

**SKILLSNET e-bulletin: May 2017****Highlight of the month****How are skill needs assessed and matched? What is in place in EU countries**

What type of education and training to undertake? Which curricula need to be updated to reflect new skills? What mix of skilled labour to hire? What type of training programmes to offer to the unemployed? Policy-makers, VET providers, public employment services, employers, parents and individuals are called to answer such questions that directly impact choices of great importance, whether at policy or personal level.

Labour market and skills intelligence (LMSI) can be a valuable guide when replying such questions. LMSI attracts further attention nowadays, due to the skill mismatches that several EU countries face. But how can high quality and relevant LMSI be collected and then used in decision-making? Skills anticipation offers a solid pathway to that. Particularly triggered by the advert effects of the economic crisis and the subsequent staggering rates of unemployment in several EU countries and across several groups of the workforce, skills anticipation tools are increasingly put in place or further improved. Read more on the Skills Panorama [here](#).

News from Cedefop**Cedefop launches programme to support governance of skills anticipation and matching in EU countries**

In two separate meetings, on 20 March in Athens and on 27 March in Sofia, Cedefop officially launched its EU country support programme to strengthen the governance of skills anticipation and matching. In the next two years, the agency will work closely with national authorities in four EU Member States – Greece, Bulgaria, Slovakia and Estonia. At the request of the countries, and in coordination with appointed national stakeholder bodies, Cedefop will provide methodological guidance on their skills intelligence and anticipation tools; it will also assist them in reflecting on specific challenges, bottlenecks and policy solutions that can further strengthen their skills governance processes. Read more [here](#).

European Vocational Skills Week: #CedefopPhotoAward 2017

The Cedefop photo competition this year is built around the collective experiences that learners go through while training in VET. The European Commission is organising the 2nd European Vocational Skills Week from 20 to 24 November 2017, in order to

showcase the numerous opportunities that Vocational Education and Training (VET) can provide for young people and adults to "discover their talents" and develop specific skills and knowledge for the jobs of today and tomorrow. Learners of all ages engaged in vocational training are invited to participate in the Cedefop photo story competition by producing a series of photographs, which will showcase their collective experience in the world of VET. Please note that different teams of learners can represent the same school/institution, as stated in the competition rules. Find more [here](#).

Skills Panorama: The EU workforce: under-skilled at hiring!

A pervasive aspect of skills mismatches is that of "under-skilling". As such, it can be defined as the situation where existing workers find their skills challenged by the work content. According to Cedefop's European Skills and Jobs (ESJ) data presented in the Skills Panorama, about one in five EU employees (22%) considered themselves as being under-skilled at the time of hiring. As the figure below shows this percentage grows up to 40% in a number of Member States. At first sight, one may think that this is not worrisome given that training and development of skills may happen at the workplace while individuals who find themselves in this situation have already secured employment. Read more [here](#).

News from Skillsnet members**Eurostat: Unemployment rates in the EU regions ranged from 2.1% to 31.3%. Unemployment rates fell in 8 out of 10 EU regions**

More than 80% of the NUTS 2 regions of the European Union (EU) saw their unemployment rate fall in 2016 compared with 2015, and around 60% recorded a decrease of at least 0.5 percentage points. However, regional unemployment rates continued to vary widely across the EU regions, with the lowest rates recorded in Niederbayern (2.1%) in Germany and Praha (2.2%) in the Czech Republic, followed by the German regions of Oberbayern (2.4%), Mittelfranken and Unterfranken (both 2.5%) and Tübingen (2.6%). More than 80% of the NUTS 2 regions of the European Union (EU) saw their unemployment rate fall in 2016 compared with 2015, and around 60% recorded a decrease of at least 0.5 percentage points. However, regional unemployment rates continued to vary widely across the EU regions. Read more [here](#).

OECD: Improving adult skills can help countries benefit from globalisation

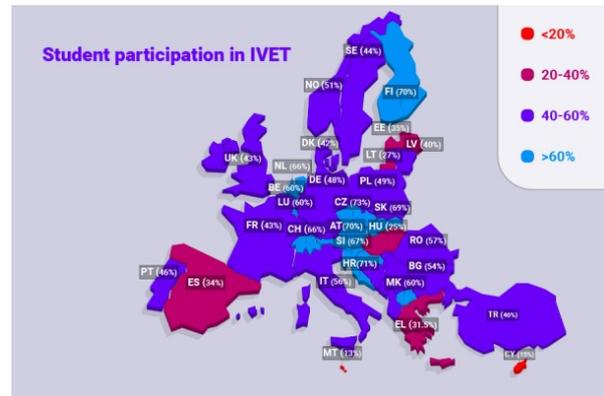
In an increasingly competitive international environment, providing workers with the right mix of skills can help ensure that globalisation translates into new jobs and productivity gains rather than negative economic and social outcomes, according to a new OECD report. The OECD Skills Outlook 2017 reveals big differences in the extent to which countries are equipping workers with the right skills to benefit from the globalisation of production chains. The report finds a country with a skills mix that is well aligned with the skills requirements of technologically advanced industries can specialise in these industries on average 8% more than other countries, and up to 60% more than countries with a low alignment between countries' skills mix and these industries requirements. Read more [here](#).

European Commission: Call for proposals: Smoothing the path for adults to take up new learning opportunities

Would you like to prepare the ground for an EU initiative to support low-skilled individuals to improve their literacy, numeracy or digital skills, or to assist in their progress towards higher qualifications? Then apply for the call for proposals to organise awareness-raising activities on the Council Recommendation "Upskilling Pathways: new opportunities for adults". The Recommendation "Upskilling Pathways: new opportunities for adults" aims to help adults acquire a minimum level of literacy, numeracy and digital skills and/or acquire a broader set of skills by progressing towards a higher qualification (depending on national contexts) through 'an upskilling pathway'. Find more [here](#).

Cedefop: Data for European countries presented by indicators

Have you wondered how many students participate in initial vocational education and training (IVET) in European countries? Or how many enterprises provide training to workers? Or how many enterprises provide training to workers? Cedefop has selected a set of 36 indicators to



quantify some key aspects of vocational education and training (VET) and

lifelong learning. The selection is based on the indicators' policy relevance and their importance in achieving the Europe 2020 objectives. They account for the most recent challenges and opportunities arising from developments in the relevant statistical infrastructure and include evidence from the European Statistical System. Find more [here](#).

Joint Employment Report 2017: Main findings from the Scoreboard of key employment and social indicators

The Joint Employment Report takes a snapshot of the employment and social situation across the EU, and highlights the extent of reforms carried out in the Member States over the past year. Employment and social policies in Member States are analysed in the report, including by looking at three dimensions for each Scoreboard indicator: The difference from the EU and the euro area averages (providing a snapshot of existing employment and social disparities); the yearly change (indicating the historical trend); and the yearly change relative to the EU and euro area changes (indicating the dynamics of socio-economic convergence/divergence). Find more [here](#).

OECD report on 'Getting Skills Right - Financial Incentives for Education and Training systems'

The report has been financed under the EU Programme for Employment and Social Innovation (EaSI). It examines how governments use financial incentives to promote a better alignment between labour market needs on the one hand, and the supply of skills, on the other. This work fits very well with the New Skills Agenda launched last June, especially the parts on improving skills intelligence and information for better career choices and improving skills quality and relevance. The report is the second in the "Getting Skills Right" series. The first study 'Assessing and Anticipating Changing Skill Needs' focused on the use of information on future skills needs to better align skills supply with labour market needs. Find more [here](#).

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ILO: Inter-regional Technical Forum on Skills for Trade, Employability & Inclusive Growth

Date: 30 – 31 May 2017, **Place:** Siem Reap, Cambodia

An inter-regional technical forum is being convened in Siem Reap, Cambodia to further discuss and build on previous knowledge sharing workshops on trade and skills and to highlight experiences in implementing the G20 Training Strategy. The Forum will be organized through the Swedish International Development Cooperation (SIDA)-funded "Scaling up Skills for Trade and Economic Diversification (STED)" project and the Korea International Cooperation Agency (KOICA)-funded "Skills for Employment and Productivity in Low-Income countries" project. It will also provide an occasion to highlight effective skills and employability strategies to strengthen the links between training to productive and decent work. What's more, it will also focus on selected "building blocks" of the G20 Training Strategy for "A Skilled Workforce for Strong, Sustainable and Balanced Growth" Read more [here](#).

ILO: Career Guidance policy and practice: A strategic tool for planners and decision makers in employment, education and training

Date: 12/06/2017 to 16/06/2017, **Place:** ITC/ILO, Italy

This course will aim to make planners and policy-makers more aware of the importance, relevance and positive impact of career guidance in developing and emerging economies. It is aimed at directors of public and private training institutions; representatives of employers/workers' organizations active in TVET; representatives of ministries of labour and education (when dealing with technical education). Find more [here](#).

Policy learning forum: Vocational training for the long-term unemployed: Learning from inspiring practices

Date: 15/06/2017 to 16/06/2017, **Place:** Cedefop, Greece

The aim of the policy learning forum is to inform approaches to VET within activation measures that put skill matching centre stage. The forum will seek to 'put policy into practice' by moving beyond theory and empirical analysis and towards a deeper understanding of features, mechanisms and triggers underpinning effectiveness of innovative examples from across the EU. The PLF will serve as a platform for debate and mutual learning for key stakeholders involved in the design and delivery of VET and skill matching programs as part of activation policies. Find more [here](#).

The Skillsnet network



Skillsnet members have the opportunity to inform other members of our network about new projects, events, activities or publications related to early identification of skill needs throughout the year. If you are interested to inform other members, please submit your short article / information (max of 100 words) to **Ioannis Katsikis** whenever you have any news to disseminate.

