



ONLINE

SKILLS DEVELOPMENT

# E-LEARNING COURSE ON SKILLS ANTICIPATION AND MATCHING

16 OCTOBER – 10 DECEMBER 2023

 7 WEEKS, 60 HOURS

*Information Note*



International  
Labour  
Organization

**ITC**   
International Training Centre

# INTRODUCTION TO THE COURSE

Understanding the central importance and the main instruments for identifying current and future skill needs and labour market imbalances is a central issue of countries all around the world.

The **Why?**: Upon completion of the course, participants will have a good understanding of drivers of change which impact skills demand and realise why imbalances occur on the labour market and their consequences.

The **What?**: This course will help to understand critical milestones, questions, objectives and components of labour market information (LMI), institutional roles and responsibilities.

The **Who?**: Providers, users and target groups of anticipating skill needs for the labour market.

The **How?**: Participants will learn about quantitative and qualitative methods, tools for skill needs anticipation and matching supply and demand of skills on the labour market. Systems of early identification of skill needs will be dealt with in a wider context of labour market information and intelligence, and related institutional frameworks.

## WHO ATTENDS THIS COURSE?

- Policymakers and technical advisors of Ministries of Employment/Labour, Ministries of Education, as well as other Ministries working in the area of skills development and TVET;
- Members of skills councils, national TVET authorities or similar institutions;
- Representatives of workers' and employers' organisations involved in sectoral, regional or national skills anticipation;
- Experts and technical staff working in the field of TVET planning;
- Relevant staff from Public Employment Services and other institutions engaged in matching;
- Managerial and technical staff of institutions responsible for the collection and analysis of labour market information.
- Staff from international cooperation agencies working in the area of TVET and Skills Development.

End beneficiaries of this course would include a wide range of individuals and groups benefitting from timely and accurate labour market information and pertinent training programmes and curricula, including e.g. job seekers from all ages and backgrounds, in particular youth and recent graduates; current and future students; planners in the skills development, TVET and education sectors; curriculum developers; staff of vocational training institutions; public employment services; career guidance services and businesses.

# OBJECTIVES

The main objective of this course is to help participants understand the central importance of identifying current and future skill needs and labour market imbalances in a broader policy framework, and to acquire basic knowledge.

Upon completion of the course, participants will have:

- Acquired a good understanding of the drivers of change which impact the demand for skills and the reasons for labour market imbalances and their consequences
- Discussed critical milestones, questions, objectives, beneficiaries and target groups of anticipating skill needs for the labour market
- Understood the underlying principles of and the different approaches to skills needs anticipation.
- Analysed different methods and tools related to quantitative and qualitative methods, which can be used for skill needs anticipation and matching supply and demand in the labour market.
- Discussed the different institutional approaches and implications of setting up anticipation systems
- Acquired a better understanding of how to analyse and translate data from anticipation exercises into adequate policy making and planning.

# MODULES

This course will consist of the following learning units

## UNIT 1 RATIONALE FOR SKILLS NEEDS ANTICIPATION AND MATCHING

- Concepts and definitions
- Drivers of change
- Myths and realities about skills needs anticipation
- Basic principles of skills needs anticipation and matching

## UNIT 2 GENERATION AND ANALYSIS OF LABOUR MARKET DATA

- Types of data
- Data sources
- Analysis of labour market supply, demand, imbalances and mismatch
- Institutions involved in LMI collection, including Public Employment Services

## UNIT 3 APPROACHES AND METHODOLOGIES FOR ANTICIPATING SKILLS NEEDS

- Key questions that can be answered with skills anticipation
- Quantitative and qualitative approaches to anticipation and forecasting
- National, sub-national and sector-wide approaches
- Combination of approaches and tools
- Case studies

## UNIT 4 INSTITUTIONAL MECHANISMS AND ROLES OF DIFFERENT ACTORS FOR ANTICIPATION & MATCHING

- Different anticipation systems and their usefulness in different settings and contexts
- LMI and anticipation systems
- Social Dialogue
- Policy coordination
- Governance: national and regional / territorial approaches

## UNIT 5 SECTORAL APPROACHES

- Rationale for sectoral approaches to skills development
- Sectoral institutional mechanisms
- ILO's STED approach and process
- STED Diagnostic framework

## UNIT 6 TRANSLATION INTO POLICY AND PRACTICE

- Translation of findings into policy and planning
- Translation into standards and training programmes

# FORMAT AND METHODOLOGY

This innovative e-learning course has been designed according to a learner-centred approach in order to better involve participants and keep them motivated. It is highly interactive and engaging, using different methods throughout the seven parts of the course to make the content interesting, relevant and entertaining.

After the participant has completed the first module, access will be given to the second module. Participants who successfully complete the course will receive a Certificate of Achievement.

# LANGUAGES

Participants will be required to have a good knowledge of written English as training materials will be available on the e-platform in this language.

# COST

Euro 930

# HOW TO APPLY

Go to <https://oarf2.itsilo.org/DST/A9716002/en> to apply before **4 October 2023**.



## WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

## INFO

### FOR FURTHER INFORMATION PLEASE CONTACT

**International Training Centre of the ILO**  
Employment Policy and Analysis  
Programme (EPAP)  
Viale Maestri del Lavoro, 10  
10127 Turin – Italy

skillsdevelopment@itcilo.org  
www.itcilo.org



SCAN THE QR CODE  
OR VISIT

[urly.it/3wh7a](https://urly.it/3wh7a)

COURSE CODE: A9716002