

Feasibility study: employers' survey as a tool to assess skill needs

State of the art – International surveys

Skillsnet experts workshop

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STEPS

**EU/International enterprises' surveys concerning
training, vacancies and skills**

Done:

First step : analysis and description of the “state of the art”

Second step : strengths and weaknesses

To be done:

Third step: opportunities and threats

Fourth step : costs – benefits evaluation

SCOPE: THE SURVEYS

- The Eurostat European Continuing Vocational Training Survey in enterprises – CVTS
- The Eurostat Job Vacancy Survey – JVS
- The Eurostat Community Innovation Survey - CIS
- The Eurostat Structure of Earnings Survey - SES
- The Eurofound European Company Survey - ECS
- The European Agency for Safety and Health at work survey of enterprises on new and emerging risks - ESENER
- The DG Employment European Public Employment Services (PES) Vacancy Monitor – EPVC (discontinued)
- The OECD JRA (Job Requirement Approach) module of the PIAAC (Programme for the International Assessment of Adult Competencies) survey

Brown = enterprises' surveys Green = other sources

THE ELEMENTS ANALYSED

- **Types of variables**
- **Source of the data collected (sample survey, administrative data, etc.)**
- **Structure of the questionnaires (when available)**
- **Type of statistical unit (enterprise, local unit, household, etc.)**
- **Sample size and main characteristics (when available/applicable)**
- **Coverage (geographical, sector, etc...)**
- **Regularity and frequency**
- **Timeliness**
- **Data checking, validation and processing procedures**
- **Results/final data**

STRENGTHS AND WEAKNESSES

1 of 2

Survey	Common methodology	Geographical coverage	Sector coverage	Sector breakdown	Less than 10 employees	Regularity of data collection	Frequency of data collection	Timeliness	Other pros	Other cons
Eurostat - European Continuing Vocational Training Survey in enterprises - CVTS	++	++	++ (C, D, E, F, G, H, I, J, K+O)	+	+	++	low (every 5-6 years)	- (2 years)	Under revision (less questions; towards enterprises training strategies; space for additional quest.) The aim (training) is relevant for skill needs assessment	Questionnaire too complex and long (employers' opinion)
Eurostat - Job Vacancy Survey - JVS	+	+	+	+	+	++	high (quarterly, annual)	++ (q=2.5 months a=3 months)	Few information is to be provided by the MSs	Very specific aim Various types of data sources are used (business survey, administrative data; estimation can supplement)
Eurostat - Innovation Survey	++	++	-	++	-	++	low (every 4 years)	+		Very specific aim The survey is already long and heavy

LEGENDA:

Common Methodology: ++ = applied by MSs; + = exceptions to the common methodology; - = there is no a common methodology

Geographical coverage: ++ = at least 27 MSs; + = only few (up to 3-4) MSs are missing; - = many MSs are missing

Sector coverage: ++ = almost all NACE divisions are included; + = many exceptions about sector coverage; - = only specific NACE divisions are included (sectors of survey interest)

Sector breakdown: ++ = NACE divisions (2-digit numerical codes); + = NACE sections and subsections (1- and 2-character alphabetical codes); - = no breakdown

> 10 employees enterprises: ++ = are included; + = included on a voluntary basis or in pilot studies; - = not included

Regularity of data collection: ++ = the survey is collected on a regular basis; + = there is no an agreement/legal basis settling the frequency of the survey; - = ad hoc data collection

Frequency of data collection: high = more than a survey in one year; medium = annually; low = every two years or more

Timeliness: ++ = data are available rapidly (2-3 months or less); + = within 2 years or less; - = more than two years

STRENGTHS AND WEAKNESSES

2 of 2

Survey	Common methodology	Geo coverage	Sector coverage	Sector breakdown	Less than 10 employees	Regularity of data collection	Frequency of data collection	Timeliness	Other pros	Other cons
Eurostat - Eurostat - Structure of Earnings Survey 2006 - SES	+ (1)	++	++ (C to K and M to O)	++ (published : NACE sections; Collected: NACE division)	+ (optional)	++	low (every 4 years)	+ (1-2 years; great variety across countries)		Various data sources employed ('tailor-made' quest., existing surveys, administrative data or a combination of such sources).
Eurofound - European Company Survey (ECS)	++	++ (2009 edition)	++ (all sectors except A, B, P, Q)	+	-	- (no info on regularity in the future)	low (every 4 years)	+ (2004-5 = 2006; Jan2009 = Oct2009)	Data are available also by 5 enterprise size classes, for some MSs Survey aim changed over time	Survey aim changed over time
European Agency for Safety and Health at Work - (ESENER) European survey of enterprises on new and emerging risks	++	++	++ (all sectors except A)	? (info not available)	-	++	low (every 4 years)	- (expected = two years)		"Occupational Safety and Health managers" and "Health and Safety representatives" could not be aware about skill needs within their own enterprise
DG Employment - European Public Employment Services (PES) Vacancy Monitor – EPVC	? (info not available)	- (only 17 MSs)	++	-	? (info not available)	- (discontinued)	high	++	Long time series (available, backwards calculated) Data available at ISCO 3-digit level	Discontinued 15%-60% market share, varying across MSs, sectors, occupations Double counting
OECD - JRA module of the PIAAC survey	++	- (15 MSs in the 2011 JRA)	++ (2)	++ (collected: NACE 2-digit)	Not applicable	- (not fixed yet)	(not fixed yet)	+ (expected = one year)	The survey is focused on skills Info is collected on objective elements CAPI -> high quality	CAPI -> high costs

(1) = flexibility in the data sources employed ('tailor-made' quest., existing surveys, administrative data or a combination of such sources). Data must be of acceptable quality and comparable between EU countries

(2) = there is a high probability that the persons interviewed are representatively distributes across the sector of the country economy

COVERAGE OF EACH SURVEY BY ISSUE

Survey	Quest availab.	Type of information covered			
	Y/N	Training	Occupational structure	Occupational needs	Skills
Eurostat - European Continuing Vocational Training Survey in enterprises - CVTS	Y	well covered	not covered	not covered	partially covered
Eurostat - Job Vacancy Survey - JVS	N	not covered	partially covered Only Annual = ISCO-1digit	well covered	not covered
Eurostat - Innovation Survey	N	not covered	not covered	not covered	not covered
Eurostat - Structure of Earnings Survey 2006 - SES	N	part covered ISCED97-1digit	well covered ISCO-2digit	not covered	not covered
Eurofound - European Company Survey (ECS)	Y	partially covered	not covered	not covered	partially covered
European Agency for Safety and Health at Work - European survey of enterprises on new and emerging risks (ESENER)	N	not covered	not covered	not covered	not covered
DG Employment - European Public Employment Services (PES) Vacancy Monitor - EPVC	N	not covered	not covered	partially covered	not covered
OECD - JRA module of the PIAAC survey	Y	not covered	not covered	not covered	well covered