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Discussion of "A practical Guide on the use of labour market information for matching and anticipation of skills"

Cedefop - ETF - ILO Validation Seminar on Methodological
Guides for Skills Anticipation and Matching
Prague, 6-7 March 2014

The good

What is the guide about

- Implementing LMI in order to avoid skill mismatch
- Discussing the 'skill mismatch': causes, consequences and its prevention (Chapter 2)
- How to measure skills: use of classifications; data sources; indicators (Chapter 3)
- Dissamination and use of LMI (Chapter 4)

The good parts ...

• Well written and explained.

• It does not only contain information on how the LMI can be identified and from which data sources can be drawn; but also **how a 'network' of stakeholders is build up** to use, validate and support the LMI.

• Comprehensive, yet easy to understand.

The bad

Some improvements ... (1)

Give advice on implementation phases:

• What are parts that a country likely to start out with?

• What are feasible next steps?

• What are optional elements, and what do they add?

Related:

Various parts are explained much shorter (sector-based; forecasting) and might appear less important.

Some improvements ... (2)

On measuring skill supply and demand

Among the indicators often either **dynamics** or **levels** are discussed. A first step should always be to document the levels of a statistics (e.g. the average hourly wage), then its dynamics - if available (e.g. the change of the average hourly wage).

A useful step might also be (in many cases) to explore the **distribution** of a statistic (beyond the simple mean)

Minor points ... (1)

There is a elaborate discussion on the use of vacancies. One could add a discussion on **vacancy surveys** (as an alternative to relying on PES). They might, however, be encompassed in a employer skill survey.

Administrative data are very useful (as is discussed), they do have weaknesses even in the variables that they include as a 'by-product' (e.g. occupations or hours employed in social insurance data).

Minor points ... (2)

There is nothing said about **data protection** to insure that responses are not abused (taken from surveys / generated by linking administrative and survey results).

Maybe it should not be in this guide, but shouldn't we be worried about this?

Minor points ... (1)

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The ugly

'Ugly truth':
you will have to work

1. How well does the guide allow countries to understand and implement LMI to avoid mismatch?

2. Is the guide 'user friendly' and understandable to the target group?

Please give your recommendations / points!

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