



CEDEFOP

European Centre for the Development
of Vocational Training

50
YEARS
SHAPING LEARNING AND
SKILLS IN EUROPE

Shaping learning and skills for Europe

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Experts, Cedefop

Cedefop's TalentGap index

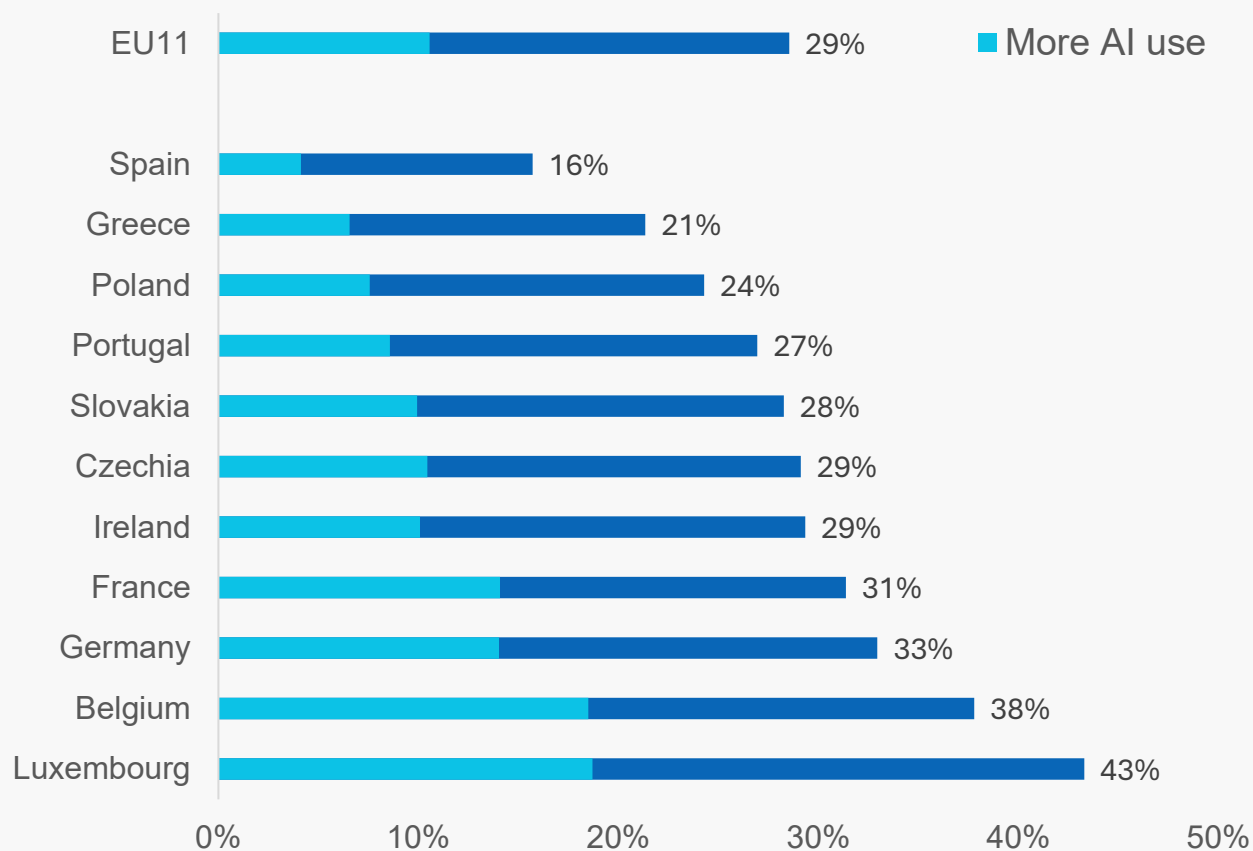
Critical skill shortages in EU27 (2025-35)



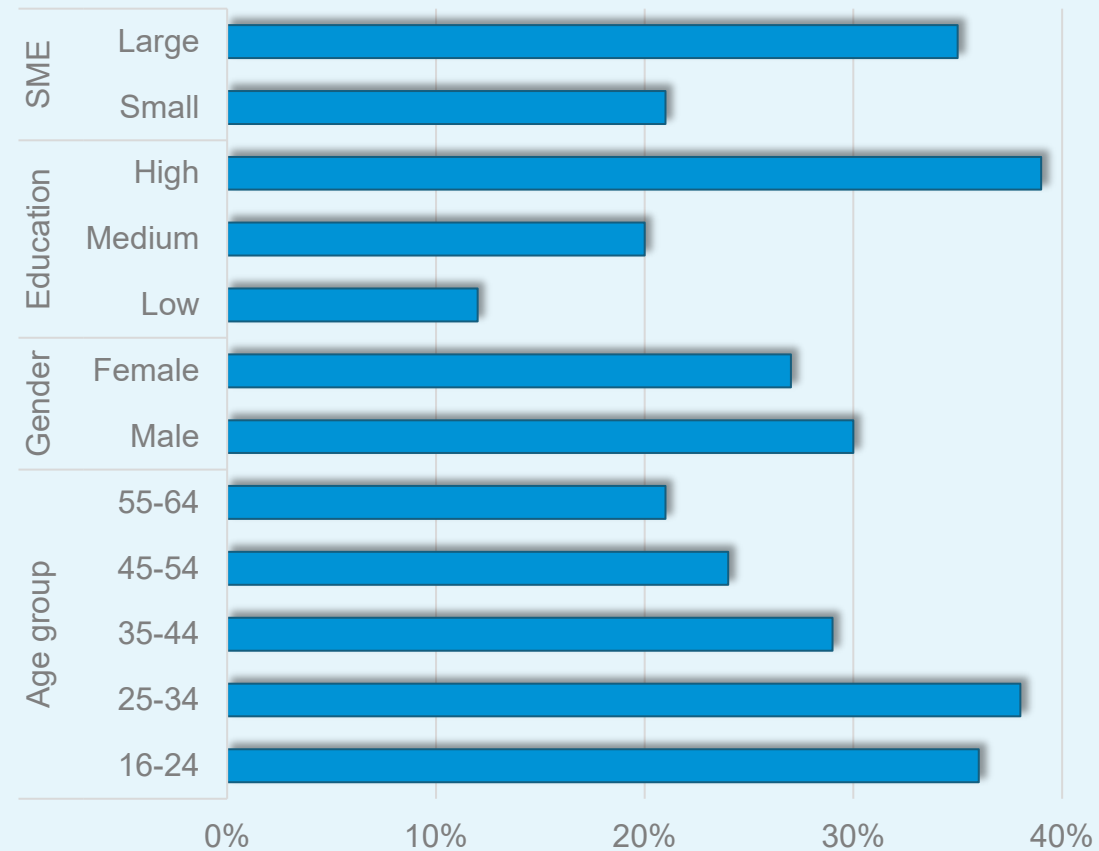
AI in EU workplaces

Another great divergence?

Use of AI at workplace



Demography of AI use



Source: Cedefop AI skills survey (2024)

AI upskilling

Bridging the AI skill gap



42%

need to develop their knowledge and skills in using AI at work



15%
participate in training to develop their AI knowledge and skills



Cedefop skills intelligence informing the **EU Green Deal**

Blending forecasts, foresight and big data

Substantial job opportunities possible

**Not all green jobs are ‘green’—
‘thyroid’ occupations as accelerators**

VET for ‘brown’ sector transitions

Building green skills mindsets



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Feedback loop

LABOUR MARKET
SKILLS NEEDS



EDUCATION AND
TRAINING SYSTEMS
LEARNING OFFER

Skills intelligence

Digital technologies and big data

Reference frameworks (EQF, ESCO)

Digital credentials

Powered by collaborative multi-actor governance



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The Future of CVET

Lifelong and life-wide learning

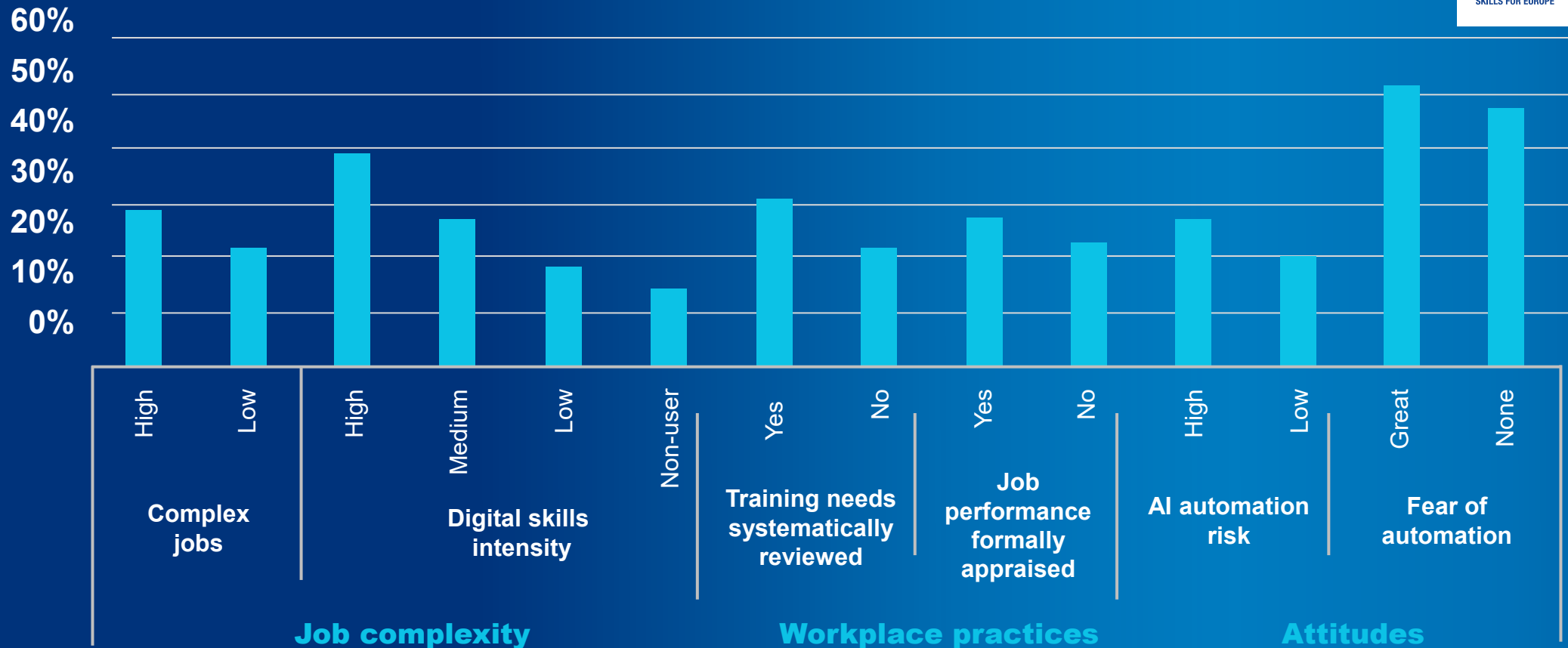
Motivational challenge of learning in companies

Probability of participation in digital skills training



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Human-centric lifelong skills development ecosystem

Empowers individuals

Supports **learner-centered** and
flexible combinations of learning

Recognises and empowers
employers as central actors

Underpinned by a **strong governance**



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Mobility

Lifelong learning

Transparency and portability of learning outcomes

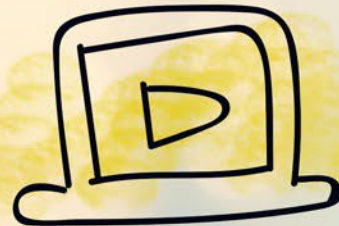
Quality assurance

Credit accumulation & transfer

Comparability of skills & qualifications

Validation of non-formal & informal learning

Recognition of qualifications



Thank you

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