

OSKA -System of labour market monitoring and future skills forecasting

OSKA - Oskuste arendamise koordineerimisüsteem

Description

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

The OSKA system creates a cooperation platform, which enables the exchange of information between employers and training providers and educational institutions to comprehensively analyse the growth potential of different economic sectors and their needs, and to facilitate the planning of education provision at different levels of education and by types of school, as well as in the fields of retraining and in-service training.

Link

<https://oska.kutsekoda.ee/>

Implementation level

NATIONAL

Legal base

The regulatory framework for OSKA is provided in the Estonian Professions Act

Starting period 01.01.2015-ongoing

Perspective

The task of the Sectoral Expert Panels is to prepare forecasts of labour requirements and skills in OSKA sectors and it brings together the experts from among job creators, schools and public authorities. In general, the Sectoral Expert Panels have a deep insight into each sector and propose suggestions which may be addressed to a wide range of stakeholders, e.g. training providers, curricula developers. The outputs of the OSKA programme and activities are in the form of annual in-depth reports on individual economic sectors

Policy area

EDUCATION

TRAINING

EMPLOYMENT

DIGITAL ECONOMY

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU

ESF

Skill mismatch

Skill mismatch target

OTHER

The OSKA system is designed to analyse and forecast labour and skills needs for Estonia's economic development over the next 10 years. Both quantitative and qualitative analysis are conducted.

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET
The OSKA system provides information on how many people and with what skills are need in the labour market today and tomorrow.

UPSKILL OR RESKILL EMPLOYED ADULTS
The OSKA system provides information on where and how to acquire skills demanded in the labour market

UPSKILL OR RESKILL NON-EMPLOYED ADULTS
The OSKA system provides information on where and how to acquire skills demanded in the labour market

FACILITATE JOB / CAREER TRANSITIONS
The OSKA system provides information on how many people and with what skills are need in the labour market today and tomorrow.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES
The OSKA system provides also sectoral studies.

ADDRESS MISMATCH BROADLY
The OSKA system supports the education and training policies in better meetings the future needs

Methods

Methods

SKILLS FORECASTING
The forecast for 5-10 years horizon are produced

EXPERT PANELS
OSKA has sectoral expert panels composed of representatives of employers, education institutions and policy makers

OTHER
OSKA conducts also quantitative analysis by using data from relevant registers and surveys and labour demand forecasts prepared by the Ministry of Economics.

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

Use of sectoral reports and information provided on employment, occupations and skills

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

Use of sectoral reports and information provided on employment, occupations and skills

DESIGNING STANDARDS AND ACCREDITATION

Estonian Qualifications Authority uses OSKA intelligence when developing qualification standards

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

VET and HE institutions can use OSKA intelligence when planning new and developing existing curricula

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

Use of sectoral reports and information provided on employment, occupations and skills

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

Use of sectoral reports and information provided on employment, occupations and skills

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

Use of sectoral reports and information provided on employment, occupations and skills

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

OTHER

VET and HE institutions, policy makers and career specialists can have a broad use OSKA intelligence, such as sectoral reports and information provided on employment, occupations and skills

Stakeholders

Main responsible body

NATIONAL AGENCY

Estonian Qualifications Authority

Other involved organisations

NATIONAL MINISTRY

Ministry of Education and Research and several other ministries are members of the OSKA Coordination Council

NATIONAL AGENCY

National agencies can be involved as OSKA advisors or in sectoral expert panels.

SOCIAL PARTNER: EMPLOYER ORGANISATION

The Estonian Employer's Confederation is a member of the OSKA Coordination Council

SOCIAL PARTNER: TRADE UNION

The Estonian Trade Union confederation is a member of the OSKA Coordination Council

CHAMBERS OF COMMERCE

The Estonian Chamber of Commerce and Industry is a member of the OSKA Coordination Council

TRAINING PROVIDERS

Training providers can be involved as OSKA advisors or in sectoral expert panels.

RESEARCH CENTRES, UNIVERSITIES

Research centres and universities can be involved as OSKA advisors or in sectoral expert panels.

Sustainability

Success factors When building the programme, positive examples, advice and lessons learned from other countries were taken into account. There is cooperation between all stakeholders (regular, planned meetings; specific work schedule), and understanding about the necessity to create and participate in such a system..

Barriers There are target groups which need more specific information. There is a need to find a compromise between researchers and users' needs when providing specific and understandable data.

Monitoring and evaluation The OSKA Coordination Council monitors the system through the Sectoral Expert Panels and annual reports are presented to the government. The first evaluation of OSKA's effectiveness and impact was conducted in 2018. The evaluation showed OSKA has been successful in creating practical and usable labour market intelligence for its target groups. Researchers highlight the relevance of OSKA as a comprehensive tool for managing future labour market and skill needs. Cedefop conducted a study to support Estonia in strengthening OSKA. It involved a close collaboration with OSKA stakeholders in identifying actions and planning next steps. Report is available https://www.cedefop.europa.eu/files/4183_en.pdf

Updates **YES**
Once a year OSKA prepares a forecast for the next 10 years. There are continuous methodological improvements and actions towards improving the dissemination of OSKA results.

Effectiveness It is the main skills anticipation initiative and supports developing better training and re-training offer. It supports evidence based decision making across sectors.

Sustainability It is expected that the instrument will continue functioning. The reason for this is that the implementation of OSKA system has both increased the involvement of stakeholders, and created a systematic process by which they can provide input into skills anticipation and give recommendations to upgrade competency standards. As the population is aging and the country is facing serious labour shortages in all economic sectors, it is necessary to have a systematic process (regular updates, involvement of relevant stakeholders, timely changes and revisions) through which educational and employment decisions are made.

Choose IT!

Vali IT!

Description

Focus area

KEY TRAINING POLICY MEASURE

The policy instrument addresses the issue of labour shortages in the field of ICT. As there is a serious mismatch between the supply and demand of such workers, more active measures are needed in addition to classical ones, e.g. increasing the number of study places and engaging qualified foreign labour. This implies that the possibilities for retraining and in-service training for adults have to be broadened

Link

<http://vali-it.ee/>

Implementation level

NATIONAL

Legal base

MINISTERIAL ORDER

Starting period Since January 2017

Perspective

The initiative considers the data on the needs of the ICT sector provided by OSKA: the skills need and forecast of ICT workers.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

DIGITAL ECONOMY

Funding

FUNDED BY NATIONAL GOVERNMENT

OTHER

ESF

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

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

The policy instrument is explicitly designed to tackle labour and skills mismatch in the ICT field. As there is a serious mismatch between the supply and demand of such workers (with knowledge and skills in ICT), this instrument broadens the possibilities for retraining and in-service training for adults in the ICT field, both for employed and unemployed adults.

Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

It aims to provide participants with basic ICT skills and improves digital literacy.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

It aims to provide participants with basic ICT skills and improves digital literacy.

FACILITATE JOB / CAREER TRANSITIONS

It aims to provide participants with basic ICT skills and improves digital literacy.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

It aims to provide participants with basic ICT skills and improves digital literacy.

ADDRESS MISMATCH BROADLY

It aims to provide participants with basic ICT skills and improves digital literacy.

Skills delivered

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

Methods

Methods

SKILLS FORECASTING

It uses the results of the OSKA system regarding the needs of the ICT sector.

Use of skills intelligence

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

The training programme support addressing the needs of the ICT sector, but also other sectors where ICT competences are required.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

The training programme support addressing the needs of the ICT sector, but also other sectors where ICT competences are required.

Stakeholders

Main responsible body

OTHER

BCS Koolitus - the ICT training division of Baltic Computer Systems, the leading ICT continuing training company in Estonia

Other involved organisations

OTHER

Companies are involved in providing internships.

Sustainability

Success factors The approach taken with the programme is very flexible, e.g. the curricula and activities are amended after each retraining period, feedback is collected from all stakeholders and used for improving the retraining process. There is strong cooperation between the state, training providers, ICT employers and representative organisations

Barriers There are no specific barriers. The programme has a very clear focus.

Monitoring and evaluation After each retraining period, feedback is collected from the participants (about 3 months after completion).

Updates

YES

Feedback is collected after each retraining course, and the curricula and study process is amended accordingly.

Effectiveness The training programme has a clear focus. It offers training and also internship opportunities. The programme trained around 500 people during 2017-2020

Sustainability Estonia is already experiencing serious labour shortages in the field of ICT and this will most probably continue, because its population is ageing and there are not enough students, or adults who choose ICT as their specialty. Therefore, if this initiative is successful then it is highly likely that it will continue.

Occupational barometer

Tööjõuvajaduse baromeeter

Description

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The occupational barometer is a qualitative method of forecasting short-term labour demand by occupation. The estimates are compiled by the regional departments of the Estonian Unemployment Insurance Fund, which involve external experts wherever possible.

Link

<https://www.tootukassa.ee/baromeeter>

Implementation level

NATIONAL

Starting period2016

Perspective

The barometer provides short-term, general trends in the labour market by occupation using a qualitative method of forecasting based on employers' perspectives. Two indicators are taken into consideration: i) how employers' demand for labour will change in the next 12 months, especially the demand for specific occupations; and ii) based on the assessment of the first indicator, whether there will be a labour surplus or shortage in occupations after these 12 months.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

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

The initiative provides information on labour surplus or shortage in occupations.

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The initiative provides information on labour markets trends and the demand by occupation

FACILITATE JOB / CAREER TRANSITIONS

Information can be used for making decisions in job change and for career counsellors.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The initiative provides information on labour markets trends and the demand by occupation and results can be used in policy making to address occupational skills shortages.

ADDRESS MISMATCH BROADLY

The initiative provides information on labour markets trends and the demand by occupation

Methods

Methods

SKILLS FORECASTING

The initiative provides short-term forecasts

EXPERT PANELS

The initiative involves external experts in preparing the forecasts.

Use of skills intelligence

The initiative provides information by occupations and at regional level that can be used in the planning the training provision, providing career guidance services and in making professional development choices.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

Stakeholders

Other involved organisations

NATIONAL MINISTRY

The Ministry of Economic Affairs and Communications

REGIONAL PES

The estimates are compiled by the regional departments of the Estonian Unemployment Insurance Fund

OTHER

Estonian Qualifications Authority cooperates with the Estonian Unemployment Insurance Fund in skills anticipation and results dissemination

Sustainability

Success factors the Estonian Unemployment Insurance Fund’s occupational barometer, forecasts short-term labour demand by occupation and region, giving LMSI with a narrower focus. It collaborates also with OSKA and adds a different time-perspectives for future skill needs in Estonia. It also provides nice data visualisations per region and occupation.

Barriers Only the most important occupations in the regions are evaluated, so not all occupations at the fourth level of ISCO are shown as the priority is to evaluate the occupations that are the most frequently occurring based on statistics regarding the registered unemployed and the vacancies mediated by the Estonian Unemployment Insurance Fund.

Monitoring and evaluation There are no specific indicators to measure the progress of the initiative. It is part of the Estonian Unemployment Insurance fund and is reported in its annual reports.

Updates **NO**
No major updates.

Effectiveness The initiative is one of the most important LMSI sources in Estonia.

Sustainability Yes, it is expected to continue.
