

## Compass (skills anticipation system)

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Kompas

### Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*Kompas is a labour market prediction and monitoring system to anticipate changes in the labour market and to connect the impacts of technological trends in the labour market with the specifics of regional development.*

**Link**

<https://www.predikcetrhuprace.cz/>

**Implementation level**

**NATIONAL**

**Legal base**

The project was created primarily in response to the requirement to have a system for anticipating changes in the labour market, including anticipating skills needs.

**Starting period**

It commenced in 2017, but the portal was launched in May 2020. The timespan of the project is 1.1.2017 - 31.12.2022 and is expected to be continued as it is the national skills anticipation system.

**Perspective**

Yes.

**Policy area**

**EDUCATION**

**TRAINING**

**EMPLOYMENT**

**INNOVATION**

**Funding**

**FUNDED BY NATIONAL GOVERNMENT**

**FUNDED BY THE EU**

*European Social Fund*

## Skill mismatch

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**Skill mismatch target** It does not address skills mismatch directly.

**OTHER**

*The system focuses on employment predictions by industry, by occupation and by education.*

# Methods

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## Methods

### SKILLS FORECASTING

*Every year, an up-to-date forecast is made for a five-year, i.e. medium-term period.*

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## Use of skills intelligence

### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*The system offers information supporting the development of better targeted training content*

### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

*The system enables career counsellors to develop their recommendations towards their clients*

### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*The outputs can also be used by business representatives when planning their investment plans.*

### OTHER

*The system offers a unique comprehensive source of information and data on the labour market for strategic decision-making of ministries regarding the impacts related to Industry 4.0 and Work 4.0. The outputs serve primarily as a support for strategic decision-making and planning at the national and regional level, both in the field of labour market development and, for example, for the development of education, investment, etc.*

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# Stakeholders

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**Main responsible body**

**NATIONAL MINISTRY**  
*Ministry of Labour and Social Affairs*

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**Other involved organisations**

**NATIONAL PES**  
*Provides information and data*

**CHAMBERS OF COMMERCE**  
*Support the implementation and development of the system*

**RESEARCH CENTRES, UNIVERSITIES**  
*Research Institute of Labour and Social Affairs supports information and data analysis*

**OTHER**  
*Regions support the implementation and development of the system*

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# Sustainability

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**Success factors** The system offers labour market information at both national and regional level that can be used when planning educational, innovation and development policies in the regions. The availability of regional dimension in predictions and medium-term analysis is among its success factors.

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**Barriers** There are no barriers identified to further development of the system. Limitations in terms of the predictions are that some groups of professions, industries or education have been grouped due to small representation, and in an effort to optimize the database.

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**Monitoring and evaluation** The outputs of the prediction models are assessed by experts on labour market issues at both the national and regional levels. They are confronted with macroeconomic predictions of key national institutions and discussed within the implementation teams of the Compass project and with experts in the field of modelling and the labour market. Each of the actors in the discussion, if necessary, can contribute to the improvement of the presented final outputs. The evaluation of the project have not yet been conducted.

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**Updates**

**YES**

*The predictions are updated at least once a year, or whenever significant input data or information is available that fundamentally changes the presented predictions.*

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**Sustainability** Yes, it is expected that the system will be sustained and developed further.

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## Education and Work

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Vzdělávání a práce

## Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The policy goal of Education and Work is to create a user-friendly tool communicating to the general public the concepts of the National Register of Qualifications, namely the Vocational Qualifications. It also serves as an intermediary platform connecting information on skills and corresponding work opportunities. The portal provides users with the opportunity to match their skills and qualifications with corresponding job titles and vacant positions. It also works the other way around: giving information on available training courses, exams and certificates for those interested in gaining skills required for specific jobs.*

**Link**

<https://vzdelavaniaprace.cz/>

**Implementation level**

**NATIONAL**

**Legal base**

It is a website supporting job seekers, employers and training providers.

**Starting period** 2012 - till now

**Perspective**

The website was developed during the National Register of Qualification project (vocational qualification). During the project implementation, a need arose to support practical utilisation with a focus on job seekers (to help them understand which skills are required for particular profession and how they can obtain these skills) and employers.

**Policy area**

**TRAINING**

**EMPLOYMENT**

**Funding****FUNDED BY NATIONAL GOVERNMENT**

*The portal is funded by the European Social Fund and the Ministry of Education, Youth and Sports (MEYS).*

**FUNDED BY THE EU**

*The portal is funded by the European Social Fund and the Ministry of Education, Youth and Sports (MEYS).*

# Skill mismatch

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**Skill mismatch target**

**OTHER**

*The website is a communication platform between job seekers, employers and training providers.*

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**Skills matching focus**

**MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET**

*The portal helps to find a new profession, job or training course.*

**FACILITATE JOB / CAREER TRANSITIONS**

*The portal helps to find a new profession, job or training course.*

**OTHER**

*The portal helps educational companies to reach those interested in retraining.*

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**Skills delivered** Initiative does not deliver skills, but is skills, vacancies and training matching website.

**JOB SEARCH SKILLS**

**CAREER MANAGEMENT SKILLS**

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# Methods

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## Methods

### **OTHER**

*The portal uses regularly updated data from the Ministry of Labour and Social Affairs, labour offices and employers and offers a comprehensive range of courses, exams, examiners and vacancies for individual professions and professional qualifications.*

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## Use of skills intelligence

### **INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)**

*The portal supports the implementation of the National Qualifications Framework.*

### **INFORMING DECISIONS ON COURSE FUNDING/PROVISION**

*The portal provides information about the training needs*

### **INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED**

*The portal provides information on training and retraining courses and professional qualifications*

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# Stakeholders

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**Main responsible body**

**OTHER**

*Národní ústav pro vzdělávání (National Institute for Education - NÚV)*

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**Other involved organisations**

**NATIONAL MINISTRY**

*Ministry of Education, Youth and Sports is responsible for the National Qualifications Framework*

**REGIONAL PES**

*The offer of vacancies is taken over from the database of labour offices from all over the country*

**TRAINING PROVIDERS**

*The portal helps training providers to offer their courses and exams to relevant people willing to be reskilled. The current offer of educational courses, exams and professional qualifications is taken from the portal of the National Qualifications Framework.*

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## Sustainability

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**Success factors** A key supporting factor was an approved system of vocational qualification.

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**Barriers** There are no barriers identified for the functioning of the portal.

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**Monitoring and evaluation** No target indicators set. Key monitoring descriptors are the number of users (currently about 10,000 users are registered).

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**Updates**

**YES**

*The portal is constantly evolving and is gradually enriched by sharing and obtaining references from companies / employers and sharing the experiences and personal stories of people who have found work thanks to professional qualifications.*

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**Effectiveness** The portal functions as expected. There are about 10,000 users (job seekers) registered on the portal. Registered users have the opportunity to select professions they are looking for or are interested in.

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**Sustainability** Yes, it is interconnected with the vocational qualification scheme.

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## Sector Councils

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Sektorové rady

## Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*Sector Councils is a platform for systematic cooperation between the demand and supply side of the labour market. Sector Councils are employer-led and partly publicly co-funded. It supervises expert groups, whose task is to monitor skill shortages and consult corresponding policy measures (Vocational Qualifications, National System of Professions etc). The activities of Sector Councils help to narrow the gap between requirements of employers (in terms of qualifications and competencies of employees) and the supply of the workforce (both current and future), through identification of future needs and recommendations for improvement.*

**Link**

<http://www.sektoroverady.cz/>

**Implementation level**

**NATIONAL**

**Legal base**

Independent associations of employers with a focus on human resources

**Starting period** Since 2010

**Perspective**

Sector Councils have discussions on a regular basis among their members to identify current skills gaps and mismatches, as well as to identify future skills needs. They also use statistics (vacant jobs by professions) to formulate current needs and trends.

**Policy area**

**EMPLOYMENT**

**Funding**

**OTHER**

*There is a funding allocated from the Ministry of Education, Youth and Sports budget for running the NSK.*

# Skill mismatch

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**Skill mismatch target**

**SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)**

**SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)**

**OTHER**

*Sector Councils were designed to address skills mismatch.*

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**Skills matching focus**

**ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES**

*Sector councils are focused on understanding the skill shortages signalled by the labour market, coordinated by nationwide employers associations.*

**ADDRESS MISMATCH BROADLY**

*Sector councils are focused on understanding the skill shortages signalled by the labour market, coordinated by nationwide employers associations.*

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# Methods

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## Methods

### **EXPERT PANELS**

*Experts involved in Sector Councils jointly monitor the labour market, identify development trends and changes.*

### **OTHER**

*Sector Councils use all types of available skills assessment/skills anticipation information in monitoring the labour market and identifying trends and changes.*

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## Use of skills intelligence

### **DESIGNING STANDARDS AND ACCREDITATION**

*Sector councils, among their tasks, analyse professional and qualification needs in the sector and design qualifications structure and assessment standards.*

### **ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL**

*Sector councils discussed the information available on the skill needs of sectors and also communicate with state and educational institutions to promote the needs of a specific sector.*

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# Stakeholders

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**Main responsible body**

**OTHER**

*Svaz průmyslu a dopravy (Confederation of Industry)*

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**Other involved organisations**

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

*Employers are part of Sector Councils*

**CHAMBERS OF COMMERCE**

*Chamber of Commerce is part of Sector Councils*

**RESEARCH CENTRES, UNIVERSITIES**

*Representatives of universities can be part of Sector Councils*

**OTHER**

*Representatives of different organisations can be involved in the work of Sectoral Councils according to the field of expertise*

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# Sustainability

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**Success factors** A key factor is a close and focused cooperation of bodies and people involved: 250 people from various companies, associations and institutions are members of 29 Sector Councils, and an additional 1,500 experts are invited to tackle specific tasks.

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**Barriers** Except for the difficult financing schemes (dependent on calls for subsidies channelled through key members), no major obstacles are identified. Sector Councils are recognised bodies within the established system for identification of skills mismatch and programmes/projects addressing identified needs.

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**Monitoring and evaluation** n/a

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**Updates**

**YES**

*Sector Councils are operational on a regular basis. The frequency of meetings varies, depending on particular Council attitudes and need. Some of them hold meetings quarterly, some once a year.*

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**Effectiveness** The instrument was developed and exists as intended. 29 Sector Councils were established in total and 7 Sector Agreements signed. Sector Councils identify the problem in skills and qualifications, provide evidence and propose solutions to overcome barriers. The Sector Agreements define ways and approaches to solve the problem in specific qualification needs. A key success factor so far is establishing a vocational qualification scheme.

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**Sustainability** The structure and activities of the Sector Councils will continue over the next period. The reasons for this are a) the Sector Councils' long history and its representativeness in the vocational qualification and National System of Profession b) the legislation act No. 179/2006, setting the position of Sector Councils within the system of vocational qualification c) the backing of Sector Councils by key employer associations

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