



BLENDED

SKILLS DEVELOPMENT

# SKILLS ANTICIPATION AND MATCHING

28 OCTOBER – 22 NOVEMBER 2024

ONLINE : 28 OCTOBER – 1 NOVEMBER 2024

IN-PERSON: 11 – 15 NOVEMBER 2024

*Information Note*



International  
Labour  
Organization



International Training Centre

# INTRODUCTION TO THE COURSE

Skills mismatches and labour market imbalances affects all countries. Understanding how to anticipate skills needs and prevent labour market imbalances, therefore, is central to sound economic policy making.

The **Why?**: Upon completion of this course, participants will have a good understanding of drivers that impact skills demand, realise why imbalances in the labour market occur in n and what are their consequences.

The **What?**: This course will help participants identify milestones, questions, objectives and components of labour market information (LMI) as well as institutional roles and responsibilities.

The **Who?**: Providers, users and target groups of skill needs anticipation.

The **How?**: Participants will learn tools for skill needs anticipation and matching in the labour market in the 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 (PESs) and other institutions engaged in skills matching;
- Managerial and technical staff of institutions responsible for the collection and analysis of labour market information.
- NGOs intervening in skills development area.
- Private sectors, interested to be served with quality recruitment for productivity and willing to contribute in developing skills.
- Staff from international cooperation agencies working in the area of TVET and skills development.

End beneficiaries of this course 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 skills development, TVET and other education sectors; curriculum developers; staff of vocational training institutions; public employment services; career guidance services and businesses.

# OBJECTIVES

The primary objective of this course is to help participants understand the importance of identifying current and future skill needs and labour market imbalances within a broader policy framework, and to consider potential ways to address these issues.

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 as well as their consequences.
- Grasped the roles and responsibilities of various actors involved in skills needs anticipation.
- 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 modules in 3 weeks blended.

## **Unit 1 – Online: RATIONALE FOR SKILLS NEED ANTICIPATION AND MATCHING**

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

## **Unit 2 – Online: GENERATION AND ANALYSIS OF LABOUR MARKET DATA**

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

### **Unit 3 – In-person: APPROACHES AND METHODOLOGIES FOR ANTICIPATING SKILLS NEEDS**

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- 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 – In-person: INSTITUTIONAL MECHANISMS AND ROLES OF THE DIFFERENT ACTORS FOR ANTICIPATION AND MATCHING**

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

### **Unit 5 – In-person: SECTORAL APPROACHES**

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

### **Unit 6 – In-person: TRANSLATION INTO POLICY AND PRACTICE**

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

## **FORMAT AND METHODOLOGY**

This innovative learning course has been designed according to a learner-centred approach to better involve participants and keep them motivated. It is highly interactive and engaging, using a variety of methods to make the course captivating and relevant.

Participants will need to complete modules consecutively. Participants who successfully complete the course will receive a Certificate of Achievement.

## LANGUAGES

Training materials are in English and participants are required to have a good knowledge of written English to successfully complete the course.

## COST

- **Tuition:** €2,160
- **Subsistence:** €720
- **Total:** €2,880

## HOW TO APPLY

**Apply online here:** <https://oarf2.itcilo.org/DST/A9717163/en> the latest on **1 October 2024**.

Complete all required fields and attach the necessary documents. The more thorough your application, the smoother your registration process will be, ensuring your participation is secured.

**Watch your email:** We will review applications and contact selected participants via email. You may be asked to provide additional documents or payment details. This process will occur from the training announcement until two weeks before the course starts.

**Receive confirmation and begin your training journey:** Once your registration is confirmed, you'll receive a confirmation email with all the details you need to access the online platform and start your training.

## ABOUT FELLOWSHIPS

The available scholarships cover up to 50% of tuition fees; airfare and visa expenses are not included.

Candidates who have never received a fellowship from ITCILO, women, and persons with disability will be given priority for fellowships.

# CAMPUS LIFE

## A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- Three organizations from the United Nations system on campus
- More than 300 training courses and activities in a stimulating international environment
- Thousands of participants from all over the world

## ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre. Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

## HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the Turin Campus provides a broad range of services for course participants and partners including a free-flow restaurant, bank, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

## COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

## 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

**COURSE CODE: A9717163**