

SKILLS ANTICIPATION AND MATCHING

**Workshop of the expert network under the work programme of the
EaP Platform 2**

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Project

- A. Knowledge sharing and creation on skills anticipation and matching: approaches, methodologies, experiences, governance
- B. Consolidated Network: experts, decision makers, practitioners
- C. Practical application at country level: tailored to demand and capacities
- D. Further: towards regional (multi-country) platform on skills anticipation and matching



Workshop

- A. Learning from peers: approaches, methodologies and governance – 2 EU MS, Partner countries
- B. Consolidate the Network
- C. Outline country roadmaps / objectives for development of skills anticipation and matching systems

Background: main outputs from 2014

Validation in Platform 2

- Project: in Work Programme EaP Platform 2014-17
- Focus: thematic workshops for knowledge sharing and capacity building
- First report to policy meeting of Platform 2 (Dec 2014)

Networking

- First format and first steps of the experts' Network
- First workshop: June 2014, Turin
- Identified key needs and thematic areas for further work / reflection

Analysis

- Country analysis (6 reports – working papers, not published)
- Cross-country report – discussed and validated, published

Activities 2015

Platform 2

- Interaction and report to policy meeting of Platform 2
- **Improved synergy and coherence btw activities of Network and specific country activities (support from Platform 2 + support from ETF)**

Networking and knowledge sharing

- 2 thematic workshops: June; November
- Launched e-Platform “Make it Match”- for all members
- Network: reviewed, to be further developed

Country focus

- Country fiches - for monitoring progress
- Roadmaps – for more coherent view
- Complementary country activities (supported by ETF budget) – to be selected and phased

AGENDA

Day 1: Integrated approaches, methods

- Experience of Finland *Ministry Education and Culture*
- Experience of Portugal (SANQ) - *ANQEP*
- Experience of regional project Tanger: short information (*ETF*)
- Country updates: *Armenia, Azerbaijan, Belarus, Moldova*
- Break-out country groups: debate on opportunities and challenges

Day 2: Networked approaches

- Experience of Finland: *Ministry of Employment and Economy; Confederation of Finnish Industries; National Board of Education*
- Experience of Portugal (SANQ) - *ANQEP*
- Country updates: *Georgia and Ukraine*
- E-Platform: functions, your contribution (*ETF*)
- Visit to *OMNIA*: role of the region and its stakeholders

Day 3: country focus

- Interactive debate: making sense of the knowledge shared at the workshop (plenary)
- Country roadmaps debates (country groups)
- Feedback from experts
- Next steps: Network, workshop, country activities (*ETF*)

Participants



Participants

Education & Training: ministries, agencies

Labour, employment: ministries, agencies

Economy: ministries, agencies

Employers / industry :
unions, federations, Chambers

Statistical offices

Research: centres, individuals

EU Delegation

DAY 3: 12/JUN/2015

■ **Main outputs of the day:**

- ✓ What did we learn from the workshop – for our own country's skills anticipation and matching?
- ✓ Country roadmap: towards more more integrated and networked skills anticipation and matching
- ✓ Country fiche for monitoring: producing it
- ✓ Use the e-Platform

Anticipation of future refers to a systematic and inclusive process involving the collection, assessment and analysis of information. It also includes outlining of projections and visions for the future in the medium and long term
(Government of Finland)

Government Foresight Network of Finland

A) Systemic approaches

1. Wider in scope (FINLAND):

- ◆ Macro modelling for LT scenarios
- ◆ ST LM forecast (2x year)
- ◆ Occupational barometer
- ◆ ForeOccupation service: regional use. ST
- ◆ Sectoral reviews in some important sectors
- ◆ Regional MT forecast
- ◆ FNBE: MITENNA model and VOSE-Model: balance supply VET-oriented education (sec and higher) and demand skills labour force

A) Systemic approaches

2. More specific in scope and objectives (PORTUGAL):

- ◆ Balance / planning / strategic planning of VET provision - matching
- ◆ Retrospective dimension: analysis LM data
- ◆ Prospective dimension:
 - ✓ CEDEFOP LM / qualifications levels forecast data
 - ✓ Enterprises surveys + other forms of dialogue and consultation with economic players, regions – municipalities
- ◆ National + regional dimensions
- ◆ Results of anticipation = recommendation / advice for planning VET providers (culture of strategic planning; gradual process of change); and for career guidance for learners

B) They use combination of:

- ✓ Time scale: LT – MT - ST
- ✓ Sources of data and information
- ✓ Quantitative and qualitative analysis of jobs / skills
- ✓ Methods of analysis
- ✓ Involve stakeholders: various stages

5 main questions:

1. Institutions involved and their roles
2. Sources of data and information
3. Main relevant projects (national, donors...)
4. Plans of the government / other stakeholders regarding development / reform skills anticipation and matching
5. Proposals of the country delegation (Network) regarding path towards more integrated and network skills anticipation and matching (ROADMAP)

Proposed outline (your comments / suggestions are welcome!!)

1. Wider objective(s) for development of skills anticipation and matching system
2. Main actions and outputs
3. Involved bodies and stakeholders
4. Capacity development needs (methodology package; training staff; IT needs...)
5. Resources

- Common level of knowledge on practices skills anticipation
- Sharing and dialogue (between countries and within countries) - tools and process
- Discussion and sharing with international experts
- Information on specific EU developments (relevant for countries with Association Agreements)
- Define broad roadmap country-specific actions

EaP Skills Matching
Network (EaP budget
Platform 2)

Country specific action for skills anticipation and (ETF budget)

- Coherence with ongoing country activities ETF
- Finetune and agree country roadmap
- Select actions / countries for ETF action
- Capitalise on practice from EaP countries with more advanced developments
- Finetune synthetic output package: methodology, tools, architecture and results of analysis

- Disseminate good practice from country actions
- Define more advanced regional cooperation – if adequate

Feedback loop in the EaP
Skills Matching Network

For your comments / suggestions

2015 (Nov, 2nd week):

1. FRANCE, Paris (with CZ as 2nd EU MS case)
 1. Observatories: types, functions, organisation (national, sector, regional)
 2. New Network Employment-Skills (France Strategie)
 3. ETF Methodology Guides: 1st training

2016: More comprehensive / in-depth training?

1. April: ETF Methodology Guides: 2nd training
2. October:

For your comments / suggestions

1. Proposals for permanent members
 - And observer members / specialist members
2. Use platform
3. Meet your needs in information and expertise