



**CEDEFOP**

European Centre for the Development  
of Vocational Training

# Using skills intelligence for economic competitiveness

## Cedefop's approach to skills anticipation



## Informing VET and Skills

What drives changing skill needs?

What skills policies can tackle skill mismatches?



**Skills & Labour Market**

## Valuing VET and Skills

How do we empower individuals and organisations?

How can we make lifelong learning a reality?



**Learning & Employability**

**What does Cedefop do?**

## Shaping VET and Qualifications

How do systems respond to new needs?  
How do systems prepare for the future?



**Delivering VET & Qualifications**

## Blend to comprehend

- Triple (digital/green/demographic) transition
- Competitiveness and strategic resilience scenario
- User-centred set-up
- Stakeholder-supported dissemination

## Survey based analysis and survey development

- European Training and Learning Survey
  - Second European Skills and Jobs Survey
  - Third European Skills and Jobs Survey

KEY AREAS  
INFORMING  
VET & SKILLS

## AI skills research

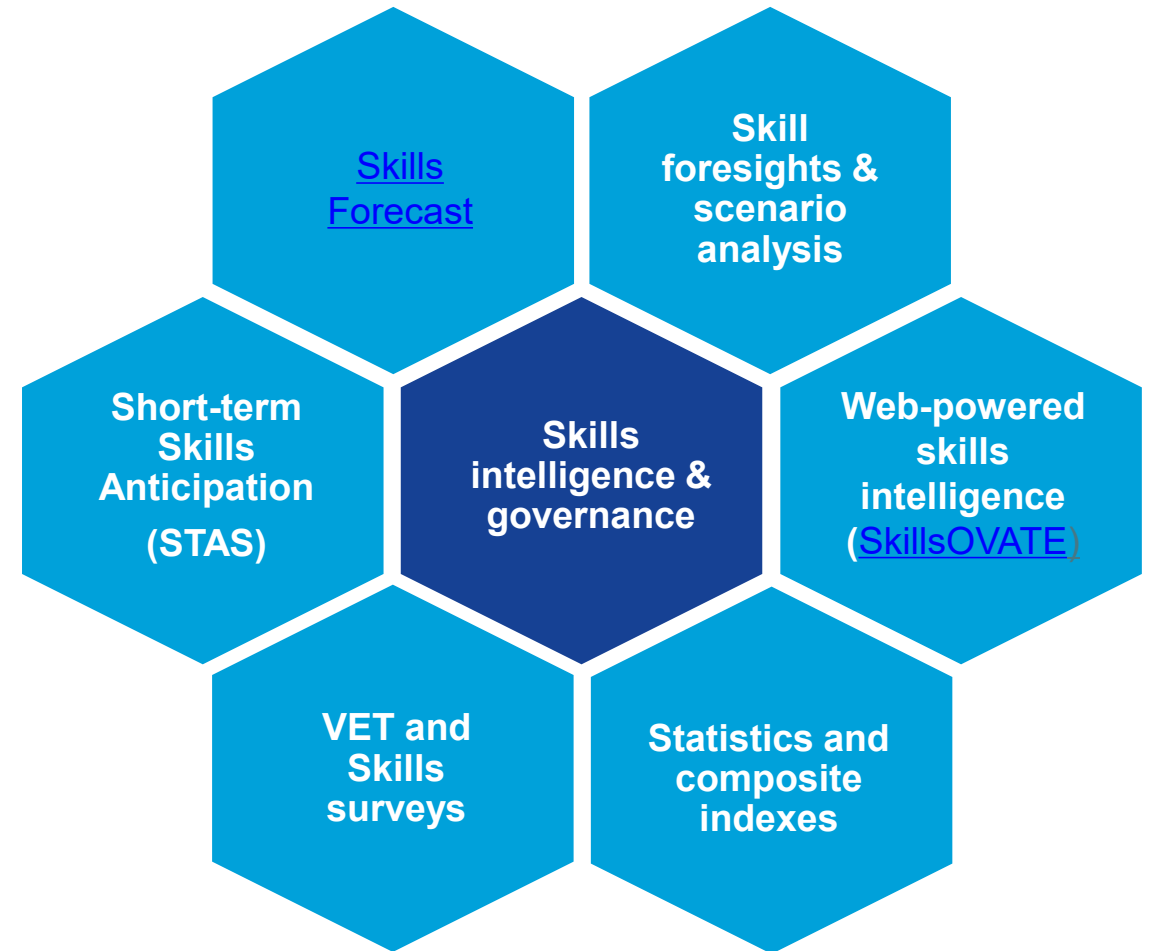
- European AI skills survey
- AI foresight in automotive, geriatric nursing, and creative industries

## Work with stakeholders

- Effectiveness of skills matching policies
- Tripartite Exchange Seminar
- Green observatory
- Technical Support Instrument (TSI)

# Cedefop skills intelligence tools support evidence-based policy making

- Trade-offs between detail, precision, timeliness
- Mismatches go beyond skills shortages & gaps
- Quantitative and qualitative information
- ***Blend to comprehend***



Source:

[Cedefop Skills intelligence tool](#)



Skills forecast



Skills OVATE

eurostat 



European skills and jobs survey



Matching skills database



European skills index



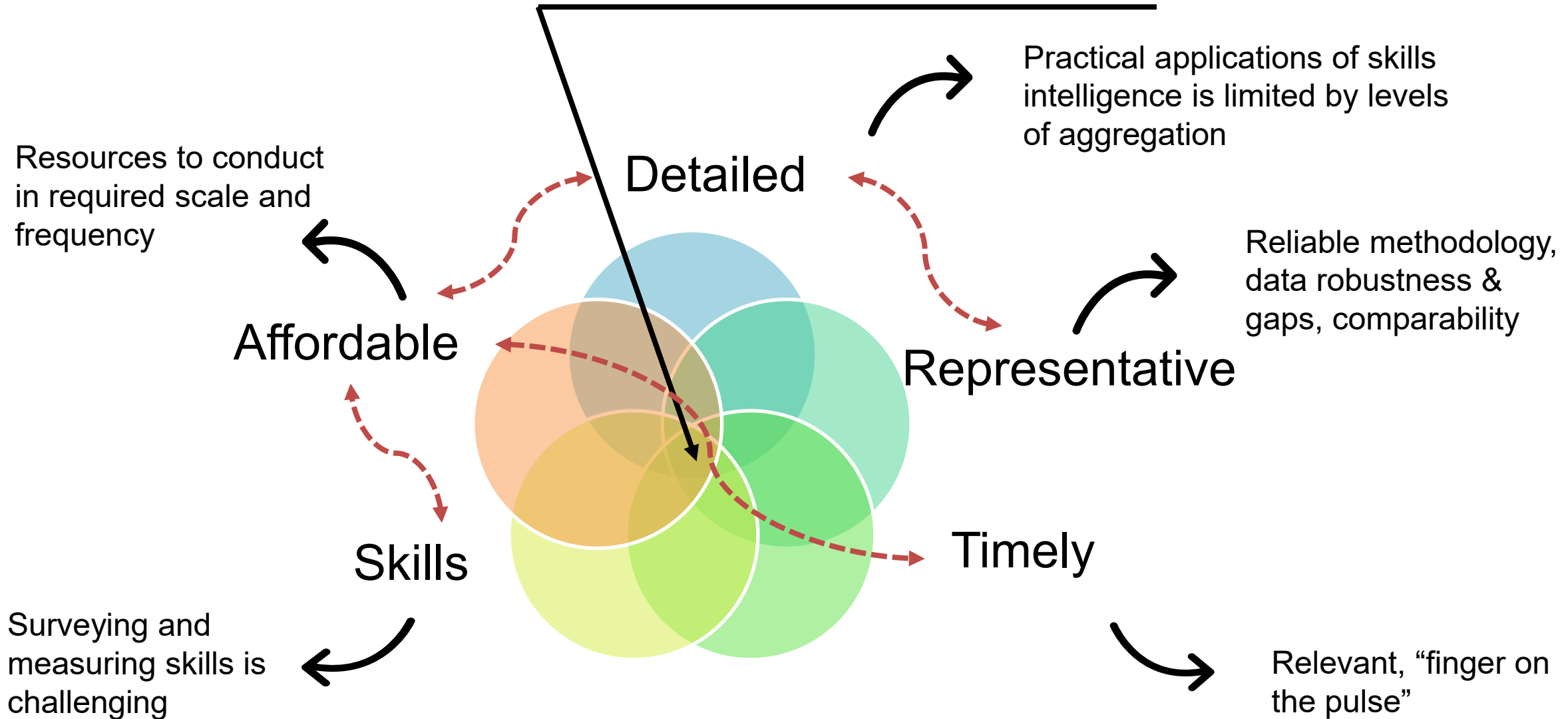
STAS



Skills intelligence tool



# Pillars and challenges of skills intelligence



**Below  
the surface of skills intelligence**



Visualisations  
Dashboards  
Publications  
Presentations

User testing  
Product design

Data validation

Quality control

Data management

Data collection

Design and prototyping

Methodology work

Ideas and research questions




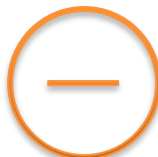
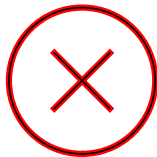


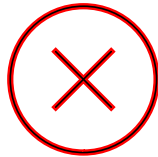

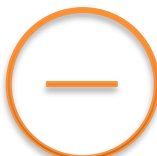

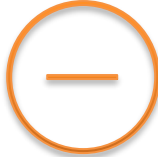
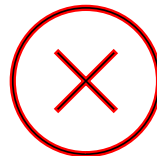



# Limitations of skills intelligence tools



- Focus **mostly on the “demand side”** of the labour market, i.e., employers’ perspective: jobs created, jobs vacated, skills requested;
- **Mostly quantitative**: number of jobs, share of jobs requesting a specific skill etc.;
- May miss the **context**: job attractiveness, working conditions, quality of contract, pay, “prestige” of a job in a society;
- Can not incorporate people’s **aspirations and expectations**;
- **Not a crystal ball** – based on assumptions, policy implementations;
- Using it requires **training and understanding**’
- Needs **adjustment to different target groups**.

Image by [Susanne Jutzeler, Schweiz ch suju-foto](#) from [Pixabay](#)

# Skills intelligence challenges

	Affordable	Detailed	Representative	Timely	Skills
Employment (household) surveys					
Skills surveys					
Skills forecasts					
Online job advertisements					

# No **single skills intelligence method/tool** is “perfect” and sufficient

- **Skills forecast**: econometric model based on historic data
- **Skills foresights**: reflects opinions of an expert group; subjective bias
- **Surveys**: reflects opinions of only one group (e.g. employees); definitions/understanding of key terms may differ
- **Online job advertisements**: coverage bias, language specificities, challenge of defining “skills”

⇒ **Synthesis** is key

⇒ **Partnerships**

**Skills governance**

# Obstacles to developing skills intelligence

## Policy intent

Transparent (regulatory) procedure for production and use of results in policy

## Social partner inclusion

Involvement/cooperation of actors at different levels (sectoral/local)

## Organisational structure

Well-defined institutions/units for analysis and use of results

## Sustainability

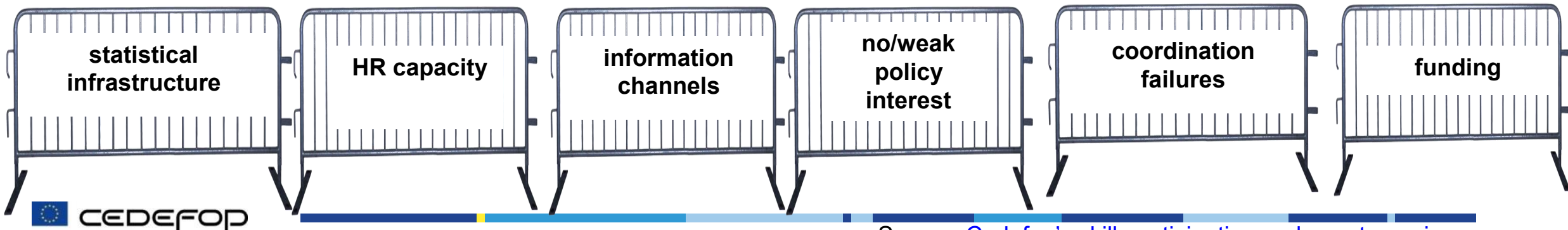
System reputation - innovation - updates - independent budget line

## Stakeholder inclusion

Involvement and cooperation of actors at different levels (sectoral/local)

## Dissemination

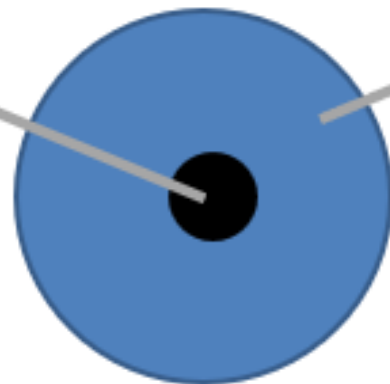
Skills intelligence customisation for diverse audiences - digital technology



# Governance of skills anticipation and matching

## labour market and skills intelligence

collecting and analysing data and information on current and future labour market trends and skill needs

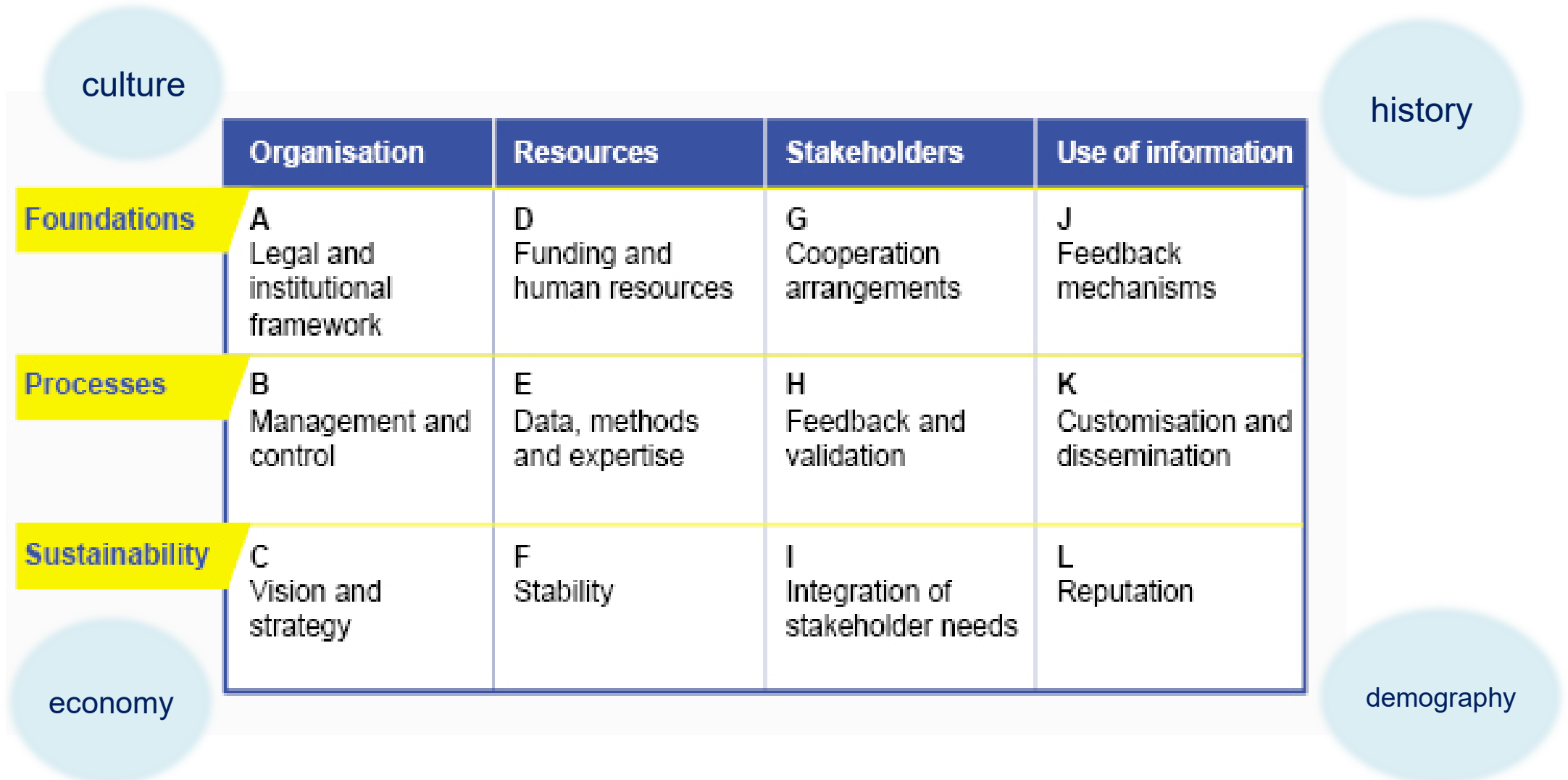


## Skills governance

The system of institutions, operational processes and dissemination channels aimed at facilitating stakeholder interaction and policy responses based on labour market information signals

- ✓ Multiple stakeholders
- ✓ Various administrative levels
- ✓ Different parts of education and training (initial, continuing)
- ✓ Diverse policies (education, ALMP, economic, migration, climate)
- ✓ Skill needs at different points in time

# Cedefop's skills governance framework



# Cedefop skills anticipation and governance work: TSI projects

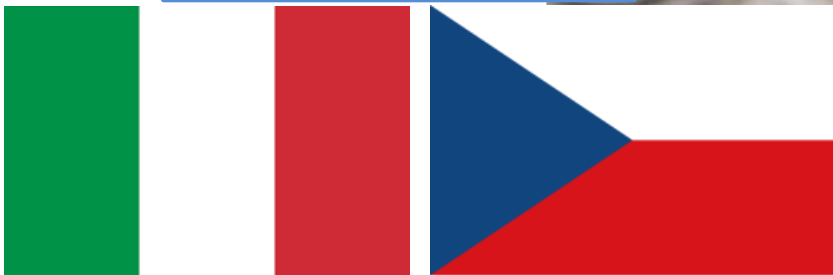


Ongoing



December  
2024 – 2026

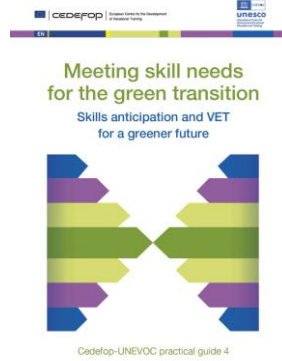
Preparation



2026 – 2028



# Cedefop skills intelligence publications (selected)



# Thank you

[www.cedefop.europa.eu](http://www.cedefop.europa.eu)

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