Eastern Partnership Platform 4, 2017-2020
Make it Match network

Skills anticipation and matching system / approach - country profile (June 2019)

Country: Georgia
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Objective of the country profile

All countries of the Eastern Partnership are planning and implementing actions and projects to strengthen their skills anticipation and matching systems and disseminate credible and up-to-date labour market information for end-users and policy making institutions. The six countries have actively participated in the capacity building activities of the Make it Match network since 2014.
The country fiche is based on 6 main questions. It contributes to planning and monitoring of your country developments that contribute to improve your skills anticipation and matching systems and instruments. The focus of this country profile is on systems, not on results of labour market information. In particular, the profile provides an overview of the state-of-play, main developments and plans concerning the institutional setting and coordination; used data sources and analytical methods; main products and dissemination platforms and mechanisms.
This information is compiled and filled by the country team of the "Make it Match Network", and reflects information updated in 2019.
Please could you use the questions and tables below for fill this profile. You can add appendixes, if needed.

1. Skills anticipation and matching: involved institutions and their main functions and contributions:

Institution	Main functions	Main contributions (outputs)
Ministry of Economy and Sustainable Development of Georgia	Undertakes labour market studies and analysis on regular basis; Administrates public web-portal of the Labour Market Information System	Annual Labour Market Analysis Reports; Survey Reports on skills needs; Functional web-portal of the Labour Market Information System.
Ministry of Education, Science, Culture and Sport	Oversees VET education system; Carries out regular tracer study of the VET graduates	Results of the tracer study
National Statistics Office of Georgia	Produce labour market statistics: carries out the Labour Force Survey (LFS) and Establishment survey (ES).	Results of LFS and ES
Minister of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia	Elaborates Active Labour Market Policy	Employment support programs designed for jobseekers and different vulnerable groups
Social Service Agency (Employment Programs' Department)	Runs employment support programs; Collects information on jobseekers and administrates job portal – worknet.gov.ge; Studies the labour market demand through qualitative method	Information on jobseekers; Qualitative information on the labour market demand

a) *Is there an umbrella body, such as a council, commission, task force coordinating skills anticipation and matching? At national, regional or sectoral levels? Is there an Observatory (employment, training, skills…) at any stage of development?*
Key information: name, weblink(s), year of started activity, status (autonomous; department under existing state body; network; project)

Labour Market Analysis Division was established in 2014 within the Ministry of Labour, Health and Social Affairs of Georgia and in 2017 it moved to the Ministry of Economy and Sustainable Development of Georgia (MOESD) under the Economic Policy Department. Primary tasks of the division is to underrate labour market studies and analysis, as well as to develop and administrate the web-portal of the Labour Market Information System.
In 2017 MOESD established the Interagency Cooperation Group by the Order of the Minister of MOESD with aim of promoting labour market studies and the Labour Market Information System. The Interagency Coordination Group gathers different governmental institution, business associations and trade union.
The ministry regularly holds the Interagency Coordination Group's meetings and organize workshops in order to discuss ongoing and future plans, results of labour market studies and analysis, prospects of LMIS; as well as to reveal topics of future surveys.
Web links:
http://www.lmis.gov.ge/Lmis/Lmis.Portal.Web/Pages/User/News.aspx?ID=01588329-4b94-4ebf-a72a-543b0ed862d4
http://www.lmis.gov.ge/Lmis/Lmis.Portal.Web/Pages/User/News.aspx?ID=29a04f15-e7c5-450b-b183-3569e5d628fe

If such a coordinating body / commission is not operational, please indicate how information and analysis from skills anticipation activities is coordinated for use at different levels (e.g.: national policy, regional and local, providers of education and training, employment services, enterprises, learners)

b) *Is there a portal or other public communication instrument to disseminate results of skills anticipation and matching?*
Key information: web link (s); sources of information for public users

Labour Market Information System - LMIS.GOV.GE is a public web-portal which accessible for all internet users. It provides updated information on labour market trends, career guidance and occupational profiles for different stakeholders. Its primary mission is to handle collection, procession, analysis and dissemination of the labour market information.
Web link:
http://www.lmis.gov.ge/Lmis/Lmis.Portal.Web/Pages/User/AboutUs.aspx

2. Skills anticipation and matching: main used analytical tools and reports (as per May 2019), e.g.: formal projections and forecasts, sectoral studies, enterprise surveys, tracer studies of graduates from education and training, expert panels, sector bodies
Compile information from updated sources (public, non-public, international).

Type and title of method used	Which body is responsible for implementation	Since when, periodicity	Type and source of data collection	Details on the method
Labour Force Survey	GeoStat	From 1998 to 2016 Labor force indicators are published annually and	Sample Survey; Households are interviewed by face-to-face interviews (PAPI).	Until 2017 LFS was as part of Integrated Households Survey IHS). Due to small sample size (about 3400 household per quarter) and complexity of HIS,

		since 2018 - quarterly. Currently LFS results are published quarterly and annually.		until 2017 only main labour force indicators were released annually. In 2017 independent full-fledged LFS was established. Along with sample size of new LFS number of labour force indicators were increased. In 2017-2018 sample size of independent LFS was 6000 households per quarter, but in 2019 number of households increased and amounted to 6400. Population aged 15 and older are interviewed from households. Methodology of LFS is based on the concepts and definitions of the International Labour Organization (ILO) (13th International Conference of Labour Statisticians – "Statistics of the economically active population, employment, unemployment and underemployment"). In 2019 GeoStat started active work with ILO in order to transform methodology of LFS into news standards (Resolution concerning statistics of work, employment and labour underutilization adopted by 19th International Conference of Labour Statisticians).
Establishment Survey	GeoStat	Since 2006. Quarterly, annually.	Sample surveys of business and non-business sector's establishment. Data are collected by means of Computer Assisted Web Interviewing (CAWI); Paper And Pencil Interviewing (PAPI); Self-enumeration.	Since 2006 Establishment Survey are based on two separate surveys: "Statistical survey of enterprises" among business sectors enterprises (non-financial corporation survey) and Survey "Data on Labour" among non-business sectors organizations and financial establishments. Sample frame is Business register. The establishment survey covers all enterprises and organization of all types of ownership and size. The quarterly survey covers about 15 thousand entities and the annual survey - about 18 000 entities. The methodology used for labour market statistics is based on the concepts and

				definitions of the International Labour Organization (ILO).
Survey of Labour Market Demands in the Tourism Industry	MOESD	Undertook in 2018, Sectoral Study.	Sample Survey; Face-to-face interview (PAPI) and Computer Assisted Web Interviewing (CAWI).	Sample size was determined 8,417 enterprises, which gives the possibility that the margin of error received at the level of sections within the Statistical Classification of Economic Activities (NACE Rev.2) does not exceed 5%, and in general, the margin of error throughout the country does not exceed 2%.
Survey of Business Demand on Skills	MOESD	Undertook in 2017, Sectoral Study, Enterprise Survey.	Sample Survey; Face-to-face interview (PAPI) and Computer Assisted Web Interviewing (CAWI).	Sample size was determined by 6000 enterprises, which gives the possibility that margin of error received at the level of the sections within the Statistical Classification of Economic Activities (NACE Rev.2) does not exceed 5%, and margin of error throughout the country does not exceed 2%.
Tracer Study	MOESCS	Since 2014. Annually	Telephone interviewing	Tracer Study is carried out annually. Target population of the survey are TVET program graduates after a year of completion of studies. The study is based on a standardized questionnaire that is administered by a telephone interview.
Caucasus Barometer	Caucasus Research Resource Center (CRRC)	Annually	Sample Survey	Annual household survey based on stratified random sampling drawn from the electoral lists. The sample does not have panel features and is drawn each year independently. The questionnaire is not solely focused on Labour Market, but has a block relating to LM topics.

National partners / lead bodies	International organization	Status (ongoing, recently completed, planned) - years	Objectives and activities (1)
MOESCS, MOIDPLHSA, MOESD	EU	Planned 2019-20122 Total Estimated Cost: 50 850 000	EU Budget Support Action: "Skills Development and Matching for Labour Musket Needs". The general objective is to enhance Georgia's

		EUR	economic resilience and sustainable growth through human capital development and skills matching. **The specific objective** is to improve employability of men and women in selected regions. **Main activities** of the sector reform contract are policy dialogue, capacity building, performance assessment and financial transfer.

(1) Note: Refer to specific projects or to sets of activities within a wider project
MOESCS - Ministry of Education, Science, Culture and Sport of Georgia
MOIDPLHSA – Ministry of Internally Displaced Persons from Occupied Territories, Labour, Health and Social Affairs of Georgia
MOESD – Ministry of Economy and Sustainable Development of Georgia

Additional information:

4. Career information and guidance: please succinctly compile information on the most important mechanisms and types of career information and guidance (in a lifelong learning perspective). Career information and guidance can serve diverse purposes and different target groups (youth, adults, students, workers, job seekers and others).

Institutions providing career information and guidance services	Main target groups	Main purposes and services	Websites
MOESCS	pupils of the 8th and 9th grades of public schools	1. Working Skills Development Program Since career guidance services are not systemically provided to general education institutions in Georgia, TVET field suffers from poor image and low attractiveness among the school pupils. This, affects the individuals decisions when choosing the profession. Thoughtful and informative carrier choice is still a challenge in the country and much depends on the parents thinking, society recognition and not the practicality or individual opportunities. Poor awareness on the benefits of TVET field is partially coming from the lack of partnership, communication between the general school and TVET provider. In order to address these needs and gaps Ministry of Education, Science, Culture and Sport started implementation of **"Working Skills Development Program"** which is oriented on overcoming the above-mentioned challenges. Despite the fact that WSD Program has unique career guidance characteristics, it is oriented on achieving several other goals:	www.wsd.ge

		• Promotion of practical skills development among school pupils; • Promotion of cooperation between public schools and VET institutions; • Increasing attractiveness of vocational education; • Promoting continuity of education and continued learning stimulation; As a result of 3 year program 31 TVET institutions (21 public and 11 private) delivered 432 courses in more than 300 public schools of Georgia. State program covered all regions of Georgia and more than 12 000 pupils from 8th and 9th grades benefited from the practical courses in 45 professions.	
MOESCS		2. In addition, every public vocational education institution offers career guidance service to the interested individuals in the college premises. In order to improve professional orientation and career guidance services Ministry of Education, Science, Culture and Sport of Georgia actively collaborates with the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia for provision of services to job seekers that are potential beneficiaries of TVET institutions.	

5. Plans of the government and other key stakeholders regarding further development / revision of skills anticipation and matching mechanisms: architecture of system and objectives; coordination and integration of information and analysis; capacity development and resources; systematic links with career information and guidance, and other skills matching policies and instruments (in LLL perspective).

Please select from the list:
a) Labour market information system: development, strengthening of methods and institutional capacity; new types of data and analysis: please describe.

b) Concrete studies and analyses related with occupational and skills demand, supply and mismatch: please indicate regular and sporadic studies and analyses in the period 2017-2019, carried out by different public and non-public bodies and institutions are national, sectoral and regional / local levels.

c) Dissemination of results from various LMI mechanisms, analyses for end-users (learners, employers, workers, education and training providers, career advisors, others), such as: websites, analytical publications, user-friendly reports and insights adapted for various users' needs.

d) Coordination, cooperation, networking for improved skills anticipation and matching system and its performance: improved mechanisms for joint planning, sharing and debate of results of analyses on labour market and skills anticipation; improved involvement of important policy institutions, agencies, statistical services, social partners, sectoral committees and other stakeholders.

e) Other initiatives contributing to improve and innovate skills anticipation; and for use of results for planning and review of policies, programmes and concrete actions (such as development of occupational standards).

Ministry of Economy and Sustainable Development of Georgia annually undertakes surveys on skills needs and labour market analysis. Also it actively cooperates with state institutions, international and local organizations with aim of elaborating a proper mathematical method on skills anticipation, considering existing databases, their periodicity and purity.

In 2017 MOESD undertook Survey of Business Demand on Skills. Methodology and questioner of the survey was prepared based on the manual – "Developing and Running an Establishment Skills Survey" (ETF, CEDEFOP, ILO 2017) and they were agreed with line ministries (MOESCS, MOIDPLHSA). The survey covered all economic sectors and enterprises' demand on skills were studied by economic activities (NACE Rev. 2) and occupational groups (ISCO 08).

In 2018 MOESD undertook a sectoral study on skills needs, making a special focus on the tourism industry. MOESD placed in practice public discussion on future surveys and organizes workshops with aim of revealing subjects and methodological frame of presumable surveys. Primary goal of the workshop is to ensure involvement, accountability and transparency.

Since 2017 MOESD prepares Annual Labour Market Analysis Reports analyzing employment and unemployment trends by economic sectors, age groups, gender and regions. It covers the supply and demand components of the labour market and determines the key sectors where high economic activity is expected in the following years, which, in its turn, is one of the essential preconditions for employment growth in these sectors. In 2018 MOESD enriched the annual report by a job vacancy study. The ministry overviewed job vacancies published by the outstanding private employment agency – HR.GE, grouped and analyzed them by the major, sub-major and elementary occupational groups of ISCO 2008.

Considering the mentioned above activities MOESD plans to continence labour market study and analysis; undertake skills needs surveys in active cooperation with line ministries (MOESCS, MOIDPLHSA), international and local organizations. It should be underlined that MOESD pays special attention to elaboration of skills anticipation method and plans to enhance cooperation with international organizations with aim of elaborating a proper one.

6. Proposals of the country team regarding development / reform of skills anticipation and matching towards a more systematic, integrated and networked approach (architecture of system, objectives, coordination and integration of information and analysis, capacity development and resources, systematic links with matching and education and training policy (in LLL perspective).
Please take a wider perspective, focus on the important priorities for a period of 2-3 years, and based on realistic assumptions.

Proposed outline:
a) Wider objective(s) of improved skills anticipation and matching system
b) Main actions and milestones for development of skills anticipation and matching
c) Involved institutions and stakeholders
d) Development of analytical capacity of key institutions
e) Resources
f) Timeline

In the framework of EU Budget Support Action: "Skills Development and Matching for Labour Musket Needs", MOESD took responsibility to fulfil two indicators related to skills anticipation for 2020 and 2022.

One indicator envisages to analyze future skills needs in two priority economic sectors in 2020. MOESD is expected to lead the process and undertake sectoral studies using different qualitative and quantitative methods. Differences of methods primarily stem from data availability, quality and reliability, but also different economic, cultural and institutional structures across countries. Sectoral skills anticipation can combine both quantitative

and qualitative components, scenario development, integration of expert assessments and in-depth discussion on the scenarios developed with relevant stakeholders.

Another indicator considers to cover the whole economy and with a 5-year time perspective and prepare **National Skills Anticipation Report 2022.** Skills anticipation stands for all attempts to capture current and future relationship of skill supply and demand and identify changing skill requirements of a country, by economic sectors for now and future. Different quantitative and qualitative methods can be used for skills anticipation. Differences of methods primarily stem from data availability, quality and reliability, but also different economic, cultural and institutional structures across countries. Methodology will be developed based on exiting sources and their purity/accuracy, which determines eventually the main tool of anticipation.