

Utilization of Cedefop Forecast: PROJECT TRANSFERABILITY OF SKILLS



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Project Description



Transferability of skills across economic sectors – Role and importance for employment at European level

December 2009 – January 2011

Identifying transferable competences by sectors, groups of sectors and occupations

Current situation and 2020 outlook

Identification of players and tools that support mobility of the workers through the development of transferable competences



WHO FOR WHOM?



The client:
EUROPEAN COMMISSION, DG EMPLOYMENT



The research team:

- **RPIC-ViP s.r.o. (CZ) - LEADER**
- **Trexima s.r.o. (CZ)**
- **IWAK - Zentrum der Goethe-Universität Frankfurt am Main (DE)**
- **National Training Fund (CZ)**
- **Research Institute for Labour and Social Affairs (CZ)**



Project Outputs



Catalogue of skills

Matrices:

- ☐ Skills transferable within sectors
- ☐ Skills transferable between occupations
- ☐ Skills transferable across sectors and occupations

Future transferability of skills

Identification of best practices, key players and valuable tools



Some numbers



25 Researchers

21 National Coordinators

451 Questionnaires

66 In-depth interviews

34 Examples of best practices

20 Groups of sectors

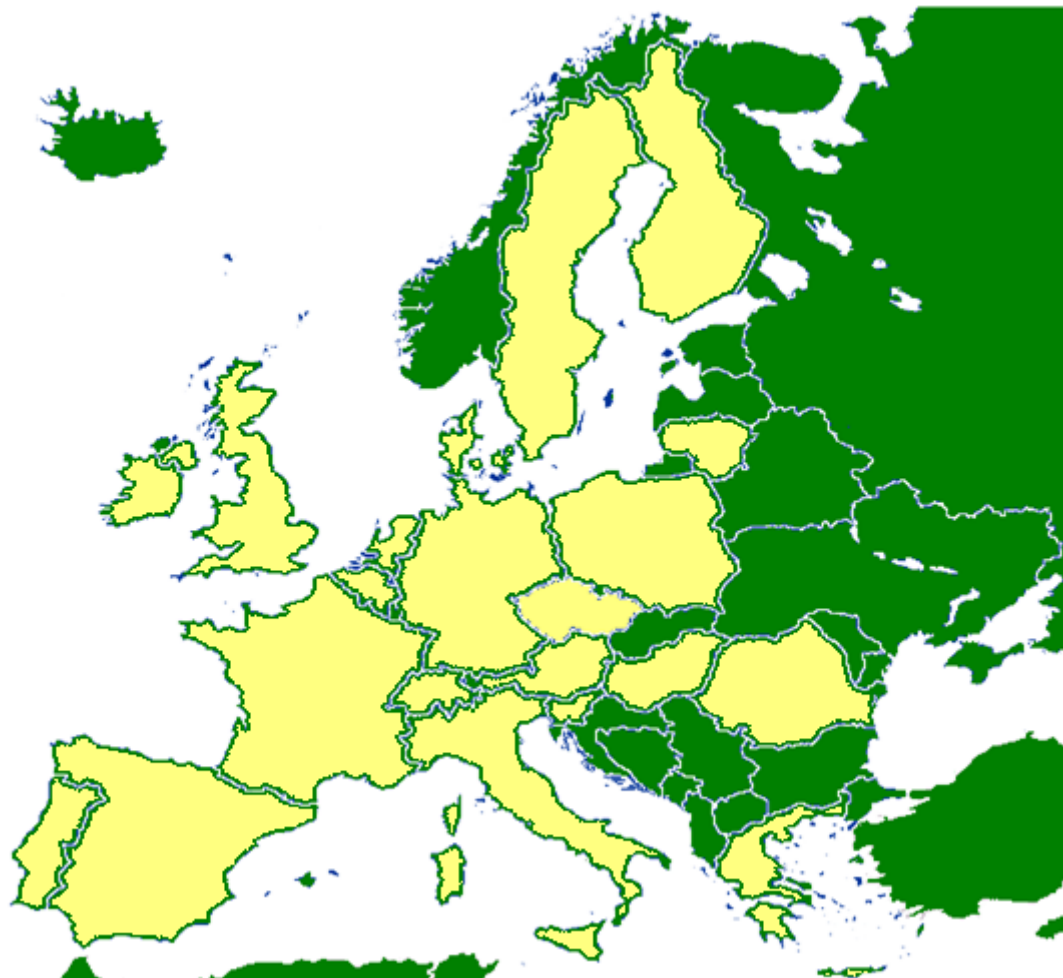
219 Occupations (ISCO 4-digit)

292 Skills



PROJECT SCOPE

Austria	Poland
Belgium	Portugal
Czech Republic	Romania
France	Slovenia
Germany	Spain
Greece	United Kingdom
Hungary	Netherlands
Ireland	Finland
Italy	Denmark
Lithuania	Sweden
Switzerland	



Sectors

- ❑ Whole economy had to be covered;
- ❑ Groups of sectors had to be homogeneous in terms of occupations;
- ❑ Each group of sectors had to have at least 2.5 million employees.

- Telecommunications, management, public and administration service
- Manufacture of metals, electronic equipment and transport vehicles
- Health and social care activities
- Retail trade
- Civil engineering and constructing
- Education
- Specialized services, postal and librarian services
- Agriculture, forestry and fishing
- Wholesale, warehousing and rental
- Accommodation and food and beverage service activities

- Transport, sewerage, security
- Activities of households and other personal service activities
- Manufacture of chemical and pharmaceutical products; supply of electricity, gas, steam and water; repair of computers
- Manufacture of paper, rubber and plastics products; other manufacturing
- Manuf. of food product, beverages and tobacco
- Mining & engineering
- Media
- Manufacture of textile and leather
- Manufacture of wood and furniture
- ICT

Occupations and Skills

- ❑ Project aimed at medium and low qualified occupations;
- ❑ The objective: analysis of employability of occupations threatened by restructuring processes and crisis;
- ❑ Each occupation: at least 50.000 employees within EU.

	Hard skills Range of technical, job-specific abilities which require training and instruction for a worker to become proficient or skilled within a particular job reference.	Soft skills Job non-specific skills, which are related to individual ability to operate effectively in the workplace either alone or with others
General skills Skills applicable in most companies, occupations and sectors.	Generic hard skills (6)	Soft skills (22)
Specific skills Skills applicable in a small number of companies, occupations and sectors (possibly only in one company).	Specific hard skills (264)	

Future Skills Analysis

Qualitative or quantitative approaches?

	CEEPOP forecast	18 EU sector studies
Coverage	41 sectors covering the whole economy (NACE rev 1.1)	34 economy sectors (NACE 1.1) and approximately $\frac{2}{3}$ of total employment
Forecast period	2020	2020
Scenarios	Base, Optimistic, Pessimistic (based on scenarios of the recovery from economic crisis)	Up to four scenarios per study
Skills analysis	None (skills represented only by level of education)	Soft skills, generic hard skills and knowledge' in some studies also specific hard skills
Occupations analysed	ISCO 2-digit (21 occupational groups)	Selected ISCO 1 to 3-level (usually 8-12 occupational groups)
Impact of economic crisis	Taken into account	Not embodied

Issues to be solved



Projection in 41 sectors vs. 20 groups of sectors used in TS

How to expand forecast for 21 occupational groups (ISCO 2-digit in CEDEFOP projection) to 219 occupations in our project?

How to deal with insufficient level of detail regarding skills in CEDEFOP projection?

Current occupational profiles vs. future ones?

How to set levels of significance in particular skills in occupational profiles?

Replacement demand for occupational groups not available



Occupational groups



Many ISCO 2 digit occupational groups have only one prevailing ISCO 4 key occupation in respective sector

Occupational groups

Example: Retail Trade Sector

15 ISCO-4 digit occupations
represent majority of
employment in respective
sector

ISCO 4 digit
5220
1314
1224
4211
9330
3415
3419
4190
4131
3228
4220
2224
9132
8322
9151

Occupational groups

Example: Retail Trade Sector

ISCO 2 digit	ISCO 3 digit	ISCO 4 digit
52	522	5220
13	131	1314
12	122	1224
42	421	4211
93	933	9330
34	341	3415
34	341	3419
41	419	4190
41	413	4131
32	322	3228
42	422	4220
22	222	2224
91	913	9132
83	832	8322
91	915	9151

Occupational groups

Example: Retail Trade Sector

ISCO 2 digit
52
13
12
42
93
34
34
41
41
32
42
22
91
83
91

These 15 ISCO-4 digit occupations are represented by no less than 11 respective sector

Occupational groups

Example: Retail Trade Sector

ISCO 2 digit
52
13
12
42
93
34
34
41
41
32
42
22
91
83
91

Future development of 50-75 % of ISCO 4 digit occupations (depending on the sector) can be predicted on the basis of forecast of ISCO 2 digit occupational groups in that sector

Skills not embodied in forecast



2 MAJOR APPROACHES:

„**Skills will not change**“, e.g. current occupational profiles will be similar to future ones.

Simplification of reality, can results be trusted?

„**Skills required for specific occupations change in time**“, but we have to complete the information from some other source ...

Sector study?

Employer survey?

Skills significance in profiles

2 MAJOR APPROACHES:

„All skills have the same significance“

Simplification of reality, can results be trusted?

„Skills have different significance for specific occupations“,
but we have to complete the information from other source ...

O*NET?

ESCO?

Sector Skill Councils?

Employer survey?

Replacement demand



ONE MAJOR APPROACH:

We must wait till CEDEFOP will solve this issue in foreseeable future ...

Issues to be solved



Projection in 41 sectors vs. 20 groups of sectors used in TS

How to expand forecast for 21 occupational groups to 204 occupations in our project?

How to deal with insufficient level of detail regarding skills in CEDEFOP projection?

Current occupational profiles vs. future ones?

How to set levels of significance in particular skills in occupational profiles?

Replacement demand for occupational groups not available



Issues to be solved



Projection in 41 sectors vs. 20 groups of sectors used in TS



How to expand forecast for 21 occupational groups to 204 occupations in our project?



How to deal with insufficient level of detail regarding skills in CEDEFOP projection?



Current occupational profiles vs. future ones?



How to set levels of significance in particular skills in occupational profiles?



Replacement demand for occupational groups not available



Evaluation of the exercise



CEDEFOP forecast: very complex and powerful data source with potential for further improvement (such as replacement demand)

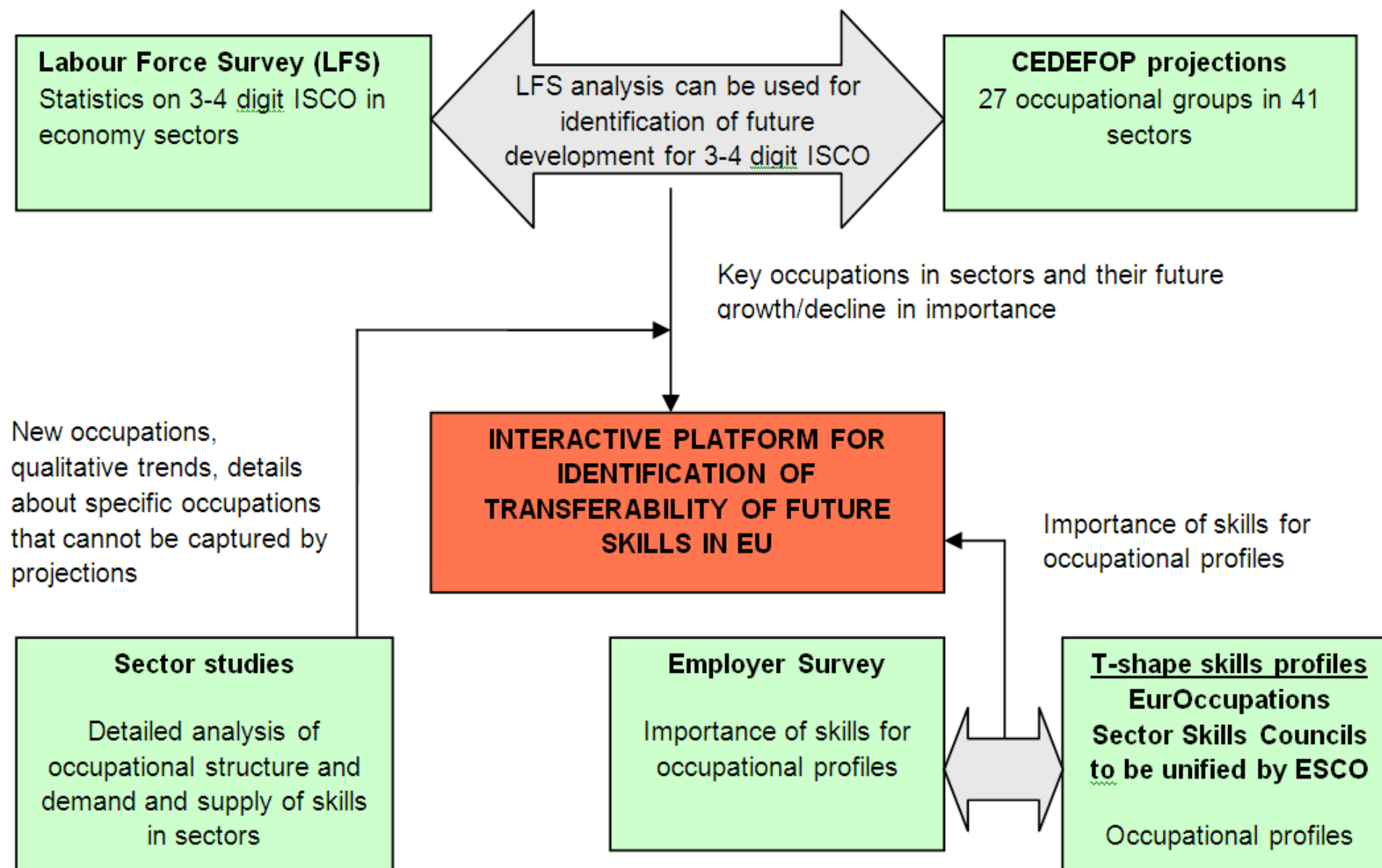
Significant methodological obstacles limit utilization in the TS project

Additional sources of information needed for such detailed and complicated project

Final decision of the project team: outputs encompass only methodological recommendations (further development, feasibility) and framework, not data



Tools must be combined ..



THANK YOU FOR YOUR ATTENTION!



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National Training Fund

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