



The New Skills for New Jobs Agenda

24 September 2009
EU Policies to improve working conditions

Sebastian Stetter
DG EMPL, Unit D2 – European Employment Strategy



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



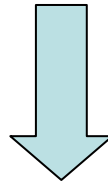
Rationale

- Skills: a determinant factor for productivity and employment
- Skills shortages and mismatches: a growing concern in Member States
- Changes (demographic, globalisation, low-carbon economy, technological and organisational) require different and new skills
- Need to match skills supply and labour market demand
- Address the short-term employment impact of the economic crisis and improve the long-term job prospects of the EU workforce



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
- ... a quickly changing skills demand



Improving capacities for skills assessment,
anticipation and matching



Why anticipating?

- To better prepare ourselves to forthcoming challenges and future skills requirements
- To warn on future labour market failures and skills shortages

Limits : projections are uncertain...

...but developing anticipative and proactive approaches to change is always relevant



Political mandate of the ‘New Skills for New Jobs’ initiative

- The **European Council** Conclusions stressed that *“Member States and the Commission should give priority to the implementation of the New Skills for New Jobs initiative”* (December 2007)
- *“Invite the Commission to present a comprehensive assessment of the future skills requirements in Europe up to 2020, taking account of the impacts of technological change and ageing populations and to propose steps to anticipate future needs. Economic migration can play a role in meeting the needs of the labour market and can contribute to help skills shortages”* (March 2008)





European Employment Strategy

- Treaty based since 1997
- Cooperation between Member States and the EU Commission
- Open Method of Coordination
 - Common objectives, employment guidelines, indicators
 - Learning from each other
- Overarching objectives: full employment, higher productivity and quality in work; strengthened social and territorial cohesion



Relevant «Employment Guidelines»

- IG20: Improve **matching** of labour market needs
- IG23: Expand and improve **investment** in human capital
- IG24: Adapt education and training systems in **response** to new competence requirements



A first assessment up to 2020

Trends in job creation:

- 19,6 millions net new jobs in UE25 up to 2020
- Mainly replacements jobs : 85 million jobs
- Service sector : 3/4 of total employment in 2020
(source : Cedefop, 2008)



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



A first assessment up to 2020

... and 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



Addressing Mismatches

- 'Match and Map' online service providing information on occupations, skills, learning and training opportunities across the EU
- Multilingual dictionary of occupations
- 'European Labour Market Monitor' to provide up-to-date information on short-term trends on the EU labour market
- European Public Employment Services Working Group



Strengthened forecasting and anticipation capacities

- Regular assessments of long-term supply and demand in EU labour markets
- Develop methodology, analytical and mutual learning capacities for skills and jobs anticipation
- Promote dialogue between business and education and training providers; Employers survey tool and studies; ‘Partnership for skills and employment’
- Sectoral analysis
- Feasibility study on establishing sector councils on employment and skills at EU level



Mobilising Community instruments

- Main EU financing tool to foster employability and adaptability of workers: the European Social Fund (2007-2013 : 75 billion euros)
- The strategic framework for cooperation in education and training 2010-2020
- Social dialogue
- The new cycle of the Strategy for Growth and Jobs (Lisbon Strategy) and the European Employment Strategy post 2010



Thank you for your attention

<http://ec.europa.eu/social/main.jsp?catId=568&langId=en>