New Skills for New Jobs

UK Commission for Employment and Skills;
Skills, Jobs, Growth Convention 2010

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Outline

- Background
- Assessment until 2020
- Next steps ensuring the right skills for the right jobs

The ‘New Skills for New Jobs’ initiative

- Commission Communication

  « New Skills for New Jobs: anticipating and matching labour market and skills needs »

- Adopted on 16 December 2008 COM(2008)868
- Meeting European Council request « *to present a comprehensive assessment of the future skills requirements in Europe up to 2020 »…..*

The New Skills for New Jobs Initiative :key messages

- A need to increase skills at all levels …
- … but not just any skills: a need to **match** real labour market needs
- … quickly changing skills demands

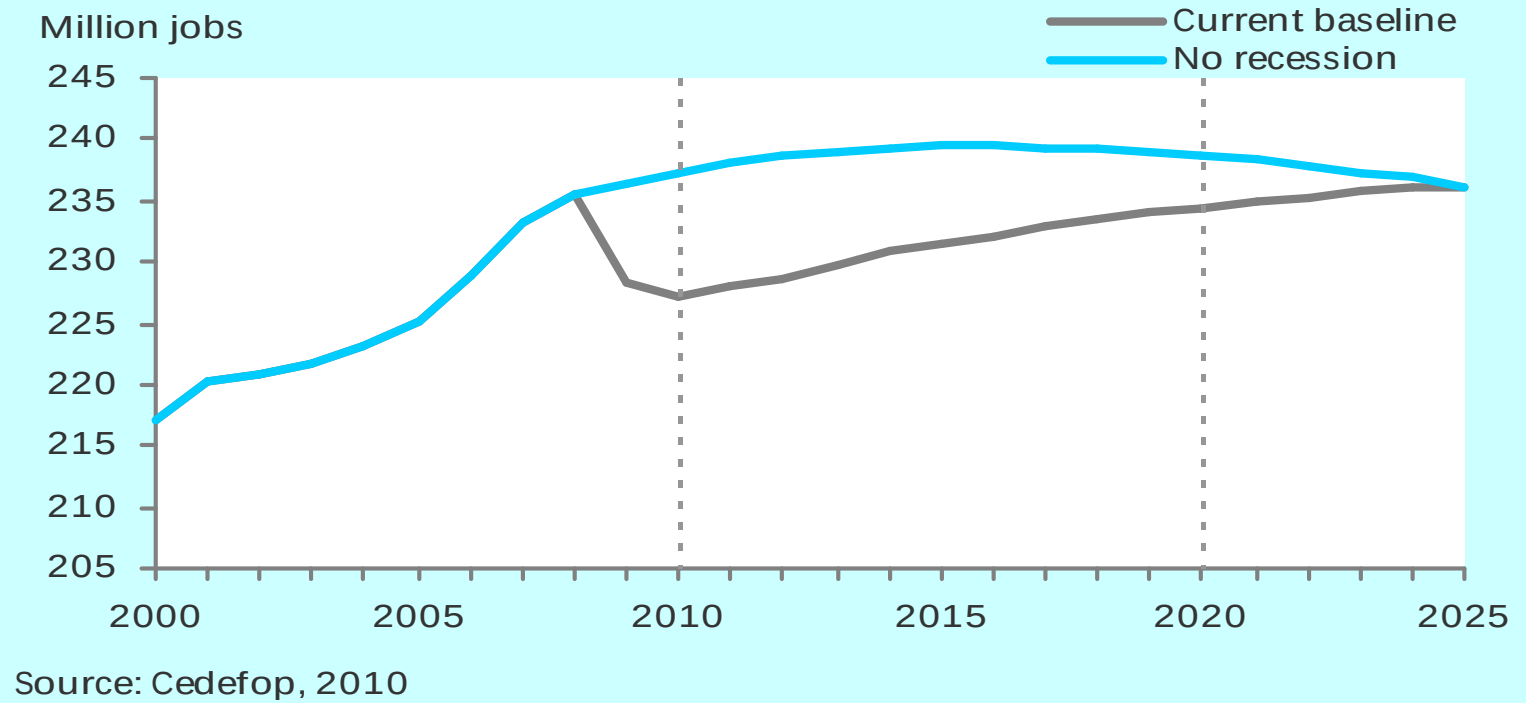
Improving capacities for skills assessment,

anticipation and matching, responsiveness of education and training systems

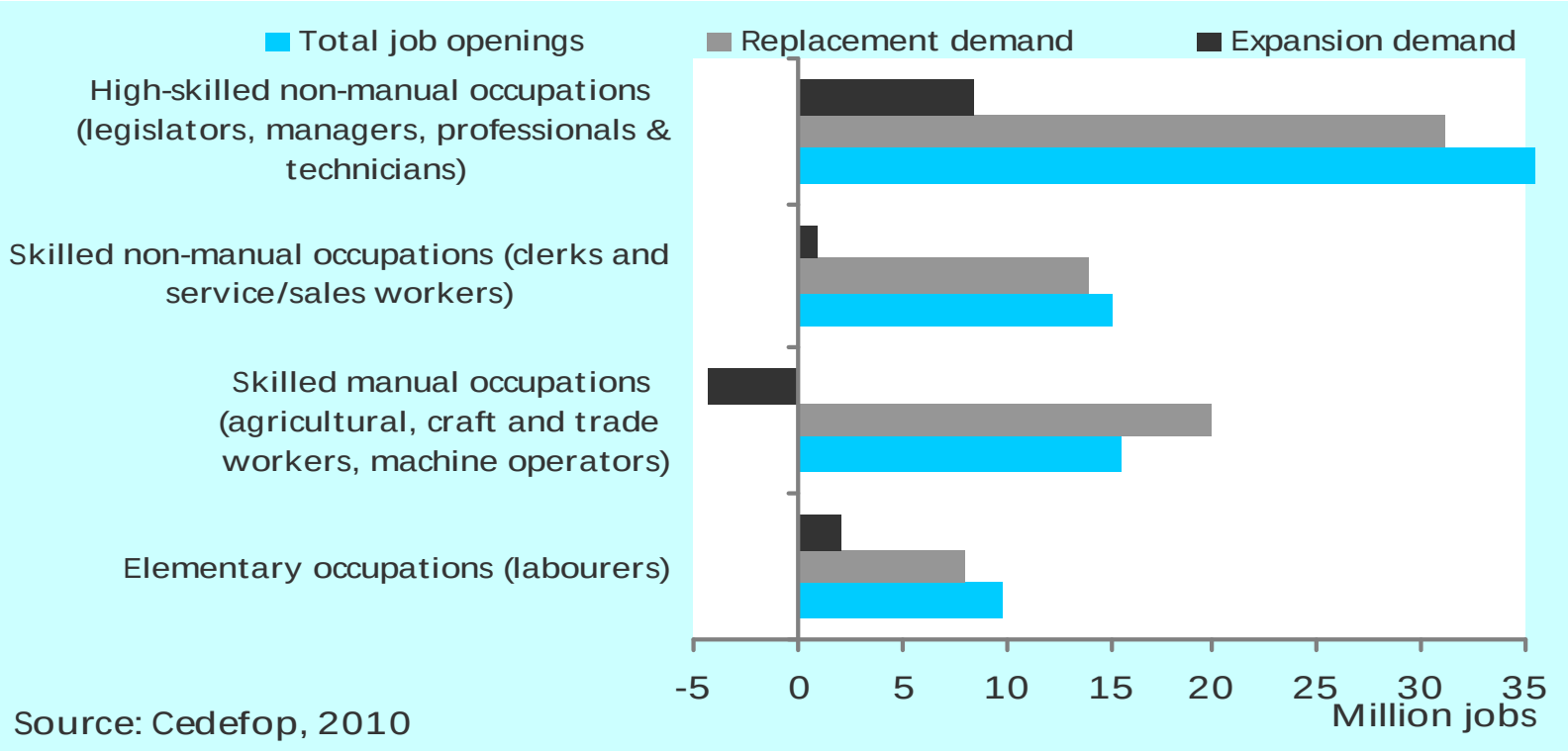
Assessment up to 2020

- **Trends in job creation (source: Cedefop, 2010):**
- 7 millions new jobs in EU27+ up to 2020 despite the recession
- Many replacement jobs : 73 million jobs
- Service sector : 3/4 of total employment in 2020

Impact of the recession on employment (EU-27+)



Future job opportunities (EU-27+)

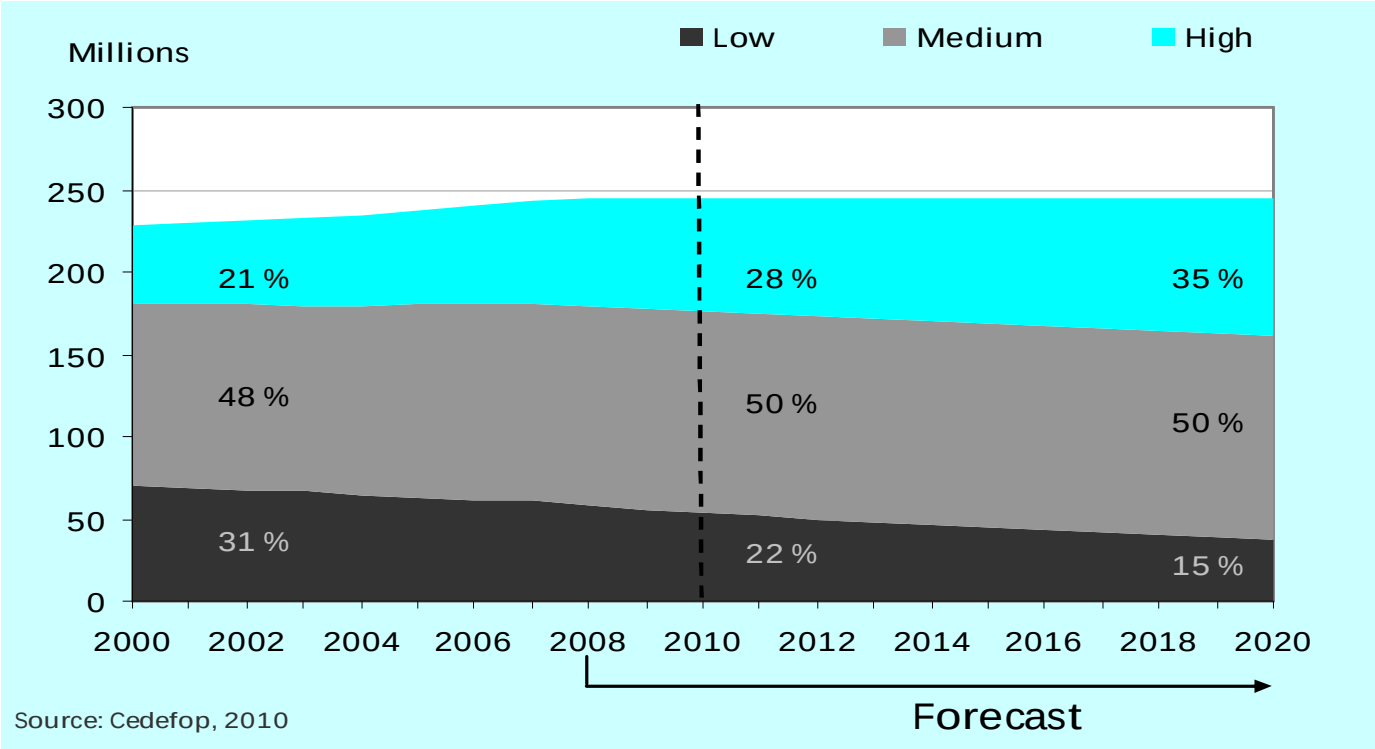


Source: Cedefop, 2010

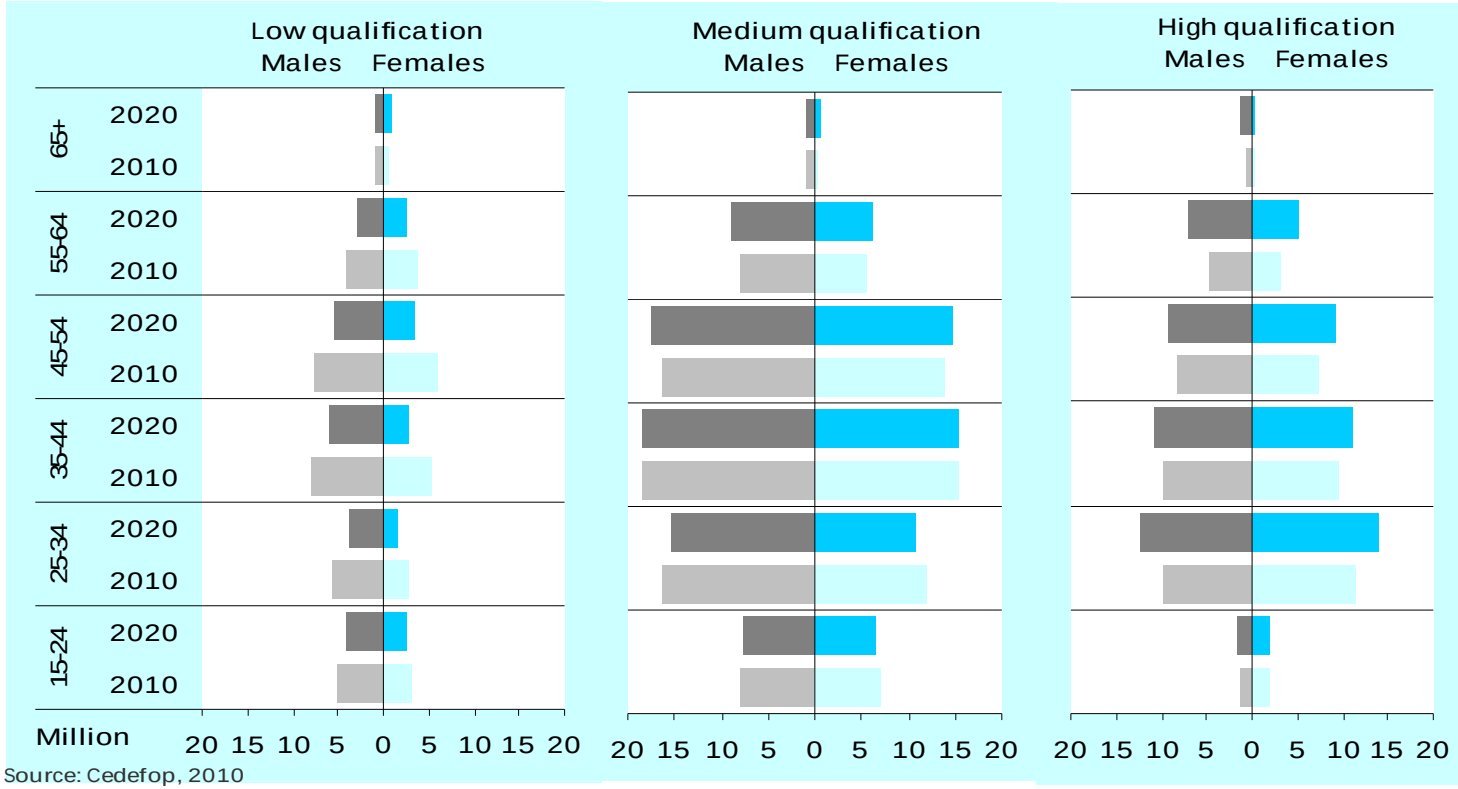
Trends in labour supply

- EU working age population will peak in 2012, more women and older workers will add until 2018
- More educated workforce… but with the right skills?
- Deficit of basic skills? Low achievers in reading in the EU: 24.1% in 2006 (PISA)
- Progress is still too low in Europe in adopting an approach based on lifelong learning

Supply trends by qualifications, labour force aged 15+ (EU-27+)



Labour force by age, gender and qualifications (EU-27+)



Source: Cedefop, 2010

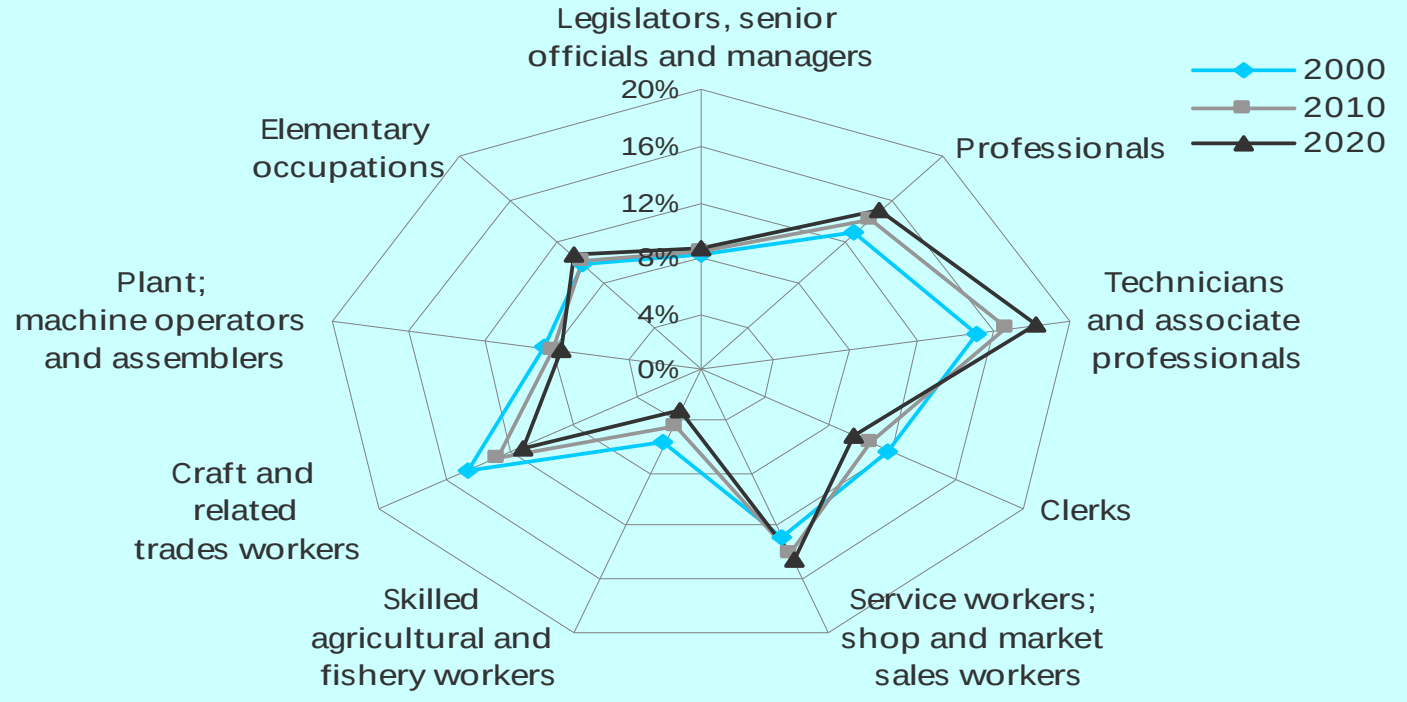
Evolving skills needs

- A growing demand for high level qualifications
- Which skills?
- Increasing skills requirements within occupations at all levels, including « transversal « or « generic » skills (e.g. communication and analysis skills, « learning to learn »…)
- Employers are looking for a mix of knowledge, skills and abilities

Demand change by occupational groups and qualifications (EU-27+)

Source: Cedefop, 2010

Changing occupational structure (EU-27+)



Source: Cedefop, 2010

Next steps ensuring the right skills for the right jobs

- EU 2020
- Expert Group recommendations
- Presidency Priorities / New Communication

EU 2020

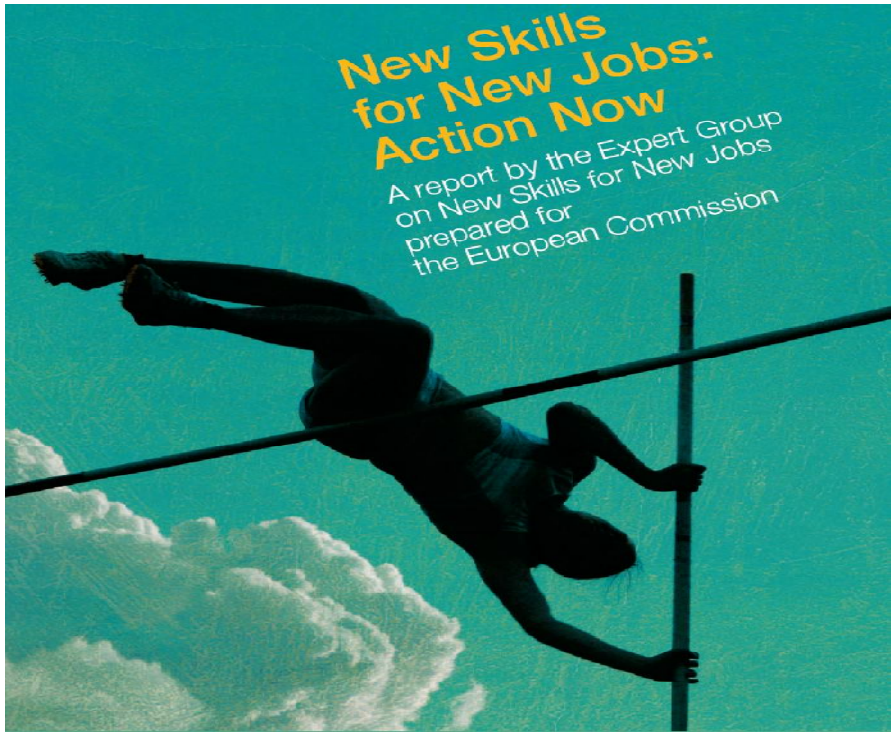
- Political Guidelines for the new Commission: Strong emphasis on skills and jobs (September 2009)
- Consultation (November 2009):

  (1) Creating value by basing growth on knowledge;

  (2) Empowering people in inclusive societies;

  (3) Creating a competitive, connected and greener economy
- Proposal for Spring European Council (March 2010)

Expert Group recommendations



Expert Group recommendations

New skills for New Jobs : Action Now

1. Provide the right incentives to upgrade and better use skills for individuals and employers.
2. Bring the worlds of education, training and work closer together.
3. Develop the right use of skills.
4. Better anticipate future skills needs.

Some very concrete key actions

1. **Right incentives to upgrade and better use skills**
   - Establish co-investment as part of collective agreements for people in work, and via counselling/PES for the unemployed.
   - Provide incentives for companies to encourage skills upgrading in their suppliers.
2. **Bring worlds together**
   - Develop outcome-based qualification. Encourage the use of learning outcomes in delivering educational and training programmes.
   - Widen access to education through accreditation of prior learning and the use of flexible pathways.

Some very concrete key actions (cont'd)

3. Right use of skills

- Embed digital and media literacy at all levels in education and training aiming at digital fluency for all citizens.
- Strengthen the continuing training of teachers by facilitating placement outside the education and training sector strengthening connections with enterprises and other users of qualification.

4. Future skills needs

- Develop comprehensive systems to track and monitor learners' success on the labour market and make this part of quality criteria for education and training institutions.
- Create EU sectoral councils bringing together existing national networks at EU level for the analysis skills needs and the development of proposals for updated qualifications in each sector.

Spanish Presidency

- Spanish Presidency conference 8/9 April 2010 in Barcelona; involvement of social partners
- Commission Communication in first half of 2010
- Likely Council conclusions June 2010

Thank you for your attention

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