

Skills gaps and the path to successful skills development: Emerging findings from skills measurement surveys in Armenia, Georgia, FYR Macedonia, and Ukraine

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This report brings together evidence on the availability of skills from STEP (Skills Towards employment and Productivity) surveys: household level surveys that measure generic skills of the working age population and track the evolution of skills over cohorts for Armenia, Georgia, Macedonia and Ukraine; and firm level surveys that identify demand for skills, for Armenia, Georgia and Ukraine. The framework underlying these surveys adopts a broad view to skills sets, incorporating both general cognitive skills, including foundational skills like literacy and numeracy, as well as general problem solving skills; socio-emotional skills, such as the ability to work independently, focus on results, or communicate and collaborate with co-workers and business contacts; and technical skills, pertaining to specific occupations. The objective of the report is to use these questions to stimulate discussion as to how to measure and track skills gaps and subsequently identify a policy agenda to narrow the gaps.

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