

**SKILLSNET e-bulletin: October 2016****Highlight of the month****SKILLS PANORAMA***Inspiring your choices on skills and jobs in Europe***Skills Panorama: Mismatch priority occupations**

Cedefop has developed an innovative **risk-based approach** to identifying skills shortages (and surpluses) according to the need to be prioritised by policymakers. The approach has used international data to construct comparable indicators to reflect skill mismatches in the labour market across all Member States and occupational groups within. However, its real strength is that it has combined this *quantitative analysis* with *qualitative insights* by country experts, who have utilized their knowledge of their country's labour market to refine the list of occupational skills shortages (and surpluses). Using this approach, mismatch priority occupations (MPOs) for each of the EU 28 Member States have been identified. Each country's report does not only list the occupations that have been prioritized but also discusses the reasons underlying these mismatches and any attempts that are currently made to tackle them.

Further details and insights about Europe's skills shortages (and surpluses) can be found in Skills Panorama new series of Analytical Highlights on **Mismatch Priority Occupations**. A summary of the results can be read in Cedefop's Briefing note [here](#) while the full list of by Member State can be found [here](#).

News from Cedefop and the European Commission**Cedefop's European skills and jobs survey microdata are now available online!**

Cedefop has now made available for free public download the microdata file of the European skills and jobs (ESJ) survey, the first European survey on skill mismatch. Cedefop has now made available for free public download the microdata file of the survey, the first European survey on skill mismatch. In spring 2014, a total of 48.676 adult employees in the 28 EU Member States were asked about their qualifications and the extent to which their skills were a good match with those required by their jobs. Find more [here](#).

Future of jobs and skills at heart of Cedefop – UNESCO global conference

Global trends and local challenges in matching skills to the changing job market were examined at a joint Cedefop – UNESCO conference in Paris. More than 125 participants from around the world took part in the event, which promoted international collaboration and discussed approaches to addressing local labour market challenges, emphasising a need for dialogue between education and training across the world. More can be found [here](#).

Europass CV: benefits for businesses

Businesses can benefit from adopting the Europass system. It is easy to connect to Europass and the service is free! The Europass CV can be uploaded to any compatible job portal or database. More than 65 million Europass CVs have been completed since 2005. Users expect to be able to upload their existing CV when applying for a job instead of having to copy and paste line by line again and again. Watch the video below to find out more! Read more [here](#).

#ESJsurvey INSIGHTS No 7 - EU workforce: overeducated yet underskilled?

Cedefop's European skills and jobs survey (ESJS) data show that one in five young Europeans are employed in jobs that require a lower level of qualifications than the one they have. However, just as important is the phenomenon of underskilling or skill gaps. Read more [here](#).

Training and jobs for refugees discussed at Cedefop-OECD forum

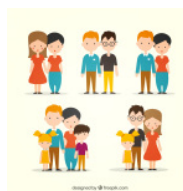
At a joint Cedefop-OECD expert forum on the 3rd of October in Rome, participants discussed ways of upskilling, reskilling and employing adult refugees amidst the ongoing humanitarian crisis in Europe. The forum investigated what is being done at national level in terms of labour market integration of adult refugees and the role of vocational education and training, but also what could be done at a transnational level to manage the refugee crisis better. Read more [here](#).

News from Skillsnet members**A New Europass Framework: helping people make their skills and qualifications more visible**

The European Commission has adopted a proposal to revise the Europass Decision. Europass is a suite of tools and services which support the transparency of skills and qualifications across the European Union. With this revision, the Commission aims to simplify and modernise these tools for the digital age and to add a new feature using big data to map and anticipate labour market trends and skills needs. Europass is one of Europe's most used and well-known skills resources. Read more [here](#).

More than 80% of primary school pupils in the EU were studying a foreign language in 2014 English clearly dominant

In 2014, more than 18 million primary school pupils (or 84% of all the pupils at this level) in the European Union (EU) were studying at least one foreign language, including nearly 1 million (around 5%) studying two foreign languages or more. At primary level, English was by far the most popular language, studied by over 17 million pupils. The dominance of English is confirmed at the lower secondary level (pupils aged around 11-15 depending on the national educational system) with over 17 million pupils in the EU learning English as a foreign language (97% of all the pupils at this level) in 2014. Read more [here](#).

Italy's skills and labour market challenges in an ageing society

In his blog article Fabio Manca argues that in Italy there is an interesting link between age, skills and labour market challenges. Italy is one of many developed countries where youth represent an increasingly smaller fraction of the overall population. This is the result of both low birth rates but also of longer life expectancy, both of which can, at least partly, be explained by

education, skills development and access to the labour market. Read more [here](#).

OECD: Employment situation, second quarter 2016

The OECD area employment rate – defined as the share of people of working-age in employment – increased to 66.9% in the second quarter of 2016, thus continuing the recovery since early 2011, although at a lower pace (0.1%) than in the three previous quarters. In the same quarter, the OECD labour force participation rate (i.e. the proportion of persons of working-age who are either employed or unemployed) was stable at 71.5%, after two consecutive quarters of growth. Since the fourth quarter of 2010, improvements in labour market conditions have translated into gains in employment rates and, to a lesser extent, in labour force participation rates. Read more [here](#).

New publication from ETF, Cedefop and ILO: A guide on "Using labour market information" Guide to anticipating and matching skills and jobs VOLUME 1



This guide is a part of the ETF, ILO and Cedefop series of guides on skills anticipation and matching. All the guides follow a common structure, although they vary in level of detail, technical content and case studies. The ETF, Cedefop and the ILO worked closely together to develop the guides, usually with one agency/organisation taking the lead and the others providing inputs, case studies, comments and reviews. All guides have undergone extensive validation and peer review; they

were also discussed in detail in international expert seminars in which academic representatives, anticipation and matching experts, and potential end-users from across the world provided comments and feedback on content and usability. Download the publication [here](#).

Cedefop briefing note: Skill shortage and surplus occupations in Europe

European policymakers have long-standing interest in the extent, causes and consequences of skill mismatch. Problems posed by skill shortages and surpluses are of particular concern. Cedefop has developed an innovative risk-based approach that helps identify occupations that European and national policymakers should prioritise due to skill mismatch. It also provides insights into why skill mismatches arise. Download the briefing note [here](#).

Employment and Social Developments in Europe Quarterly Review Autumn 2016 confirms strengthening of employment growth in EU

The edition of the Employment and Social Development in Europe (ESDE) Quarterly Review autumn 2016 confirms the strengthening of employment growth in the EU, observed over the last two and a half years. In the year to the second quarter of 2016, an additional 3.2 million (1.4%) people were employed in the EU, including 2.2 million (1.5%) people in the euro area. Employment increased in almost all Member States (except for Croatia, which registered a small decline, and in Finland where it stagnated). Find more on the links below:

- [Employment and Social Developments in Europe - Quarterly Review - Autumn 2016](#)
- [Statistical Annex: Employment and Social Developments in Europe - Quarterly Review - Autumn 2016](#)

OECD: Education at a Glance 2016

Education at a Glance is the authoritative source for information on the state of education around the world. It provides key information on the output of educational institutions; the impact of learning across countries; the financial and human resources invested in education; access, participation and progression in education; and the learning environment and organisation of schools. Find out more [here](#).

Stay connected to Skills Panorama



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Human Capital in Poland – labour market research project for 2016-2023

Date: 14 - 15 November 2016, **Place:** Warsaw, Poland

The Peer Review will showcase the use of the Human Capital Survey as a tool for monitoring skills needs in Poland. According to this Survey around eight out of ten enterprises in Poland claim that they find difficulties to meet their skill needs despite significant unemployment. The event will focus on the different methods used by the Member States to monitor the demand and supply of skills and to exchange effective practices on the advantages and disadvantages of different approaches. Find more [here](#).

National skills forecasting system in Malta and Iceland

Date: 28 - 29 November 2016, **Place:** Thessaloniki, Greece

This workshop is a core activity of small ad-hoc project on supporting the development of a national skills forecasting system in Malta and Iceland. The workshop will provide a platform for exchange of information between key stakeholders in Malta and Iceland and experts from countries having already implemented forecasting exercises. Read [here](#).

Skills supply and demand forecast. Preparing new set of updates

Date: 28 - 29 November 2016, **Place:** Thessaloniki, Greece

The workshop is regularly organised as a part of the works on Cedefop's skills supply and demand forecasts. This workshop will primarily focus on discuss the timing of the future works and related updates, plans for engagement with National experts and expected future refinements to the overall approach. Additionally it will also discuss methodological developments and issues related to showcase different ideas for improvements to data visualisation and outputs. Read more [here](#).

Making learning visible: A European conference on validation of non-formal and informal learning

Date: 28 - 29 November 2016, **Place:** Thessaloniki, Greece

Validation of non-formal and informal learning is about making visible and giving value to this diverse and often unique learning. One major purpose of validation is to make it possible for individuals to take advantage of the outcomes of their learning experiences and use them to gain access to employment and/or education opportunities. Find more [here](#).

European vocational skills week 2016

Date: 5 – 9 December 2016, **Place:** Brussels, Belgium

This first European Vocational Skills Week will take place from 5 to 9 December 2016 with events in Brussels and parallel activities in Member States, EFTA and EU candidate countries at national, regional and local levels. This is to improve the attractiveness and image of vocational education and training. The target is to showcase excellence and quality and raise awareness of the wide range of opportunities. 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.



