

# skills needs anticipation and matching

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## Skills Needs Anticipation and Matching

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Apprender تعلم Learn учить Apprendere Apprender 学习 Imparare Learn تعلم  
Comprender 理解 Understand понимать Comprendre فهم Understand Capire  
获得 Ottenere зарабатывать تحقيق Gain Obtenir 获得 Obtenir зарабатывать  
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**ITC**   
International Training Centre

# Skills Needs Anticipation and Matching

## Background

Understanding the central importance and the main instruments for identifying current and future skill needs and labour market imbalances is a central issue of countries all around the world.

The **Why?**: Upon completion of the course, participants will have a good understanding of drivers of change which impact skills demand and realise why imbalances occur on the labour market and their consequences.

The **What?**: This course will help to understand critical milestones, questions, objectives and components of labour market information (LMI), institutional roles and responsibilities.

The **Who?**: Among the main actors involved, we will discuss: Providers of labour market information, users and target groups of anticipating skills needs for the labour market.

The **How?**: Participants will learn about quantitative and qualitative methods, tools for skill needs anticipation and matching supply and demand of skills on the labour market. Systems of early identification of skill needs will be dealt with in a wider context of labour market information and intelligence, and related institutional frameworks.

## Learning objectives

The main objective of this course is to help participants understand the central importance of identifying current and future skill needs and labour market imbalances in a broader policy framework, and to acquire basic knowledge.

Upon completion of the course, participants will have:

- Acquired a good understanding of the drivers of change which impact the demand for skills and the reasons for labour market imbalances and their consequences
- Discussed critical milestones, questions, objectives, beneficiaries and target groups of anticipating skill needs for the labour market
- Understood the underlying principles of and the different approaches to skills needs anticipation.
- Analysed different methods and tools related to quantitative and qualitative methods, which can be used for skill needs anticipation and matching supply and demand in the labour market.
- Discussed the different institutional approaches and implications of setting up anticipation systems
- Acquired a better understanding of how to analyse and translate data from anticipation exercises into adequate policy making and planning.

## Who is this course aimed at?

- Policymakers and technical advisors of Ministries of Employment/Labour, Ministries of Education, as well as other Ministries working in the area of skills development and TVET;
- Members of skills councils, national TVET authorities or similar institutions;
- Representatives of workers' and employers' organisations involved in sectoral, regional or national skills needs anticipation;
- Experts and technical staff working in the field of TVET planning;
- Relevant staff from Public Employment Services and other institutions engaged in matching;
- Managerial and technical staff of institutions responsible for the collection and analysis of labour market information.
- Staff from international cooperation agencies working in the area of TVET and Skills Development.

End beneficiaries of this course would include a wide range of individuals and groups benefiting from timely and accurate labour market information and pertinent training programmes and curricula, including e.g. job seekers of all ages and backgrounds, in particular youth and recent graduates; current and future students; planners in the skills development, TVET and education sectors; curriculum developers; staff of vocational training institutions; public employment services; career guidance services and businesses.

We strongly encourage the participation of women and of persons with disabilities.



### A definition:

Anticipation (of changing skills needs) is a term used to encompass a range of both quantitative and qualitative methods of peering into the future to try to assess what it might look like. This may be short-term (less than a year), medium term (1-5 years) or longer-term (more than 5 years).

## Course contents

This course will consist of the following learning units

<b>Unit 1</b>	<b>Rationale for skills needs anticipation and matching</b>
	<ul style="list-style-type: none"><li>• Concepts and definitions</li><li>• Drivers of change</li><li>• Myths and realities about skills needs anticipation</li><li>• Basic principles of skills needs anticipation and matching</li></ul>
<b>Unit 2</b>	<b>Approaches and methodologies for anticipating skills needs</b>
	<ul style="list-style-type: none"><li>• Key questions that can be answered with skills anticipation</li><li>• Quantitative and qualitative approaches to anticipation and forecasting</li><li>• National, sub-national and sector-wide approaches</li><li>• Combination of approaches and tools</li><li>• Case studies</li></ul>
<b>Unit 3</b>	<b>Generation and analysis of labour market data</b>
	<ul style="list-style-type: none"><li>• Types of data</li><li>• Data sources</li><li>• Analysis of labour market supply, demand, imbalances and mismatch</li><li>• Institutions involved in LMI collection, including Public Employment Services</li></ul>
<b>Unit 4</b>	<b>Institutional mechanisms and roles of different actors for anticipation &amp; matching</b>
	<ul style="list-style-type: none"><li>• Different anticipation systems and their usefulness in different settings and contexts</li><li>• LMI and anticipation systems</li><li>• Social Dialogue</li><li>• Policy coordination</li><li>• Governance: national and regional / territorial approaches</li></ul>
<b>Unit 5</b>	<b>Sectoral approaches</b>
	<ul style="list-style-type: none"><li>• STED-methodology (Skills for Trade and Economic Diversification)</li><li>• Sector Skills Councils</li></ul>
<b>Unit 6</b>	<b>Translation into Policy and practice</b>
	<ul style="list-style-type: none"><li>• Translation of findings into policy and planning</li><li>• Translation into standards and training programmes</li></ul>

Before the course, a pre-course exercise will be carried out, which will provide participants with preliminary information, ask them to do a first analysis applied to their own conditions and will provide them with an opportunity to express their learning needs.

The course will attach special attention to contextual specificities of countries at different stages of development.

## How you will learn with us

In line with the “Turin Learning Approach” used by the International Training Centre of the ILO, the course will be highly participatory and allow for discussions, explorations and knowledge exchange with experts and fellow participants. The methodology will be based on a combination of different learning methodologies, alternating presentations by recognized subject-matter specialists with interactive and participatory exercises, country examples, case studies and spaces for knowledge sharing and reflection. A local study visit will complement the programme.

Participants are encouraged to bring with them any document they deem interesting to share, in particular guides and reports on methodologies or anticipation exercises carried out in their countries and any other documentation relevant to this course.

## Cost

The course is fee-paying. The total cost of **Euro 2,215** includes:

- Euro 1600 as **Tuition costs** covering: course preparation, implementation and evaluation; training materials and books; the use of training facilities and support services, including online resources. For residential courses, they also cover emergency medical insurance.
- Euro 615 as **Subsistence costs** covering: full board and lodging on the Centre’s campus. Institutions that do not have sufficient funds to cover tuitions fees or international ticket may request joint funding from donor agencies in their own countries. The ITCILO does not provide any assistance to send such requests to donors.

ITCILO will offer a limited number of fellowships of EURO 1000 which may cover part or all of subsistence and tuition fees. If eligible, early applicants will be given priority. Please inquire early!

## Payments and cancellation

Payments need to be received latest 14 days before the beginning of the course. Payment modalities will be communicated in the letter of acceptance. In the event of a cancellation, a participant may be substituted with another candidate. Cancellations remain free of charge if communicated latest 14 days prior to the start of the course. For cancellations after this date, a penalty will be applied. For further information regarding payment, cancellation and refunds, please consult:

<http://www.itcilo.org/en/training-offer/how-to-apply>

## Travel to Turin

Please note that the indicated prices do not include the cost of international travel to and from the course venue in Turin. Also note that the participants are responsible for obtaining a Schengen visa, if required. Visa applications must be submitted at least four weeks prior to the training course.

ITCILO will provide a visa-support letter for those participants who

- apply within the established application deadline and
- who provide the complete documentation (including the sponsorship letter) as described in the following section.

## How to apply

To register, kindly fill in and submit the online registration form available here:

<http://intranetp.itcilo.org/SHF/A9011261/en>

Applicants are kindly asked to attach to their form or send by email an official sponsorship letter by their employer/ institution (or a donor organization), stating that it will cover the cost of the course (Euro 2,215) and the international travel to and from the course venue (ITCILO Turin, Italy).

Participants applying for a partial fellowship should clearly indicate this in their sponsorship letter and state that their institution will cover the remaining part of the cost of the course (EURO 1,215).

Please note that only applications accompanied by the above two documents (online registration form and sponsorship letter) may be considered.

## Deadline for application

13 March 2018

The final confirmation on acceptance and award of fellowships will be communicated during the week after the application deadline.

## Contacts

For questions about registration, logistical issues related to accommodation, meals, travel, etc. please contact:

[skillsdevelopment@itcilo.org](mailto:skillsdevelopment@itcilo.org)

## The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

## FOR FURTHER INFORMATION PLEASE CONTACT

### International Training Centre of the ILO

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