TOWARDS A LABOUR MARKET INTELLIGENCE SYSTEM IN UKRAINE: EXPERIENCE, CHALLENGES, AND TOOLS FOR ANTICIPATING SKILLS DEMAND AND SUPPLY

ETF Skills Lab Network of Experts Regional Webinar
SKILLS ANTICIPATION METHODOLOGIES AND INSTITUTIONALIZATION OF labour MARKET INTELLIGENCE SYSTEMS
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Challenges Facing Ukraine's Labour Market in the Current Environment

- ✓ Closure and Relocation of Enterprises
- ✓ Changes in Territorial and Sectoral Structure
- ✓ Reconstruction and Technological Modernization
- ✓ Migration and Internal Displacement
- ✓ Mobilization and Return to Civilian Work
- ✓ Demographic crisis, health, and family responsibilities
- ✓ Lack of official information on population size and distribution and the labour force
- ✓ Mismatch between the skill and occupational structure of the workforce and the needs of the labour market

Main efforts to address existing problems

Adoption of the Employment Strategy for the Population of Ukraine for the Period up to 2030 and Approval of the Operational Plan for Its Implementation in 2026–2028 (January 7, 2026)

Strategic Goal 2. Aligning the outcomes of the education and vocational training system with current and projected employer demand

Implementation of the Unified Information and Analytical System “Obriy,” which is intended to ensure the digital transformation of key processes of interaction between employers, employees, entities providing occupational safety and health services, and government agencies.

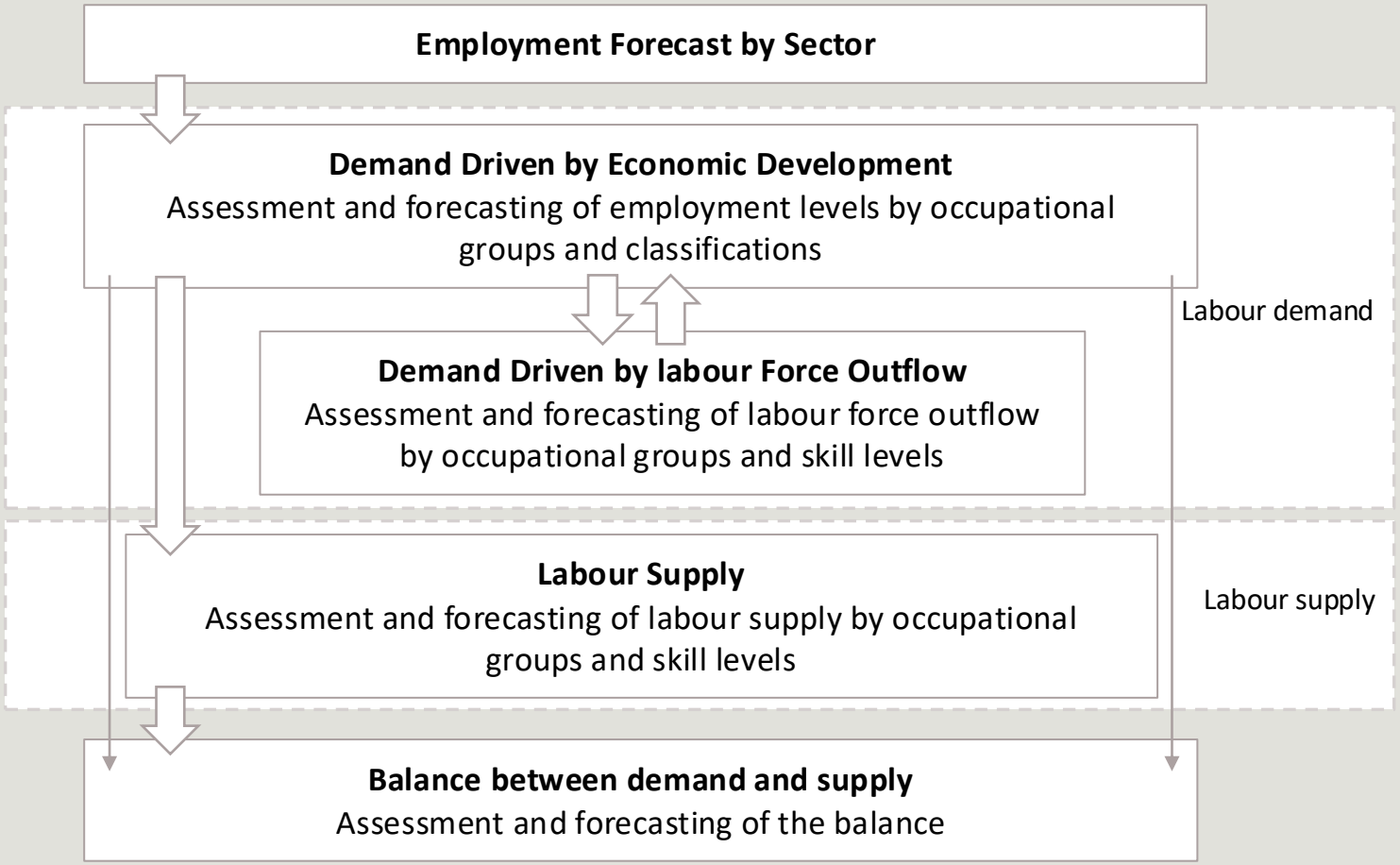
CMU Resolution “On the Implementation of a Pilot Project to Forecast the Demand for Specialists and Skilled Workers in the labour Market”

The sources of information for forecasting the demand for specialists and blue-collar workers in the labour market include data from the State Employment Center, the State Statistics Service, the Pension Fund of Ukraine, the Institute of Demography, international organizations, and the Ministry of Economy’s own calculations.

Experimental forecasting mechanism

- ✓ A two-year experiment in interagency coordination
- ✓ Annual update of the forecast for a period of up to 10 years
- ✓ Base and alternative development scenarios
- ✓ Results by sector, occupation, and education level
- ✓ Use for workforce planning
- ✓ Updates to the occupational and educational structure
- ✓ Labour force exit by age, occupation, and skill level
- ✓ Transitions between employment, unemployment, and economic inactivity
- ✓ Occupational mobility and migration flows

Structure of the Model for Medium-Term Forecasting of Labour Supply and Demand



Model for Assessing and Forecasting for labour demand



Use of Research Findings in Policy Decisions

Analytical Findings	Possible Solution
labour shortage in a specific occupational group	Adjusting training and retraining programs
New skill requirements	Updating educational programs
Geographical mismatch	Support for mobility, housing, and transportation
Barriers to employment	Infrastructure (including and care) services, workplace adaptation
High Uncertainty	Phased solutions, performance monitoring, and reassessment

Recommendations

- ✓ Introduce a modern, multi-component model for assessing and forecasting labour supply and demand—as well as their imbalances—over the medium term (up to 10 years). The components should cover: changes in employment by sector; replacement demand due to retirement; replacement demand due to emigration; labour supply taking into account demographics, economic activity, and the output of the vocational education system; potential labour supply through the return of emigrants and/or the admission of foreign workers; balancing by occupational and skill groups.
- ✓ Ensure a high-quality data foundation and monitoring of migration flows: regular collection and processing of microdata (primarily based on the results of national sample surveys and relevant administrative registries), as well as information on those who leave or return: gender, age, education, qualifications, and occupation. Use alternative sources (job sites, search queries, etc.) as supplementary data, interpreting them with caution.
- ✓ Institutionalize the use of models, adaptive statistical methods, and indirect estimates in decision-making, ensuring clear interpretation and communication of forecast results to stakeholders and the integration of monitoring at the level of the Ministry of Economy, the State Employment Service, the State Statistics Service, and the analytical units of regional and local authorities.
- ✓ Use forecasts for the early detection of imbalances by sector, occupation, and skill level when planning targeted programs to prevent shortages and surpluses and reduce the risks of structural unemployment; pay particular attention to high-risk groups (youth, women, and pre-retirement-age individuals).
- ✓ Flexibly adapt the vocational education and retraining system to projected needs: align training volumes, update/adapt programs, and justify new training areas, taking into account potential labour mobility within the country and abroad.
- ✓ Maintain ongoing communication with citizens temporarily working abroad: use online platforms and specialized registries of education and work experience to offer remote employment opportunities and facilitate their return when appropriate opportunities arise.
- ✓ Strengthen policy coordination and stakeholder collabouration (central executive authorities, employers, labour unions, educational institutions) while developing a relevant forecasting system and advancing the National Qualifications Framework; use forecasting results to develop adaptive scenarios for socioeconomic development and make timely adjustments to strategies.

THANK YOU FOR YOUR ATTENTION!

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