

# ► Policy relevance of short-term skills anticipation

*An international perspective*

Takaaki Kizu, International Labour Organization

## Countries are shortening feedback loop between LM signals and policies...

### Canada

- 3-year employment outlook

### United States

- 2-year employment projection

### Chile

- Sistema de Análisis de Bolsas de Empleo (SABE)

### Sweden

- Short-Term Occupational Outlook

### Finland

- Occupation Barometer

### Italy

- Excelsior Information System

### Singapore

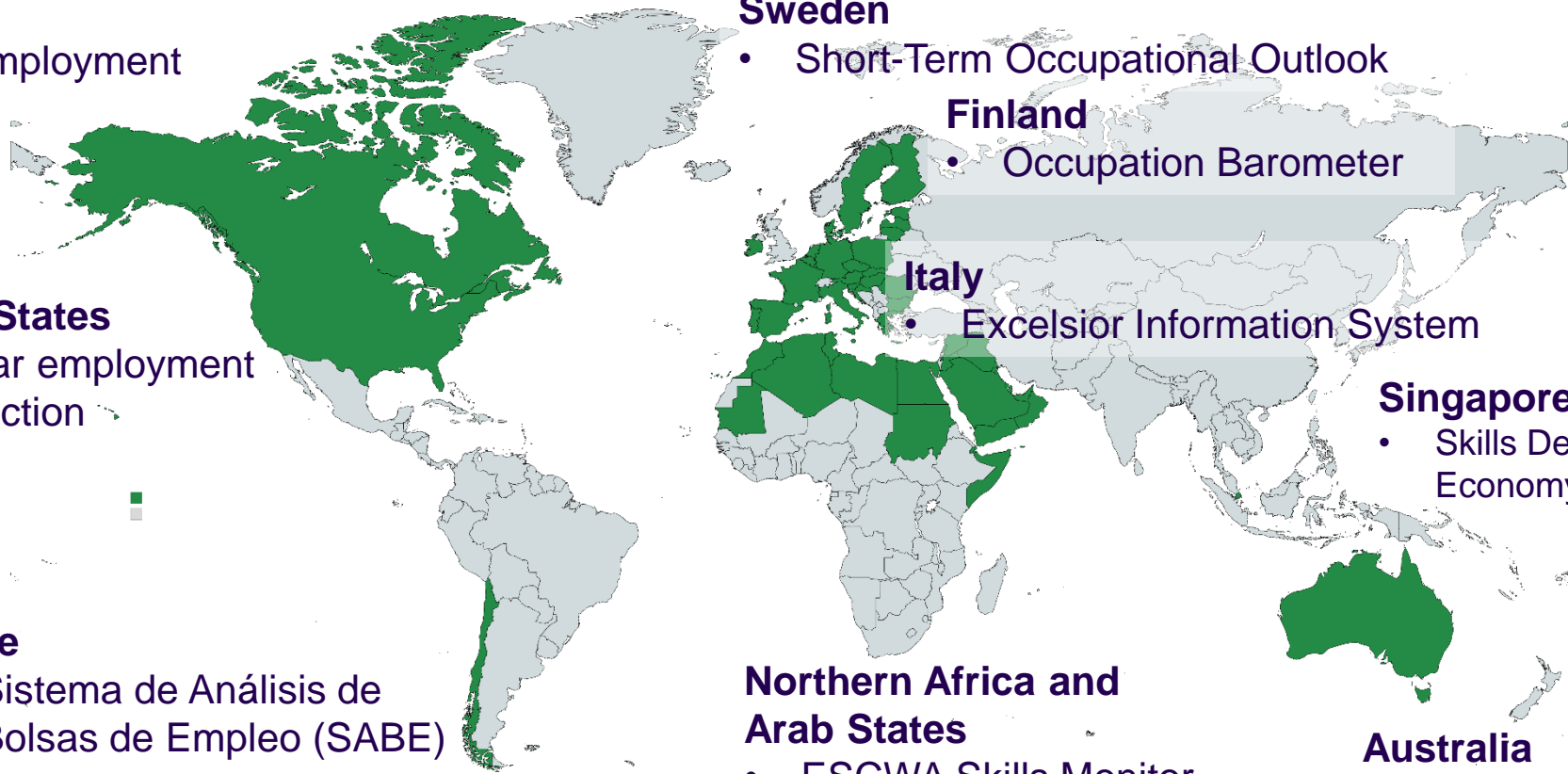
- Skills Demand for the Future Economy Report

### Northern Africa and Arab States

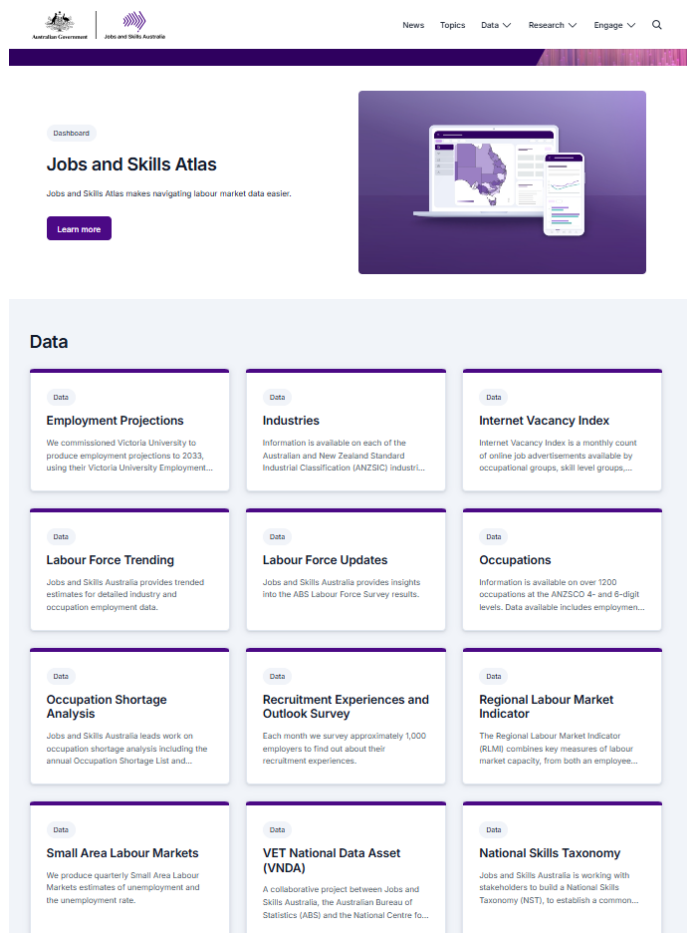
- ESCWA Skills Monitor

### Australia

- NERO
- Internet Vacancy Index ▶ [ilo.org](http://ilo.org)

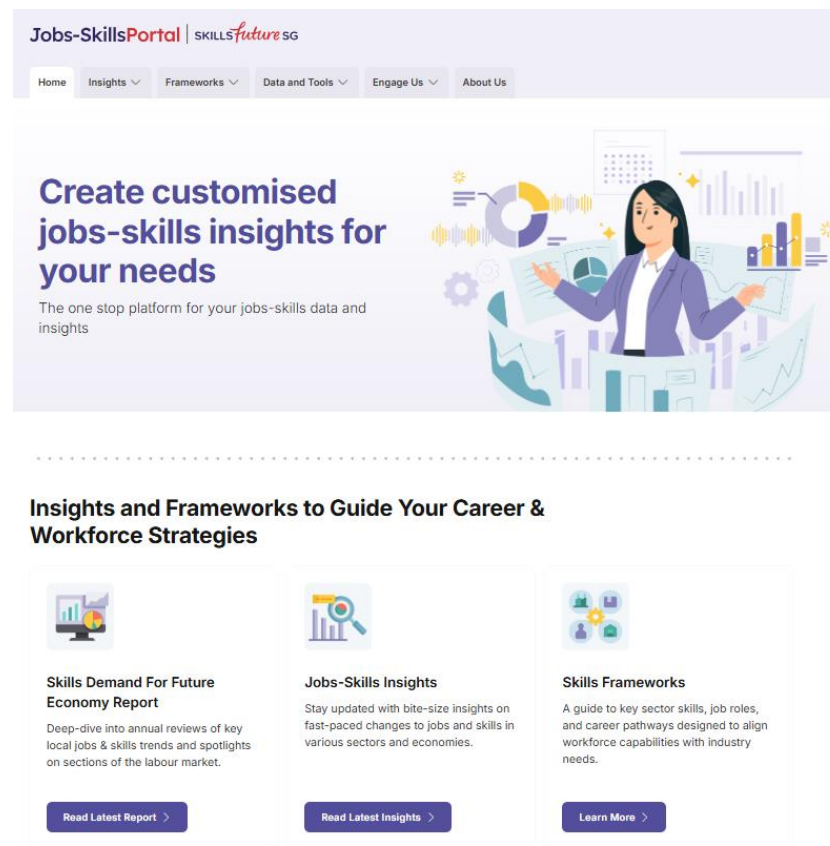


# ...with dedicated data infrastructure & coordination (Asia and the Pacific)...



The screenshot shows the 'Jobs and Skills Atlas' website. At the top, there is a navigation bar with 'Home', 'Insights', 'Frameworks', 'Data and Tools', 'Engage Us', and 'About Us'. The main content area features a large header with the title 'Jobs and Skills Atlas' and a sub-header 'Jobs and Skills Atlas makes navigating labour market data easier.' Below this is a 'Learn more' button. The 'Data' section is a grid of 12 cards, each representing a different data product or report, such as 'Employment Projections', 'Industries', 'Internet Vacancy Index', 'Labour Force Trending', 'Labour Force Updates', 'Occupations', 'Occupation Shortage Analysis', 'Recruitment Experiences and Outlook Survey', 'Regional Labour Market Indicator', 'Small Area Labour Markets', 'VET National Data Asset (VNDA)', and 'National Skills Taxonomy'.

Source: [Jobs and Skills Atlas](#), [Jobs and Skills Australia](#)



The screenshot shows the 'Jobs-SkillsPortal' website. The header includes the logo 'SKILLSfuture SG' and a navigation bar with 'Home', 'Insights', 'Frameworks', 'Data and Tools', 'Engage Us', and 'About Us'. The main content area features a large header with the title 'Create customised jobs-skills insights for your needs' and a sub-header 'The one stop platform for your jobs-skills data and insights'. Below this is an illustration of a woman in a business suit standing next to various data charts and graphs. The 'Insights and Frameworks to Guide Your Career & Workforce Strategies' section is a grid of three cards: 'Skills Demand For Future Economy Report', 'Jobs-Skills Insights', and 'Skills Frameworks'. Each card has a 'Read Latest Report', 'Read Latest Insights', or 'Learn More' button.

Source: [Jobs-Skills Portal](#), [SkillsFuture Singapore](#)



## ...producing sub-national short-term projections (North America)...




Government of Canada  
Gouvernement du Canada

### Job Bank

Job search ▾ Career planning ▾ Labour market information ▾ Hi

[Job Bank](#) > [Labour market information](#) > [Explore job outlooks](#)

## 3-year Employment Outlooks -



This site is sponsored by the [U.S. Department of Labor](#).

### Projections Central

State Employment Projections  
Projections Managing Partnership (PMP)

Related Sites State Projections Sites

#### Labor Market Projections

Projections of industry and occupational employment are developed for all states and the nation as a whole. Each state is responsible for developing its state's projections and makes them available to the public. This site helps customers find the most current projections information, provides links to additional sources and is a resource for state analysts that develop the projections. One of the most important uses of the projections is to help individuals make informed career decisions. Information on this site allows projected employment growth for an occupation to be compared among States. It also allows projected employment growth among occupations to be compared within one state.

#### ? About the PMP

The Projections Managing Partnership (PMP) operates an integrated, nationwide program of state and local projections. The PMP helps projections customers make informed decisions based on the most reliable and relevant occupational and industry outlook information. Funding for the PMP is provided by the U.S. Department of Labor, Employment & Training Administration, with technical support from the Bureau of Labor Statistics and other entities across the country.

#### Vision

The Projections Management Partnership is the nationally recognized source of objective, data-driven projections of future state and local workforce needs.

#### Mission

To serve as a central hub and primary technical assistance resource for state analysts as they develop and deliver high-quality state and local employment projections

We accomplish this mission by:

- Maintaining a shared software and consistent methodology for producing projections.
- Fostering a network of projections subject matter experts and analysts to exchange ideas.
- Promoting professional excellence and continuously improving employment projections.
- Establishing common standards for producing state and local employment projections.
- Representing the concerns of projections analysts to national stakeholders.
- Helping customers use projections data and related data products more effectively.

#### Goals

PMP's goals include but are not limited to the following:

Strengthen the PMP value proposition. (Communications and Outreach)

- Develop and maintain strategic partnerships that enhance state and local employment projections.
- Develop and implement coherent communication among PMP analysts and users.
- Facilitate engagement with the user community.
- Maintain a sustainable administrative model for delivering PMP value to states and broader networks.

Increase value and relevance of PMP products and services (Product and Service Innovations)

- Improve the process for developing and delivering projections.

Enhance PMP capabilities. (Analyst & User Skill Development)

- Build capacity within the workforce system among analysts, subject matter experts, LMT directors, and customers.



# ...while harnessing the power of AI (Latin America)...



Personas Empresas Organismos Sobre Sence Participación ciudadana

sence@ Necesito Ayuda Ingresar

## SABA Sistema de Análisis de Bolsas de Empleo

OTIC SJFJFA ISCI INSTITUTO SISTEMAS COMPLEJOS DE INGENIERIA

Ministerio del Trabajo y Previsión Social

### Sistema de Análisis de Bolsas de Empleo, SABA

El Sistema de Análisis de Bolsas de Empleo (SABA) usa inteligencia artificial para recopilar, armonizar y analizar los avisos publicados mensualmente en los principales portales de empleo web. Esta información sirve para identificar ocupaciones y requisitos que están siendo buscados por las empresas del país a través de internet.



Seleccione una Región: All

Seleccione un Grupo ocupacional: All

AVISOS ACUMULADOS ENTRE: FEBRERO 2024 A ENERO 2025

Ocupación	Avisos	Vacantes por aviso
Empleados encargados del control de abastecimiento e inventario	47,537	1.6
Vendedores y asistentes de venta de tiendas, almacenes y puestos de mercado	45,890	3.4
Representantes comerciales	34,330	1.6
Guardias de seguridad	29,123	1.3
Auxiliares de aseo de oficinas, hoteles y otros establecimientos	27,990	1.1
Técnicos y auxiliares paramédicos de enfermería	21,329	1.3
Reponedores de estanterías	20,474	1.5
Ingenieros y técnicos en prevención de riesgos, inspectores de la salud, y otros prof. de seguridad laboral y ambiental	20,249	1.1
Ingenieros civiles, ingenieros en construcción y constructores civiles	18,574	1.2
Operadores de autoelevadoras y montacargas	16,953	1.5
Ayudantes de cocina	16,062	1.4
Promotores de tiendas	15,480	1.7
Conductores de automóviles, taxis y camionetas	14,476	1.7
Secretarios administrativos y ejecutivos	13,435	1.1
Profesionales de la publicidad y la comercialización	12,941	1.3
Obreros de carga	10,856	1.6
Psicólogos	10,519	1.1
Contadores	10,192	1.1
Cajeros de comercio	9,640	1.4
Vendedores por internet y otros medios de comunicación	8,380	16.0
Especialistas en políticas y servicios de personal	8,437	1.1
Agentes de seguros y ejecutivos de fondos de pensiones	8,208	3.5
Empleados y asistentes de recursos humanos	8,180	1.1
Auxiliares y ayudantes de registros de contabilidad y cálculo de costos	7,809	1.1
Cocineros	7,745	1.9
Profesores de educación básica y media	7,643	1.5
Mecánicos y reparadores de vehículos de motor, máquinas	7,326	1.3
<b>Total</b>	<b>755,767</b>	<b>1.7</b>
Sin clasificación	116,95	1.5

**Educación requerida:** Profesional 18%, Sin info 21%, Técnica Sup. 28%, Básica 1%, Media 30%

**Jornada ofrecida:** Completa 81%, Parcial 9%, Remota 2%, Otra 5%, Sin info 22%

**Salario ofrecido:** Nacional, Regional

**Años Experiencia Promedio:** Nacional 1.7, Regional 1.7



## ...and aiming for regional comparability (North Africa and Arab States).



### The region at a glance

Select an occupational category

- 1 - Managers
- 2 - Professionals
- 3 - Technicians and associate professionals
- 4 - Clerical support workers
- 5 - Service and sales workers
- 6 - Skilled agricultural, forestry and fishery workers
- 7 - Craft and related trades workers
- 8 - Plant and machine operators and assemblers
- 9 - Elementary occupations

#### Most demanded jobs

- Sales Manager
- Accountant
- Commercial Sales Representative
- Project Manager
- Software Developer
- Graphic Designer
- Marketing Manager
- Chef
- Digital Marketing Manager
- Receptionist
- Restaurant Manager
- Administrative Assistant
- Human Resources Officer
- Human Resources Manager
- Sales Account Manager
- Electrical Engineer
- Office Manager
- Operations Manager
- Executive Assistant
- Waiter/Waitress

#### Most demanded Technical skills

- Marketing
- Project Management
- Finance
- Accounting
- Computer Science
- Inventory
- Auditing
- Financial Statements
- Selling Techniques
- Business Development
- Data Analysis
- Procurement
- Construction
- Restaurant Operation
- Purchasing
- Sales Prospecting
- Social Media
- Environment Health And Safety
- Housekeeping
- Market Trend

#### Most demanded Interpersonal skills

- Communications
- Management
- English Language
- Sales
- Planning
- Operations
- Problem Solving
- Customer Service
- Detail Oriented
- Arabic Language
- Leadership
- Innovation
- Interpersonal Communications
- Presentations
- Time Management
- Organizational Skills
- Coordinating
- Microsoft Office
- Writing
- Teamwork

#### All Arab Countries

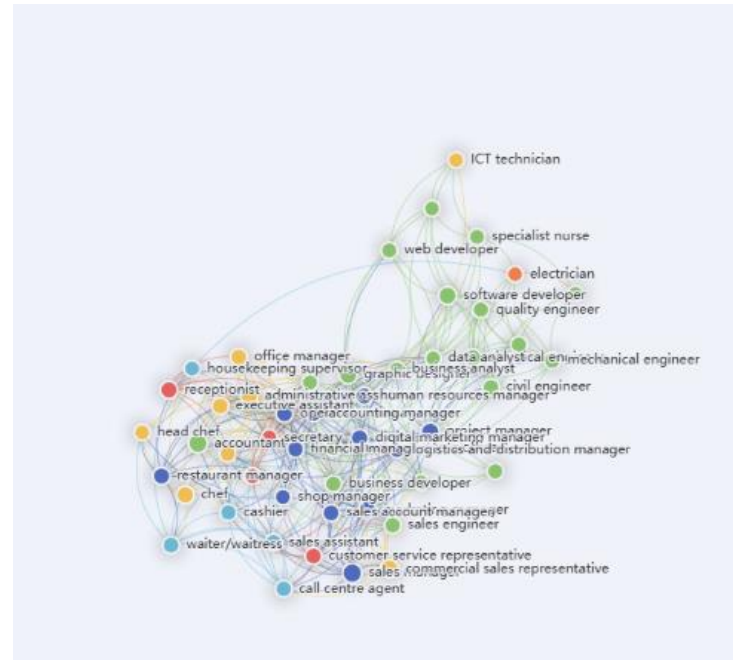
Total jobs analyzed: 4,397,836  
Total skills analyzed: 29,892,233

Total number of unique Soft skills: 398  
Total number of unique Hard skills: 18,441

#### Occupation Category Definition

The International standard classification of occupations, abbreviated as ISCO, is an international classification under the responsibility of the International Labour Organization (ILO) for organising jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job.

Last updated on - 2025-02-20



## Social partners' key role: Cases from COVID-era supply chains disruptions

### Semiconductor (US)



SIA forecast on talent shortage



“CHIPS Act”-funded workforce programmes

### Transport (UK)



RHA, Logistics UK, Unite early warning on drivers shortage



Fast-tracked driver licensing and training incentives

### Information & Communication (India)



NASCOMM observation on cloud computing & cybersecurity demand



Government co-fund “FutureSkills Prime” programme

### Agriculture (Australia)



National Farmers Federation and United Workers Union flagging farm labour shortage



Extended visas and efforts to improve working conditions [ilo.org](https://ilo.org)

► ***There is a lot to be done...***

## Challenges



Quality, availability, granularity, timeliness of data



Robust data infrastructure



Bias & unrepresentativeness of data



Combined methods (Quantitative, Qualitative)



Lack of capacity



Capacity building



Lack of translation into policies & programmes



Effective communication and Strengthening social dialogue

► *... and so are the opportunities for collaboration among countries and regions.*



**Knowledge sharing  
Capacity Development**

**Efforts towards  
international  
interoperability**

# ILO skills anticipation and matching tools: Specific policy / megatrend driven

## STED

Skills for Trade and Economic Diversification

## Rapid STED: A Practical Guide

## SKILLS TECHNOLOGY FORESIGHT GUIDE

## Just Transition Policy Brief

## SKILLS FOR A GREENER FUTURE

Key findings

## Skills and Occupational Needs in Renewable Energy

## SKILLS FOR EMPLOYMENT

### GREENING THE GLOBAL ECONOMY - THE SKILLS CHALLENGE

## INVESTING IN SKILLS FOR INCLUSIVE TRADE

## STED

Skills for Trade and Economic Diversification

Contributes to higher exports, economic diversification and more and better jobs

Helps policy makers to ensure that firms find workers with the right skills and markets acquire the skills needed to find productive employment

UPDATED VERSION OF 2017

### Skills for Trade and Economic Diversification

STED is a programme that promotes sector and business assistance in building and improving business development capabilities for small and medium enterprises (SMEs) in developing countries. It is designed to help SMEs grow and expand employment opportunities in services that have the potential to increase exports and to contribute to economic diversification.

STED also offers training opportunities, sector skills council development and growth advisory services based on the global competencies in a particular sector. STED also provides support for the creation of sector skills councils and other bodies and other partners in implementing these strategies.

The programme works with national and international stakeholders to assist exporters in international trade to understand the demand for skills in their target sectors and the contribution that skills development can make to address these challenges. STED identifies, where relevant, other key actors in the sector and other partners in implementing these strategies.

Thus, STED supports the formation of skills for export that is designed to allow exporters to help them to meet and anticipate the demand for employment in particular among young workers.

www.ilo.org/STED

## STED Results and M&E Manual

## Guidelines on Rapid Assessment of reskilling and upskilling needs in response to the COVID-19 crisis



## Greening TVET and skills development

A practical guidance tool



## Anticipating skill needs for green jobs

A practical guide

### Comparative Analysis of Identification of Skill Needs on the Labour Market in Transition to the Low Carbon Economy

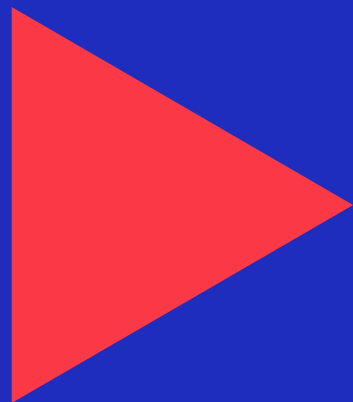
2011

Skills and Employability Branch  
Employment Policy Department  
ILO  
Geneva





International  
Labour  
Organization



Thank you very  
much for your  
kind attention.



[ilo.org/skills](https://ilo.org/skills)

#SkillsForAll

