

Policies for matching better skills in better jobs

28/06/2016  [European Skills Index, EU](#)

At a seminar jointly organised by Cedefop and [the Netherlands EU Presidency](#) on 23 June in Brussels, experts and stakeholders from around Europe discussed policies for matching better skills in better jobs.

The event was an opportunity to disseminate to European stakeholders the main findings of Cedefop's ongoing research on skill mismatch, most prominently the Cedefop European skills and jobs survey (ESJ survey), carried out in 2014 across approximately 49 000 EU adult employees.

Mirko van Muijen, Head of Education at the Dutch Permanent Representation, welcomed the 50 participants from 22 Member States, the European Parliament, the European Commission and other organisations.

In her opening speech, Cedefop Deputy Director Mara Brugia said that skill mismatch has a cost for individuals, enterprises and the whole of society.

'It would be too simplistic to think that the issue can only be solved by improving education and training,' argued Ms Brugia, adding: 'Even if education reforms are perfect, that will only solve the issue of young graduates and not the one of people who are already in work. Therefore, we need to have policies to support on-the-job training. We also need a holistic approach to skills governance which combines different policies, including social and immigration policies'

Ms Brugia invited Member States to participate in Cedefop's forthcoming thematic activity on governance of skills anticipation systems. Cedefop will be providing support to countries interested in building their own capacity and improve the governance of their skills anticipation systems.

Cedefop Head of Department for Skills and Labour Market Pascaline Descy highlighted that, even though many policy-makers have focused in recent years on the notion of matching people's skills to jobs, this static view of the world is likely to be misguided.

[Read more on policies for matching better skills in better jobs](#)

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