



Comprehensive sectoral analysis of emerging competences & economic activities in the European Union

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European Commission, DG Employment, social affairs and equal opportunities

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Background



Unit EMPL/F/3:

Adaptation to change and working conditions

Anticipation → **Preparation** → **Management**

*Develop and stimulate
anticipative actions*

Exchange good practices

*Assist restructuring
processes
(anticipation, preparation,
management)*





The activities of the unit

- Forums
- Studies, Networks
- Taskforce
- Report, Communication, Anticipedia



Project history



Comprehensive sectoral analysis of emerging competences & economic activities in the European Union

- End of 2006 Contract on Methodological aspects
- March 2007 Draft report on Methodological aspects
- Mid 2007 Pilot project « automotive industry »
- Aug 2007 Open Call for tender 17 sectors studies
- Nov 2007 Council Resolution on new skills for new jobs
- Jan 2008 Kick-off meeting sectoral studies
- March 2008 Experts' panel workshop « automotive industry »



Sectors covered by studies



<i>Lot</i>	<i>Description</i>	<i>NACE Rev.2</i>	<i>NACE Rev.1.1</i>	<i>Awarded to</i>
1	<i>Non-energy extractive industries</i>	7-8-9.9	13-14	<i>Lot not awarded – no bid submitted</i>
2	Textiles, wearing apparel and leather products	13-14-15	17-18-19	<i>Economix</i>
3	Printing and publishing	18-58	22	<i>TNO</i>
4	Chemicals, pharmaceuticals, rubber and plastic products	20-21-22	24-25	<i>TNO</i>
5	Non-metallic materials (glass, cement, ceramic,...)	23	26	<i>TNO</i>
6	Electromechanical engineering	27-28	29-31	<i>Alphametrics</i>
7	Computer, electronic and optical products	26	30-32-33	<i>TNO</i>
8	Building of ships and boats	30.1	35.1	<i>IKEI</i>
9	Furniture and others	31-32-33	36	<i>TNO</i>
10	Electricity, gas, water & waste	35-36-37-38-39	40-41	<i>TNO</i>
11	Distribution, trade	45-46-47	50-51-52	<i>TNO</i>
12	Tourism including hotels, catering and related services	55-79.1	55-63.3	<i>Oxford Research</i>
13	Transport	49-50-51-52	60-61-62-63	<i>TNO</i>
14	Post and telecommunications	53-61	64	<i>TNO</i>
15	Financial services (bank, insurance and others)	64-65-66	65-66-67	<i>Economix</i>
16	Health and social work	86-87-88-75	85	<i>TNO</i>
17	Other services, maintenance and cleaning	94-95-96-97-98	90-91-93-95	<i>TNO</i>



Project objective and stages



- **Objective**

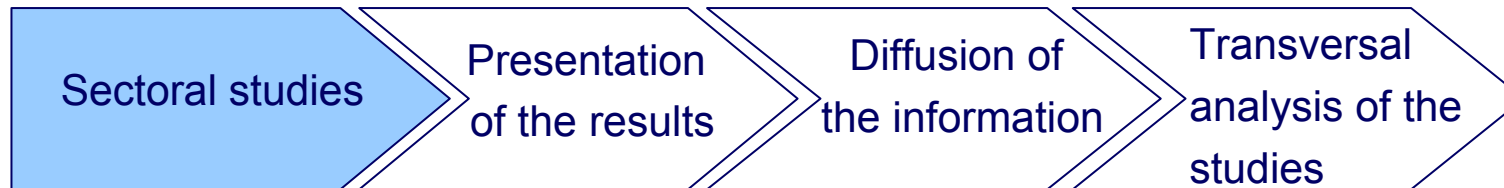
- Apply the European foresight methodology to identify emergent jobs and their skills needs

Economy ↔ Training/Education

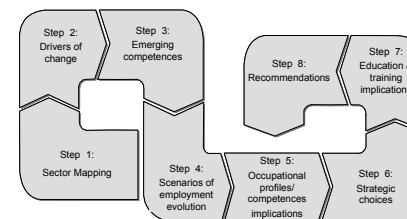
- **4 Stages**



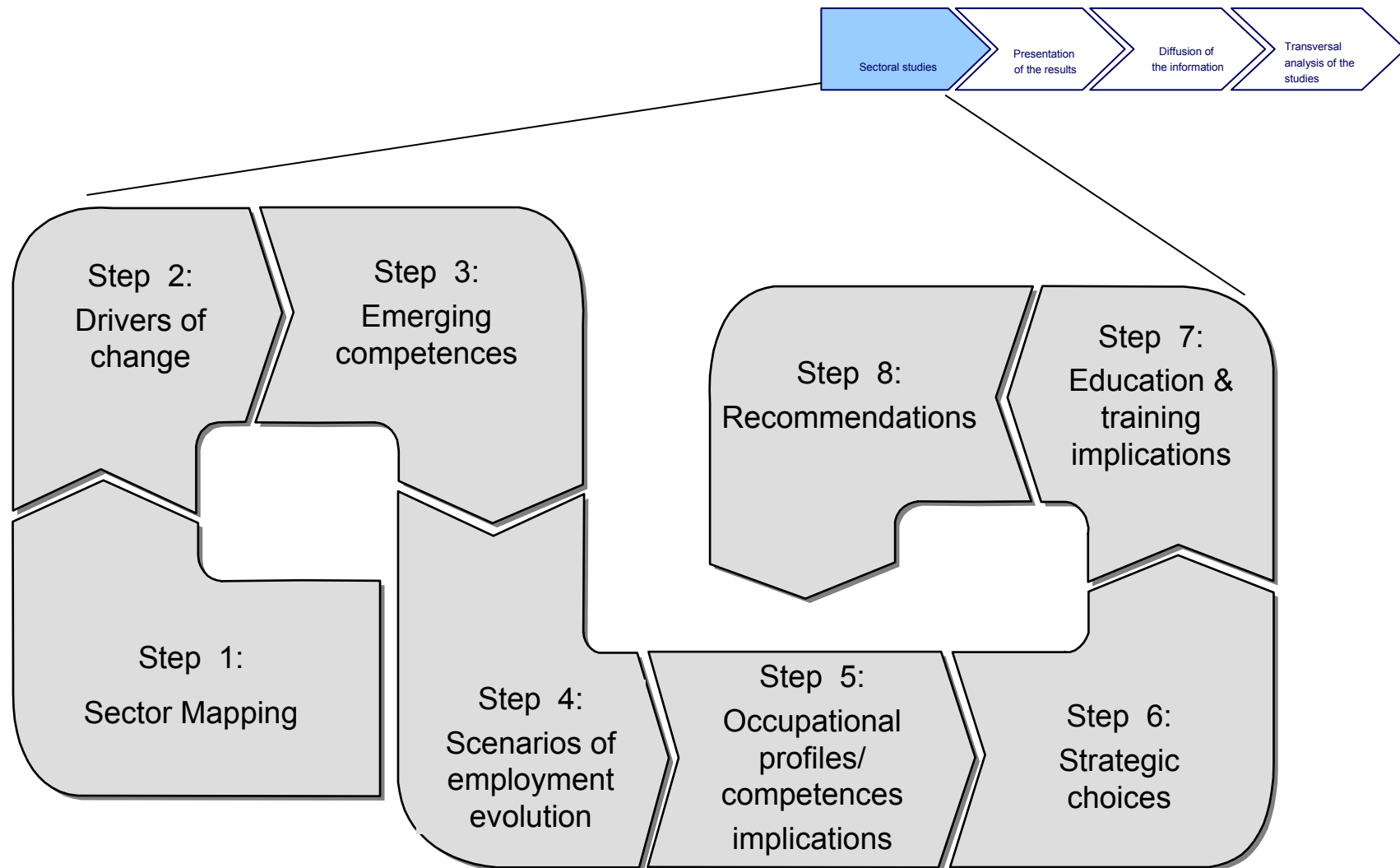
Stage 1: Sectoral studies



- Proposed methodology applied for performing the studies
 - Methodology divided into 8 steps



Stage 1 – Sectoral studies methodology





3. Effects on job profiles and training needs

Summary of implications for occupations and skills (1/2)

Occupation	Scenarios Region	Scenario 1		Scenario 2	
		EU15	NMS	EU15	NMS
Employment in general		--	+	-	++
Managers		+	+	+	+
Production				+	+
Other				+	+
Professionals+technicians				+	+
Engineers		+	+	++	++
Computer specialists				+	+
Other professionals				+	+
Business, finance, sales (marketing)		+		+	+
Administrative+other		-	+		
Office workers					
Sales+service workers					

+ in Germany

HR Mgmt to organise training of workers

Driver aids and control systems

*direct innov. Process, develop new markets and maintain competitiveness





3. Effects on job profiles and training needs

Summary of implications for occupations and skills (2/2)

Occupation	Scenarios Region	Scenario 1		Scenario 2	
		EU15	NMS	EU15	NMS
Skilled manual workers		-		-	-
Metal moulders		--		-	-
Tool makers		--		-	-
Mechanics		--		-	-
Electricians+others		+		+	+
Semi-skilled workers		--	++	-	++
Machine operators		--	++	-	++
Drivers		--	++	-	++
Low skilled workers		--	++	-	++

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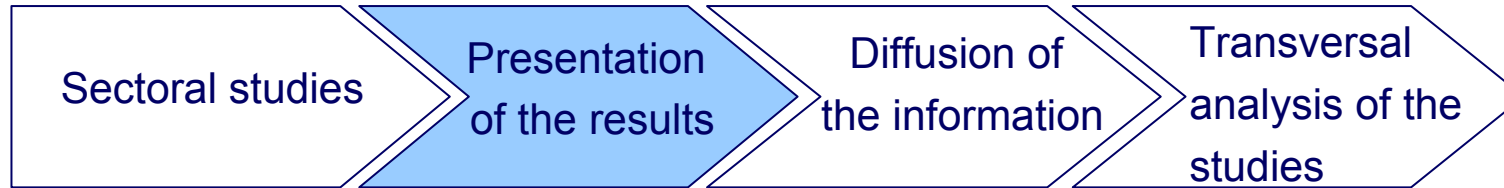
Stage 1 – Building on existing expertise



- Collaboration with social partners, other Commission services (Entr, Markt, EAC, Tren), Cedefop, EMCC, EESC, CoR, EP
- Participate in Steering Committee of sector concerned
- Provide contractor with information on the sector (advice, studies, contact persons, experts)



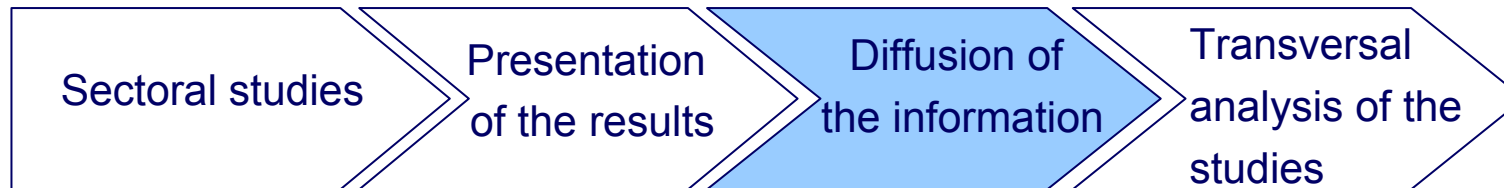
Stage 2: Presentation of the Results



- Studies to be discussed and approved by expert group in sector selected
- Expert workshops to be organised with support of EMCC (Oct. 2008 – March 2009)



Stage 3: Diffusion of the information

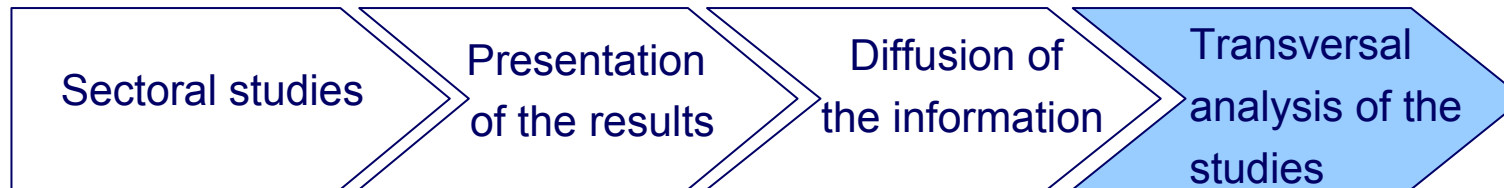


- Once approved, results of studies disseminated to all actors concerned:
 - Social partners
 - cross-industry and sector
 - Public authorities
 - national, regional and local
 - Industry
 - Academics

**ESSENTIAL ELEMENT OF THE PROJECT:
Launching anticipative approaches to be picked up by sectors,
regions, other possible stakeholders**



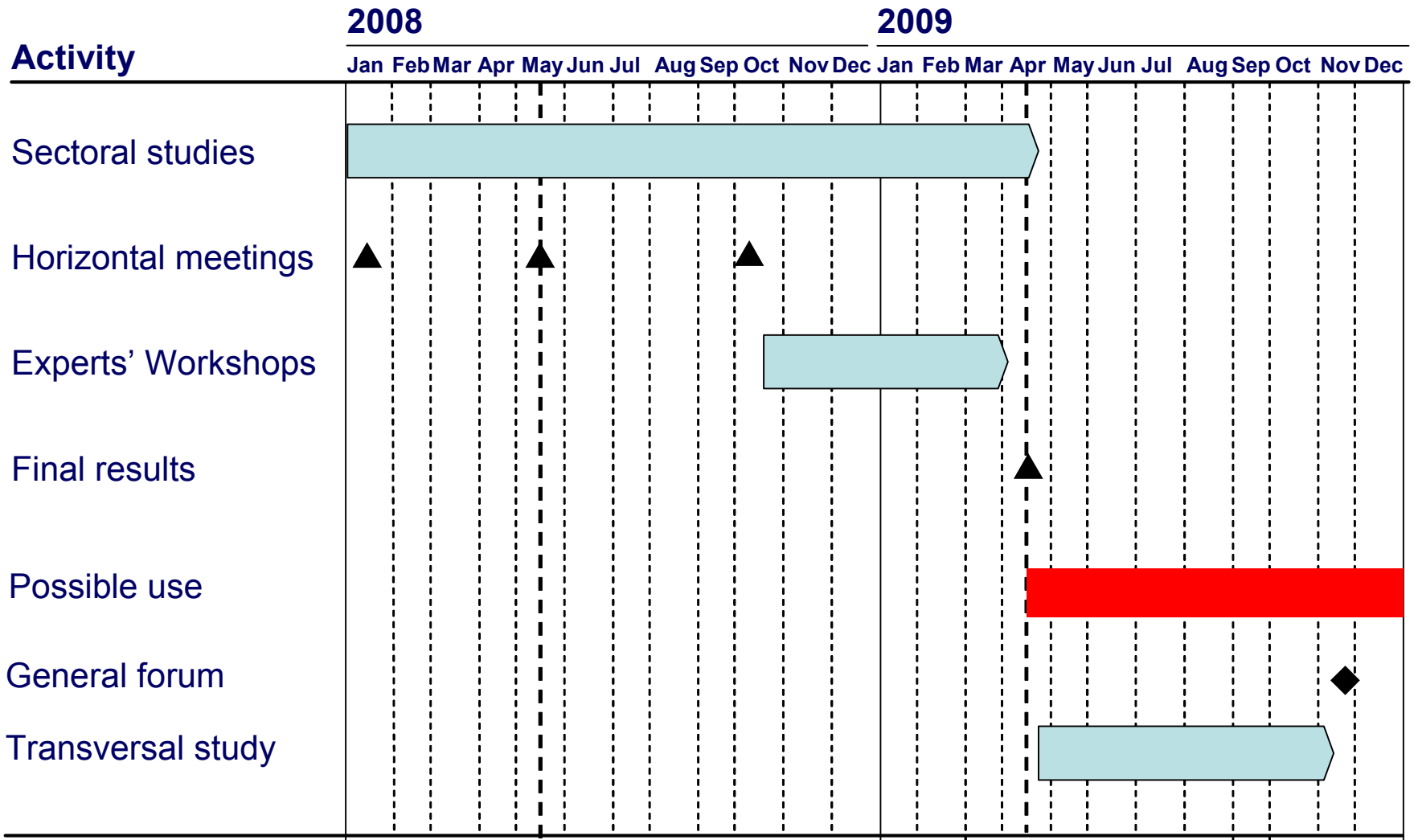
Stage 4: Transversal analysis



- Transversal study on potential transfer of occupational profiles between sectors
- Attempt to overcome the limitations linked to sectoral definitions - Supply and value chains -
- Call for tenders 2nd semester 2008



Project planning



Project outputs



1. New drivers for job renewal identified
2. Foresight instruments developed to analyse emerging activities in support of innovation, employment and regional policy
3. New job profiles disseminated in vocational guidance
4. Strategic planning in education and training systems improved
5. Development of partnerships for innovation, skills and jobs supported



Framing the Project



Connecting and building on other initiatives which are already underway, notably:

- the European Restructuring Forum (DG Employment)
- the monitoring of industrial sectors (DG Enterprise)
- the development of clusters of innovation and lead markets (DG Enterprise)
- the technology platforms (DG Research)
- the support to partnerships for innovation (DG Regional Development)
- the *Skillsnet* project (CEDEFOP)
- the European Monitoring Centre on Change (EMCC, Dublin)
- the European Qualifications Framework and the Euroskills Forum (DG Education)
- the monitoring of the national reform programmes for growth and jobs and the national frameworks for structural funds
- the recent “New Skills for New Jobs” Initiative





Thank you for your attention

http://ec.europa.eu/employment_social/restructuring/index_en.htm

