



CEDEFOP

European Centre for the Development
of Vocational Training



Future research strategies on skills: Potential for cooperation?

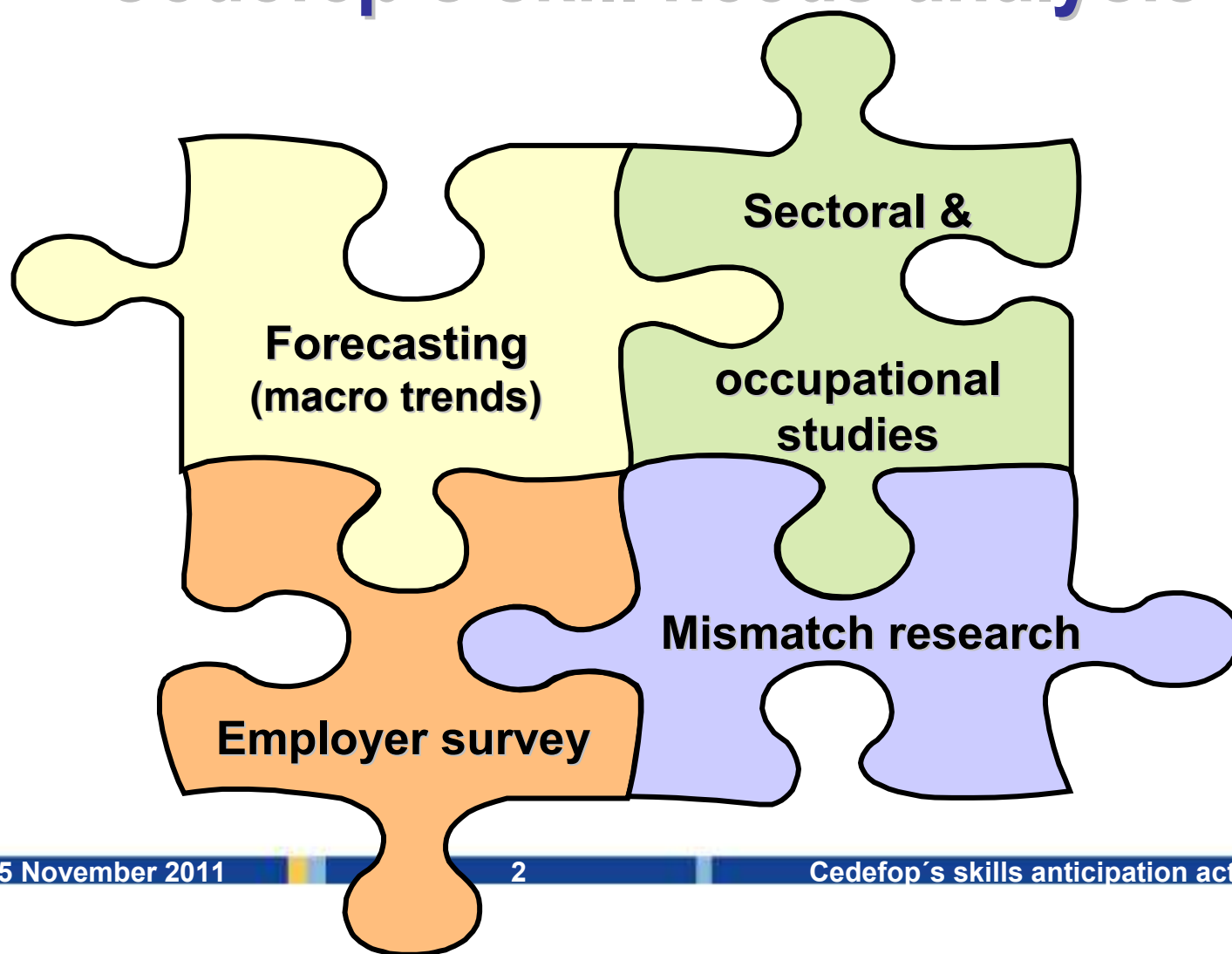
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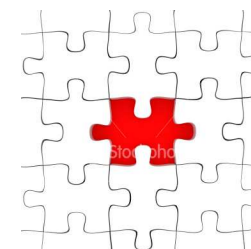




Cedefop's skill needs analysis



Pilot employer survey on skill needs



The aim: to develop a survey instrument to reliably identify future skill needs in Europe from the point of view of employers/enterprises

Innovative measurement concept:

- ④ task-related approach (task being easier conceptual unit for employers than skill)
- ④ both generic and occupation-specific skill domains
- ④ focus on changes in tasks and skills requirements as well as on drivers of changes, emerging skills and preparedness for tasks as well as remedial actions by enterprises

Current status: pre-testing phase completed; pilot survey to be launched - 4.500 interviews conducted in 5 EU countries (DE, ES, IE, PL, FI)



Future activities



- Feasibility of a *short-term sectoral-based anticipatory system for labour market trends and skill needs*
 - Focus on business cycle fluctuations
 - Leading indicators
 - Sector-based
- Focus on skill mismatch in enterprises (practices to tackle skill mismatch)
- Exploit new skills obsolescence data (mismatch of ageing population, speed of skills depreciation) and reproduce the survey in other countries

► Integrated analysis - putting all „pieces of puzzle“ together



Pulling forces together?



- What research strategies for skills do exist?
- Are there any potential areas for synergies and collaboration?
- Can we develop common and/or complementary actions?