

# TARGET GROUP ANALYSIS: YOUTH – SKILLS MISMATCH/SKILLS NEEDS ANALYSIS

## BREAK-OUT GROUP 4

Introduction – Youth focused skills demand and supply analyses in the EU Neighbourhood and Central Asia

Review of practices, challenges and lessons

Future priorities

Collect input

<https://app.mural.co/t/etf5935/m/etf5935/1634196735382/18e976f9b836c58a78acabc37a1a572fa2dd7afc?wid=122-1634198410377>

# METHODOLOGICAL APPROACHES

Quantitative analysis,  
statistics  
(incl. LFS & SILC microdata  
analysis, administrative  
sources)

Focus groups, targeted  
consultations: youth  
(learners, workers, incl.  
atypical, jobseekers,  
vulnerable), policy makers,  
employers, youth NGOs

Desk review

Skills needs analysis,  
forecasts, graduate tracking,  
SWTS, employers' survey  
(Qs on newly hired, support  
to young employees))

## Issues investigated:

- Labour market status; NEETs profile, characteristics;
- Human capital potential / underutilisation; skills mismatches
- Risks of labour market and social exclusion, vulnerability (various determinants – gender, education, income, geographical divides)
- challenges in transition from school to work; education relevance
- Young people's expectations, job finding strategies
- Policy aspects: education, employment, social protection and services (enabling factors, barriers)
- Policy innovation, effectiveness, relevance

# ETF INDICATORS OF VERTICAL MISMATCH (provisional data)

% aged 15-24	2016	2017	2018	2019
<b>Albania</b>				
Over-skilled-High (d)	50.9	54.4	57.7	41.4
Over-skilled-Medium (d)	12.0	8.6	8.2	4.5
<b>Bosnia and Herzegovina</b>				
Over-skilled-High	36.5	20.6	41.9	28.3
Over-skilled-Medium	12.5	14.0	8.1	8.4
<b>Montenegro</b>				
Over-skilled-High	22.4	17.8	28.9	26.1
Over-skilled-Medium	8.1	7.2	8.0	8.3
<b>Serbia</b>				
Over-skilled-High	47.5	47.8	46.4	48.8
Over-skilled-Medium	12.6	11.2	12.6	12.5
<b>North Macedonia</b>				
Over-skilled-High	45.3	41.5	41.1	35.7
Over-skilled-Medium	9.6	9.0	8.7	7.3
<b>Kosovo*</b>				
Over-skilled-High	46.5	31.9	24.8	41.7
Over-skilled-Medium	23.8	27.2	22.4	30.4

Source: Calculations done using Labour Force Surveys 2016-2019. Forthcoming (2022) ETF report on skills mismatch measurement.

Note: ETF mismatch framework is made of ten indicators: 3 core measuring vertical and horizontal mismatch, 3 contextual and 3 optional.

Definitions: Over-skilled are those holding jobs requiring lower levels of formal qualifications. Over-skilled-High: tertiary graduates (ISCED 5-8) employed in semi-skilled occupations (ISCO-08 groups 4-8). Over-skilled-Medium - upper/post-secondary graduates (ISCED 3-4) working in elementary jobs (ISCO-08 group 9).

**Unlocking youth potential in South Eastern Europe and Turkey: Skills development for labour market and social inclusion**

<https://www.etf.europa.eu/en/publications-and-resources/publications/unlocking-youth-potential-south-eastern-europe-and-turkey>

**Youth in transition in the Southern and Eastern Mediterranean: Identifying profiles and characteristics to tap into young people's potential**

[Youth in transition in the Southern and Eastern Mediterranean: Identifying profiles and characteristics to tap into young people's potential | ETF \(europa.eu\)](https://www.etf.europa.eu/en/publications-and-resources/publications/youth-in-transition-in-the-southern-and-eastern-mediterranean-identifying-profiles-and-characteristics-to-tap-into-young-peoples-potential)

**Youth situation in Serbia: Employment, skills and social inclusion**

<https://www.etf.europa.eu/en/publications-and-resources/publications/youth-situation-serbia-employment-skills-and-social>

**UNICEF and ETF reports on building a resilient young generations in Europe and Central Asia (December 2020; June 2021)**

<https://www.etf.europa.eu/en/publications-and-resources/publications/building-resilient-generation-central-asia-and-europe>

<https://www.etf.europa.eu/en/publications-and-resources/publications/preventing-lockdown-generation-europe-and-central-asia>

**Policies supporting youth transition to work in Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine**

<https://www.etf.europa.eu/en/publications-and-resources/publications/policies-supporting-youth-transition-work>

**Tracking vocational graduates in the EU candidate countries**

<https://www.etf.europa.eu/en/publications-and-resources/publications/tracking-vocational-graduates-eu-candidate-countries>

**Tracing secondary vocational and tertiary education graduates in the former Yugoslav Republic of Macedonia: 2016 tracer study results**

<https://www.etf.europa.eu/en/publications-and-resources/publications/tracing-secondary-vocational-and-tertiary-education>

**Tracing technical and vocational education graduates in Palestine**

<https://www.etf.europa.eu/en/publications-and-resources/publications/tracing-technical-and-vocational-education-graduates>

**Skills mismatch measurement in ETF partner countries (2019 – 7 countries; forthcoming 2022 - ~18 countries)**

<https://www.etf.europa.eu/en/publications-and-resources/publications/skills-mismatch-measurement-etf-partner-countries>