

A LIST OF ETF METHODOLOGIES / TOOLS / PUBLICATIONS IN THE FIELD OF SKILLS DEMAND ANALYSIS, updated in March 2023

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1. GUIDES ON SKILLS ANTICIPATION AND MATCHING

ETF has developed in cooperation with Cedefop and ILO six guides below on skills anticipation and matching methodologies, which were published in 2016 (see below the web links to six guides):

ETF-Cedefop-ILO (2016), Using labour market information - Guide to anticipating and matching skills and jobs Vol. 1, http://www.etf.europa.eu/web.nsf/pages/Vol._1_Using_labour_market_information

ETF-Cedefop-ILO (2016), Developing skills foresights, scenarios and forecasts - Guide to anticipating and matching skills and jobs Vol. 2, http://www.etf.europa.eu/web.nsf/pages/Vol._2_Developing_skills_foresights

ETF-Cedefop-ILO (2016), Working at sectoral level - Guide to anticipating and matching skills and jobs Vol. 3, http://www.etf.europa.eu/web.nsf/pages/Vol._3_Working_at_sectoral_level

ETF-Cedefop-ILO (2015), The role of employment service providers - Guide to anticipating and matching skills and jobs Vol. 4, http://www.etf.europa.eu/web.nsf/pages/Vol._4_Employment_service_providers

ETF-Cedefop-ILO (2017), Establishment Skills Surveys - Guide to anticipating and matching skills and jobs Vol. 5, www.etf.europa.eu/web.nsf/pages/Vol._5_Establishment_skills_survey

ETF-Cedefop-ILO (2016), Carrying out tracer studies - Guide to anticipating and matching skills and jobs Vol. 6, http://www.etf.europa.eu/web.nsf/pages/Vol._6_Tracer_studies

2. SHORT SUMMARIES ON SKILLS ANTICIPATION AND MATCHING

Based on above-mentioned guides, ETF developed training modules and shorter versions of these publications as summaries – also published at the following links below:

Employer surveys: http://www.etf.europa.eu/web.nsf/pages/Employer_surveys

LMIS: <http://www.etf.europa.eu/web.nsf/pages/LMIS>

Skills foresight: http://www.etf.europa.eu/web.nsf/pages/Skills_foresight_emerging_labour_market_trends

Skills forecast: http://www.etf.europa.eu/web.nsf/pages/Skills_forecasts

Tracer studies: www.etf.europa.eu/web.nsf/pages/Tracer_studies

Employment services: http://www.etf.europa.eu/web.nsf/pages/Employment_service_providers

LM Observatories: <http://www.etf.europa.eu/web.nsf/pages/Observatories>

Sector councils: http://www.etf.europa.eu/web.nsf/pages/Sector-based_skills_anticipation

3. E-LEARNING TOOLKIT ON SKILLS ANTICIPATION AND MATCHING

A Skills Anticipation and Matching e-toolkit was developed in 2019 and it is available online on the Open Space [Skills Anticipation and Matching e-Toolkit | Open Space \(europa.eu\)](#). It's accessible to any external party on the only condition of registering on the OS. It's a self-paced course, with additional examples of practices and resources available directly from the modules. The toolkit has 3 levels of engagement:

1. Initial, with an interactive module, easy to follow

2. Advanced, with additional information and reading
3. Immersion, with examples, practices and literature for further reading

The toolkit includes all the common guides listed above:

- [Labour Market Information System](#)
- [Employment Service Providers](#)
- [Employer Survey](#)
- [Tracer Studies](#)
- [Skills Forecast](#)
- [Skills Foresight](#)
- [Sectoral Approach](#)
- [Labour Market Observatories](#)

4. REGIONAL / COUNTRY EXAMPLES

European Commission / ETF (2014): Skills Needs Identification and Anticipation Policies and Practices in the Eastern Partnership Region: Cross-country Report, Kantor

ETF (2016): Skills Needs Identification and Skills Matching in South Eastern Europe, http://www.etf.europa.eu/web.nsf/pages/Skills_needs_identification_and_skills_matching_SEE

ETF FRAME Project (2013-2014): www.etf.europa.eu/web.nsf/pages/Frame_project

See ETF 2014 reports: “The Future Frame Foresight Guide for Skills 2020”, “FRAME Skills for the Future: Regional Report”

EN RLMM (2016); “Anticipation of current and future skill needs in an era of digital revolution: the examples of skills forecast in Ukraine and policy foresight for skills in South East Europe”, in *Digital (R)evolution and Its Effects on Labour: Opportunities and Challenges for Regional and Local Labour Market Monitoring*, eds. by Larsen et al, Rainer Hampp Verlag Munchen Mering 2016, pp. 317-362, ISBN-A/DOI 10.978.395710/1693.

ETF-GIZ-Enabel (2019), Tracing technical and vocational education graduates in Palestine – Graduates of GIZ and Enabel programmes: 2018 tracer study results, <https://www.etf.europa.eu/en/publications-and-resources/publications/tracing-technical-and-vocational-education-graduates>

ETF (2018), Tracking vocational graduates in the EU candidate countries, <https://www.etf.europa.eu/en/publications-and-resources/publications/tracking-vocational-graduates-eu-candidate-countries>

ETF (2017), Tracing secondary vocational and tertiary education graduates in the former Yugoslav Republic of Macedonia: 2016 tracer study results, <https://www.etf.europa.eu/en/publications-and-resources/publications/tracing-secondary-vocational-and-tertiary-education>

ETF (2016), Tracer study implementation in the Kyrgyz Republic: Practical guidelines, internal document available on request

ETF (2013), Transition from school to work in Kyrgyzstan: results of the 2011/12 transition survey: http://www.etf.europa.eu/web.nsf/pages/School_to_work_transition_Kyrgyzstan

ETF (2013), Transition from education to work in Syria: http://www.etf.europa.eu/web.nsf/pages/Education_to_work_transition_Syria

ETF (2012), Youth transition from school to work in Mediterranean, paper prepared for UNESCO, http://www.etf.europa.eu/web.nsf/pages/Education_to_work_transition_Mediterranean

ETF (2012): ETF Position Paper – Anticipating and matching demand and supply of skills in ETF partner countries, Turin: ETF

5. NEW METHODOLOGIES/ PUBLICATIONS ON FUTURE SKILL NEEDS

Future of work/ skills has become a new area of work in ETF since 2020. One strand is sectorial skill needs in the future which led to following case studies completed until the end of 2022.

ETF (2023), Future skills needs in the Armenia construction sector (EN and ARM), <https://www.etf.europa.eu/en/document-attachments/future-skill-needs-construction-sector-armenia-country-report>

Armenia Summary (EN and ARM), <https://www.etf.europa.eu/en/document-attachments/future-skill-needs-construction-sector-armenia-summary-note>

ETF (2023), Future skills needs in the Egyptian energy sector, forthcoming.

ETF (2023), Synthesis paper on the future skill needs in selected sectors, forthcoming.

ETF (2022), Future skills needs in the Albanian energy sector, [Future of skills: Energy sector in Albania | ETF \(europa.eu\)](#)

Albania Summary, <https://www.etf.europa.eu/en/document-attachments/future-skills-energy-sector-albania-summary-note>

ETF (2022), Future skills needs in the Tunisian energy sector, <https://www.etf.europa.eu/en/document-attachments/future-skills-energy-sector-tunisia>

Tunisia Summary, [Future of skills: Energy sector in Tunisia - Summary note | ETF \(europa.eu\)](#)

ETF (2021), Future skills needs in the Ukrainian healthcare sector (not published due to the war)

ETF (2021), The future of skills: A case study of the automotive sector in Turkey, June 2021, www.etf.europa.eu/en/publications-and-resources/publications/future-skills-case-study-automotive-sector-turkey

ETF (2021), The future of skills: A case study of the agri-food sector in Morocco, www.etf.europa.eu/en/publications-and-resources/publications/future-skills-case-study-agri-food-sector-morocco

ETF (2020), The Future of Skills: A case study of the agri-tech sector in Israel, https://www.etf.europa.eu/sites/default/files/2020-11/future_of_skills_agri-tech_sector_in_israel.pdf

ETF (2021), Case studies on the future of skills: Methodological note for conducting case studies, [Skills for the future case studies, methodology | Open Space \(europa.eu\)](#)

ETF (2021), Changing skills for a changing world: Understanding skills demand in EU neighbouring countries – A collection of articles, www.etf.europa.eu/en/publications-and-resources/publications/changing-skills-changing-world-understanding-skills-demand

ETF-EBRD (2021), Inclusive Skills for Innovative Enterprise Development in the Aftermath of COVID-19 in the Agribusiness Sector (including Georgia, Morocco, Serbia, Turkey, and Uzbekistan), https://www.etf.europa.eu/sites/default/files/2021-08/etf_ebrd_inclusive_skills_agribusiness_-_final_report.pdf

Summary note, <https://www.etf.europa.eu/en/publications-and-resources/publications/inclusive-skills-innovative-enterprise-development-agri>

ETF (2019), Issues Paper on the future of work and skills in ETF partner countries, www.etf.europa.eu/en/publications-and-resources/publications/future-work-and-skills-etf-partner-countries

Future skill needs for Craftspersons and Artisans

Country portraits are available on Albania, Armenia, Turkey, Ukraine, Kyrgyzstan, Georgia, Azerbaijan, and Uzbekistan, [Craftsmanship and Skills for the Future | Open Space \(europa.eu\)](#)

In-depth country studies and cross-country synthesis report on Armenia, Azerbaijan, Georgia and Uzbekistan, [Craftsmanship and Skills for the Future | Open Space \(europa.eu\)](#)

ETF (2022), Recognising emerging skills needs in the craft sector in the EU Neighbourhood and Central Asia, The future is in our hands | ETF (europa.eu)

ETF implementation of European Skills and Jobs Survey (ESJS) in partner countries: building on the experience of Cedefop in the EU countries and extending the implementation of a nationally representative survey in the Western Balkan countries and Israel in 2023.

6. NEW FORMS OF EMPLOYMENT AND PLATFORM WORK

ETF (2021), New forms of employment in the Eastern Partnership countries: Platform work, The future of work – New forms of employment in the Eastern Partnership countries: Platform work | ETF (europa.eu)

ETF (2021), New forms of employment and platform work in EaP countries: a summary note

ETF (2021), Country profile: Platform work in Armenia

ETF (2021), Country profile: Platform work in Azerbaijan

ETF (2021), Country profile: Platform work in Belarus

ETF (2021), Country profile: Platform work in Georgia

ETF (2021), Country profile: Platform work in Moldova

ETF (2021), Country profile: Platform work in Ukraine

ETF (2022), Embracing the digital age: New forms of employment and platform work in the Western Balkans, summary note, Embracing the digital age | ETF (europa.eu)

ETF (2022), Embracing the digital age: The future of work in the Western Balkans – Albania | ETF (europa.eu)

ETF (2022), Embracing the digital age: The future of work in the Western Balkans – Bosnia and Herzegovina | ETF (europa.eu)

ETF (2022), Embracing the digital age: The future of work in the Western Balkans – Kosovo | ETF (europa.eu)

ETF (2022), Embracing the digital age: The future of work in the Western Balkans – Montenegro | ETF (europa.eu)

ETF (2022), Embracing the digital age: The future of work in the Western Balkans – North Macedonia | ETF (europa.eu)

ETF (2022), Embracing the digital age: The future of work in the Western Balkans – Serbia | ETF (europa.eu)

7. SKILLS ANALYSIS FOR SMART SPECIALISATION

ETF (2021), Skills for smart specialisation in Moldova: Understanding and managing skills as a key resource for growth and competitiveness, Vera Chilari and Corina Gribincea for the ETF, Skills for smart specialisation in Moldova: Understanding and managing skills as a key resource for growth and competitiveness | ETF (europa.eu)

Moldova summary notes: https://www.etf.europa.eu/sites/default/files/2021-05/skills_for_smart_specialisation_in_moldova_summary_note.pdf

ETF (2020), Skills for smart specialisation in Montenegro: Understanding and managing skills as a key resource for growth and competitiveness, Dr Jelena Janusevic and Rajko Kosovic for the ETF, Skills for smart specialisation in Montenegro: Understanding and managing skills as a key resource for growth and competitiveness | ETF (europa.eu)

Montenegro summary notes: https://www.etf.europa.eu/sites/default/files/2021-03/skills_for_smart_specialisation_in_montenegro_summary_note.pdf

8. ETF'S WORK ON SKILLS MISMATCH

ETF (2022), Skills mismatch measurement in ETF partner countries – cross-country report, [Skills mismatch measurement in ETF partner countries | ETF \(europa.eu\)](#)

ETF (2019), Skills mismatch measurement in Georgia, www.etf.europa.eu/en/publications-and-resources/publications/skills-mismatch-measurement-georgia

ETF (2019), Skills mismatch measurement in Moldova, <https://www.etf.europa.eu/en/publications-and-resources/publications/skills-mismatch-measurement-moldova>

ETF (2019), Skills mismatch measurement in Montenegro, <https://www.etf.europa.eu/en/publications-and-resources/publications/skills-mismatch-measurement-montenegro>

ETF (2019), Skills mismatch measurement in North Macedonia, <https://www.etf.europa.eu/en/publications-and-resources/publications/skills-mismatch-measurement-north-macedonia>

ETF (2019), Skills mismatch measurement in Serbia, <https://www.etf.europa.eu/en/publications-and-resources/publications/skills-mismatch-measurement-serbia>

ETF (2019), Skills mismatch measurement in ETF partner countries, www.etf.europa.eu/en/publications-and-resources/publications/skills-mismatch-measurement-etf-partner-countries

9. YOUTH & GENDER STUDIES WITH SOME ELEMENTS OF SKILLS DEMAND

Eurofound-ETF (2022), Living, working and COVID-19 in the European Union and 10 EU neighbouring countries, [Living, working and COVID-19 in the European Union and 10 EU \(europa.eu\)](http://www.europa.eu)

ETF (2021), Assessment of the effectiveness of active labour market policies in crisis and post crisis situations, [Assessment of the effectiveness of active labour market policies in crisis and post crisis situations | ETF \(europa.eu\)](#)

ETF (2021), Mapping innovative practices in the field of active labour market policies during the Covid-19 crisis, [Mapping innovative practices in the field of active labour market policies during the Covid-19 crisis | ETF \(europa.eu\)](#)

ETF (2021), Youth in transition in the Southern and Eastern Mediterranean: Identifying profiles and characteristics to tap into young people's potential, [Youth in transition in the Southern and Eastern Mediterranean: Identifying profiles and characteristics to tap into young people's potential | ETF \(europa.eu\)](#)

ETF (2021), Youth situation in Serbia: Employment, skills and social inclusion, [Youth situation in Serbia: Employment, skills and social inclusion | ETF \(europa.eu\)](#)

ETF (2020), Skills demand and supply in North Macedonia: An analysis at regional and local levels, Prof. Blagica Novkovska for the ETF, [Skills demand and supply in North Macedonia: An analysis at regional and local levels | ETF \(europa.eu\)](#)

ETF (2020), Unlocking youth potential in South Eastern Europe and Turkey: Skills development for labour market and social inclusion, <https://www.etf.europa.eu/en/publications-and-resources/publications/unlocking-youth-potential-south-eastern-europe-and-turkey>

ETF (2019), Policies supporting youth transition to work in Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine: Regional Report. <https://www.etf.europa.eu/en/publications-and-resources/publications/policies-supporting-youth-transition-work-armenia>

ETF (2018), Youth transition to work in Georgia: www.etf.europa.eu/en/publications-and-resources/publications/youth-transition-work-georgia

ETF (2018), Youth transition to work in Moldova: www.etf.europa.eu/en/publications-and-resources/publications/youth-transition-work-moldova

ETF (2018), Youth transition to work in Belarus, see: www.etf.europa.eu/en/publications-and-resources/publications/youth-transition-work-belarus

ETF (2019), Youth transition to work in Armenia, <https://www.etf.europa.eu/en/publications-and-resources/publications/youth-transition-work-armenia>

ETF (2019), Youth transition to work in Ukraine, <https://www.etf.europa.eu/en/publications-and-resources/publications/youth-transition-work-ukraine>

ETF (2021), Youth situation in Serbia: Employment, skills and social inclusion, [Youth situation in Serbia: Employment, skills and social inclusion | ETF \(europa.eu\)](https://www.etf.europa.eu/en/publications-and-resources/publications/youth-situation-in-serbia)

ETF Skills Factory Podcast 2022 on NEETs:
<https://www.etf.europa.eu/en/publications-and-resources/multimedia/podcasts/18-not-education-nor-employment-whats-problem/modal>

EN RLMM (2019), "Skills development in the informal sector", in Larsen et al (eds), *Assessing informal employment and skills needs: approaches and insights from Regional and Local Labour Market Monitoring* (by U.Bardak and F.Rosso), Rainer Hampp Verlag, Munchen, pp.41-85, ISBN-A/DOI 10.978.395710/3598. <https://www.nomos-elibrary.de/10.5771/9783957103598-41/skills-development-in-the-informal-sector>

10. BIG DATA FOR LABOUR MARKET INTELLIGENCE

ETF (2019), Big data for labour market intelligence: an introductory guide, <https://www.etf.europa.eu/sites/default/files/2019-06/Big%20data%20for%20LMI.pdf>
Versions in [Russian](#) and in [French](#)

Open Space webpage: [LMI in transformation – Focus on Big Data](#)

ETF - Learn all about Big Data for Labour Market Intelligence: training programme, webinars and interactions: **[YouTube channel with over 40 pedagogic videos](#)**

[Webpage of the 2022 capacity development programme](#)

ETF Training programmes on Big Data for LMI: on ETF website

- [Big Data LMI](#) (June 2021) – online learning
- Workshop: [training programme](#) for data analysts and experts, November 2019
- [Webpage of webinar on Big Data for LMIS](#), December 2020

ETF Landscaping and ranking of OJV sources report (2020): [Big Data for LMI, Web Labour Market Landscaping Ukraine](#)

ETF Landscaping and ranking of OJV sources report (2020): [Web LM in Tunisia: Landscaping and brief overview](#)

ETF Analytical report (2020): [Big Data for LMI: analytics and insights \(Ukraine\)](#).

ETF Analytical report (2020): [Big Data for LMI: analytics and insights \(Tunisia\)](#).

OJV Data dashboards: Countries [Ukraine](#), [Tunisia](#), and [Georgia](#) consolidating the analysis of online job vacancies in 2022 and expand to more countries. A short intro briefing at the link: [big_data_lmi_en_web.pdf \(europa.eu\)](#)

OJV Data dashboards (5 countries) to be accessed as indicated below: Ukraine, Tunisia, Georgia, Egypt, Kenya

<https://solutions.lightcast.io/>

User: training@etf.com

Password: ETF_training_2022

ETF contribution in ILO (2020), The feasibility of using big data in anticipating and matching skills needs, https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_759330.pdf

11. SKILLS FOR GREEN TRANSFORMATION

ETF launched a new study for mapping sustainability policies and initiatives focusing on skills for the green transition in eight countries as pilots: Algeria, Azerbaijan, Serbia, Uzbekistan, Ukraine, Georgia, Morocco and North Macedonia. Cross-country synthesis of the results will be available in 2023. ETF (2022), ETF Policy briefing: Skilling for the green transition, [Edited green transition policy brief_EN \(europa.eu\)](#)

ETF (2022), [Skilling Greening: No Green Transition without Skills: Act Now!](#)

ETF et. al. (2022), Work-based learning and the green transition, [Work-based learning_green transition.pdf \(europa.eu\)](#)

12. SKILLS AND LABOUR MOBILITY

ETF (2022), 'Use it or lose it!' How do migration, human capital and the labour market interact in the Western Balkans, 'Use it or lose it!' How do migration, human capital and the labour market interact in the Western Balkans? | ETF ([europa.eu](#))

ETF (2022), Migration in the Western Balkans: Summary, [Migration_Western Balkans_Summary.pdf \(europa.eu\)](#)

ETF Migration page, <https://www.etf.europa.eu/en/what-we-do/skills-and-migration-0>

ETF (2021), How migration, human capital and the labour market interact in Serbia, [How migration, human capital and the labour market interact in Serbia | ETF \(europa.eu\)](#)

ETF (2021), How migration, human capital and the labour market interact in North Macedonia, [How migration, human capital and the labour market interact in North Macedonia | ETF \(europa.eu\)](#)

ETF (2021), How migration, human capital and the labour market interact in Bosnia and Herzegovina, [How migration, human capital and the labour market interact in Bosnia and Herzegovina | ETF \(europa.eu\)](#)

ETF (2021), How migration, human capital and the labour market interact in Kosovo: <https://www.etf.europa.eu/en/publications-and-resources/publications/how-migration-human-capital-and-labour-market-interact-2>

ETF (2021), How migration, human capital and the labour market interact in Montenegro: www.etf.europa.eu/en/publications-and-resources/publications/how-migration-human-capital-and-labour-market-interact-3

ETF (2021), How migration, human capital and the labour market interact in Albania: www.etf.europa.eu/en/publications-and-resources/publications/how-migration-human-capital-and-labour-market-interact-4

Landesmann, Michael and Isilda Mara (2021), Interrelationships between human capital, migration and labour markets in the Western Balkans: an econometric investigation, wiiw Working Paper No. 196, <https://wiiw.ac.at/interrelationships-between-human-capital-migration-and-labour-markets-in-the-western-balkans-an-econometric-investigation-p-5694.html>

Leitner, Sandra (2021), Net Migration and its Skill Composition in the Western Balkan Countries between 2010 and 2019: Results from a Cohort Approach, wiiw Working Paper No.197, <https://wiiw.ac.at/net-migration-and-its-skill-composition-in-the-western-balkan-countries-between-2010-and-2019-results-from-a-cohort-approach-analysis-dlp-5695.pdf>

Leitner, Sandra (2021), A skill-specific dynamic labour supply and labour demand framework: A scenario analysis for the Western Balkan countries to 2030, wiiw Working Paper No.200, <https://wiiw.ac.at/a-skill-specific-dynamic-labour-supply-and-labour-demand-framework-a-scenario-analysis-for-the-western-balkan-countries-to-2030-p-5820.html>

ETF (2015); Migrant Support Measures from Employment and Skills Perspective (MISMES): Global Inventory with a focus on Countries of Origin, http://www.etf.europa.eu/web.nsf/pages/MISMES_global_inventory

ETF (2015), MISMES Armenia report, http://www.etf.europa.eu/web.nsf/pages/MISMES_Armenia

ETF (2015), MISMES Georgia report, http://www.etf.europa.eu/web.nsf/pages/MISMES_Georgia

ETF (2015), MISMES Moldova report, http://www.etf.europa.eu/web.nsf/pages/MISMES_Moldova

ETF (2015), MISMES Morocco report, http://www.etf.europa.eu/web.nsf/pages/MISMES_Morocco

ETF (2015), MISMES Tunisia report, http://www.etf.europa.eu/web.nsf/pages/MISMES_Tunisia

ETF (2017), MISMES Jordan report, www.etf.europa.eu/web.nsf/pages/MISMES_Jordan

ETF (2017), MISMES Lebanon report, http://www.etf.europa.eu/web.nsf/pages/MISMES_Lebanon

ETF, Skills Factory Podcast no.12 of 2021: "Why migrant skills are important?"

Spotify: <https://open.spotify.com/episode/0ORfn3M04duMWAMVmfQv91?si=zgJhnr3ARgWUqtFqEEetTQ>

ETF, Skills Factory Podcast no.23 of 2022, "Win-Win-Win: making the most of migrants' skills?" <https://bit.ly/3YF9wLw>