

Skills mismatch

Team Blue - 10

ETF 2022

June 14, 2022

STRENGTHS

- Improvement in the economic situation
- Increase in the overall level of education
- Increase of the inclusiveness
- Prioritization of the work-based learning (dual program, legal framework, sectoral-skill committees)
- Active labour market programs
- Good statistical foundations for analysis, annual surveys for employers, international comparable LFSs, differentiated monitoring of VET and graduate tracer system are ongoing projects

WEAKNESSES

- Difficult labor market entry for young people due to loose connection between education offer and skills demand
- Modest participation in the life-long learning
- Shortcoming can be seen in the role of sectoral partners in the identification of skills needs and addressing the mismatch
- No continuity of activities and insufficient collaboration with research sector and academia

Outline of the proposed solution

- Adding up the missing puzzles to address the gaps while preserving the existing system particularly its effective components
- **JOB OBSERVATORY** as a nexus between other components



- Annual survey of employers on labor market demand
- Short-term projections
- Vacancy monitoring
- Administrative data on job seekers and their integration into active labour market programmes

Generic skills

- 1- Self learning
- 2- Team work
- 3 - Entrepreneurship
- 3 - Problem solving
- 3 - Emotional and cognitive flexibility
- 3 - Global education
- 3 - Ethic and moral considerations

Change management

Emerging job demands for skills

- By sector
- Skills identification through surveys, digitalization and machine learning tools

Advocacy

- 1. How can Qualiland develop system of a regular needs analysis to anticipate and plan training programmes in line with labour market needs?
 - 2. What should be done to ensure that information and data on skills mismatches are used to develop relevant initial education curricula?
 - 3. What mechanism can be developed to ensure that workers adapt their skills throughout their lives?
- Tools for skills/Job analysis: traditional and innovative (digital)
 - Identification of new professions
 - Change management
 - Career guidance throughout life
 - Advocacy