

The Competence Compass

- The future of the labour market made visible.

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Funded by the European Union – NextGenerationEU

New information service to be launched soon



- Funding received from the European Union's Recovery and Resilience Facility (RRF)
- Development work on the project will be carried out between 2022 and 2024.
- On the platform, we will provide reliable and current information on skills needed for the future from the perspective of continuous learning.
- The new service will be called **Osaamistarvekompassi**, roughly translated to "The Competence Compass".
- The first version of the product will be published in late 2023.



Do we understand each other?

- FI: osaaminen
- EN: knowledge, skills, competence
- FI: Osaamistarvekompassi
- **EN**: The compass of needed knowledge, skills and qualifications (in the labour market)



Osaamistarvekompassi						Q FI SV
FI	Etusivu	Data	Ammattialat	Osaamiset	Tutkinnot	Suosikit
EN*	Home	Data	Professional fields	Skills and competence	Qualifications	Favorites

^{*} The service will first be available in Finnish only, and later on also partly in Swedish. The service will not be available in English.

International benchmarks of the Competence Compass





O*NET OnLine



WØRLD



Insight Report

Towards a Reskilling Revolution

A Future of Jobs for All

MAPPING
THE GENOME
OF JOBS
The Burning Glass skills taxonomy

In collaboration with The Boston Consulting Group

January 2018

Service for guidance and counselling providers



- Guidance and counselling providers can find new kinds of information through The Competence Compass
 - Anticipation information concerning skills and competence needed in the near future (period of 1-5 years)
 - Information about job transitions and skills needed to enable them
- Answers to possible questions by private persons:
 - "What kind of competence and skills are currently required by the labour market? I want to ensure myself of my professional future."
 - "What kind of competence and skills are needed in the labour market within the next five years?"
 - "I want to make a job transition with as little reskilling as possible. What new skills and competence do I need to make the transition?"



Service for education providers

- Education providers will find information on skills and competence needed in the labour market in the near future, enabling them to develop their services in advance
- We will provide tangible and easily understandable visuals of complex data for policy makers and officials
 - Situation analysis of job transitions by illustrating the transition data from Statistics Finland from 2014 onwards
 - Real-time situation analysis of the performance of qualifications and degrees in Finland based on the data of the register for Finnish qualifications maintained by the Finnish National Agency for Education
 - The National Registry and Data Transfer Service for Study Rights and Completed Studies
 - Situation analysis of skills and competence provided by education providers throughout the official education system
 - We put the qualifications into words using the curriculum data

Combining the Data



Anticipation results of employment and skills needed in the labour market in the near future

- Vocational education and training
- Bachelor's Degrees at UAS
- Master's Degrees at UAS
- Bachelor's Degrees at universities
- Master's Degrees at universities

Real-time situation analysis of qualification performance, forecast for the performance of qualifications and skills and competence the qualifications provide

Qualifications allocated in professional fields and vocational branches

• Employment statistics combined with qualification structure and the amount of qualification performance

- Situation of qualifications and
- Quantitative labour shortage qualitative labour shortage
- What kind of educational services are needed to improve the labour market matching?

Labour market matching



SECLE was established to make an impact

- We use the input-output-outcome-impact framework
 - It is slightly different from e.g. The Nesta Impact Investment Model
 - For more information: https://www.sitra.fi/en/articles/it-worth-trying-measure-impact/ (Sitra)
- We follow up on the cost-effectiveness of our funding by data-analysis through our data platform
 - With funding data analysis, we reach the **output** level of the impact model (cost-effectiveness)
- We carry out surveys and questionnaires to our customers
 - With surveys we reach the **outcome** level
- Impact research is based on statistics and register data of the labour market
 - We buy said research from renowned register scholars
 - Proving the impact, the research set-up has to contain the control group and it can be formed in the register data
 - The question is: what would have happened, if the person participating in the course funded by SECLE had not opted for that education?

Input

 Resources, e.g. finances, personnel, skills, networks

Money used to hire a fishing teacher

Output

 Work accomplished: hours, number of contacts, reports written, etc.

Fishing is taught for 10 hours

Outcome

 Concrete change in humans or structures: learning, new attitudes, new practices, changes in law, etc.

The student knows how to fish

Impact

 Human well-being and societal benefits: employment, improved health, lower costs, feeling of community, etc.

The new fisherman gets better nourishment, controls his or her life, earns a living, improves quality of life



Thank You!