

## Mutual Learning Programme Database of National Labour Market Practices

### Sweden - The Occupational Compass

*This database gathers practices in the field of employment submitted by European countries for the purposes of mutual learning. These practices have proven to be successful in the country concerned, according to its national administration. The European Commission does not have a position on the policies or measures mentioned in the database.*

<b>Source of national practice</b>	Peer Review on 'Methods for forecasting skills needs for the economy'
<b>Title of the policy or measure (Original language)</b>	Yrkeskompassen
<b>Title of the policy or measure (English)</b>	The Occupational Compass
<b>Country</b>	Sweden
<b>Name of the responsible body</b>	The Swedish Public Employment Service, (Arbetsförmedlingen)
<b>Geographical scope of the responsible body</b>	National
<b>Name(s) of other organisations involved (partners/sub-contractors)</b>	
<b>Start year of implementation</b>	2008
<b>End year of implementation</b>	Ongoing

<p><b>EU policy relevance</b></p>	<p><i>Yrkeskompassen</i> is a web-based guidance tool that contains occupational forecasts for one, five and ten years. Before 2008 the Employment Service published similar information in printed form. <i>Yrkeskompassen</i> aims to offer support to all who are looking for work but especially for those who are about to make a career choice. The information in <i>Yrkeskompassen</i> can thus be used for the choice of education and/or profession as well as for guidance. <i>Yrkeskompassen</i> is also a source of information for people who work with guidance. With nearly 200 occupational forecasts, <i>Yrkeskompassen</i> is covering about 80 per cent of employment in the Swedish labour market. In addition to information about the job opportunities in different occupations, <i>Yrkeskompassen</i> also provides information about:</p> <ul style="list-style-type: none"> <li>• the types of programmes (education) that are relevant for the respective professions/ occupations;</li> <li>• the specific skills that are important in different occupations; and</li> <li>• what is important to keep in mind for those who are interested in a career in specific occupations.</li> </ul> <p>It also includes filmed interviews with people working in the profession in question and links to information from other sources.</p> <p><i>Yrkeskompassen</i> is thus a tool that facilitates both the <i>labour and skills supply</i> and leads to <i>better functioning of the labour markets</i>.</p>
<p><b>National labour market context</b></p>	<p>The Swedish labour market is characterised by matching problems between young people's choice of education and the labour/ skills needs of employers. This applies to both the short and long term. The young people's interest in the vocational programmes in secondary schools has been inadequate for a long time. At tertiary level there is a need to increase the interest to become, for example, a teacher, nurse, engineer or IT-specialist. The Public Employment Service has highlighted this in our occupational forecasts for a long time. To ensure an adequate supply of labour in different occupations, it is important that both those who are about to establish themselves in the labour market and those who are planning to switch careers have access to good information about the job opportunities in different occupations.</p> <p><i>Yrkeskompassen</i> gives the users access to this type of information.</p>
<p><b>Policy area</b></p>	<p>Skills supply, productivity and lifelong learning</p>

<b>Specific policy or labour market problem being addressed</b>	<p>Good information about the job opportunities in different occupations is an important part of the process to facilitate the matching between demand and supply in the labour market. Good information is a key factor for increasing labour mobility. This applies both to geographical mobility and mobility between different occupations. The Public Employment Service also uses the information we publish in <i>Yrkeskompassen</i> to highlight the importance of certain types of education and training programmes. Based on our long-term occupational projections, we describe which sectors or occupations experience higher levels of workforce shortages. In addition, we always emphasise the importance of young people completing their education.</p>
<b>Aims and objectives of the policy or measure</b>	<p>The main purpose of <i>Yrkeskompassen</i> is to provide job seekers with accurate information about the job opportunities in different occupations. The short-term forecasts (1 year) are very useful for the choice of occupation and guidance for job seekers that are already qualified for different types of occupations. Similarly, the long-term forecasts (5 and 10 years) are particularly useful for young people and jobseekers that need to complement their qualifications for specific occupations. It is important that long-term choices of career and/or education are based on long-term forecasts.</p>
<b>Main activities/actions underpinning the policy or measure</b>	<p>The one year occupational forecasts are based on the local employment offices assessments of labour demand and supply in a year for around 200 occupations. The assessments are based on the Employment Service's professional knowledge and assessment of both the supply and demand for labour. The forecasts are produced twice a year.</p> <p><i>Yrkeskompassen</i> can be used both by individuals seeking employment and in meetings between employment officers and job seekers. The system can also be used/ presented when the employment office conducts group sessions for job seekers.</p> <p>The information included in <i>Yrkeskompassen</i> is national but can in part be disaggregated to the regional level. Parts of the regional information are published in short regional reports. These reports are called "Job Opportunities" ("Jobbmöjligheter").</p> <p>Target groups: primarily young people (aged 16 to 25 years) but the information is available, as well as useful for anyone seeking information about job opportunities in different occupations.</p>
<b>Geographical scope of policy or measure</b>	National
<b>Target groups</b>	Young people (aged 16 to 25 years), Other
<b>Outputs and outcomes of the policy or measure</b>	

<b>Management and implementation arrangements</b>	The work to develop and update <i>Yrkeskompassen</i> is led by the Analysis Division at the Swedish Public Employment Service's headquarters. There are regional analysts responsible to ensure that data from all the local employment offices is collected. They also ensure that all the data are of good quality. We have developed our own software for all data handling.
<b>Key challenges</b>	The data used and presented in <i>Yrkeskompassen</i> involves a process with many steps. With this, there are risks of problems. We carefully handle all the information we publish to ensure that it is as accurate as possible. We work hard to provide information which is logical in every respect. But with the number of professions and the geographic dimensions covered, there is always a risk of including illogical data.
<b>Key conditions for success</b>	The method used by the Public Employment Service relies on the local employment offices and their <b>knowledge of the local labour markets</b> . This applies to both labour demand and supply. No systematic reviews or user surveys have been undertaken but anecdotal evidence from employment officers and other users suggests that it is valuable tool.
<b>Method of assessment</b>	
<b>Type of assessment</b>	No selection
<b>Duration and frequency of the assessment</b>	
<b>Further information on the assessment</b>	
<b>Links to the website, background information and assessment material</b>	<i>Yrkeskompassen</i> and the written report, "Where are the jobs?" ("Var finns jobben?") are published simultaneously and updated twice a year. <i>Yrkeskompassen</i> and the latest version of the report are available through the following links: <a href="http://www.arbetsformedlingen.se/yrkeskompassen">http://www.arbetsformedlingen.se/yrkeskompassen</a> <a href="http://www.arbetsformedlingen.se/prognoser">http://www.arbetsformedlingen.se/prognoser</a> Mutual Learning Programme <a href="http://ec.europa.eu/social/main.jsp?catId=1070&amp;langId=en&amp;newsId=2474&amp;moreDocuments=yes&amp;tableName=news">http://ec.europa.eu/social/main.jsp?catId=1070&amp;langId=en&amp;newsId=2474&amp;moreDocuments=yes&amp;tableName=news</a> [Skills Forecasting in Sweden – taking the next step]
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<b>Keywords</b>	Occupational forecasts Long term occupational forecasts Short term occupational forecasts Regional forecasts Job opportunities Educational and vocational guidance Increased mobility