Matching VET with Labour Market Needs – How to Assess the Skills Demand
Take-Aways

This take-aways reflect some main findings from the captioned DC dVET Webinar held on 14 May 2020. Many thanks to Alessandra Molz (ILO Office for Central and Eastern Europe) for the compilation.

- "It doesn't matter what you do at the top (or at the beginning), if you stop in the middle": We can generate perfect data with best methods, but we need to translate it into action to translate the results into skills matching:
  - Development of occupational standards, training programmes and curricula
  - Training of teachers, trainers, instructors; preparation of TVET schools
  - Career guidance
  - Referral and placement

- Political changes can be very disruptive. To ensure that new incoming governments and staff changes at the level of Ministries and other institutions do not dismantle the achievements, we need to involve more than only governmental actors:
  - Multi-stakeholder coordination
  - Inclusion of Social Partners (Employers' Organisations, Trade Unions)
  - Adequately take into account the needs of companies and employers
  - Work at different levels (macro, meso, micro)

- Skills needs anticipation lives from a methodological mix that unites different points of view. No institution can do it by itself – it is a shared responsibility between different institutions and stakeholders.

- It is also not a one-time exercise. It can only generate benefits when we make it regular and sustainable. This does not only mean to create functional structures, institutional and human capacities, but it also needs planning and funding.

- Donor coordination: As donors and technical agencies, we have to do our homework, seek complementarity and speak with one voice.

- Our interventions need to be adapted to the national conditions: the economic structure, the institutional architecture and the capacities of the country.

- We need to work towards the creation of a culture of skills needs anticipation: this means creating a culture of taking care of our most valuable resource: the people.