



CEDEFOP

European Centre for the Development
of Vocational Training



Future skill needs in Europe

Medium-term forecast

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Cedefop



Cedefop

European agency for the development of vocational education and training (VET)

Research, analysis, scientific advice and networking to provide evidence and support in:

- ⇒ developing/implementing VET policy
- ⇒ European cooperation in VET

Why skill needs analyses for Europe

- ✓ to better respond to global challenges
- ✓ to fill existing information deficits on future skill needs (for all actors on the labour market)
- ✓ to support evidence-based policy-making in LLL, employment and social policy

EU action

⇒ New Skills for New Jobs initiative

What forecasts...

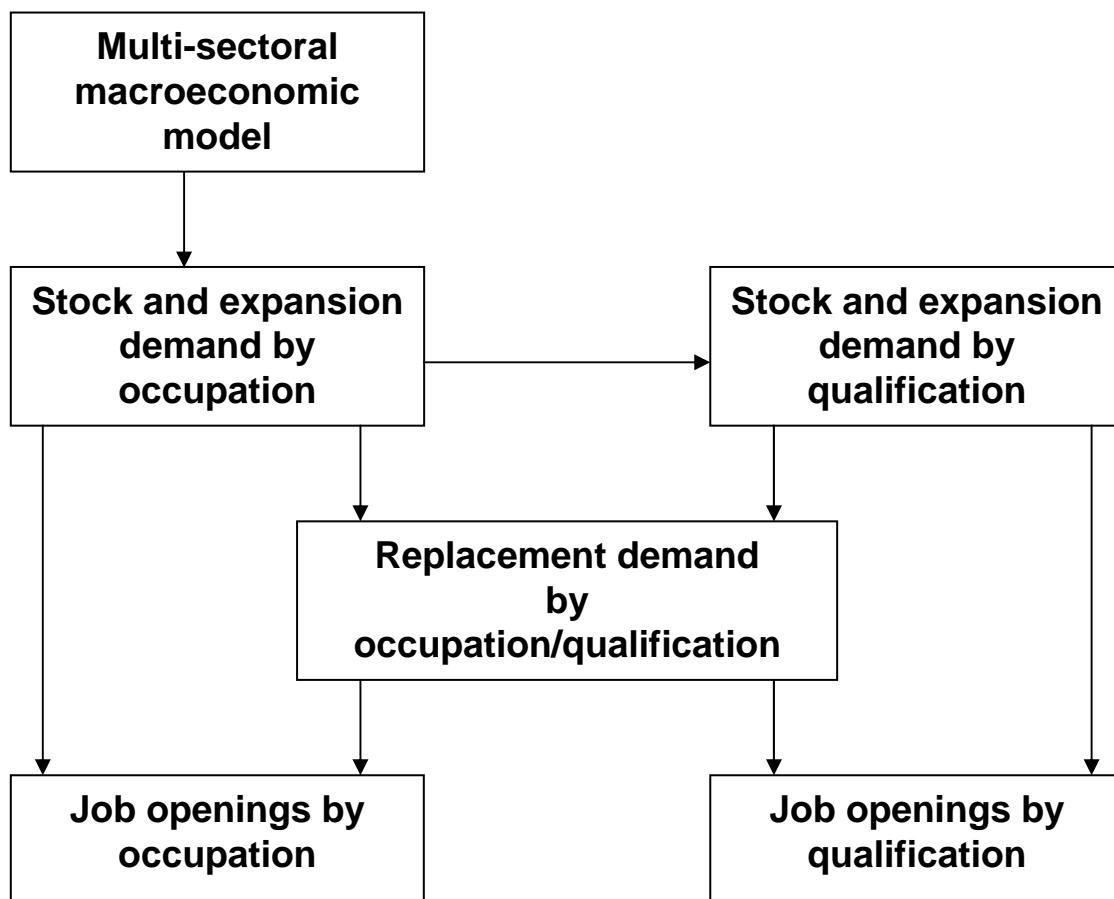
can provide?

- systematic analysis of the implications of continuation of past trends and patterns of behaviour
- alternative scenarios based on alternative assumptions
- basis for intelligent and informed debate and further research

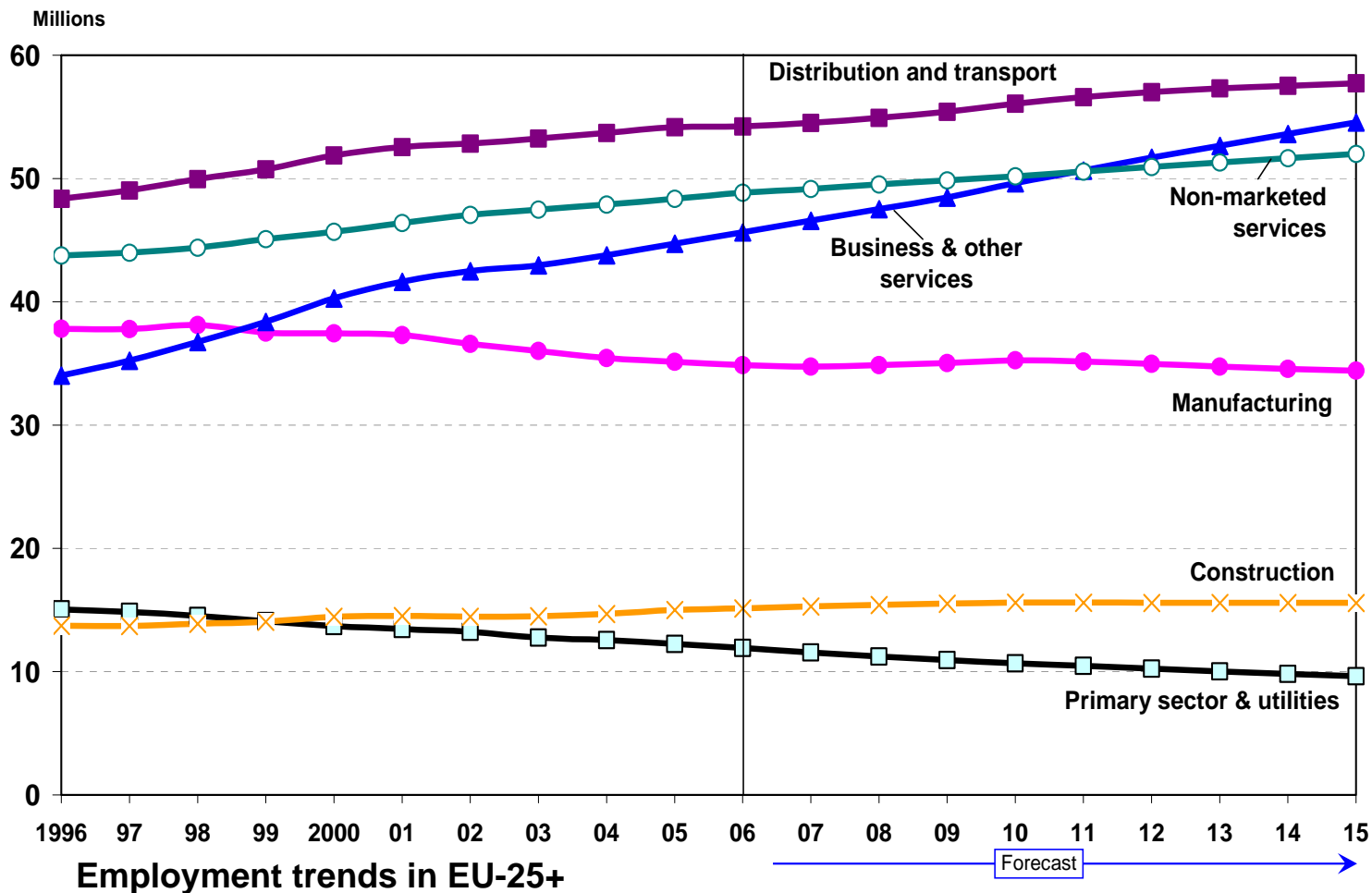
cannot provide?

- precise predictions that can be used for detailed manpower planning (not a crystal ball)
- qualitative information on skills and competences

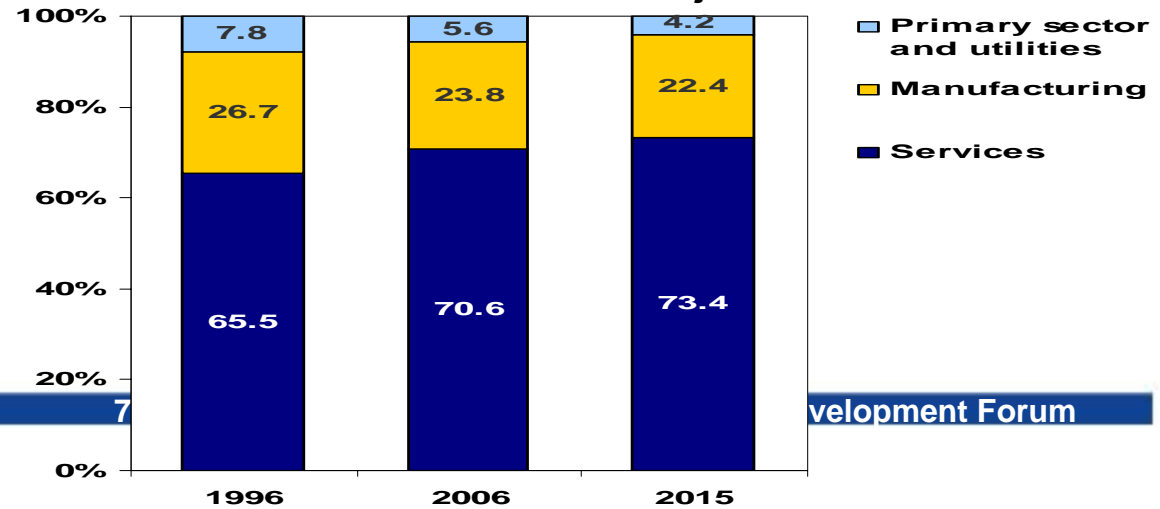
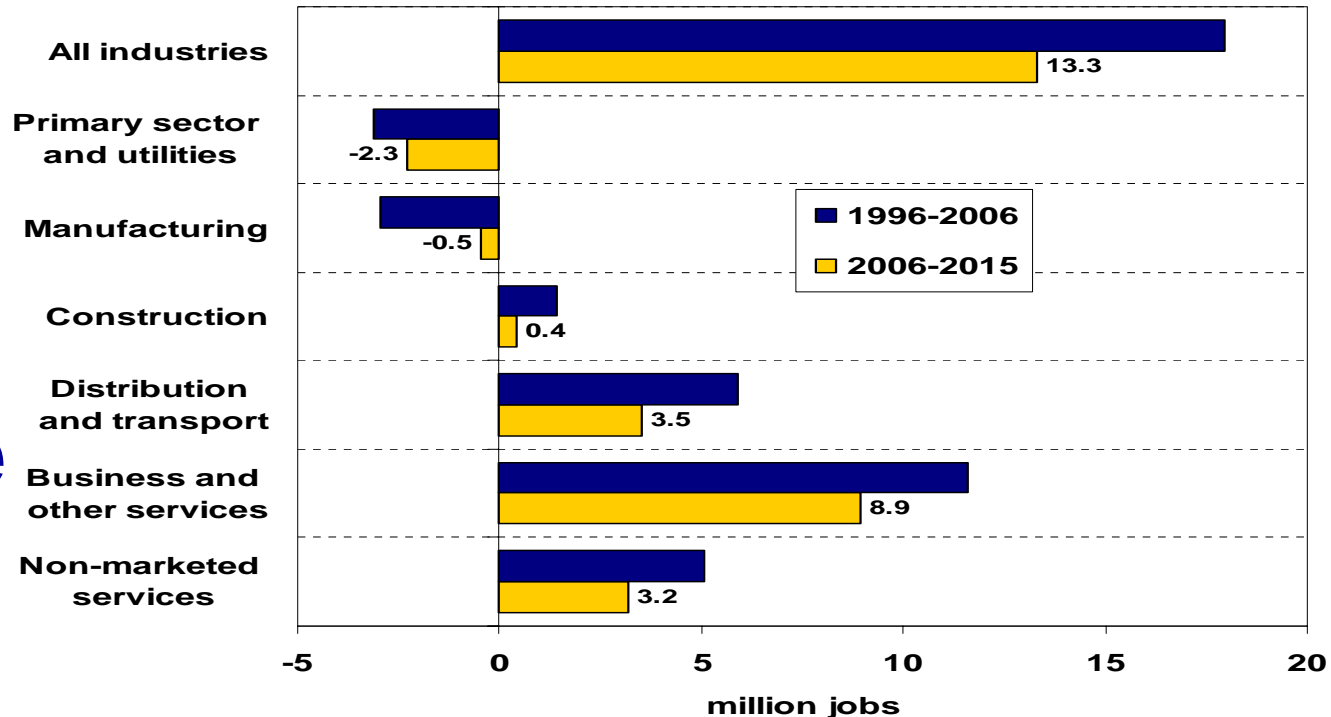
Modular approach \Rightarrow the Framework



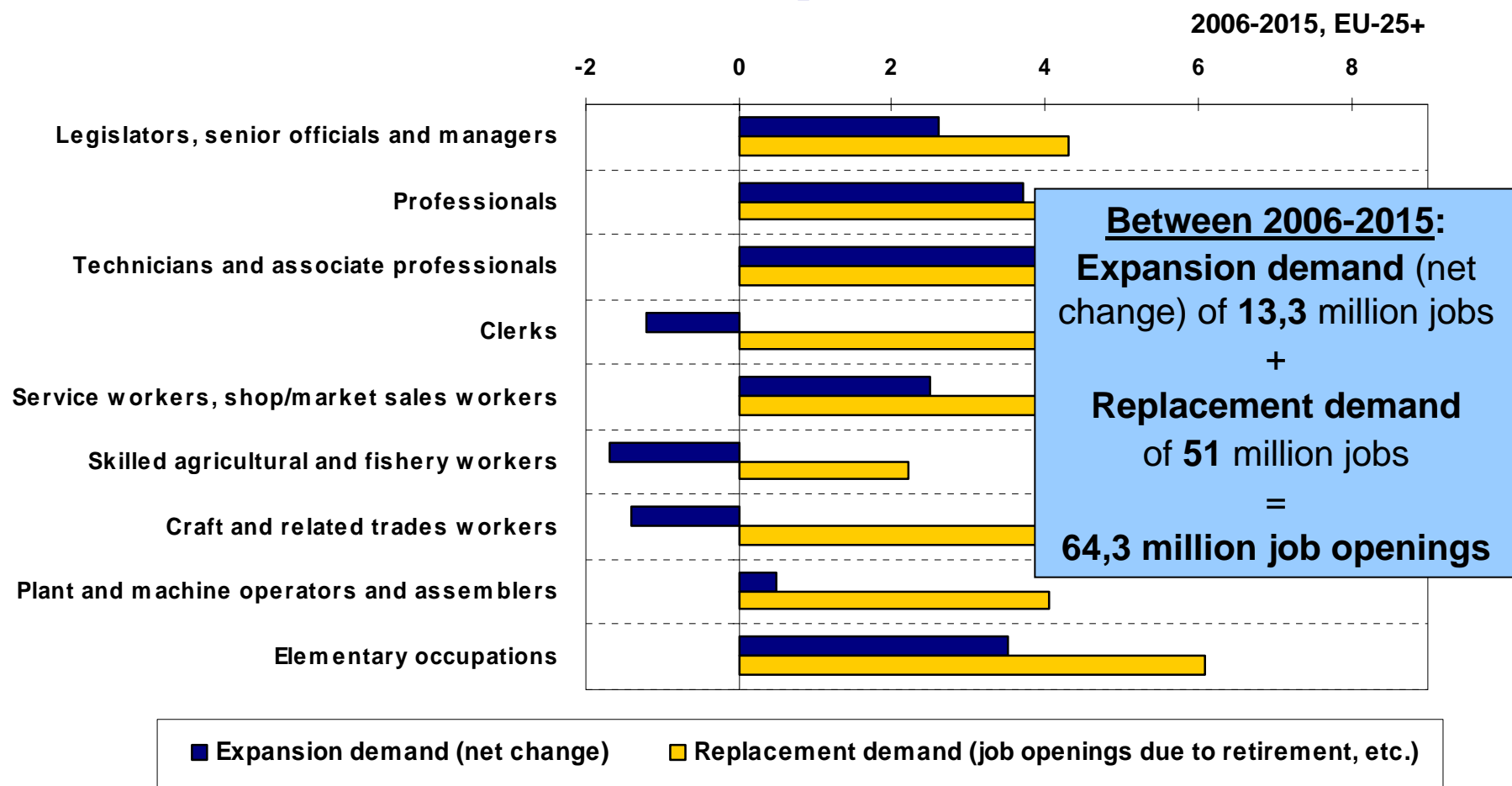
Shift towards services continues...



Sectoral net change and structure in EU-25+

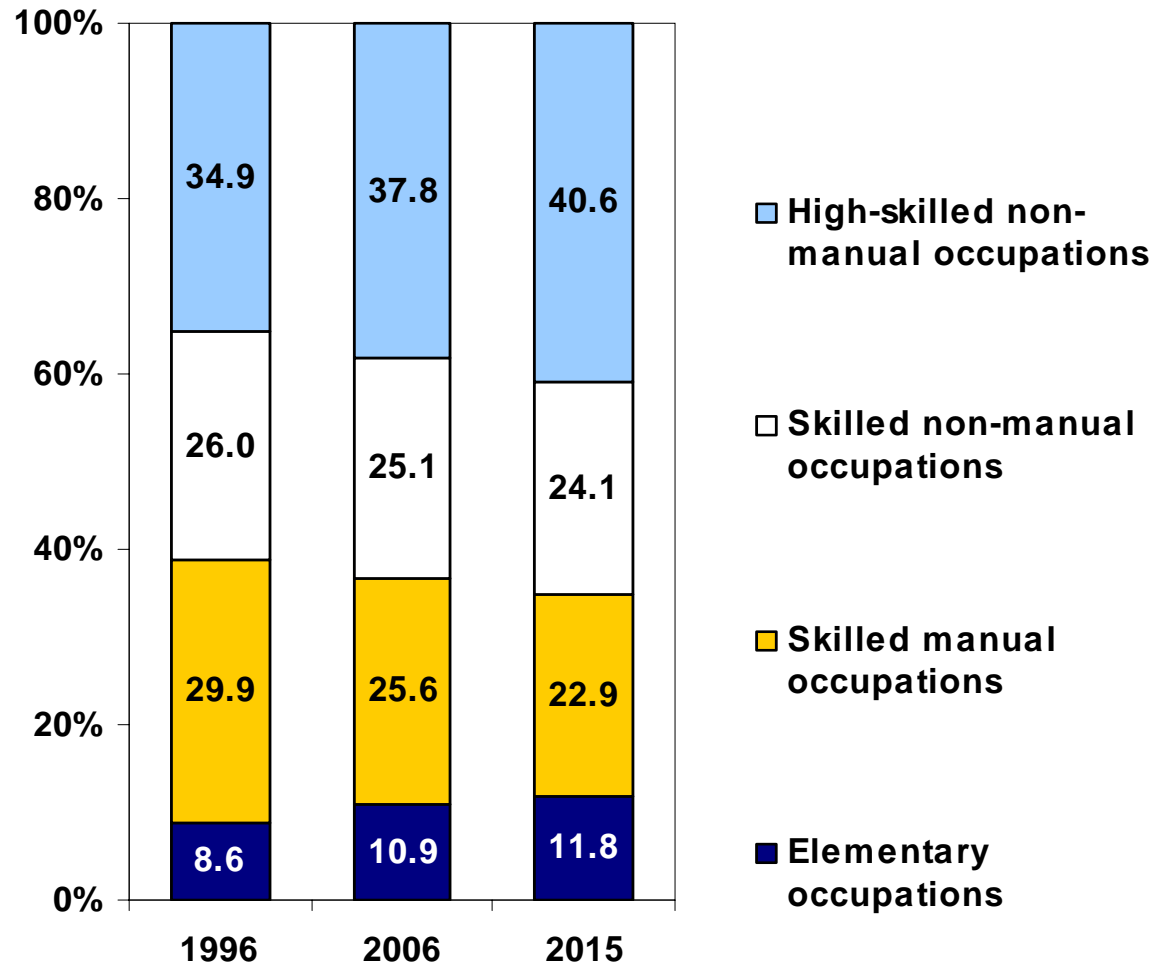


Demand for all occupations...

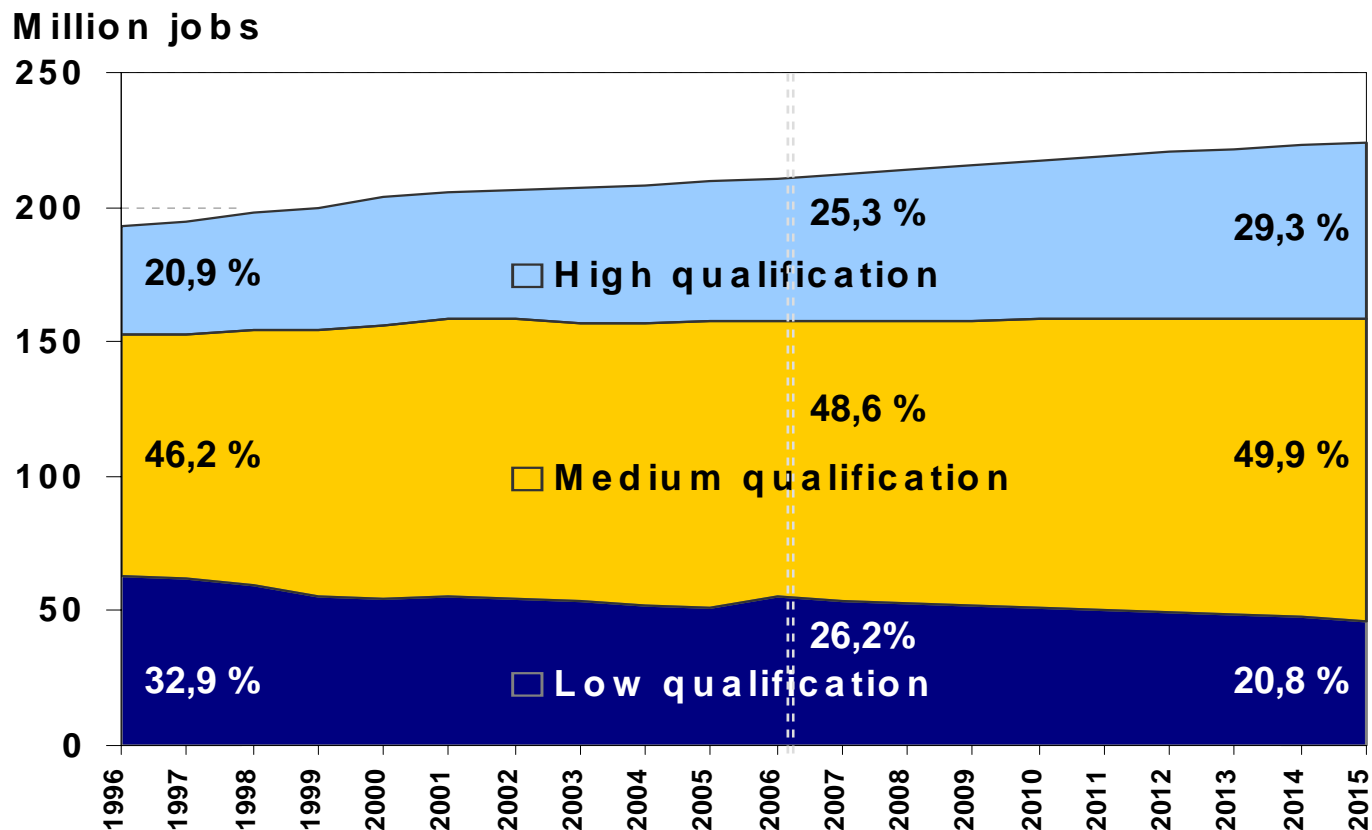




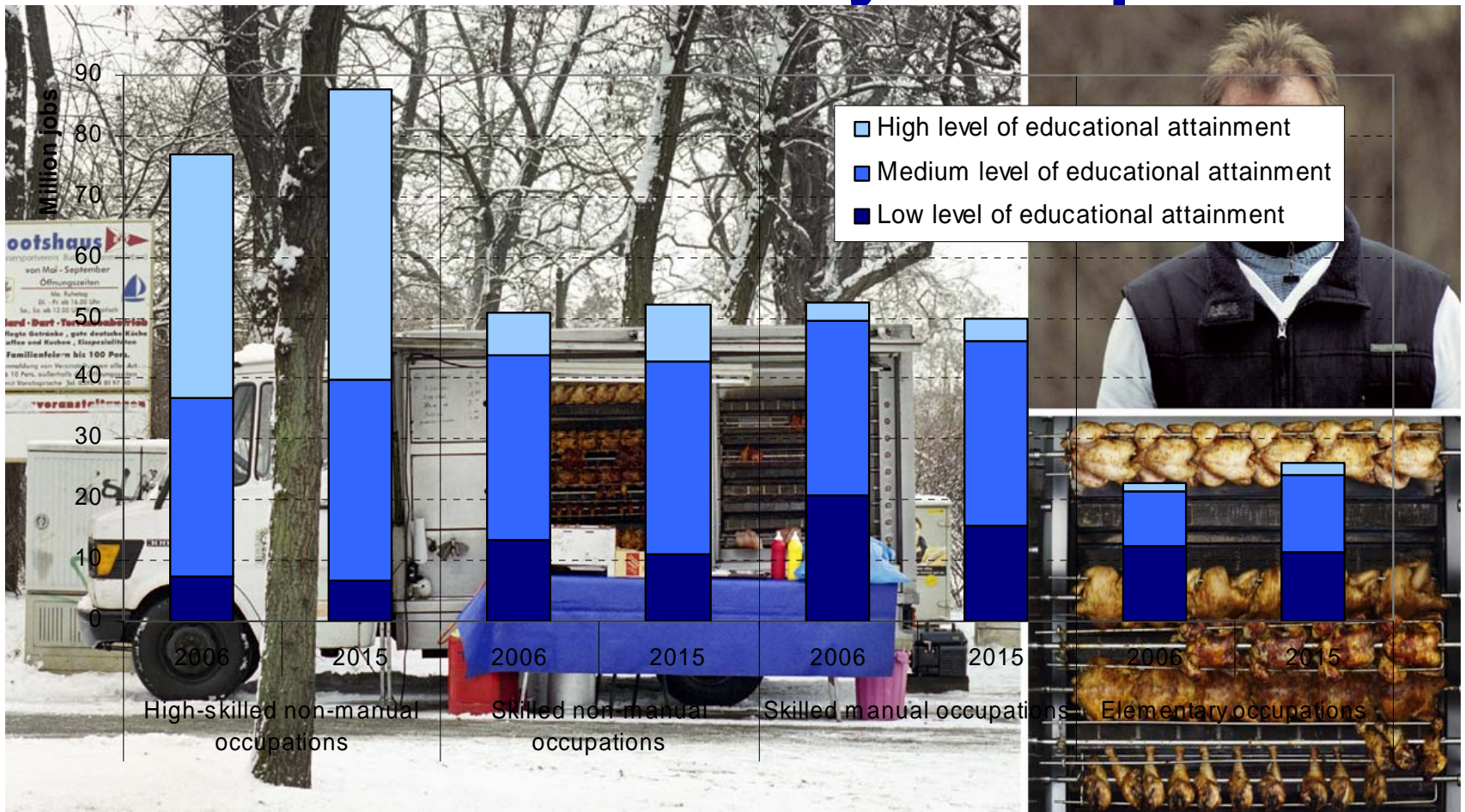
**...with
signal of jobs
polarisation**



Qualification requirements raising across all occupations...



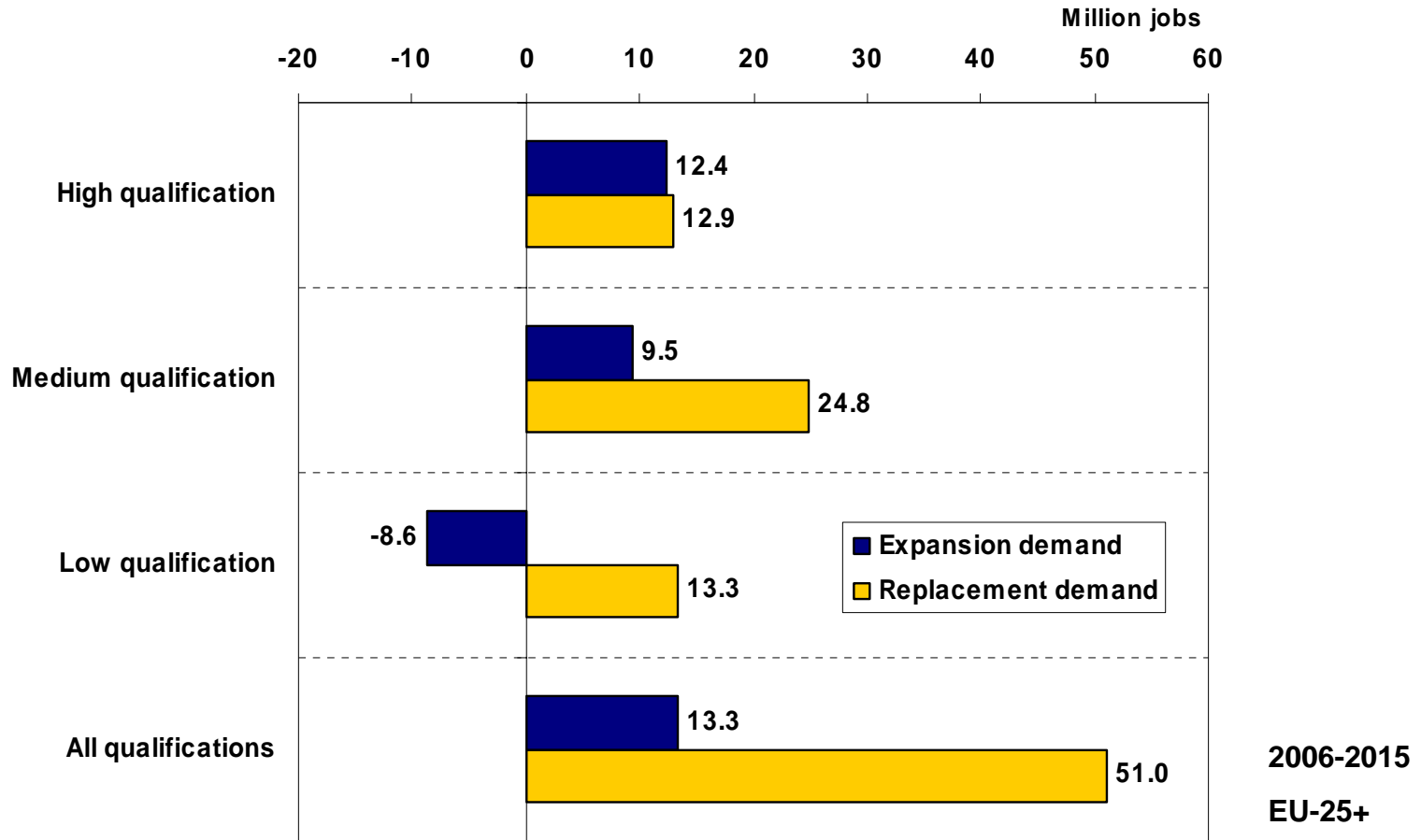
...even in elementary occupations



Cedefop-Photomuseum Award 2007: People at work, people at training; Schlamann, A. *interSHOPS*.

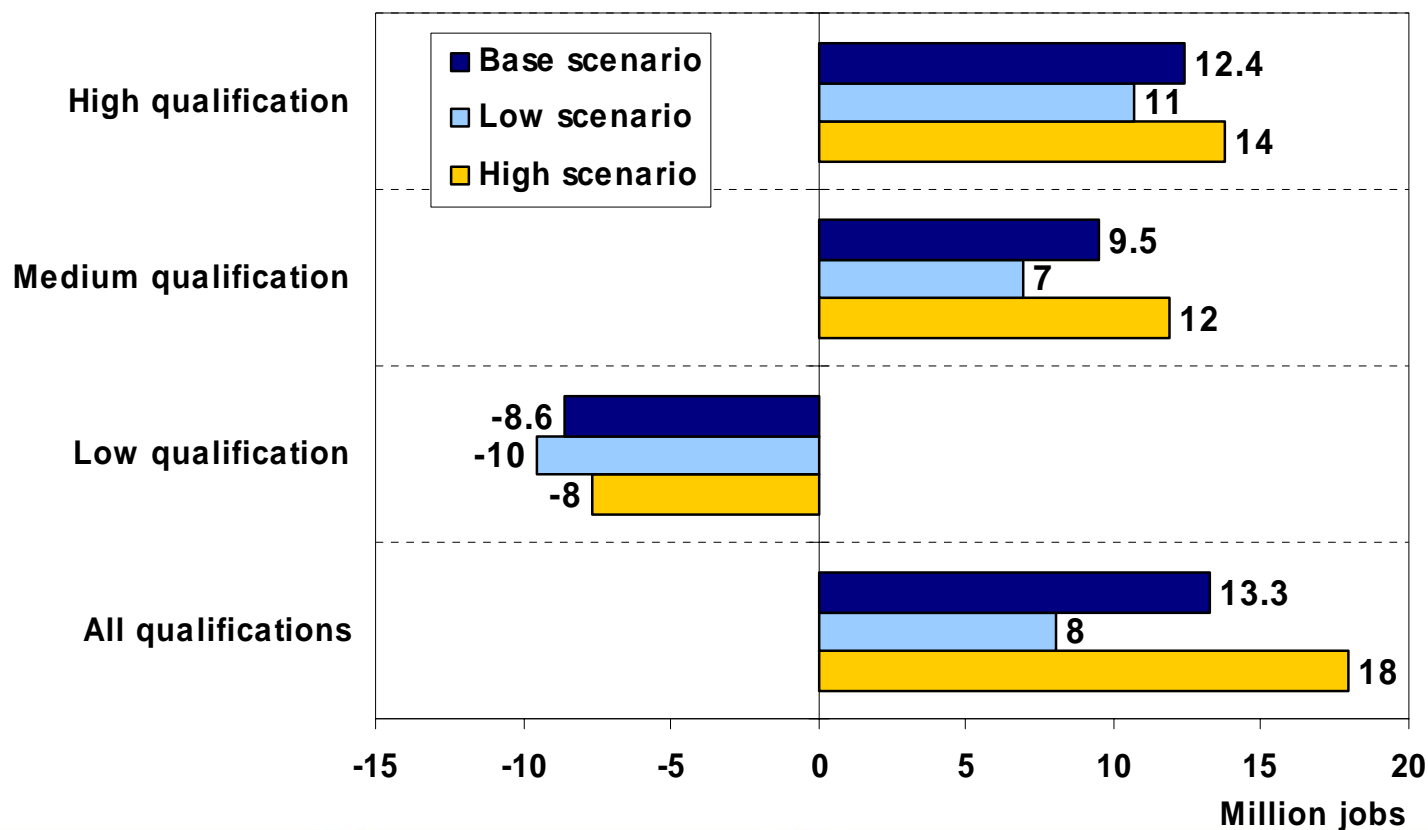


Total demand by qualification



Net change by qualification... ...different scenarios

2006-2015



Future priorities in forecasting

Continuing dialogue: with country experts and stakeholders

Overcome data problems: policy support needed to refine data

Further refinement: the models/framework

Complementary research: forecast of skills supply and more detailed analysis of skill needs at enterprise and sectoral level

On-going work & future plans

- **Medium-term forecast of skills supply in Europe** (EU-27, 2020) and identification of possible imbalances between supply and demand – results early 2009
- **Regular forecasts of skill needs and skills supply in Europe** (2010, 2012) – support from DG Employment
- New initiative on **employers' surveys as a tool for identification of skill needs** – feasibility work started
- Contribution and support to the Commission „**new skills for new jobs**“ initiative

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