Outlooks for French Occupations 2012-2022

Expert Workshop - CEDEFOP
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Policy context

France Stratégie and DARES respond to the French government request to draw up employment forecasts by occupation and level of skill.

The report "Les Métiers en 2022", published in 2015, is the third forecast produced by France Stratégie and DARES since 2000.

Jobs and skills forecast provides a national framework of references on employment needs in **38 sectors** and **87 occupation groups.**

French ministries, business sectors, and social partners are the main recipient of the results.

Jobs and skill forecast also provides information for the population on the future of jobs.
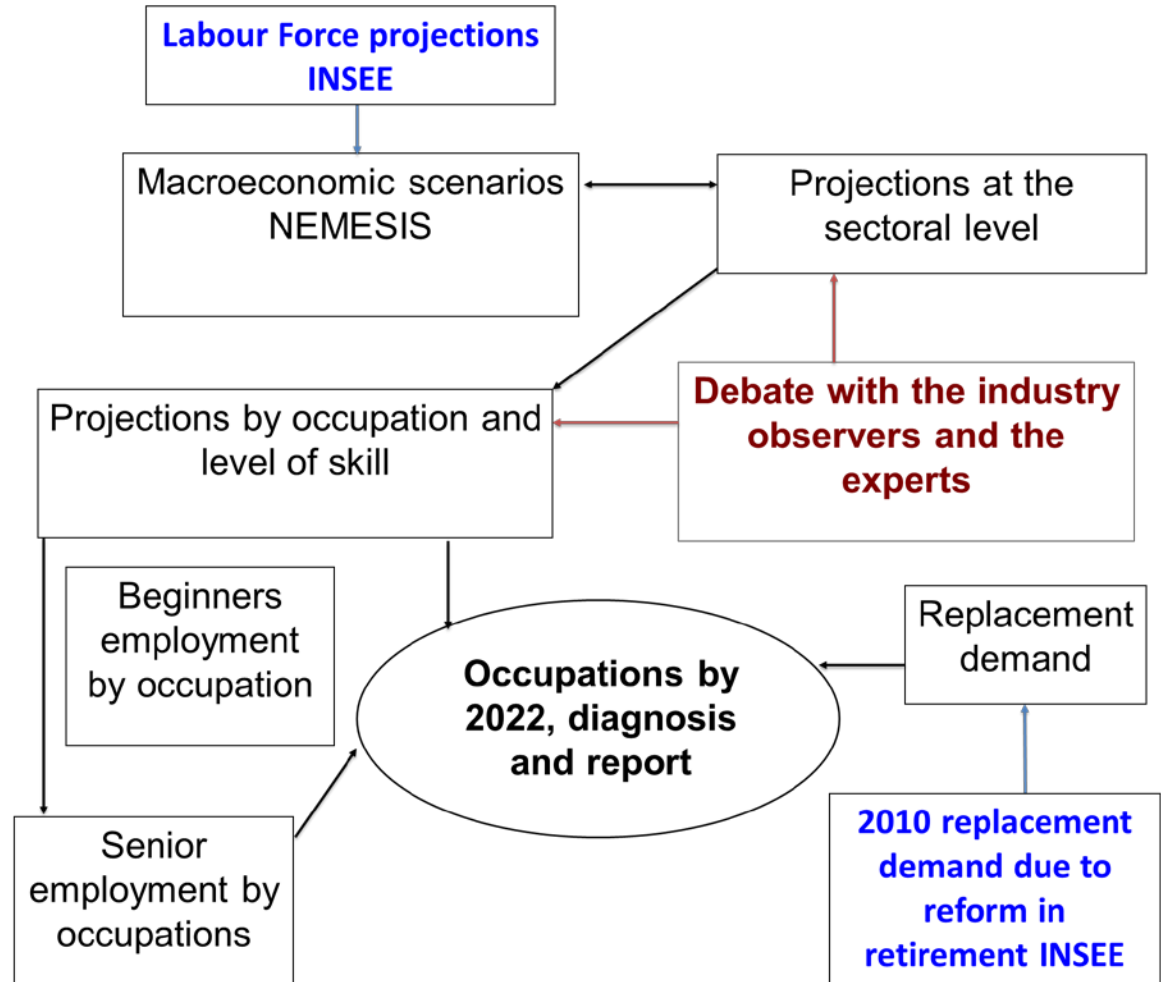
Overview of the approach adopted

3 macroeconomic scenarios *: to take into account risks and uncertainties*
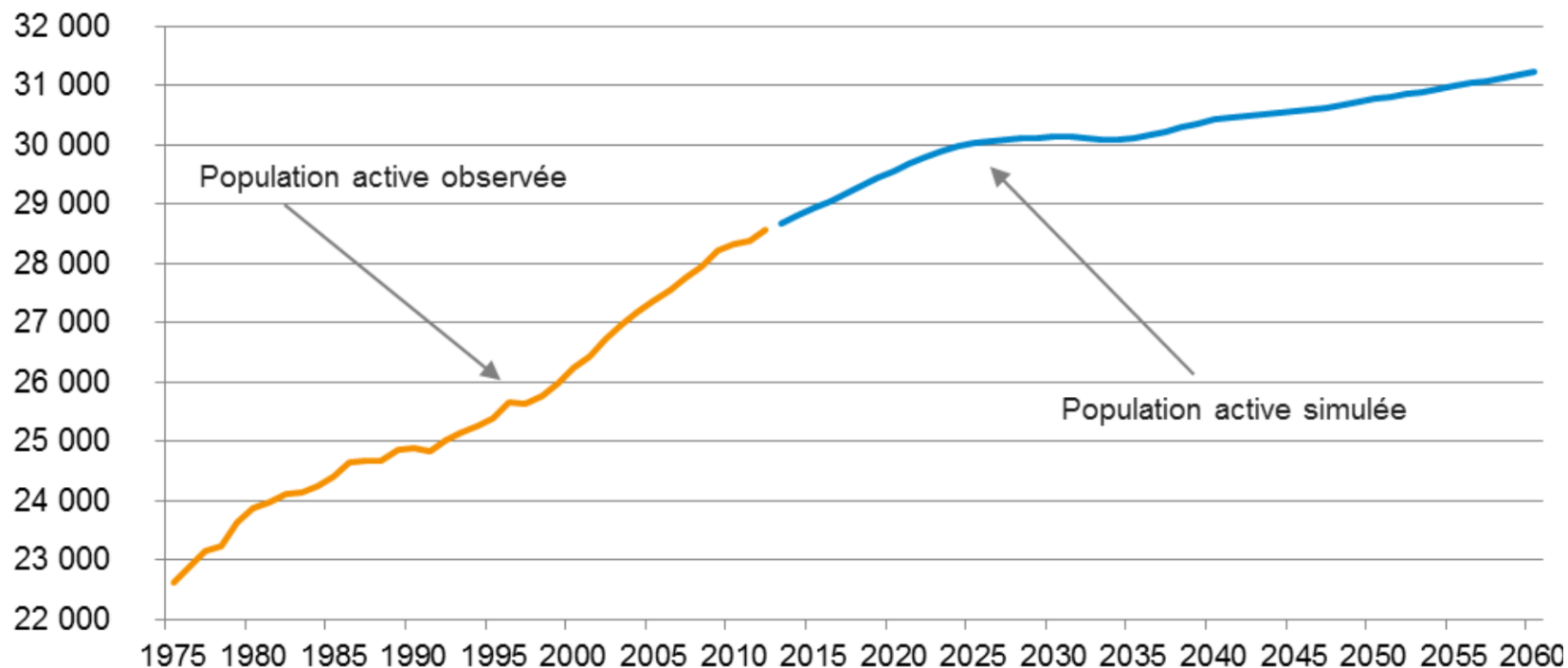
A collective project French Ministries, Statistic institutions, Social Partners are members of the PMQ group (Jobs and skills forecast) to elaborate project guidelines.

An ongoing assessment to monitor the forecast model, to identify the added value of jobs and skills forecast for different users and needs

Labour Force projections INSEE

Macroeconomic scenarios NEMESIS ← → **Projections at the sectoral level**

Projections by occupation and level of skill ← **Debate with the industry observers and the experts**

Beginners employment by occupation

Occupations by 2022, diagnosis and report ← **Replacement demand**

Senior employment by occupations

2010 replacement demand due to reform in retirement INSEE

Labour force projections in France (Insee)

En milliers

Champ : population de 15 ans et plus, hors personnes vivant dans des habitations mobiles ou résidant en collectivité ; France métropolitaine.

Source : Insee, enquêtes Emploi 1975-2012, séries longues ; projections de population active 2013-2060, scénario central

Key results and messages

80% of jobs opportunities due to replacement demand : jobs opening in all occupations (even those who experience job elimination)

Replacement demand and opening jobs due to employment growth

					Projection
700 000					
600 000					
500 000					
400 000					
300 000					
200 000					
100 000					
-					
(100 000)	1993-1997	1997-2001	2001-2005	2005-2008	2008-2012 2012-2022

■ Replacement demand   ■ Opening jobs due to employment growth

Key results and messages

The main jobs opportunities for professionals, associate professionals, education, health as well as care occupations

20 occupations with the most important number of total requirement (in thousands) – 2012-2022
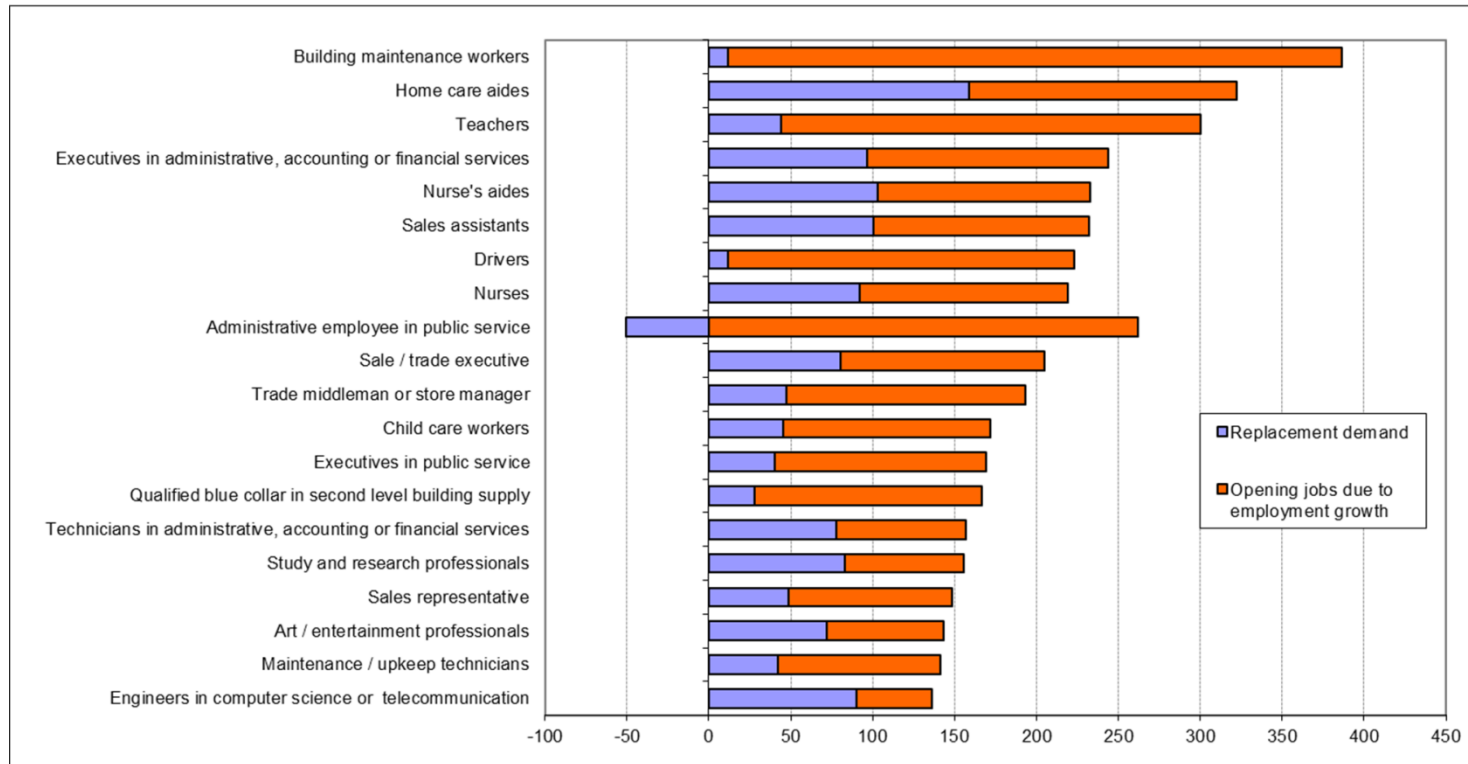
Source : projections CGSP – Dares

Women will represent half of the labour force in 2022

How do skills forecasts feed into policy making ?

National forecasts are one approach to be complemented with others to feed into policy making.

Example 1 : discussions of the key results (trends) with teams in the Ministry of Education (national, sectoral, and regional levels) in 2015 and 2016

- Focus on specific "declining" occupations ; number of young beginners in these jobs

  - Low qualified clerical workers => declining trend : does the vocational training offer still correspond to the probability of job opening in the future ?

  - Textile workers => industry declining over the past 20 years, but there are still businesses with high potential. How can vocational training offer can adjust to the needs of theses businesses ? At stake : cooperation between initial vocational training system and branches / businesses inlocal areas

  - Other elements for discussion : the social demand, industries and territorial characteristics, attractiveness of occupations, and also other ways to fill the jobs (employment policy for unemployed people, internal mobility policies, inter-sectoral mobility,…)

  - We <u>never compare </u>data!

How do skills forecasts feed into policy making ?

Example 2 : jobs and skills anticipation in the digital sector

- Prospective trends (PMQ) : substantial growth of employment expected in the digital sector

  - + 100 000 jobs for technicians and engineers in computer science and telecommunications from 2012 and 2022 :

  - how to prepare the skills to fill theses jobs ?

- A collective work in 2016 with representatives from the digital sector (social partners, small, medium and large-sized businesses), the Ministry of Employment and the Ministry of Education, …

- Results :

  - Players' reactivity demonstrates the collective capability to address the needs in an evolving industry,

  - General concerns : enhancing attractiveness of this sector for girls/women ; communicating about jobs opportunities for technicians levels, especially in medium-sized fast-growing businesses.

Conclusion

In short

- A need to associate national players with experts to elaborate project guidelines : French Ministries, Statistic Institutions, Social Partners

- A need to talk over the results with sectoral representatives before publication

- A need to use other approaches to complement forecasts (an objective of the Employment and Skills Network)

  - Employment and skills forecasts aren't able to take into account "weak signals", erratic evolutions

  - Necessity to accept errors

- National forecast is one tool amongst manyto engage discussion with policy and decision makers

Thank you

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