



EU India Common Agenda on Migration and Mobility



Meeting Present and Future Demand for Skills in the European Union

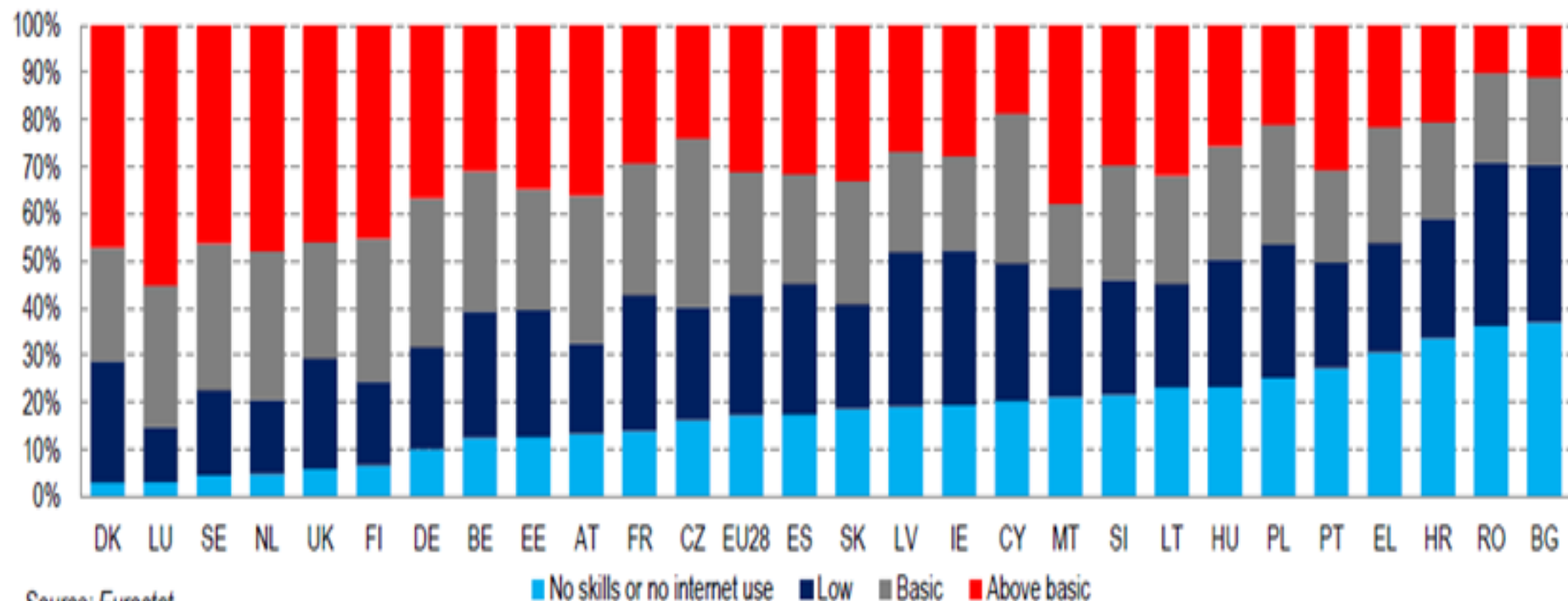
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Skills and qualifications
DG Employment, Social Affairs
and Inclusion



Three main challenges we face

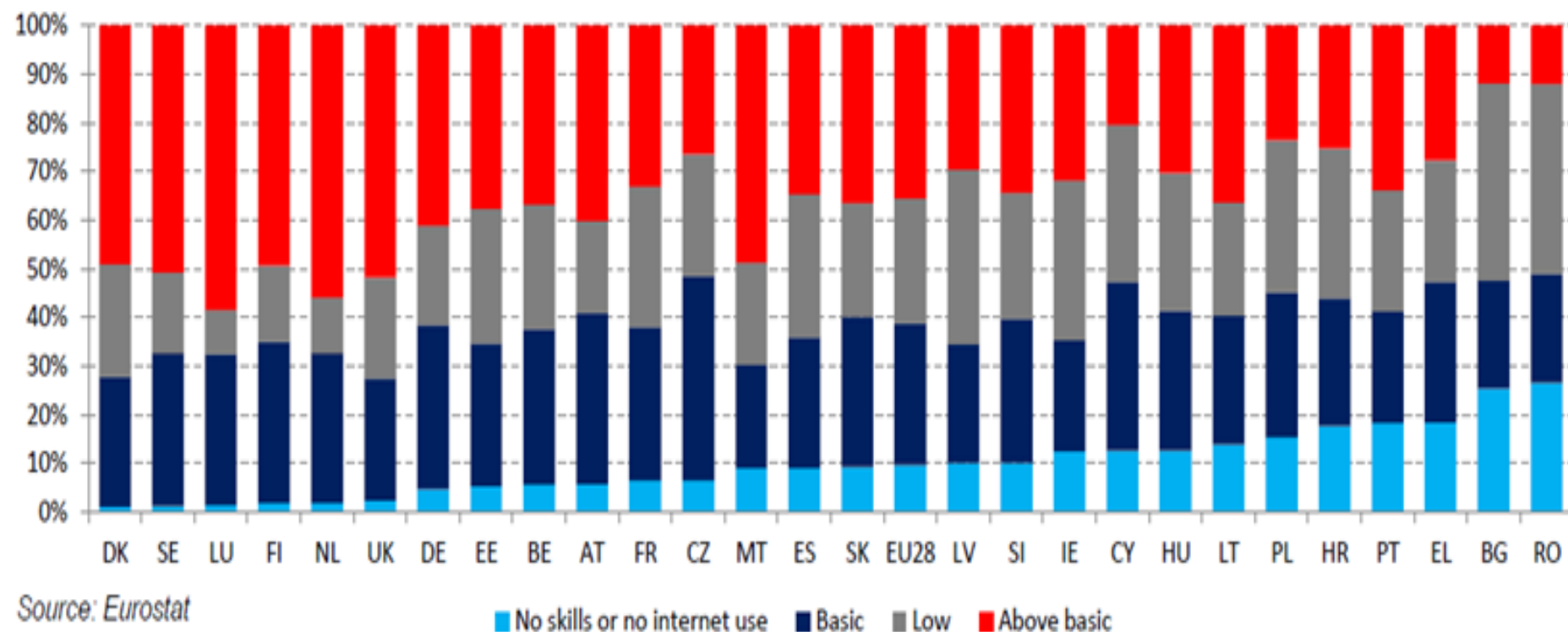
- 1. Persistent levels of low skilled workers***
- 2. Digital transformation, globalisation, robotisation, automation***
- 3. Ageing and shrinking workforce***
- 4. Economy of transitions/Life Long Learning imperative***

Digital skills of the EU population, 2017 (% of individuals, by skills level)**

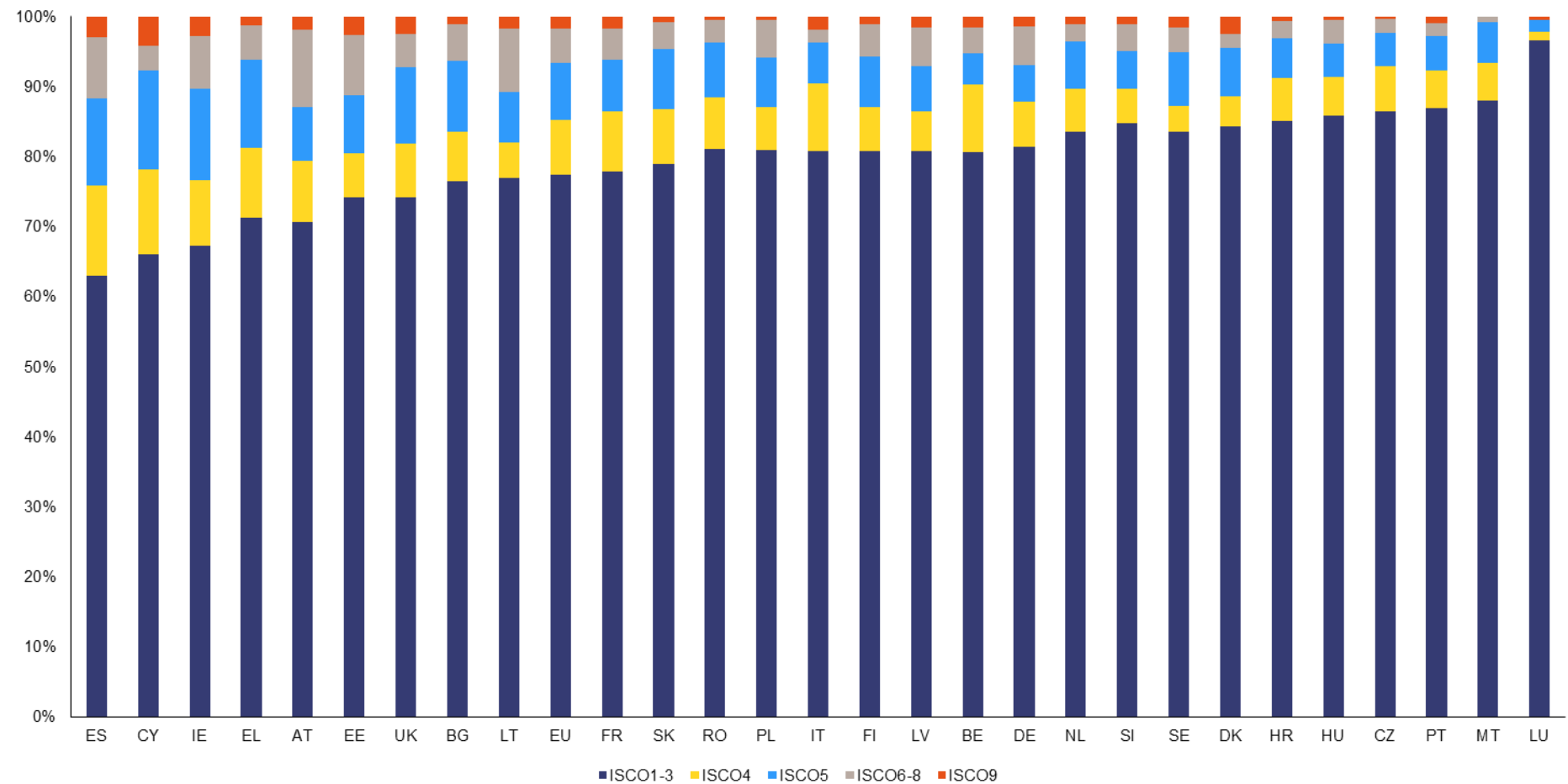


*More details at: <https://ec.europa.eu/jrc/digcomp>. **To be classified as *low skilled*, an individual has to have carried out activities from only one of the four Digital Competence dimensions considered (information, communication, content-creation and problem-solving). Basic skills means that an individual has *basic skills* in at least one dimension, but *no skills* in none. To be classified as *above basic*, the individual has to score *above basic* in all dimensions. Data not available for Italy.

Digital skills of the EU labour force, 2017 (% individuals, by skills level)*



Skills mismatch

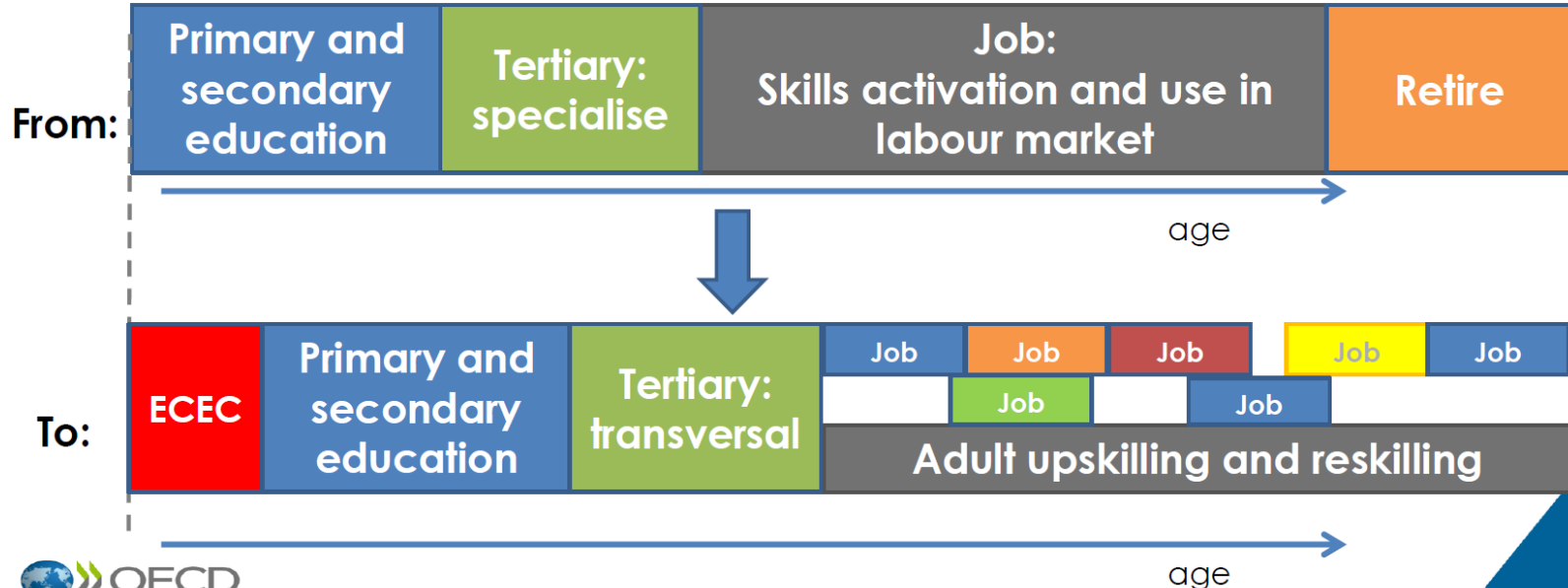


Dark blue: correctly matched tertiary qualification holders

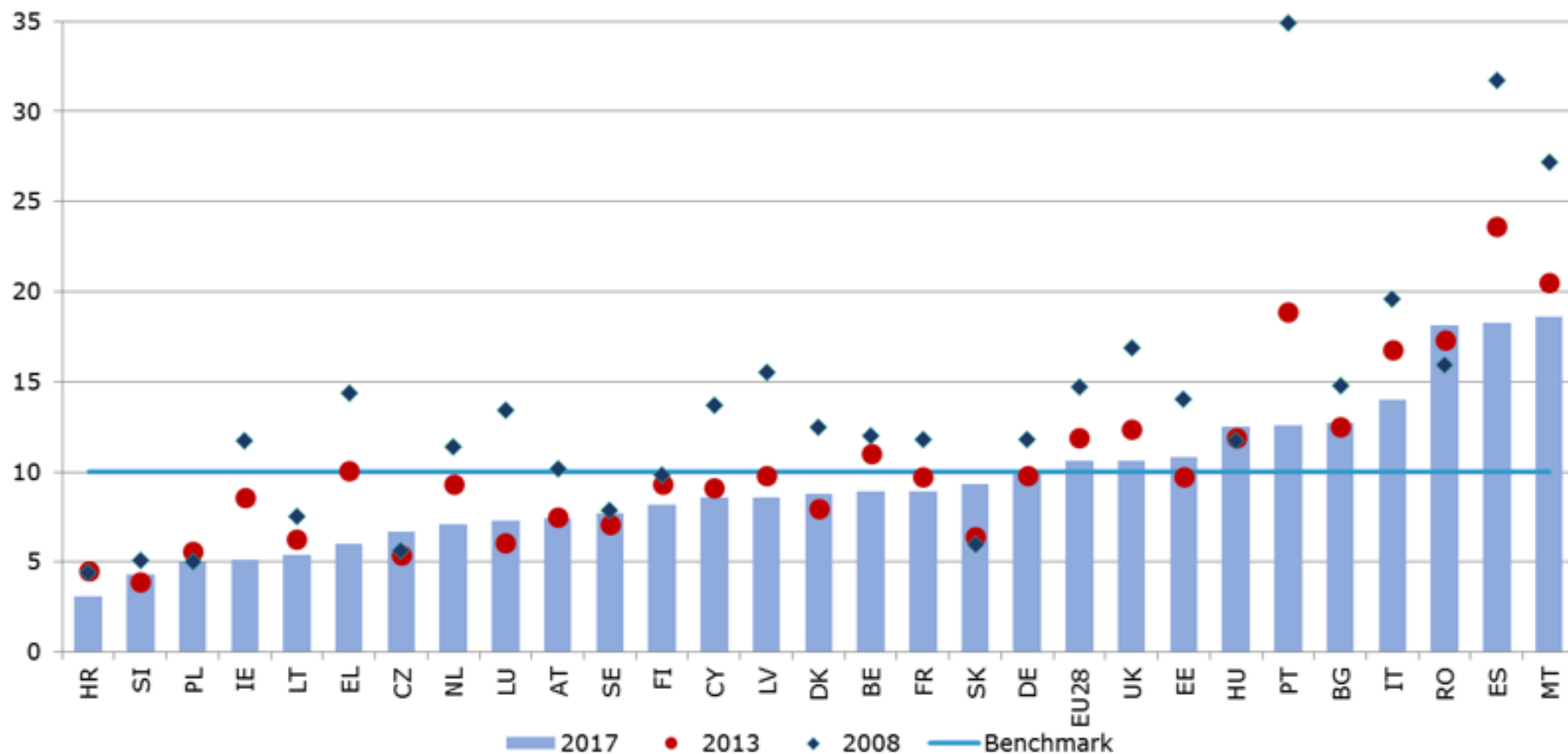
A new model for skills development



We need a new model for skills development

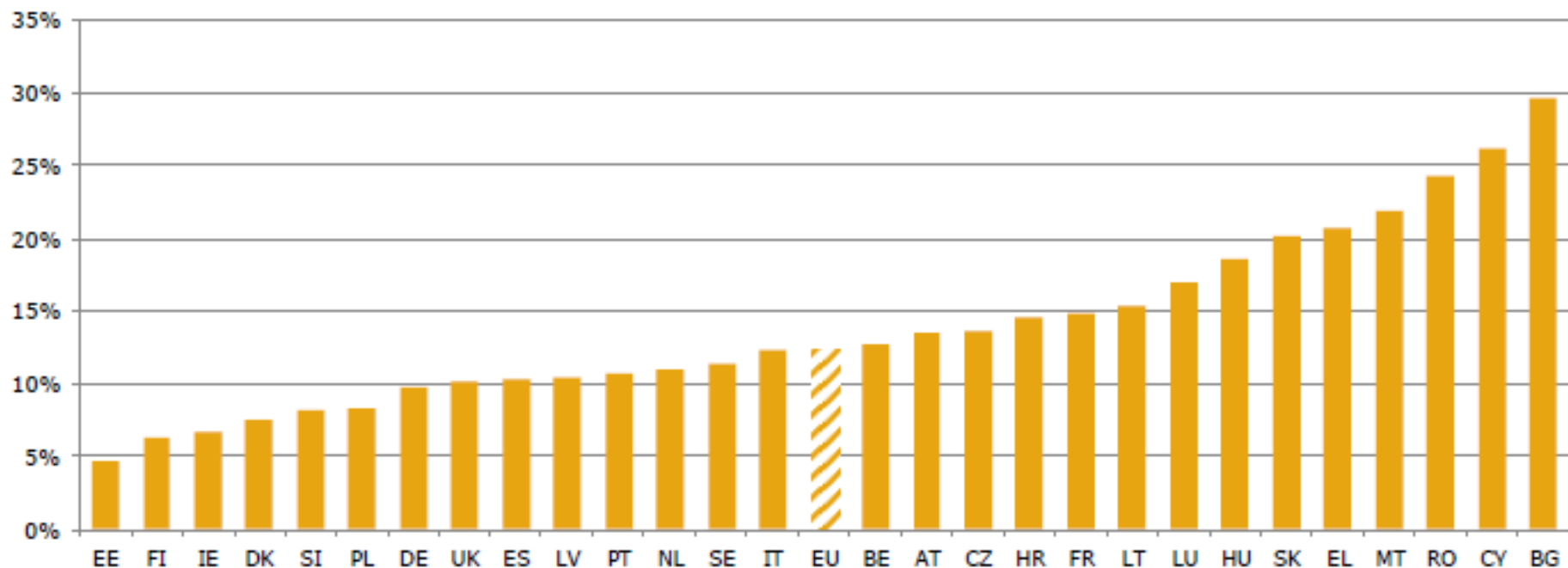


Early leavers from education and training, 2008-2017 (%)



Source: Eurostat, LFS, online data code: [\[edat_lfse_14\]](#).

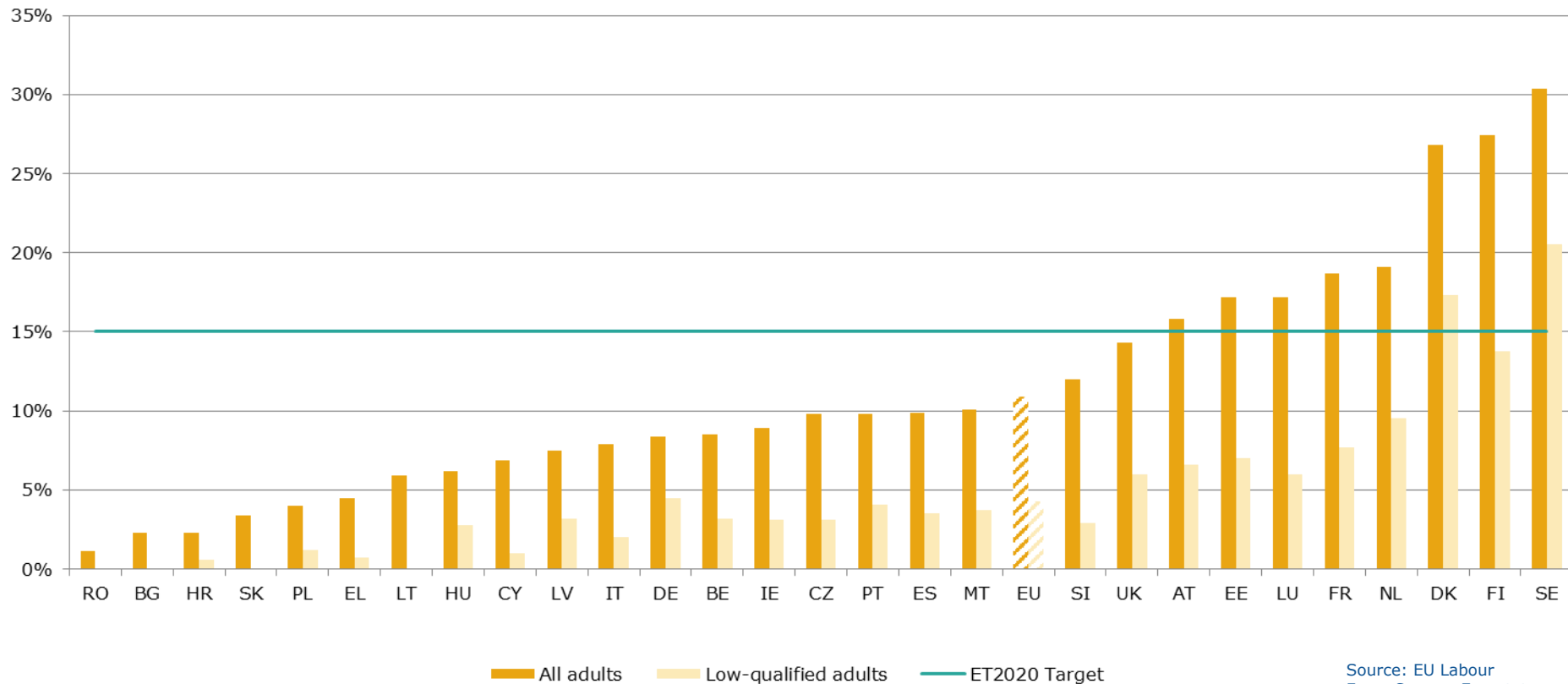
Low achieving students (science, reading and maths)



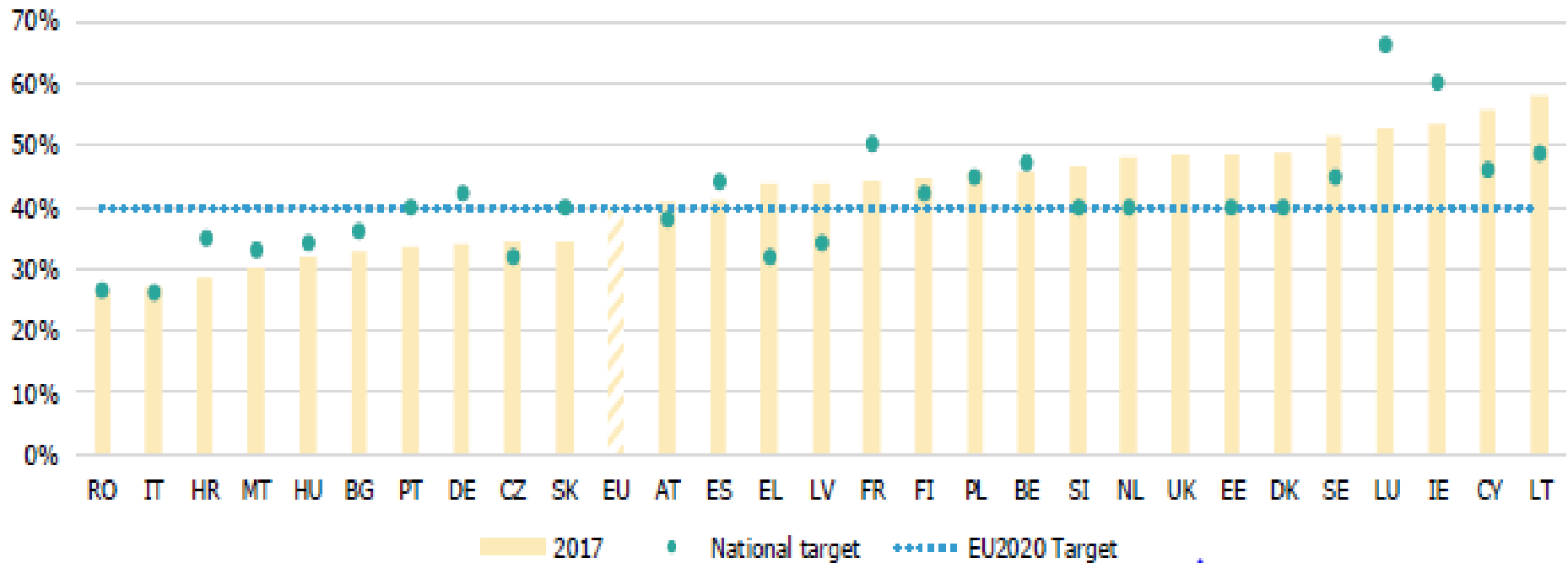
Source: OECD, (2016) PISA 2015 Results (Volume I): Excellence and Equity in Education, Table I.2.10a.

Note: Countries are ordered by low to high share of low achievers in science, reading and maths. EU weighted average calculated by DG EAC.

- **60 to 65 million adult workers with low qualification (less than upper secondary education)**
- **Participation of low-qualified adults in learning opportunities: from 3.9% in 2010 to 4.3% in 2017**



Tertiary attainment (30 – 34 years)



Source: EU Labour Force Survey, Eurostat, online data code [\[edat_lfse_03\]](#).

NEW SKILLS AGENDA FOR EUROPE

Quality & relevance of skills

1. Upskilling Pathways

2. Key Competences Framework

3. VET as a first choice

4. Digital Skills and Jobs coalition

Visibility and comparability

5. Revision of EQF

6. Skills profile tool for 3rd country nationals

Skills intelligence

7. Revision of EUROPASS

8. Analysis of brain drain

9. Blueprint for Sectoral Cooperation on Skills

10. Initiative on graduate tracking

Blueprint for sectoral cooperation on skills – 3rd wave sectors

Call for proposals Oct 2018

- **Bio-economy, new technologies and innovations in agriculture**
- **Batteries for electro-mobility**
- **Defence technologies**
- **Digitalisation of the energy value chain**
- **Energy-intensive industries/industrial symbiosis**
- **Microelectronic manufacturing & design**

EU partnerships



**National/ regional
partnerships**

January 2018 update of the 2006 Key Competence Framework



**Literacy
competence**



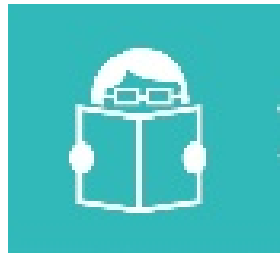
**Digital
competence**



**Entrepreneurship
competence**



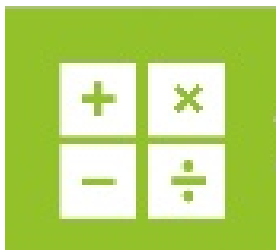
**Multi-lingual
competence**



**Personal,
social &
Learning to
learn
competence**



**Cultural
awareness &
expression
competence**



**Mathematical
competence &
competence
in science,
technology,
engineering**



**Citizenship
competence**

European Qualifications Framework

translation grid for qualifications across the EU and beyond

8-level meta framework

covering all types and levels of qualifications

defined in terms of learning outcomes

27 MS have already referenced their national frameworks to the EQF

19 MS are putting the EQF levels on certificates and diplomas

A total of 39 countries currently participate and have committed to the EQF

Competence Frameworks

What?

- A reference framework providing an comprehensive and shared understanding

Method:

- Strong scientific basis (Identifying – Analysing – Mapping – Piloting/Testing)
- Consensus building with multiple stakeholders
- Updating and revising

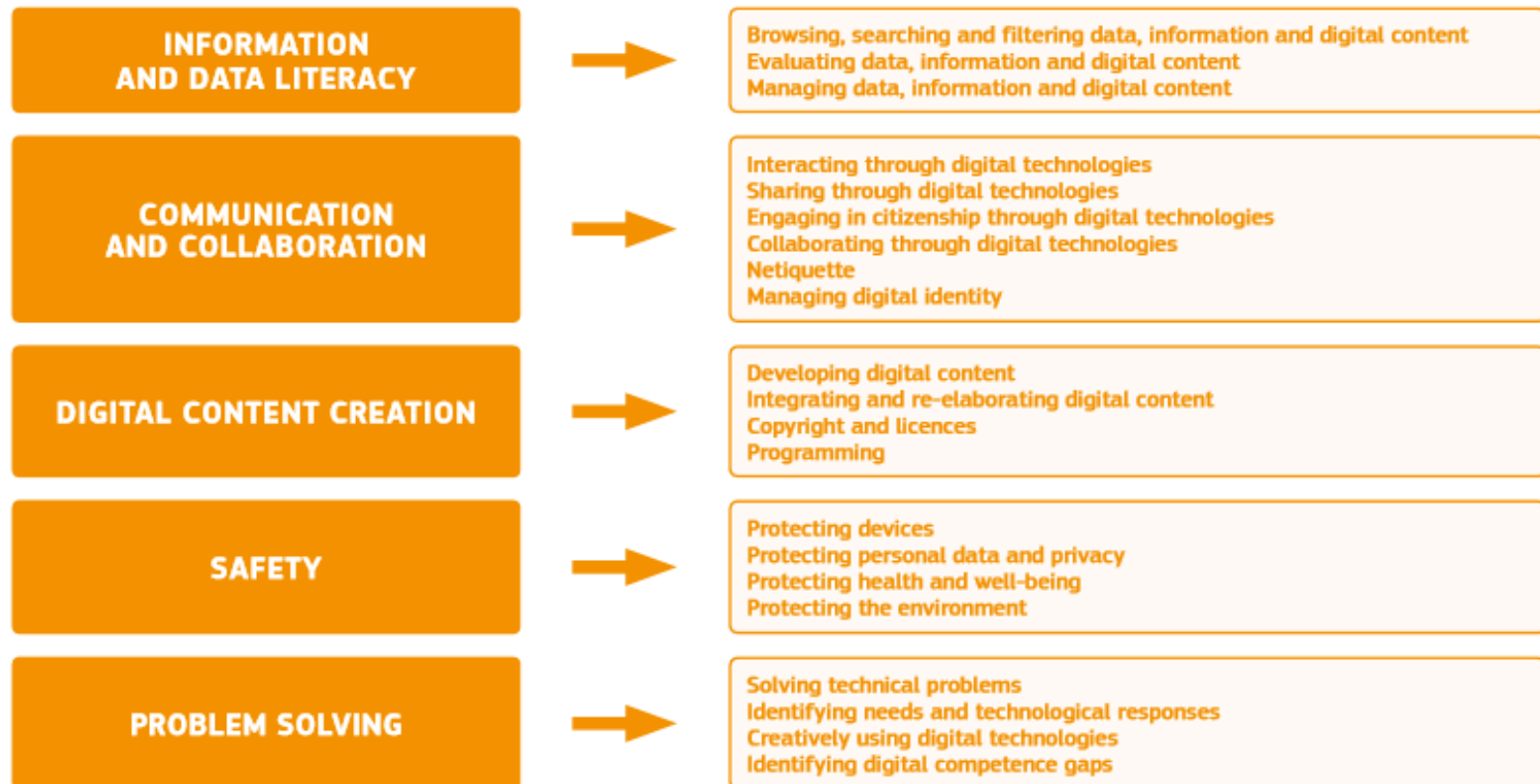
Policy:

- 2006 Recommendation on Key Competences for Lifelong Learning
- 2016 New Skills Agenda for Europe

The Digital Competence Framework



DigComp's five key areas and 21 competences



VALIDATION

Validation means a process of confirmation by an authorised body that an individual has acquired learning outcomes measured against a relevant standard

Identification



Documentation



Assessment



Certification



**Skills are not
available....**

...or just not visible?

Labour market & Skills intelligence activities in the EU – why?

- What are skills needs and gaps by country, sector, occupation?
- **Pan-European skills forecasts carried out by CEDEFOP based on Eurostat LFS data (on EU Skills Panorama)**
- What is the level of skills mismatches in the EU?
- **European Skills and Jobs Survey (CEDEFOP)**

Labour market **Skills** intelligence activities in the EU – why?

- What will be the skills of the future (21st century skills)?
- **Cedefop skills forecast, Big Data Analysis such as Cedefop's Real Time Labour Market project**
- What is the level of digital skills in the EU and MS?
- **Digital Economy and Society Index (DESI)**
- **Human Capital Dimension – basic usage and advanced usage sub-dimensions**

National Skills Strategies

to diagnose and address skills challenges in Member States

Joint work by the OECD, the EC and the MS (E+ budget)
Based on the OECD Skills Strategy methodology
2 phases: diagnostic and action plan

Action plan phase

- SI
- PT (completed)

Diagnostic phase

- IT (completed)
- ES (completed)
- AT (completed)
- NL (completed)
- BE/VL

Starting later in 2018

- PL
- LV

European Skills Index

compares performance of country's skills system in term of
3 pillars: development, activation and matching

Developed by CEDEFOP

15 indicators grouped in 3 pillars

There will be a launch on 27 September to present country ranking & discuss policy implications

Development

- Training and education activities

Activation

- Transition into work and LM participation

Matching

- Extent of effective skills matching on LM

!!! Expert interpretation important !!!

Information sources and further reading

EU Skills Panorama (!!! Analytical Highlights by Country & Making Skills Work Index): <http://skillspanorama.cedefop.europa.eu/en>

European Qualifications Framework: <https://ec.europa.eu/ploteus/en>

European Inventory on Validation (!!! Country Reports):
<http://www.cedefop.europa.eu/en/events-and-projects/projects/validation-non-formal-and-informal-learning/european-inventory>

OECD Adult Skills Survey, PIAAC: <http://www.oecd.org/skills/piaac/>

DigComp: <https://ec.europa.eu/jrc/en/digcomp/digital-competence-framework>

EntreComp: <https://ec.europa.eu/jrc/en/publication/eur-scientific-and-technical-research-reports/entrecomp-entrepreneurship-competence-framework>

Digital Scoreboard: <http://ec.europa.eu/digital-agenda/en/digital-agenda-scoreboard>

Europe's Digital Progress Report 2018 (!!! Country Reports):
<https://ec.europa.eu/digital-single-market/en/news/europes-digital-progress-report-2017>