

How countries respond to skills shortages

Insights from international skills intelligence systems



70+ skills intelligence systems analysed globally

- 6 geographic regions covered
- 4 in-depth country case studies:

Australia	Canada	New Zealand	Singapore
CENTRALISED MODEL	DISTRIBUTED MODEL	FOCUSED MODEL	INTEGRATED ECOSYSTEM MODEL
National authority leads skills intelligence	National coordination + regional autonomy	Targeted shortages linked to migration	Skills, training and employment connected

Types of skills intelligence systems

- Analytics & AI-based tools
- Online information platforms
- Skills classifications & taxonomies
- Forecasting & anticipation systems
- Integrated digital ecosystems

How skills shortages are identified

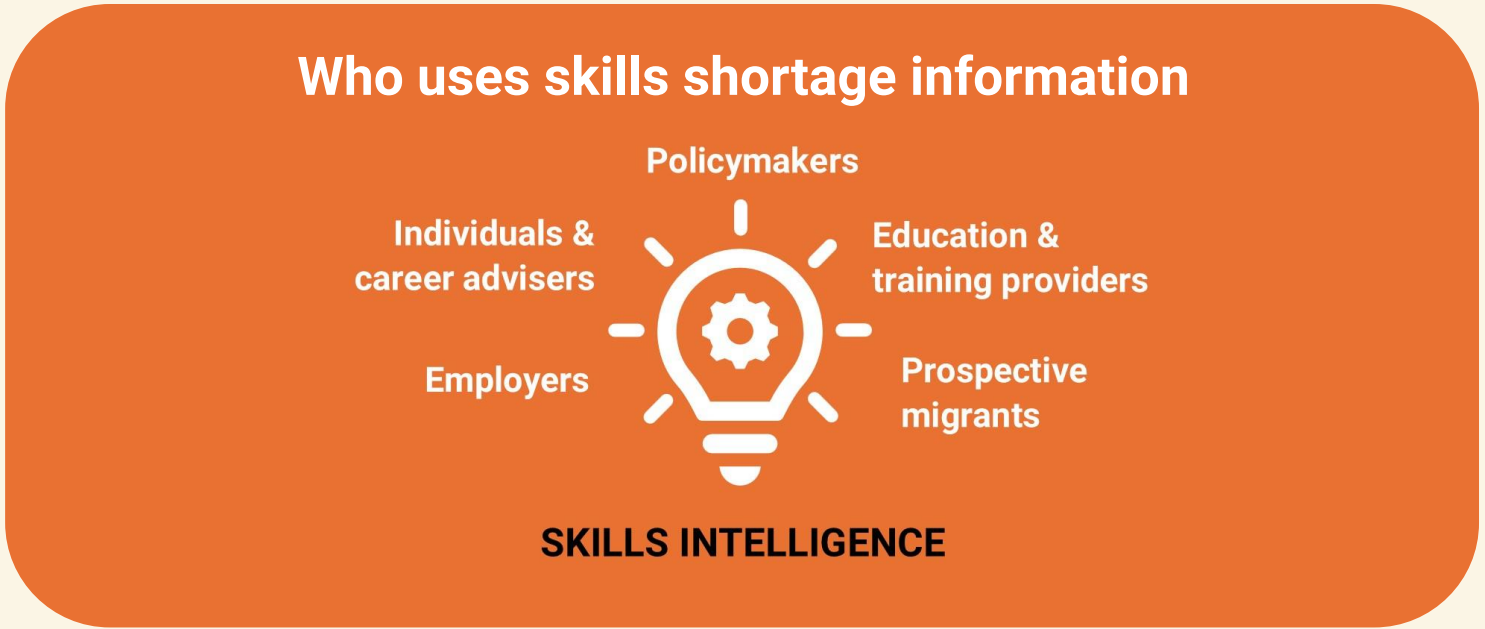
- Vacancy and labour market data
- Employer recruitment surveys
- Wage indicators
- Forward-looking forecasts
- Online job posting analysis (AI / NLP)
- Skills gap indicators (less developed)

Digital tools supporting skills intelligence

- AI-powered job vacancy analysis
- Natural language processing (NLP)
- Dynamic skills taxonomies
- Interactive dashboards
- Personalised career guidance tools

What makes systems work

- Government commitment
- Multiple data sources
- Stakeholder engagement
- Policy integration
- Public accessibility
- Strategic use of technology



What remains challenging

- Limited measurement of shortage intensity
- Skills gaps within firms are harder to capture
- Skills obsolescence is rarely monitored
- AI-based indicators need validation
- Forecasts lack skills-level detail

Explore the full report [here](#).



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