



The New Skills for New Jobs Initiative: the relevance of measuring skill use at work

**Measuring Generic Work Skills Using the Job
Requirements Approach**
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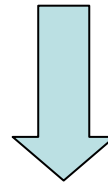
Political mandate for the NSfNJ initiative

- 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)



The need for a skills revolution

- A need to increase skills levels at all levels of qualification...
- ... 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 anticipation?

- To better prepare for forthcoming challenges and future skills requirements
- To warn about future labour market failures and skills shortages

Limits : projections are uncertain...

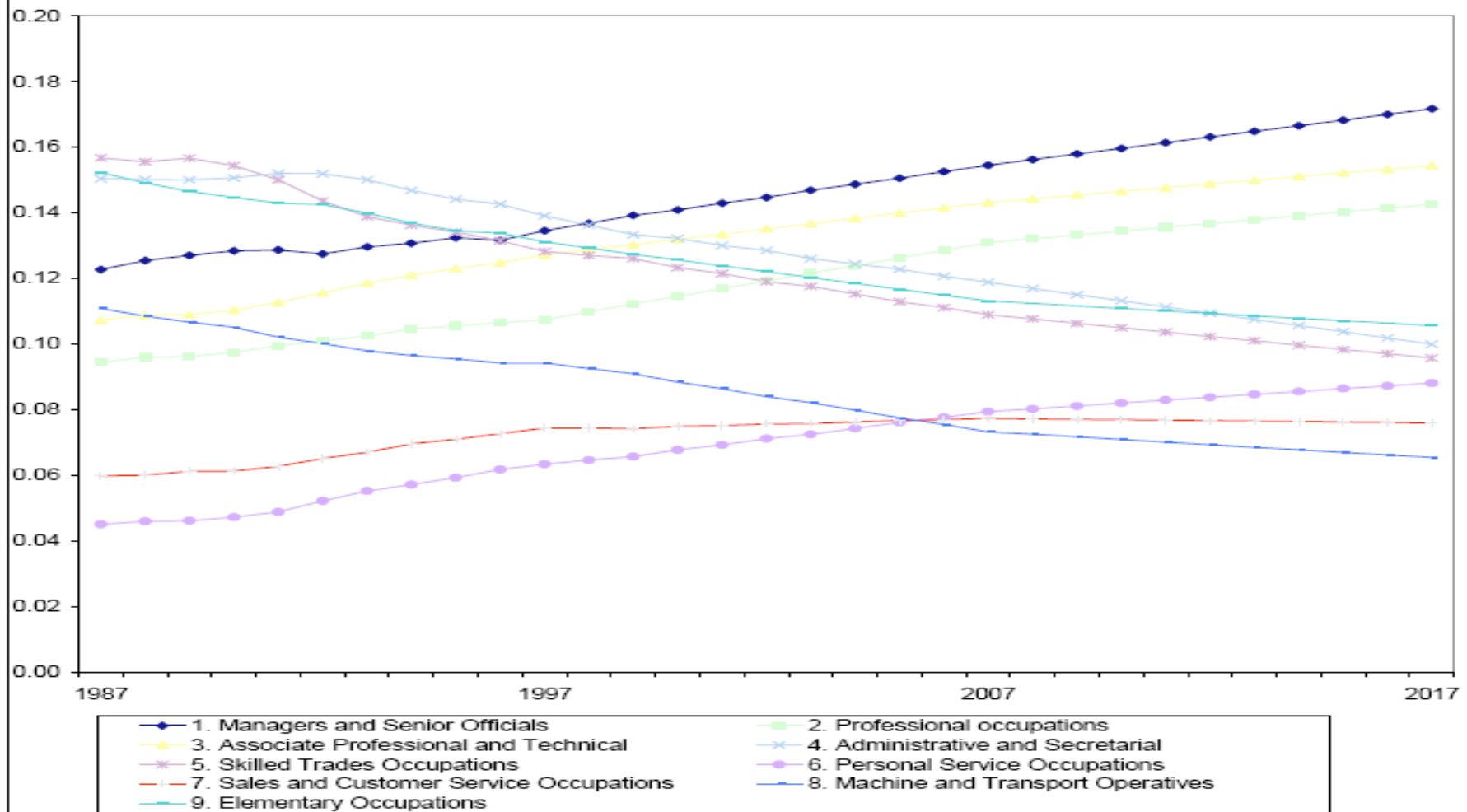
...but developing anticipative and proactive approaches to change is always relevant



A first assessment up to 2020: evolving skills needs

- Change and adaptation will continue to be rapid.
- A growing demand for high qualifications
- Increasing skills requirements **at all levels**, including « transferrable » or « generic » skills (e.g. communication and analytical skills)

Figure 3.2: Occupational Profiles,(Shares), 1987-2017



Source: CE/IER estimates, CE projections MDM C81F9A (revision 900), AllUK.xls, (Figure 4.1a).

From: UK Commission for Employment and Skills „Working Futures 2007-2017“, Evidence Report 2, December 2008



Measuring skills provides better data for:

- which skills (social, managerial etc.) are more important
- whether/what skills are needed in large firms and SMEs
- whether particular countries need particular skills mixes



Possible areas of further development for JRA:

Specific knowledge intensive activity (KISA)
skills:

- interactive skills
- team working skills



Thank you for your attention

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