

Sectors' New Skills for New Jobs

Social Dialogue in the construction sector

11 February 2010

Jean-François Lebrun

DG Employment, social affairs and equal opportunities



The 'New Skills for New Jobs' initiative

- Commission Communication COM(2008)868
« New Skills for New Jobs: anticipating and matching labour market and skills needs »
Adopted on 16 December 2008
- Conference on expert group recommendations and latest Cedefop results on 4 February in Brussels; involvement of social partners
- 2nd Communication in first half of 2010

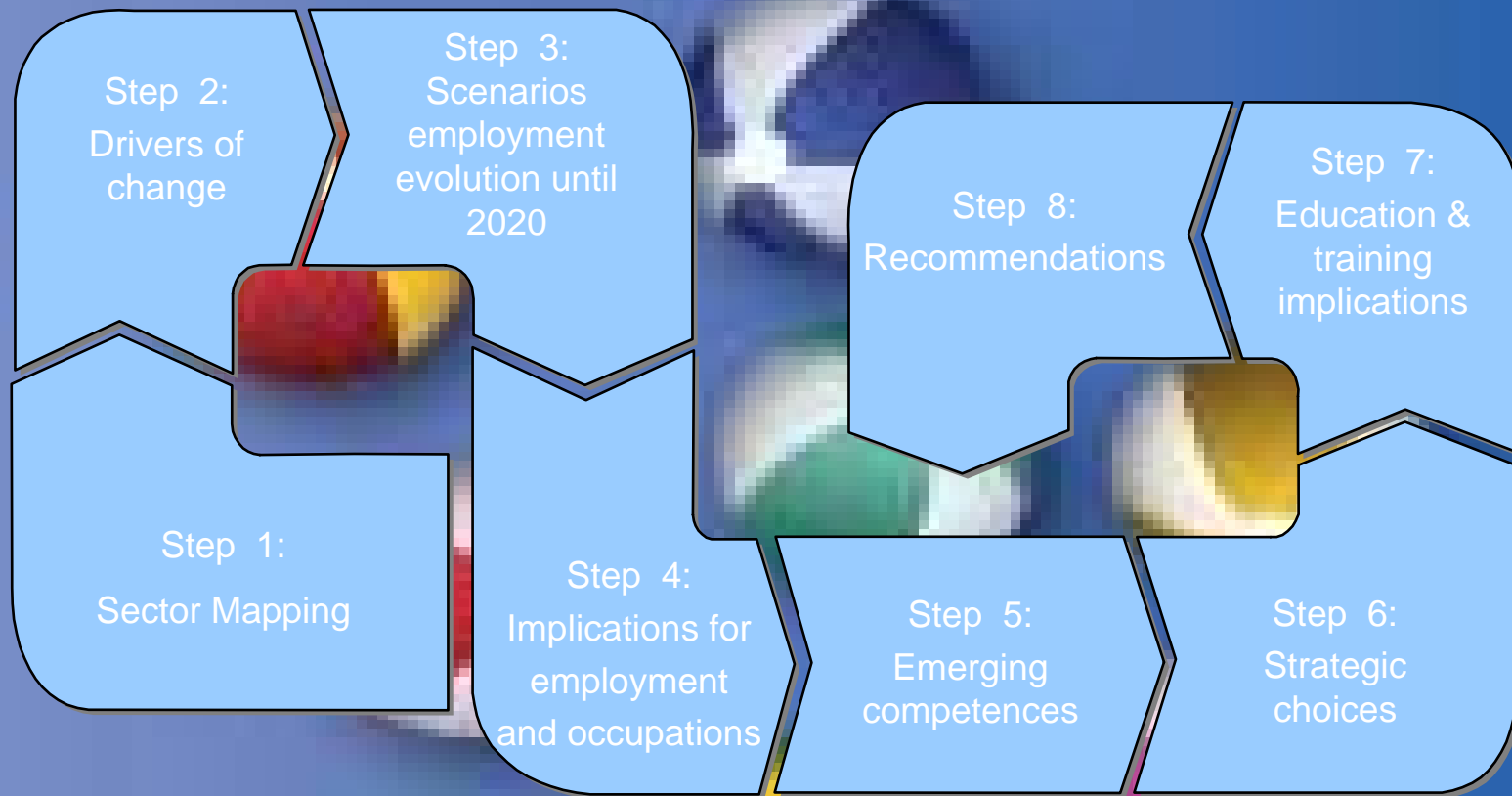
Background of the sectoral study

- **A transversal analysis of 19 comprehensive sector studies**
- **The (18) sector studies where carried out in 2007-2009 all following the European Foresight Methodology**
- **The amount of comparable sectoral data provides a unique possibility for developing a coherent view on the emerging skills needs process in Europe**

The background of the slide features a blue gradient with several out-of-focus, colorful spheres in shades of purple, green, yellow, and pink, creating a dynamic and modern aesthetic.

Restructuring forum:
Sectors' New Skills
for New Jobs

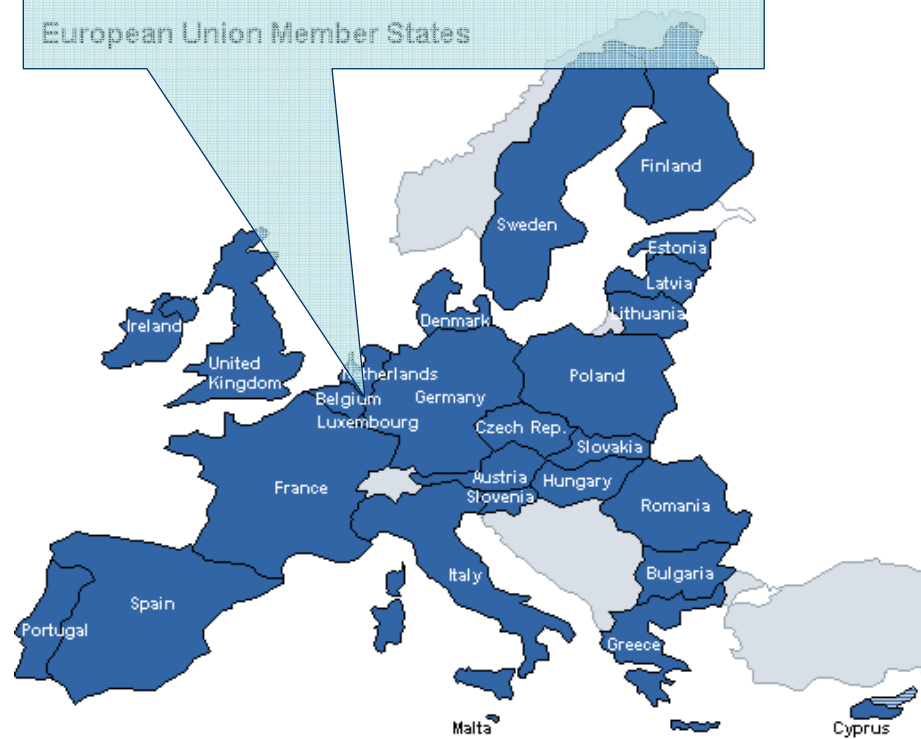
Common foresight methodology



Sectors included in the study

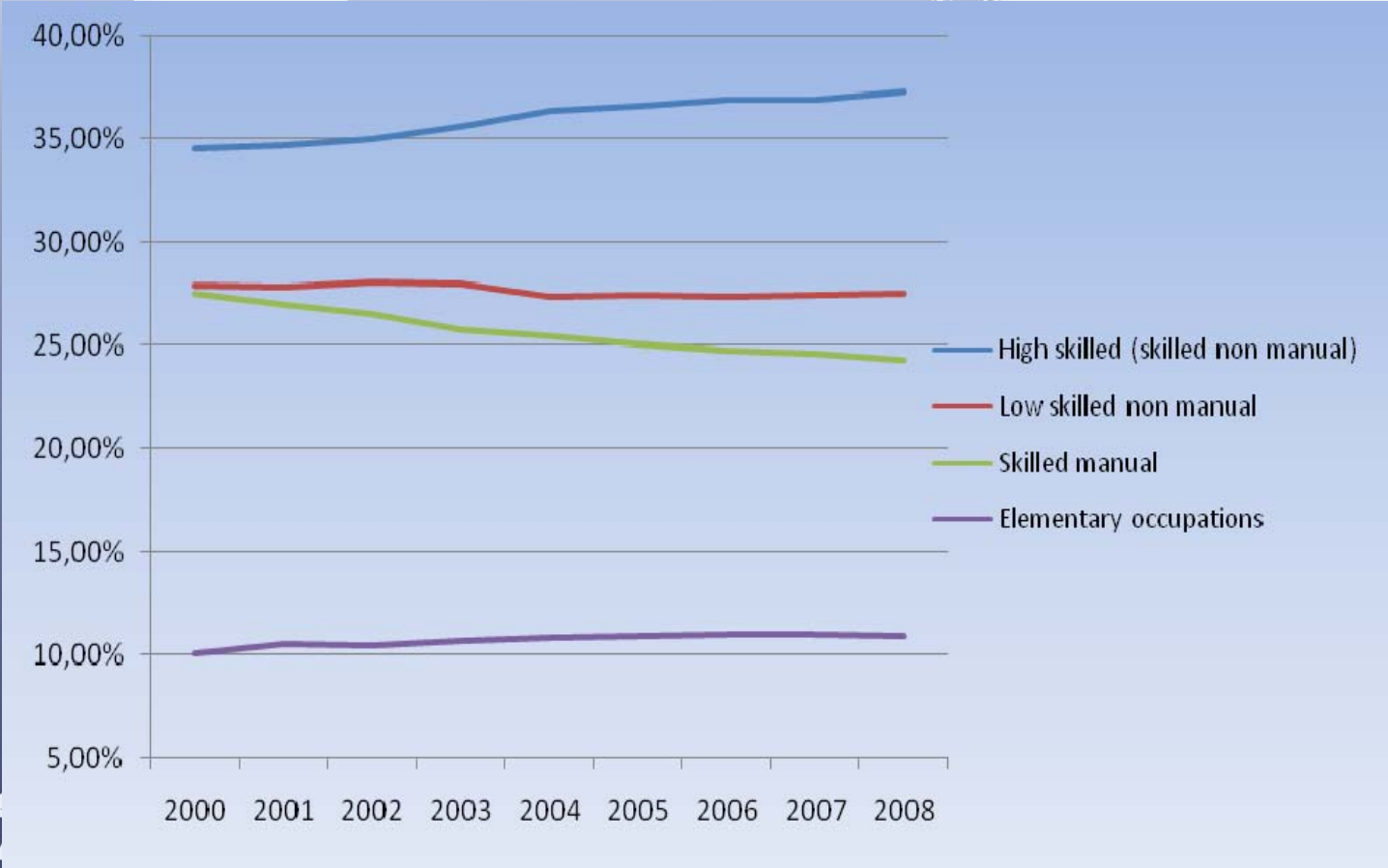
Sectors included in the transversal study	
Automotive	Furniture
Building of ships and boats	Health and social work
Chemicals, pharmaceuticals, rubber and plastics	Hotels, restaurants and catering
Computer, electronic and optical devices	Non-metallic materials
Construction	Other services, maintenance and cleaning
Defence industry	Post and telecommunications
Distribution and trade	Printing and publishing
Electricity, gas, water and waste	Textiles, apparel and leather products
Electromechanical engineering	Transport and logistics
Financial services	

The 19 sectors together covers around 60 % of total EU employment



Main economic and employment trends

Index of changes in employment in the EU by OCCUPATION



Polarisation

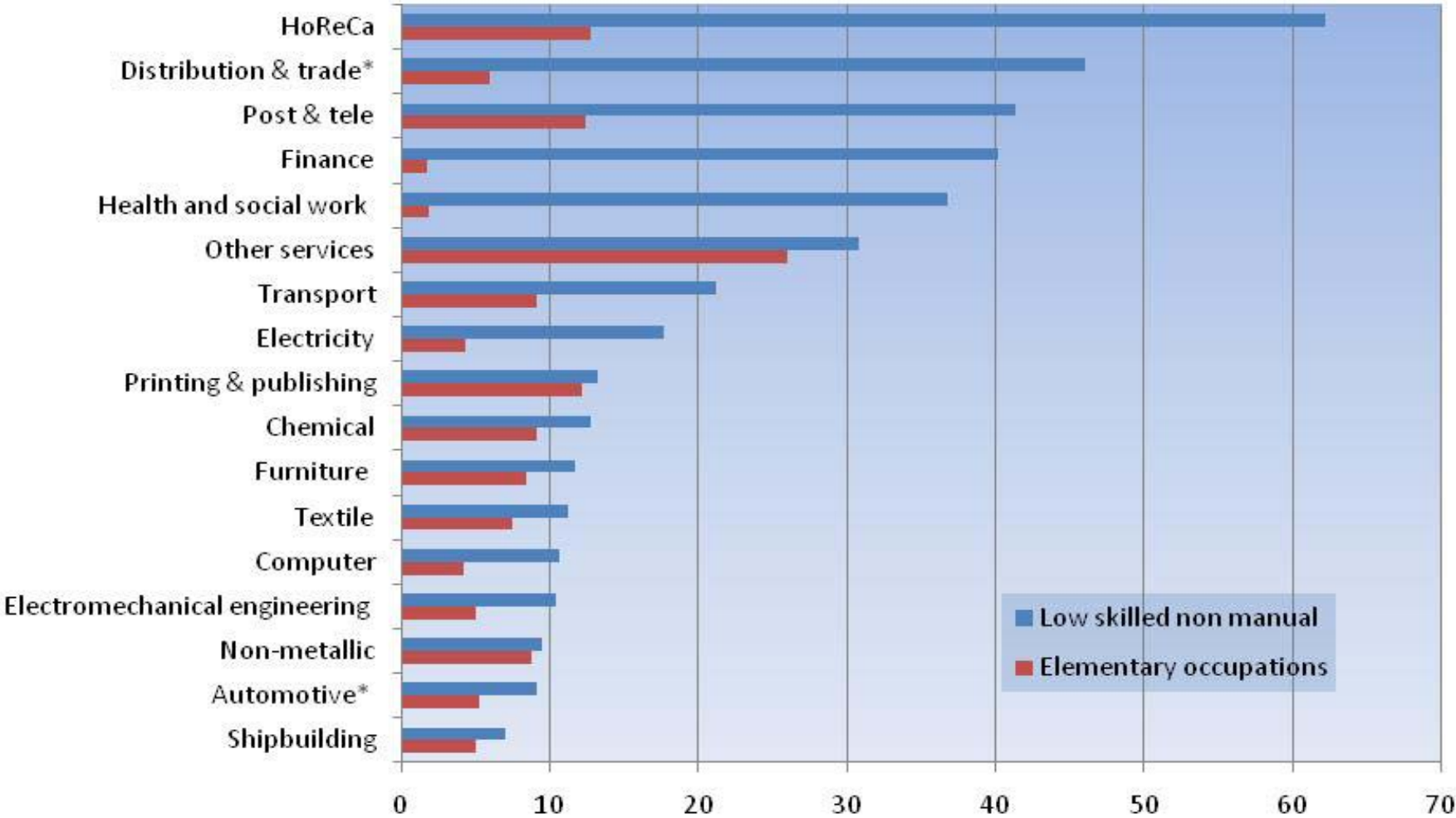
- Decline in the need for skilled labour
- Steady demand for low skilled labour
- Significant increase in the need for high skilled labour

Source: Eurostat

Main economic and employment trends

Share of low-skilled workers by sector

Predominantly service sectors



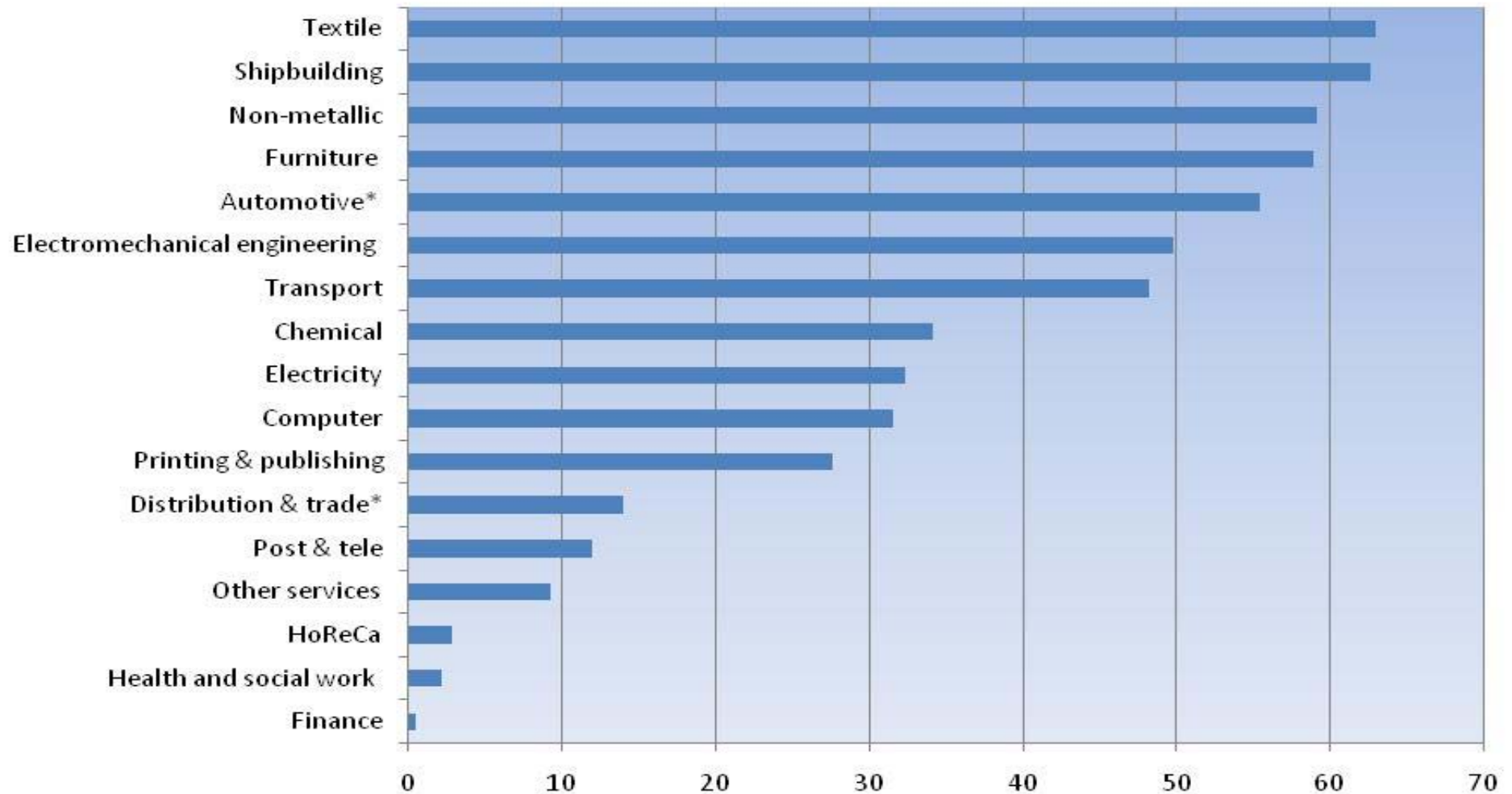
Low skilled workers: Labourers, elementary occupations, and assemblers & machine operators .

Source: LFS/Eurostat

Main economic and employment trends

Predominantly production sectors

Share of skilled workers by sector

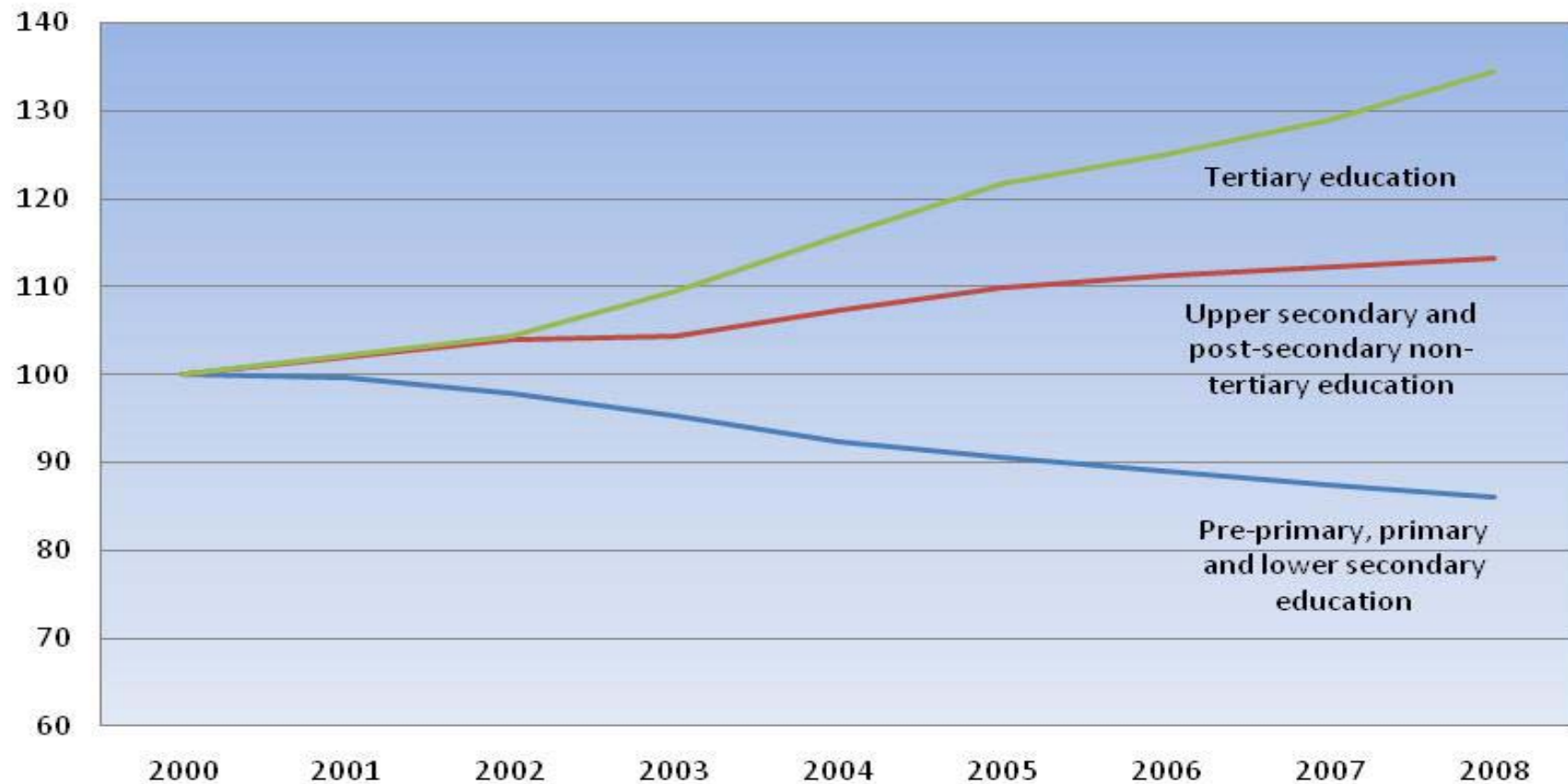


Skilled workers: Craft & related trade workers, skilled agricultural, forestry and fishery workers, and Sales & service workers

Source: LFS/Eurostat

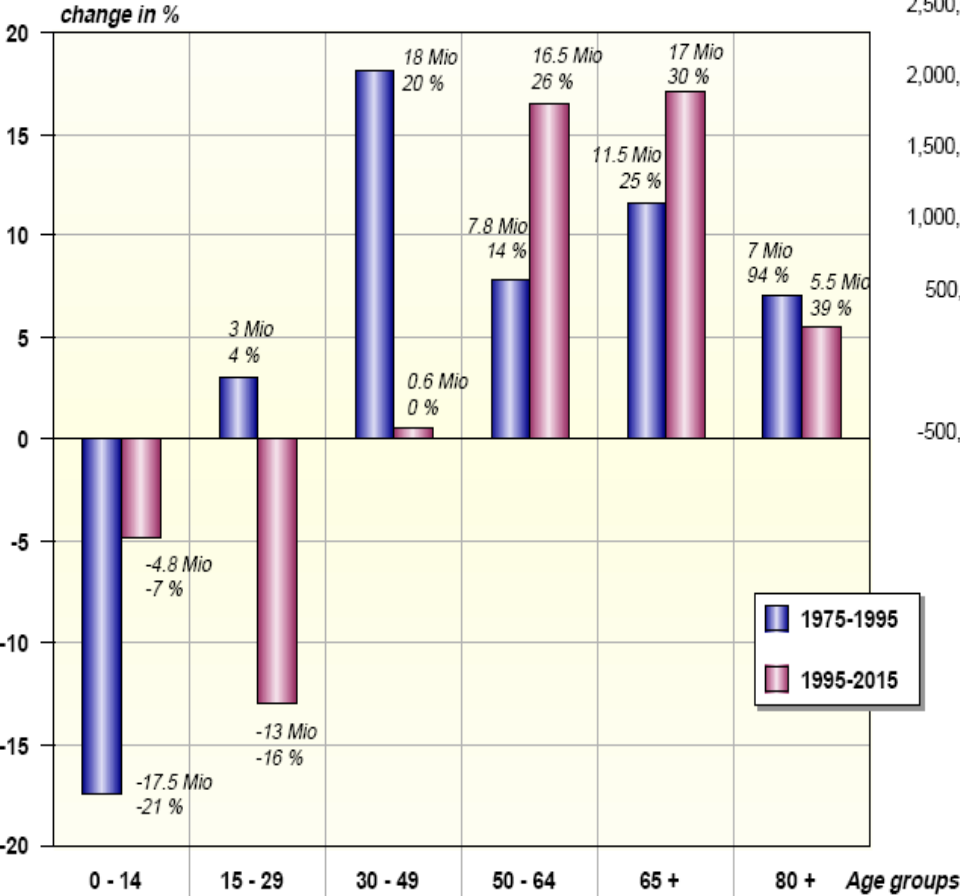
Main economic and employment trends

Index of general educational level of population in EU 27

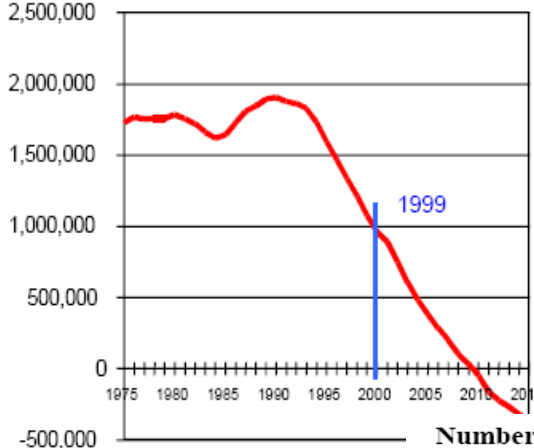


Main economic and employment trends

Demographic changes in the main age groups

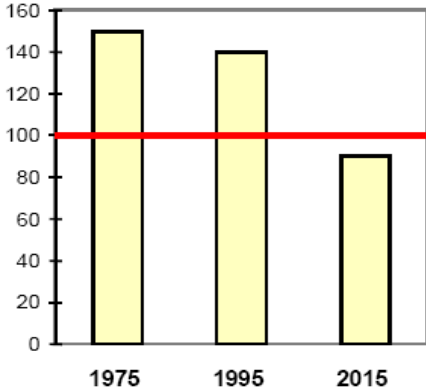


Balance between 20-29 and 50-64 age cohorts



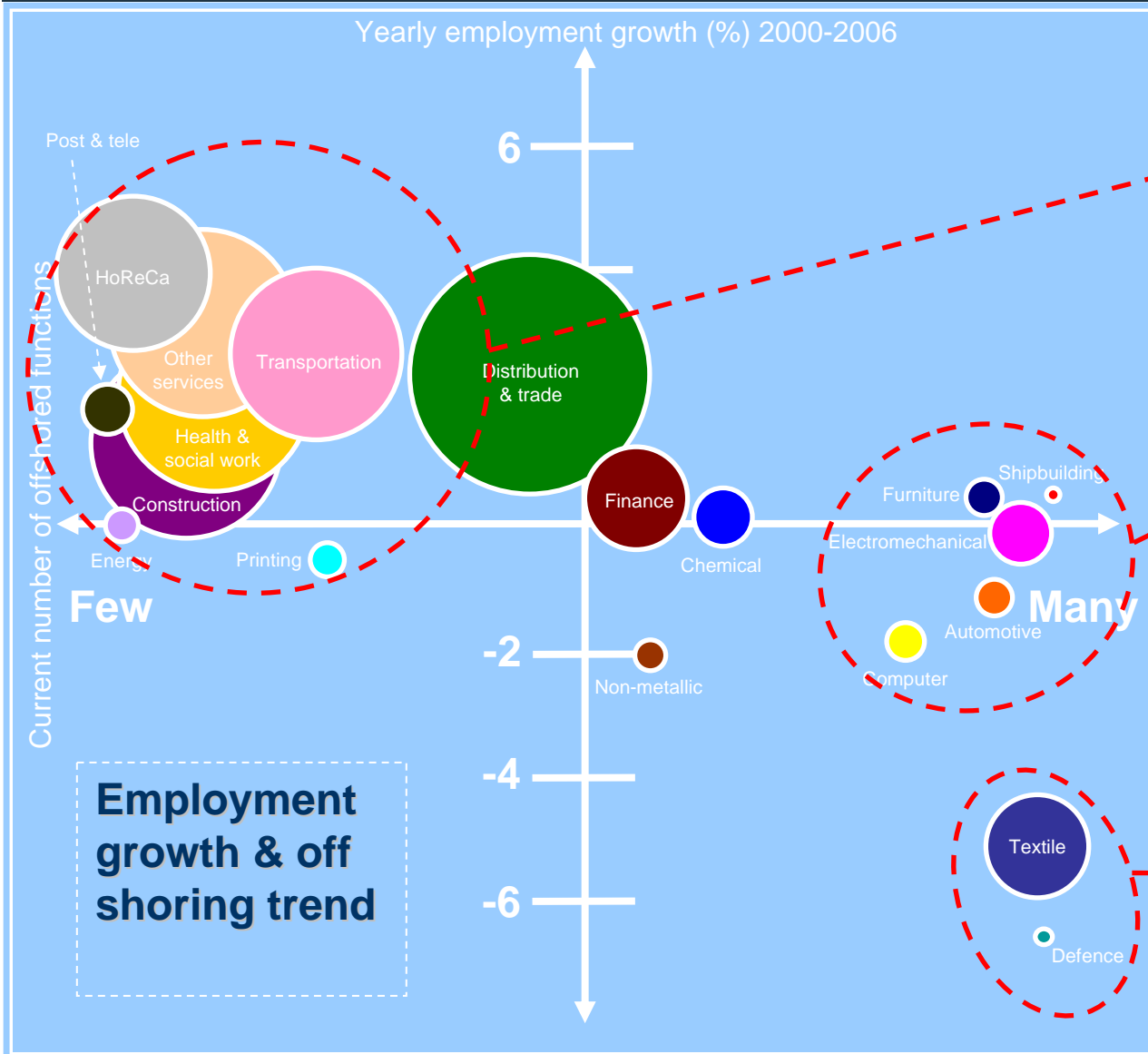
Clear need for replacement!

Number of incomers for every 100 departures



Source: Eurostat

Common paths of sectoral evolution



'Staying' sectors (services)

- High employment growth
- Low level of off shoring
- Increase in high skilled jobs
- Still need for low skilled/ manual labour

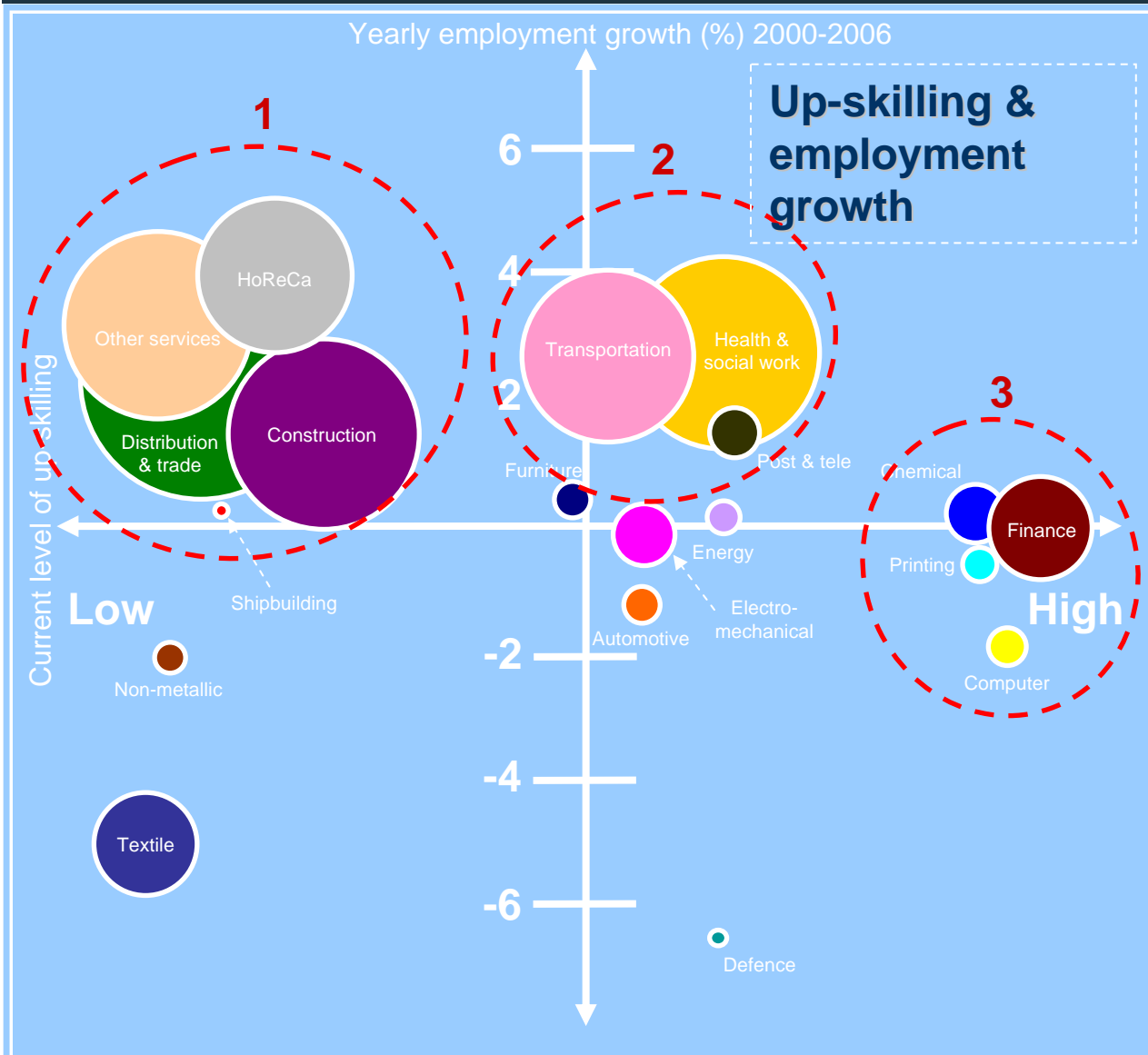
'Changing' sectors (production)

- Low/no employment growth
- High level of off shoring
- Increase in high skilled jobs (focus on high end value activities)
- Significant decrease in low skilled/manual labour

'Moving' sectors (production)

- High employment decline
- High level of off shoring
- Decrease in high skilled jobs
- Dramatic decrease in low skilled/ manual labour

Common paths of sectoral evolution



1. **Low up-skilling + job growth** = primarily low knowledge intensive service sectors
2. **Medium up-skilling + job growth** = primarily medium knowledge intensive service sectors
3. **High up-skilling + low/no job growth** = knowledge intensive service or production sectors (also sectors with high or medium off-shoring susceptibility)

Emerging skills and competencies

Most required emerging competencies

In service sectors

- Intercultural skills
- Conflict solution
- Multiskilling

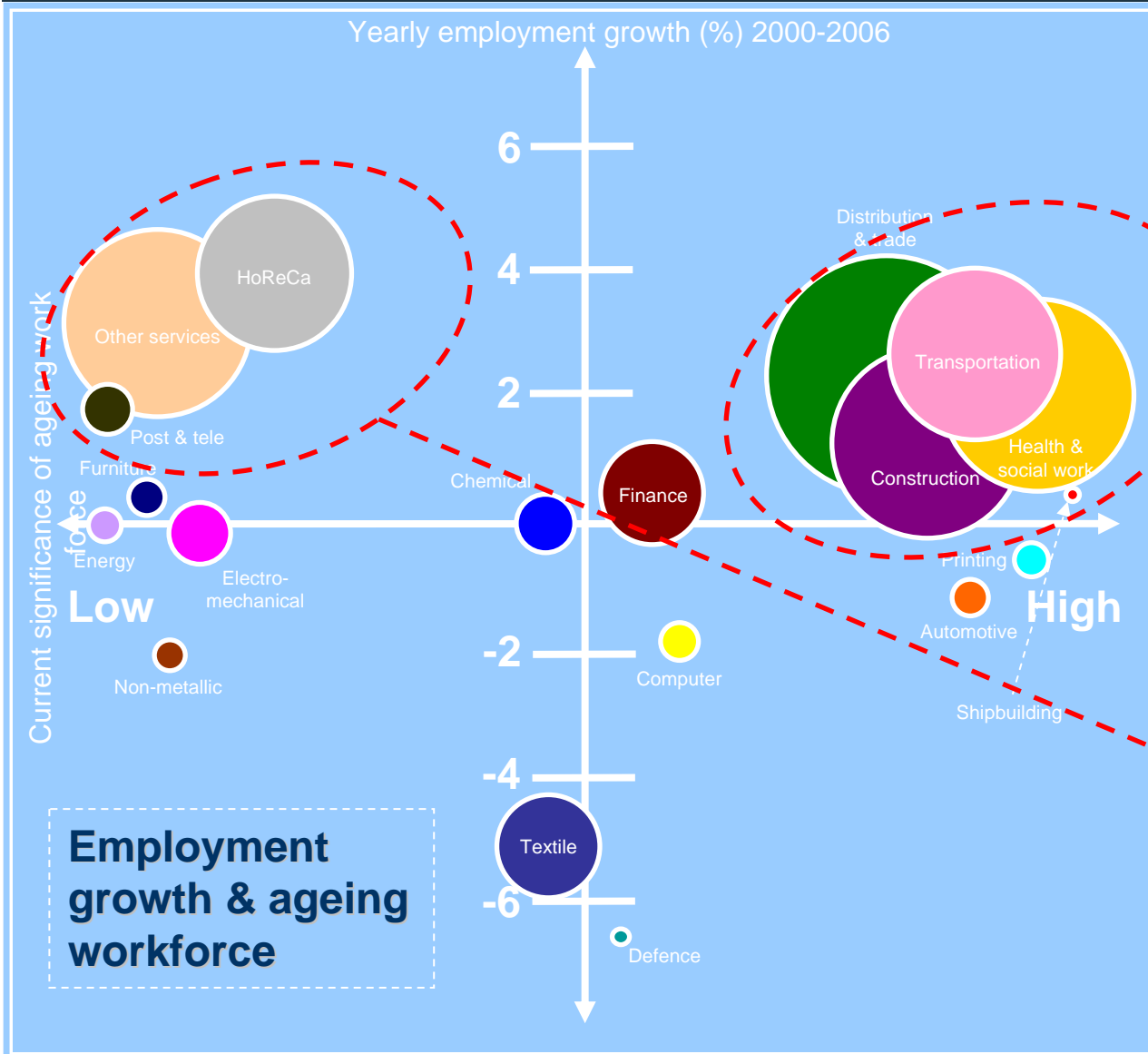
All sectors

- **ICT and E-skills** (both at user and expert level)
- **Health and green skills** (related to health and climate and environmental solutions)
- **Entrepreneurship and innovativeness**
- **Team work**
- **Self management**
- **New combinations of skills and competencies**

Production sectors

- **Skills/knowledge related to new materials**
- **Skills/knowledge related to new processes**
- **International value chain management**

Common paths of sectoral evolution



'Ageing' sectors

Sectors with typically *urgent or coming* recruitment challenges directly connected to an ageing workforce combined with employment growth

'young' sectors

Sectors with *urgent or coming* recruitment challenges related to job growth but only weakly related to an ageing workforce

Main recommendations from the sector studies

Findings	Relevant recommendations
Up-skilling in all sectors	<ul style="list-style-type: none"> Cooperation among stakeholders to adapt educational system Culture of life long learning Invest strongly in human capital Enhance and improve in-house up skilling and training Increased use of apprenticeship and mentoring schemes Support clustering and cross border networking (for joint training and R&D projects)
Job growth in service sectors	<ul style="list-style-type: none"> Adapt and modernize educational VET system Introduce more sector specific skills in education Focus on social and intercultural skills in education Improve working conditions and career possibilities
European excellence in production	<ul style="list-style-type: none"> Adapt and modernize educational VET system Introduce more sector specific skills in education Culture of life long learning (to enhance up skilling) Enhance and improve in-house up skilling and training Enhance innovation Support clustering and cross border networking (for joint training and R&D projects)
Dissolving sector divisions and new combinations of skills	<ul style="list-style-type: none"> Increase flexibility of educational system Inter and multidisciplinary approaches in education Cooperation among stakeholders to adapt educational system
Emerging skills and competencies especially related to ICT, internationalisation and sustainability	<ul style="list-style-type: none"> Cooperation among stakeholders to adapt educational system Culture of life long learning Enhance and improve in-house up skilling and training Inter and multidisciplinary approaches in education
Labour and skills shortages due to ageing, poor image, and failure to attract women	<ul style="list-style-type: none"> Improve working conditions and career possibilities Culture of life long learning Enhance and improve in-house up skilling and training Increased use of apprenticeship and mentoring schemes EU certification of education and skills to ensure international mobility of workers Support diversity programs e.g. to attract women and immigrants and keep elderly workers

A FOLLOW-UP: European Sector Councils on Jobs and skills

An European network of existing national observatories and councils

Lessons from the 18 sector studies:

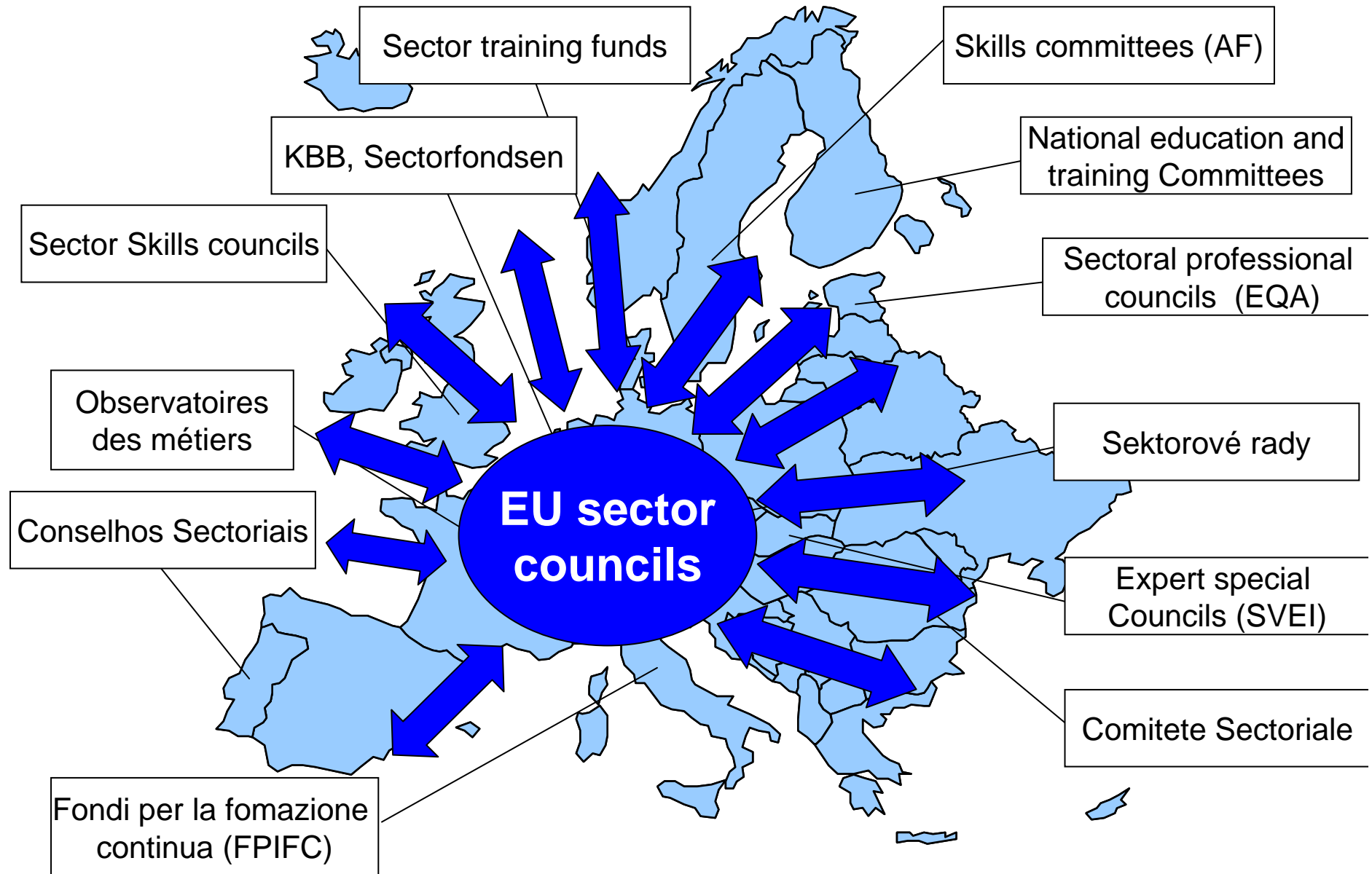
Need for a better understanding of sector trends

No exchange between national sector councils

Current situation



EU sector councils: network of observatories



EU sector councils: proposed format



Tasks and remits

1. Exchange of information and good practices:

- quantitative trends
- qualitative developments
- Tools, processes, strategies
- Analysis of information collected
- Discussion and validation
- Dissemination of results

2. Joint policy initiatives

- Optional
- Conditional on success of option 1
- In relation to qualifications and skills in sector

Composition

For each sector:

- European sector-level social partners (leaders)
- Secretariat of the EU sector council (1 FTE)
- Representative of national observatories (1/MS)
- European Commission (observer)



- A collaborative website about anticipation and restructuring
- Launched in Dec 2009, but some parts still developing
- Users provide the content
 - Uploading, commenting, rating, tagging of documents in the **Library**
 - Discussing key topics in the **Forum**
 - Jointly drafting papers in the **Wiki**

www.anticipedia.eu

Thank you for your attention!

Contact:

<http://ec.europa.eu/restructuringandjobs>