

**PROJECT OF THE EU RESEARCH AND
INNOVATION PROGRAMME «HORIZON EUROPE»:
«SKILLS PARTNERSHIPS FOR SUSTAINABLE AND
JUST MIGRATION PATTERNS» (SKILLS4JUSTICE)
GRANT NO. 101132435**

**VI INTERNATIONAL SCIENTIFIC AND PRACTICAL CONFERENCE
«INTEGRATION OF THE UKRAINIAN EDUCATION SYSTEM INTO
THE EUROPEAN EDUCATION AREA»**

KYIV, 25 OCTOBER 2024

I. About the Project

The Project «**Skill Partnerships for Sustainable and Just Migration Patterns**» (**SKILLS4JUSTICE**) is realised within HORIZON-CL2-2023-TRANSFORMATIONS-01-03 (Grant No. 101132435) during November 2023 – October 2026.

The **State Scientific Institution «Institute of Educational Analytics»** (SSI «IEA») is one from 12 partners involved in the implementation of this Project. The role of the SSI «IEA» in the Project is to conduct research on the shortage of qualified personnel in the EU and neighbouring countries, to identify the problems of shortage of qualified personnel and to develop skills and qualifications. This contributes to the creation of partnerships for skills development and the formation of new educational programmes and innovations aimed at solving labour market problems.

*More detailed information you can find on the websites: **[SKILLS4FORJUSTICE](https://horizon.iea.gov.ua)** and **<https://horizon.iea.gov.ua>**

I. About the Project (continued)

This project aims to develop a systematic analysis of skills shortages in 5 EU and 6 non-EU countries in the context of global labour migration by providing scientifically grounded evidence on the nature and evolution of skills shortages, as well as the potential for partnerships to fill in these skills gaps in countries of origin and destination of immigrants. The analysis of skills gaps will focus on three main thematic areas:

- 1) **Labour market**, which defines the relationships between skills supply and demand, along with their specific characteristics.
- 2) **National and sectoral classification systems**, which define institutional pathways and processes for the development, implementation and recognition of qualifications, thus linking the demand for skills in the labour market and their supply in the education system.
- 3) **Education and training systems**, which provide skills supply through vocational education and training (VET), higher education (HE) and adult education (AE).

I. About the Project (continued)

The Project has identified seven main research objectives (which serve as the foundation for the respective work packages - WP), each encompassing different sets of research questions and activities, namely:

WP 1. Project management.

WP 2. Designing of the shortage model for recruitment of skilled workers in the countries of destination and transition countries by referring to the agency of existing skill partnerships in these countries. This model should help in evaluating the skill shortages, understanding their reasons and evaluating the role of migration in dealing with these shortages.

WP 3. Evaluation of the labour market in analysing matching needs and shortages of skilled workforce in the countries of origin compared to the countries of destination and transition countries. The main objective of this activity is to explore the possibilities and areas for sustainable and mutually beneficial skill partnerships between the countries of destination, transitional countries and countries of origin in terms of: a) analysis of the demand and supply of qualifications by seeking to identify the key shortages and mismatches; b) identification of areas/sectors of possible investments in skill formation in the countries of origin and transition countries; c) identification and localization of the possible measures for the sustainable development, assessment and recognition of the skills of migrants to prevent their losses.

I. About the Project (to continue)

WP 4. Surveying skilled migrant workers in the countries of destination and origin (returned migrants).

This survey seeks to provide the perspective of migrants to the above discussed questions of research. Here the quantitative survey will be supplemented with the qualitative study (interviews and focus groups). The survey contains three key themes: 1) skill formation of migrant workforce in the origin and destination countries; 2) mobility patterns and their relations with skill formation; 3) participation of migrants in the local development of the origin and destination countries.

WP 5. Analysis of conditions which influence positively or negatively local development processes vis-à-vis foreign upskilling and recruitment in the destination countries, as well as the conditions which lead to domestic institutions of the origin countries to capitalize on the positive effects of migration for skill development of their population.

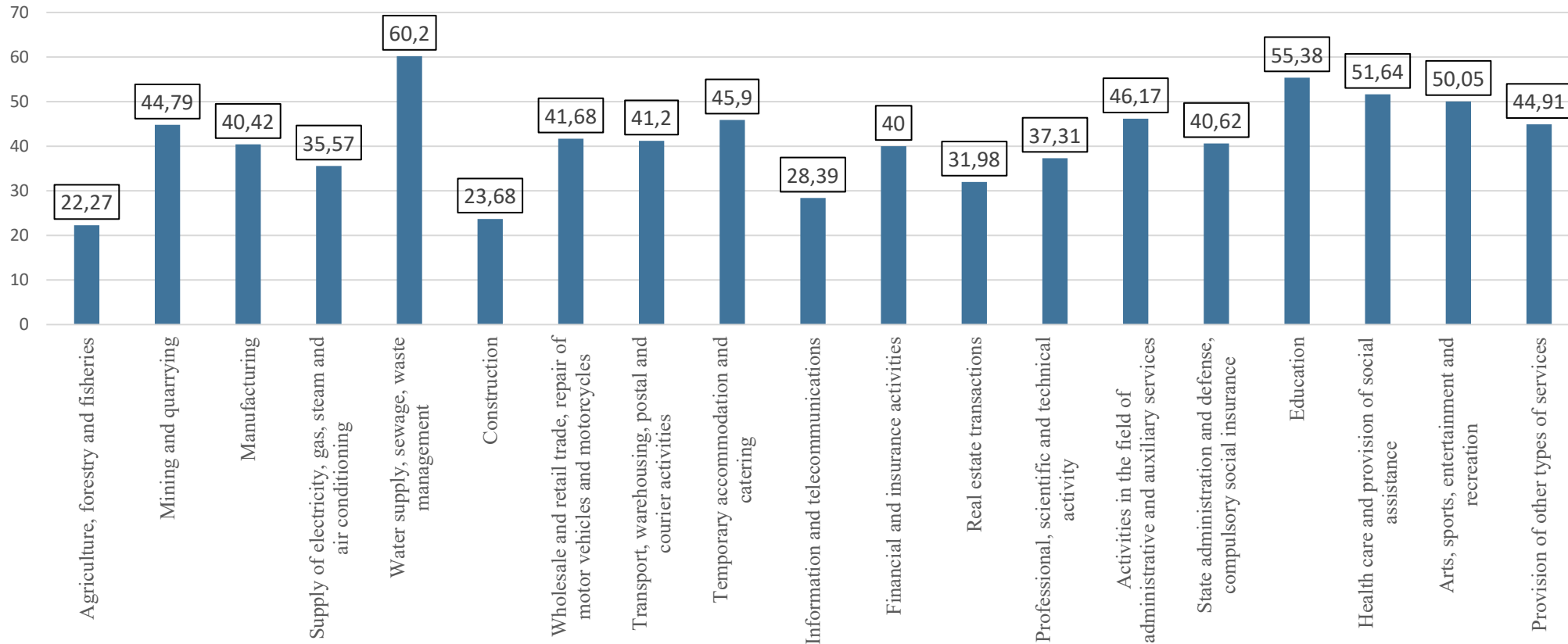
WP 6. Development of a toolkit for skill partnerships on sustainable and fair skill formation and migration between the stakeholders in the destination, transitional and origin countries. This toolkit will be designed on the basis of findings in the previous stages of research.

WP 7. Dissemination and promotion of research results.

II. Certain results of the first research year

2.1. Labour market situation

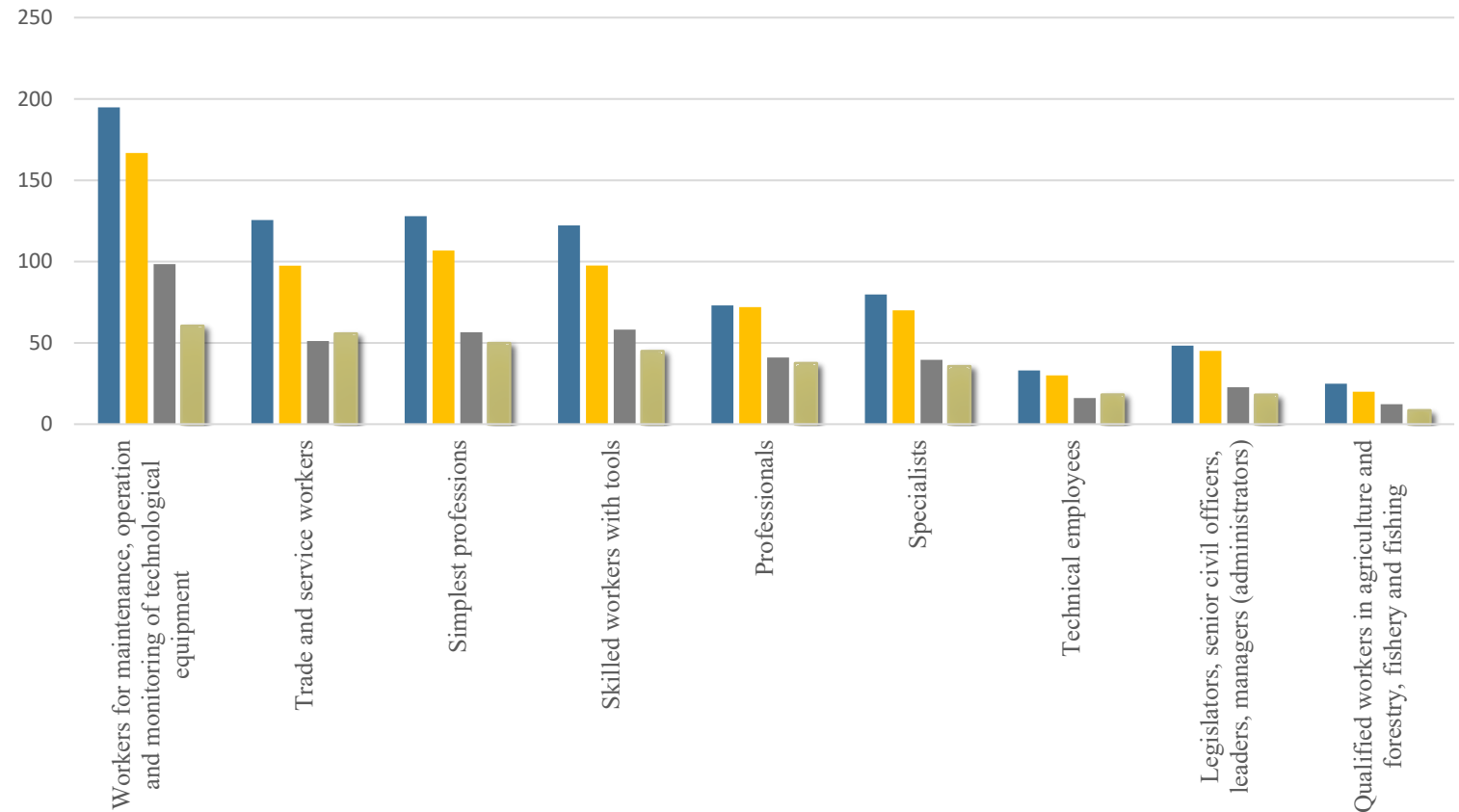
During 2020–2023, the number of job vacancies decreased by 60.3%, or 2.5 times, from 829,600 in 2020 to 329,400 in 2023



II. Certain results of the first research year

2.1. Labour market situation (continued)

In 2020-2023, there was also a significant decline in demand within the professional context, mainly for manual (blue-collar) occupations, although they continue to dominate the labour market in absolute terms



II. Certain results of the first research year

2.2. The highest demand for qualifications

Types of economic activity with the highest shortage of personnel in the domestic labour market in 2021-2023

Type of economic activity, section or division <i>(in Ukrainian - KVED)</i>	Name of profession (position)
C – Processing industry / Clothing manufacturing	cutter seemstress
F – Construction / Specialised construction works	roofer of rolled roofs and roofs made of artificial materials plumbing fitter motor vehicle crane operator
H – Transport, warehousing, postal and courier services / Land transport and transport via pipelines	engineer for the operation of the machine and tractor fleet wheeled vehicle repair mechanic motor vehicle driver tram driver trolleybus driver
M – Professional, scientific and technical activities / Research and development	researcher (agronomy, zootechnics, forestry) researcher (statistics) professor/associate professor of a higher education institution
P – Education	teacher of a general secondary education institution teacher-speech therapist social pedagogue assistant teacher of a preschool education institution teacher's assistant

II. Certain results of the first research year

2.3. The highest oversupply of qualifications

Types of economic activity with the highest oversupply in the domestic labour market in 2021-2023

Type of economic activity, section or division (in Ukrainian - KVED)	Name of profession (position)
M - Professional, scientific and technical activities/ Activities of head offices (headquarters)	manager (head) in the field of information provision manager (head) in public relations manager (head) of administrative activities manager (head) of logistics
J - Information and telecommunications/ Radio and television broadcasting activities	director video recording operator radio mechanic for maintenance and repair of radio and television equipment electrician of linear telecommunication and wire broadcasting facilities
K - Financial and insurance activities / Insurance, reinsurance and non-governmental pension funding, except for compulsory social insurance	manager (head) for insurance insurance expert in labour protection insurance agent office worker (insurance)
M - Professional, scientific and technical activities / Advertising and market research	manager (head) in advertising manager (head) in marketing advertisement specialist
N - Administrative and support service activities / Administrative and support office activities, other business support services	HR manager commodity expert information and communication network operator data entry operator

II. Certain results of the first research year

2.4. Trends in over-qualification and under-utilisation of the skills of the domestic labour force

List of professions with the highest qualification mismatch with employer requirements in 2023

Seller of food products
Driver of motor vehicles
Cook
Accountant
Seamstress
Teacher of a general secondary education institution
Security guard
Medical nurse (medical brother)
Civil service specialist (local self-government)
Tractor operator in agricultural (forestry) production
Building maintenance and repair worker

II. Certain results of the first research year

2.5. Key conclusions on the use of labour and skills in the country

The utilisation of labour and skills in the country is characterised by:

- ✓ **A reduction in economic activity, external migration and reduced demand from consumers of services during the war;**
- ✓ **A significant decline in living standards and incomes during the war, leading to cuts in spending on education and training;**
- ✓ **The continued practice of many educational institutions of training personnel without reference to the real needs of national and regional labour markets;**
- ✓ **A revival of demand on the labour market over the past year and a half, driven by increased production in the defence sector, the restoration of logistics and other infrastructure communications, and mobilisation in the Ukrainian Armed Forces, to which educational service providers have also responded by simplifying procedures for adult education, including micro-qualifications.**

II. Certain results of the first research year

2.6. Conclusions based on one of the 4 stakeholder surveys

The following general conclusions can be drawn from the survey:

- **The pandemic in Ukraine facilitated a highly productive transition of employees to the use of digital tools in their work, which significantly facilitated the performance of work tasks during the war;**
- **During this challenging period, employees began to adopt and master new digital devices, equipment, software and information technologies etc. more widely and effectively;**
- **In the context of the war, online learning and remote work have been widely adopted in all spheres of life and labour use in the country;**
- **Ukraine has seen active and effective digitisation in many areas of work and education, particularly in areas such as document management, financial and banking activities, online learning platforms and programmes, and simulation-based assessment tools.**

III. Next steps in developing qualifications in Ukraine

- 1. Harmonisation of the National Qualifications Framework (NQF) with the best EU analogues, including its reform and transition to approaches for forecasting, planning, assessment, allocation and use of qualifications in labour markets, as well as comparison and validation of qualifications.**
- 2. Focus on significant consolidation of educational institutions based on a cluster approach, alongside the creation of corporate universities, hubs and international centres.**
- 3. Abandoning outdated and bureaucratic approaches to the design of the content and methods of education, with a reorientation (during and after the war) towards a wide range of transformations in the adult education segment.**
- 4. The establishment of a new, independent and transparent system for internal and external evaluation of the quality of educational services, together with the recognition and awarding of professional qualifications.**
- 5. Implementation the findings of this research in the preparation of relevant draft laws, regulations and methodologies, while conducting information campaigns targeting key policy makers and stakeholders.**

THANK YOU!