Career Consultancy and Lifelong Learning Support

Skills Development, Reskilling and Job Placement Programmes

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MORAVIA-SILESIA REGION

Area	5,427 km^2
Population	1 203 000
Unemployment 2004	20%
Unemployment 2018	5%

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Inspiration from EU

2002 – Motherwell, Scotland – "Life after Steel" conference

3 recommendations from Laurie Russel for labour market initiatives and job replacement actions in Moravia-Silesia

1. Observatory of labour market – analyses and forecasts

2. Close cooperation among schools and employers
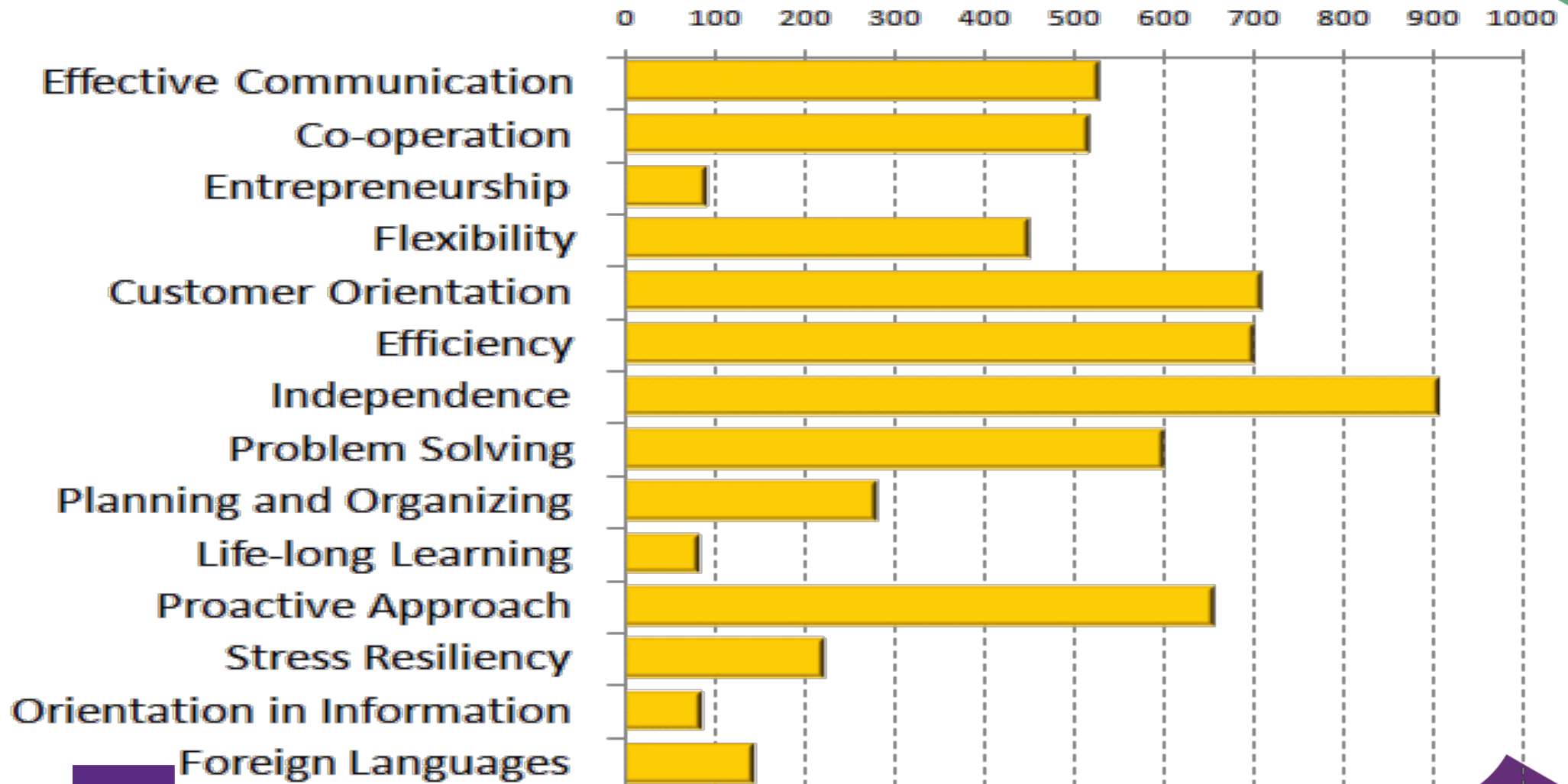
3. Development of transferable soft skills

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Competence Model of Moravia-Silesia

- **2003-4**: **Surveys** among employers on identification of key competencies

- **2004-5**: **Common language** – identification and behavioral description of **14 soft skills** demanded by employers

- **2005-8**: EQUAL – "**Competencies for the labour market**" – soft skills training methodology and development programs for adults and pupils based on experiential learning

- **2006**: **Good practice** evaluation/award by European Commission

- **2006+**: **Soft skills trainings** used in **upskilling** of various target groups – unemployed, employees, teachers, 6 to 19 years pupils, university students

- **2010+**: **Soft skills terminology and description** integrated to the National system of occupations in the Czech republic – see www.nsp.cz

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SOFT SKILLS DEMANDED BY EMPLOYERS

Inspiration to EU

2008+: Soft skills training methodology and development programs transferred to several EU Member States + Turkey

2009 – 2010: "Transferability of skills across economic sectors" – study for DG Employment and DG Education

The overall aim of the project was **to identify transferable skills and their role and importance with regard to the employability, adaptability and occupational mobility** of people on the labour market – identified by sector, groups of sectors and professions, now and over the next 10 years (looking as far ahead as 2020).

The project included **a survey** among employers, public institutions and educators in **20 EU Member States + Switzerland.**

Several recommendations delivered – see examples on the next slides.

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Employability and occupational mobility
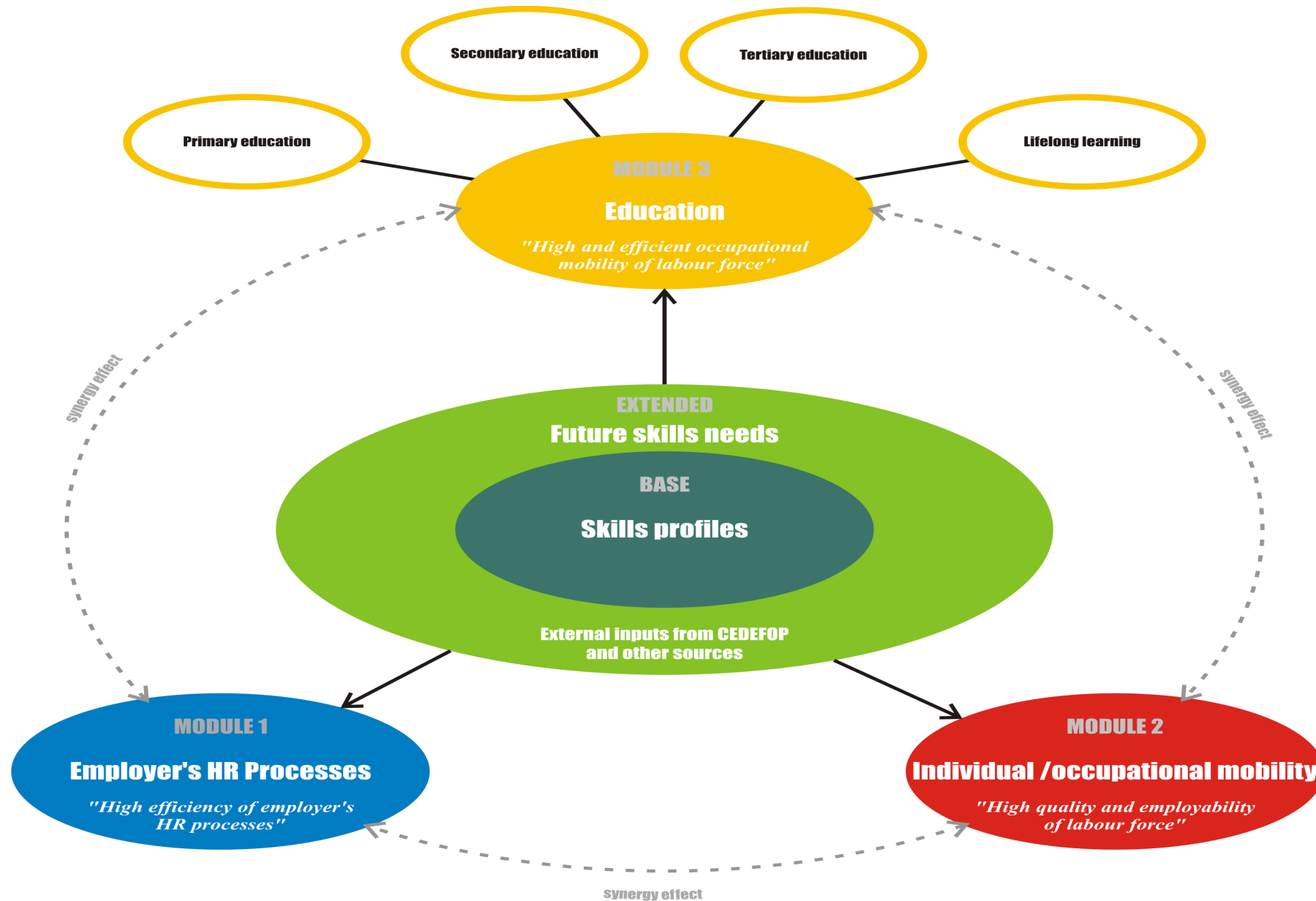
Skills profiles: Competence-based descriptions

Job specific skills

SH002 Repairing and maintenance of motor vehicles
SH003 Driving of trucks and towing vehicles,
SH016 Waste disposal
SH067 Mounting, demounting and compounding of machines, equipments and devices

Sector specific skills

SS15 Concern for order, quality and accuracy
SS21 Analytical thinking
SH009 Orientation in technical documentation
SH013 Appraisal and control of quality of raw materials, semiproducts and products
SH015 Technical drawing

SH033 Handling of machines for metal processing

SH052 Maintenance and adjusting of machines and appliances

SH055 Knowledge, selection and maintenance of tools, instruments and devices

Generic hard skills

GH1 Legislative & regulatory awareness

GH2 Economic awareness

GH3 Basic skills in science & technology

GH4 Environmental awareness

GH5 ICT skills

GH6 Foreign languages skills
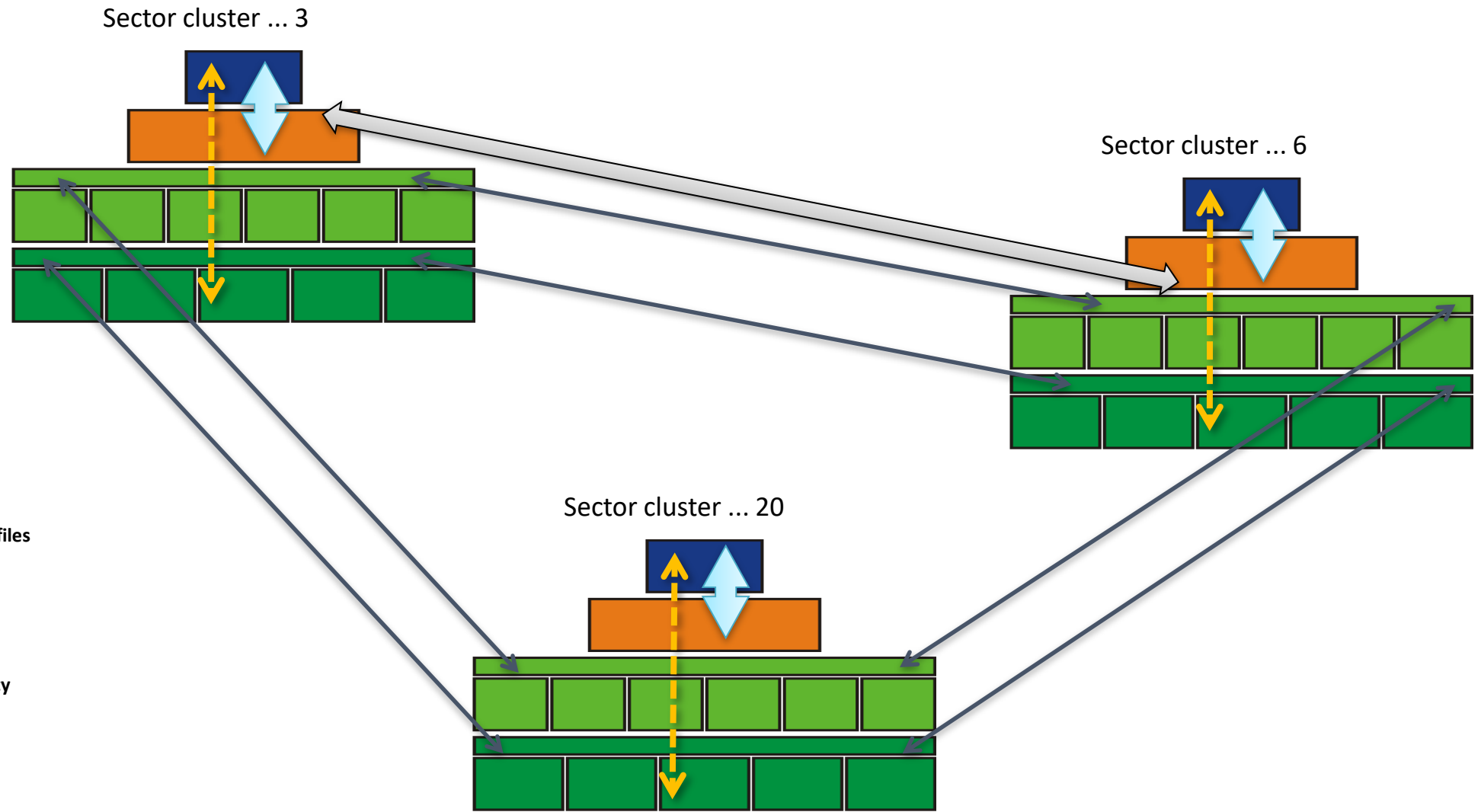
Soft skills

SS08 Cooperation with others

SS09 Communication

SS14 Achievement orientation

SS17 Problem solving

SS20 Autonomy

Occupational mobility

Sector cluster ... 3

Sector cluster ... 6

Sector cluster ... 20

Job skills profiles

Transversal

Transferability potential (SHS)

Current and future projects in Moravia-Silesia

Moravian-Silesian Employment Pact:

- Kompas – Observatory of the labour market

- Competences 4.0

- Career guidance and lifelong learning

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Kompas – Observatory of the labour market

Labour force projections in Sectors x Professions x Education levels - 5 years projections annually adjusted

Demand (*future jobs*) and Supply (*available labour force, graduates, foreigners*) matching for Sectors, Professions and Education levels

Accompanying information (e.g. Profession Summaries for those choosing future occupation or considering career change; Sectoral studies; various analyses etc.)

Projections, data and analyses to be made public on web application designed to satisfy information needs of major users (companies, regional government, education system authorities, career advisors, parents of pupils)

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Competences 4.0 and their use in the education system

Main goal:

Develop sectoral competence pyramids as a tool for delimitation of labor market requirements

Importance of lower levels
The lower levels are the foundation - not only for higher levels but also for lifelong learning

Portability
Lower levels must be designed to suit all the other higher levels (industry, sector...)

Flexibility
If I identify the need for change on the lower level, it will automatically be transferred to all Framework Educational Programs on the same basis

The project "Competences 4.0" is implemented by the Ministry of Labor and Social Affairs of the Czech Republic in cooperation with 4 regional partners (Territorial Employment Pacts in the Moravian-Silesian, Zlín, Ústí and Central Bohemia Regions) in the period 2019 - 2022.

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Career guidance and lifelong learning in the M-S Region

I. Information about labor market needs

- ➤ Labor market supply and demand prediction
- ➤ Prediction of future competencies needed on the labor market
- ➤ Targeted analyses

II. Career guidance

Support for career guidance at regional level

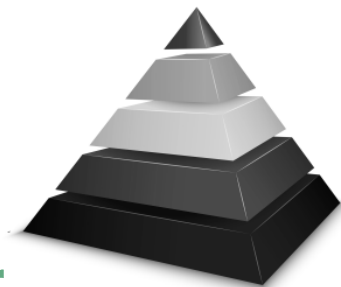Developing career guidance in a lifelong perspective

III. Education for application

Support for vocational training

Supporting the network of non-formal education

Promoting lifelong learning

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Linking career guidance to the labor market

HR demand prediction by sector and profession, HR supply prediction, matching, profession cards, development trends

HARMONIZATION OF DEMAND AND SUPPLY ON LABOUR MARKET

NEW LOOK AT THE LABOUR MARKET AND ITS DEVELOPMENT BUILT ON DATA AND PROFESSIONAL DIALOGUE

Competence analysis for the future labor market in key sectors, modeling, application into cooperation between companies and schools

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Q&A