



# Skills intelligence 2.0

## Blending insights

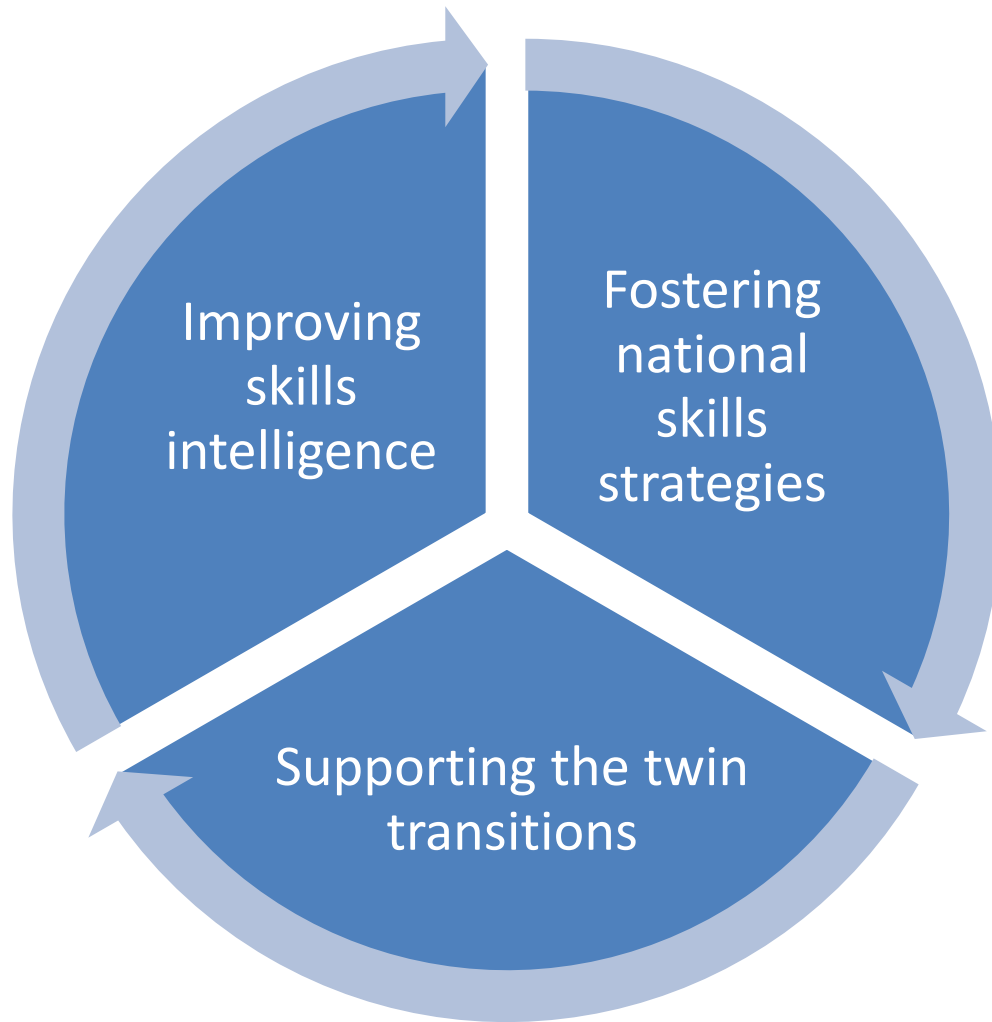
Vladimir Kvetan



CEDEFOP

European Centre for the Development  
of Vocational Training

# European (skills agenda) ambitions for skills intelligence

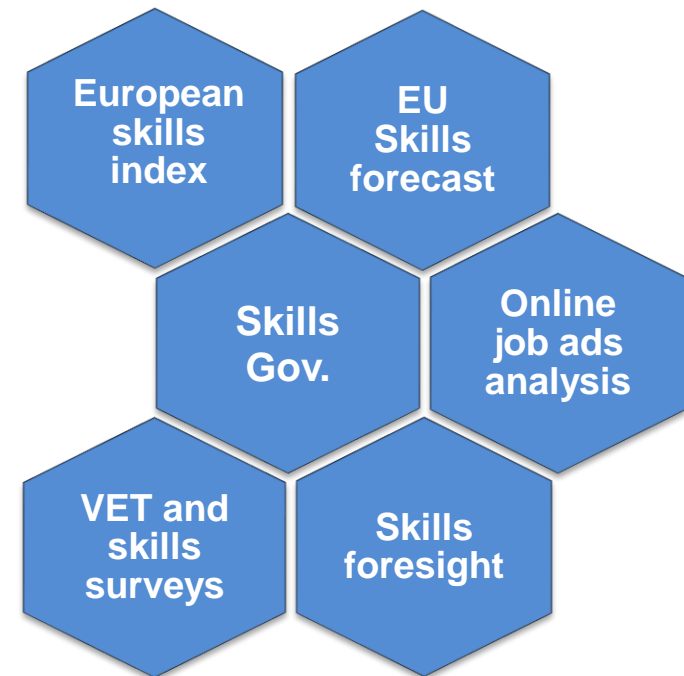


- 
- What is skills intelligence?
  - How can OJA contribute?
  - Is this enough?



# Cedefop skills intelligence – blending insights

- outcome of an expert-driven process
- analysing, synthesising and presenting information
- adjusted to the needs of different users.





# Key facts: EU-27

**213 584 000**

employment in 2030

4.4%  
increase  
since 20180.4%  
employment  
growth per  
year

## FASTEST-GROWING SECTORS

Growth per year 2018-30

Non-marketed services

0.7%



Distribution &amp; transport

0.7%



## HIGHEST-DEMAND OCCUPATIONS

Total job openings 2018-30

**8 885 000**Business & administration  
associate professionals**7 033 000**

Sales workers

**5 760 000**

Personal service workers

**109 835 000**

total job openings, 2018-30



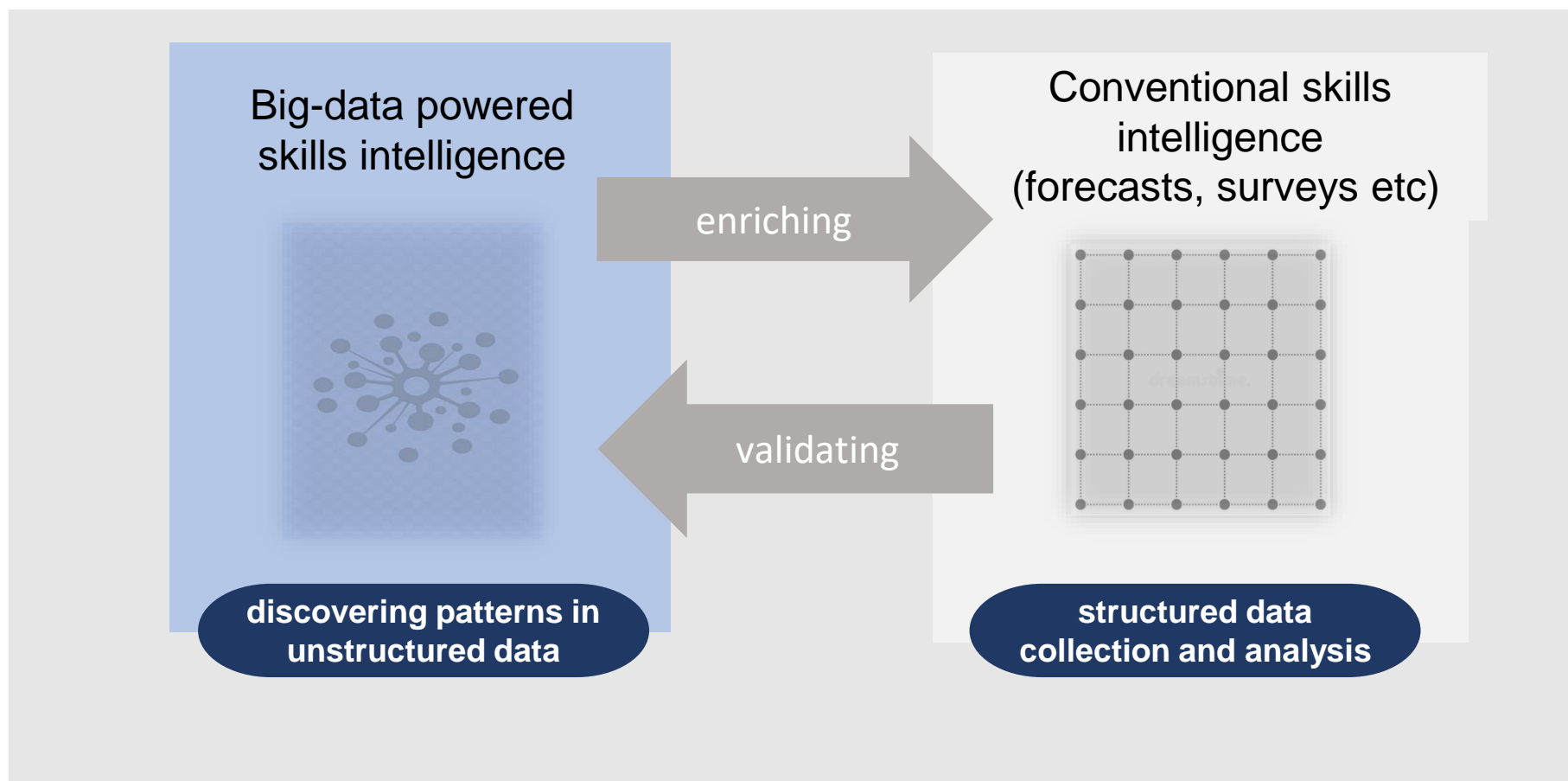
Replacement needs (90%)

New job openings (10%)

## Total job openings by qualification level 2030:

**30%** increase in high-skilled  
labour supply 2018-30

# Combine the best of both worlds to strengthen skills intelligence



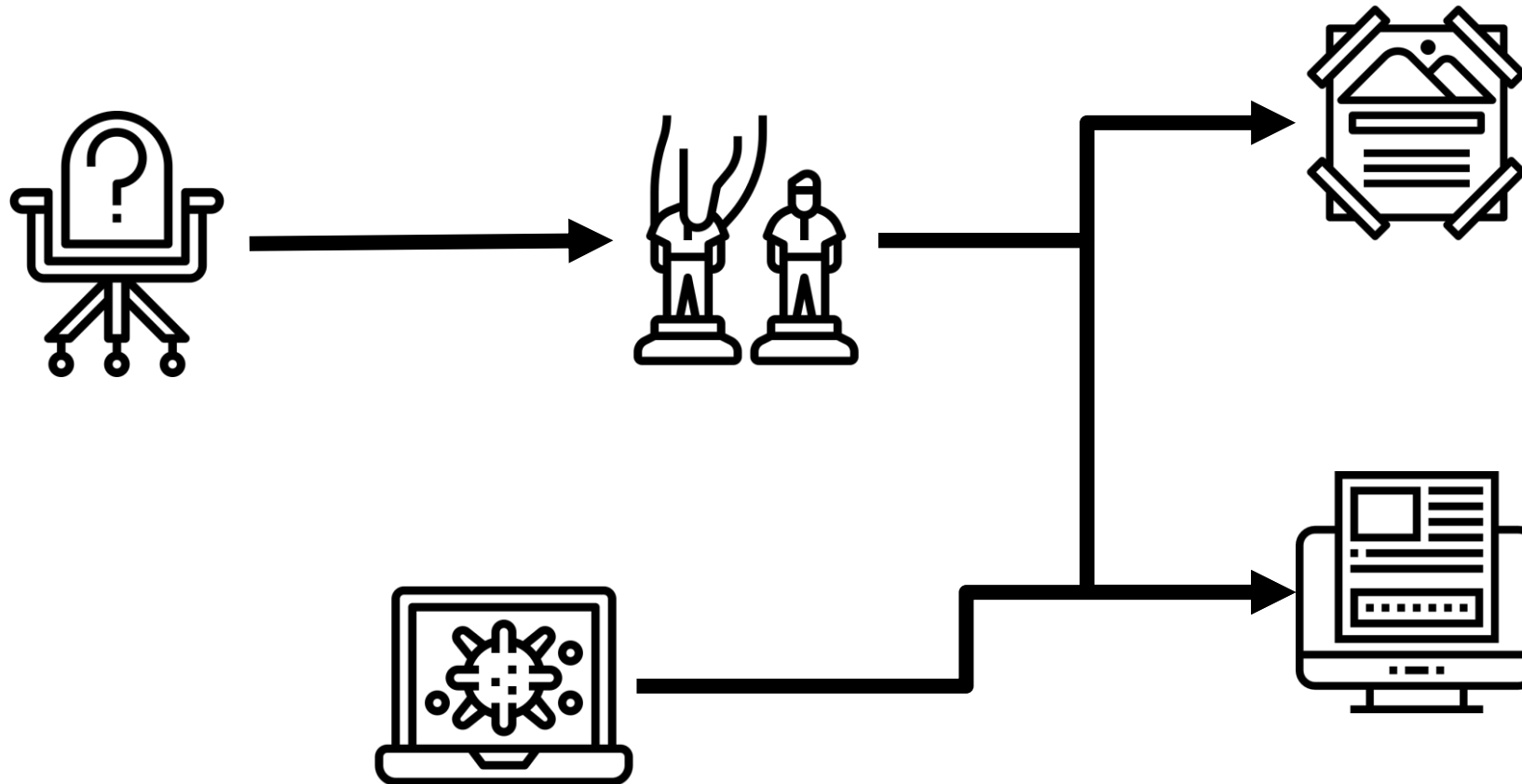
Source: Cedefop (2021) Perspectives on policy and practice  
Tapping into the potential of big data for skills policy



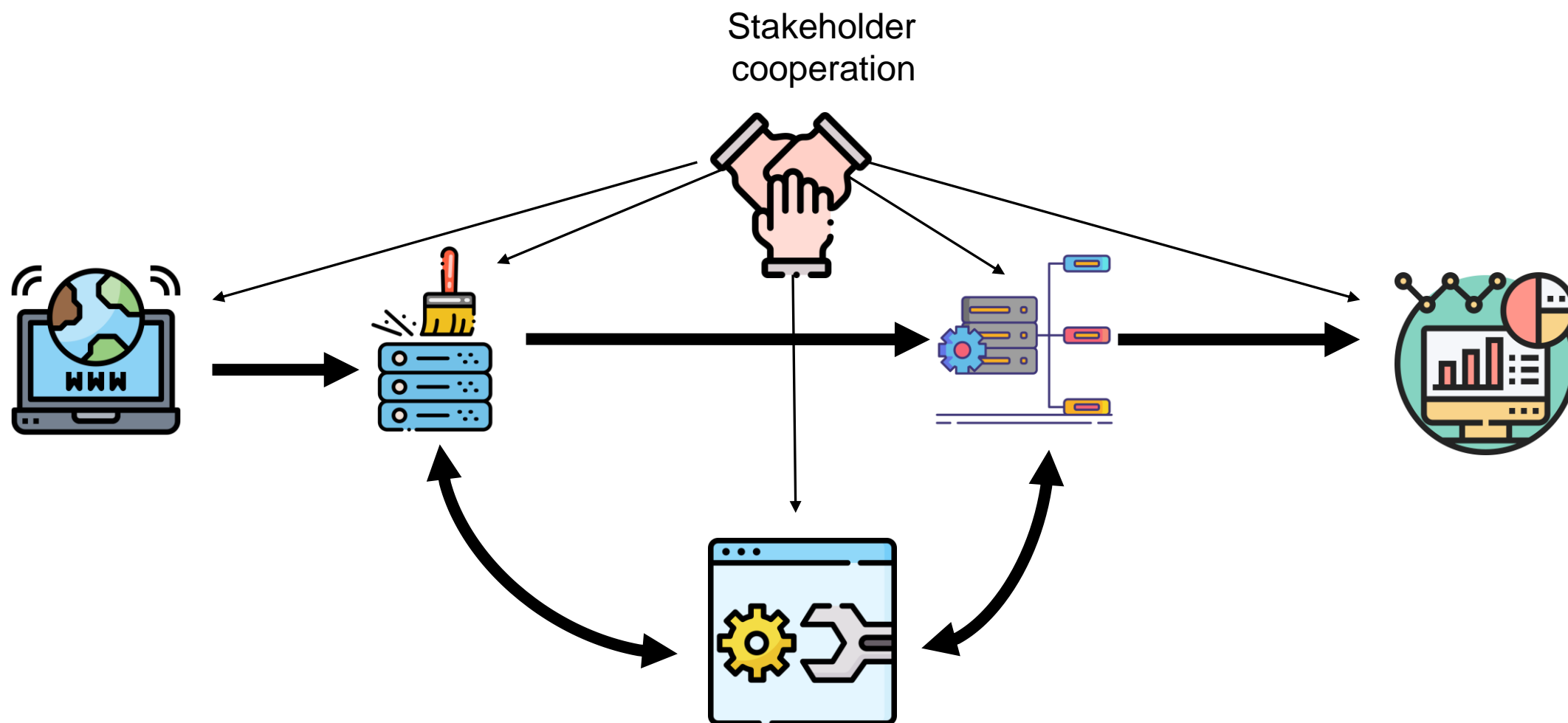
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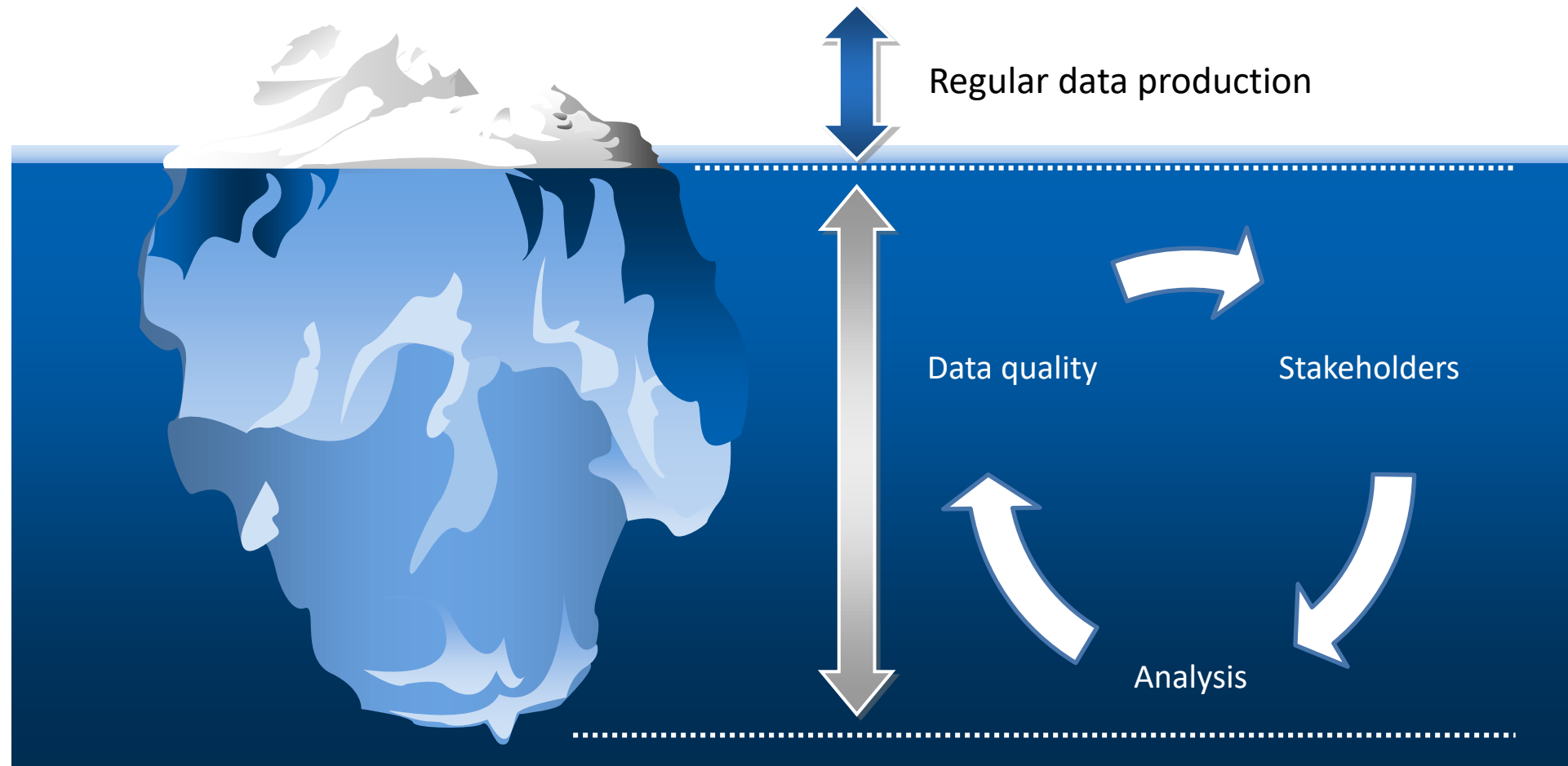
# Vacancies and advertisements – two different things



# Modular process = need for cooperation

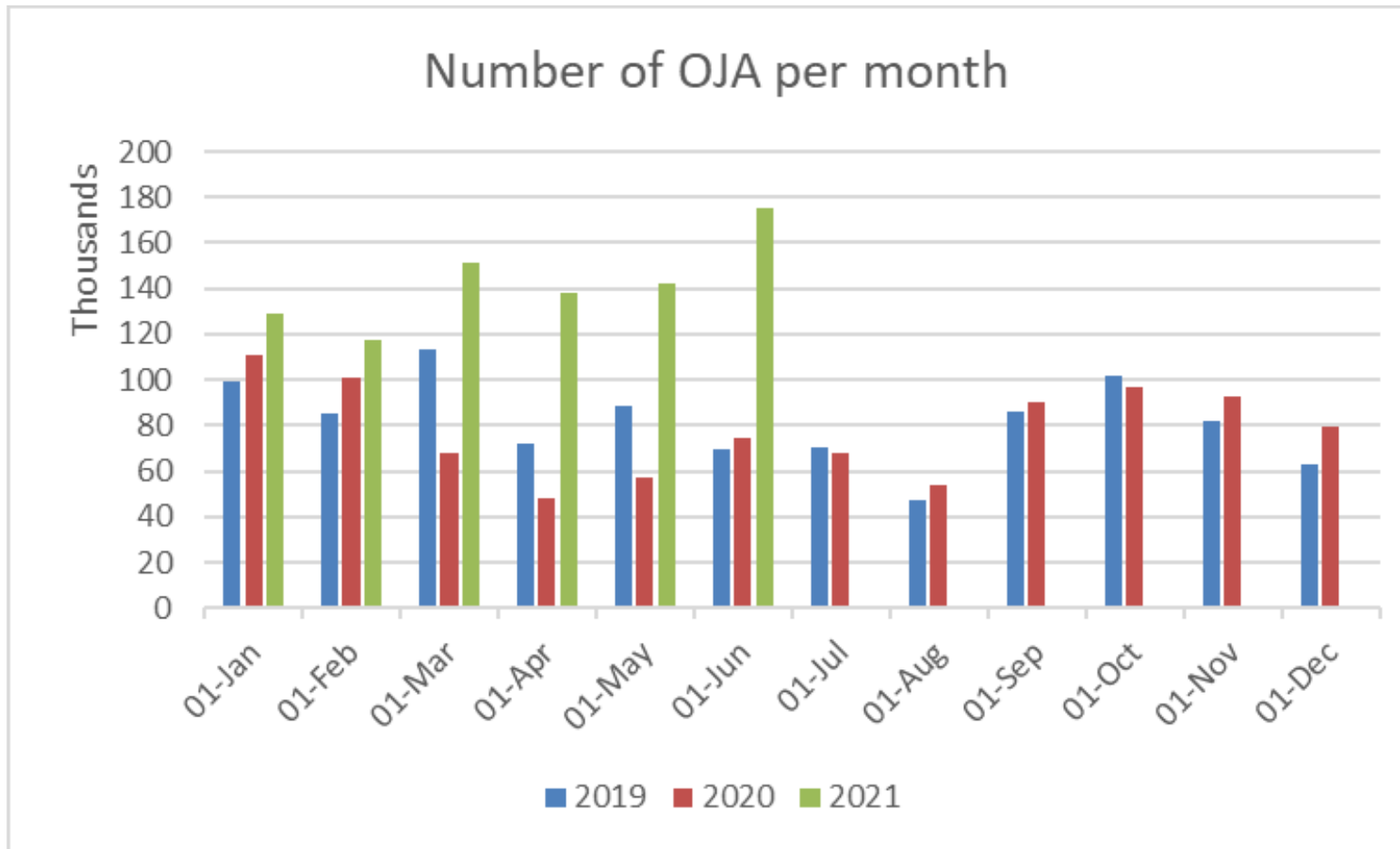


# Regular data production – only peak of an iceberg





# Effect of pandemics on OJA – short term blip?



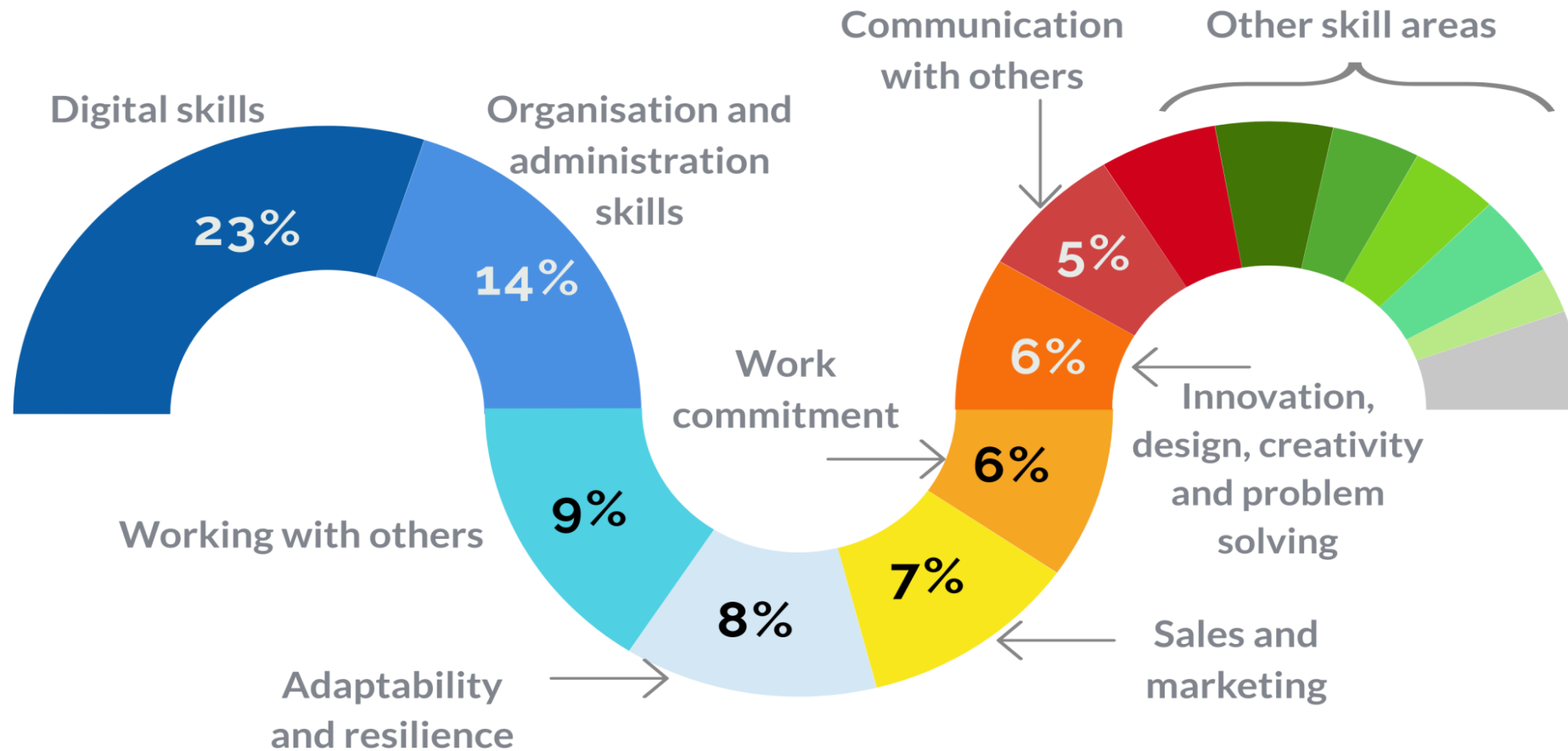
## Most affected sectors

- Professional services
- Administrative support
- Manufacturing

## Most affected occupations

- Clerks
- Craft and related traders
- Plant and machine op.

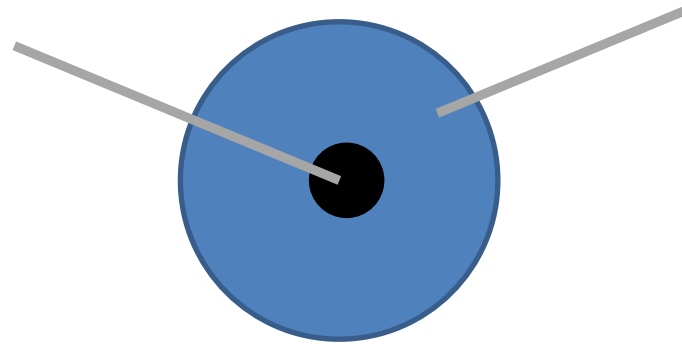
# Increase of digital skills needs



# Skills intelligence in broader context

## Skills intelligence

collecting and analysing data and information on current and future labour market trends and skill needs



## Skills governance

The system of institutions, operational processes and dissemination channels aimed at facilitating stakeholder interaction and policy responses based on labour market information signals

- ✓ Multiple stakeholders and actors
- ✓ Various administrative levels
- ✓ Different parts of education and training (initial, continuing)
- ✓ Diverse policies (education, ALMP, economic, migration, climate)
- ✓ Skill needs at different points in time

# Understanding skills governance

Steering and organization	Available resources	Stakeholder engagement	Dissemination and use
Vision and strategy	Resources (financial and expertise)	Participation in development	Use by designated users
Legal/institutional framework	Stability of resources over time	Feedback to developers	Customized for different target groups
Management and control	Data, methods, and tools	Stakeholder needs integration	Wider dissemination

Cedefop's [skills governance analytical framework](#)



**Difference is in the details...**



# Thank you



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