

**International Seminar:
Anticipation of skills needs. Methodologies and experiences.
Current situation and outlook.**

**21 - 22 November, 2017
Bogota**

Briefing Note

1. Background:

The dynamics of labour markets today are marked by a high-speed change in which demands of new skills appear and disappear. Factors such as new technologies and new labour configurations constantly create unprecedented demands of skills and competencies.

Nowadays, the gap between enterprises' and productive activities' requirements and the available skills has been widely acknowledged. Much of the objective of employment and vocational training policies is focused on reducing such gap or, in other words, on increasing the relevance of vocational training. Active employment policies tend to close this gap by making use of the information obtained by labour market observatories and by Public Employment Services.

On the other hand, vocational training institutions also try to apply skills demand anticipation methods to understand the new required skills and to have a relevant response that could be verified by the employability of graduates. A relevant response would create a higher efficiency in the use of the resources allocated to capacity building, a better employability of graduates and a higher productive performance.

Among the different ways of understanding these demands, the use of prospective studies has stood out. These have spread in the region, particularly thanks to the transfer of the SENAI's prospective model which has been promoted by ILO/Cinterfor since 2012. In these five years, prospective studies have been implemented in over 16 countries, and at least 12 occupational sectors have been studied. The participation of institutions from ILO/Cinterfor's Network has facilitated the training of at least 78 professionals and technicians in the prospective methodology implemented by SENAI.

After five years of capacity building in training institutions, Ministries of Labour and Employment Services, among others, together with advances in research contributed by the ILO, we now have a larger collection of experiences and methodologies that enable ILO/Cinterfor to offer a wider range of possibilities to anticipate the demand.

2. Objectives:

To broaden the knowledge base and practical experiences bank on methodologies and prospective and training demand anticipation tools.

To share an outlook of the use of training demand anticipation methodologies in training institutions.

To create a plan of action to advance and build capacities in the prospective studies network that was formed in 2012.

3. Contents:

The purpose of the Seminar is to update the advances made in terms of methodologies and experiences of skills demand anticipation, prospective studies, and the use of figures of Employment Services to forecast the demand.

It will include the advances made in demand anticipation methodologies and the measurement of human capital gaps.

Among the topics to be presented, the following should be highlighted:

1. SENA's Prospective, Surveillance and Organizational Intelligence System: "PREVIOS"
2. ILO's recent global findings on skills mismatch and the set of methodologies includes in the compendium drafted jointly by the ILO, CEDEFOP and the ETF of the European Union, as follows:
 - Vol. 1: Using labour market information
 - Vol. 2. Developing skills foresights, scenarios and forecasts
 - Vol. 3. Working at sectoral level
3. New skills agenda for Europe.
4. The experience of VTI Network of Central America.
5. SENAI's Prospective Model Advances and applications
6. Advances in gaps measurement and demand anticipation. Ministry of Labour, Colombia and the ILO's Statistics Department in Geneva.
7. Using labour market information Public Employment Service of Colombia.

In order to analyse the current situation and the needs of demand anticipation and prospective, an anticipated survey will be designed and carried out to the invited institution in order to update the information about the existence of specialized areas in prospective studies, ongoing courses, advances in the prospective field, and groups

of experts working on the field, among others. The result of the survey will be shared during the Seminar.

8. Participants' profile:

The Seminar has been targeted to VTIs and Ministries of Labour officials, senior and technical staff in the fields of planning, demand anticipation and studies on training needs forecasts.

9. Organizers:

The International Seminar is organized by the Ministry of Labour, the National Apprenticeship Service (SENA) from Colombia with the technical support of ILO/Cinterfor.

10. Venue and date:

It will take place in Bogota on 21-22 November, 2017. Details about the venue will be provided in due course.

There will be simultaneous translation English-Spanish-English during the event.

11. Participation fees:

The organizing institutions have gently offered to cover for accommodation expenses for one representative of each invited institution from the 20th to the 22nd November (3 nights) at the hotel where the event will take place.

The invited institutions will cover for air tickets of their delegates as well as any additional costs derived from any required visas, taxes and insurance.

12. Visas and travel insurance

Representatives from institutions will have to cover for the timely visa procedures, permits and sanitary conditions that might be required by the authorities of the Republic of Colombia, as well as travel insurance costs including health and accidents during the trip, which will not be covered by the organizers.