



Europe 2020 and the Agenda for New Skills and Jobs

- What are the main messages for education and training policy?
- How does it work?
- What are the main challenges?

7 flagship initiatives targets



Smart Growth	Sustainable Growth	Inclusive Growth
<p>Innovation</p> <p><i>« Innovation Union »</i></p>	<p>Climate, energy and mobility</p> <p><i>« Resource efficient Europe »</i></p>	<p>Employment and skills</p> <p><i>« Agenda for new skills and jobs »</i></p>
<p>Education and employment</p> <p><i>« Youth on the move »</i></p>	<p>Competitiveness</p> <p><i>« An industrial policy for the globalisation era »</i></p>	<p>Fighting poverty</p> <p><i>« European platform against poverty »</i></p>
<p>Digital society</p> <p><i>« A digital agenda for Europe »</i></p>		

Flagship 'An agenda for new skills and jobs'



- Better functioning of EU labour markets & flexicurity
- Right skills for right jobs
- Improving the quality of work and working conditions
- Creating jobs

Strengthening of all components of flexicurity



- Better working contracts
- Contractual arrangements
- Lifelong learning
- Active labour market policies

Persistence of 'dual' labour markets



Labour market reform helped weather the crisis,
but:

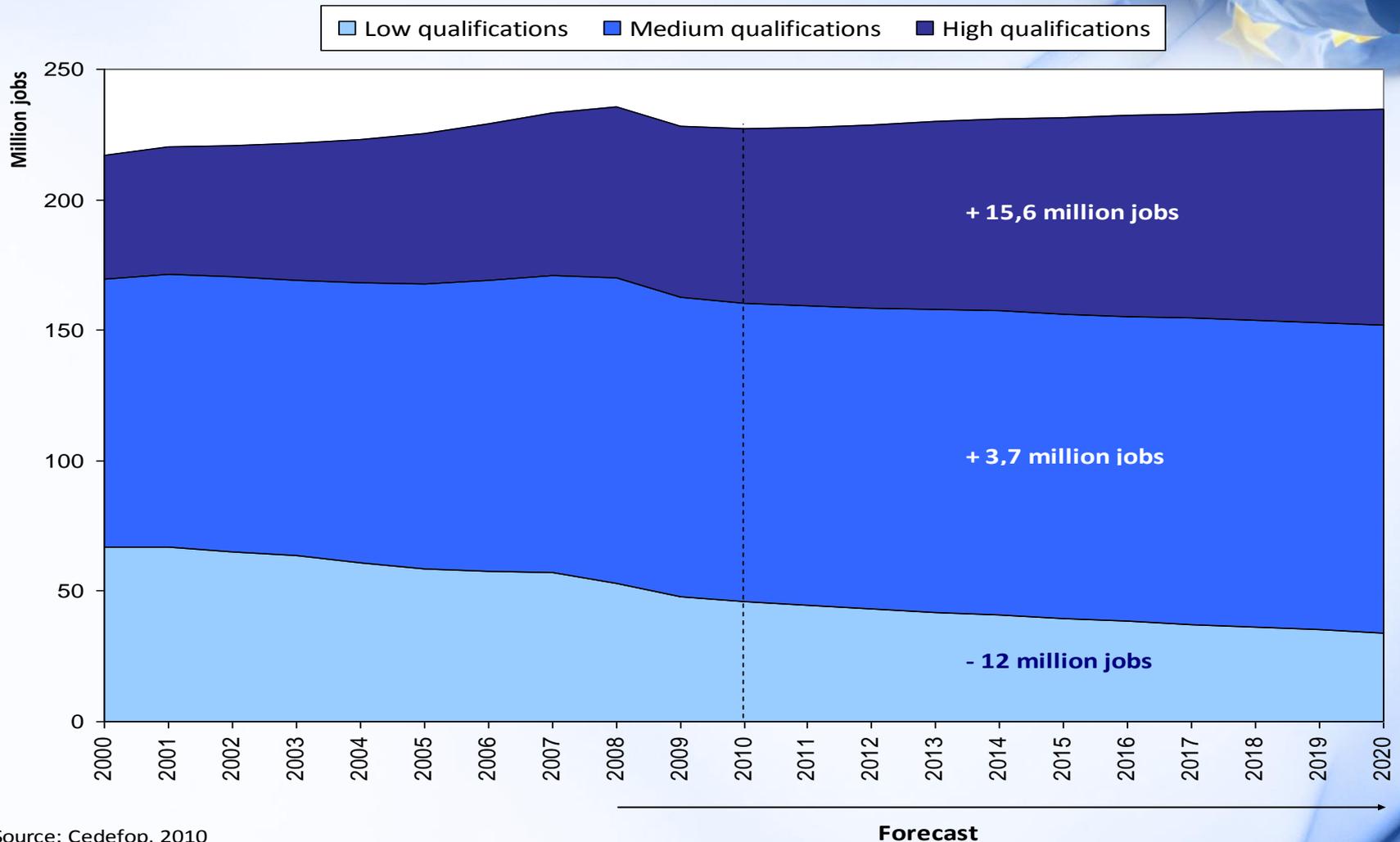
- Vulnerable groups have been hit the hardest:
persistent segmentation
- Risk of higher long-term unemployment
- Difficult to implement truly integrated
flexicurity approaches

Skills gap



- Over 80 million adults hampered by low levels of basic skills
- Skills people have often don't match skills needed to get jobs
- Jobs becoming more knowledge- and skills-intensive: by 2020 35% of all jobs will require high-level qualifications

...which qualifications are needed?



Source: Cedefop, 2010

Forecast

What we know about skills needs and skills mismatches



- Is there a **job polarisation**?
- What are the **most demanded jobs**?
- Do workers need **more training**?
- What do employers think about **graduates**?
- Are trends similar in each **sector**?
- What about **green jobs**?
- Will **China** overtake Europe in the race for talents?

First findings of the European Vacancy Monitor



TOP 5 bottleneck occupations in Europe

1. Finance and sales associate professionals,
2. housekeeping and restaurant services workers, cooks, waiters
3. electrical and electronic equipment mechanics and fitters,
4. shop salespersons and demonstrators,
5. personal care and related workers

Situation differs strongly per country

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Do workers think they have the right skills for their job?

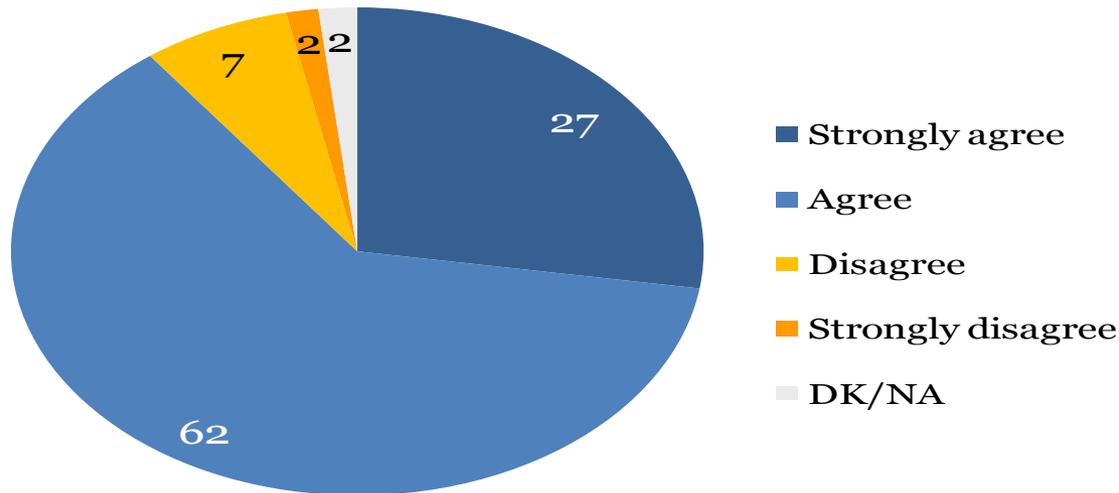


- 13% think they need further training to cope well with duties
- 55,3% think their skills correspond well with their duties
- 31.7% think they have skills to cope with more demanding duties

What did employers tell us?



Higher education graduates recruited in the last 3-5 years have the skills required to work in respondents' companies – TOTAL



Q3.1. How much do you agree or disagree with the following statement? “Higher education graduates recruited in the last three to five years have the skills required to work in my company”.

Base: companies that have recruited higher education graduates, % TOTAL

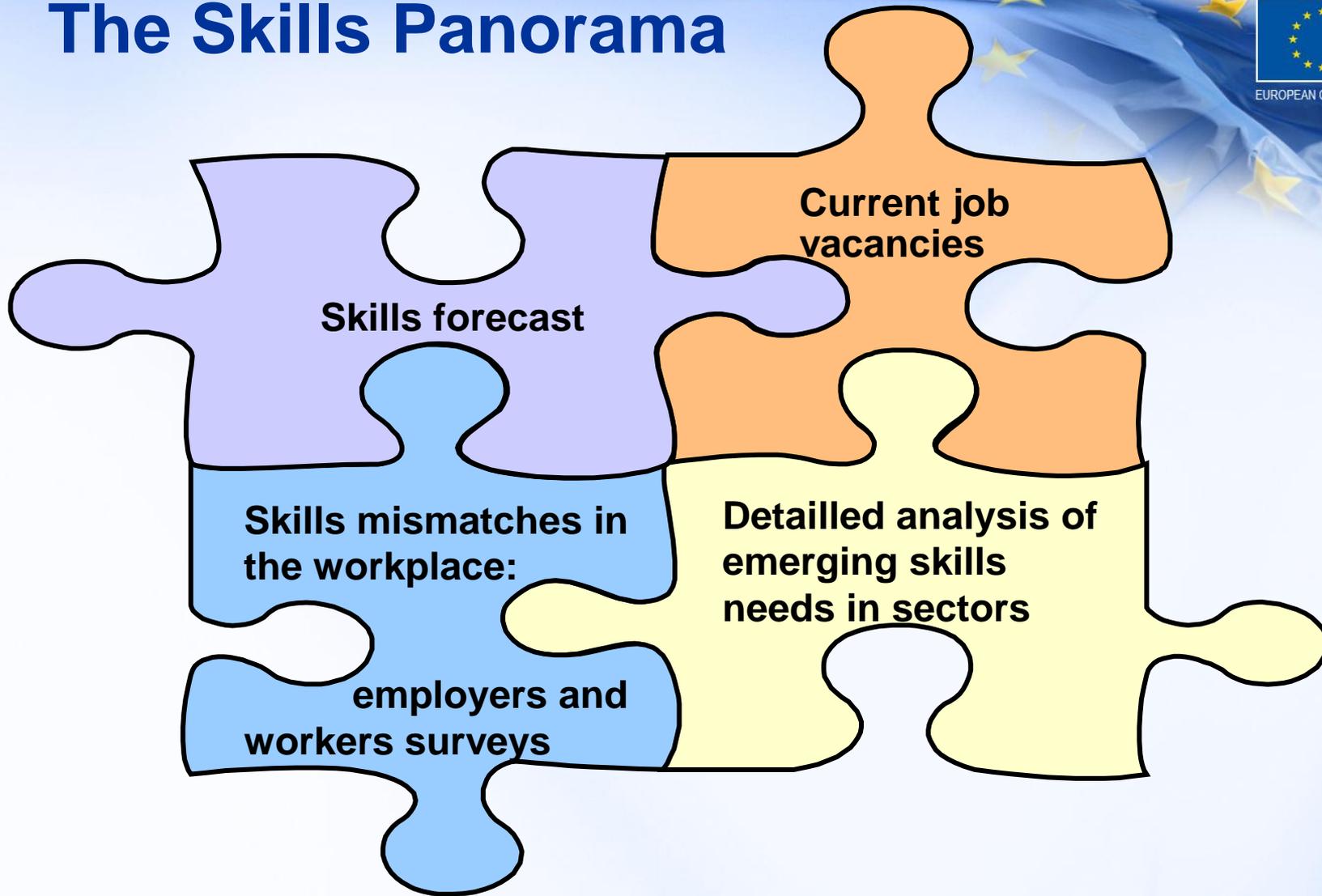
Broadly the **skills of recent HE graduates are relevant to employer needs now and in the future**

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The Skills Panorama



Skills forecast

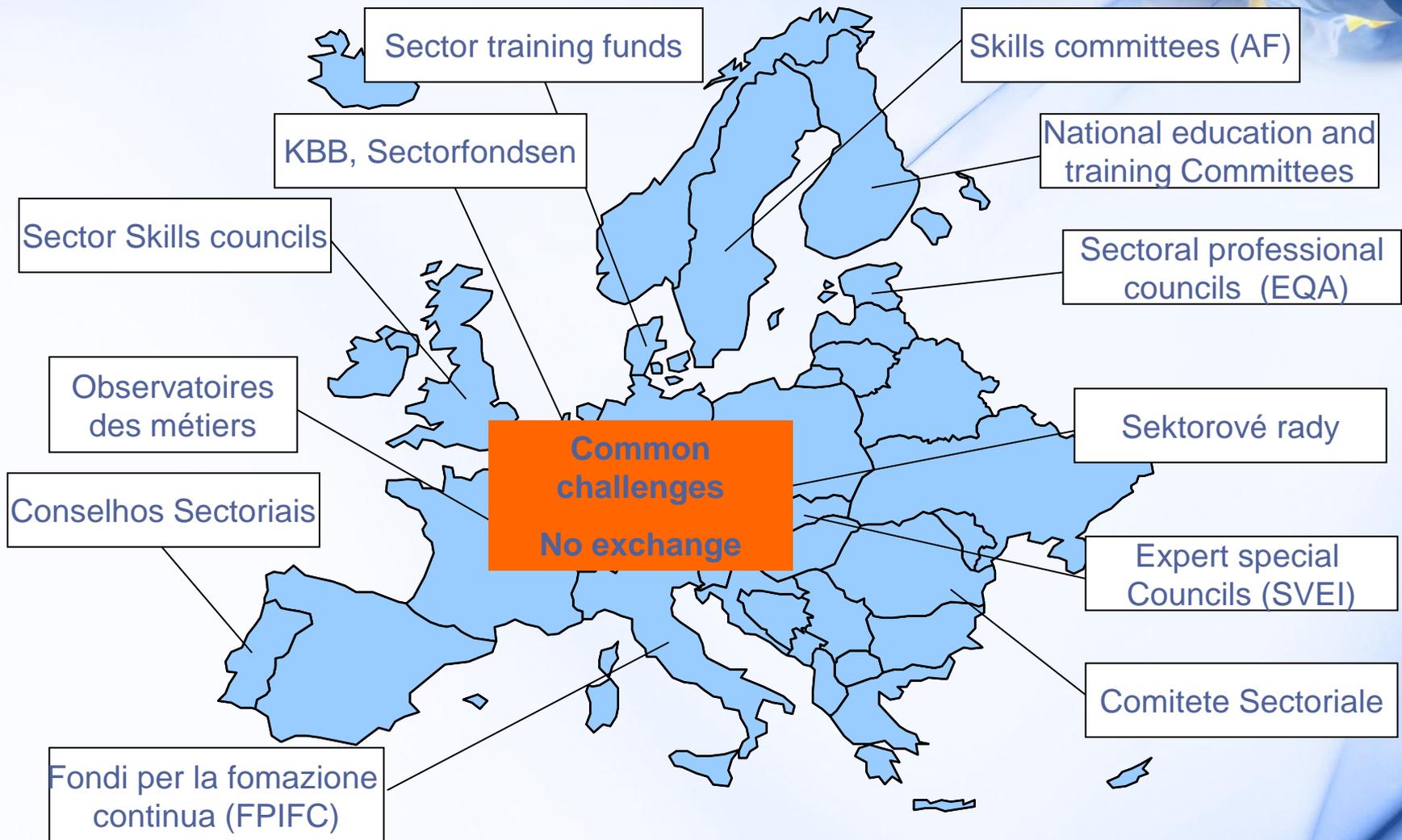
Current job vacancies

Skills mismatches in the workplace:

employers and workers surveys

Detailed analysis of emerging skills needs in sectors

Cooperation between national and sectoral skills observatories



NEW: A network of existing observatories



To improve levels of basic skills and education...

- High Level Expert Group on **literacy**
- Policy network on **math, science and technology**
- Proposal on reducing **early school leaving**
- A new impetus for **lifelong learning**
- A policy network on the education of **migrants**:
from brain waste to brain gains

To respond to labour market and social needs through E&T

- Basic skills but also...
- New initiatives on **'transversal' skills:**
 - languages
 - digital literacy and fluency
 - entrepreneurial skills

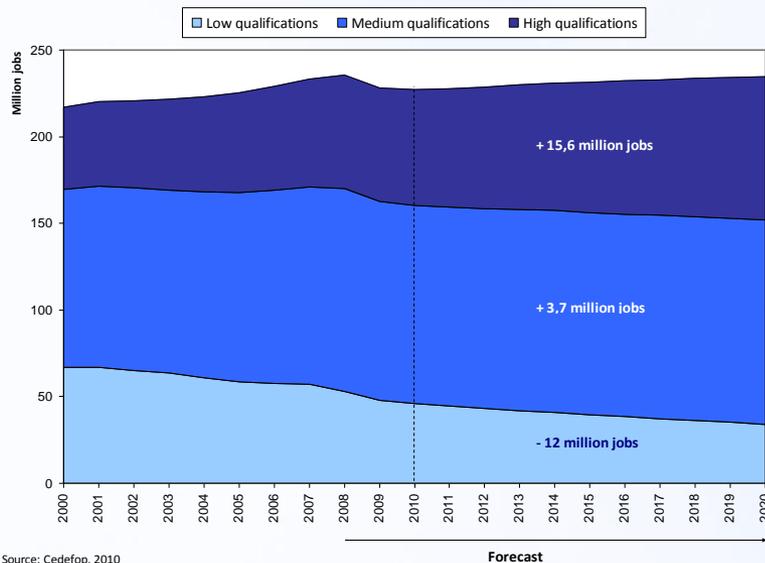
To match skills and jobs...



- The **European Skills passport**
- European Skills, Competences, qualifications and Occupations classification (**ESCO**) – developing a common language to bridge gap between education and labour markets
- **Knowledge Alliances** – more ambitious cooperation between education and business
- **Marie Curie** and **Erasmus** - employability through mobility



Thanks for your attention!



Source: Cedefop, 2010

- Implementation
- Delivery
- Action