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

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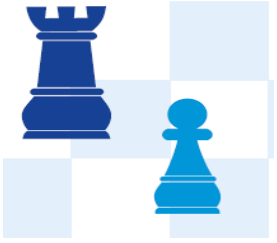
Cedefop 3rd virtual get-together

September 26th, 2023

Aiming at future-proofed jobs…
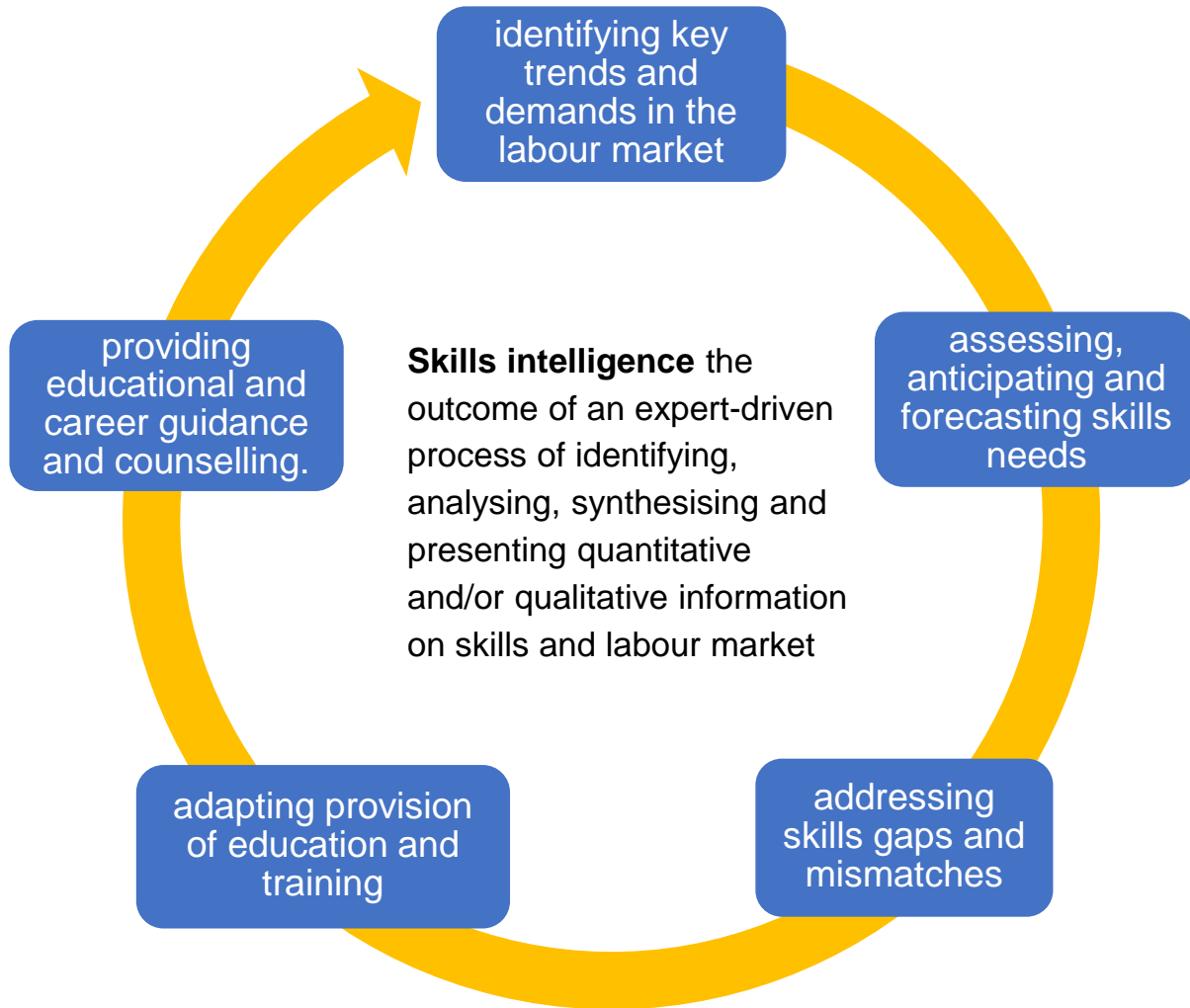
VET/skills systems

Skills intelligence

Incentives & support

Upgrading jobs

Megatrends

'Permaskilling'

national/regional/local authorities

employer organisations

trade unions

academia/researchers

NGOs/civil society

learners/workers/citizens
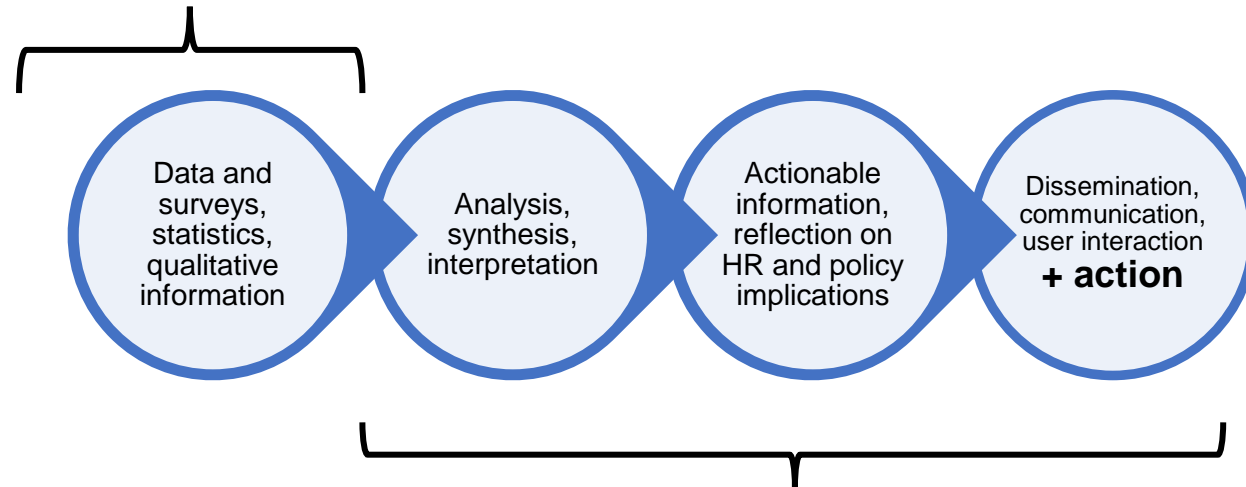
VET teachers/trainers/schools

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…through **skills anticipation**

- ■ **Why** is it important?

- ■ **How?**

  - ▪ **Skills intelligence** through 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*

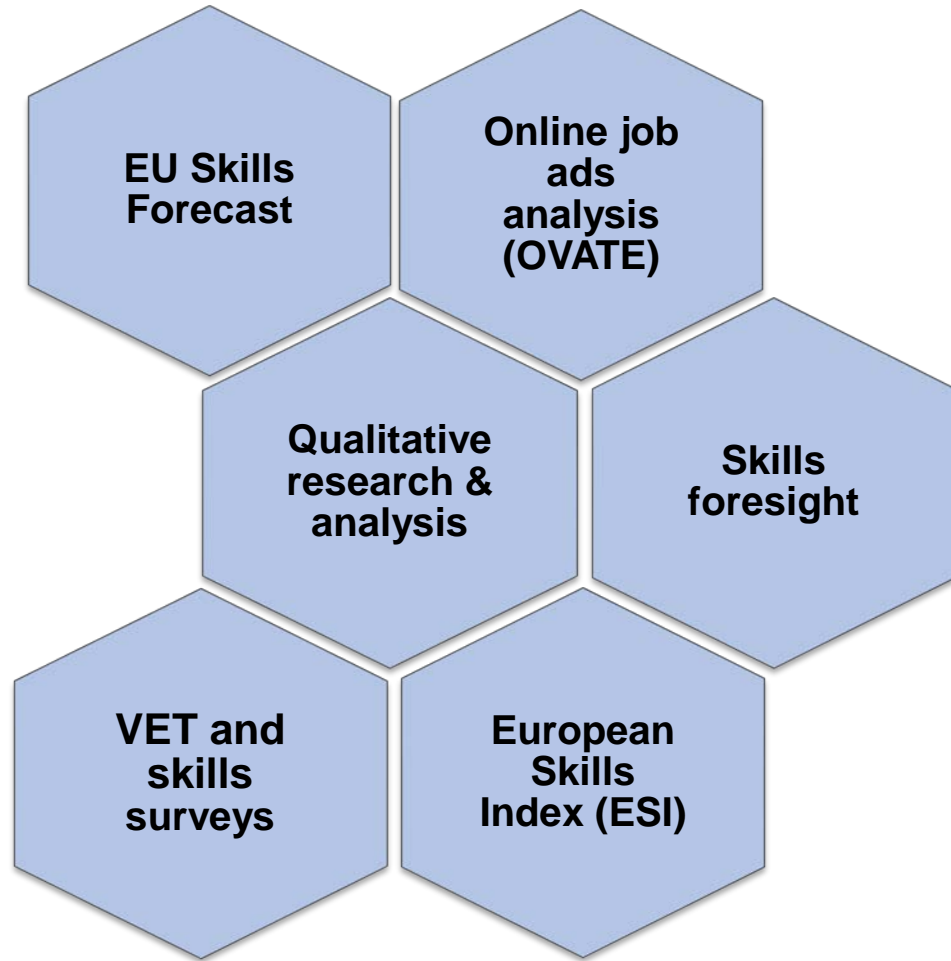# Skills intelligence: what is it and how can it support decision-making?

identifying key trends and demands in the labour market

providing educational and career guidance and counselling.

Skills intelligence the outcome of an expert-driven process of identifying, analysing, synthesising and presenting quantitative and/or qualitative information on skills and labour market

assessing, anticipating and forecasting skills needs

adapting provision of education and training

addressing skills gaps and mismatches

skills intelligence foundations

Data and surveys, statistics, qualitative information

Analysis, synthesis, interpretation

Actionable information, reflection on HR and policy implications

Dissemination, communication, user interaction **+ action**

skills intelligence value added

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https://www.cedefop.europa.eu/en/tools/skills-intelligence

Cedefop blends insights to develop skills intelligence

EU Skills Forecast

Online job ads analysis (OVATE)

Qualitative research & analysis

Skills foresight

VET and skills surveys

European Skills Index (ESI)

- Future skills demand and supply
  Understanding megatrends

- Skill demand, utilisation and learning
  Skills (mis)matches/tensions

- Demand for occupations
  Emerging skill trends

https://www.cedefop.europa.eu/en/tools/skills-intelligence

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Cedefop guides enable understanding of skills anticipation methods

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](#)

➡️ Forthcoming: practical guide on "green" skills anticipation

Governance of skills anticipation and matching:
Cedefop supporting EU countries

- 2016: Malta, Iceland, Greece, Bulgaria, Slovakia, Estonia and Slovenia

- Cedefop's Matching skills online tool: collection of policy instruments from EU Member States

- Cedefop Skills anticipation in EU Member States – data insights

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Cedefop's skills governance framework: what are the key elements of well-functioning systems?

culture

history

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

Approx. 57 facilitators
<160 descriptors

economy

demography

http://www.cedefop.europa.eu/en/events-and-projects/projects/assisting-eu-countries-skills-matching
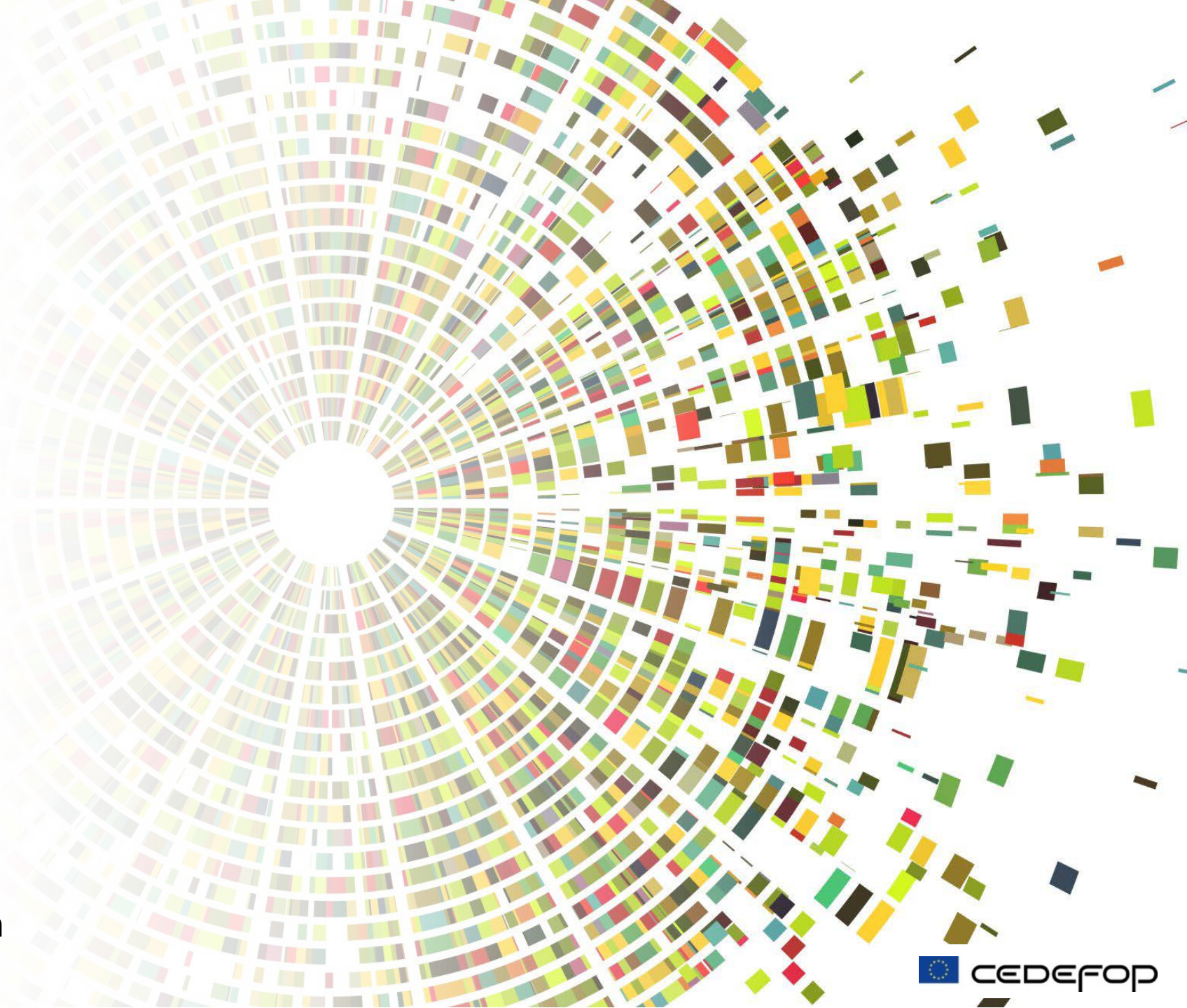
Organisation
remains centralised

- **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: twin transition

Resources: more advanced methods are in use

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: e.g., used by PES
- Increased sectoral focus

Funding

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

Stakeholders are more centre-stage, but some roadblocks remain

- **More** partner-centred approaches: e.g., Go4Brussels 2030 strategy and Ireland

- Partnerships at **regional/local** level, e.g,. Activities by the Czech Republic Confederation of Industry

- Increased participation of **social partners:**

  e.g., Croatian employers involved in development of occupational standards

But challenges in stakeholder coordination and synergies still reported

National/regional/local authorities
Education and training providers
Social partners
Sectoral organisations
Chambers

Image by Pixabay

Wider use of information powers VET and other policies

- 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**

Twin transition skill impact gains attention

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

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

ES
Identification of skills and training needs in the digital economy and industry by Fundae; and Just Transition Strategy

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

NO
- Skills forecasts at national level focusing explicitly on the green transition
- Competence Needs Committee assessment of future competence needs: latest report on green transition competence needs

Increased interest – more focus necessary

The steps towards Europe's skill revolution that will allow for a fair and inclusive green and digital transition

EUROPEAN YEAR OF SKILLS

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	Upscaling VET & adult learning	**Innovation in governance**	**Better matching skills and jobs**
Policy level	**1 Time to move** When making adult learning a reality for all, actions speak louder than words	**2 Bring everyone on board** Successful policy design and implementation require trust-based partnerships rather than silo thinking	**3 Make permaskilling the norm** Investing in skills and upgrading jobs go together
Systemic level	**4 Make VET flexible and inclusive** Flexible, inclusive, age-neutral and learner-centred VET is the only way forward	**5 Skills thrive best in ecosystems** Via better skills utilisation, companies, in particular MSMEs, can play a more active role in skills ecosystems	**6 VET fuels the twin transition** VET is best placed to deliver higher-level skills for the digital and green transitions
Implementation level	**7 Foster CVET for all** Employer engagement drives the development, expansion and reach of CVET programmes	**8 Support learners** Coordinated support measures will engage people in up- and reskilling	**9 Turn skills intelligence into action** User-centred skills intelligence helps translate trends and policy aims into actionable learning and matching opportunities

https://www.cedefop.europa.eu/en/landing-page/EYS2023

Cedefop's next steps

- Analyse information on "green" skills anticipation approaches/initiatives in Member States + NO, IS:

  - Data insights and Cedefop ReferNet partners

  - Policy brief

- "Green" skills anticipation practical guide

Thank you

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