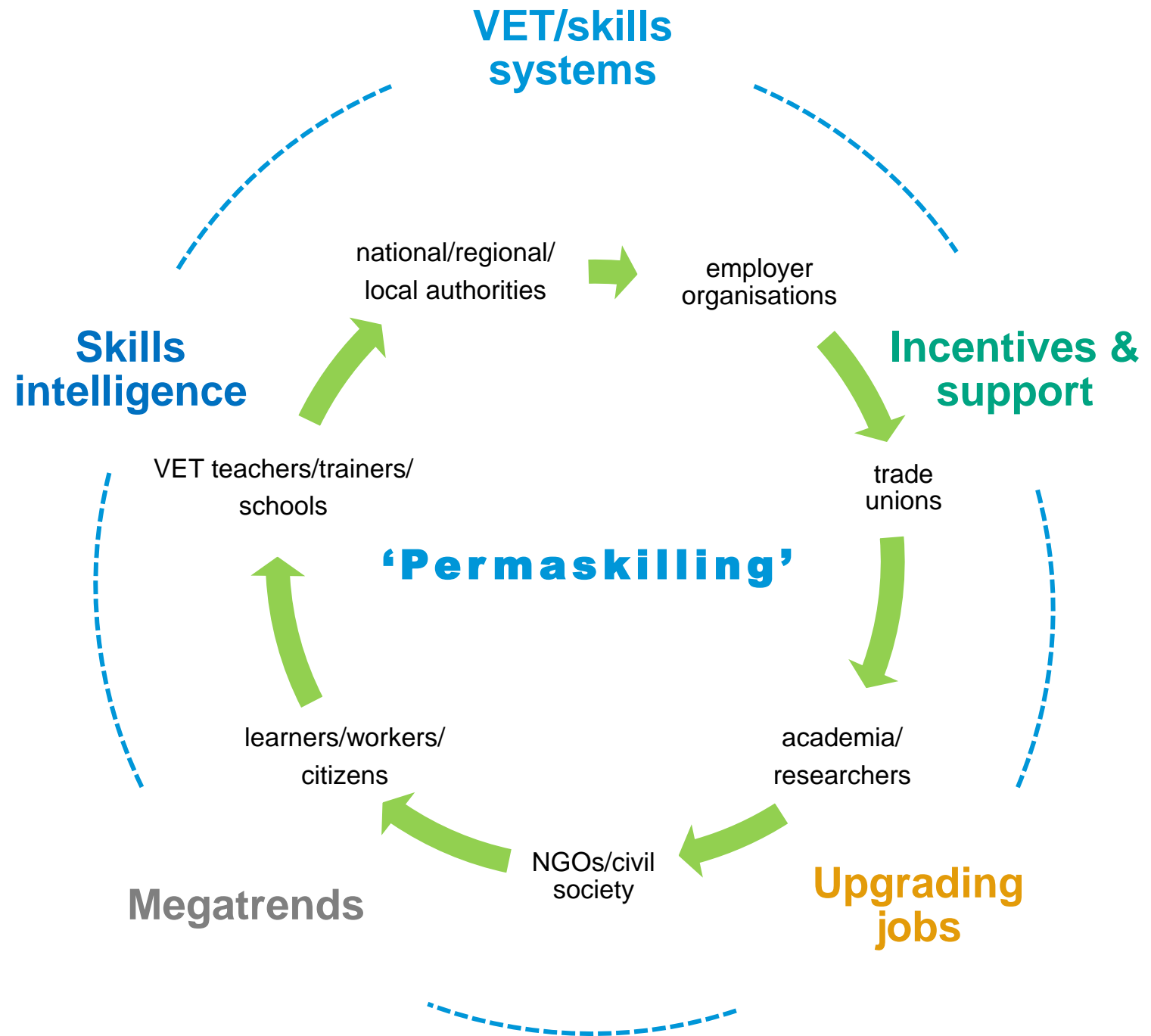
Stelina Chatzichristou, Expert, Cedefop

14<sup>th</sup> Cedefop Brussels Seminar

June 19, 2023



# Future-proofing jobs: partnerships, feedback loops, learning to learn



# Skills anticipation

- **Why** is it important?
- **How?**
  - Skills forecast, skills foresight, skill surveys (employers, employees, graduates), big data
- **Who?**
  - All relevant stakeholders: authorities, social partners, VET providers, chamber, sectoral/occupational associations and bodies, learners/workers, parents
  - *Comprehensive skills governance*

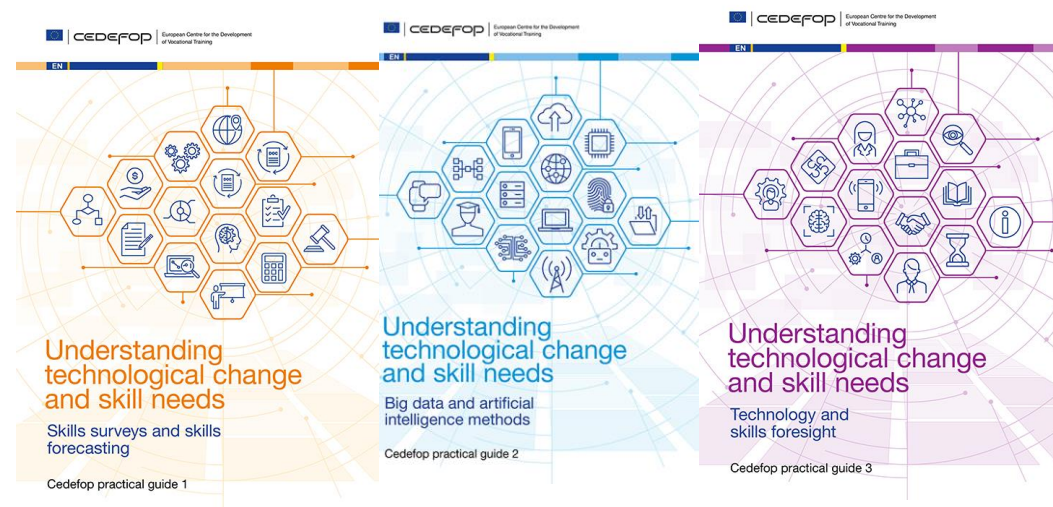
# Governance of skills anticipation and matching: Cedefop supporting EU countries



Cedefop/ILO/ETF

6 Methodological guides to anticipating and matching skills and jobs

Practical guides on understanding technological change and impact on skill needs: skills surveys and skills forecasting, big data and artificial intelligence methods, technology and skills foresight



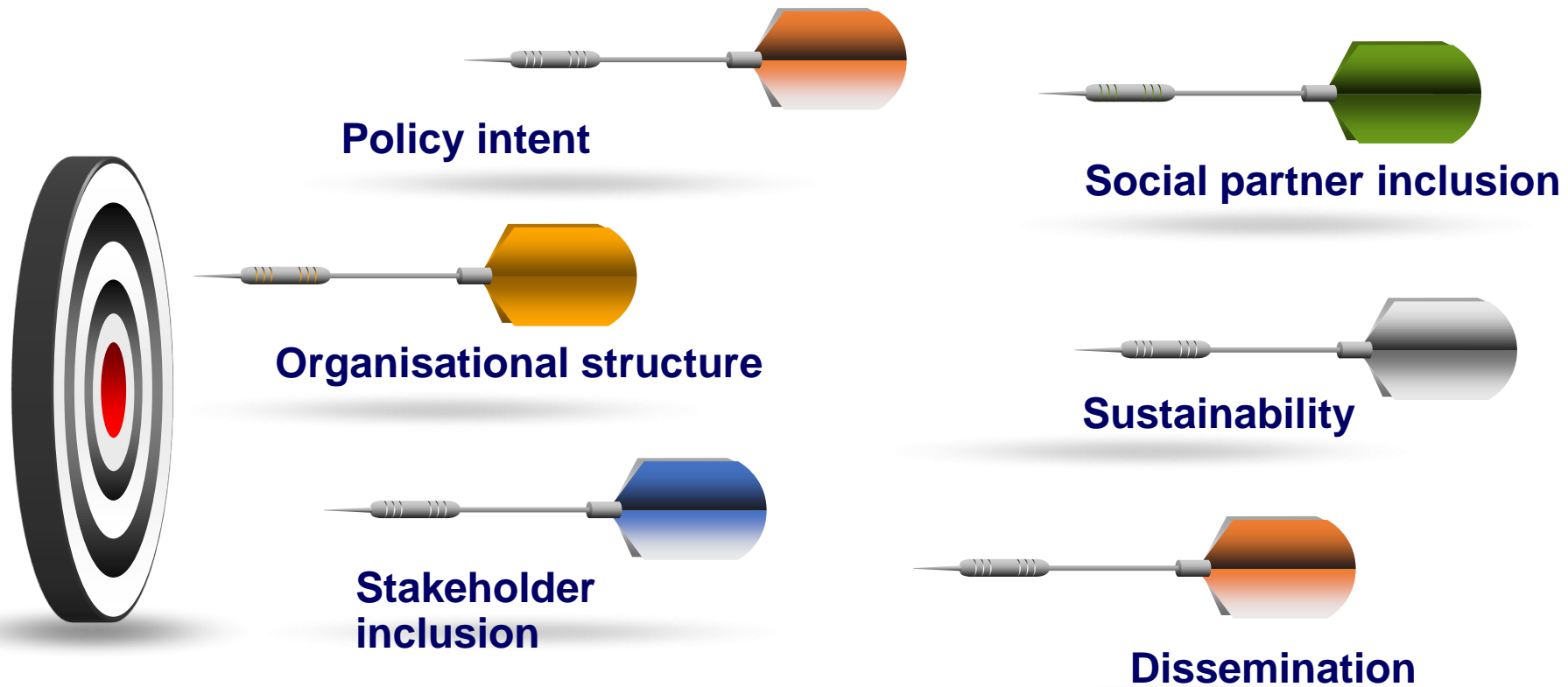
# Governance of skills anticipation and matching: Cedefop supporting EU countries

- 2016: Malta, Iceland, Slovenia, [Greece](#), [Bulgaria](#), [Slovakia](#), [Estonia](#)

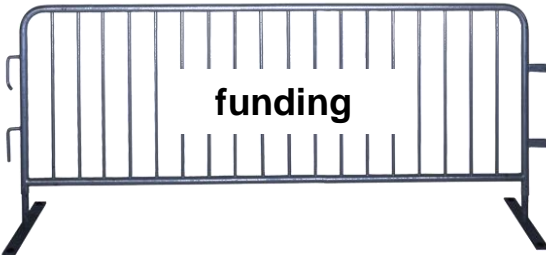
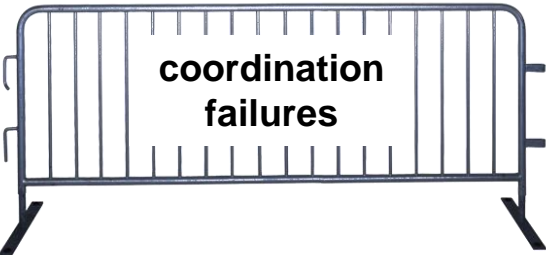
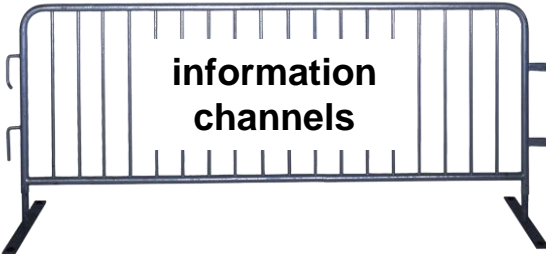
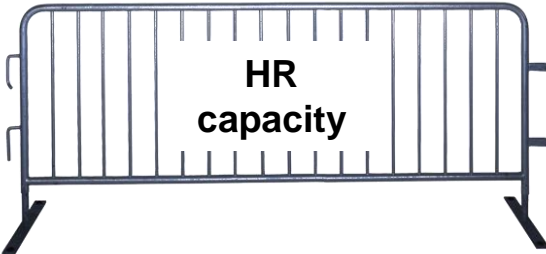
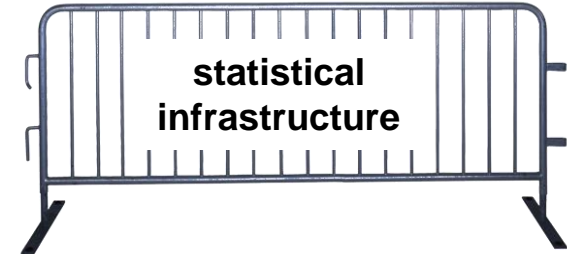


- Cedefop's [Matching skills online tool](#): collection of policy instruments from EU Member States
- Skills anticipation in EU Member States – data insights: update under analysis

# Elements of effective skills governance systems



# Challenges and set-backs



# Cedefop's skills governance framework

culture

history

	Organisation	Resources	Stakeholders	Use of information
Foundations	<b>A</b> Legal and institutional framework	<b>D</b> Funding and human resources	<b>G</b> Cooperation arrangements	<b>J</b> Feedback mechanisms
Processes	<b>B</b> Management and control	<b>E</b> Data, methods and expertise	<b>H</b> Feedback and validation	<b>K</b> Customisation and dissemination
Sustainability	<b>C</b> Vision and strategy	<b>F</b> Stability	<b>I</b> Integration of stakeholder needs	<b>L</b> Reputation

Approx. 57 facilitators  
<160 descriptors

economy

demography



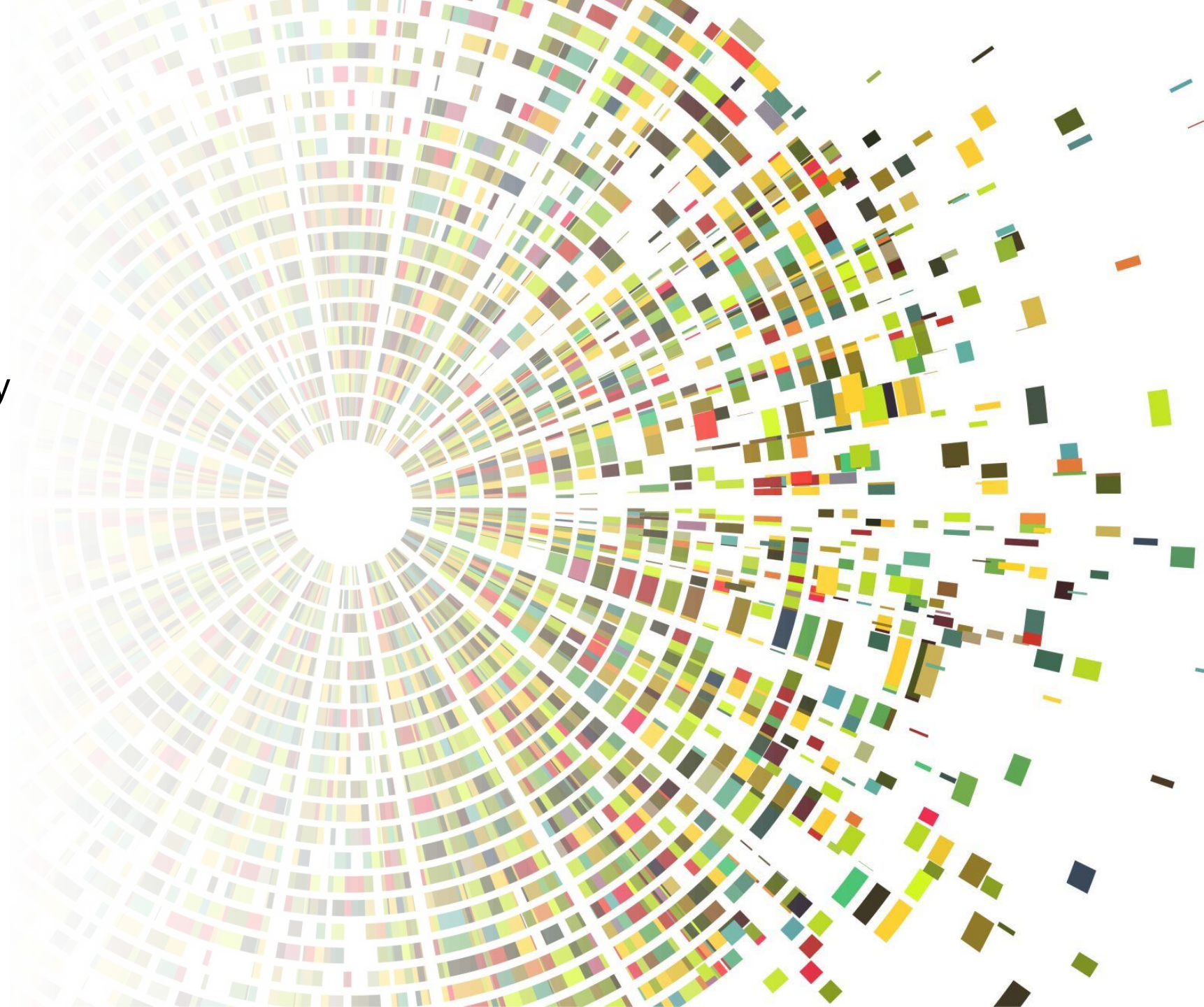
## Organisation

- **Management:**

- Forecasts: usually driven by at least one national authority
- Ministry of Labour
- Foresights: sectoral level
- Coordination with policy areas, e.g. economic goals

- **Vision:**

- Recognising the need for skills anticipation system to become more reflective



# Resources

## Data, methods and expertise

- **Expansion & integration of skills anticipation methods**
- All countries have at least one tool in place (forecasts)
- Where no forecast, CEDEFOP's medium-term skills forecast is used
- More foresight, but still modest uptake
- More surveys (e.g., employers); tracer studies
- Big data/OJAs gaining ground
- Increased sectoral focus

## Funding

- ESF still plays a crucial role
- Lack of continuous funding/project-based approach



# Use of information

- More examples of sharing skills anticipation outcomes **online** to a wide range of stakeholders
- Number of **intakes** and **budget** for training and education
- Number and type of **work-based training programmes**
- **Planning/ VET provision** & secondary education provision;
- Career and vocational **guidance** services
- Support services for **young people** and jobseekers;
- Monitor **curricula effectiveness** => amend programmes or offer new ones to reflect projections
- Inform **migration policy**



# Focus on skills for the twin transition



National Observatory for Jobs and Occupations of the Green Economy (Observatoire national des emplois et métiers de l'économie verte, Onemev), created in 2010



INCoDe.2030 project under the National Skills Strategy (2017-2030) to forecast the most important digital competences in the economy



In 2020-2022, OSKA ad hoc studies on digital and skills for the green transition



Identification of skills and training needs in the digital economy and industry by Fundae

Increased interest – more focus necessary

# Cedefop's next steps

- Analyse and publish country reports on skills anticipation
- Collect information on “green” skills anticipation approaches/initiatives in Member States:
  - Cedefop ReferNet partners
  - Policy brief
- “Green” skills anticipation practical guide



# Thank you



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