

Integrated and networked approaches to skills anticipation and matching - Experiences in the EU and EaP region

Portugal System for the Anticipation of Qualifications Needs (SANQ)

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System for the anticipation of qualifications needs (SANQ)

Organization and results

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Principles and objectives

SANQ's main objectives

- To establish a Qualifications Needs Analysis to support **the planning of the VET provision** at upper secondary level
- To provide relevant information to the **update/development of the National Catalogue of Qualifications (NCQ)**
- To provide information to the **strategic design of VET policies**, both at national and regional level
- To meet a need that was previously identified by the European Commission and the Portuguese Government so as to increase the labour market relevance of VET (also in the MoU - Adjustment Programme)
- To prioritize education and training areas to be financed by the Funds of the Common Strategic Framework (2014-2020)

Main concerns when designing SANQ

- The system must provide **relevance criteria** to evaluate the pertinence of VET courses. So, we are talking about qualifications needs and not only about employment or skills trends according to training or economic fields.
- The output must be **adequate to help the decision** making process
- ...so we must take into consideration both the demand for qualifications and the recent trends in VET provision
- ...and the need to prevent an over directive regulation system.

Designing SANQ: main components

- **Diagnosis** - qualifications needs analysis - producing critical information about the economic and labour market trends which influence qualifications demand in the short and medium term (every 3 years)
- **Planning** - elaboration of **recommendations and guidance** to help defining the VET provision for the following school year
- **Experimental application** of the diagnosis and planning components at regional level

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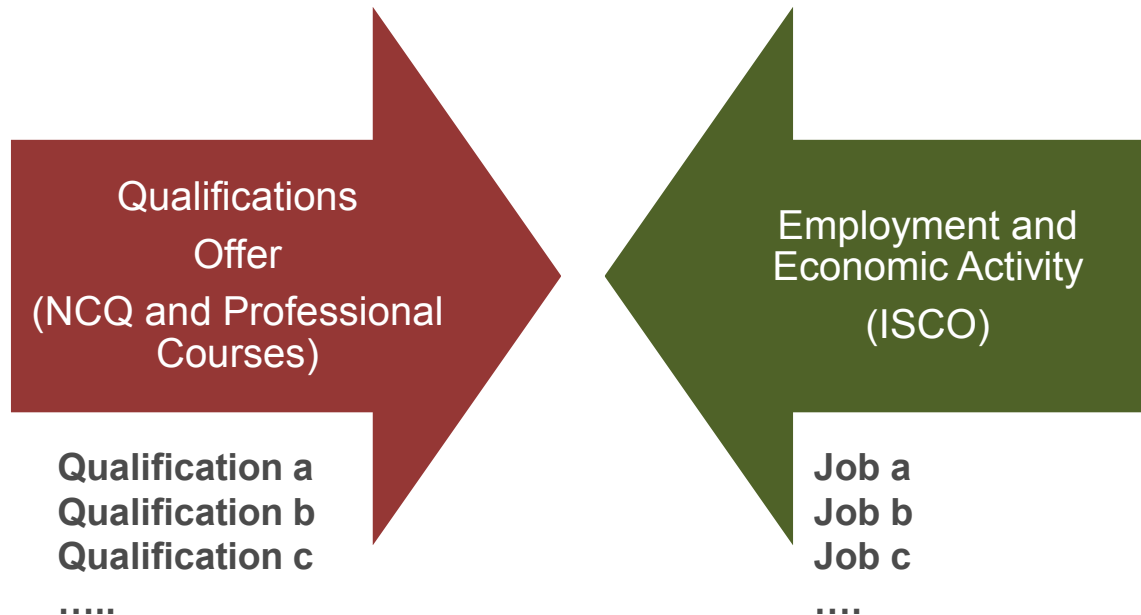
Organizing the Model

SANQ's organizational principles

- It combines a **quantitative and a qualitative approach** to obtain results and consequently to mobilize methodologies
 - It is strongly correlated with the management of the National Catalogue of Qualifications
 - The results aim at managing the regulation of VET provision
- The model attempts to forecast **short and medium** term qualification needs (levels 2, 4 and 5 of the NQF)
- It combines a **national and a regional level** of analysis
- It is **flexible** in order to incorporate research dynamics and methodologies already existent at the local level

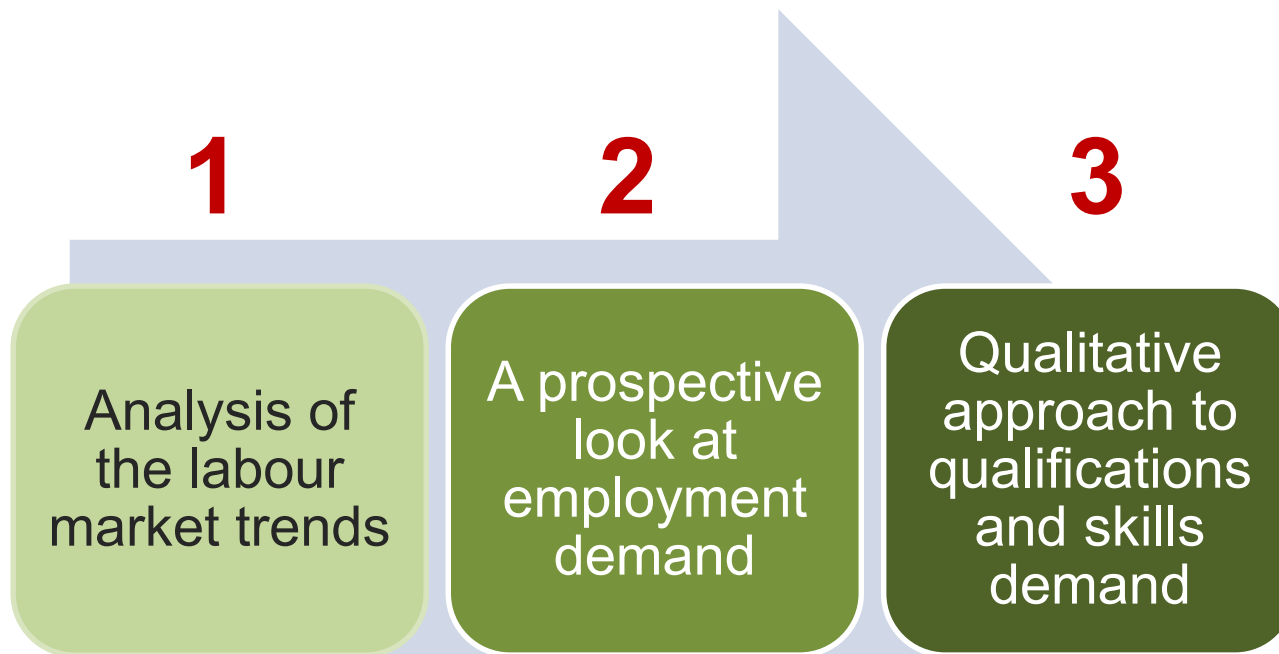
Organizing the Model: the starting point

The first step: Relating qualifications to jobs (employment)



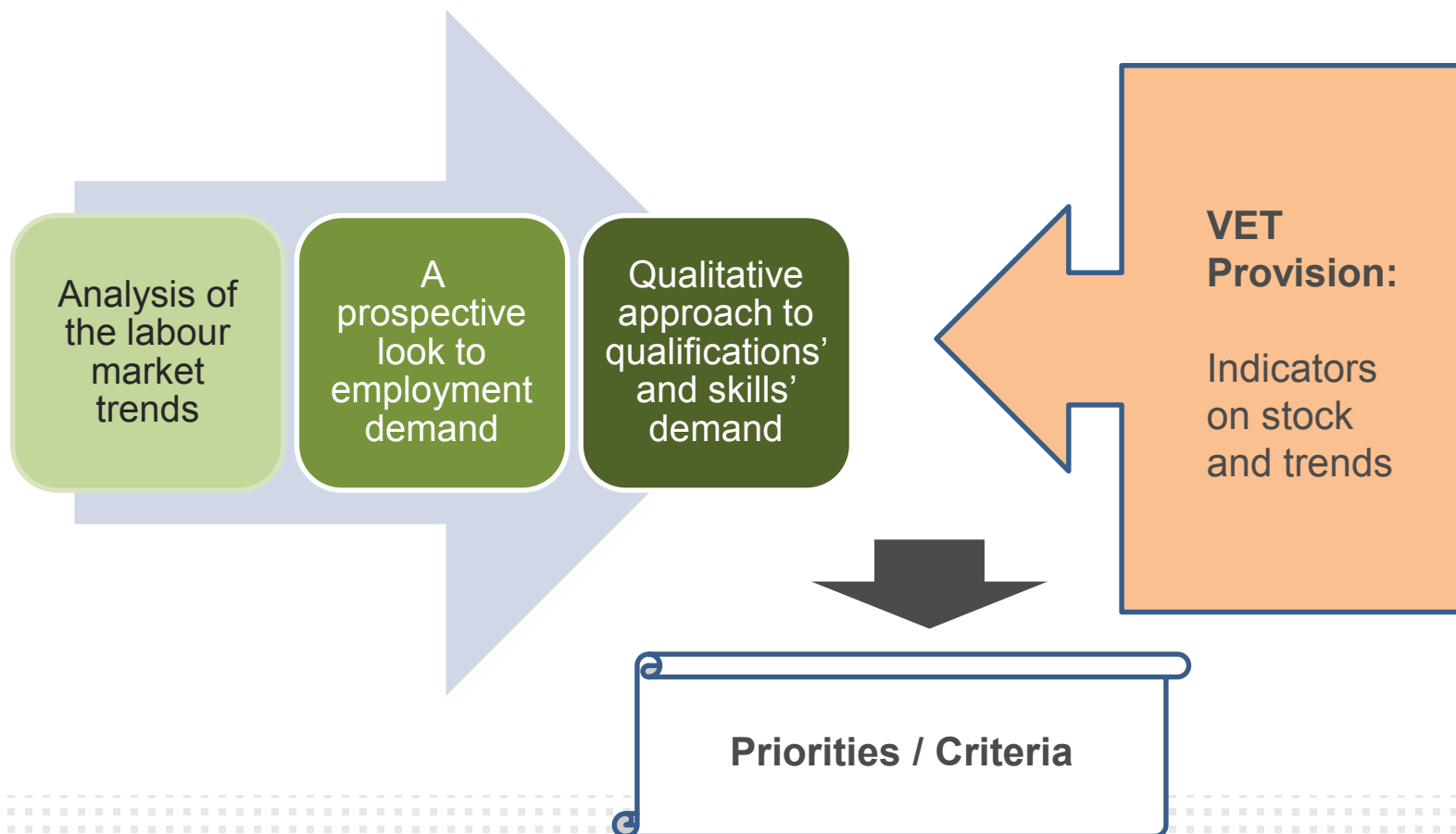
Organizing the Model: the diagnosis component

The diagnosis considers three levels of analysis:



Organizing the Model: the analysis plans

The diagnosis: matching demand and offer



3 Main Instruments

Organizing the Model: the diagnosis component

1 The analysis of the labour market trends: 4 main indicators

- The volume of employment of a given qualification
- The evolution of employment of a given qualification
- The volume of employment of a given qualification among young people
- The volume of employment of a given qualification in the region

Organizing the Model: the diagnosis component

2 A prospective look at the evolution of qualifications demand: inquiry to the employers

It collects:

- Job opportunities by qualification
- Hiring difficulties by qualification
- The need for new qualifications and competences

Organizing the Model: the diagnosis component

2 A prospective look at the evolution of qualifications demand: CEDEFOP's skills forecast model

- Skills demand by sector and job/profession considering:
 - Employment volume projections in the baseline scenario: relevance (weight) and dynamics of the qualification
 - Job opportunities estimate
 - Nearly the same indicators used in the labour market analysis

Organizing the Model: the diagnosis component

3 A qualitative approach to qualifications and skills demand

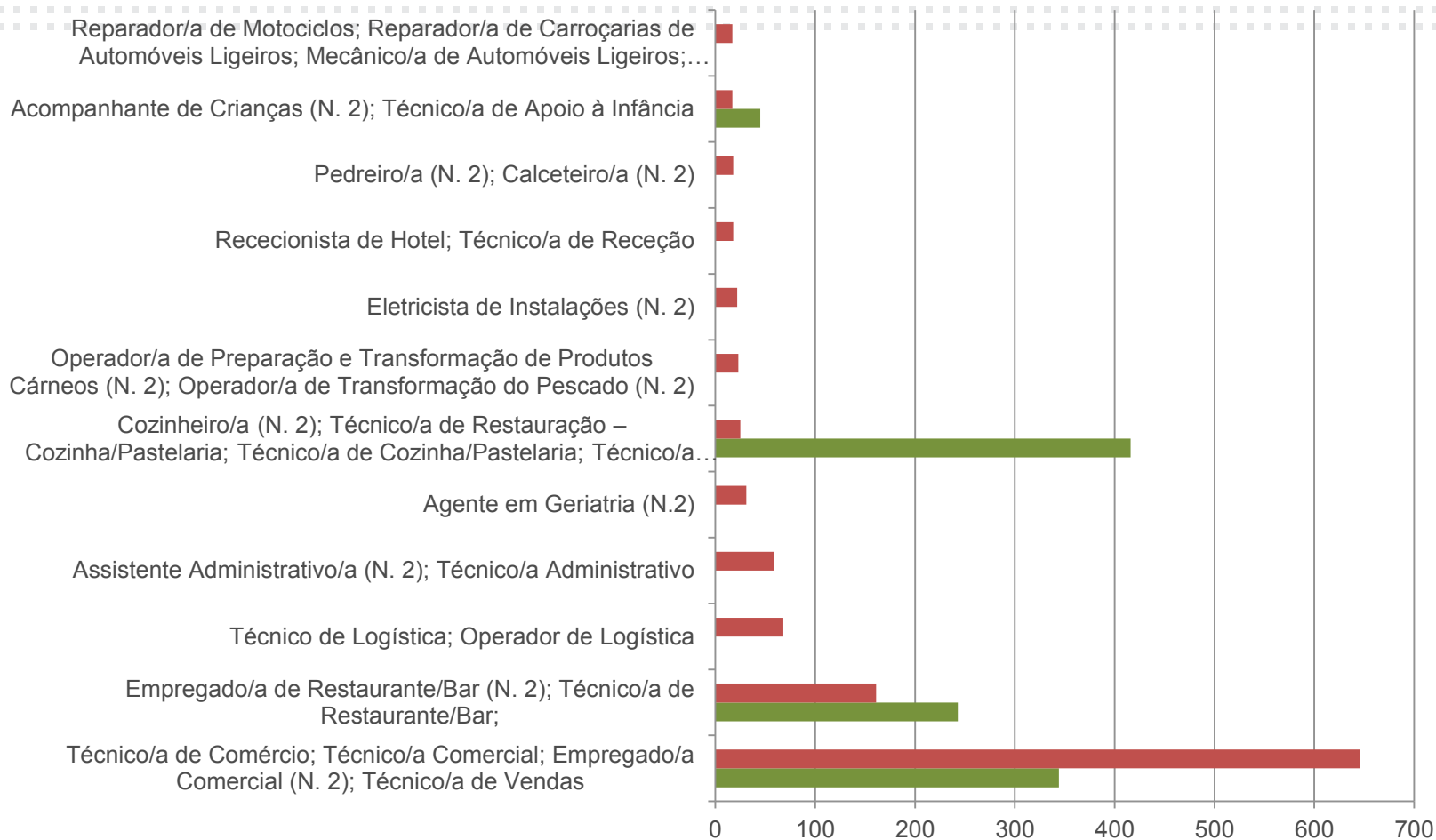
- Search for information about qualifications and skills needs in diverse sources such as:
 - Documental: studies concerning skills analysis and economic trends and strategic development plans
 - Focus-group with relevant players of the qualifications system such as enterprises, public bodies, training providers,...
 - Interviews/Case studies (enterprises)

Organizing the Model: the planning component

... aims at transferring the results of the diagnosis to decision making

- How to use the results of the diagnosis in defining VET provision?
 - The relevance of analysing the VET provision: how much? In what courses/domains?
 - The standards of qualifications in the NCQ
 - The providers' choice
 - The objective of coordinating the different players' decision

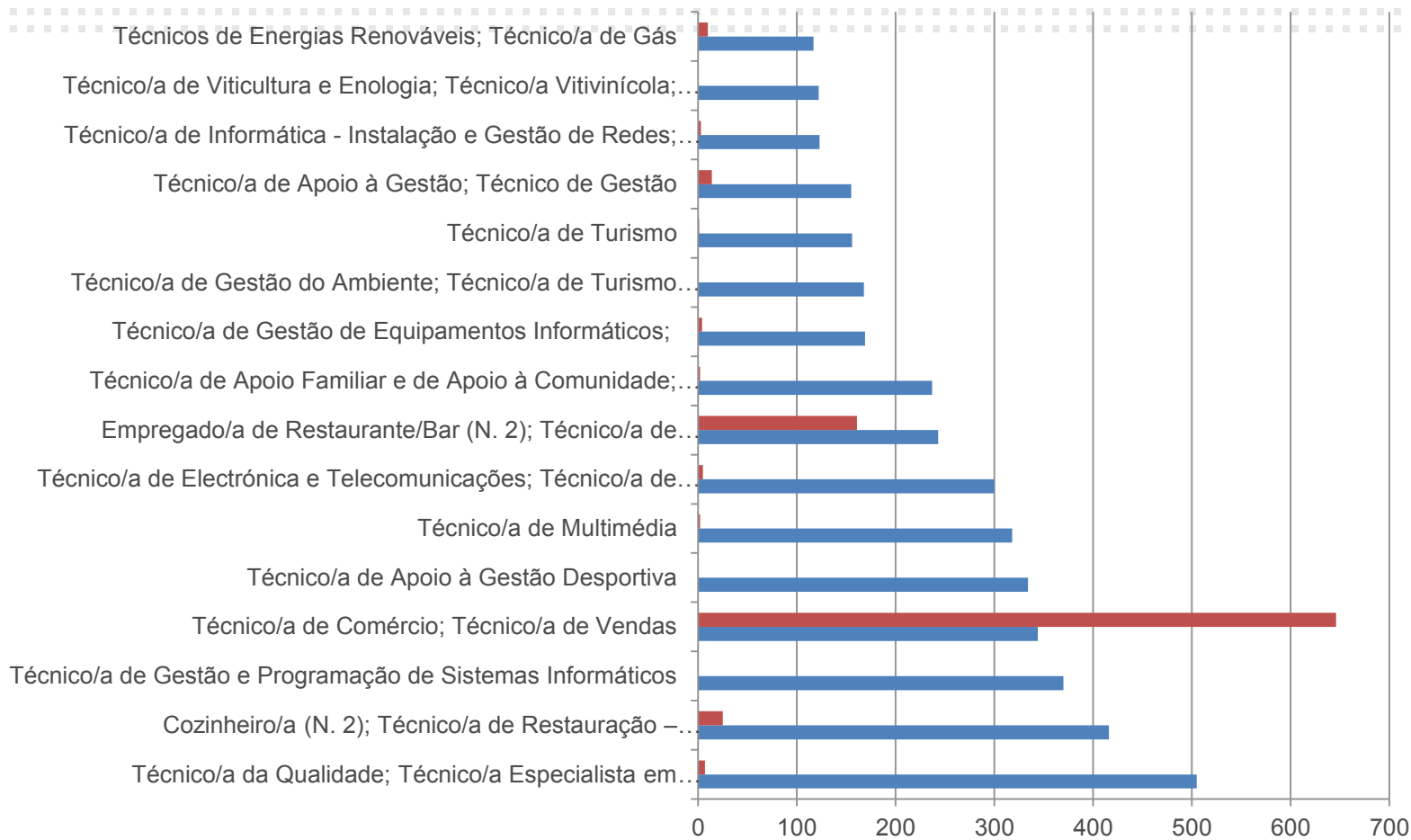
Organizing SANQ: searching for mismatches ... an example



red bar – volume of youth employment (20-24) for the qualification

green bar – VET supply for the qualification

Organizing SANQ: searching for mismatches ... an example



blue bar – qualifications with larger provision by VET providers

red bar – workforce for the qualification

<http://sanq.anqep.gov.pt>

Sexta-feira, 5 Junho 2015 FAQ Links Úteis Opinião Contactos Área Reservada



Sistema de Antecipação de Necessidades de Qualificações

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QUESTIONÁRIO

Questionário
de diagnóstico
aos empregadores

CATÁLOGO



MODELO
ABERTO DE
CONSULTA

O Emprego e as Qualificações		NUT II - NORTE			Tendência a curto prazo da necessidade de formação de Recursos Humanos na região ^(d)					
Profissões segundo a CPP a 4 dígitos	Qualificações Relacionadas N.2, N.4, N.5 = níveis do Quadro Nacional de Qualificações	Visão retrospectiva ^(a)	Visão prospetiva ^(b)	Relevância das Qualificações ^(c)	↑	↗	→	↘	↓	Necessidade de criar oferta que é inexistente na região
		da evolução do emprego	das necessidades da qualificação		10 a 20%	5 a 10%	-5 a +5%	-5 a -10%	-10 a -20%	
8153 - Operador de máquinas de costura	Costureiro/a Industrial de Tecidos (N. 2)	A-	A+	10	*					*
8156 - Operador de máquinas de fabrico de calçado e similares	Operador/a de Fabrico de Calçado (N. 2); Operador/a de Fabrico de Marroquinaria (N. 2);	A	A+	10	*					*
4321 - Empregados de aprovisionamento e armazém	Técnico de Logística (N.4); Operador de Logística (N.2)	A	B	9	*					
7211 - Operador de fundição	Operador/a de Fundição (N. 2); Operador/a de Fundição Injetada (N.2);	A-	A	9	*					*
7536 - Sapateiros e similares	Técnico/a de Fabrico Manual de Calçado (N.4)	A	B	9	*					*
8152 - Operador de máquinas de tecer e tricotar	Operador/a de Tecelagem (N. 2); Costureiro/a Industrial de Malhas (N. 2); Operador/a de Tricotagem (N. 2); Operador/a de Fiação (N. 2); Técnico/a de Tecelagem (N.4); Técnico/a de Malhas - Máquinas de Peúgas e Meias e Seamless (N.4)	B	A+	9	*					
3117 - Técnico da metalurgia de base e da indústria extractiva	Técnico/a Especialista em Gestão da Produção (Supervisor de Produção) - Indústria Metalúrgica e Metalomecânica (N.5)	A-	B	8		*				*
5211 - Técnicos de comércio e vendas (5211 a 5249)	Técnico/a de Comércio (N.4); Técnico/a Comercial (N.4); Empregado/a Comercial (N. 2); Técnico/a de Vendas (N.4)	B	A	8		*				
7112 - Pedreiro, calosteiro e assentador de refractários	Pedreiro/a (N. 2); Calosteiro/a (N. 2)	C	A+	8		*				*
7222 - Serralheiro de moldes, cunhos, cortantes e similares	Serralheiro Mecânico (N. 2); Serralheiro Mecânico de Manutenção (N. 2); Serralheiro/a de Moldes, Cunhos e Cortantes (N. 2)	B	A	8		*				*
7223 - Reguladores e operadores de máquinas-ferramentas para trabalhar metais	Fresador/a Mecânico/a (N. 2)	B	A	8		*				*
7533 - Trabalhadores de costura, bordados e similares	Costureiro/a Modista (N.2)	A-	B	8		*				*
8121 - Operadores de instalações de transformação de metais	Operador/a de Máquinas Ferramentas (N.2); Operador de Máquinas Ferramentas CNC (N.2); Serralheiro Civil (N.2)	C	A+	8			*			

SANQ: ... development issues and challenges at technical level

... aiming to reach a more trustable system

- To balance the quantitative and qualitative methods and results
- To better relate jobs and qualifications but also to pay more attention to the identification of future skills and competencies needs
- To include an indicator related with employability
- To promote a broader and deeper use of job vacancies analysis when describing employment trends
- To reinforce employers' participation (Asking them what their plans are instead of what they think they will need)
- The quality and update of statistics: the latest data we used were from 2013

SANQ: ... development issues and challenges at a broader level

... aiming to reach a more trustable system

- The design of the system is not closed: improvements and adaptation are foreseen
- The use of information gathered not only in training provision but also in guidance services
- To ensure the committed involvement of enterprises
- The ability to convert qualification needs into very objective criteria to establish the VET provision
- ... and of course the institutional arrangements that will be talked about tomorrow

Thank You for your Attention.