



# OSKA: Estonian labour and skills forecasting system

2024

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# OSKA

**analyses the needs for labour and skills  
necessary for Estonia's economic  
development over the next 10 years**

# OSKA

How many people and which skills are needed in our labour market today and tomorrow?

Where and how to acquire those skills?

What should be changed in labour policy, educational system, lifelong learning, etc. to meet the future needs

# 3 types of studies



**Sectoral  
studies**



**General  
forecast  
report**



*Ad hoc  
studies*

# OSKA quantitative data model combines data from:

Registry of employment

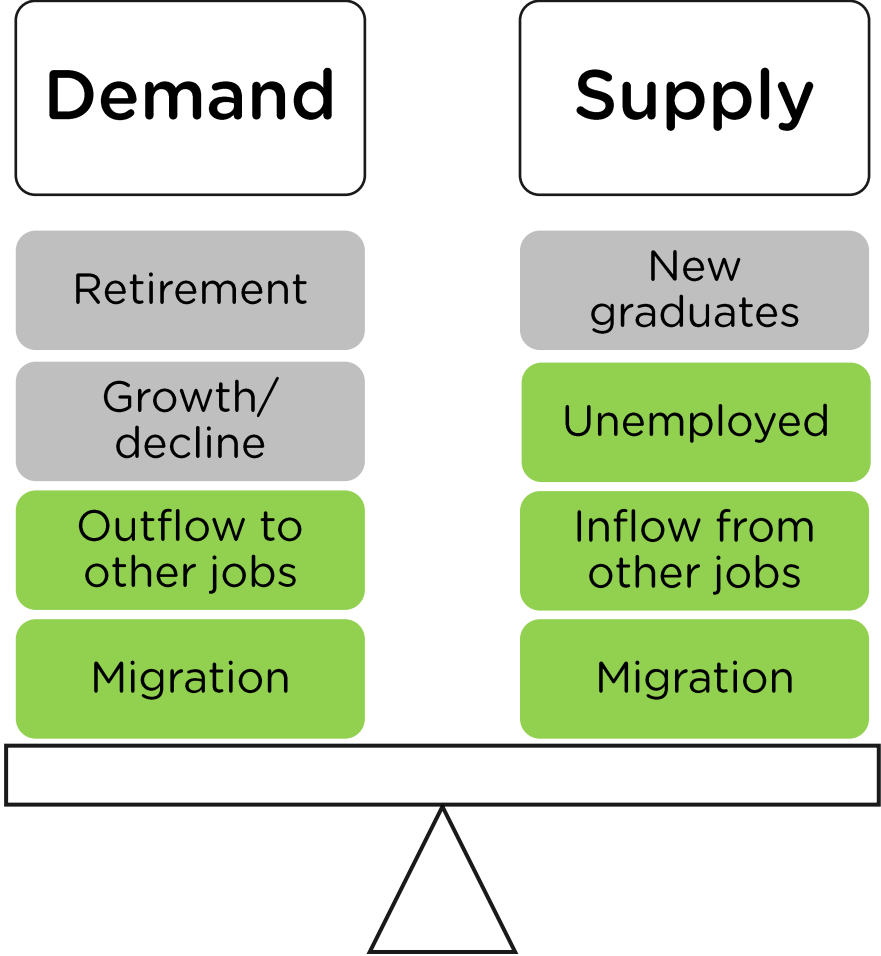
Registry of education

Registry of population


Registry of residents permits

Registry of work visas

And other registries necessary for certain sector



**Demand and supply model of workforce in OSKA forecasts**



## Sectoral studies

Reports on 5 economic sectors every year

Forecast horizon 10 years

Combining qualitative and quantitative methods

Sectoral expert panels ( $\frac{1}{2}$  employers,  $\frac{1}{4}$  educational institutions,  $\frac{1}{4}$  policy makers)

Follow-up of results and recommendations



**Sector & occupations**

**Statistics, trends**

**Labour forecast, growing skills needs**

**Education & training**

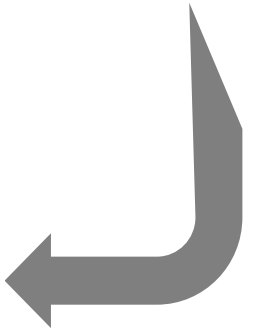
**Balance of demand & supply**

**Proposals & suggestions**

**Report**

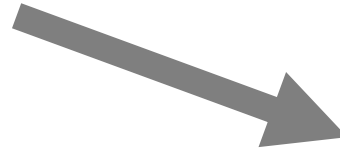


**Follow-up**





**Sectoral  
study  
A**



**Sectoral  
study  
B**



**Sectoral  
study  
C**



**General  
forecast  
report**



**General  
forecast  
report**

Once every 3 years

Registry-based data model

Gives overview:

By economic sectors

By occupational groups

By education

General comparison of supply and demand of workforce

Points out main problem areas of supply and demand of labor



**General  
forecast  
report**

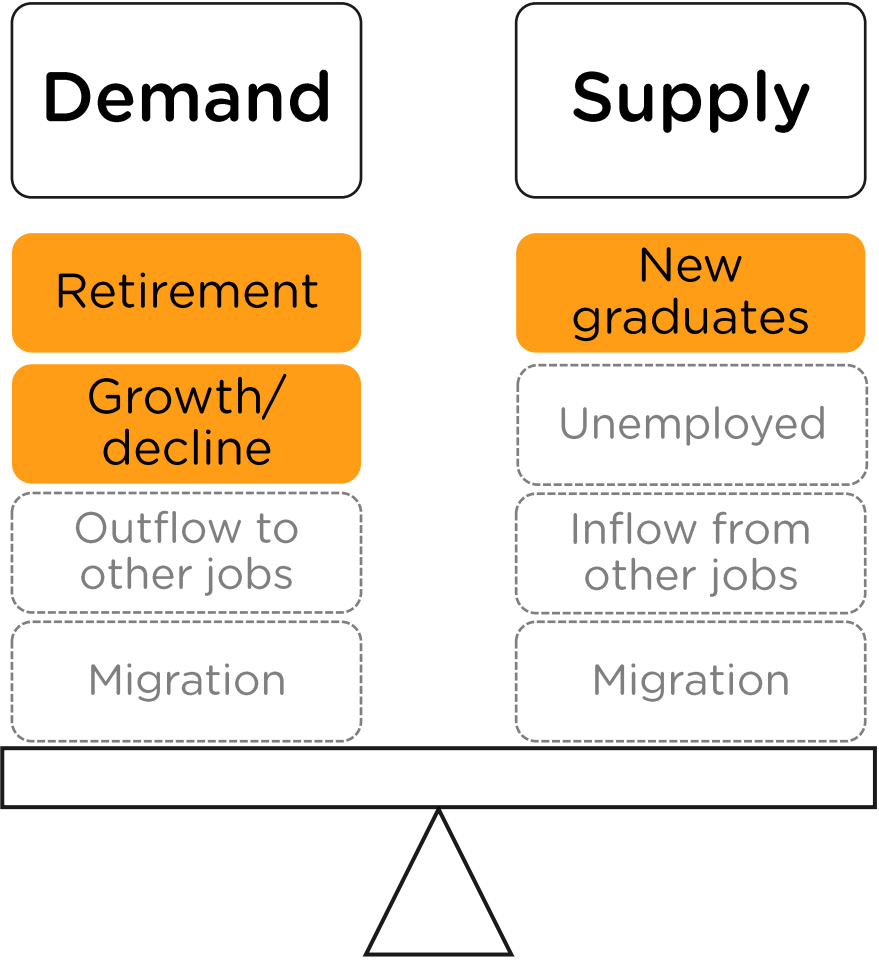
**Forecasting model:**

Calculating changes in number of jobs based on OSKA's sectoral studies

Calculating retirement of people based on their sectors and jobs

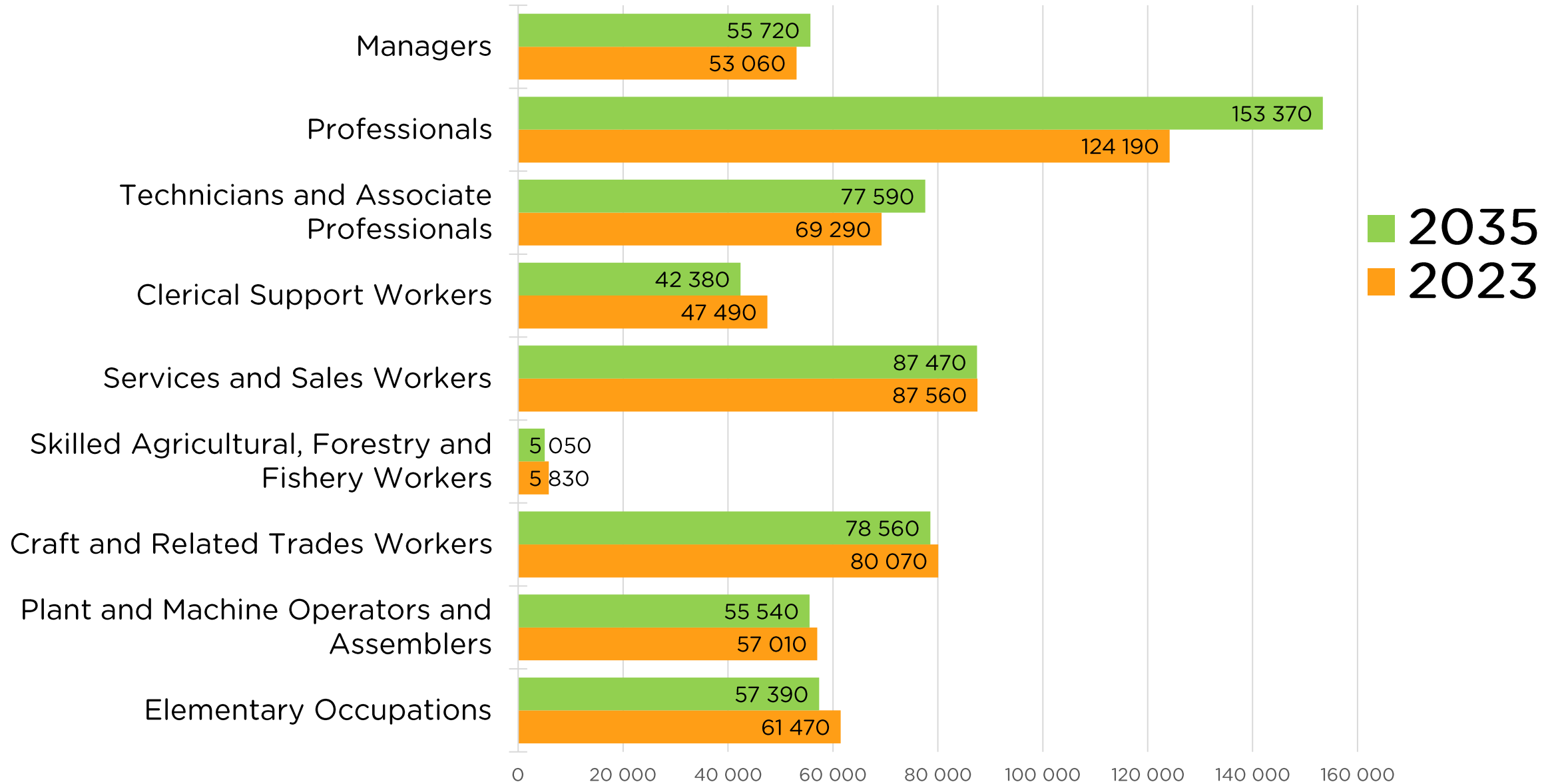
Calculating future graduates based on education data and the changes in population

**General  
forecast  
report**

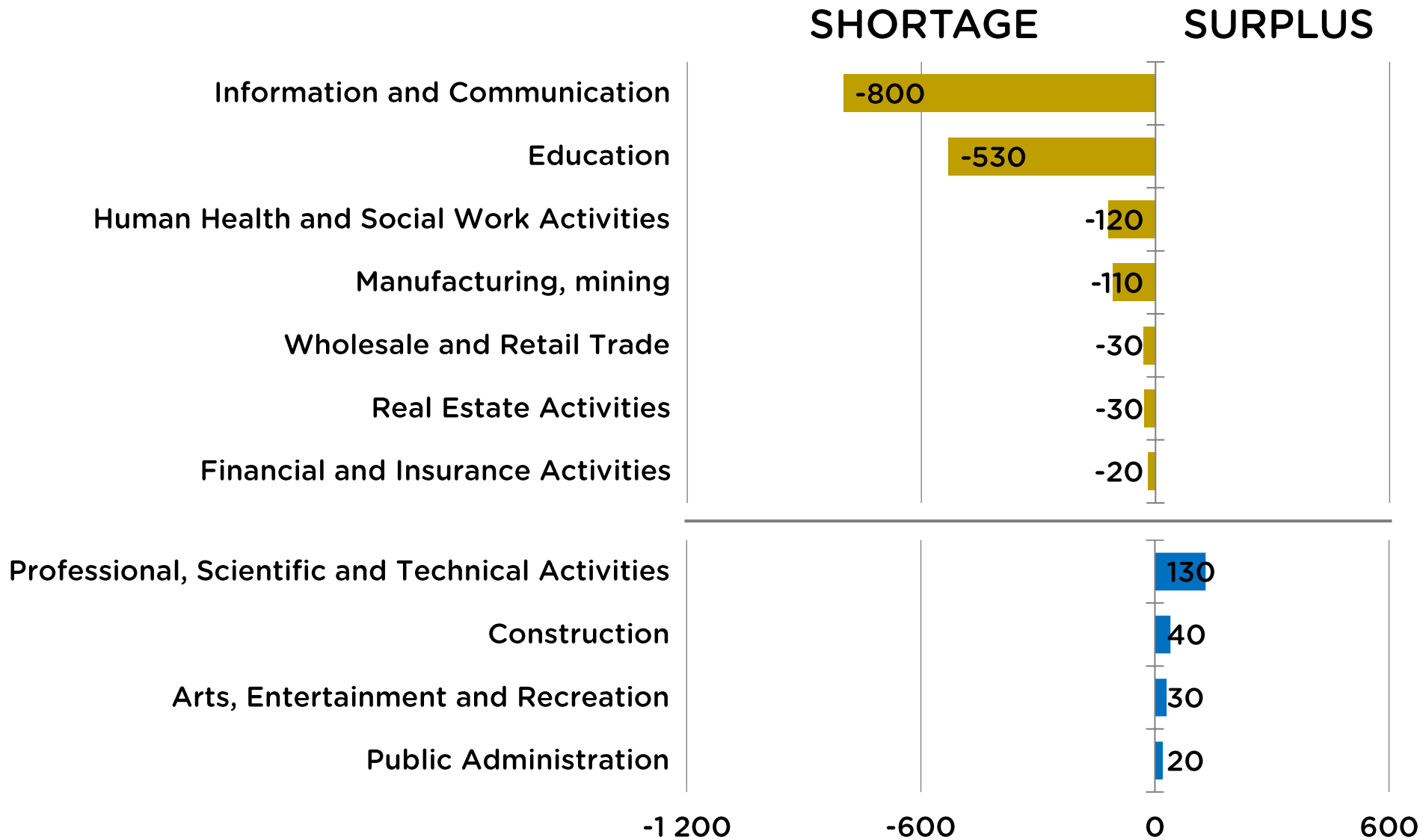


**Demand and supply model of  
workforce in OSKA forecasts**


# OSKA GENERAL FORECAST



# OSKA GENERAL FORECAST




Shortage  
**1400**  
professionals and  
managers per  
year



*Ad hoc*  
study

**Demand for foreign  
labour (Jan 2025)**



*Ad hoc*  
study

**The aim of the study: how much foreign labour Estonian labour market needs till 2035 and in which sectors and skills level?**





*Ad hoc*  
study

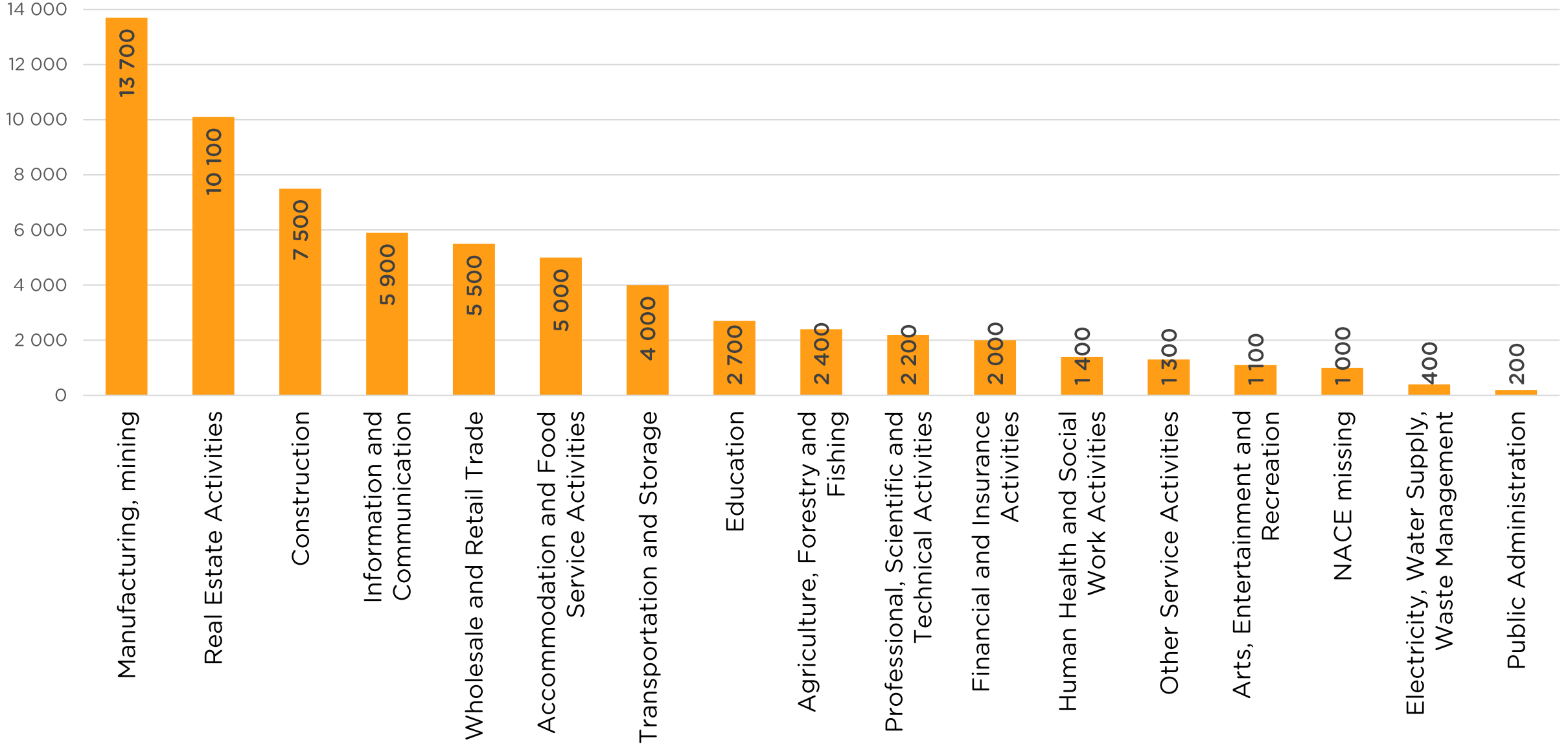
Foreign labour consist of workers:

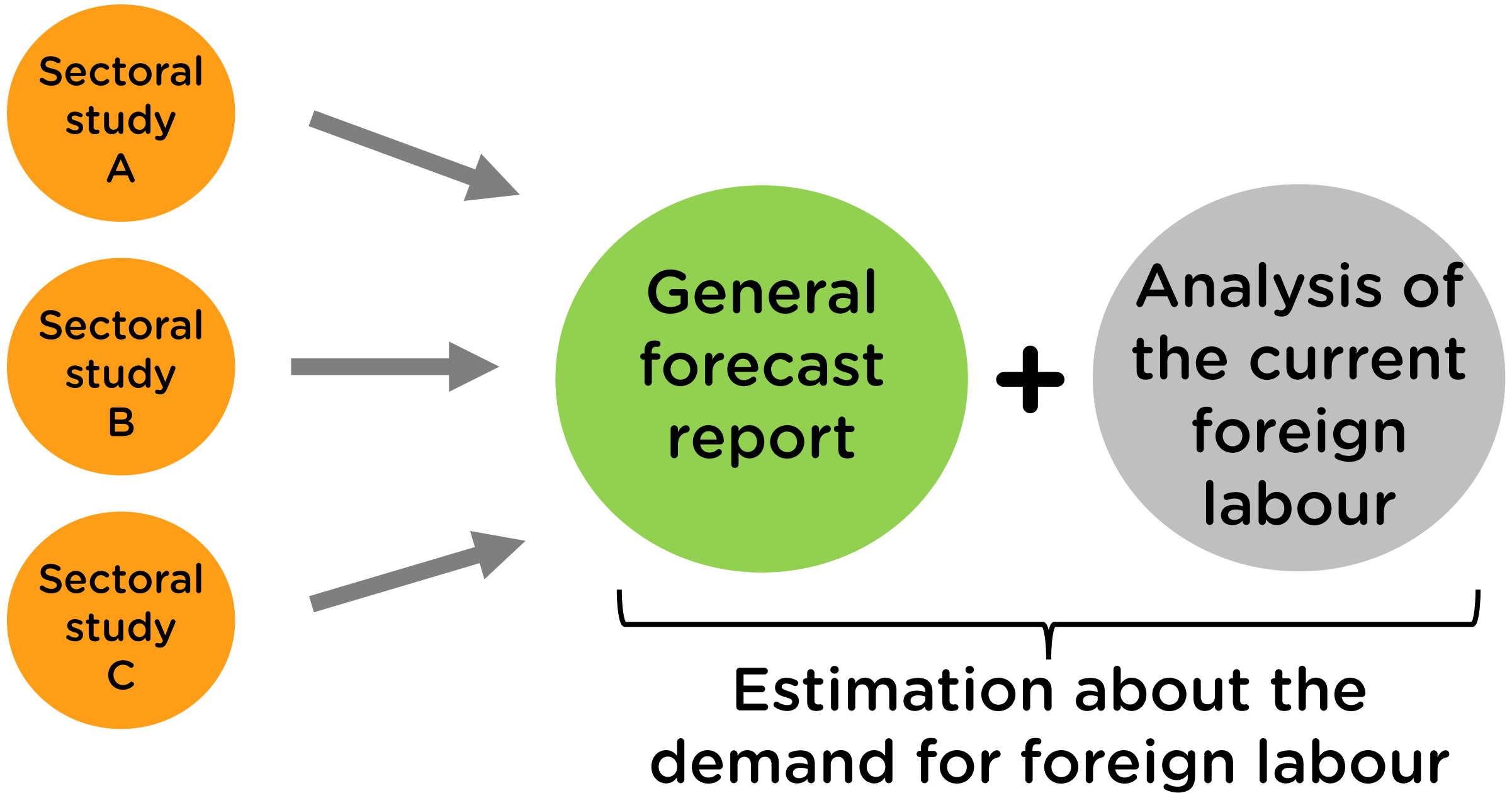
both from EU countries and from third countries

have temporary permits to live or work or study in Estonia

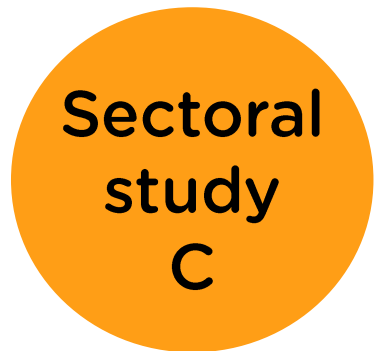
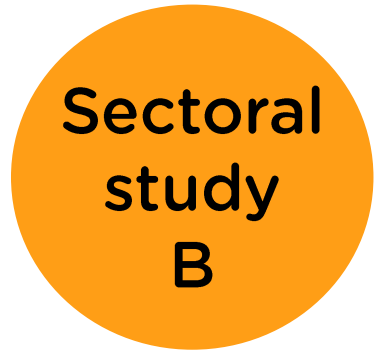
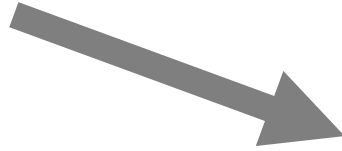
have work visa and short-term working registration in Estonia

# TEMPORARY FOREIGN LABOUR 2023





Specific needs of different occupations  
come from sectoral studies



+



Estimation about the  
demand for foreign labour

**MORE DETAILS: [oska.kutsekoda.ee](https://oska.kutsekoda.ee)  
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