



European medium-term skills agenda

To improve employability
and productivity

Skills for growth and competitiveness

Globalisation,
technological progress,
demographic ageing

Need to increase
employment,
productivity &
innovation

Competition with
technologically
advanced & emerging
economies

Skilled workforce, skilled entrepreneurs



Main areas of work



Anticipating and analysing skills needs

- policy makers
- education and training providers
- individuals and businesses



Developing and upgrading skills

- boost employability and competitiveness



Making skills & qualifications visible and comparable

- improve skills-job matching

I. Analysing and anticipating skills

Several national and EU initiatives in place but picture still incomplete; sectoral/regional data patchy

Goal

**provide better information and support
(to individuals, employers, E&T providers,
policy makers)**

How

**increasing coverage of
regional/sectoral/SME needs, consolidating
intelligence, making it readily available,
promoting career guidance**

Example - EU Skills Panorama

<http://euskillspanorama.cedefop.europa.eu>

Helping the
labour market...

... and the education/training
sector to better understand
skills demand and supply



EU Skills Panorama for Transport

Analytical Highlight on Automotive Sector and Clean Vehicles, March 2014:

...the demand for clean vehicles is contributing to the creation of **213,000 new high-skilled job openings** in R&D, design and senior roles in the manufacturing process.

... will also require **existing workers to learn new skills** in the assembly of electric motors, computing, electronic control devices and sensing equipment.

...The majority of R&D and design jobs are expected to be in Western Europe, notably Germany. Central and Eastern European countries will experience a **growth in engineering jobs...**



II. Developing and upgrading skills

**High levels of unemployment,
skills mismatches**

Goal

improve **relevance, quality, access** to education and training, esp. for the young, the low qualified and long-term unemployed

How

increasing focus of European co-operation in Education and Training, promoting **work-based learning, transversal skills** and validation of non-formal and informal learning

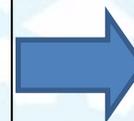
Example – EU Sector Skills Councils

developing the skills needed in specific sectors / occupations

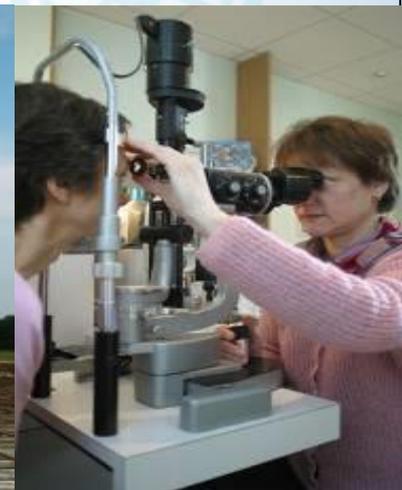
Bottom up:
decision,
leadership
and steering
by European
social partners

Involvement of
national SSC,
observatories,
representatives
of education
and training
providers

Starting point:
collect, analyse
and exchange
the sector
relevant data



Skills intelligence
Skills governance
Skills policies



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EU Sector Skills Councils

state of play and future

Feasibility phase

- Audio-visual & live performance
- Construction
- Steel
- Gas
- Automotive
- Nursing
- Chemicals
- Fisheries
- Furniture
- Shipbuilding
- Agriculture
- Electricity

Implementation phase

- Textile, clothing & leather
- Commerce
- **Automotive**
- **Shipbuilding & marine technology**
- Audio-visual

Future

- New EU Sector Skills Alliances instrument merging current EU Skills Alliances and EU Skills Councils (to be funded by Erasmus+):
 - LOT 1 - Identifying skills gaps & demand (former Skills Councils)
 - LOT 2 - Developing VET curricula
- First call in 2016



III. Making skills visible and comparable

Lack of understanding and recognition of skills and qualifications

Goal

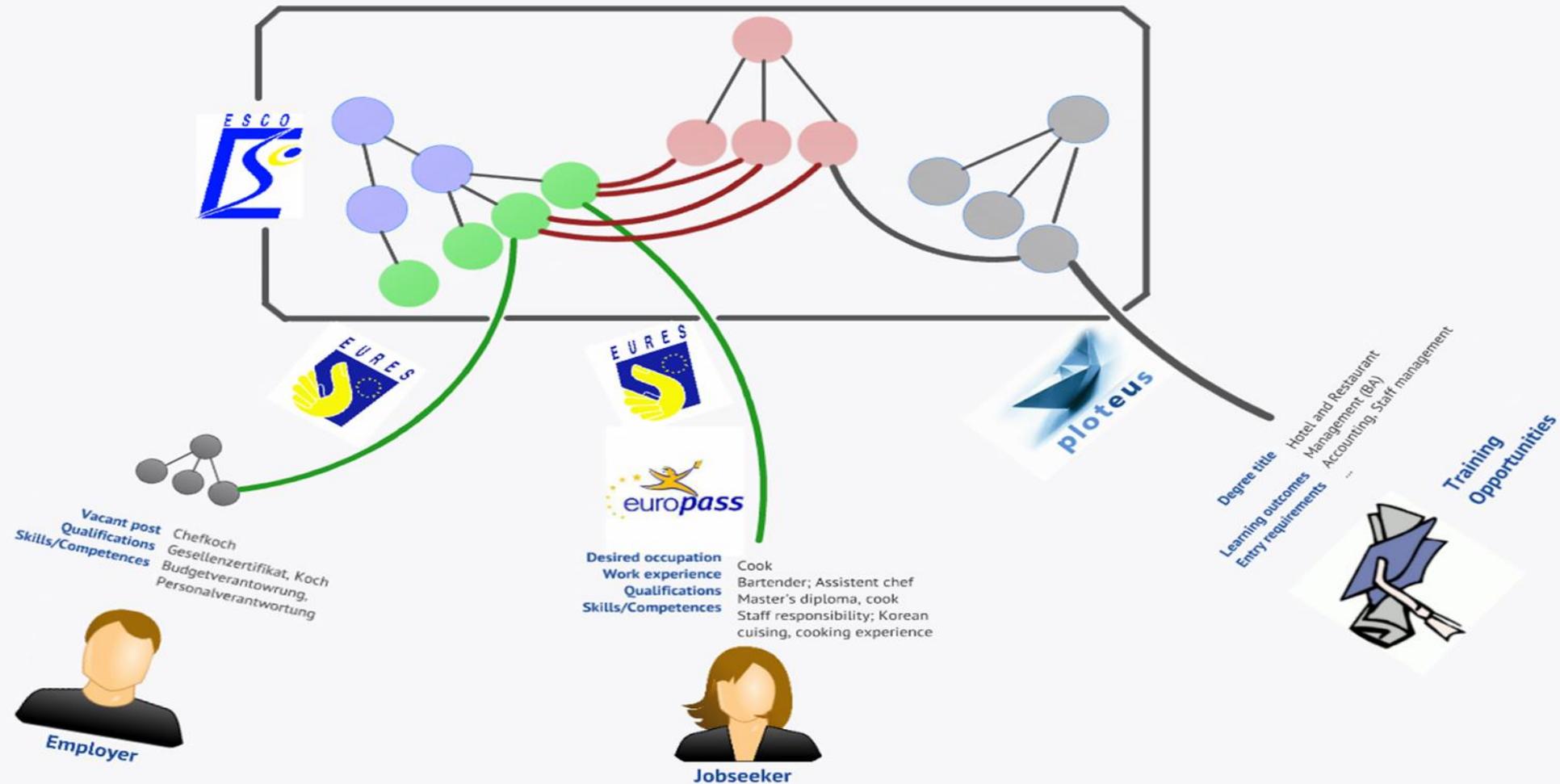
enable people to present/use their **skills and qualifications across sectors and countries**, to boost digital skill-based job-matching

How

promoting **recognition**, improving **documentation** of skills and qualifications, promoting **interoperability** and open standards

Example - European Skills/Competences, Qualifications and Occupations (ESCO)

<https://ec.europa.eu/esco>



ESCO for Transport

- **Transport is 1 of the 27 economic sectors covered in ESCO**
- **It covers land, water and air transportation**
- **Content:**
 - **developed by experts from around Europe**
 - **will be finalised before summer 2015**
 - **193 Occupations and 1090 Skills, Competences and Knowledge**



Thank you for attention

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