ONLINE　　LABOUR MARKET

# E-LEARNING COURSE ON MEASURING SKILLS MISMATCHES

## UNDERSTANDING HOW TO MEASURE AND ANALYSE SKILLS MISMATCHES FROM BOTH THE DEMAND AND SUPPLY SIDES

**13 MARCH – 6 APRIL 2023**
🕐 **4 WEEKS, 40 LEARNING HOURS**

*Information Note*

International Labour Organization

ITC International Training Centre

# INTRODUCTION/BACKGROUND

The demand for data on various forms of skills mismatches has risen in recent years, in line with the prioritization of countries to ensure that effective policy measures and tools are formulated to improve the quality and relevance of skills formation. Many have stressed the importance of making better use of qualification and occupational skills as a prerequisite for better employment outcomes and employability, as well as improved labour productivity.

The concept of skills mismatch, however, is broad and ambiguous. It can relate to many forms of labour market friction, including vertical mismatch, skill gaps, skill shortages, qualification mismatch, field of study (horizontal) mismatch and skill obsolescence. This may lead to misinterpretation of results. The existence of estimates based on different measurement approaches also leads to confusion.

Skills mismatch is a concern for policy-makers, employers, and workers alike. It is a recurring theme in vocational education and skills development, with many policy initiatives launched to address various forms of skills mismatches. For evidence-based skills policymaking statistics on various forms of skill mismatches are needed.

Building on its long experience in delivering training on skills and labour market analysis, the International Training Centre of the ILO in full collaboration with the ILO Department of Statistics, and in close coordination with the ILO Skills branch, the European Training Foundation, the Organisation for Economic Co-operation and Development, in addition to the European Centre for the Development of Vocational Training **is proud to offer this four-week online training on *Measuring and Analysing Skills Mismatches***.

# LEARNING OBJECTIVES

The main objective of the course is to equip national and international stakeholders with the necessary competencies to measure and analyse skills mismatches and imbalances from both the demand and supply sides for evidence-based policy making. The course is designed to enhance capacities to identify, collect, analyse and disseminate labour market information related to skills imbalances from both the demand supply side.

More specifically, the course aims to:
- Enhance understanding about the definitions, terminologies, and resolutions related to qualifications and skills mismatches;
- Understand differences between various approaches in measuring mismatches;
- Foster better understanding of data collection, data analysis, and dissemination of labour market information related to qualifications and skills mismatches;
- Acquire a comprehensive understanding of the LFS Module on occupational qualifications and skills'
- Promote sound statistical data processing and analysis of demand and supply skills indicators;

- Understand the various methodologies and tools used for skills anticipation and matching;
- Familiarise with other data sources such as jobs surveys and online job vacancies;
- Familiarise with key Indicators on education, skills and employment
- Acquire a good understanding of the drivers of change which impact the demand for skills and the reasons for labour market imbalances and their consequences.

# TARGET AUDIENCE

The course targets:
- Labour Statisticians/officials from national statistical offices; Ministries of labour and related institutions (such as labour observatories); other Ministries or Government institutions engaged in employment, skills development, skills matching and analysis or involved in the collection and analysis of labour market information;
- Employment and development policy analysts, research and academic institutes, in addition to International organizations and Donors engaged in skills matching;
- Members of skills councils, national TVET authorities or similar institutions;
- Representatives of workers' and employers' organizations involved in sectoral, regional or national skills development plans.

# ONLINE COURSE CONTENT

The course is structured around four main modules:

| Module 1 | Overview of labour statistics, qualifications and skills mismatches |

- Overview of labour statistics
- Objectives, Concepts and Definitions of qualification and skill mismatches
- Measurement of qualifications and skills mismatches

| Module 2 | Identifying and anticipating skills needs |

- Skill needs assessments
- ILO approaches in identifying and assessing skills needs
- Policy Insights on skills mismatch assessment: Lessons from the OECD Survey on Adult Skills (PIAAC)

| Module 3 | Next generation skills intelligence |

- Next generation skills intelligence? Using big data to identify skill demand
- Identifying skill needs and mismatches in jobs: The Cedefop European Skills and Jobs survey approach

| Module 4 | Measuring and analysing skills mismatches |

- The LFS Module on occupational qualifications and skills
- Key Indicators on Education, Skills and Employment (KIESE)
- Vocational education key to employability and preventing young people dropping out of school

# TRAINING METHODOLOGY

The course is constructed as follows:
- **Lectures by experts and practitioners**
  – Sharing knowledge with participants around the various topics covered in the course
- **Practical exercises and group work**

The course will emphasize a unique learning approach, which is structured around three main pillars:
- **Harnessing digital learning technology**
  – Interactive online platform
  – Online feedback and support
  – Online forum discussions and interaction
- **Training methodology will combine**
  – Expert presentations
  – Live Webinars
  – Practical exercises
  – Online Group discussions and exercises

# DATES

The course will take place from **13 March – 6 April 2023**.

# LANGUAGE

The course will be conducted in **English**.

# COST AND FINANCING

The course is fee-paying. The total cost is **Euro 1,005**.

# 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

# HOW TO APPLY

To register, kindly fill in and submit the online registration form available through this link: https://oarf2.itcilo.org/DST/A9715990/en

The selection of applicants will be based on the submission of:
- A completed **online registration** form
- An **official sponsorship letter** issued by their organization (or donor organization),

**Kindly note that we need to receive the above-mentioned documents in order to register you for the course!**

The selection of applicants will be based on the following criteria:
- Proven work experience in relevant field (e.g., labour force survey data collection, processing, analysing and interpretation; statistical reporting);
- Submission of the official sponsorship letter issued by organization or donor organization

We strongly recommend applying early since admission is competitive and space is limited!

# DEADLINE FOR APPLICATION

The deadline for applications is **1 March 2023**.

# CONTACTS

- Administrative arrangements can be coordinated with the course assistant via (lmstats@itcilo.org);
- For the technical coordination, please also be in contact with the ITCILO programme officer Mr. Mostafa Mohamed (m.mohamed@itcilo.org).

## WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges

- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges

- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

# INFO

## FOR FURTHER INFORMATION PLEASE CONTACT

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