

1 2023, European Year of Skills : why ?

The **green and digital transitions** are having a major impact on the labour market, workers and their skills.



DESTRUCTION  
OF JOBS



10% to 15% of jobs will be lost to automation according to Eurofound.



The transition to a low-carbon economy will result in job losses in sectors such as fossil fuels and carbon-intensive industries.



CONVERSION  
OF JOBS



Adopting more sustainable lifestyles and working habits will have an impact on existing jobs - in some sectors more than others, such as agriculture and construction.



According to the OECD, 32% of jobs face significant upheaval due to automation.



CREATION  
OF JOBS



The digital transition is creating jobs in sectors such as robotics, data analysis and cybersecurity.



The European Commission forecasts the creation of 2.5 million jobs by 2030 linked to the ecological transition.



Need to reskill workers to ensure that nobody is left behind



Need to upgrade skills



Need to train workers in new jobs to avoid skills shortages

Sources: OECD, Nedelkoska, L. and Quintini, G (2018), Automation, skills use and training; European Commission (2022), Digital Economy and Society Index; Cedefop (2021), The green employment and skills transformation: insights from a European Green Deal skills forecast scenario; Eurofound (2021), Employment impact of digitalisation

Developing Europeans' skills



an important driver of the transitions underway.

**Lifelong learning** enables Europeans to be more resilient in taking advantage of future transformations and is an opportunity to be agents of change.



CITIZENS



COMPANIES

A workforce with the skills that companies need limits labour shortages in the EU and improves companies competitiveness.

Despite the necessity to foster a real culture of lifelong learning, **adult learning systems** are facing a set of challenges of various degrees depending on the country:



Low coverage and inclusion rates



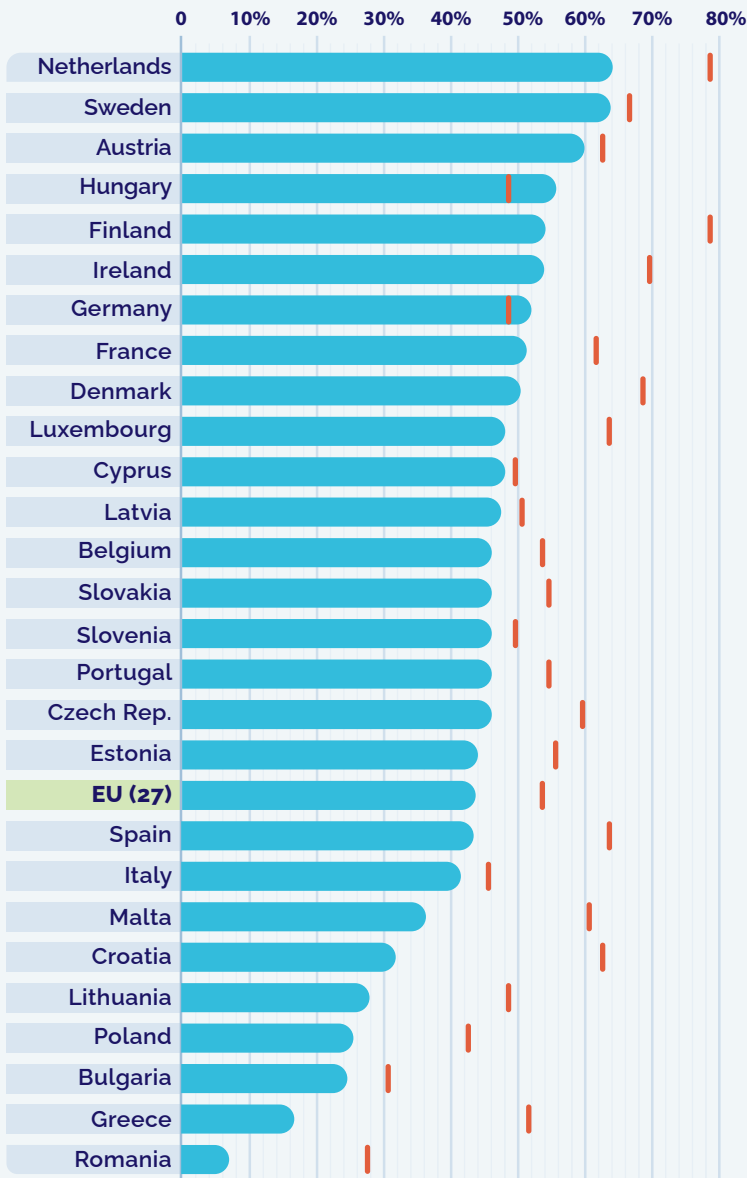
Training courses that do not meet labour market needs or are of poor quality



A lack of investment and coordination in terms of governance

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## Strengthening the skills of European citizens – Achieving the 2030 targets



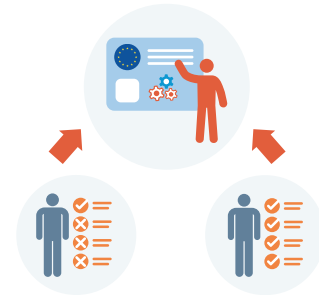
Sources: Eurostat, data for 2016; European Commission (2022), Digital Economy and Society Index

■ Participation rate in a training course over the last 12 months (24-65 year-olds) | ■ Percentage of the population with basic digital skills

### Participation in training



### Access to lifelong learning differs according to the level of education



**22.9%** of the least qualified individuals attend a training course each year

compared to **64.5%** of the most qualified individuals

### Why don't Europeans participate more in training opportunities?

**80%** of individuals who do not participate in training do not want to, particularly because they think that they do not really need further training.

For those who would like to attend training but do not, the three main obstacles are: **a lack of time, high costs and family obligations.**



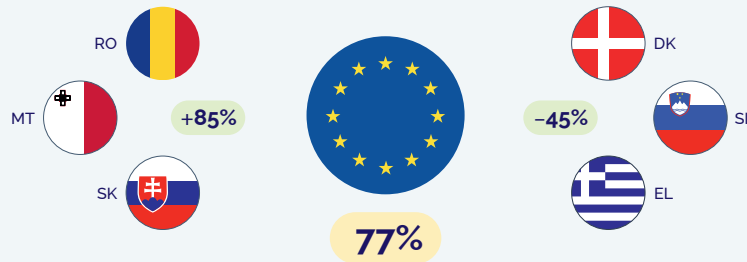
Source: Eurostat, data for 2016.

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## A labour force with the skills companies need

Percentage of companies experiencing difficulties in finding applicants with the required skills

Source: Eurofound and Cedefop (2020). European Company Survey 2019: Workplace practices unlocking employee potential.



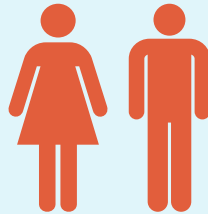
#### CONSTRUCTION

Plumbers, pipe fitters, welders, civil engineers, roofers, masons, electricians



#### HEALTHCARE

Nurses, doctors, healthcare assistants



In 2021, the professions with the most shortages concerned all levels of qualification



#### NEW TECHNOLOGIES

Systems analysts, applications programmers, web, multimedia and software developers

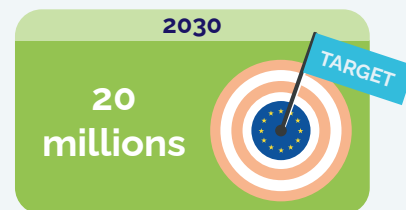
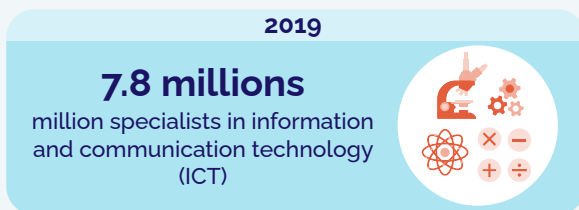
#### OTHER

Heavy truck and lorry drivers, mechanics, tool setters, accountants and cooks

Source: European Labour Authority (2021), Report on Labour Shortages and Surpluses.

The EU has set itself a twofold target:

#### 1. Developing science, technology, engineering and mathematics (STEM) skills



Currently, only 6 out of 10 adults have basic digital skills



#### 2. Correct the gender imbalance in these fields



Women only account for **one in three** STEM graduates



Sources: Eurostat, data for 2021; European Commission (2022), Digital Economy and Society Index; European Commission (2022), European Digital Decade.



## Overview of EU initiatives to promote skills development



**European legislation,** particularly on individual learning accounts and micro-credentials



**Pact for Skills**  
(includes more than 1000 organisations and 14 large-scale partnerships in strategic sectors)



**The European Skills Agenda** (framework for EU skills policy cooperation)



**Recommendations for Member states** as part of the European semester for their economic and social policies



**The EU Digital Skills and Jobs Coalition** (which brings together Member States, social partners, companies, non-profit organisations and education providers)



**The European Digital Skills and Jobs Platform** (information and resources on digital skills, in particular a self-assessment tool and training and funding opportunities)

## Overview of EU funding instruments to invest in skills



**SUBSIDIES**



**LOANS**



**TECHNICAL SUPPORT FOR STRUCTURAL REFORMS**

