

# Skills forecasting in Estonia

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A SHIFT TOWARDS POLICY DRIVEN APPROACH

Dr. Marge Unt  
Institute of International Social Studies, Tallinn University

# Assessment of the HC policy measure



Similarities

- Strong emphasis on **partnership structures**. OSKA brings together different ministries and stakeholders as Public Employment Office, Representatives of Employers, Labour Unions and Sectoral Skill Councils
- Aims to **support policy making** with regard to assessing demand for education and training provision, labour market policy, career guidance.
  - The process of formulating the recommendations and implementing is challenging, due to the different standpoints of different institutions. However, there is very clear interest from stakeholders involved and strong political support for more informed policy making in the area of activation programs and training.

Irish Skills and Labour Market Unit (SLMRU) major activity is to develop and maintain a National Skills Database, Estonia **does not (yet) have developed a mega-database** with complementary information from wide array of data sources.

Future: registry data?



Differences

# OSKA – Coordination system for the monitoring and anticipating of the labour market needs and the development of skills

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**Year:** 2015

**Coordination:** Estonian Qualifications Authority

**Objectives:** To ease the transition from school to work, the better correspondence between the demand of labour market and supply of educational system; to support the economic growth and efficiency, to assist people to cope with changing nature of work and globalising world.

**Activities:**

- Collect data of the current situation of labour market and educational system, forecasting the occupational demand, and the shortage of current skills and future demand of skills at the labour market.
- Formulate recommendations for Government, Ministry of Education and research, schools and training institutions based on sector specific skill demand.
- Forecast informs and provides material for career counselling centres, to public about the trends in labour market demand.
- Estonian Qualifications Authority will be monitoring the implementation of recommendations.

# OSKA – results so far

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Project has annual report capturing the trends in economy and in labour market by sectors and the state of the nation in terms of skills demand and supply.

Each year, five qualitative in-depth analysis of specific sectors will be carried out. Also, a report capturing future labour market trends “Work and Skills 2025” was published.

2015-  
2016

The approach was piloted first time in three industries: ICT, accountancy and forestry and timber industry and is followed by metal products, machinery and equipment industry and social work.

The methodological handbook for OSKA sectoral skills anticipation was published.

2016-  
2017

The demand and supply of skills in the next five industries will be explored: in agriculture and manufacture of food products; health sector; manufacture of chemicals and chemical products, rubber and plastic and construction materials; transportation, logistics, wholesale and retail trade and repair of motor vehicles and motorcycles; energy and mining.

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oska.kutsekoda.ee

Thank you.