AGENDA

ETF Skills Lab Network of Experts Regional Webinar

SKILLS ANTICIPATION METHODOLOGIES AND INSTITUTIONALISATION OF LABOUR MARKET INTELLIGENCE SYSTEMS IN CENTRAL ASIA

27 October 2026, 10.00 – 12.00 CET

BACKGROUND

Skills anticipation and labour market intelligence (LMI) have become central to education, training and employment reforms across Central Asia. As Kazakhstan, the Kyrgyz Republic, Tajikistan, Turkmenistan and Uzbekistan pursue economic diversification and modernise their vocational education and training (VET) systems, the ability to anticipate emerging skills needs and to translate that knowledge into policy and practice is increasingly recognised as a foundation for effective, demand-driven reform.

Since 2020, the European Training Foundation (ETF), through its Skills Lab initiative, has worked with partner countries to foster a culture of skills anticipation, acting as an observatory for skills demand and bringing together a global community of practitioners under the ETF Skills Lab Network of Experts, established in October 2021. In Central Asia, this agenda has been reinforced through the EU-funded DARYA programme (Dialogue and Action for Resourceful Youth in Central Asia, 2022–2027), under which Kazakhstan and the Kyrgyz Republic have rolled out new graduate and employer surveys, and countries across the region are jointly developing occupational standards and piloting the recognition of skills acquired outside formal education.

Despite this progress, many national labour market information systems (LMIS) in the region remain reliant on fragmented, largely administrative data sources, with limited integration of employer and graduate surveys, online job vacancy analytics and other emerging 'big data' sources into a coherent and institutionalised system. As ETF guidance on LMIS design underlines, there is no single blueprint for an effective architecture: institutional arrangements must be adapted to each country's governance context and statistical capacity, while systematically linking data producers (statistical offices, public employment services and education authorities) with policymakers and other data beneficiaries[1].

This regional focus is reinforced by EU-level skills anticipation infrastructure that offers relevant methodological reference points: Cedefop's Skills Forecast, its Short-Term Anticipation of Skills trends and VET demand (STAS) tool, and Skills-OVATE, its online job vacancy analysis platform, together

[1] European Training Foundation, Labour Market Information Systems (LMIS) – guidance on LMIS institutional architecture and governance options, etf.europa.eu

illustrate how harmonised, comparable data and administrative and big-data sources can be combined into a standing EU-wide skills intelligence infrastructure[2].

Recent Central Asian evidence underscores the stakes: the World Bank's 2026 Kazakhstan Economic Update highlights persistent gaps in foundational and job-relevant skills as a constraint on productivity, while its 2024 report on jobs in Kazakhstan and earlier regional jobs, skills and migration surveys in the Kyrgyz Republic, Tajikistan and Uzbekistan point to continuing skills mismatches and the importance of better labour market data for policy design[3]. Furthermore, the ILO's ongoing work on labour market information systems and public employment services across the region further underlines the institutional dimension of building sustainable LMI systems[4].

The webinar will begin with opening remarks and an overview of the agenda, continue with a context-setting, frame-the-topic session delivered by Mirela Gavoci (ETF), introducing core skills anticipation methodologies and the principles for institutionalising labour market intelligence systems, including the role of administrative data and big data and the challenge of tracking comparable labour market data across countries, building on ETF's methodological work on Big Data for Labour Market Intelligence, developed with partner countries since 2019[5].

This will be followed by a keynote contribution from the European Commission's Joint Research Centre (JRC), presented by Davide Villani, Researcher in the Employment team of the Industrial Strategy, Skills and Technology Transfer Unit at the JRC in Seville. Drawing on a upcoming study: 'The Causal Impact of Innovation on Tasks: An Analysis Using Employer-Employee Administrative Data', the presentation will illustrate how task-based approaches and employer-employee administrative data can inform skills anticipation and the institutionalisation of labour market intelligence systems[6].

Three country cases then ground these approaches in practice. Ukraine, as a neighbouring-region case, is presented by Volodymyr Sarioglo (Mykhailo Ptoukha Institute), who shares experience, challenges and tools for building a labour market intelligence system. Two regional cases, will be presented by Ainura Umetova, national expert from Kyrgyzstan and Almira Zakiyeva (The World Bank) from Kazakhstan, who explore how labour market information and skills evidence can be linked.

The five presentations will be followed by an open floor discussion allowing participants to engage directly with both speakers on the methodologies, data sources and institutional arrangements presented, before conclusions and wrap-up that synthesises insights and highlights promising practices. The event aims to foster exchange among regional and international stakeholders, showcase innovative approaches, and identify entry points for cross-country collaboration on skills anticipation and labour market intelligence in Central Asia

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[2] Cedefop, Skills Forecast (projections to 2035), Short-Term Anticipation of Skills trends and VET demand (STAS), and Skills-OVATE online job vacancy analysis tool, cedefop.europa.eu

[3] World Bank, Kazakhstan Economic Update: Strengthening Skills to Unlock Productivity (May 2026); More, Better and Inclusive Jobs in Kazakhstan, Social Protection and Jobs Europe and Central Asia Analytical Report (2024); World Bank / GIZ Jobs, Skills and Migration household surveys in the Kyrgyz Republic, Tajikistan and Uzbekistan (2013); and The Road Home and Abroad: Enhancing TVET for Youth and Migration in Uzbekistan, worldbank.org

[4] International Labour Organization, Labour Market Information Systems (LMIS) guidance and regional Decent Work programming in Europe and Central Asia, ilo.org / ilostat.ilo.org

[5] European Training Foundation, Big Data for Labour Market Intelligence: an introductory guide (2019), and Open Space – LMI in Transformation: Focus on Big Data, etf.europa.eu

[6] Fana, M., Giangregorio, L., Mofakhami, M., & Villani, D. (2026 - forthcoming). The impact of innovation on task content and work organisation. Joint Research Centre, European Commission.

Time	Agenda Item	Speaker
10.00-10.05	Welcome and ETF introduction to the topic	Cristiana Burzio, Coordinator, ETF Skills Lab Network of Experts
10.05-10.10	Opening, rules of engagement, overview of agenda	Begench Yazov, ETF Skills Lab regional coordinator
10.10-10.35	**Skills Anticipation Methodologies and Institutionalisation of Labour Market Intelligence Systems: Tracking Comparable Data Across Countries, including administrative and big data** *Followed by Q&A 10'*	Mirela Gavoci, Data Analyst and Expert in Human Capital Development, ETF
10.35-10.55	***Task-Based Approaches to Skills Anticipation Using Administrative and Big Data*** *The Causal Impact of Innovation on Tasks: An Analysis Using Employer-Employee Administrative Data* *Followed by Q&A 10'*	Davide Villani, Researcher, Employment Team, Industrial Strategy, Skills and Technology Transfer Unit, JRC, Seville
10.55-11.15	**Towards a Labour Market Intelligence System in Ukraine: Experience, Challenges and Tools for Anticipating Skills Demand and Supply** *A neighbouring-region case sharing experience, challenges and tools for building a labour market intelligence system.* *Followed by Q&A 10'*	Volodymyr Sarioglo, Senior Researcher, Mykhailo Ptoukha Institute for Demography and Life Quality Research, National Academy of Sciences of Ukraine
11.15-11.35	**Kyrgyzstan's Experience in Labour Market Research** *A national perspective on how labour market research is conducted and used to inform skills policy in the Kyrgyz Republic.* *Followed by Q&A 10'*	Ainura Umetova, Consultant to the Ministry of Labour, Social Security and Migration of the Kyrgyz Republic
11.35-11.55	**Linking Labour Market Information and Skills Evidence: Insights from Kazakhstan** *Insights into how labour market information and skills evidence can be linked to support policy design in Kazakhstan.* *Followed by Q&A 10'*	Almira Zakiyeva, Education Specialist, The World Bank (Global Education Practice), Country office in Kazakhstan
11.55-12.00	**Conclusions and wrap-up**	Cristiana Burzio, ETF

Further Reading (ETF Open Space):

The Future of Skills in ETF Partner Countries (2024), ETF's multi-faceted approach to skills anticipation, including Big Data analysis; Education, Skills and Employment: Trends and Developments 2024, annual cross-country monitoring report covering Central Asia; DARYA (2022–2027). All at etf.europa.eu.

Big Data for Labour Market Intelligence (2023)

How to translate skills demand evidence into effective policies? (2026)