

## **OSKA study “Estonian Labour Market Today and Tomorrow 2019-2027”**

### *Key findings*

#### **The number of jobs for specialists doing more complex work will increase and the number of routine jobs will decrease**

- Estonian labour market needs smart workers who know how to implement, develop, maintain and manage technology in different fields.
- In the future, the growth is expected in more personal services.
  - The number of jobs that require data analysis skills but also empathy and creativity will increase.
- The number of routine jobs that are easy to substitute with technology will decrease.
- The demand for new workforce is affected by the need to replace workers reaching the retirement age.
- According to the prognosis, in 2027 the number of employees will be about the same as in 2019.
  - Due to the worldwide pandemic, this year the unemployment rate could rapidly increase and a sudden recession could take place. However, after some years the jobs will be restored.

#### **The number of young people who graduate from a vocational education and training or a higher educational institution is not sufficient to fill the jobs in the future**

- In the future, the need for workers with VET or higher education will increase, and the number of jobs that require only general education or lower level than that will decrease.
- There are not enough graduates in the following fields: technology, production and construction, science, education and agriculture.
  - The number of people obtaining a degree in higher educational institutions, which allows them to work as system analysts, software developers, engineers, nurses and speech therapists, is not sufficient.
  - There are not enough trained plumbers, carpenters, mechatronic technicians, machine operators and plywood processing staff, but also harvester operators and caretakers.
  - There might not be enough work for young people who will train to become car mechanics, tailors, bookkeepers and language specialists.
- Employers should contribute to the additional training of their employees to ensure they have necessary skills.

### **Background**

- OSKA study “Estonian Labour Market Today and Tomorrow 2019” gives an overview of the Estonian labour market and the labour force demand and training requirements until 2027.
- This is an annual study, which is conducted by the Estonian Qualifications Authority (*Kutsekoda*) together with Estonian Ministry of Economic Affairs and Communications and Estonian Unemployment Insurance Fund.
- The OSKA forecasting system produces projections of the need for labour force and skills in all fields of the Estonian economy by 2020 and compares these to the education and training offered by higher education institutions, VET institutions and continuing education courses.

- OSKA studies of the labour force and skills demand help to make smarter career choices and shape the employment and education policies with a view to the future.
- OSKA studies are coordinated by the Estonian Qualifications Authority (*Kutsekoda*) and funded by the European Social Fund.