

I. CONFERENCE SPEAKERS

CEI HUMAN RESOURCES DEVELOPMENT FORUM

**Why and How to Forecast the Labour Market
Needs?**

20th November 2009



WELCOME SPEAKERS

Miroslava Kopicová



***Ministry of Education, Youth and
Sports***

*Karmelitská 7
118 12 Prague 1
Czech Republic*

Tel: +420 234 811 501

Fax: +420 234 811 753

Email: miroslava.kopicova@msmt.cz

Professional career:

During all of her professional life, she was dealing with the qualification of work force, employment, and further and adult training.

- During the last ten years, she was responsible for important programmes supporting the transformation of the Czech economy and the process of integration into the European Union.
- Appointed in 1992 as **Director of the Agency for Labour Market and Social Policy**, she implemented the comprehensive programme *Labour Market Restructuring*. As key elements of this programme, the development of employment services and the design and implementation of pro-active labour market policies were supported.
- As from 1994, she was appointed as **Director of the National Training Fund (NTF)**, a professional institution founded by the Czech Ministry of Labour and Social Affairs (MoLSA) in cooperation with the European Commission. The NTF is in charge of implementing the foreign cooperation programmes of the MoLSA and most of the EU programmes in the area of human resources development (HRD).
- Other appointments and duties of Ms Kopicová include: She was a Director of the Czech National Agency of the Leonardo da Vinci Programme of the EU; she was heading the EU initiative EQUAL in the Czech Republic; she is representing the Czech Republic in the Advisory Forum of the European Training Foundation (ETF) in Turin; she was chairing the Working Group for HRD within (CEI); she was collaborating as National Liaison Officer with CEDEFOP; she is a Board member of several Universities.
- As **Secretary General** she negotiated European Social Fund on behalf of the Czech Republic in 2007.
- In 2006-2007 she was appointed **Minister of Education, Youth and Sports of the Czech Republic**.
- She is the **First Vice-Chairman of the Council for Research and Development**, responsible for the R&D and Innovation Reform in the Czech Republic.
- She is a member of **Governmental Council for Sustainable Development**
- She represents the CR in high level groups (SFIC, etc.)
- In May 2009 she was appointed **Minister of Education, Youth and Sports**

Pietro Ercole Ago



Central European Initiative (CEI) CEI Executive Secretariat

*Via Genova 9,
Trieste 34121
Italy*

Tel: +39 040 7786722

Fax: +39 040 360640

Email: cei-es@cei-es.org

Professional career:

Ambassador Pietro Ercole Ago is the Secretary General of the CEI-Executive Secretariat in Trieste. Among his current tasks are the overall management function of the Secretariat, the liaison to CEI structures, specifically to the Heads of Government, Ministers of Foreign Affairs and other high level meetings, the meeting of Political Directors and the CNC, the representation of the CEI in outside events, advisor to the CEI Presidency and to the CEI working bodies, as well as administrative and legal questions, financial management and relations with Italian authorities in the above mentioned areas. Graduate in Law, Ambassador Ago started his diplomatic career at the Ministry of Foreign Affairs of Italy (General Directorate for Political Affairs) and served in the embassies of Prague, Nairobi, Washington and Vienna. In 1986 Ambassador Ago was Head of the Office for Neighbouring and Balkan States at the General Directorate for Political Affairs at the Ministry of Foreign Affairs of Italy during the conflict in the Former Yugoslavia. In 1995 Ambassador Ago was nominated Italian Ambassador to Budapest, with secondary assignment to Chisinau from 1996. In 1999 he was appointed Head of the Permanent Mission of Italy to the Council of Europe in Strasbourg. Prior to the CEI-ES he served as Diplomatic Counsellor to the Minister of Defence from 2004 to 2006.

Ambassador Ago was one of the founders of the Central European Initiative, starting with the “Quadrangolare” in 1989 and until his appointment in Budapest in 1995.

CHAIRWOMEN

Jarmila Modrá



National Training Fund

*Opletalova 25
110 00 Prague 1
Czech Republic*

*Tel: +420 224 500 560
Fax: +420 224 500 501
Email: modra@nvf.cz*

Professional career:

Jarmila Modra works for the National Training Fund since 1996 and she is in charge of acting director of NTF since May 2009. From early nineties she has been involved in EU funded programmes (Phare, European Social Fund) supporting HRD - labour market, counselling, VET and public administration reforms. She managed ESF at the Ministry of Education, Youth and Sports in 2006 - 2007.

She graduated at the University of Economics in Prague in economic statistics in 1978. Before the political changes she worked as a computer programmer and junior researcher in labour forces and standard of living.

Jana Váňová



National Training Fund

*Opletalova 25
110 00 Prague 1
Czech Republic*

*Tel: +420 224 500 519
Fax: +420 224 500 501
Email: vanova@nvf.cz*

Professional career:

She started her career in 1998 at the Ministry of Labour and Social Affairs (MoLSA) of the Czech Republic. She was involved in the preparation of the European Social Fund and EC Initiative EQUAL. She was responsible for HRD Programme Document. Later on she worked within the area of cross border labour market co-operation projects: Austria-Czech Republic, Austria-Slovak Republic,

developing comparative analyses of ESF implementation systems in 4 new Member States; Czech Republic, Slovak Republic, Hungary and Slovenia, responsible for INTERREG III A project financed by the European Commission and the Ministry of Economy and Labour, Austria. She coordinated as well activities in the framework of the Mutual Learning Programme for the employment area.

In 2006 she prepared full version of the Programme Document of the Operational Programme Education for the Competitiveness for the Ministry of Education and she contributed to the Operational Programme Human Resources and Employment of the Ministry of Social Affair and Employment.

From 2006 she is working with the National Training Fund on the position of consultant for the education and employment policy.

SPEAKERS IN ALPHABETIC ORDER

Łukasz Arendt



***Department of Economic Policy,
University of Łódź***

*P.O.W. 3/5
90-255 Łódź
Poland*

*Tel: +48 42 635 51 53
Fax: +48 42 635 53 02
Email: larendt@uni.lodz.pl*

Professional career:

Łukasz Arendt – PhD, graduate of the Faculty of Economics and Sociology at the University of Łódź. Assistant Professor in the Department of Economic Policy at the University of Łódź and in the Department of Employment and Labour Market at the Institute of Labour and Social Studies in Warsaw. Member of the Polish Social Policy Society. Specialist focus on labour market issues and ICT-driven changes in small and medium-sized enterprises. Expert in many national and international research projects. During the last five years published more than 20 papers on labour market policy, unemployment, SMEs' innovativeness and business digital divide, and delivered numerous lectures at conferences and seminars in Poland and abroad. Recently involved in the research project aimed at implementation of the system of 'forecasting skills' needs on the regional and local labour markets in Poland.

Summary of the presentation:

Mismatch between skills demand and supply is one of the key issues affecting Polish labour market and economy. At the same time, educational system is neither fully efficient, nor flexible, and its

condition and the rate of change are inadequate to the requirements of developing and changing labour market. In these circumstances, coherent system of forecasting skills needs is of a key importance for undertaking initiatives aimed at matching labour supply and demand.

The presentation consists of three elements. The first one focuses on labour market situation in Poland and changes that have taken place in the recent years. It describes main characteristics of the labour market – employment structure, employment and unemployment rate, as well as the problem of skills mismatch, listing 10 types of jobs that are most difficult to fill.

The second part presents labour demand forecasting initiatives and models used in Poland, elaborating mainly on the Labour Demand Forecasting System – the IT system that was the main national initiative in the area of labour market forecasting. Unfortunately, the system has been not updated since 2006.

In the third part a new system of anticipating skills needs in Poland that is an outcome of the ESF co-funded project, is presented. This system consists of two interdependent modules. The task of the first module is to match PES initiatives in the area of training to the needs of the local labour market, while the other module is to anticipate changes on the regional labour market and set priorities for the medium-run. This holistic system, which is to be implemented in 2010, is an important step ahead, as at present there is no coherent system of forecasting skills needs in Poland.

Jiří Braňka



National Training Fund

*Opletalova 25
110 00 Prague 1
Czech Republic*

*Tel: +420 224 500 524
Fax: +420 224 500 502
Email: branka@nvf.cz*

Professional career:

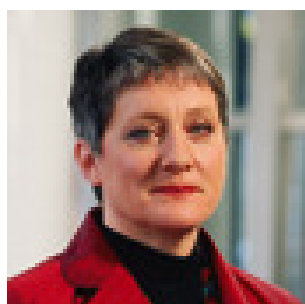
Jiří Braňka is an analyst of NVF-NOET. He graduated at the University of Economics in Prague. He is a specialist in forecasting of future changes in both industry and services sectors and their impact on demand for qualified labour force. He is responsible for analyses of relation between technology and processes development and qualification requirements and also develops methodologies for qualitative forecasting of skill needs and as a project manager coordinates elaboration of research studies. He was project manager and coordinator on sector studies in Energy supply industry (2007), Electronics/Electrical Engineering industry (2008) and ICT services (2009).

He participated in several publications, including Information Systems for Regional Labour Market Monitoring - State of the Art and Perspectives, Human resources for knowledge economy & Training in enterprises in Competitiveness Yearbook 2007 – 2008 – Czech Republic, Forecasting of labour market skill needs – Czech Republic, Future skill needs in power supply industry (Working Paper) and Human resources and innovations (Working Paper).

Summary of the presentation:

Is the Czech economy at the beginning of a second major transformation in last 20 years? While the economic growth may be restored within few months, current recession may accelerate structural changes that can significantly shape Czech labour market. Czech economy grew steadily and rapidly in 2003-2008 and for a few years we were untouched by fluctuation of economic cycle. Czech manufacturing industry was fastest developing sector and its share on total employment was highest among all EU- members. But reverse side of this success becomes evident in recent months: strong dependence on export of components to general suppliers in western countries, increased demand for lower qualified workers and therefore insufficient support of innovation, research and development. Up-to-now competitive advantages of Czech economy – lower costs, investment incentives, quality of education system and the wide availability of secondary education graduates – will have little importance in a long-term view. Currently developed system for forecasting of skill needs in the Czech Republic focuses on drivers that can influence demand for qualified workers and analyses resulting requirements for occupations, education system and employment services. It comprehends variety of analyst and research institutions as well as user groups and tries to establish a platform for sharing of information and knowledge related to economic growth, globalization, technology and processes development, education system and labour market.

Sanja Crnković-Pozaić



BIT-Croatia

*Antunovac 10/c
10 000 Zagreb
Croatia*

*Tel: + 385 99 300 31 32
Email: sanja.crnkovic@gmail.com*

Professional career:

Following her undergraduate course in Development Studies at the University of East Anglia, Norwich, Great Britain and the post-graduate course in Economic Analysis and Planning at the University of Zagreb, Ms. Crnković-Pozaić does research in development economics, labour market, demography and regional development at the Economics Institute Zagreb for over 20 years.

In mid-90s Ms. Crnković-Pozaić becomes advisor to the Prime minister of Croatia in the first Government following independence of Croatia on labour market issues and continues working in Government service as the director general of the Croatian Employment Service. During her term of office (6 years) she introduced ICT supported business services, incorporated international standards into the definition of unemployment and embarked on reform in the sector. The first cross the board, Lisbon oriented active labour market policies were introduced at the time.

The public service career was followed by work in the biggest private FMCG and retail enterprise in Croatia as the executive vicepresident responsible for human resource development in 18 companies across 4 countries in the region.

In 2006, Ms. Crnković-Pozaić became the director of the first independent SME and Entrepreneurship Policy Think Tank in Croatia which does policy oriented research and participates in EU funded projects in the region in the field of labour market issues and SME development.

Currently, Ms. Crnković heads a consultancy and a training company **bit croatia** which focuses on labour market issues and implements management, ICT training using e-learning solutions and participates in EU funded projects in the region.

As an independent expert she has done research for and published in ILO, OECD, Council of Europe and UNDP publications and participated in working groups, mutual learning seminars and research in DG Employment, Social Affairs and Equal Opportunities, European Training Foundation, Eurofound. She has been a speaker at many conventions and conferences such as the United Nations, Eurofound, European training foundation, etc.

Summary of the presentation:

The first part of the presentation will address the present pressures on ex-transition countries to adjust the skill base of their economic structures. There are general pressures which are common to all countries but some are specific due to the slowness of the adjustment of the educational systems especially the adult education system.

In the second part the present structures of identifying skill needs will be portrayed some of which are implemented locally and are linked to regional development planning and others are in place at the national level. They include employer surveys and monitoring the structure of vacancies by occupation. A critical view of the present structures will be given.

In the third part, an emerging system will be shown for monitoring incremental changes in skill needs which are part of the placement process in the public employment service, information from vocational guidance systems and information derived from the activity of local employment partnerships at the local level.

Oliver Demkó



Ministry of Social Affairs and Labour

*Alkotmány u. 3.
H-1054 Budapest
Hungary*

*Tel: +36 14728376
Fax: +36 14728089
Email: demko.oliver@szmm.gov.hu*

Professional career:

After graduating at Budapest University of Economics he started to work in the headquarter of the newly established Public Employment Service as labour statistician. In Labour Market Information and Analysis Department he was responsible for developing register based unemployment statistics, analyzing employment and labour market trends, reviewing and adopting international experiences on statistical methodology of data-collection. His current position is adviser and employment policy analyst in the Ministry of Labour and Social Affairs. He represents Hungary in MISEP-network run by European Employment Observatory and works for the expert committee on employment research by National Employment Foundation. He's a consultant at Department for Labour Studies in Gyöngyös College.

Summary of the presentation:

Hungary's labour market has been long characterized with extremely low employment rate and high inactivity. One of the reasons behind the weak labour market performance is that the labour supply doesn't meet the needs of companies in many respects. Especially low skilled and low qualified workers don't find stable employment and are increasingly pushed out of labour force.

Conflicting demands and processes can be observed in higher education too. The proportions of education follow neither the demand of the industry nor that of the employers. There is an urgent need to better harmonize labour supply and demand.

Hungary has introduced short-term labour market forecast early in the transition period right at the beginning of the nineties. The first nationwide employer survey has been carried out by Public Employment Service in 1991 in order to identify probable unemployment trends and structure. Main reason behind this activity has been to make timely preparations for sufficiently managing unemployment growth and easing social tensions. The survey has been since shifted towards more comprehensive and refined objectives and undergone considerable development.

Aim of the presentation is to share experience, difficulties and results with other countries based on knowledge Hungary gained from forecasting projection in the last 18 years. In addition the presentation offers detailed methodological and practical outlines of the implementation. A most recent employment policy priority is to better coordinate education with market demands. For this purpose provides the application of data collected by short-term forecast an adequate tool and excellent possibility.

This strategic goal has been incorporated in government programme too. Some progress has been already achieved in case of orienting vocational training and adult education. The regional education and development councils underpin their decisions about concrete training courses and in local level planning of education relying to a great extent on the findings of the PES employer survey.

Maksym Drozach



***Research institute of labour and
employment of population***

*Ivan Franko St. 15-b,
01030 Kyiv
Ukraine*

*Tel: +380 442 352 022
E-mail: drozach@mail.ru*

Professional career:

In 2005 graduated from Kyiv National Economic University. In 2006 begun to work in Research institute of labour and employment as a scientific officer at the department of workplaces, professional orientation and vocational training, carrying questions of studying current and future labour market needs in Ukraine, vocational education and training, on-the-job training etc.

Summary of the presentation:

The presentation will take up questions of necessity and tasks of labour market needs forecasting in Ukraine.

The information will be given about actual legislation that regulates labour market, employment and unemployment of population and about labour market retrospective and perspective in Ukraine under the influence of world economic crisis.

The auditory will be informed about steps needed to react on current and perspective requirements of labour market in Ukraine for high-qualified personnel for different kinds of professional activities. Also will be given the information about current situation in Ukraine in the sphere of on-the-job training, vocational education and training in the context of world globalization and transfer to “knowledge economy” (the need for learning outcomes-based approach, life-long learning strategy etc.).

Lizzi Feiler



European Training Foundation

*Villa Gualino
Viale Settimio Severo 65
I/10133 Torino
Italy*

*Tel: +39 011 630 2256
Fax: +39 011 630 2200
Email: lizzi.feiler@etf.europa.eu*

Professional career:

Lizzi Feiler studied Business Administration, Social Science and Economics (Doctor) and is a Certified Management Consultant. Lizzi Feiler joined the European Training Foundation (ETF) in Turin in April 2009 as labour market and employment policy expert. Her current assignments include policy analysis and advice for Western Balkan countries, facilitation of peer learning activities on activation policies and studies on flexicurity (Ukraine) and employability.

Her core fields of expertise cover the European Employment Strategy, flexicurity, Active Labour Market Policies, Public Employment Services, European Structural Funds (ESF), and Lifelong Learning strategies, combined with methodological expertise in management, monitoring and evaluation (Project Cycle Management standards, Result-Based Management). She assisted the European Commission (DG Employment) in organising the exchange of good practices of employment policies throughout Europe (1999 to 2008) and worked as labour market consultant in new member states (PL, CZ, SK, HU), in the Western Balkans and in Azerbaijan.

Summary of the presentation:

Forecasting labour market needs – the relevance for modernising vocational education and training systems in (potential) EU candidate and CIS countries

Why skills forecasting? The skills mismatch is a striking problem in most West Balkan and CIS countries. The symptoms of the skills mismatch are high (youth-) unemployment and difficult transitions from school to work on one side, and complaints of employers about a lack of job-relevant skills on the other side. The need for reliable data about current and future skill demands is obvious for modernising and reforming the VET systems.

A systems' view of forecasting practices and challenges will focus on the actors involved. What can they contribute to skill needs analysis and what can they get back? How is the information used and by whom? Which type of information is relevant for whom? Which information is needed for the education and training system, for policy making and for policy implementation? And which information is relevant for effective occupational education and guidance services?

The specific framework conditions of the labour markets in Western Balkan and CIS countries for developing and implementing reliable skill needs analysis systems will be discussed, and finally the question of possible traps and pitfalls in forecasting practices raised.

Catalin Ghinararu



National Labour Research Institute

*6-8 Povernei street sector 1
Bucharest
Romania*

Tel: +40 213 124 069

Email: ghinararu@incsmmps.ro

Professional career:

Catalin Ghinararu has graduated from the Academy of Economic Studies in Bucharest in 1992. Since 1997 he holds a Ph.D. in economics. He currently holds the office of Scientific Secretary of the National Research Institute in the field of Labour and Social Protection where he works as a researcher (currently senior researcher 1st rank) since his graduation in 1992. He has been actively involved both in the elaboration of the Joint Assessment Paper of Employment Policies (JAP Romania) and of the Joint Inclusion Memorandum (JIM) Romania. He has coordinated and been the main author of the first ever comprehensive study on Undeclared Work in Romania, published with World Bank financing in 2004. Also, he has been the author of the Child Labour in Romania – National Report, elaborated and published under the aegis of the ILO-IPEC in 2003-04. Currently Dr. Ghinararu serves as National Correspondent for Romania of the European Employment Observatory (the EEO), with his papers dealing with various issues of employment being regularly published in the quarterly publication of the EEO. He has also published (together with Mariska van Linden from ILO-Geneva) a study on Illegal Migration from Romania as well as contributed to the elaboration of a manual on good practices for the combat of illegal migration, currently used by the ILO. Recently (2007), under his coordination has been finalized the first comprehensive and exhaustive statistical monographic study on the System of Social Protection Indicators in Romania, in accordance with EUROSTAT methodological guidelines, elaborated for the Romanian Ministry of Labour, Social Solidarity and Family. Dr. Ghinararu is the coordinator and lead-author of the 2007 National Human Development ROMANIA (“Making EU-Accession Work for All”) published under the auspices of the UNDP. He has also published for the OECD and for the European Commission extensively on the issue of undeclared work, and area on which he holds a particular expertise. Currently Dr. Ghinararu is conducting for the National Labour Research Institute the group in charge of validating the outputs of the Warwick-IER, Cambridge Econometrics and ROA model on the anticipation of the demand and supply for skills in Europe, both for Romania as well as for other Post-Transition economies in the region plus Greece. As a member of the SkillsNet network since 2005 he has contributed as an individual country expert with suggestions and recommendations in the elaboration of the Medium Term Forecasts on both the demand and supply of skills in Europe exercises carried out with the

financing of the CEDEFOP Centre in Thessaloniki (Greece) and under the stewardship of the above-mentioned research entities. Currently Dr. Ghinararu also serves as expert in the Mutual Learning Program on the European Employment Strategy and member of the FP 7 Social Sciences and Humanities Committee while being also a part of the Pan-European project on the study of indirect methods for the measuring of the UDW. Finally, Dr. Ghinararu is also responsible for the CEDEFOP-ReFerNet Romania National Contact Point.

He is also currently teaching Information Economics at the “Spiru Haret” University in Bucharest and he has been teaching also at the Academy of Economic Studies in Bucharest. He has benefited from a fellowship on the management of the Public Employment Services at the Ohio State University-USA and has taken a course in Pension Modelling at the ILO-training Centre in Turin (Italy). Dr. Ghinararu is, starting from Oct.2004 actively involved in the process of pension recalculation in Romania. He masters four foreign languages (English, French, German and Italian) and publishes currently in English.

Area of specialization: employment and adult vocational training, pensions, macro-economics, social inclusion and social indicators;

Areas in which he can provide consultancy: employment and adult vocational training, pensions, macro-economics, social inclusion and social indicators;

Summary of the presentation:

The paper will mainly look at developments throughout almost a full decade by now of different forecasting methods and methodologies dedicated to labour market and more specifically skills needs in Romania.

It will first describe briefly the economic and labour market context with an emphasis of the concrete needs to which the various methods and methodologies have attempted a response.

Subsequently the paper will enter though briefly into some of the methodological details of the methods applied while trying in the meantime to present also some of the main results. The readers will thus get familiar with both the qualitative approaches that have been employed as well as with the different attempts made in order to create a national quantitative approach, with an focus on the anticipation of the demand and supply of skills.

A special place will be given to the cooperation developed as such with the CEDEFOP centre in Thessaloniki in the frame of the Skills Net network since the Pafos/Cyprus meeting in the autumn of 2005 and obvious enough to the recent venture into which the National Labor Research Institute is involved under the stewardship of the Warwick University/Warwick Institute of Employment Research-IER, Cambridge Econometrics (UK) and ROA-Maastricht (NL) together with other partners aiming at the anticipation of the demand and supply of skills in Europe. Results obtained for Romania in the frame of this CEDEFOP financed venture will be thus include in the paper, with a brief analysis and even comparisons for other countries in the area of the Central and Eastern European NMS for which the Institute has the responsibility of data validation allocated in the frame of this contract. Ways and means of making the best use of the data as such obtained as well as integrate them with outputs from national approaches already tested will be also explored by the paper in its concluding paragraphs.

Paola Zito



Gruppo CLAS

*Via Lattuada 20
20135 Milano
Italy*

*Tel: +39 02 54 18 431
Fax: +39 02 55 19 22 05
Email: p.zito@gruppoclas.it*

Professional career:

Paola Zito works for Gruppo CLAS (Milano, Italy) as a researcher in economics, expert in labour market analysis.

For several years she has participated in the project 'Excelsior Information System', which is a national survey on the occupational and educational needs of enterprises. She has written several publications on the survey results and on the job prospects of graduates and high-school leavers in Italy.

In 2009 she conducted a feasibility study on the use of employers surveys to assess skill needs (for Cedefop); in previous years she worked in several international projects that concerned the methodology for EU statistics on external trade and Eurostat publications on specific economic sectors.

Summary of the presentation:

In Italy, data on employment are traditionally derived from the Labour Force Survey, which however surveys individuals and not enterprises. Recently, more precise information on employment, can be also obtained through administrative data derived from the Register of the Social Security Institute. The register contains several information on all employees, from the gender, to the type of contract, to the nationality, as well as the enterprise where they work. By linking this Register with the Business Register, it becomes possible to have details also on the enterprises and have a complete overview of the structure of employment and its recent changes (on a yearly or monthly basis).

Forecasting of labour market needs takes place through the Excelsior survey, which is conducted by the Italian Union of the Chambers of Commerce (Unioncamere) and funded by the Ministry of Labour (through the European Social Fund). This survey is part of the official statistics produced on an annual basis within the Italian National Statistical System (SISTAN).

Every year (since 1997) the survey covers a sample of over 100 000 private enterprises, and provides detailed information on the characteristics of the labour demand in Italy: besides the number of employees that the enterprises expect to recruit during the year, the data available cover the specific occupations the enterprises are looking for, the educational level and the field of studies required, the preferred age of candidates, the experience, the need to provide post-entry training, as well as the difficulty of enterprises in recruiting the profiles required.

The Excelsior survey aims at providing a concrete support for the evaluation of the actual needs of enterprises and their changes over time, for steering the labour supply towards the demand and in facilitating the matching between them, and for the definition of policies concerning education and professional training.

Based on the results of the Excelsior survey, an econometric model for forecasting the labour demand in the longer term (20 years) has recently been developed, together with a model for estimating the future supply. These two models enable to estimate the future mismatches that are likely to occur in the Italian labour market.

Alena Zukersteinová



European Centre for Development of Vocational Training – CEDEFOP

*Europe 123
GR-570 01 Thessaloniki (Pylea)
PO Box 22427
GR-551 02 Thessaloniki*

Tel.: +30 2310 49 01 03

Fax: +30 2310 49 01 17

Email:

alena.zukersteinova@cedefop.europa.eu

Professional career:

Alena Zukersteinová is a project manager at the European Centre for the Development of Vocational Training (Cedefop) since 2005. She is responsible for the project on future skill needs in Europe. She coordinates the international network on early identification of skill needs ‘Skillsnet’.

She graduated in 2001 at the University of Economics in Prague, Faculty of Business Administration. Her main research activities are focused on human resource management and development, continuing training in enterprises and anticipation of future skill needs.

From 2001 to 2005, she worked at the National Observatory of Employment and Training within the National Training Fund in Prague.

Summary of the presentation:

The ‘New Skills for New Jobs’ initiative launched by the European Council in 2007, and followed up by the European Commission in 2008, sets out the case for regular, consistent and systematic forecasts of the demand for and supply of skills across Europe. Cedefop have been at the leading edge of developments in this area, operating with its network of experts (Skillsnet). In 2008, Cedefop published the results of the first pan-European pilot forecast of demand for skills. In 2009, the equivalent analysis of skill supply was carried out. This second pilot project has again demonstrated the feasibility of carrying out such an exercise, albeit also identifying a number of problems and pitfalls. The present results should be seen as an intermediate step towards a more comprehensive treatment of both the demand for and supply of skills, which Cedefop is continuing to work on.

The presentation highlights that the overall trends are for substantial increases in the supply of skills as measured by formal qualifications. The results suggest substantial further increases in the supply of both high and medium qualifications across the whole of Europe. The rates of increase are generally higher for females than males. In contrast, the share of people with low levels of qualification is projected to experience a decline across Europe. This decline is projected to be sharper for females than males. To some extent these trends are inevitable given the much higher rate of acquisition of formal qualifications of young people compared with their predecessors. The presentation also looks at skill mismatch as pervasive phenomenon in Europe and provides some suggestions how Europe could overcome such problems.

Contact list of Speakers

Full name	institution	country	address	contacts
Pietro Ercole Ago	CEI Executive Secretariat		Via Genova 9, Trieste 34121 Italy	Tel: +39 040 7786722 Fax: +39 040 360640 Email: cei-es@cei-es.org
Łukasz Arendt	Department of Economic Policy, University of Łódź	Poland	P.O.W. 3/5 90-255 Łódź	Tel: +48 42 635 51 53 Fax: +48 42 635 53 02 Email: larendt@uni.lodz.pl
Jiří Braňka	National Training Fund	Czech Republic	Opletalova 25 110 00 Prague 1	Tel: +420 224 500 524 Fax: +420 224 500 502 Email: branka@nvf.cz
Sanja Crnković-Požaić	BIT-Croatia	Croatia	Antunovac 10/c, 10 000 Zagreb	Tel: + 385 99 300 31 32 Fax: Email: sanja.crnkovic@gmail.com
Oliver Demkó	Ministry of Social Affairs and Labour	Hungary	H-1054 Budapest, Alkotmány u. 3.	Tel: +36 14 728 376 Fax: +36 14 728 089 Email: demko.oliver@szmm.gov.hu
Maksym Drozach	Research institute of labour and employment of population	Ukraine	01030, Ivan Franko St., 15-b, Kyiv	Tel: +380 442 352 022 Fax: E-mail: drozach@mail.ru
Lizzi Feiler	European Training Foundation		Villa Gualino, Viale Settimio Severo 65, I/10133 Torino, Italy	Tel: +39 011 630 2256 Fax: +39 011 630 2200 Email: lizzi.feiler@etf.europa.eu
Catalin Ghinararu	National Labour Research Institute	Romania	6-8 Povernei street sector 1, Bucharest	Tel: +40 213 124 069 Fax: Email: ghinararu@incsmpps.ro

Miroslava Kopicová	Ministry of Education, Youth and Sports	Czech Republic	Karmelitská 7 118 12 Prague 1	Tel: +420 234 811 501 Fax: +420 234 811 753 Email: miroslava.kopicova@msmt.cz
Paola Zito	Gruppo CLAS	Italy	Via Lattuada 20 – 20135 Milano, Italy	Tel: +39 02 54 18 431 Fax: +39 02 55 19 22 05 Email: p.zito@gruppoclas.it
Alena Zuckersteinová	European Centre for Development of Vocational Training – CEDEFOP		Europe 123 GR-570 01 Thessaloniki (Pylea) PO Box 22427 GR-551 02 Thessaloniki	Tel.: +30 2310 49 01 03 Fax: +30 2310 49 01 17 Email: alena.zuckersteinova@cedefop.europa.eu