ESIMeC: Skills Forecasting Masterclass

Presentation 2: Overview of Partner City Questionnaire Responses

Graeme Harrison, Oxford Economics

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Objective of questionnaire

• Establish existing knowledge of international best practice and different approaches to skills forecasting

• Learn about existing national and city region work on skills forecasting in your home country and city region

• Determine expectations and requirements for the Skills Forecasting Tool, and how it is intended to be used

• Start to collect existing city region data and information relevant to skills forecasting
Current knowledge and understanding of international best practice approaches to skills forecasting ... mixed

- **No knowledge and understanding** – Basingstoke, Cherbourg
- **Limited knowledge and understanding** – Gävle, Sabadell
- **Medium-level knowledge and understanding** – Bistrita, Besançon, Debrecen
- **High-level knowledge and understanding** - None
Current knowledge and understanding of international best practice approaches to skills forecasting ... mixed

Additional comments

• Some knowledge of EU New Skills for New Jobs initiative (includes CEDEFOP research), Basque research, Netherlands strong track record in spatial modelling
• Some knowledge of employer surveys for short term skills profiling
• Awareness of work conducted / being conducted in neighbouring regions in relation to skills forecasting
• Mixed knowledge of who is responsible for skills forecasting at national level
• Skills forecasting moving up the agenda of some national governments - Hungary
• Some cities have detailed knowledge of national and regional labour market data and skills forecasting approaches
• Need to rebalance focus from skills supply to skill demand
• Knowledge not practical experience
## Grand Besançon skills forecasts

### Tableau récapitulant les principaux indicateurs permettant de préciser le ciblage sectoriel des actions pour l’emploi

<table>
<thead>
<tr>
<th>Secteur</th>
<th>Effectifs salariés (champ CEP)</th>
<th>Evolution 2005-2008 (BE)</th>
<th>Soit en variation annuelle</th>
<th>Perspectives de croissance</th>
<th>Projection flux d’emploi CDI</th>
<th>Créations d’entreprises</th>
<th>Part de l’emploi à temps partiel</th>
<th>Taux de rémunération</th>
<th>Part des jeunes</th>
<th>Part des seniors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industrie</td>
<td>12 500</td>
<td>0.4%</td>
<td>50</td>
<td></td>
<td>300</td>
<td>56</td>
<td>11%</td>
<td>32%</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>Construction</td>
<td>3 700</td>
<td>4.9%</td>
<td>180</td>
<td></td>
<td>200</td>
<td>105</td>
<td>8%</td>
<td>10%</td>
<td>23%</td>
<td>9%</td>
</tr>
<tr>
<td>Commerce Détail</td>
<td>6 500</td>
<td>1.7%</td>
<td>110</td>
<td></td>
<td>200</td>
<td>198</td>
<td>35%</td>
<td>68%</td>
<td>24%</td>
<td>6%</td>
</tr>
<tr>
<td>Hôtellerie-Restauration</td>
<td>2 100</td>
<td>1.7%</td>
<td>40</td>
<td></td>
<td>1 200</td>
<td>443</td>
<td>38%</td>
<td>60%</td>
<td>33%</td>
<td>5%</td>
</tr>
<tr>
<td>Autres services aux particuliers</td>
<td>9 900</td>
<td>3.4%</td>
<td>340</td>
<td></td>
<td></td>
<td></td>
<td>37%</td>
<td>76%</td>
<td>12%</td>
<td>9%</td>
</tr>
<tr>
<td>Conseil et Assistance</td>
<td>3 500</td>
<td>4.4%</td>
<td>150</td>
<td></td>
<td></td>
<td></td>
<td>18%</td>
<td>45%</td>
<td>12%</td>
<td>9%</td>
</tr>
<tr>
<td>Services opérationnels</td>
<td>3 300</td>
<td>0.5%</td>
<td>20</td>
<td></td>
<td></td>
<td></td>
<td>38%</td>
<td>47%</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td>Transports</td>
<td>3 200</td>
<td>-0.3%</td>
<td>-10</td>
<td></td>
<td></td>
<td>-100</td>
<td>14%</td>
<td>19%</td>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td>Activités financières</td>
<td>2 100</td>
<td>0.3%</td>
<td>10</td>
<td></td>
<td></td>
<td>16%</td>
<td>16%</td>
<td>57%</td>
<td>12%</td>
<td>11%</td>
</tr>
<tr>
<td><strong>Ensemble</strong></td>
<td><strong>46 800</strong></td>
<td><strong>1.7%</strong></td>
<td><strong>890</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>24%</strong></td>
<td><strong>48%</strong></td>
<td><strong>15%</strong></td>
<td><strong>9%</strong></td>
</tr>
</tbody>
</table>
### Best approaches to skills forecasting ... appreciation of the benefits of a combined approach

- **Economy-wide quantitative skill forecasting models** – Gävle, Sabadell, Besançon – important quantitative models are not theoretical

- **Detailed sector studies** – Bistrita, Gävle, Cherbourg, Sabadell, Besançon, Debrecen – need to focus on small number of key sectors

- **Employer surveys** – Bistrita, Gävle, Cherbourg – but response rates can be low and these cover employers of today, not tomorrow

- **Qualitative consultations with employers and sector experts** – Bistrita, Gävle, Cherbourg, Debrecen – can be useful for speaking to sectors of tomorrow

- **Desk-based skills literature review** – none – reflection of the lack of relevant literature that exists at city level or lack of access to it – national literature not relevant?
Existing Swedish national and city region work on skills forecasting ... well-developed ‘infrastructure’

<table>
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<th>Existing work</th>
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</table>
| National       | • Statistics Sweden (2012), *Trends and Forecasts 2011*  
• Swedish Public Employment Service (2012), *Labour Market Outlook*  
• Growth Analysis, *Regional Analysis and Forecast System* (rAps is a tool for regional analysis, used in the Long-Term Survey 2008 prepared by Ministry of Finance) |
| City region    | • Swedish Public Employment Service (2012), *Employment outlook for the county in 2012* (Twice a year the Employment Service a forecast of the labour market at regional level in the near future. The forecast is based on interviews with private and public employers). |

• France also has a well-developed national and regional skills forecasting ‘infrastructure’
Expectations of the ESIMeC Skills Forecasting Tool

• User friendly
• Open, transparent and adaptable
• Complement existing analysis and models of future skill needs
• Help improve knowledge of potential approaches to European skills forecasting
• Aid working and planning at city level
Using and sharing the ESIMeC Skills Forecasting Tool

- To determine long-term skill needs in individual labour markets
- To help match future student skills with labour market needs
- To help match skills of unemployed with labour market needs – many current programmes not successful in this areas as skill needs are not known
- To balance skills supply and demand in the future
- To balance the “perceptions” of skills supply and demand in the future
- To forecast skill needs for future business / industrial parks, sectors (e.g. cultural) – a bottom up approach
- To collaborate with education providers and help them respond to future skills needs
- To coordinate skill actions and work towards the same skill goals
- Plans to share the ESIMeC Skills Forecasting Tool with other stakeholders
## Skills forecasting data availability

<table>
<thead>
<tr>
<th>City</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bistrita and Debrecen</td>
<td>availability issues at lower city level</td>
</tr>
<tr>
<td>Cherbourg</td>
<td>good quality economic and labour market data. But only 40% of companies communicate their job offers to the Pôle Emploi</td>
</tr>
<tr>
<td>Gävle</td>
<td>good quality economic and labour market data but with time lag on data. Limited access to skills supply and demand data.</td>
</tr>
<tr>
<td>Basingstoke</td>
<td>some of data required believed to be only available at a national level</td>
</tr>
</tbody>
</table>
Key issues for consideration

• Different preferences towards alternative skills forecasting approaches, different needs and varying data availability
  • Approaches complimentary, not conflicting
  • Ideally employ all approaches but time consuming and costly
  • Each has advantages and disadvantages – optimal approach depends on specific needs and use
  • Needs and data availability differ across partner cities
  • For practical reasons, Skills Forecasting Tool needs to be based around one approach – need to make a decision – Oxford Economics’ recommendation is a bespoke quantitative skills forecasting model (bespoke = tailored to partner city needs and data availability)
  • How to keep all partner cities happy and agree the way forward
  • Will a uniform Skills Forecasting Tool be useful to all partner cities?
• Keeping the tool user-friendly and simple versus meeting user requirements
Key issues for consideration

• Expectations of Oxford Economics
  • Develop Skills Forecasting Tool template
  • Training and instruction manual
  • Who is responsible for populating the template? Ownership of Skills Forecasting Tool is key

• Capacity and expectations of Skills Forecasting Tool
  • Economy wide versus sector specific versus project specific versus all
  • Level of detail — sectors, occupations, qualification levels, subject areas
  • Short, medium and/or long-term focus
  • What answers do you want the Skills Forecasting Tool to provide?
  • Skills demand-supply balance
Break out groups – issues and questions

• Preferred approaches to skills forecasting – agree consensus approach within group
• *Minimum* expectations for Skills Forecasting Tool
• *Best-case* expectations for Skills Forecasting Tool
• Required capacity of Skills Forecasting Tool
• Share experiences of existing skills forecasting work
• Expectations of Oxford Economics
Global analysis for better decisions