



OSKA: Estonian labour and skills anticipation system

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OSKA

analyses the needs for labour and skills
necessary for Estonia's economic
development over the next **10** years

since 2015

Labour and skills needs monitoring in Estonia

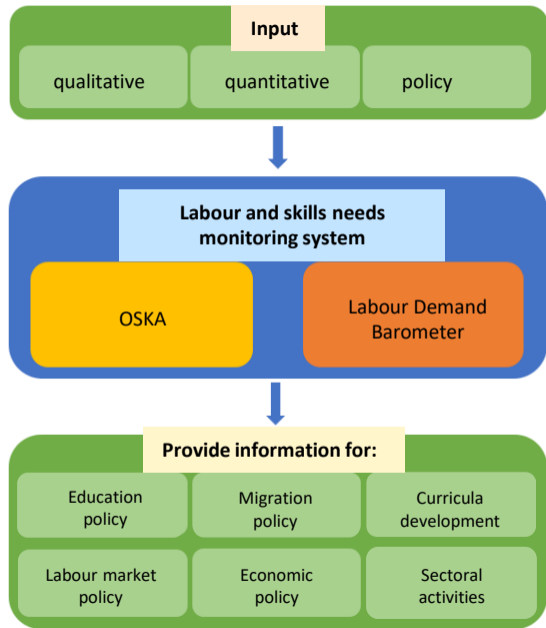
OSKA and Labour Demand Barometer have different time horizons (10 years vs 6 months)

OSKA aims to:

- enhance good career choices
- enhance teaching and learning useful skills
- enhance cooperation between employers and schools
- drive education, labour and migration policy

2005-2020:

Quantitative labour demand and supply forecast model at the Ministry of Economic Affairs and Communications



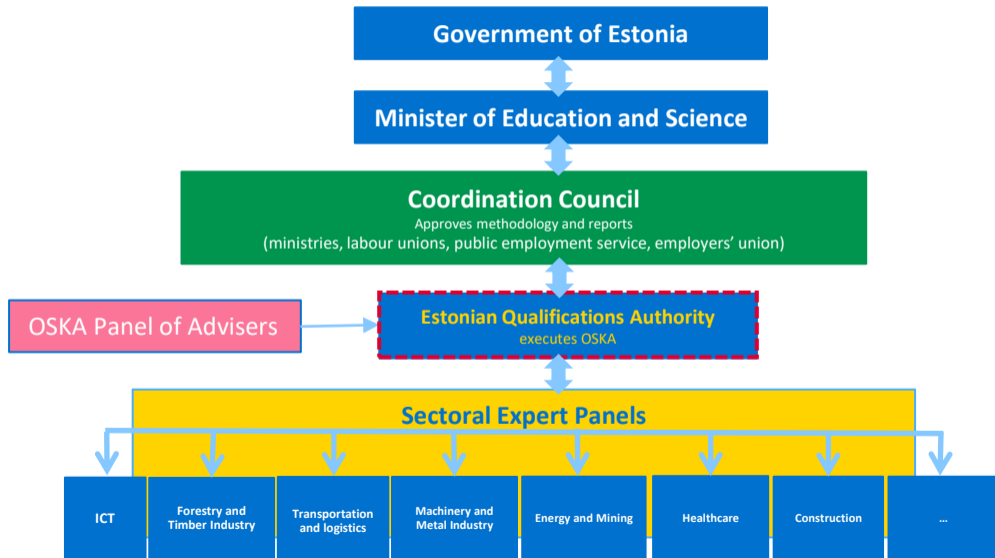
OSKA

How many people and which skills are needed in our labour market today and tomorrow?

Where and how to acquire those skills?

What should be changed in labour policy, educational system, lifelong learning, etc. to meet the future needs

OSKA governance model



Bodies in OSKA governance

Coordination Council

11 members (high-level representatives):

- Ministry of Education and Research
- Ministry of Economic Affairs and Communications
- Ministry of Social Affairs
- Ministry of Finance
- Ministry of the Interior

- Estonian Employers' Confederation
- Estonian Chamber of Commerce and Industry
- Estonian Service Unions' Confederation (TALO)
- Estonian Trade Union Confederation

- Bank of Estonia (*Eesti Pank*)
- Estonian Unemployment Insurance Fund

Coordination
Council



Panel of
Advisers



Sectoral
Expert
Panel



3 types of OSKA studies:

Sectoral
studies

General
forecast
report

Ad hoc
(thematic)
studies

OSKA data model

Megatrends
monitoring



Data Model

OSKA quantitative data model combines data from:

Registry of employment

Registry of education

Registry of population

Income data based on tax declarations (Tax and Custom Board)

Business registry

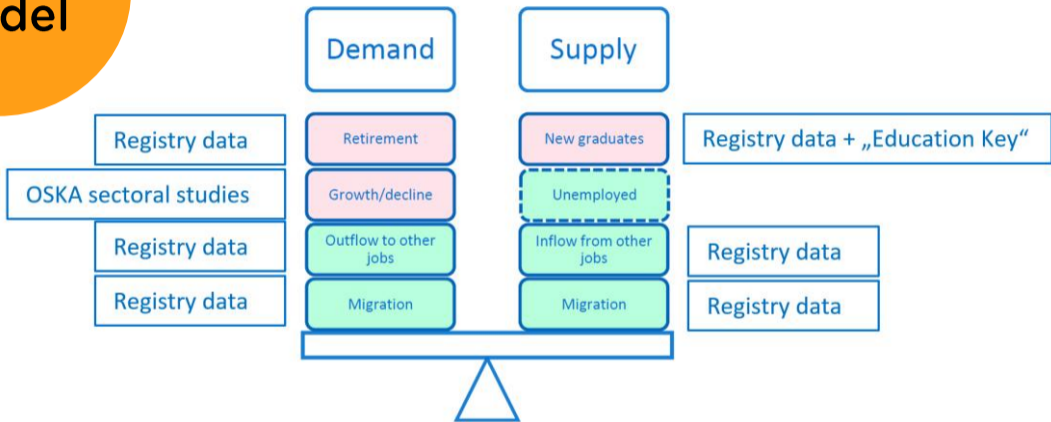
Registry of residence permits

Registry of work visas

Labour Force Survey

And other registries necessary for certain sector (e.g. Seafarers Information System)

Data model



Calculating balance between
labour demand and supply



Sector and occupations

Statistics, trends

Labour forecast, growing skills needs

Education & training

Balance of demand and supply

Proposals and suggestions

Report

Sectoral studies

Follow-up



Skills Compass

Digital platform of Estonian skills system: oskused.ee

1. Registry of skills, occupations and fields of work (public web)
2. Personalized service package (login for individual user to assess and create skills profiles and create portfolio, also development of competence profiles, etc)
3. Statistical analysis and data-driven decision making

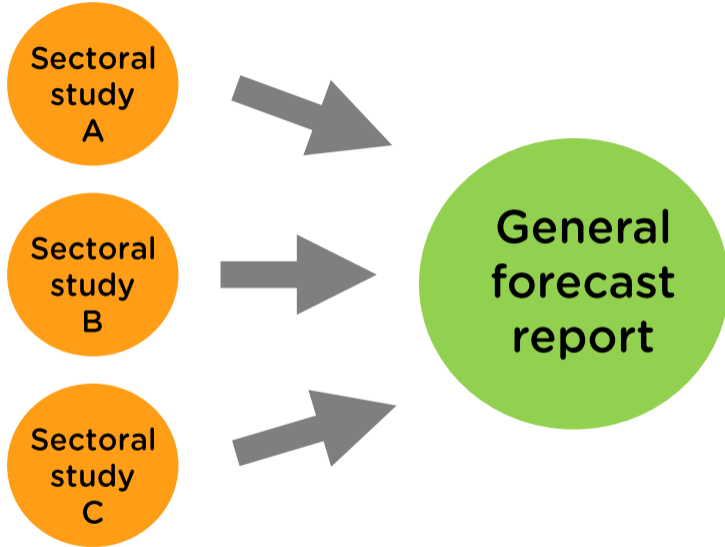
Target groups: learners, jobseekers, career turners, career specialists and counsellors, educational staff and trainers, policy makers



The screenshot shows the homepage of the Skills Compass platform. At the top, there is a search bar with the text "Find a skill, profession, field of work". Below the search bar, the main heading reads "Your guide to skills and occupations" with a subtext "You can also use the search bar to find a skill or occupation." The page is divided into three main sections, each with an icon and a title:

- DISCOVER SKILLS:** Represented by a clipboard icon with a checkmark. The text below says: "Think about your skills, assess their level and mark those you still want to learn. Also pay attention to the green, digital and entrepreneurial skills needed in today's working world."
- FIND JOBS:** Represented by a briefcase icon. The text below says: "Explore occupations and fields of work that match your skills and interests. Get to know the occupations that are highly valued on the labor market and learning opportunities."
- CREATE YOUR OWN COMPASS:** Represented by a compass icon. The text below says: "Create a profile of your skills that you can use when applying for a job and assessing your training needs. Minu Kompas helps experts in the preparation of curricula, competence profiles, professional standards and job advertisements."

At the bottom of the screenshot, there is a green banner with the text "You might be interested" and a small European Union logo.





General forecast report

Every 3 years

Registry-based data model + input from sectoral studies

Analysis and forecast:

By economic sectors (NACE)

By occupational groups (ISCO)

By education (ISCED): level + field

General comparison of supply and demand of workforce

Brings out main problem areas of supply and demand of labour as well as recommendations

OSKA *ad hoc* studies serving policy needs

- ✓ Commissioned by ministries or other **stakeholders**
- ✓ Agreed and scheduled by OSKA **Coordination Council**

Ad hoc
(thematic)
studies

- **AI** related skills demand
- Labour and skills demands of **research and development personnel in the business sector**
- **Generic** work life **skills**
- Skills necessary for **green and digital transition**
- Labour and skills demands of **renewable energy** production
- Demand for **foreign labour**

megatrend



Environmental sustainability



trends

Climate neutrality

Green transition

Circular economy

megatrend



Digital technology



trends

Digitalisation

Data science

Artificial intelligence

Automation

Smart devices, IoT

megatrend



Globalisation



trends

Global value chains

Emerging economies

Geopolitical turbulence

Risks and disruptions

megatrend



Demographic change



trends

Global population growth

Ageing societies

Urbanisation and migration

megatrend



Shifting values



trends

Flexibility of work and study

Social cohesion vs inequalities

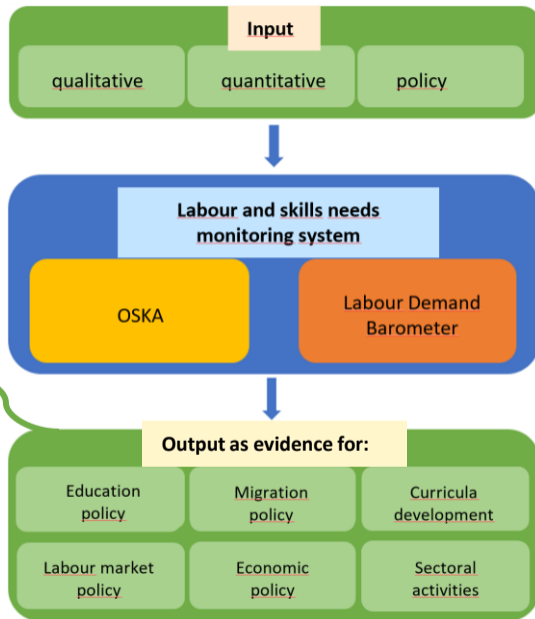
Physical and mental health

Personalized and more sustainable consumption

OSKA is effecting...

- Vocational education (study places, content of curricula, skills)
- Higher education (study places, content of curricula*)
- Courses, microdegrees
- Up- and re-skilling measures
- Green skills, digital skills
- Fair Transition measures
- Active labour market policy
- Career orientation
- Cooperation between education and companies
- Labour migration legislation
- Occupational qualification standards

* Via contracts between universities and Ministry of Education and Science



What we have learned to value:

- Strong **cooperation and involvement** of with policy makers and stakeholders
- Clear aim and agreement to **support policy making**
- **Qualitative** and **quantitative** methods
- **Flexibility**, agility and **neutrality**
- **Different tools**: **general** forecast model, **sectoral** studies, ad hoc studies
- Direct **communication** to target groups



OSKA online outputs

- OSKA study reports
 - Sectoral studies
 - Thematic/ad hoc studies
 - General report
 - OSKA dashboards
 - Skills Compass
 - Labour market megatrends
 - Kutsekoda/OSKA YouTube channel
 - OSKA methodology
- <https://uuringud.oska.kutsekoda.ee/>
- <https://uuringud.oska.kutsekoda.ee/uuringud/oska-uldprognosis>
- <https://oska.kutsekoda.ee/naidikulehed/>
- <https://oskused.ee/>
- <https://oska.kutsekoda.ee/trendid/>
- <https://www.youtube.com/@sakutsekoda6095>
- <https://oska.kutsekoda.ee/oskast/oska-metoodika/>
- <https://oska.kutsekoda.ee/en/oska-management-methodology/oska-methodology/>

OSKA web in English: (NB! less information) <https://oska.kutsekoda.ee/en/>



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