

## 3.3 Skills forecasting

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### **Forecasting system(s)**

Skills forecasting in the Czech Republic is part of the [analytical and survey activities](#) of the National Institute for Education (NUV) which employs several methods of forecasting.

Analysing mechanisms

- Looking for employers' Needs and preparedness of graduates
- Using employer surveys (done and analysed in 2004, 2007, 2012, 2014)
  - Focused on opinions and needs of employers in individual economic sectors
  - The subject of investigation is mainly the area of knowledge, skills and abilities required of workers and claims against newly accepted employees
  - Special emphasis on describing the position of graduates
  - Attention is also given to the needy and problematic professions, respectively fields of education, forms of cooperation between enterprises and schools
  - The expectations of employers concerning the further development of vocational education and the school system
- Monitoring of advertising and recruitment agencies' opinions regarding job offers
  - Focused on the structure of available jobs (done in 2014)
  - Focused on the needs of employers and their approach to graduates, especially in brokering positions of middle and senior management and expert positions (done in 2004, 2006 and 2009)
- Investigations of Labour Offices' opinions
  - Analysing complex perspectives from real situations
  - Analysing hard data about graduate employment, factors important for good placement of graduates and assessment of importance of selected competencies

- Evaluation of tools of the active employment policy focused on the support of youth employment
- Evaluation of cooperation between employment offices and schools

Special section on the needs and position of school absolvents at the labour market is devoted within the NUV, the [Infoabsolvent](#). Main focus of this section is in:

- Analyzing and informing on structures of pupils and graduates, educational programs, educational offer of schools
- The needs of the labour market, employing school graduates in the labour market
- Graduates transition from school to the labour market and to tertiary education
- Barriers in the transition to the labour market
- Career counselling

There are also initiatives in the social affairs and employment fields to predict the needs of the labour market in the future. However, the only publicly available [prognosis](#) is that made in 2010 for the future period 2011-2015 based on project funding. The prognosis was done by the Research Institute for Labour and Social Affairs. For labour market prognosis there is a project KOMPAS realized by Ministry of Labor and Social Affairs in years 2016 - 2020. The project will then be extended until 2023.

#### National Register of Qualifications

- Is part of the skills forecasting system
- Provides an [overview of nationally recognised vocational qualifications](#) in the Czech Republic, which can be obtained by validation of non-formal and informal learning
- Qualifications are based on the skills required by specific jobs in the labour market
- In 2015, 921 qualifications were certified (NUV 2016)

The coordination system of skills forecasting is based on advisory and professional groups between creators of educational programmes, employers, and other relevant institutions which enhance the cross-sectoral cooperation. At national level, [25 groups coordinated](#) by the National Institute for Education are in operation.

#### Skills development

- The forecasting system is linked and followed by the curriculum-creating system, and by the [Framework Educational Programme](#).
- [The National Register of Qualifications](#) opened new possibilities for apprentices to gain formal recognition and qualification of their skills and competences. The implementation of the whole system is continuing.
- In the field of Youth Non-formal and informal learning, two projects on the competences in the Youth sector have been realised – Keys for life and K2 - Quality and Competitiveness (for details see [Chapter 2](#)). The two projects supported cooperation between non-formal education providers and employers, and new qualifications for the National Register from the Youth field have been established.

#### Public initiatives to support skills development

To support technic skills development in public, the Ministry of Education, Youth and Sports together with the Confederation of Industry of the Czech Republic introduced the initiative [Year of technical education and industry 2015](#).

Czech Republic is also working since 2017 on [increasing employer participation in VET](#).

Schools will now have to involve employers in the education by:

- consulting employers on drafts of school curricula;
- engaging employers in shaping conceptual plans for school development;
- ensuring part of practical training is implemented at the premises of employers authorised to perform activities related to the relevant field of education;
- allowing participation of experts from practice in theoretical training at school;
- allowing participation of experts from practice in the profile part of maturity examination;
- securing, in cooperation with the employers, continuing education and internships for teaching staff of theoretical and practical training at employers