

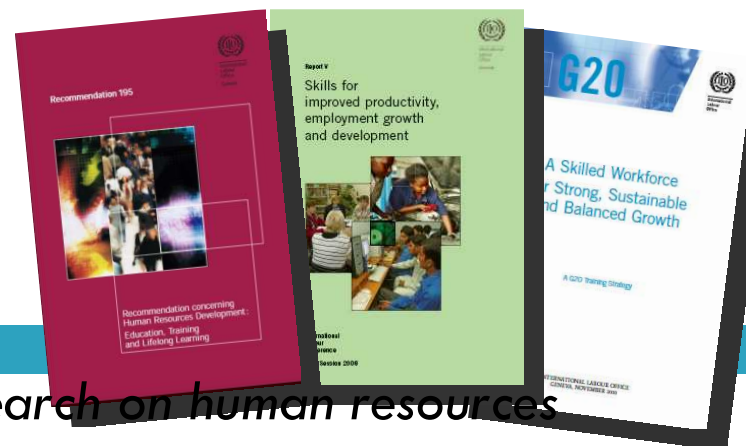


# **SKILLS ANTICIPATION AND MATCHING: COMMON AND COMPLEMENTARY RESEARCH STRATEGIES**

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International Labour Organisation

International seminar, 14-15 November 2011, Athens

# Key ILO resources



- *‘Members should... support and facilitate research on human resources development and training, which could include: ... identifying, measuring and forecasting the trends in supply and demand for competencies and qualifications in the labour market...’*  
**ILO Recommendation 195 on HRD, 2004**

- *“A mismatch between skills demand and supply has high economic and social costs and results from and contributes to structural unemployment. Early identification of current and future skills needs is part of a forward-looking strategy that reduces skills gaps.”*

**Conclusions on skills for improved productivity, employment growth and development, ILC 2008**

- *Anticipating future skills needs is recognised as the first building block of a robust training and skills strategies and policies*  
**G20 Training Strategy**

# ILO activities in anticipating skill needs



- ❑ Multiple surveys and analyses in the field but the approach is not standardised
- ❑ Systems on the move: work in the field on establishing / improving LMI systems for skills anticipation
- ❑ Work on establishing institutional structures to enable social dialogue and skills identification (SSCs, national HRD councils etc.)
- ❑ A guidance tool from HQ is requested

# ILO activities in anticipating skill needs

- ❑ **‘The Guide’**: a series of guides on methods of anticipation of skills (2011-2013):
  - ▣ Macro level – quantitative and qualitative
  - ▣ Sectoral – quantitative and qualitative (sectoral approaches come very strong!)
  - ▣ Enterprise – qualitative
  - ▣ Regional / local - qualitative
  - ▣ Community level / informal economy – qualitative
  - ▣ Institutional arrangements conducive to skills anticipation
  - ▣ Illustrative case studies



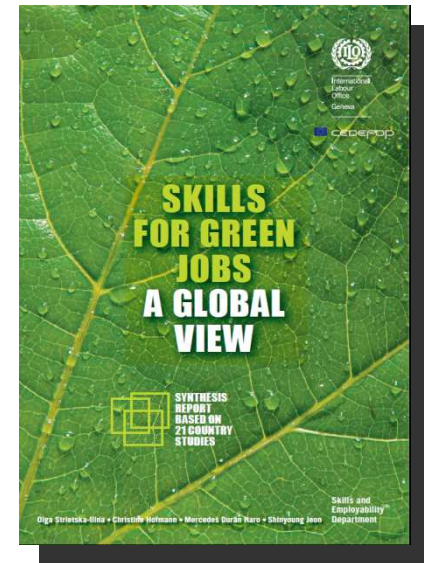
# ILO training on anticipation of skills

- ❑ ITC-ILO training course on Anticipation of skill needs in 'Skills Academy'
- ❑ Training 'on demand' in the field
- ❑ The Guide will be complemented by a training course
- ❑ ITC-ILO training course on LMI



# Identification of skills for green economy / green jobs

- ❑ **Skills for Green Jobs  
project: A global view**
  - ❑ 2009 – 2011
  - ❑ Partnership with Cedefop
  - ❑ 21 background country reports
  - ❑ 148 case studies (107 by the ILO and 41 by Cedefop)
- ❑ [http://www.ilo.org/skills/pubs/WCMS\\_162799/lang--en/index.htm](http://www.ilo.org/skills/pubs/WCMS_162799/lang--en/index.htm)



# Country coverage

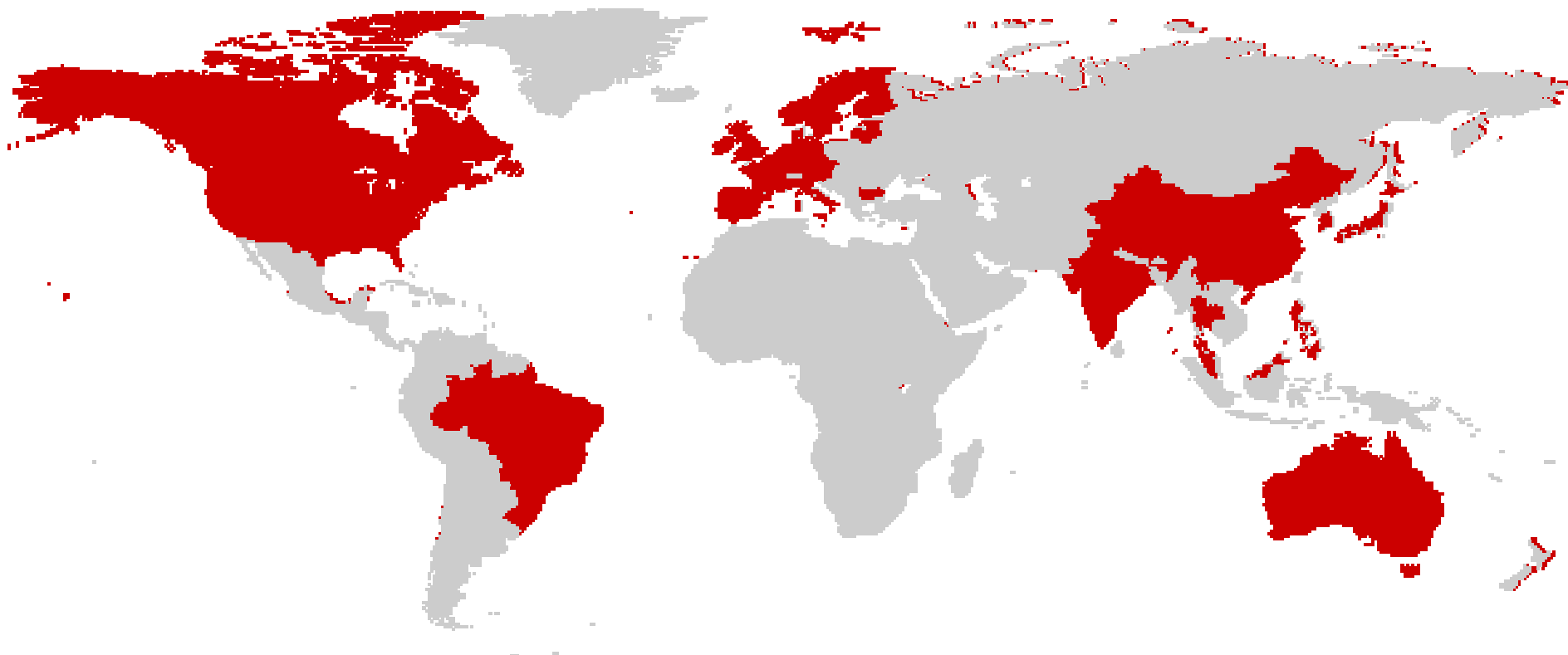
**60% of world population**



**59 % of global GDP**

**64 % of global CO2 emissions**

**Many more countries covered under ILO-EC project**





# ILO-EC Project

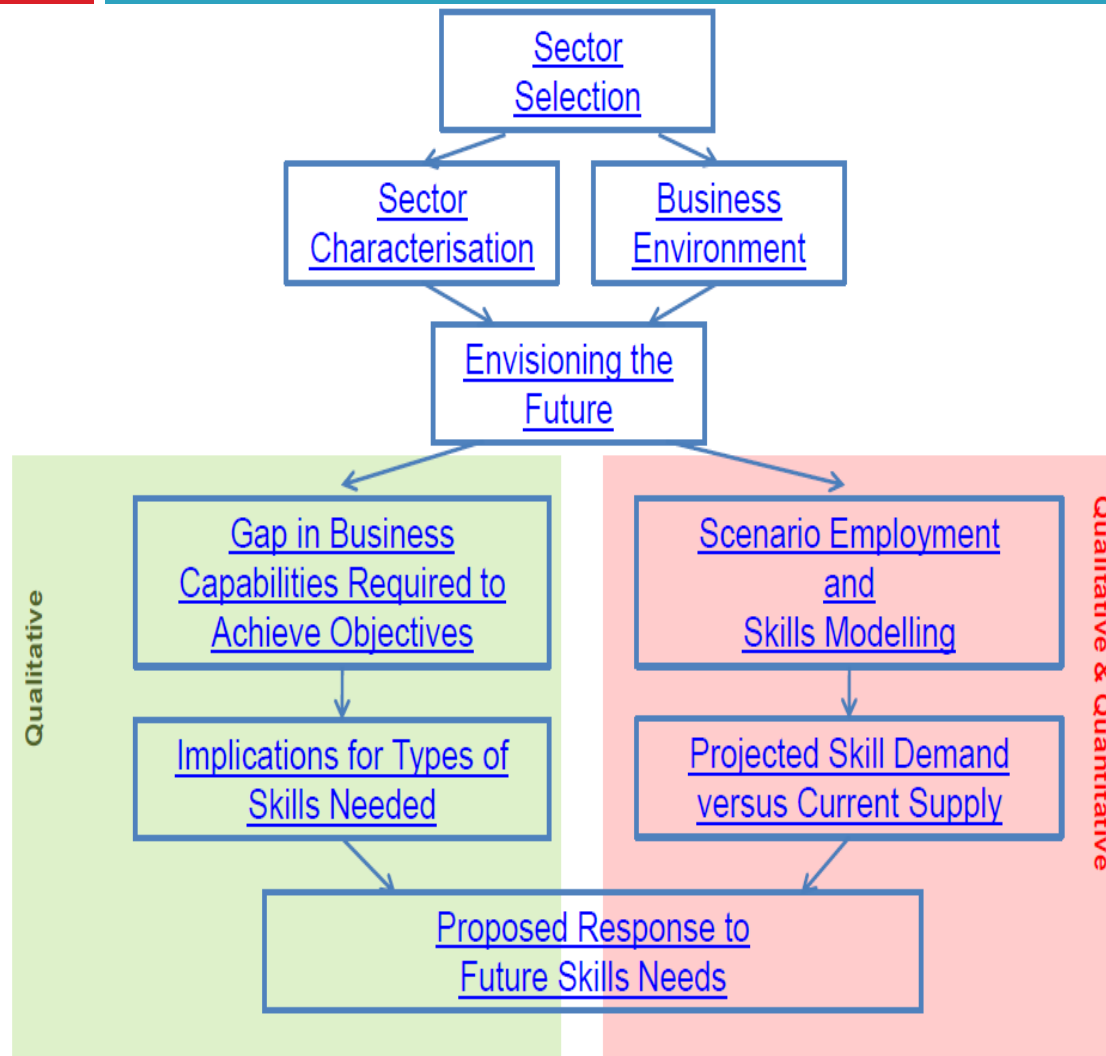


- ❑ **Comparative Analysis of Methods of Identification of Skill Needs on the Labour Market in Transition to the Low Carbon Economy**
- ❑ **Skills and Occupational Needs in Renewable Energy**
- ❑ **Skills and Occupational Needs in Green Building**
- ❑ [http://www.ilo.org/skills/projects/WCMS\\_140837/lang-en/index.htm](http://www.ilo.org/skills/projects/WCMS_140837/lang-en/index.htm)





# Work on sectoral approaches will continue: example – ILO STED



- So far applied in:
  - ▣ Ukraine
  - ▣ Kyrgyzstan
  - ▣ Macedonia (FYROM)
  - ▣ Bangladesh

# ILO school-to-work transition survey

- ❑ 2 surveys: one for young people and the other for enterprises
- ❑ Collects information on the labour market situation of youth and quantifies the relative ease or difficulty of labour market entry
- ❑ First round in 2003 in Indonesia, Sri Lanka and Viet Nam
- ❑ New survey framework 2<sup>nd</sup> round in 10 countries
- ❑ M. Matsumoto and S. Elder: “Characterizing the school-to-work transition of young men and women: Evidence from the ILO school-to-work transition surveys”, ILO Employment Working Paper No. 51, Geneva, 2010. ([http://www.ilo.org/employment/Whatwedo/Publications/lang--en/docName--WCMS\\_141016/index.htm](http://www.ilo.org/employment/Whatwedo/Publications/lang--en/docName--WCMS_141016/index.htm)).
- ❑ Now preparation of the survey in 28 countries

# Possible areas of cooperation



- ❑ The model of Cedefop-ILO cooperation worked well (complementary research)
- ❑ Synergy in data collection / data sharing (especially in the field)
- ❑ Other global research products – e.g. on healthcare and / or tourism sectors
- ❑ Brainstorming and validation events (e.g. preparatory discussion on the Guide of Methods)
- ❑ Participation in ITC-ILO training courses

# Thank you!

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