Estonian labour market monitoring(OSKA) and future skills forecasting system (OsKuS)

Rain Leoma

Estonian Qualifications Authority

Estonian Qualifications Authority

Qualifications System


OSKA anticipation system

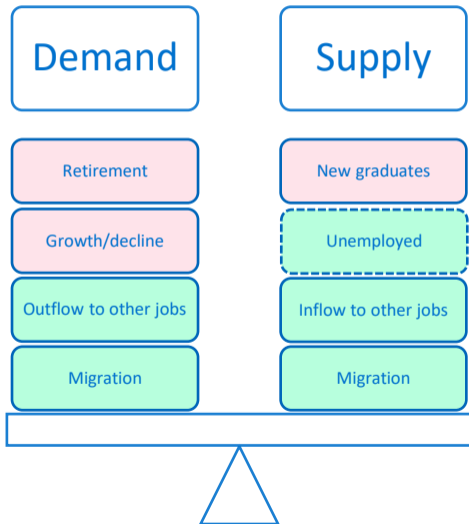Skills system OsKuS

OSKA sectoral surveys and general forcast

- 5 sectorial or topical studies a year

- Aim to cover all sectors in about 7 years

- Similar methodology applied to all sectors – comparable results

- Forecast horizon 10 years

- General report every 3 years

- Combining qualitative and quantitative methods

- Sectoral expert panels (½ employers, ¼ educational institutions, ¼ policy makers)

- Follow-up of results and recommendations
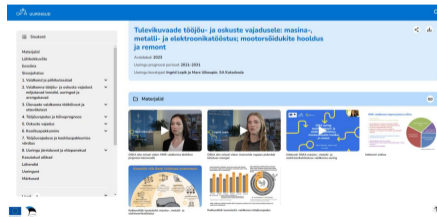
OSKA quantitative data model
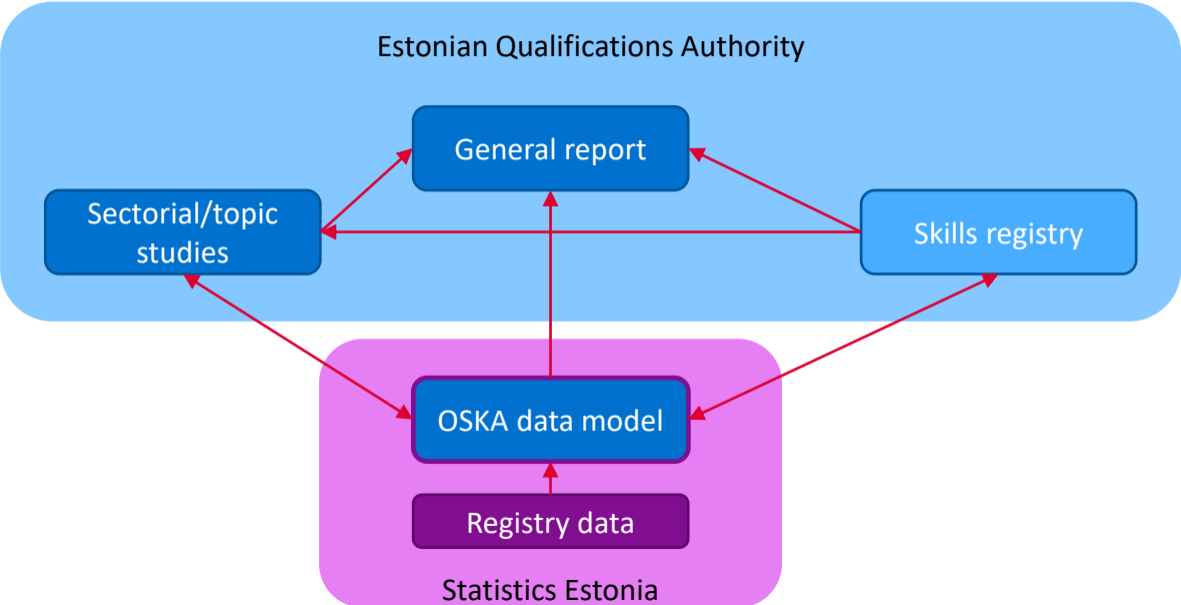
Demand and supply of skills/people

Dissemination of OSKA results

Analyst
Dashboards, Excel files

Ekspert (main focus)
Web report, 1h youtube videos,
1 minut videos, one pagers, fixed
dashboards etc

Everybody
Skills system OsKuS (in the futuure)

Sectoral results on OSKA website

UURINGUD

Sisukord

Tulevikuvaade tööjõu- ja oskuste vajadusele: masina-, metalli- ja elektroonikatööstus; mootorsõidukite hooldus ja remont

Avaldatud: 2023

Uuringu prognoosi periood: 2021–2031

Uuringu koostajad: Ingrid Lepik ja Mare Uiboupin, SA Kutsekoda

📁 **Materjalid**

OSKA ühe minuti video: MME valdkonna tööhõive järgmisel kümnendil

OSKA ühe minuti video: inseneride nappus pidurdab tööstuse arengut

Infotund: OSKA masina-, metalli- ja elektroonikatööstuse valdkonna uuring

Infotunni esitlus

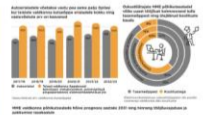Kokkuvõtlik teemaleht: masina-, metalli- ja elektroonikatööstus

Kokkuvõtlik teemaleht: valdkonna tööjõuvajadus

OSKA näidikulehed

Occupation groups

Fields of education

Sectors
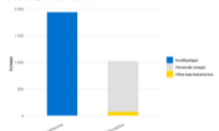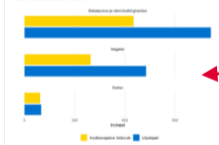
Supply and demand of graduates
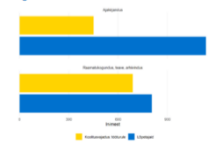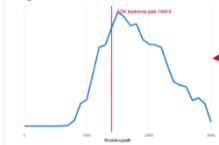
Wages of graduates

OsKuS – skills system

Skills registry

- 5 layers

- Based on ESCO, but is not ESCO

- Currently ~ 2300 skills

> Mõtlemisoskused ✓

∨ Enesejuhtimisoskused ⓘ

  > **Väärtustest lähtumine**

  > **Juhistest ja nõuetest lähtumine**

  ∨ **Kohanemisoskus**

    > Kiire ümberlülitumine

    > Ootamatustega kohanemine

    > Improviseerimine

    > Töö, õpingute ja pereelu ühitamine

    > Keskkonnamuutustega kohanemine

    > Töötingimuste muutusega kohanemine

Register of occupations

- Based on OSKA surveys and qualifications standards. About 200 occupations at launch

- Profiles include
  - Description, main tasks
  - Working conditions
  - Minimum requirements (education, language etc.)
  - Knowledge and skills needed

Demand   Demand vs graduates

NÕUDLUS TÖÖTURUL Väga suur Lisainfo	TÖÖKOHTADE ARVU MUUTUS Väike kasv	TÖÖKOHAD JA LÕPETAJAD Eriala lõpetajaid vähem kui tulevikus töökohti
TÖÖTAJATE ARV 2700	PALK 2307 € Lisainfo	NÕUTUD HARIDUS Keskeri

No of employees   Wage   Qualification
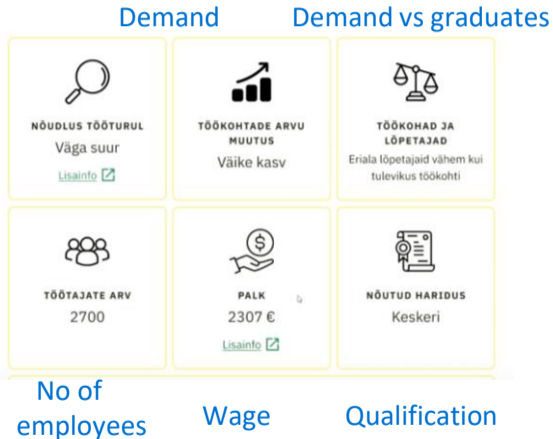
E-environment for self assessment

- User can mark what skills they already have and what they wants or needs to learn
  - Self-assessment
  - System based recommendations from prior education
  - Learning possibilities
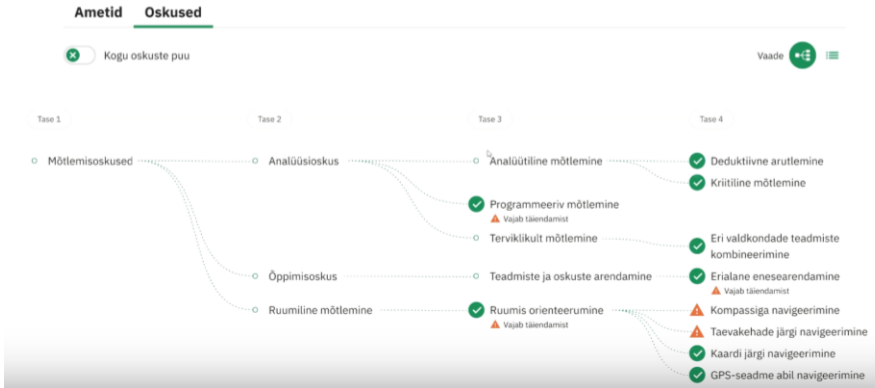
Where skills and occupations meet and magic happens

- Matching people to jobs based on the skills they have
- Recommending skills to learn to get jobs what people want
- Advising people on the future outlook of the jobs they want to learn skills for
- Advising how should the skills be obtained in/as degree programs, micro qualifications or short courses
- Directing people to apply to said programs

Insener

Tugev sobivus

VAJALIKUD OSKUSED   ✓ **20**/21 Vaata

Kohtunik

Tugev sobivus

VAJALIKUD OSKUSED   ✓ **20**/22 Vaata

Osakonna juhataja

Hea sobivus

VAJALIKUD OSKUSED   ✓ **12**/15 Vaata

Further information:
oska.kutsekoda.ee
rain.leoma@kutsekoda.ee

Use of OSKA intelligence

- OSKA intelligence is **used in policy-making and more**
  - For planning **VET curricula** and commissioning study places since 2016
  - As one input for adjusting **university curricula** (obligatory since 2017)
  - Feeds directly into several **active labour market policy measures**
  - No 1 data source for **career counselling** service providers
  - For a government project to **popularize growth occupations**
  - Ad hoc OSKA studies for policy input (sectoral ICT skills; green skills; business and management education; Labour market effects of Covid)
  - Fair transition measures, green skills
  - As input to **other forecasts**
  - As background and source information for adjusting **sectoral strategies**