

## **Revolutionizing Skills Intelligence - lessons learnt from ISOV project**

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### **Abstract:**

The Erasmus+ ISOV project develops an innovative methodological framework for forecasting training needs in response to the transformative effects of megatrends such as digitalization, climate change, and demographic shifts. Rather than reacting to labour market changes after they occur, ISOV promotes an anticipatory approach by systematically analysing how these global trends impact the footwear sector. The core methodology combines qualitative foresight techniques — such as scenario planning, expert consultations, and trend analysis — with quantitative data from labour market intelligence systems. This hybrid approach enables the early identification of emerging competences, particularly in areas like digital, green, and transversal skills. The methodology also includes sectoral impact mapping to assess specific vulnerabilities and opportunities in various fields, informing targeted training strategies.

The 18 spheres of activity identified by the ISOV's projects' foundations (ICSAS and DIACVET) encompass core production, support functions, as well as upstream and downstream processes, offering a comprehensive view of company operations in the footwear sector.

The visual representation of skills intelligence resulted by ISOV methodology through holistic skills maps that cross the 18 spheres of activity and the megatrends' impact makes complex interconnections and gaps easily understandable, enabling more precise identification of skill needs and supporting more effective strategic planning and training design.

By integrating this forecasting process into lifelong learning systems, ISOV empowers training providers and policy-makers to adapt educational offerings in real time, ensuring alignment with future skill demands and enhancing the resilience of workers in a rapidly evolving landscape.