

Curriculum for Workshop 3:

**Best practices in: Stakeholder Collaboration and
Labour Market Analysis for future skills forecasting
and adjustment of VET programmes accordingly**



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Workshop 3: Best practices in: Stakeholder Collaboration and Labour Market Analysis for future skills forecasting and adjustment of VET programmes accordingly

1. Introduction

This workshop focuses on adjusting Vocational Education and Training (VET) programs to forecast and meet future skills needs. The workshop's core philosophy shifts from trying to predict the future of skills to actively co-creating it through structured collaboration among various stakeholders, including employers, educators, and policy-makers.

Key elements covered include utilizing Transformative Scenario Planning (TSP) to explore plausible futures and leveraging triangulated Labour Market Information (LMI) from multiple data streams to inform curriculum adjustments. It includes the presentation of several European best practices as models for designing adaptive, inclusive VET programs that are responsive to rapid labor market changes. The overall mission is to establish robust, collaborative ecosystems that facilitate the continuous review and adaptation of educational offerings with an equity lens.

2. Aim and objectives

2.1. Aim

The aim of the workshop is to explore best practices in stakeholder collaboration and labor market analysis, enabling participants to co-create a future-ready action plan.

The curriculum seeks to move participants away from "pretending we can predict the future" and towards collaborating to shape it. The core idea shifts the focus from predicting the future to creating it together.

The ultimate goal is to achieve effective VET alignment by establishing robust, iterative feedback loops rather than relying on perfect prediction.

2.2. Objectives

At the end of the workshop participants will be in a position to:

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In terms of knowledge:

- To describe the key concepts, roles, governance models, and KPIs involved in stakeholder collaboration for aligning VET programmes with future skills.
- To explain the purpose, core principles, and main steps of Transformative Scenario Planning (TSP) and its relevance to skills foresight and VET adaptation.
- To identify European best practices in stakeholder collaboration and labour market analysis for skills anticipation, including common success patterns.
- To describe key labour market intelligence (LMI) sources and explain the rationale for triangulating multiple data streams to support evidence-based decisions.
- To outline how skills signals and forecasts are translated into VET curricula, including learning outcomes, modules or micro-credentials, assessment approaches, and update cycles, with attention to equity and inclusion considerations.

In terms of skills:

- To map a regional or sectoral ecosystem of stakeholders and define clear roles and contributions to support collaboration in VET and skills forecasting.
- To conduct a Quick Skills Scan by identifying, sourcing, and clustering in-demand skills for a selected sector or occupation using relevant labour market intelligence tools.
- To analyze emerging skills and technology signals in order to distinguish meaningful trends from noise and justify keep, wait, or ignore decisions for curriculum development.

In terms of attitudes:

- To demonstrate openness and curiosity in situations of uncertainty by valuing iteration, reflection, and learning from ambiguity rather than seeking fixed solutions.

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- To adopt a collaborative and evidence-informed mindset that values diverse perspectives, promotes trust through action, and applies an equity lens when designing and adapting VET responses.

2.3. List of topics

Topic 1 : Introduction and context

The reality check on skills forecasting, job titles expiring quickly, and the shift towards holistic guidance (career + life + learning + transitions). The magic of collaboration: moving from forecasting (guessing) to co-creation (building).

Topic 2: Transformative Scenario Planning (TSP)

The core idea of creating the future together.

The five steps of TSP:

- Orient (define system/question),
- Build the Team (microcosm of the system),
- Develop Scenarios (imagine plausible futures),
- Discover Insights (leverage points),
- Act (prototype, iterate)

Topic 3: European Best Practices in Stakeholder Collaboration & Labour Market Analysis

Examination of core practices in Europe, including:

- Netherlands – Battle for talents;
- Spain – Skills intelligence from Madrid Employment Agency;
- Estonia – OSKA (10-year forecasts, triangulated data);
- Finland – National Forum for Skills Anticipation;

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- Ireland – SOLAS Skills Bulletin; and Austria – AMS Job Barometer

Topic 4: Stakeholder Collaboration & Labour Market Analysis for Future Skills Forecasting in VET

- In-depth review of the VET ecosystem;
- recurring best-practice patterns (Sector Skills Councils, Regional skills observatories);
- Stakeholder roles (Policy makers, Employers, VET providers, etc.);
- Collaboration Models (governance, cadence, decision gates);
- LMI Data Sources (official stats, vacancy data, sector studies) and Triangulation methods

2.4. Training techniques used

- Lecture
- Questions and answers
- Discussion
- Exercise
- Icebreaker Activity and Brainstorming
- Case study

2.5. Workshop Evaluation

- Reaction Evaluation through a questionnaire that includes general evaluation questions and also specific questions evaluating the extent to which the participants feel that specific knowledge and skills are being developed by the specific workshop.
- A learning evaluation tool through a multiple-choice test (10 questions)

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