

# Learning from Europe to build a **skills anticipation system** in Estonia



**Critical need to anticipate skills trends and mismatches in Estonia**



Lack of qualified labour force named as **No. 1** hindering factor to growth by businesses



**Lack of connection** between education, social and economic policies



**High skills mismatch** due to rapid changes in society over the last **25 years**

**51%** of jobs at high risk of automation

**Idea to develop 'OSKA': anticipation and monitoring system for labour and skills demand**

<http://oska.kutsekoda.ee/en/>

**Participated in and built on mutual learning activities to further develop and enhance OSKA**

- **Two peer reviews and three study visits** in Finland, Ireland and UK (and with other European countries)
- **Three dissemination seminars** to apply the knowledge to OSKA

**Example of learning from European peers**

Ireland's "red" and "green" list of occupations for immigration policy

**OSKA: a recognised and prize-winning tool built on European experience**

**Outcomes/ Benefits**

- **OSKA intelligence is used:**
  - For planning VET and higher education curricula
  - For government project to popularise growth occupations (budget €15m/yr)
  - By public employment service for new up- and re-skilling measures (target 10% of total employed, budget €55m)
  - For digital up-skilling project for industry workers (target 3,000 workers, €450m)
- **OSKA elected best new project** by Ministry of Education and Research in 2016

- **OSKA sectoral reports nominated for Clear Message Prize in 2017**  
<http://selgesonum.ee/2015/08/20/selgesonumi-voistus/>

*"Anticipating labour and skills demand is essential to enhance economic development and wellbeing, but a complex task to conduct. Learning from other countries has given us the confidence to build up our forecast methodology and possibly helped us to avoid expensive mistakes."*

– **Yngve Rosenblad**  
Estonian Qualifications Authority

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