



Mechanism of Labour Market Diagnosis: Moving from occupational intelligence to skills intelligence

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1.

What is our common purpose today?

To integrate skills anticipation into our labour (and educational) policies.

The question we must answer is
“what skills does the labour market need?”

a. The Problem

If you ask businesses what skills they need of their employees, in a survey, many of them cannot readily answer – they do not know exactly what skills, especially technical skills, they need – especially in countries like Greece, with many micro companies, lacking organized human resources departments.

a. Our Approach

Use the power of advanced analysis and visualization software to harness skills information “hidden” in publicly available big and small data, by linking:

Detailed jobs-by-occupation
(job creation via LFS and Ergani,
unemployment and vacancies via DYPA)

Skills-by-occupation
(data via ESCO)

Data pool

ERGANI SALARIED DATA

DYPA VACANCIES



ESCO (SKILLS)

LABOUR FORCE SURVEY (EMPLOYMENT)

| Skills | Occupations | Sectors 4D |
|----------------|-------------|-------------------|
| 13,485 | 2,942 | 401 |
| Employees 2022 | New jobs | Salaries (Median) |
| 2,368,740 | 82,159 | 748 |

2.

What is institutional context in which our approach has been developed?

a.

The **Mechanism of Labour Market Diagnosis** (recently upgraded and moved under the **Labour Ministry's Unit of Experts "M.E.K.Y."**), has been analyzing and visualizing multi-source data on supply and demand for jobs for everyone (from policy designers, to students, to job counsellors)

b.

The MLMD has developed in close cooperation with **DYPA**: exchanging data from the unemployment registry and job vacancies, to creating special job-search tools for DYPA counselors

c.

Indicative products of the Mechanism are the survey on businesses' Digital Intelligence and the interactive **Salaried Employment Monitor** and the **Guide of Occupations**

Collection & visualization of labour market data

A mechanism that answers questions about the labour market. A modern tool that makes important data for citizens, businesses, and agencies accessible.

THE MECHANISM

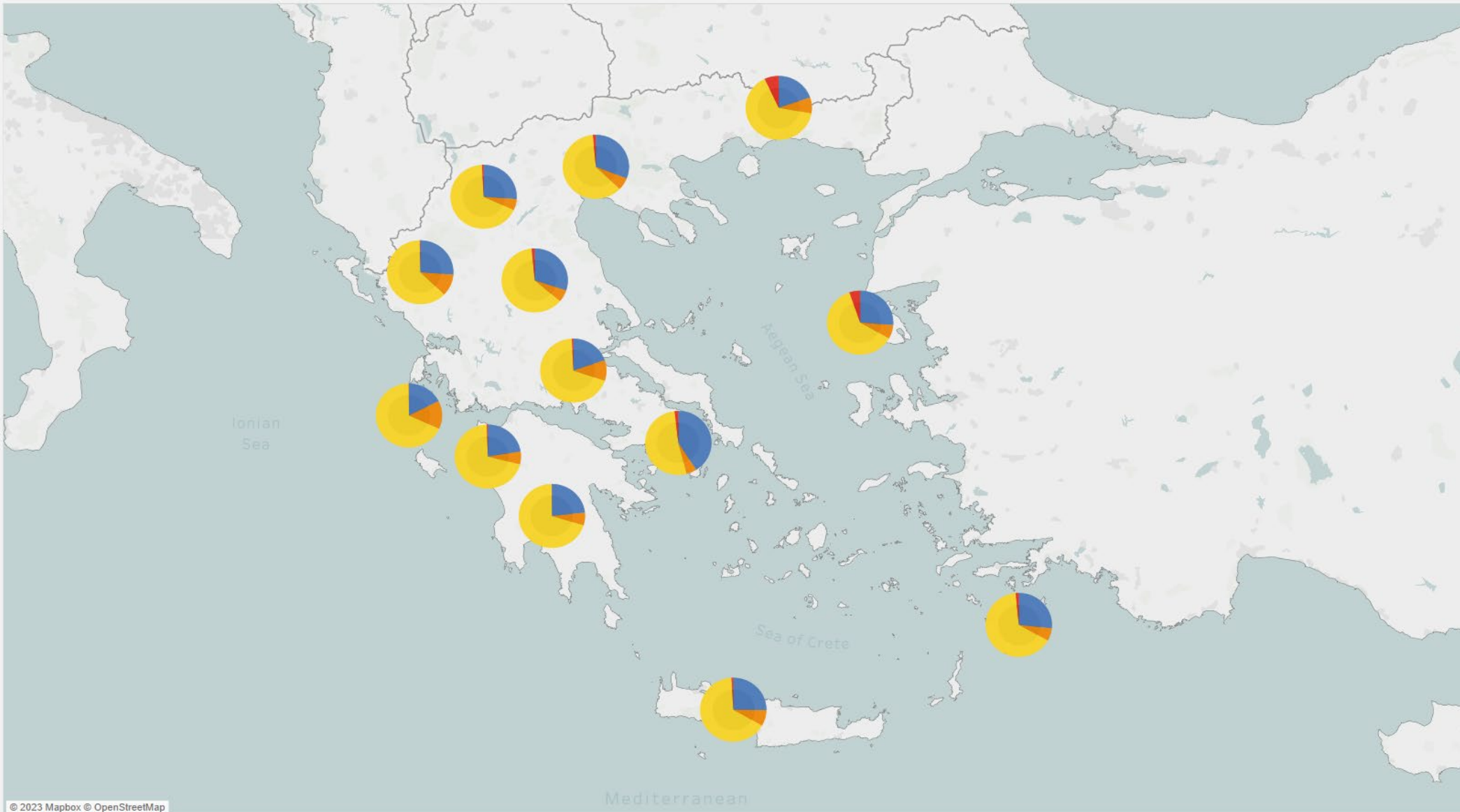


Percentage (%) of persons employed by skill level and Region



Select graph

Percentage (%) of persons employed by skill level and Region

Year
2021

Skill level

- High
- Low
- Medium
- Not labeled

 Download data

Metadata

Back

3.

What is the central idea
of our new approach/tool?

Moving from tracking demand
for occupations to tracking demand for skills,
by combining ESCO-Ergani-DYPA

241

Finance professionals

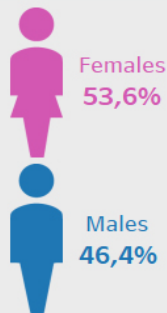
Dynamism

Very high

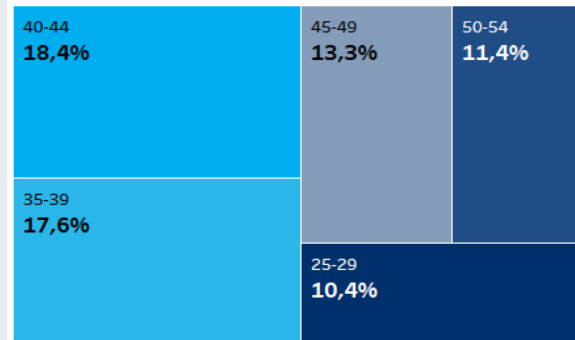


Choose occupation
Finance professionals

Percentage (%) by gender



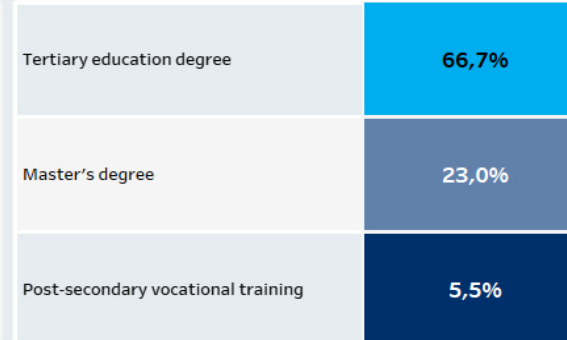
Percentage (%) by age



Percentage (%) by field of education



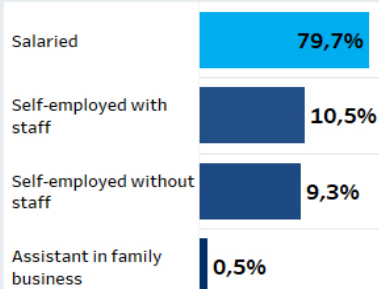
Percentage (%) by level of education



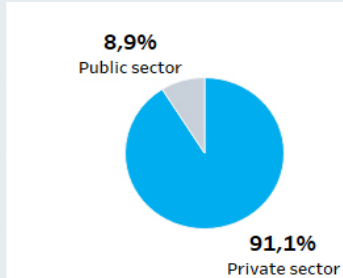
Skills, knowledge, abilities

| | |
|---|----|
| interpret financial statements | 1 |
| prepare financial statements | 2 |
| conduct financial audits | 3 |
| prepare financial auditing reports | 4 |
| ensure compliance with accounting conventions | 5 |
| identify accounting errors | 6 |
| manage corporate bank accounts | 7 |
| disseminate information on tax legislation | 8 |
| advise on financial matters | 9 |
| manage payroll reports | 10 |
| analyse financial performance of a company | 11 |
| evaluate budgets | 12 |
| calculate tax | 13 |
| prepare tax returns forms | 14 |
| calculate production costs | 15 |
| exert expenditure control | 16 |

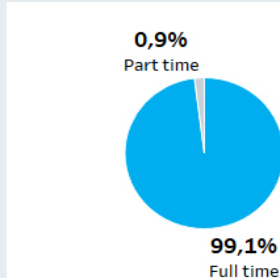
Percentage (%) by occupational status



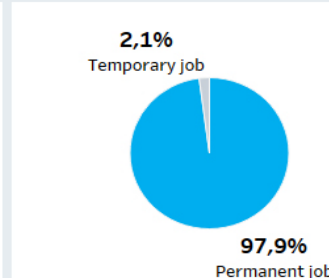
Percentage (%) by sector



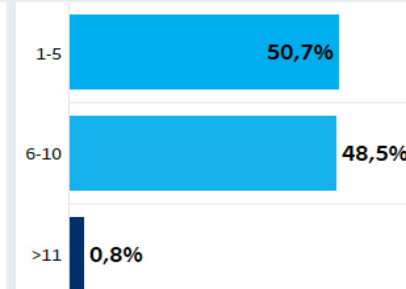
Percentage (%) by full-time/part-time status



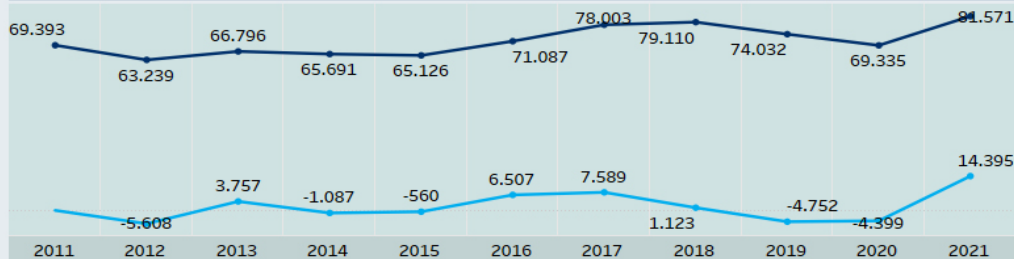
Percentage (%) by type of employment contract



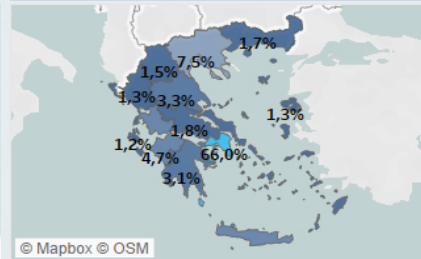
Percentage (%) by extent of overtime work



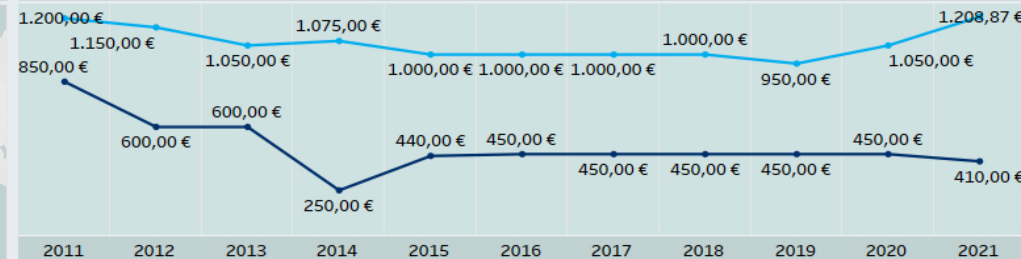
Dynamism and Persons employed by year



Percentage (%) by region



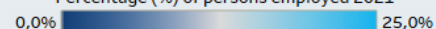
Salary



Variables

■ Dynamism ■ Persons employed

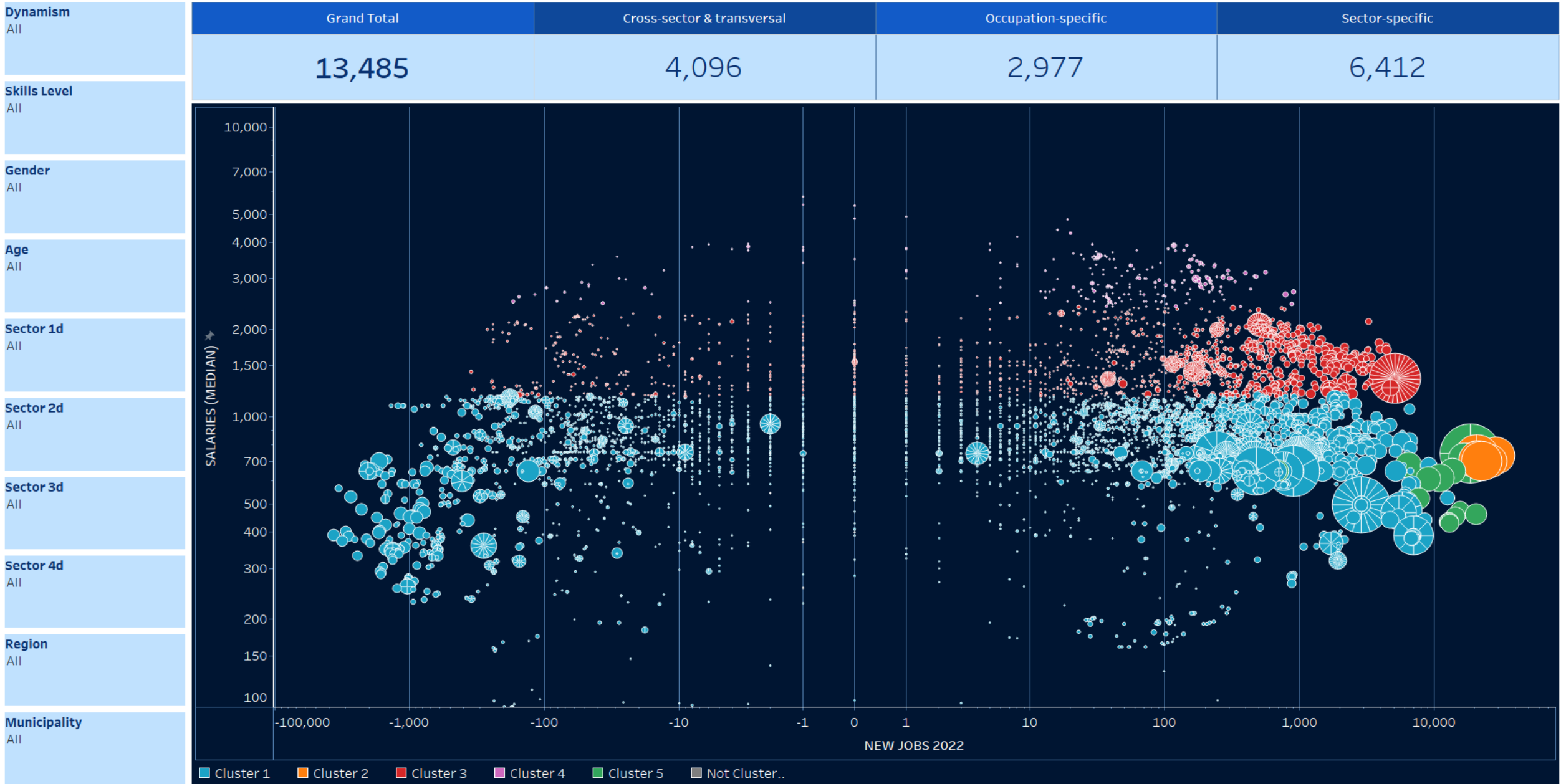
Percentage (%) of persons employed 2021



Full-time/part-time status

■ Part time ■ Full time

Mapping Demand for Skills in Greece



Information & Communication

Skills

6,129

Sub-Sectors 4D

26

Occupations ESCO

383

Type

All

Skills Level

All

Kind

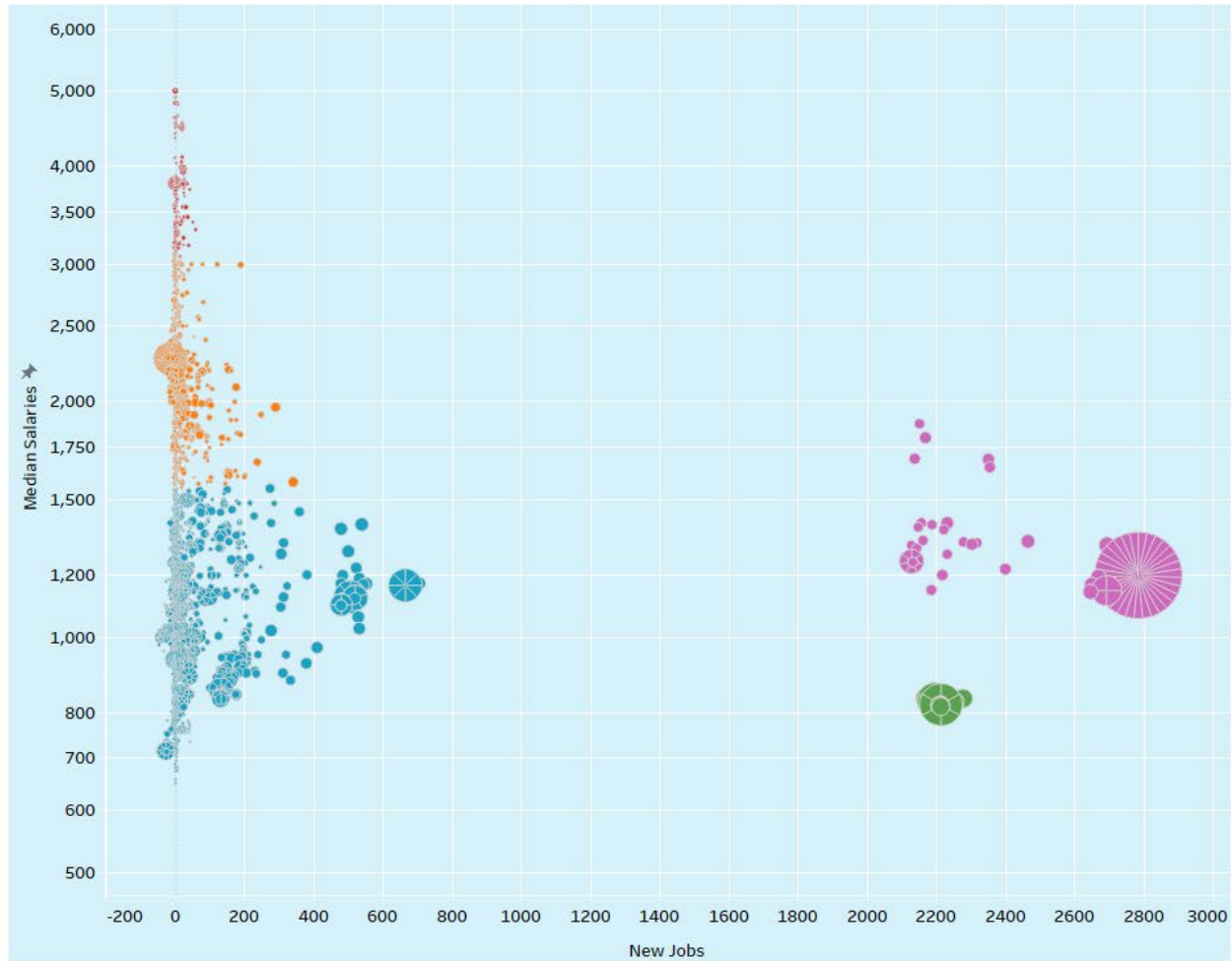
All

Dynamism

All

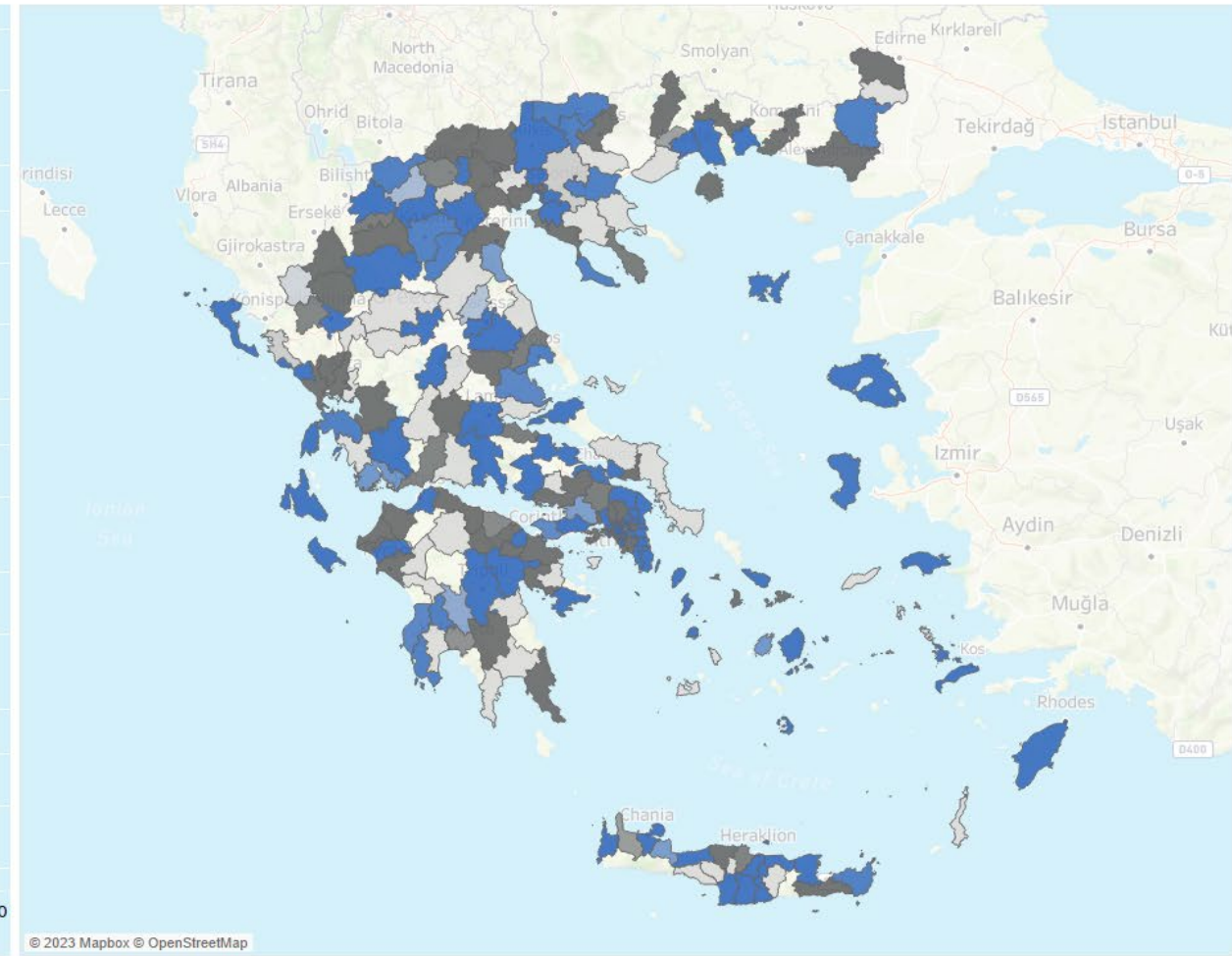
Skills Selection

All



Clusters

Cluster 1 Cluster 2 Cluster 3 Cluster 4 Cluster 5



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New Jobs

-50 50

4.

Applications of the approach/tool in DYPA



Services

Customized tool with local labour-market information made available to DYPA counsellors for assisting the unemployed draft their individualized action plans



Policy

Formulation of evidence-based National Skills Strategy (first time ever)

Strategy for Upskilling the Labour Force and Interlinking it to the Labour Market

Aims of the National Strategy

- ▶ An effecting matching of supply and demand in the labour market, in terms of required skills
- ▶ Monitoring and identification of current occupational trends and skills that meet the needs of the labour market with an emphasis on green and digital development
- ▶ Supporting the access of all without discrimination and exclusion to programs of continuing vocational training and retraining
- ▶ Promoting the active participation of the social partners in the design and implementation of programs of continuing vocational training
- ▶ Systematic assessment and evaluation of the outcomes of continuing vocational training, as well as effective quality control of the providers of continuing vocational training and the programs offered
- ▶ Evaluation and improvement of funding models for continuing vocational training by linking payments to providers of vocational training with their performance in terms of employability of beneficiaries
- ▶ Evaluation of the governance model of the Skills Strategy for the Labour Force

Current situation

- Low employment rate of the labour force
- Accumulation of workers in occupations requiring a medium level of skill
- High unemployment rate
- Spatial and sectoral differentiations in the mix of skills required for the jobs offered

Challenges

- Ageing of the labour force
- Lag in high skill jobs
- Underemployment and reduction of the labour force with tertiary education and above
- Mismatch between supply and demand
- Climate change, energy challenges and environmental degradation

Prospects

- Real-time monitoring of the labour market and demand for skills
- Linking the knowledge, competences and skills of the unemployed with the needs of the labour market
- Description of job vacancies based on requisite skills
- Upgrading of the digital intelligence of the businesses' labour force

Axes of the National Strategy

- ▶ Transformation of the labour market for the creative utilization of the skills of the labour force
- ▶ Supporting business innovation and resilience through the upgrading of the digital intelligence of the labour force
- ▶ Cultivating environmental consciousness and promoting responsible environmental behaviour for employed and unemployed persons
- ▶ Promoting cyclical economy and energy conservation
- ▶ Reducing skills mismatches of the labour market with targeted actions for enhancing skills at a sectoral-occupational-spatial level
- ▶ Investing in occupations and skills of the future
- ▶ Enhancing the horizontal skills of the labour force while linking/matching them with the actual needs of the labour market

Mechanism of evaluation and feedback of the National Strategy

Governance of the skills system of the labour force



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
Υπουργείο Εργασίας
και Κοινωνικών Υποθέσεων

ΔΗΜΟΣΙΑ ΥΠΗΡΕΣΙΑ ΑΠΑΣΧΟΛΗΣΗΣ (Δ.Υ.Π.Α.)
Στρατηγική για την Αναβάθμιση
των Δεξιοτήτων του Εργατικού Δυναμικού
και τη Διασύνδεσή του με την Αγορά Εργασίας

Αθήνα | 01/11/2022



HELLENIC REPUBLIC
**Ministry of Labour
and Social Affairs**

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