



Educaid.be TVET Seminar

Methods and tools for the identification of skills, trades and promising sectors

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# METHODS AND TOOLS FOR SKILLS ASSESSMENT AND ANTICIPATION EXERCISES

Annelore VERHAGEN

OECD Directorate for Employment, Labour and Social Affairs

Skills and Employability Division



# Reasons for skill assessment and anticipation exercises (SAAs)

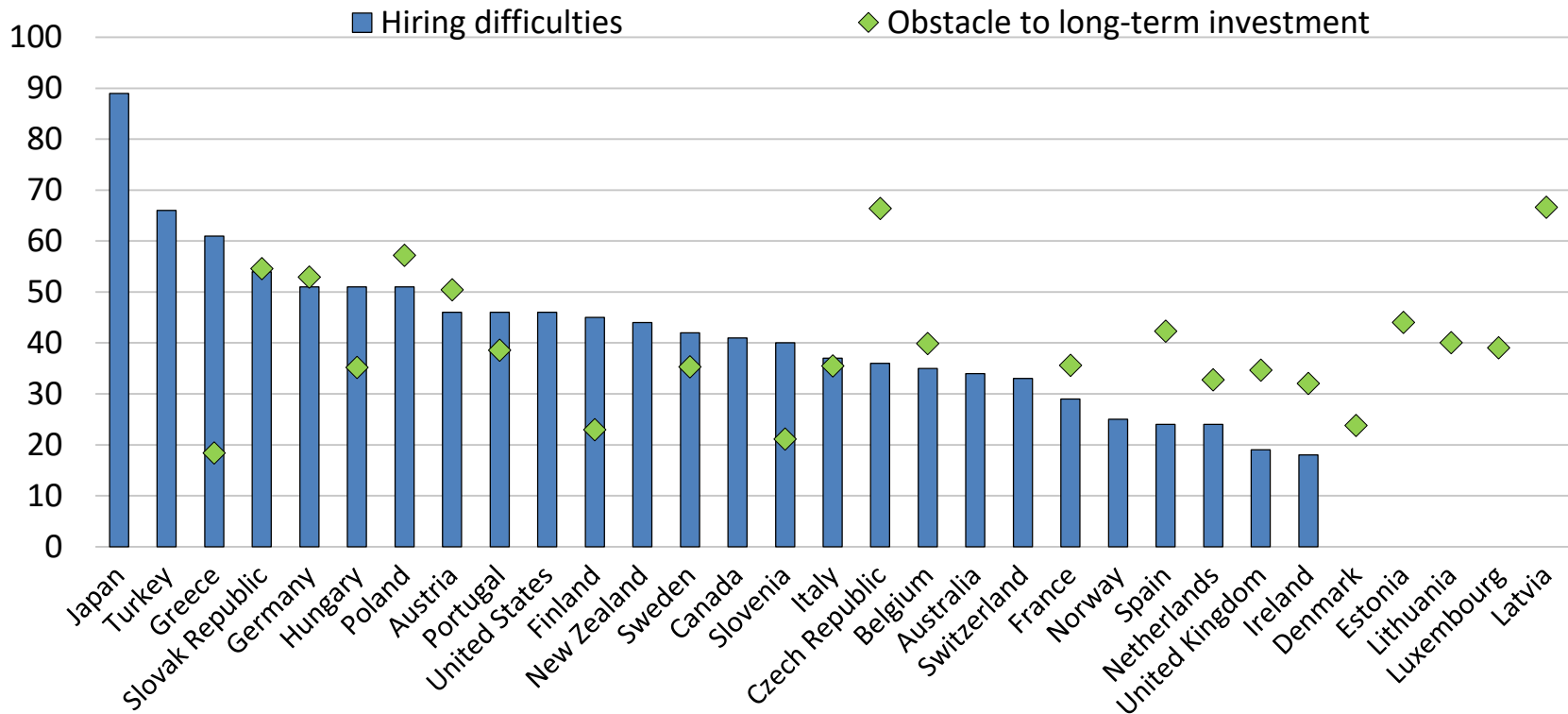
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# Firms face difficulties finding workers with the right skills

**% of employers reporting difficulty in filling jobs/availability of staff with the right skills as major obstacle to long-term investment decisions**





# What are SAAs?

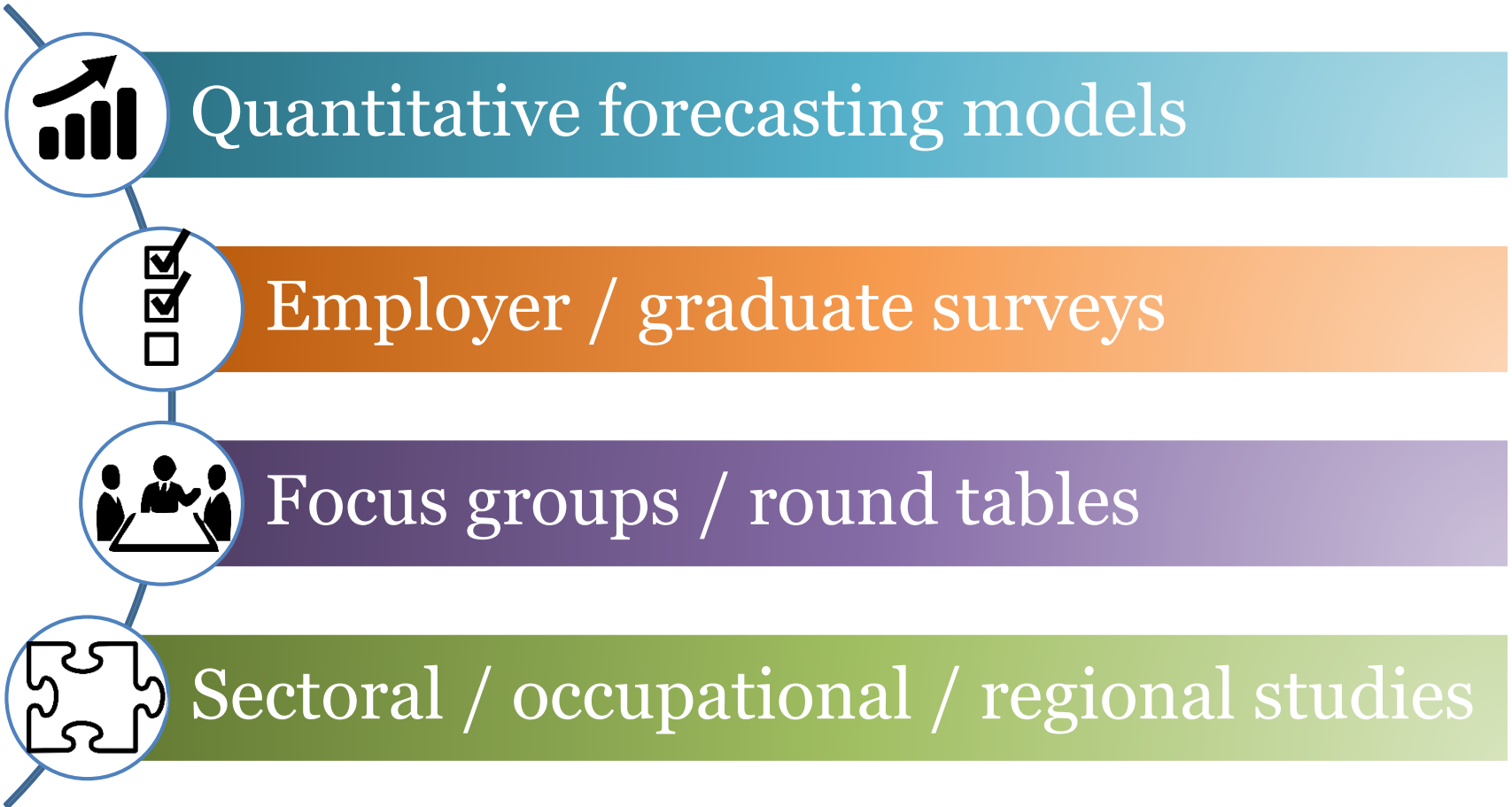
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- Information about **skill demand**
  - **Current** skill needs on the labour market
  - **Future** skill needs on the labour market
    - E.g. due to technological change, population ageing
- Information about **skill supply**
  - **Current** working age population's skills
  - **Future** workforce's skills
    - E.g. due to skills taught in initial education, skill obsolescence



# Type of SAA tools and instruments

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# Quantitative forecasting models


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**Why?** Anticipate **future** skill needs

**How?** Use available quantitative data in econometric models



- 
- + Comprehensive
  - + Consistent
  - + Transparent

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- Data demanding
  - Costly
  - False impression of certainty



# Employer / graduate surveys

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**Why?** Assess **current** skills shortages

Sometimes: **short-term** **future** skill needs

**How?** Send out a questionnaire among employers / graduates



- + Direct user involvement
- + Easy to set up



- Subjective
- Inconsistent
- Too much focus on marginal situations



# Focus groups / round tables

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**Why?** Assess **current** and **future** skill needs

**How?** Bring experts together within/across sector(s)



- + Holistic
- + Direct user involvement
- + Not data demanding



- Subjective
- Inconsistent
- Non-systematic





# Sectoral / occupational / regional studies

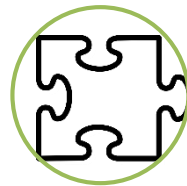
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**Why?** Assess **current** and **future** skill needs within one sector / occupation / region

**How?** Compile quantitative and qualitative evidence



- + Holistic (partially)
- + High quality labour market dynamics

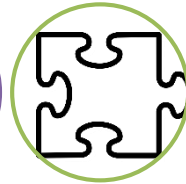


- Requires existing SAAs
- Inconsistent across sectors / occupations / regions



# Types of SAAs used in OECD countries

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	Quantitative forecasting models	Employer surveys	Surveys of workers or graduates	Focus groups / round tables	Sector studies	Other
Australia	X	X	X	X	X	X
Austria	X	X	X	X	X	X
Belgium (Flanders)	X		X	X	X	
Belgium (Wallonia)				X	X	X
Canada	X	X	X	X	X	X
Chile		X		X	X	
Czech Republic	X				X	
Denmark	X	X	X	X	X	
Estonia	X					
Finland	X	X		X		
France	X	X	X	X	X	
Germany	X	X	X	X	X	X
Greece		X			X	
Hungary		X		X		
Ireland	X				X	
Italy	X	X	X		X	
Japan		X	X		X	X
Korea		X	X	X	X	
Netherlands	X	X		X	X	
Norway	X	X	X	X	X	X
Poland			X			
Portugal		X	X	X	X	
Slovak Republic						
Slovenia		X				X
Spain			X	X	X	
Sweden	X	X	X	X	X	
Switzerland						
Turkey		X	X	X	X	
United States	X		X	X		X
<b>Total countries</b>	<b>16</b>	<b>19</b>	<b>17</b>	<b>19</b>	<b>21</b>	<b>9</b>



# Thank you

Contact: [Annelore.VERHAGEN@oecd.org](mailto:Annelore.VERHAGEN@oecd.org)

