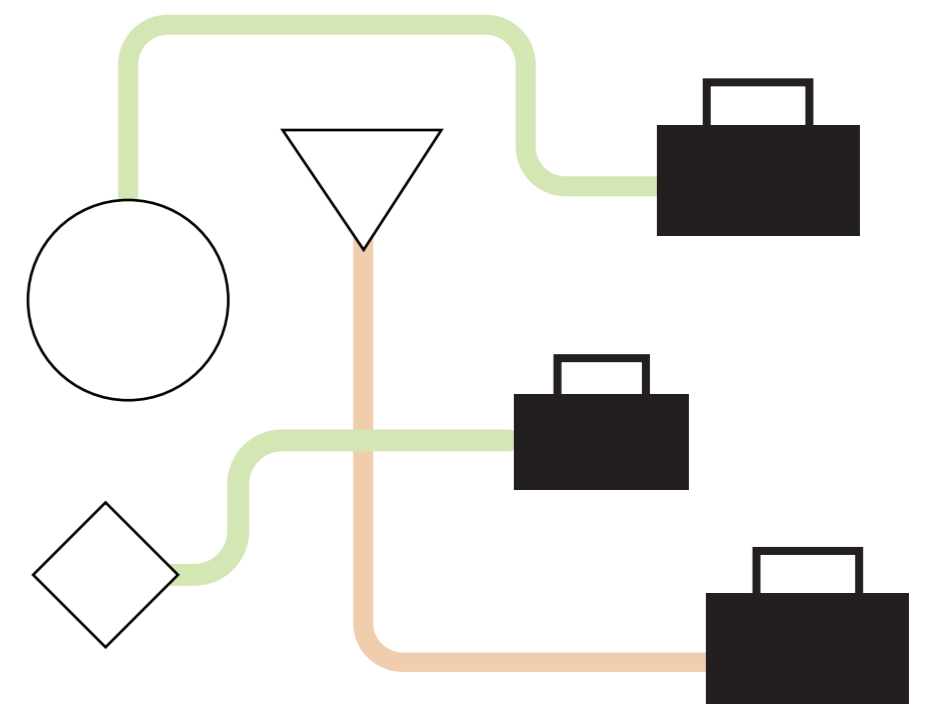


HOW TO FORECAST SKILLS IN DEMAND

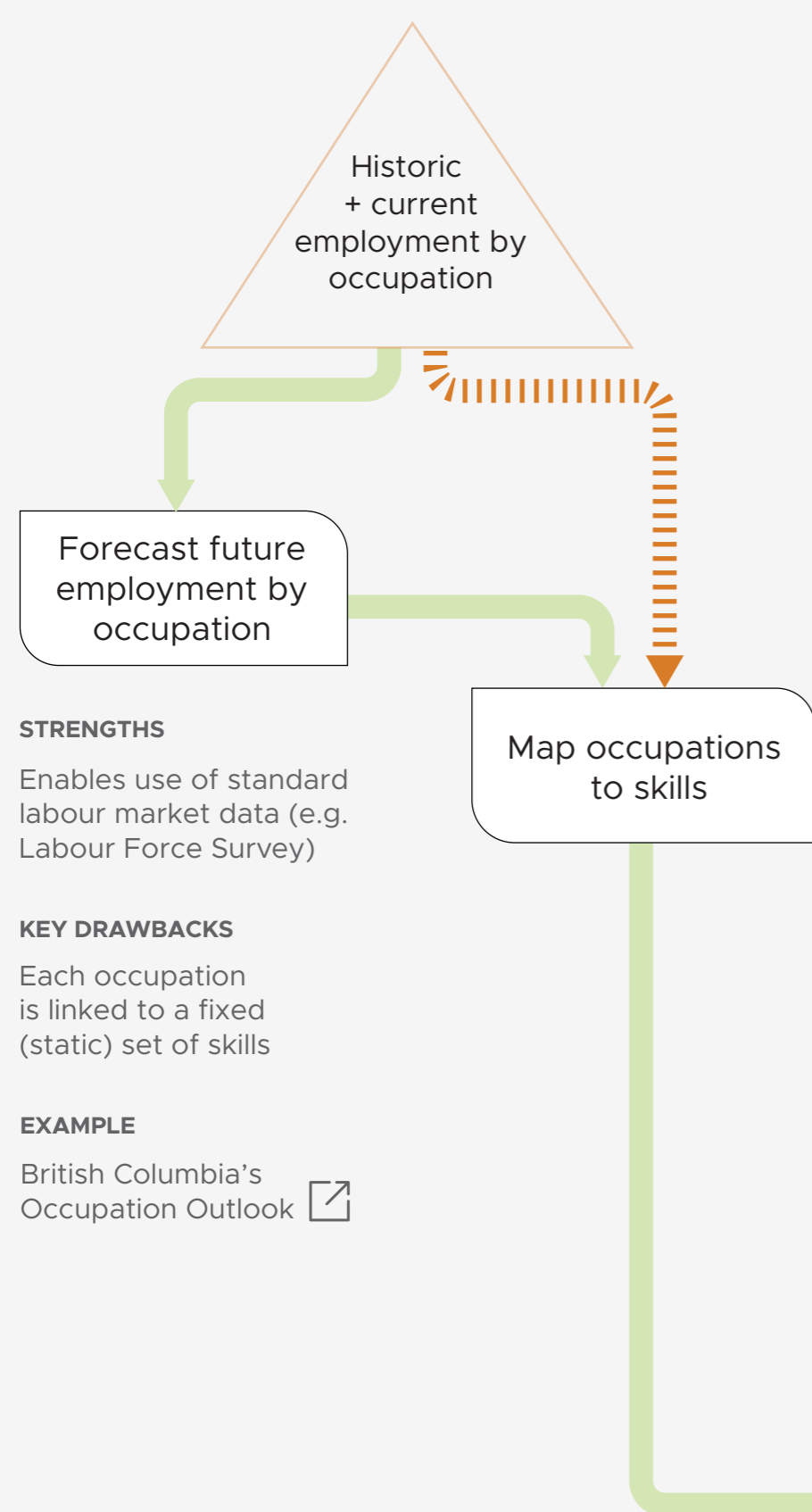


Three broad approaches to forecasting skills in demand, each with strengths and key drawbacks:



1

Forecast employment demand of occupations and map these data to skills.



STRENGTHS

Enables use of standard labour market data (e.g. Labour Force Survey)

KEY DRAWBACKS

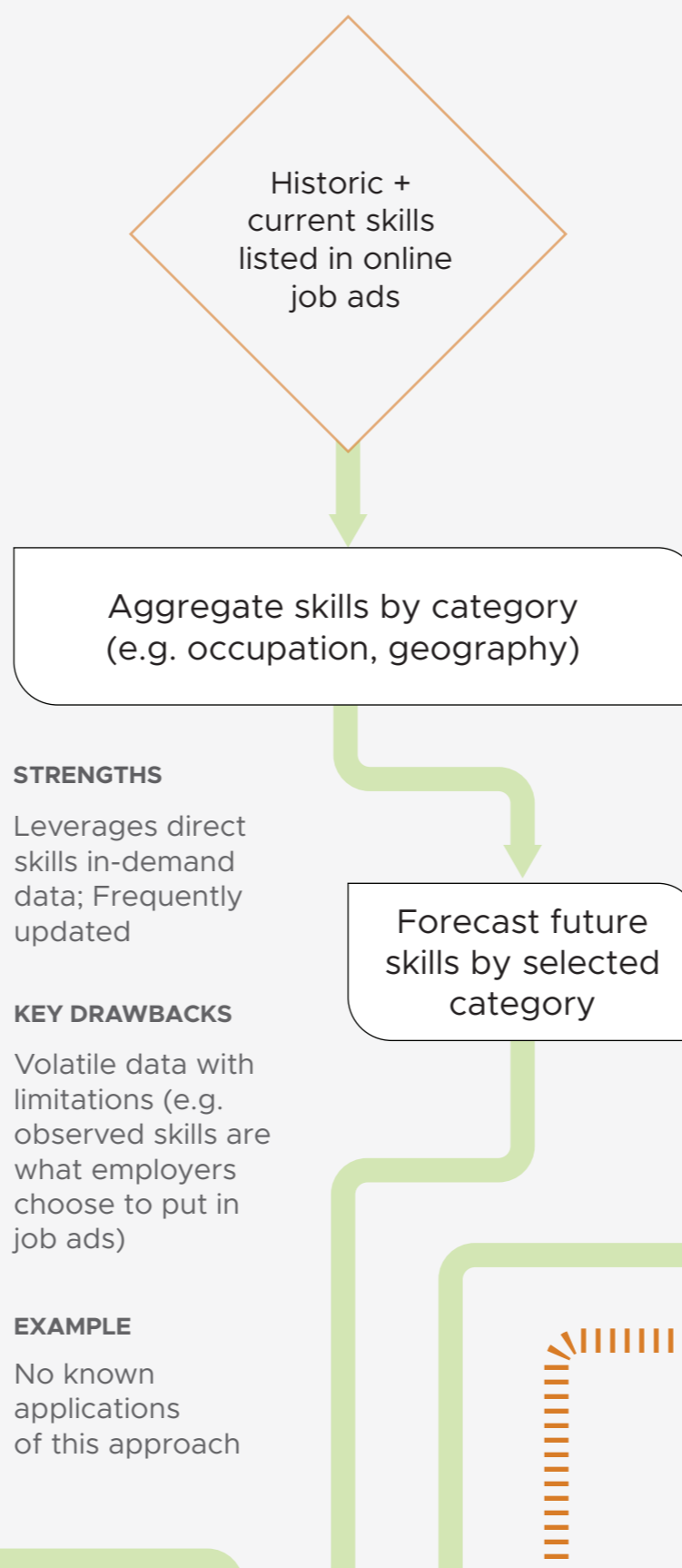
Each occupation is linked to a fixed (static) set of skills

EXAMPLE

British Columbia's Occupation Outlook

2

Forecast skills directly from key words used in online job postings.



STRENGTHS

Leverages direct skills in-demand data; Frequently updated

KEY DRAWBACKS

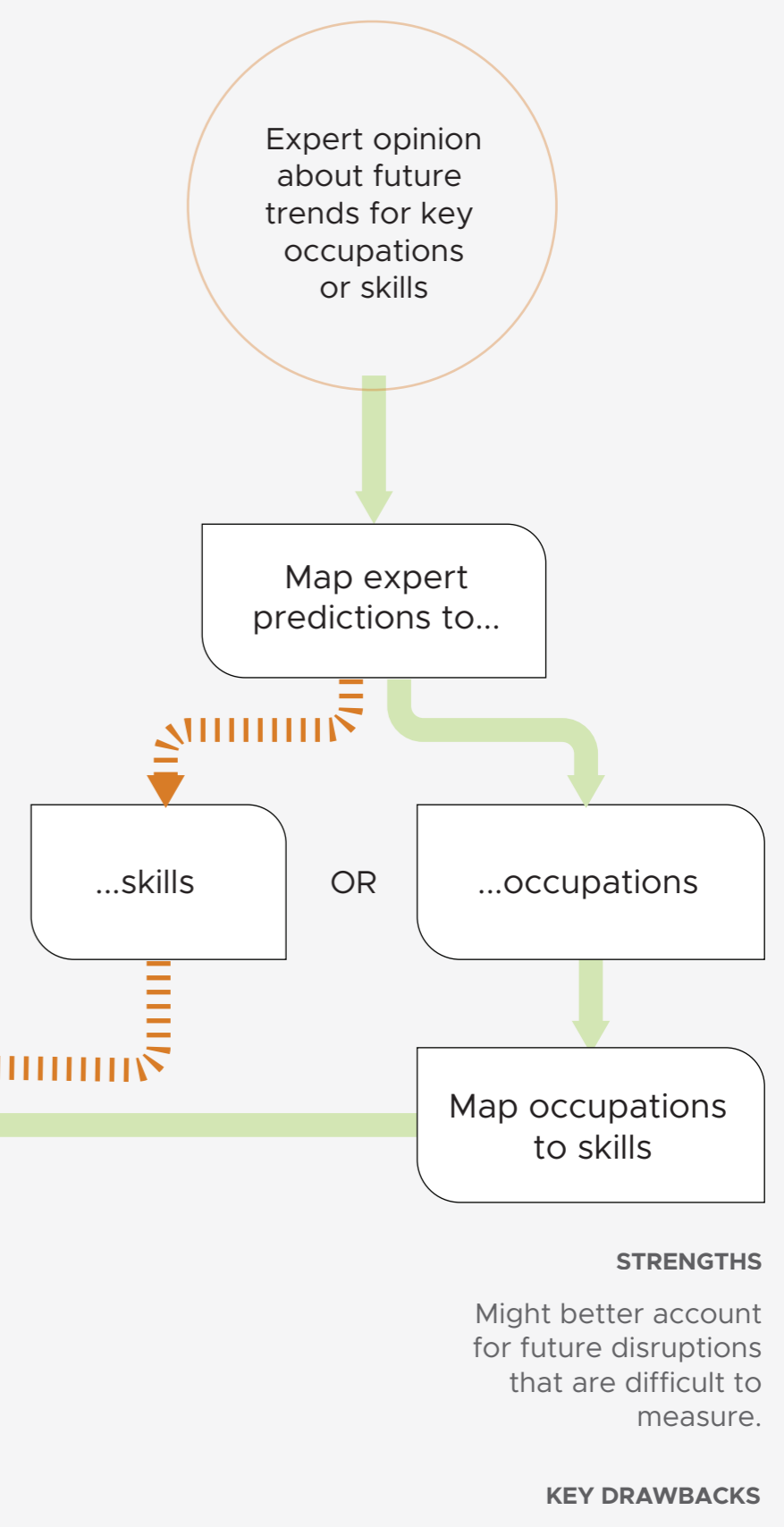
Volatile data with limitations (e.g. observed skills are what employers choose to put in job ads)

EXAMPLE

No known applications of this approach

3

Use expert opinions about key skills in the future to make broad predictions about all skills.



STRENGTHS

Might better account for future disruptions that are difficult to measure.

KEY DRAWBACKS

Forecast only as good as experts' opinion.

EXAMPLE

Employment in 2030, Brookfield Institute.



What is a skill?

The ability to apply one's learning to perform or execute a given task.

Not to be confused with tools and technologies, knowledge or abilities. Understanding skills is crucial in helping job seekers, employers and training providers speak the same language.

How to Forecast Skills in Demand: A Primer

A joint research report by Future Skills Centre and the Labour Market Information Council.

[READ THE FULL REPORT](#)

