

Anticipating skills for European recovery

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Current challenges related to skills

- Global economic crisis
 - structural change
 - unemployment
 - migration
- Demographic developments
- Environment, climate change
- Technological & organisational change
 - ⇒ **opportunities to change and prepare**

Some figures to consider...

- **78 millions low-skilled** in Europe (in 2007)
- **4 million vacancies not filled** in 2008 due to skill mismatch (although 18 million unemployed)
- „**greening**“ **can create employment** (e.g. using wind energy in the UK could generate 43.000 new green jobs)

Driving economic recovery through skills

⇒ **No action makes recovery slow**

- Continue skill up-grading
- Focus on training and retraining during unemployment
- Guide people to new jobs and focus on new skills (e.g. related to low-carbon economy)

⇒ **which skills, which jobs, what training?**

⇒ **more precise knowledge is needed...**

Anticipation: many positive developments in Member States

- shift in objectives of skill needs anticipation
- systems sophisticated and complex;
- clear trend to combine methods and efforts of different institutions and stakeholders – holistic approaches;

BUT still weak:

- application of research findings to policy and practice;
 - data limitations, insufficient funding and expertise.
- ⇒ a need for EU approaches to achieve a greater comparability and compatibility of results recognised

Cedefop's skill needs analysis

Skillsnet:

International
network on early
identification of skill
needs established
by Cedefop in 2004

First pan-European forecasts of skill needs

European skill needs forecast

- for EU-25 (+ NO and CH)
- until 2015 (2020)
- by sector, occupation and level of education
- expansion demand + replacement demand = total job openings

Modular approach: framework

- macroeconomic and sectoral employment projections, modules for occupations and qualifications, replacement demand + validation by country experts (Skillsnet)
- 3 scenarios (baseline, negative and positive)

Qualification requirements rising across all jobs (even in negative scenario)

New Skills for New Jobs : Cedefop's future priorities

- First forecast of skill supply in Europe (June 2009)
- Regular forecasts of skill supply and demand
- Analysis of future labour market imbalances
- Research and analysis of skill mismatch
- Employers' surveys on skill needs in Europe
- Skill need for the green economy
 - ⇒ **Conference "Matching skills and jobs"**
11-12 June 2009 in Thessaloniki

Contact details for more information:

Cedefop: www.cedefop.europa.eu

Skill needs: www.cedefop.europa.eu/skillsnet