



Cedefop skills supply and demand forecast 2018

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CEDEFOP

European Centre for the Development
of Vocational Training

What is the skills forecast?

01

A unique database

02

A single methodology - harmonised and comparable data

03

Skills: proxied by occupations and qualifications

04

Supply: qualifications of working-age population/labour force

05

Demand: employment by sector, occupation, qualification

06

42 sectors 41 occupations 3 levels of qualifications

07

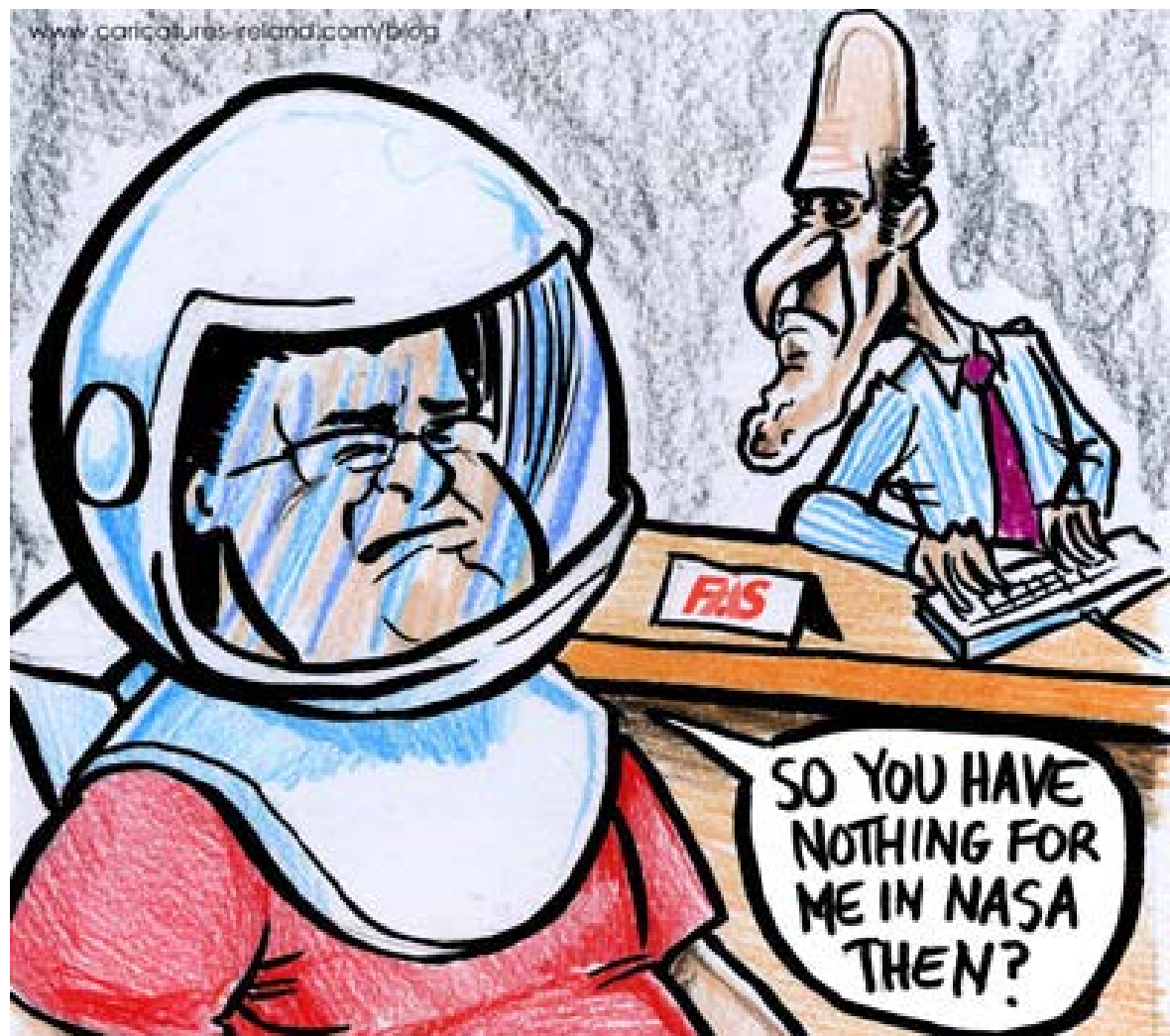
Projections for 10-15 years, EU-28+

Why do we need a skills forecast?

‘Knowledge of tomorrow’s trends in skills demand and supply is necessary to design growth, employment and education policies today.’

Marianne Thyssen
Commissioner for Employment, Social Affairs, and Inclusion

Why do we need a skills forecast?



Foundations of the forecast

The 'most likely to happen' scenario

GDP to show relatively slow growth rates

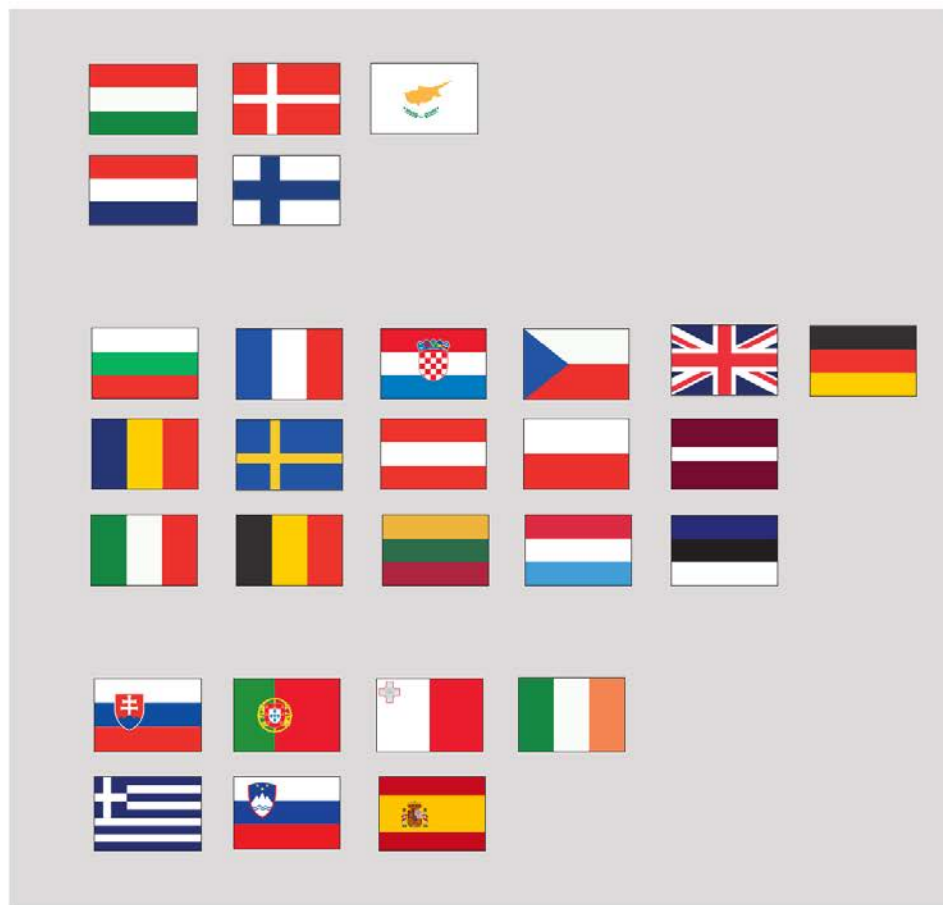


GDP to sectoral employment driven by:

- ▶ ageing
- ▶ technological change
- ▶ changing GDP composition

Changes in participation rates

2016-30



The demographic challenge



Will Europe be able to support high-value-added, knowledge-intensive growth?



Will adult learning be sufficient in an age of accelerated technological change?



Are existing measures enough to maintain a virile workforce?

Employment growth by sector

EU, 2016-30

GROWTH

Hotels and catering
Health and social work
Banking & insurance
Distribution
Various business services

SLIGHT GROWTH






Transport
Electricity, gas & water
Education

DECLINE

Mining & quarrying
Public admin and defence
Engineering
Food, drink & tobacco
Agriculture etc
Various manufacturing

Technology vs employment

2016-30

	<u>GVA GROWTH</u>	<u>EMPLOYMENT CHANGE</u>
 <u>ELECTRICAL EQUIPMENT</u>	24%	-15%
 <u>PRINTING</u>	14%	-18%
 <u>COMPUTER PROGRAMMING</u>	28%	0%
 <u>RESEARCH & DEVELOPMENT</u>	26%	40%
 <u>SPORTS ACTIVITIES</u>	17%	28%

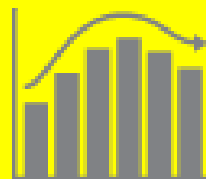
Sectoral changes and technology-driven job creation



What can prepare the EU for sustaining the shift towards high-value-added sectors?



Will automation moderate job growth?



How can we turn demographic challenges into employment opportunities?



How can policy address the rising non-standard/platform activities?

The automotive challenge

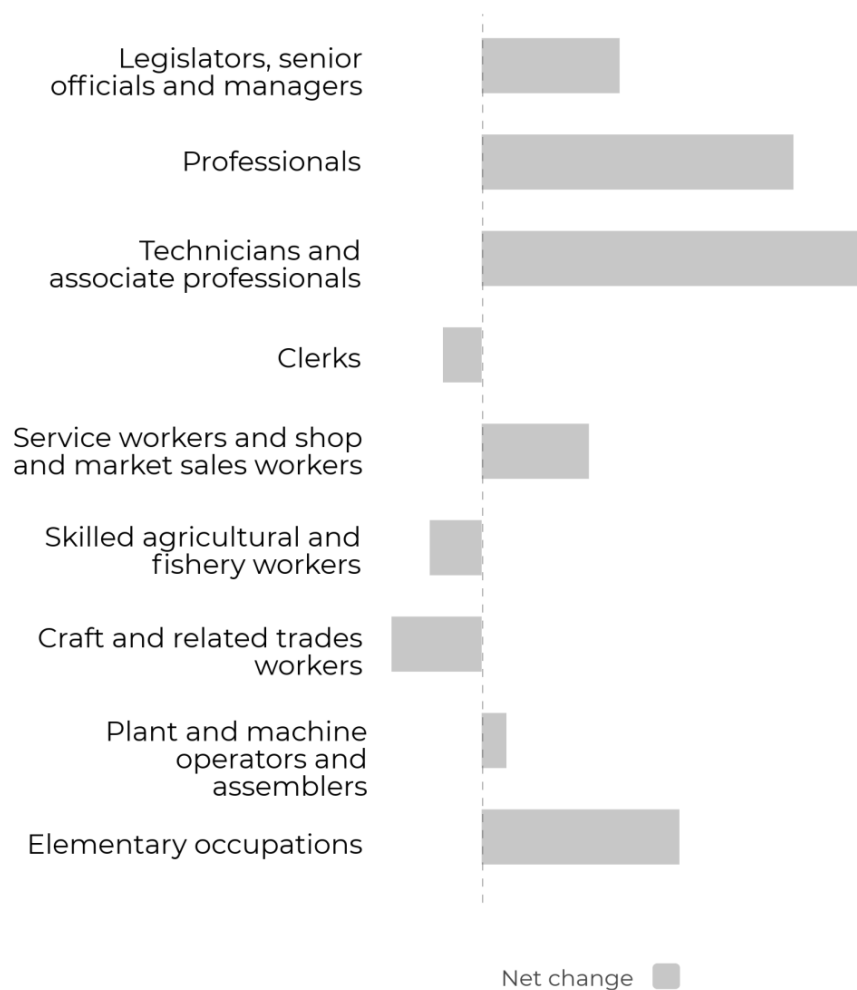
High GVA growth (25%) and small employment growth (2%), geared towards high-level jobs...

- high penetration of automation
- 'clean' vehicles will create many jobs in R&D and design
- high demand for new skills due to technology impact on jobs

Germany: highly skilled employment from 39% in 2016 to 49% in 2030

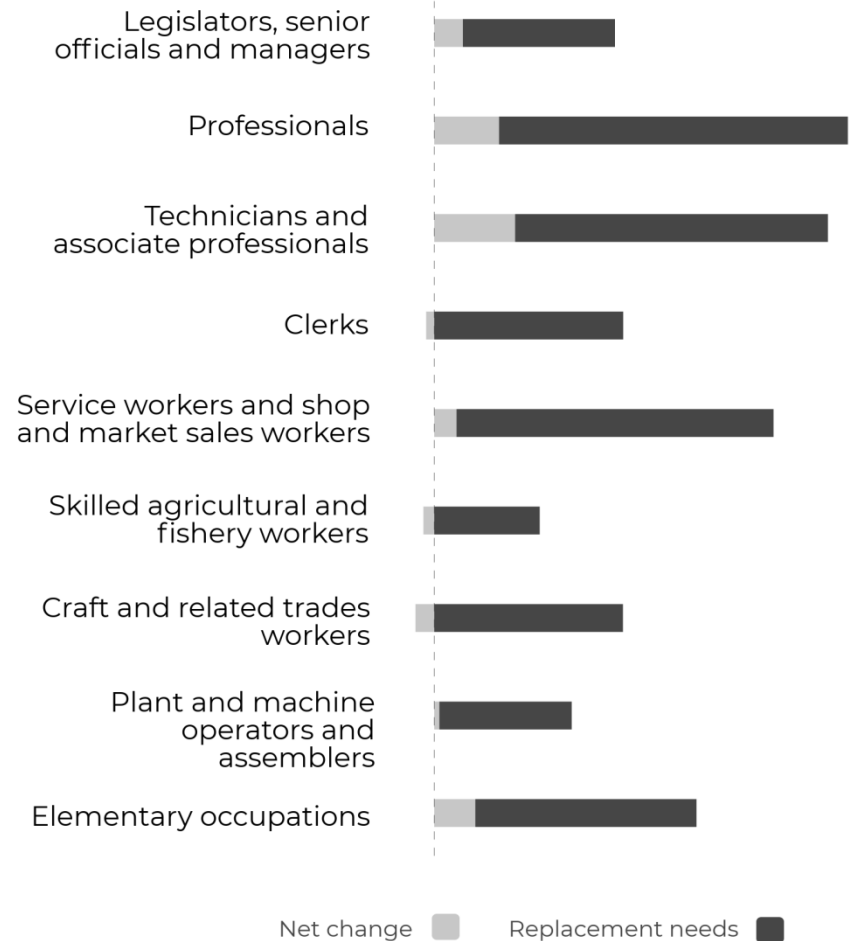
Job polarisation: change in demand by occupation

EU, 2016-30



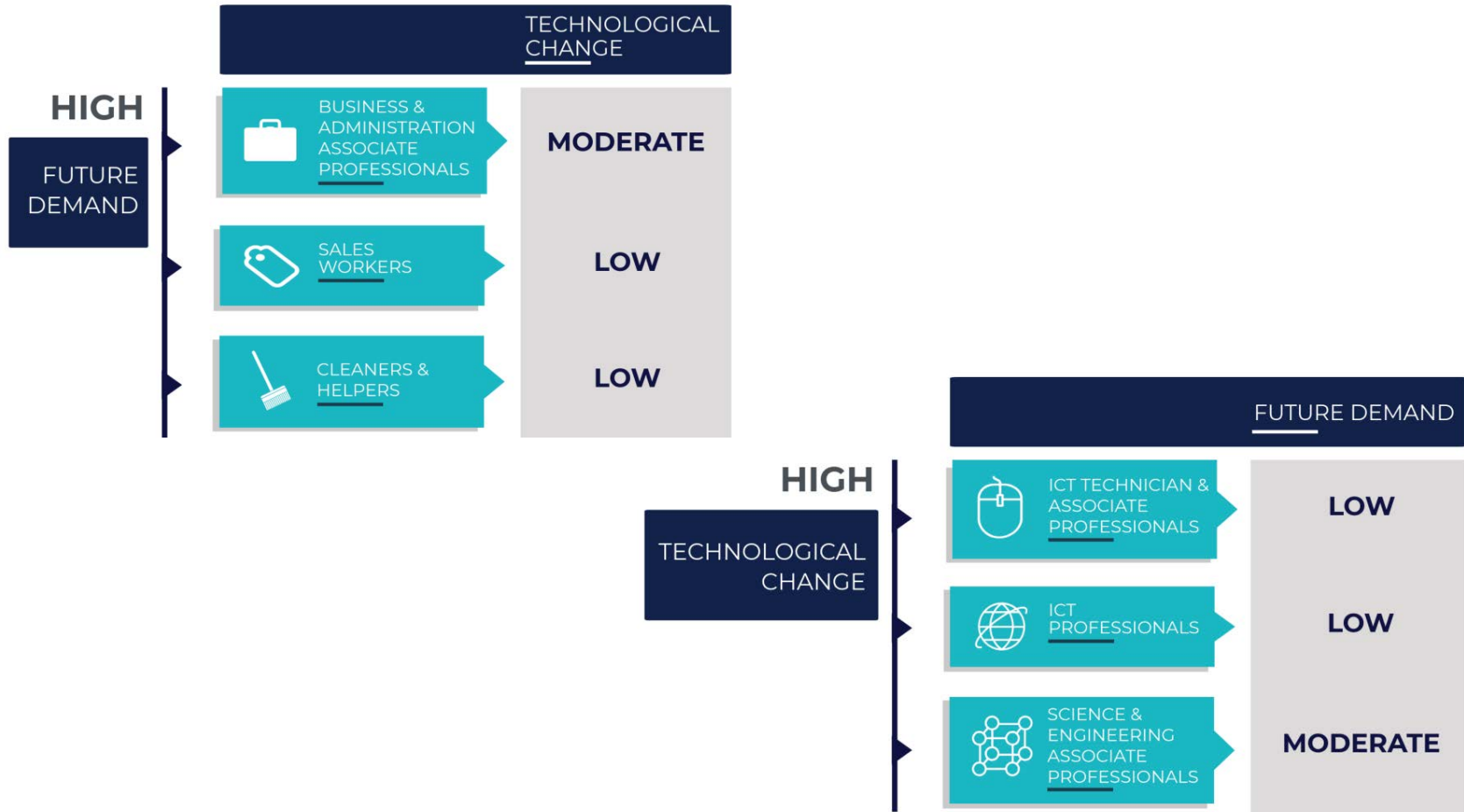
Net change and replacement Needs by occupation

EU, 2016-30



Technological change vs demand

2016-30



The jobs challenge

01

Will technology accelerate job polarisation?

02

Is the quality of jobs at stake?

03

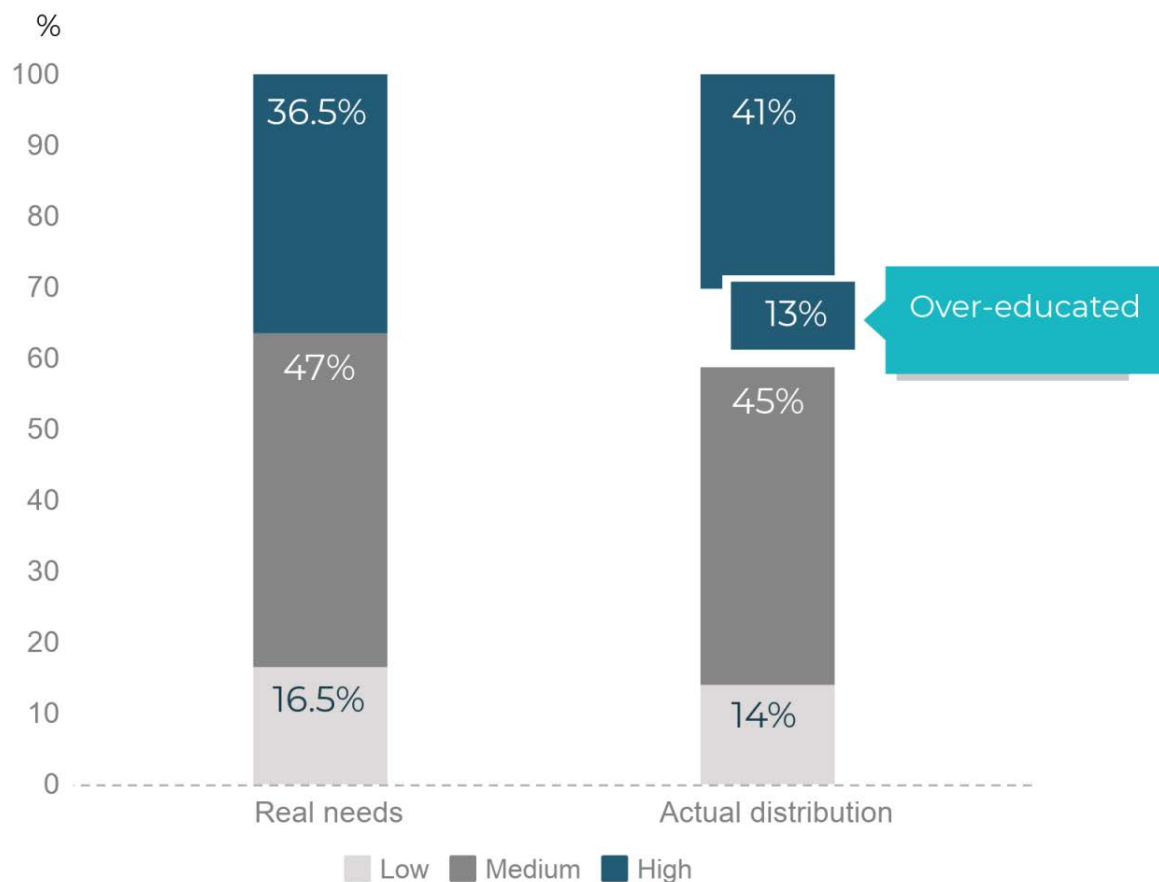
How do we address rising inequalities?

04

How do we need to rethink education and training?



Labour market bottlenecks: employment by qualification, 2030



Labour market imbalance challenges



High-skilled but overqualified?

Overqualified but under-skilled?

How can we ensure continuous development for all skill groups?

How will the low-skilled escape the vicious circle?



Thank you

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