



Pilot employer survey on skill needs in Europe:

Outcomes of pre-tests and effects on the pilot survey

Expert workshop

20-21 October 2011

IBV NBS, n.o., Bratislava, Slovakia

General information

Workshop venue	Institute of Banking Education NBS, n.o. / Inštitút bankového vzdelávania NBS, n.o. Tomášikova 28a 821 01 Bratislava, Slovakia
Organiser	European Centre for the Development of Vocational Training (Cedefop)
No of participants	Max. 40
Participants' profile	Skillsnet members and other experts who have experience with measurement of skill needs, skill development and training via employer surveys
Type of event	Invitation only
Working language	English

Background

Over a couple of years, Cedefop examined and discussed with experts from Member States the potential of using employer surveys for European skill needs analysis. After a feasibility study on the capacity of various employer surveys and approaches was done in 2008/2009, Cedefop launched a multiannual project to develop and pilot a European employer survey on skill needs. This activity is supported under the European Community Programme for Employment and Social Solidarity “Progress” (2007-2013), managed by the Directorate-General for Employment, social affairs and equal opportunities of the European Commission. Following on from an open call-for-tender procedure, Cedefop cooperates with a consortium of TNS Infratest Sozialforschung (Munich), Fraunhofer Institut für Arbeitswirtschaft und Organisation IAO (Stuttgart) and Prof Francis Green (University of London). This core team is supported by an “extended expert group” that involves another 10 experts from 8 Member States.

The results of the development work were presented and discussed with Commission representatives, social partners, skills experts, statisticians and representatives from the OECD and ILO at a Cedefop workshop that took place on 29/30 April 2010 in Prague and 29/30 November in Thessaloniki.

Workshop rationale and objective

It is an innovative approach to measure skill needs in Europe via an employer survey; developing and piloting such a survey is a considerable challenge. The added practical benefit of a European employer survey within the overall framework of skill needs analysis consists in providing direct in-depth information on qualitative changes of occupation-specific working tasks or emerging new ones within firms in different economic sectors. Outcomes would support the interpretation of quantitative results on skills development at more aggregated level, such as Cedefop’s forecasting results, and would also complement views of employees on skills use in the job to be gathered in the OECD PIAAC survey.

Education and training systems have to provide skills for the future. In particular, vocational education and training has an important role to play in the process of adequate skill supply to the labour market, finally to employers. Adequate skill supply can be better achieved if employers identify and describe not only their current demand, but also their expectations for next future. One of the challenges of the pilot survey is to sensitise employers and get the right message to them. Responsiveness of employers will increase if survey returns are worth their efforts. The questionnaire for the employer survey has been pre-tested in summer 2011 in all 5 countries to be covered by the pilot (DE, ES, FI, IE and PL).

This workshop will gather experts again to discuss results of the development work achieved so far and steer next steps of the project. Cedefop is ready to take on board helpful proposals as well as critical views to develop successfully the overall survey strategy.

The specific objective of the workshop is getting expert’s feedback and input on:

- the results of both conventional and cognitive pre-tests;
- the proposed improvements of the questionnaire based on pre-tests results;
- the final implementation/fieldwork strategy, in particular strategies to ensure high response rates and reliable data by employers.

Agenda

Thursday, 20 October 2011	
09:00-09:30	Registration
Chairperson: <i>Alena Zukersteinova</i> , Cedefop	
09:30-09:50	Welcome and introduction - Welcome by <i>Peter Szovics</i>, IBV NBS, n.o. - Introduction to workshop objectives and to the agenda by <i>Alena Zukersteinova</i>, Cedefop
09:50-10:20	Measurement concept and questionnaire at a glance <i>Bernd Dworschak</i> , Fraunhofer IAO <i>Francis Green</i> , LLAKES, Institute of Education, London
10:20-11:15	Pre-test: concept and aims, field reporting and general results <i>Arnold Riedmann/Miriam Gensicke</i> , TNS Infratest Discussion
11:15-11:45	<i>Tea/Coffee break</i>
Pre-test results and relevant improvements of the questionnaire	
11:45-12:30	Background questions (Module 1) Introduction by TNS Infratest Discussion
12:30-14:00	<i>Lunch</i>
Chairperson: <i>Peter Szovics</i> , IBV NBS, n.o.	
14:00-15:30	Generic skills use (Module 2) Introduction by Francis Green Discussion
15:30-16:00	<i>Tea/Coffee break</i>
16:00-17:30	Occupation-specific tasks and skills (Module 3) Introduction by Fraunhofer IAO Discussion
19:30	<i>Dinner</i>

Friday, 21 October 2011	
Chairperson: <i>Marco Serafini, Cedefop</i>	
09:30-10:15	Drivers of changing tasks (Module 4) Introduction by TNS Infratest Discussion
10:15-11:00	Impact of the pre-test results on the pilot fieldwork Introduction by TNS Infratest Discussion
11:00-11:30	<i>Tea/Coffee break</i>
11:30-12:30	Final round-table on the questionnaire, survey implementation and other open issues followed by open discussion
12:30-13:00	Final remarks – next steps <i>Marco Serafini, Cedefop</i> <i>Alena Zukersteinova, Cedefop</i>
13:00	<i>End of the workshop</i>

Contact details

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