

EUROPEAN TRAINING FOUNDATION

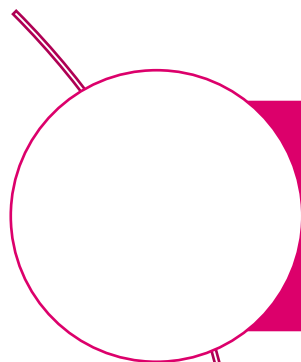
Skills Anticipation in ETF Partner Countries



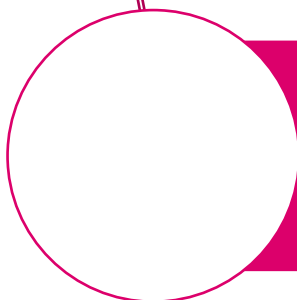
SKILLS LAB WEBINAR
6 October 2026



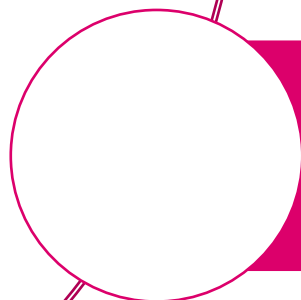
KEY CHALLENGES IN ETF PARTNER COUNTRIES



Uneven governance and weak coordination: Skills anticipation activities are frequently dispersed across ministries, public employment services, statistical offices, and donor-supported initiatives, with unclear mandates and limited coordination mechanisms.



Data availability and analytical capacity: Some PCs struggle with limited access to timely, granular and interoperable data, alongside capacity constraints in applying and combining different anticipation methods



Reduced uptake of skills anticipation findings in policy processes: Skills anticipation outputs need to be systematically included in decision-making processes on education and training provision, adult learning strategies, funding or career guidance

FOCUS OF THE MAPPING

Conducting a structured review and mapping exercise to **identify, document, and compare skills anticipation practices and initiatives** across the ETF partner countries.



The results of the skills anticipation mapping will **inform policy dialogue, peer learning, and targeted capacity development.**

OBJECTIVES OF THE MAPPING

Key ETF Objective

Support partner countries in developing or strengthening skills anticipation initiatives, thereby further consolidating adult learning policies and the delivery of relevant and efficient skills policies aligned with labour market needs.

Consolidating the understanding of initiatives and practices - current situation and factors that shape the skills anticipation efforts; understanding the needs of partner countries.

Ensuring peer learning and strengthening the exchange of practices – facilitating mutual learning and exchange of experiences among PCs and with EU MS as a main tool for building competencies for better policies and development of strong skills intelligence.

IMPLEMENTATION PHASES AND TIMELINE

Phase

1

**Albania, Bosnia and Herzegovina,
Kosovo*, Montenegro, North Macedonia,
Serbia, Türkiye, Georgia, Moldova,
Ukraine, Armenia, and Egypt.**

August 2026 – April 2027

Phase

2

**Algeria, Lebanon, Israel, Jordan, Morocco,
Palestine**, Tunisia, Azerbaijan,
Kazakhstan, Kyrgyzstan, Tajikistan,
Turkmenistan, Uzbekistan.**

May – December 2027

MAIN AREAS OF INTEREST

Governance and institutional setup

Focus on the institutional structures, coordination, and stakeholder interaction.

1. Who produces the skills anticipation and intelligence information (e.g., ministries, observatories, PES, research bodies)?
2. What mechanisms for coordination are utilised across education, the labour market, and economic policy to develop/validate specific anticipation analyses?
3. What roles do employers, social partners, skills councils or other relevant stakeholders play in the skills anticipation practices identified in the Partner Countries?

Methods and tools

Used in PCs to carry out skills anticipation analyses, including quantitative models, indicator-based analysis, employer surveys and sector studies, and qualitative foresight methods.

1. Which methods are used in the PCs—quantitative, qualitative, or mixed?
2. What is the time horizon of the skills anticipation practices implemented (e.g., real-time, short, medium, or long term)?
3. At what level are the analyses conducted—economy-wide, sectoral, or occupational?

Data and evidence-based

Specific data and information used to ground the skills anticipation systems.

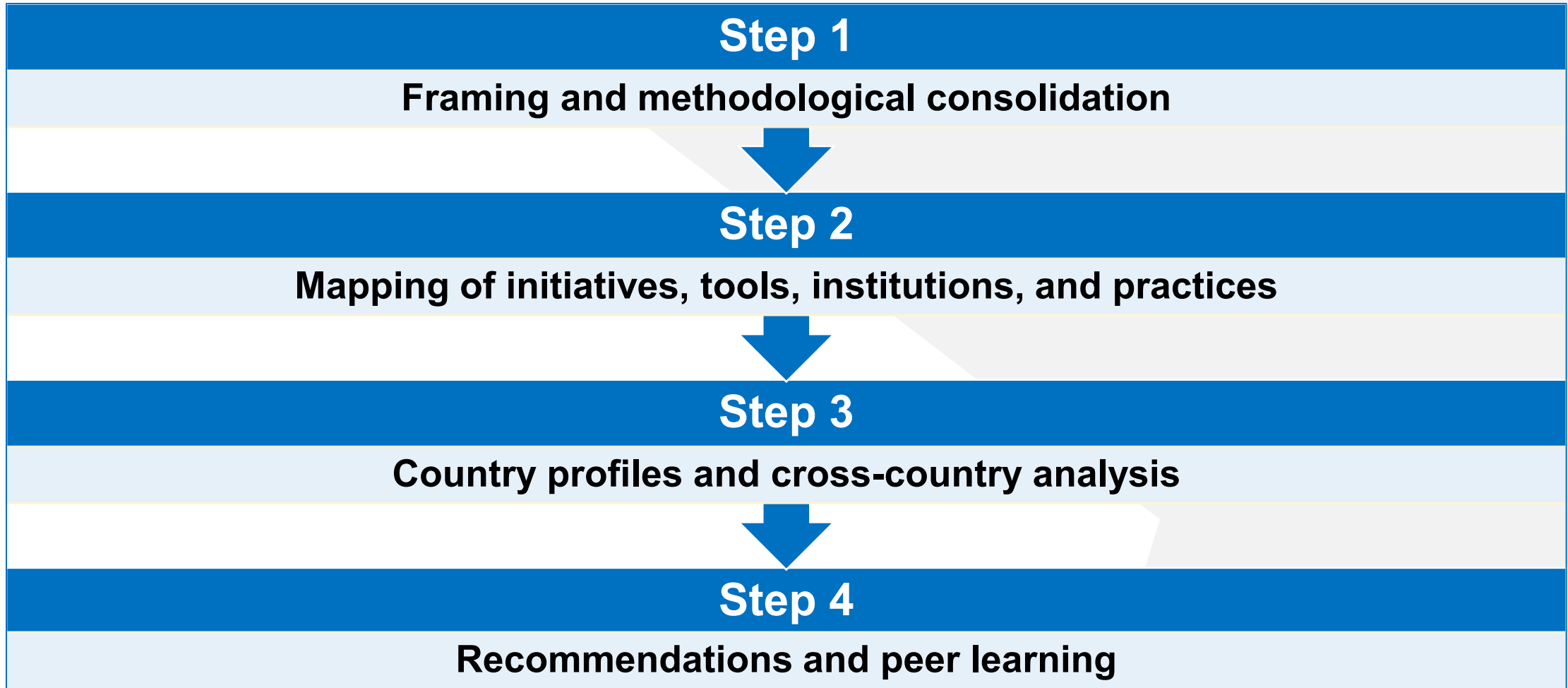
1. Is the data timely, granular, and reliable?
2. Is there integration across sources?
3. Are big data / Online Job Vacancies (OJV) used?

Use and policy impact

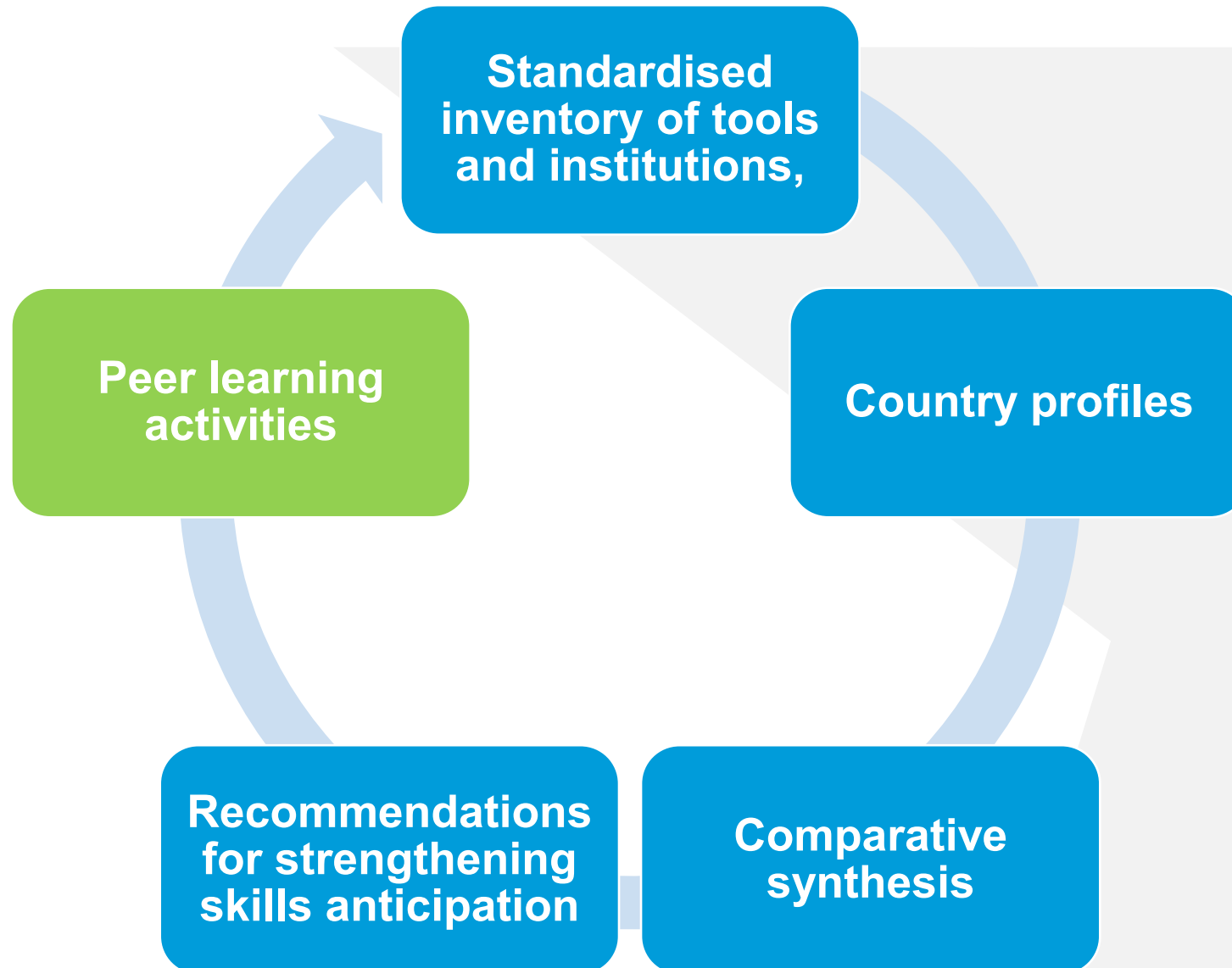
Understanding the links between these practices and policy dialogue and policymaking, capacity building, and reforms adopted.

1. Are skills intelligence used for: labour market policies; education and VET planning; curriculum design; career guidance; migration policy?
2. Are results disseminated and accessible for a wider group of stakeholders?

IMPLEMENTATION PROCESS



OUTPUTS OF THE PROJECT



ANALYSIS OF ONLINE JOB VACANCIES (OJVs)



THE GOAL OF OJV ANALYSIS IS...

To transform this...



...into value

JUNIOR SOFTWARE DEVELOPER
Location: Milano, Lombardia
Salary: €40.000 - €50.000 all'anno
Candidati facilmente

Lead Clinical Data Manager - Office or home based
Warman O'Brien - Milano, Lombardia
€40.000 - €50.000 all'anno
Candidati facilmente

JUNIOR SOFTWARE DEVELOPER
Location: Milano, Lombardia
Salary: €40.000 - €50.000 all'anno
Candidati facilmente

SUPPLY CHAIN - MAGAZZINIERE - La Risorsa Umanitaria
MODENA, EMR
Candidati facilmente

Lead Clinical Data Manager
Our client is looking for a Lead Clinical Data Manager to join their team. The ideal candidate will have a strong background in clinical data management, with experience in database design specifications, edit check specifications, and data cleaning. The role involves working closely with the clinical research team to ensure data integrity and accuracy. The position is based in Milan, Italy, and offers a competitive salary and benefits package.

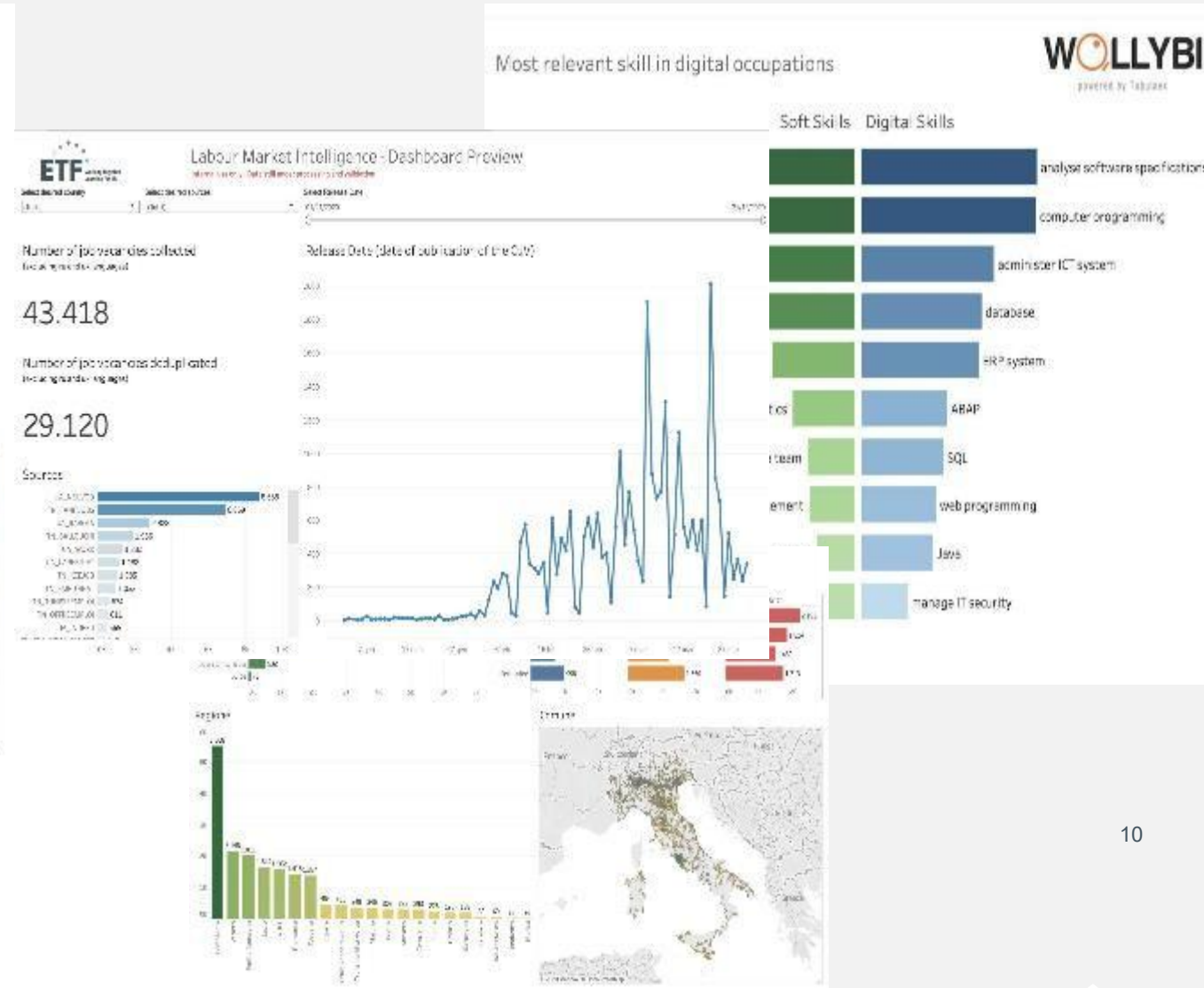
Skills:
- Database design specifications, edit check specifications, data cleaning
- Strong background in clinical data management
- Experience in database design specifications, edit check specifications, and data cleaning
- Strong background in clinical data management
- Experience in database design specifications, edit check specifications, and data cleaning

Location:
Office or home based

Salary:
€40.000 - €50.000 all'anno

Benefits:
- Competitive salary and benefits package
- Flexible working options
- Career development opportunities

Responsibilities:
- Lead large or complex EDC studies and study teams
- Understand and have experience in database design specifications, edit check specifications and data cleaning

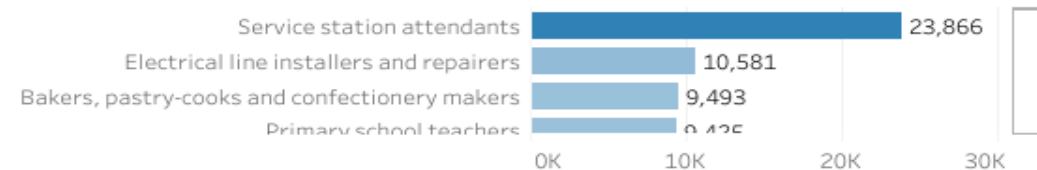


OJV GEORGIA: Occupational and skills analysis



Select Release date: June 2021 to April 2025 and Null values

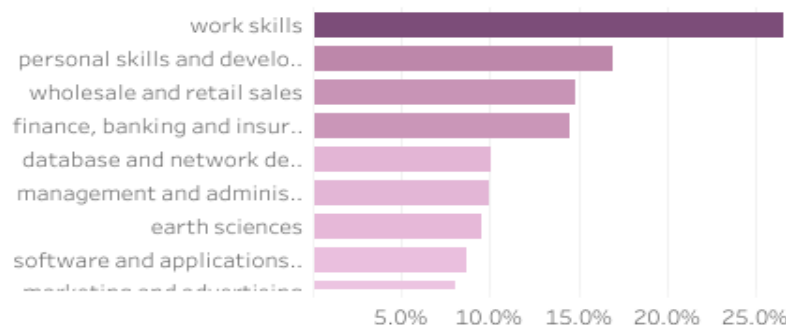
Select the Occupation that you want to Analyze (then select it again to reset your choice)



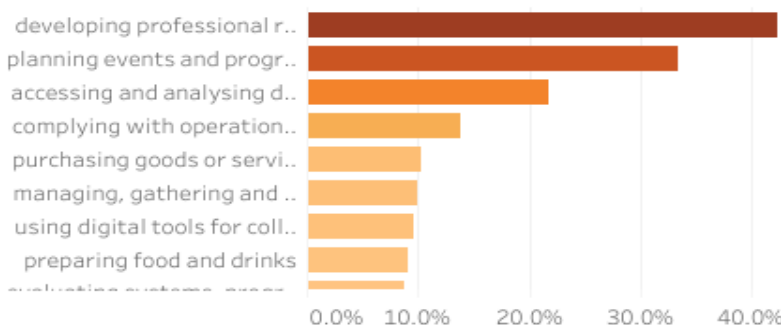
Distribution by Release Date (date of publication of the OJV)



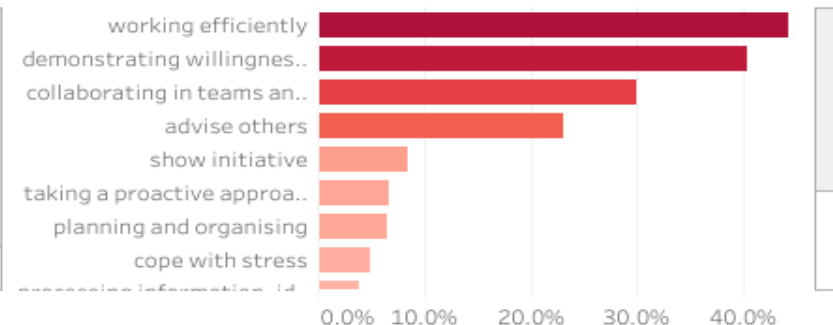
Knowledge



Skills

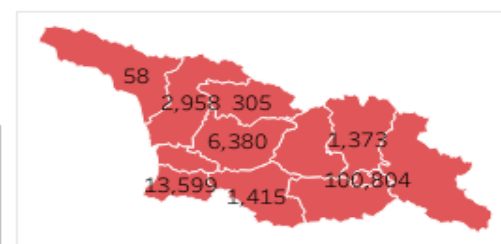


Transversal Skills and Competences

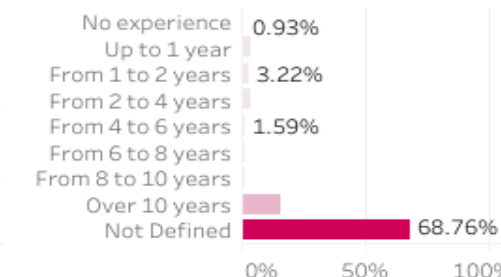


ESCO (Level 1)
All

Location



Experience

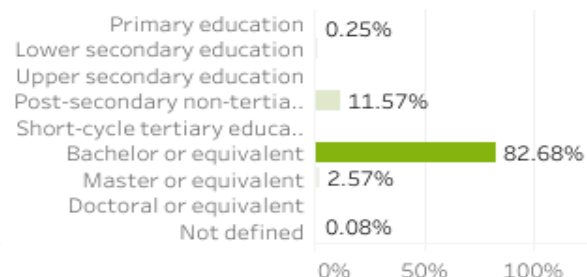


ESCO (Level 2)
All

Industry (level 1 NACE)

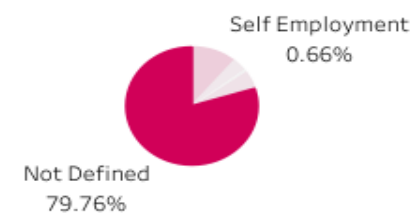


Education

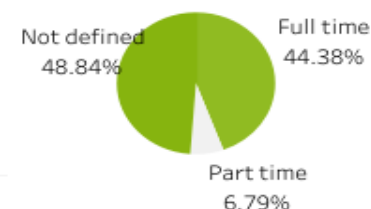


ESCO (Level 3)
All

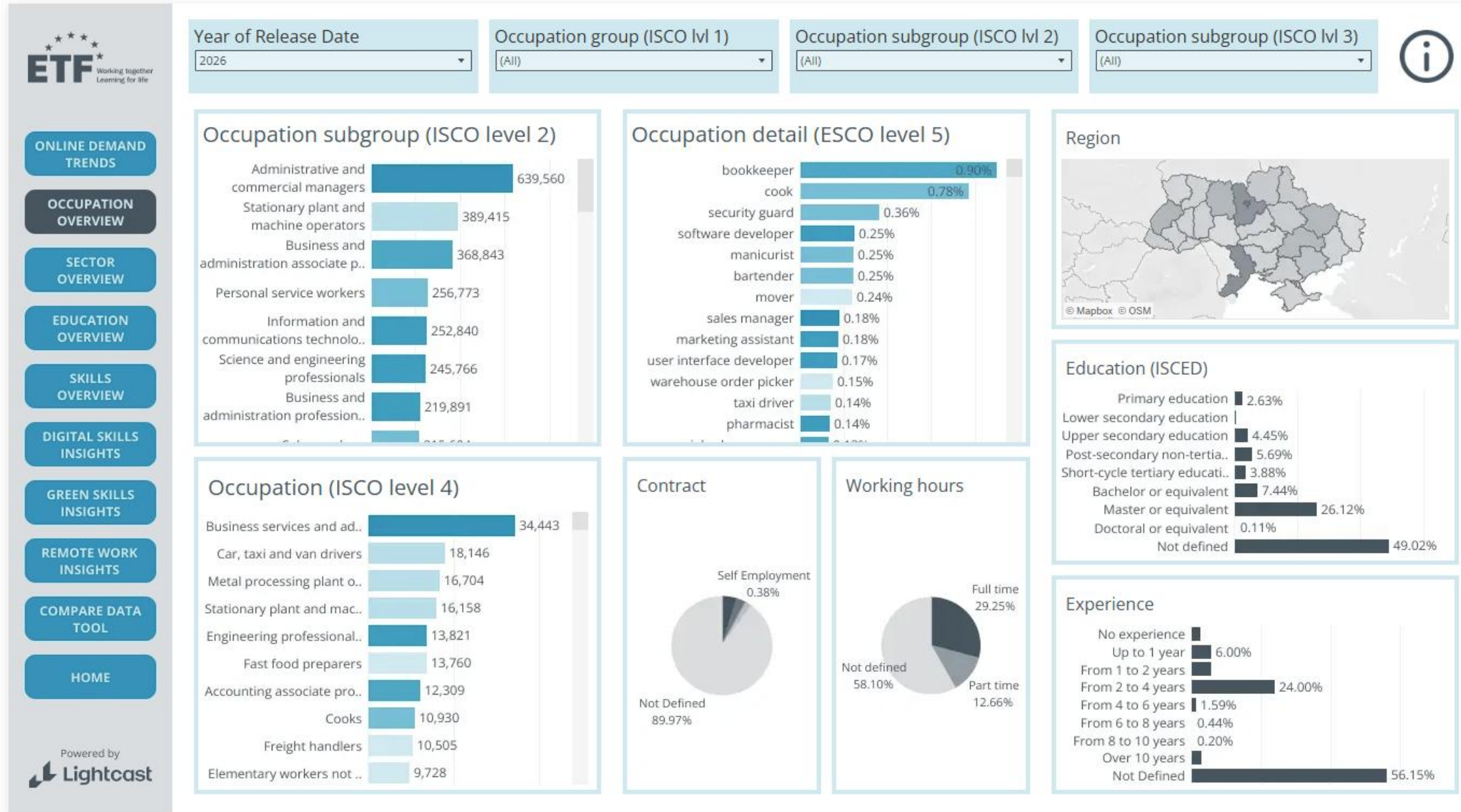
Contract



Working hours



OJV UKRAINE: Occupational and skills analysis



Green skills demand in Tunisia, Morocco, Egypt, Ukraine, and Georgia



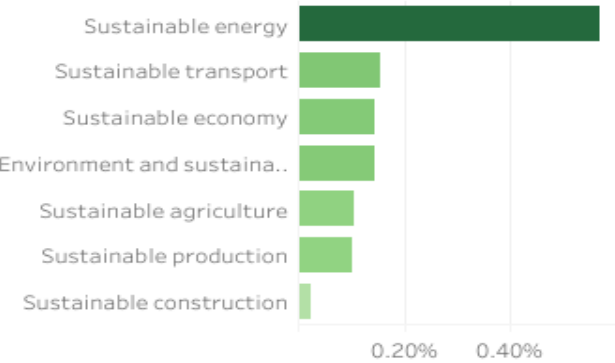
Select a country
All

Select Release Date
October 2022 to April 2025
and Null values

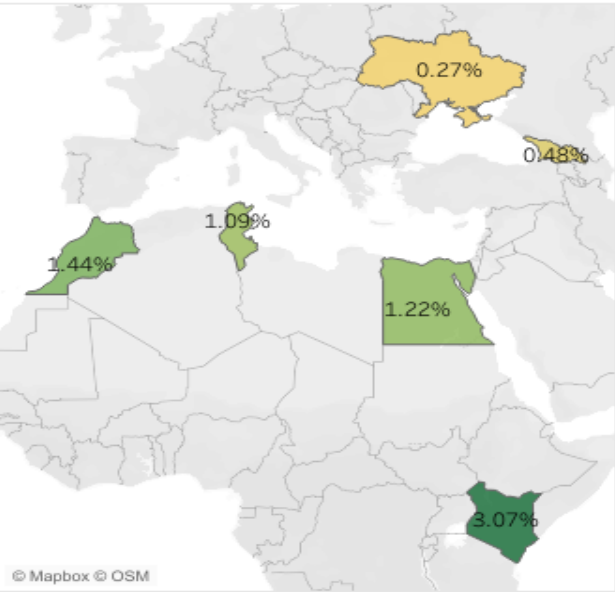
Green Share

1.15%

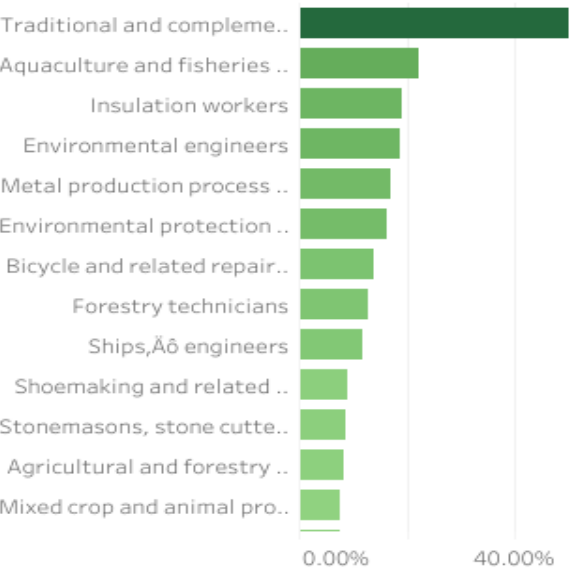
Select the Green skill family that you want to Analyze (then select it againg to reset your choose)



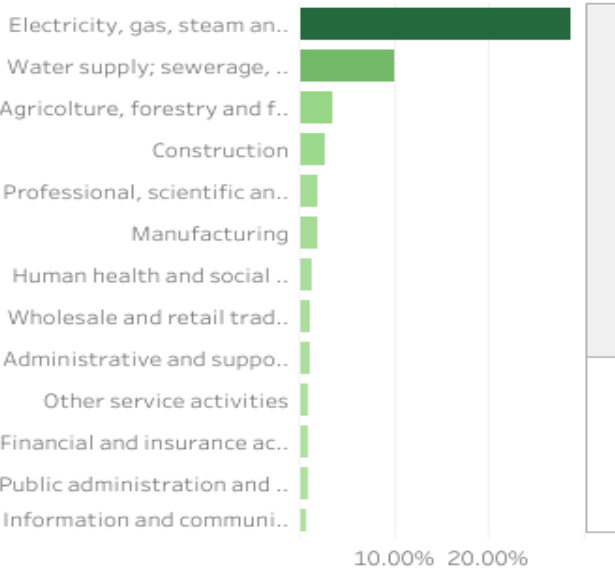
Share of green skill by country



Share of green skill by occupation



Share of green skill by industry



Share of green skill by release date



Most requested Green Skill



SECTORAL SKILLS ANALYSES



PROCESS AND METHODOLOGICAL STEPS



Background analysis - to identify key issues and skill needs



Data science – to pick up signs about emerging skill needs



Validation and expansion of findings in cooperation with stakeholders and companies



Revise and complete the analysis to identify future skill needs

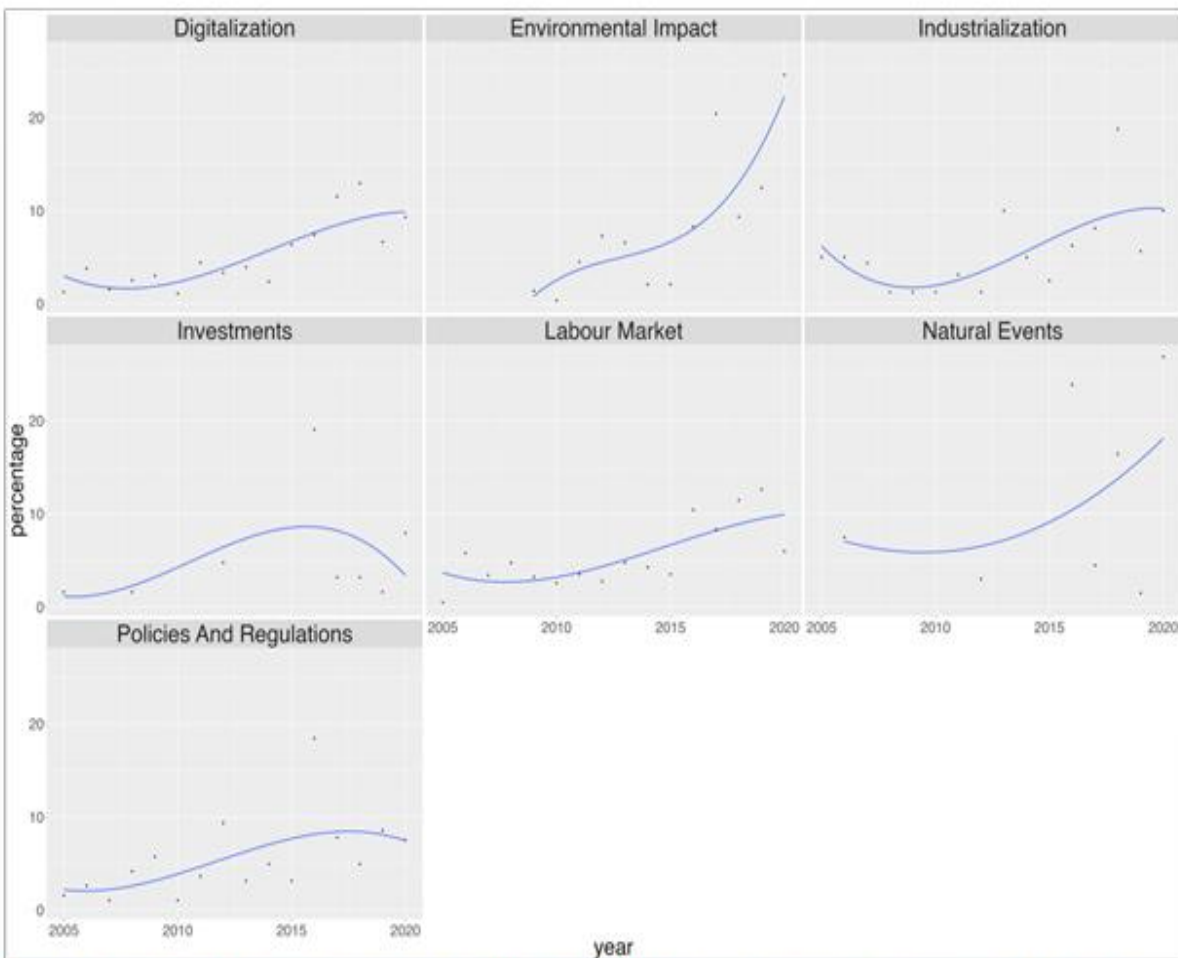
SECTORS AND COUNTRIES COVERED

Energy	ALBANIA / EGYPT / TUNISIA
Construction	ARMENIA
Automotive	TURKEY
Healthcare	UKRAINE
Agri-food/ Agri-tech	MOROCCO / WESTERN BALKANS

Montenegro: energy, construction, agriculture
Western Balkans and Ukraine: Critical raw materials and defence

ARMENIA'S CONSTRUCTION SECTOR - RESULTS

Main drivers of change found in scientific papers related to the construction sector



Note: values in the last year in the plots are not final (due to the referee and publication process). It therefore might not represent the real number of articles related to that specific topic.

Source: Big Data analysis of scientific papers on construction sector in Armenia.

The key occupations which are likely to be in higher demand in the future include the following:

- | | |
|---------------------------------|-------------------------------------|
| 1. Mechanical engineer | 11. Industrial engineer |
| 2. Concrete finisher | 12. Robotics engineering technician |
| 3. Civil engineer | 13. Digital printer |
| 4. Concrete pump operator | 14. Roofer |
| 5. Energy engineer | 15. 3D printing technician |
| 6. Building construction worker | 16. Laser making machine operator |
| 7. Crane technician | 17. Rigger |
| 8. Prepress technician | 18. Solar energy engineer |
| 9. Concrete finisher supervisor | 19. Bricklayer |
| 10. Mobile crane operator | 20. Plate glass installer |

Factors inhibiting sectoral innovation

- Limited opportunities for training to be put into practice.
- Transversal skill gaps.
- An unattractive sector for younger people.
- Insufficient supply of intermediate and higher-level skills.
- Weak interaction between the public and private sectors.



Website
www.etf.europa.eu

BlueSky
[@etfeuropa.bsky.social](https://bsky.app/profile/etfeuropa.bsky.social)

Facebook
facebook.com/etfeuropa

YouTube
www.youtube.com/user/etfeuropa

Instagram
instagram.com/etfeuropa/

LinkedIn
linkedin.com/company/european-training-foundation

E-mail
info@etf.europa.eu

THANK YOU!