



Employers' surveys as a tool for identification of skill needs

Skillsnet expert workshop

22-23 May 2008, Paris, France

The workshop is organised by the **European Centre for the Development of Vocational Training (Cedefop)** and its international network on early identification of skill needs 'Skillsnet' (www.trainingvillage.gr/skillsnet) in cooperation with the **Organisation for Economic Cooperation and Development (OECD)**.

General information

Workshop venue	Organisation for Economic Cooperation and Development (OECD) Conference Centre Room 2 2 rue André-Pascal, 75016, Paris, France
Organisers	European Centre for the Development of Vocational Training (Cedefop) Organisation for Economic Cooperation and Development (OECD)
No of participants	Max. 40
Participants' profile	Experts who have direct experience with employers/enterprise surveys for skill needs identification
Working language	English

Background information

Skillsnet – the international network on early identification of skill needs coordinated by Cedefop - started a new initiative last year which aims at finding **a common European approach to employers' surveys as a tool for identification of skill needs and skill gaps**.

The first workshop took place in Bucharest in 2007. It discussed the potential use of existing surveys at European level for skill needs analysis and compared and discussed methods and approaches used in enterprise surveys in EU Member States. National experts were invited to submit summary information on national employers' surveys based on a template prepared by Cedefop's Skillsnet team. The compilation is available upon request or at: http://www.trainingvillage.gr/etv/upload/etvnews/news/2608-att1-1-2007-08-29_compilation_of_all_templates.pdf ⁽¹⁾.

The comparison revealed that no matter how methods and objectives of employers' surveys in individual MS differ, all participating countries expressed their willingness and preparedness to discuss and to look for possibilities to make their survey methodologies and results comparable. The new Skillsnet initiative aiming at finding a common European approach to employers' surveys as a tool for identification of skill needs was therefore considered timely and necessary.

Following up the workshop discussion, the Skillsnet team prepared a conceptual outline to assist future development of the new initiative, identifying its objectives, benefits for the EU and individual MS, target group and beneficiaries.

The OECD has also been actively carrying out work on training and skill needs and is developing a major new international survey on adult skills which will shed new light on skill needs. The Skillsnet initiative will provide a useful input into the design of this survey.

Workshop rationale and objectives

Several options for future work steps were identified, such as modification of existing employers' surveys at European level, adjustment of national surveys in selected countries to achieve comparability of results, launching a European Employers' Skills Survey (EESS) specifically aimed at identification of skill needs. It was agreed that suggested alternatives are not mutually exclusive and that we can work simultaneously on several options.

Specific objectives of the workshop are:

- to discuss proposals for future general approach and specific steps;
- to identify core questions on skill needs for a common European survey and/or for a common module of national surveys;
- to discuss available national surveys' results related to the core questions, including the extensive experience of some OECD countries outside of Europe;
- to propose specific future steps for a further follow up.

¹ Available to Skillsnet members only. Please register at:
http://www.trainingvillage.gr/etv/Projects_Networks/Skillsnet/membership.asp

Agenda

Thursday, 22 May 2008	
09.00-09.30	Registration
Chairperson: <i>Mark Keese, OECD</i>	
09.30-10.10	Welcome and introduction - Welcome by Stefano Scarpetta, Head of Employment Analysis and Policy Division, Employment, Labour and Social Affairs, OECD - Workshop objectives and introduction to the programme by Alena Zukersteinova, Cedefop
10.10-11.00	Conceptual outline of the employers' skills survey initiative: objectives, benefits and target groups Olga Strietska-Ilina, Skillsnet Discussion
11.00-11.30	<i>Tea/Coffee break</i>
Chairperson: <i>Alex Stimpson, Cedefop</i>	
11.30-12.00	US experience George Stamas, Division of Occupational Employment Statistics, Bureau of Labor Statistics, US Discussion
12.00-12.30	World Bank experience Oleksiy Ivaschenko, World Bank Discussion
12.30-13.00	OECD update on Job Requirement Approach Module of PIAAC Mark Keese, OECD Discussion
13.00-14.30	<i>Lunch</i>
Chairperson: <i>Alena Zukersteinova, Cedefop</i>	
14.30-15.00	Continuing Vocational Training Survey (CVTS3) update Alex Stimpson, Cedefop European PES vacancy monitor Germana di Domenico, DG Employment, EC Discussion
15.00-15.30	National questions – European answers - Tertium Comparationis? Reviewing selected questions related to skill needs across EU Member States. Introduction to the discussion by Torsten Dunkel and Olga Strietska-Ilina
15.30-16.00	<i>Tea/Coffee break</i>
16.00-17.00	Core questions on skill needs Short presentation of selected questions by country experts Discussion
19.30	<i>Dinner on the Bateau-Mouche</i>

Friday, 23 May 2008	
Chairperson: <i>Torsten Dunkel, Cedefop</i>	
09.30-11.00	Core questions on skill needs (continued) Short presentation of selected questions by country experts Discussion
11.00-11.30	<i>Tea/Coffee break</i>
11.30-12.30	Conclusions from the discussion by Olga Strietska-Ilina Next steps by Alena Zukersteinova
12.30	<i>End of the workshop</i>

Contact details

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