



Skills data challenge:

Transferring research to policy advice.

Vladimir Kvetan

Expert

Dept. for skills and labour market



CEDEFOP

European Centre for the Development
of Vocational Training

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EC priority on jobs, growth and employment

“A new skills agenda for Europe”

What are those “Skills”???

- Produce high level and timely “skills intelligence”.
- Reduce “skills mismatch”.

employer “skills needs”.



Cedefop's skills intelligence

More than 15 years of experience in

1

Skills Forecasts

quantitative projections of the future trends in employment by sector and occupational.

2

Employers' surveys on skill needs

a tool to identify skill needs and skill gaps at workplace level.

3

European skills and jobs survey

examines drivers of skill mismatch in relation to the changing complexity of the tasks

4

European skills index

composite indicator that measures the performance of a country's skills system.

5

Mismatch priority occupations

a quantitative indicators of occupational skill mismatches in EU with qualitative judgment by country experts.

6

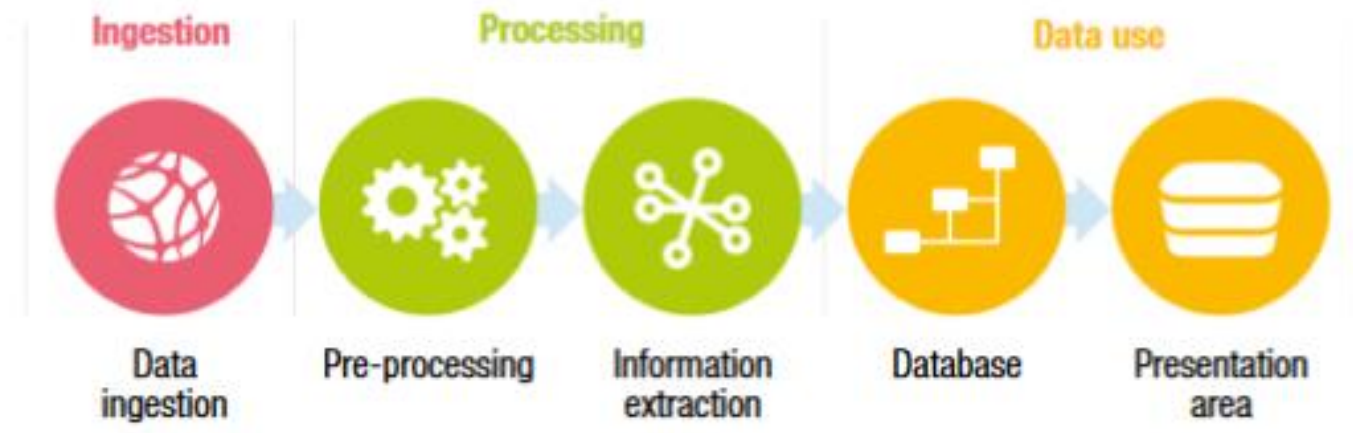
Skills Panorama

The Skills Panorama is an online central access point for data, information and intelligence on skill needs across EU.



Adding value from new (big) data sources

- Filling in a gap in employer skills needs
- Faster, cheaper and detailed source of information
- Source to capture emerging skills and jobs



Initial data challenge

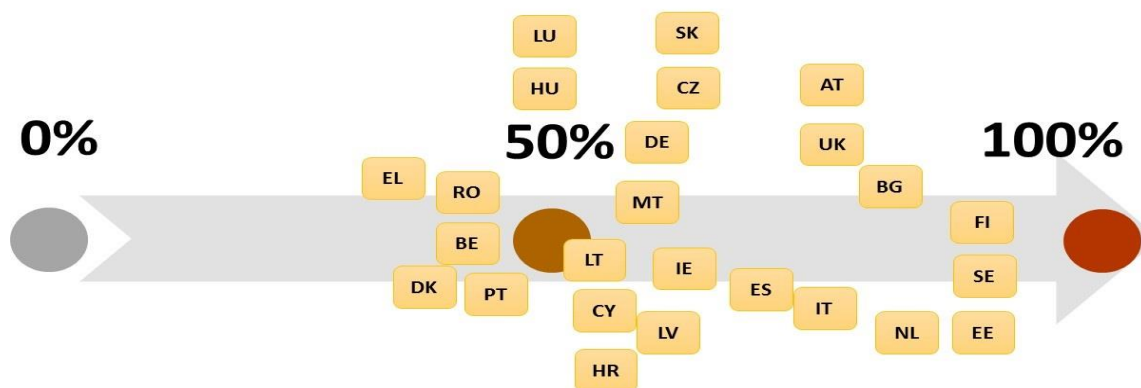
- Only snapshot of the labour market
- Different landscape in each country
- Job profiles or “Skills that matter”?

Drivers of online job advertisements use

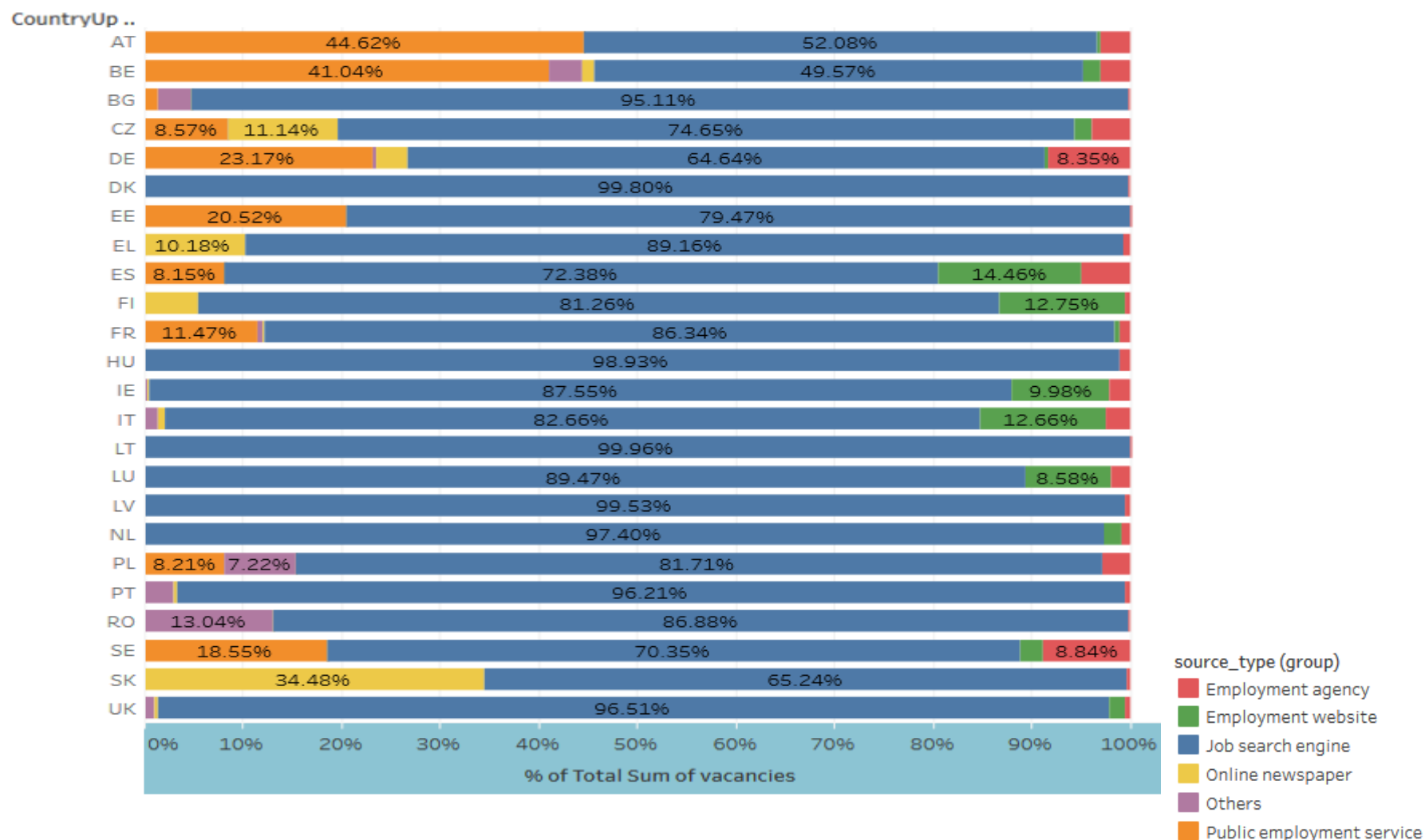
- **Direct**
 - Digital literacy
 - Internet penetration
 - Job search strategies
- **Indirect**
 - Economic growth & structural change
 - Labour force trends
 - Institutional framework

Different countries different landscape

| | | Role of PES | | |
|------------------------|------------|------------------------|--------------------|----------------|
| | | Strong | Considerable | Less important |
| Level of concentration | High | CY, DK, FI, FR, HR, SE | CZ, EE, LV, MT, SK | ES, SI |
| | Medium | BE | LT | BG, HU, PL, PT |
| | Fragmented | NL | AT, DE, RO | EL, IE, IT, UK |



Sources of online job advertisements



Skills data challenge

- Without hierarchical structure results are too fragmented
 - Similar skills
 - adapt to change; adapt to changing situations; adapt to change in marketing
 - use microsoft office; use office systems; office software use word processing software; microsoft word; use spreadsheets; use spreadsheets software; excel
 - Use of taxonomies by employers – “Long tail”
- How can we compare data with official vacancy statistics?
- Statistics vs. social science

Source of complementary information

| | Current Official Estimates (Survey) | Online data |
|---------------------------------|-------------------------------------|---------------------------|
| Frequency | Quarterly | Monthly, or more frequent |
| Economic activity | ✓ | (✓) |
| Enterprise Size | ✓ | ✗ |
| Job title / occupation & skills | ✗ | ✓ |
| Detailed geography | ✗ | ✓ |
| National Totals | ✓ | ✗ ✓ when combined |

Working together for trusted data



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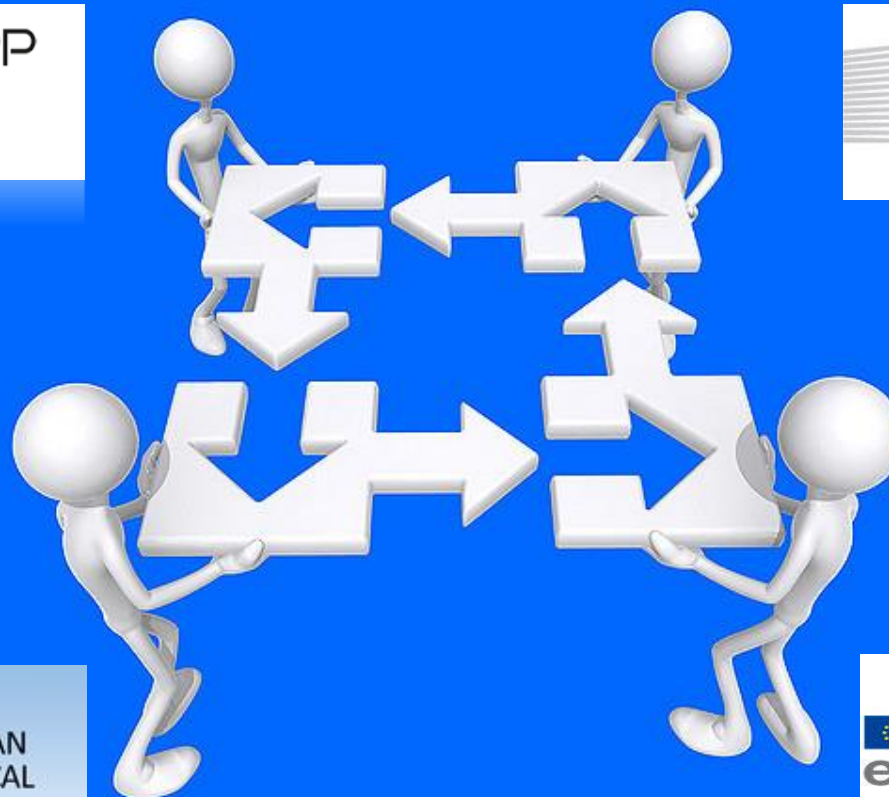
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EUROPEAN
STATISTICAL
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eurostat



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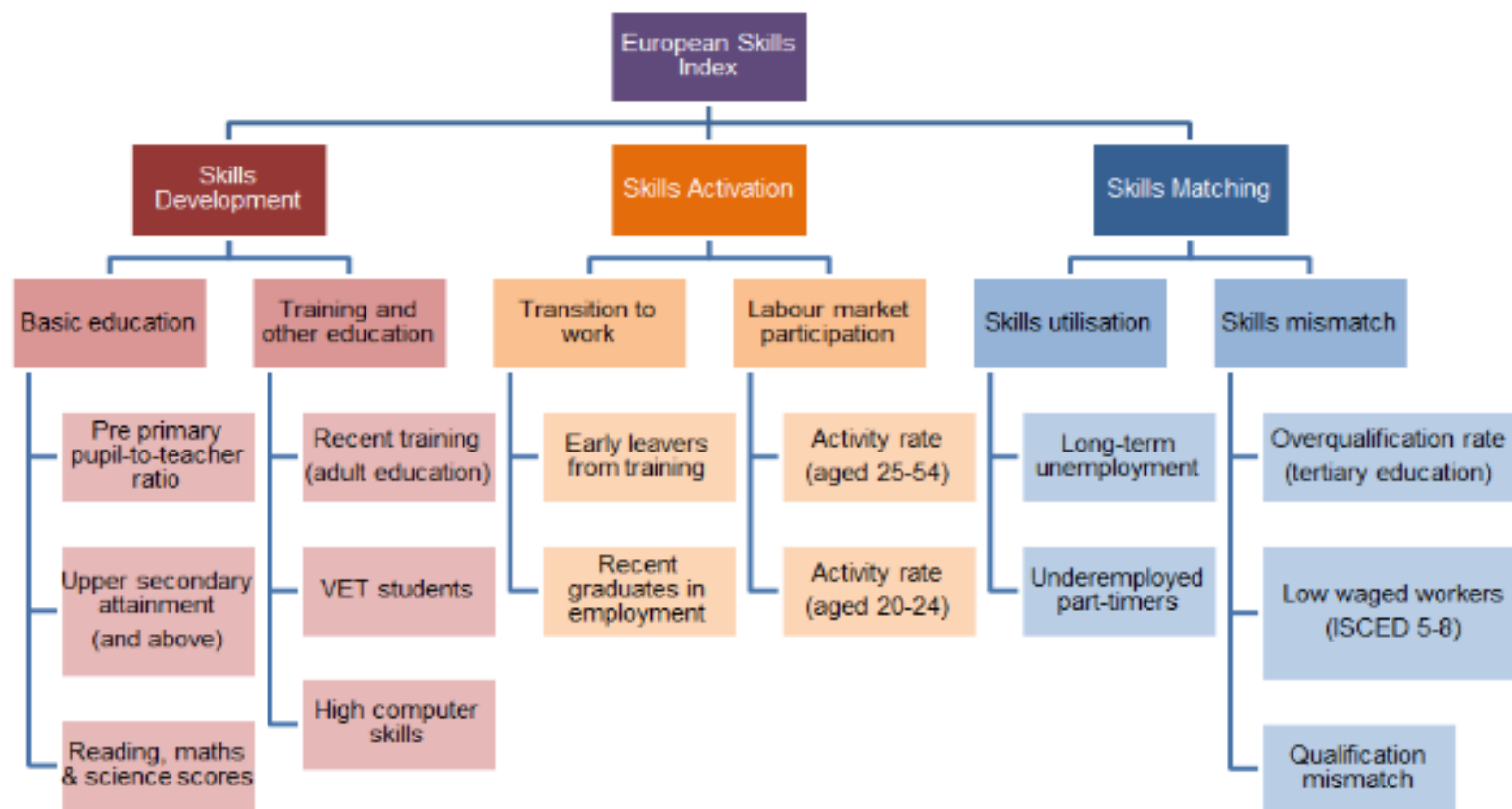
Skills data challenge in forecasting (projections)

- What to forecast?
 - Labour supply
 - Labour demand
 - Replacement needs
- National or pan EU approaches?
 - forecasts,
 - projections
 - scenarios
- Which data to use?
 - NA vs. LFS
 - Data for skills?

Skills data challenge in surveys

- General issues
 - Design of the survey
 - Time lag between reference period and publishing date
 - Oligopolistic market of actual implementers
- Employers' survey
 - Whom to speak to?
 - Resource intensive (especially at EU level)
 - Focussing on the tasks rather than skill
 - “Employers are not interested in Skills! The only what drives them is to get someone who is able to carry out tasks” (Brendan Burns, EESC)
- Employee's survey
 - What to ask?
 - Language, style
 - Taxonomies

Skills data challenge in European skills index



Source: European Skills Index (2018), Cedefop.

Are qualitative approaches better?

- Expert judgement
- Consistency issues
- Still data driven approach

Conclusions

- Data for skills?
- Methods are complements rather than substitutes
- Simplistic answers are nice. Complex ones are right.

Thank you

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