



CEDEFOP

European Centre for the Development  
of Vocational Training

# Digital skills post-covid19

## Shifting gears in the digital transition

20 April 2021  
Virtual workshop

#LMSInext





# Getting the future right

Towards smarter and people-centred skills intelligence

13 April 2021

Virtual conference



- Cedefop skills forecasts
- Online job advertisements
- **Digital skills post-Covid19**
- Making skills intelligence actionable

Will Covid19 accelerate digital transition?

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LMSInext: from simple statistics to advanced research tools

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Supporting digital transformation: LMSI and digital policies



# Getting the future right

Towards smarter and people-centred skills intelligence

13 April 2021  
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## Digital skills post-Covid 19



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# Getting the future right

## Towards smarter and people-centred skills intelligence

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- The session and chat are recorded
- Please keep your mics muted
- Use chat to comment or post questions
- [#LMSInext](#) in social media
- **Thank you very much for participating**
- **Enjoy!!**



# Getting the future right

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## Digital skills, Covid19 and automation: Evidence from latest Cedefop research



# 2020 in skills: Digital on the rise

Skill demand in online job ads: 2020 vs. 2019

Rapid growth

Some growth

Some decline

Rapid decline



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BRIEFING NOTE

TRENDS, TRANSITIONS AND  
TRANSFORMATION

The Covid-19 pandemic is changing skill needs and reshaping jobs, while challenging our understanding and analysis of them

**NEVER WASTE A GOOD CRISIS**  
This time, many decision-makers have remained confident in the economic fundamentals, viewing the pandemic as a severe albeit temporary disruption. Many see the structural changes in learning and working, brought about by the crisis, as innovation opportunities, drivers of future job creation and enablers of the digital and green transitions. Emboldened by the already visible benefits of the economic changes and the funds made available through the EU Recovery package, policy-makers across Europe are resolved to push ahead with the green and digital transitions, adopting holistic transformational strategies.

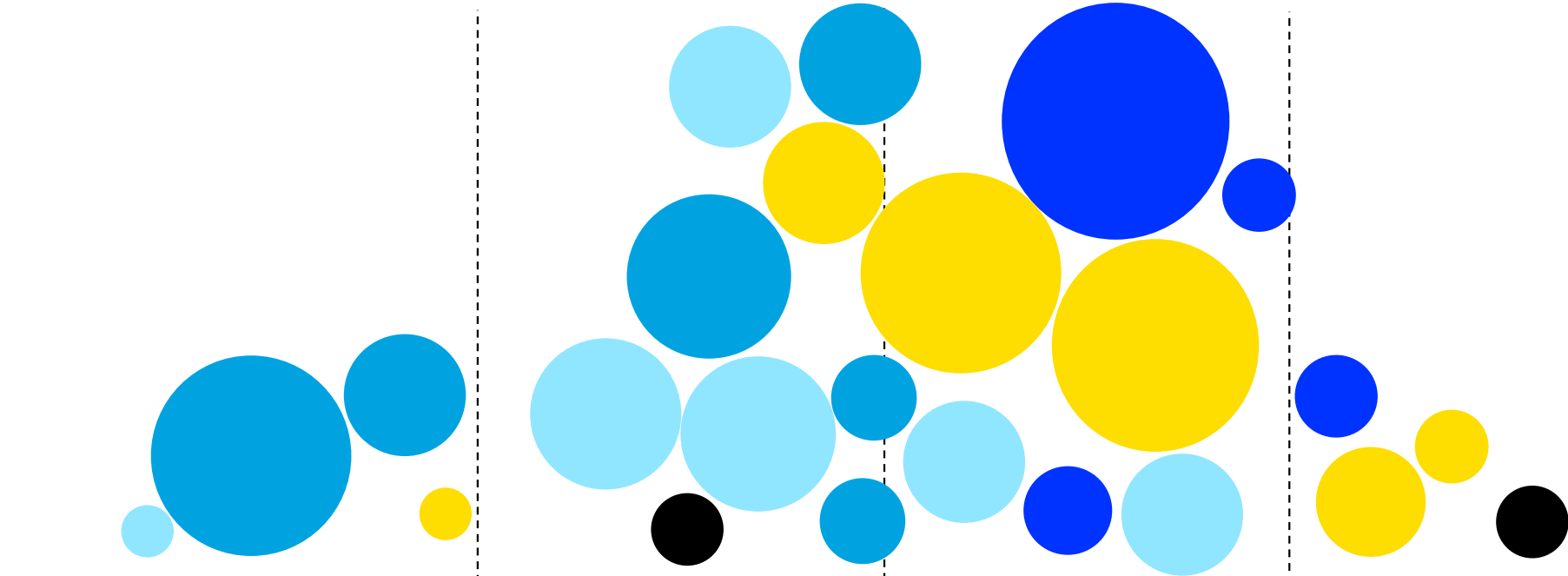
In making and shaping change and transitions, reliable, customised, and well-communicated skills intelligence is more important than ever. Cedefop has provided skills intelligence to the EU for over a decade and covered the term long before its full potential was widely acknowledged. In a context of rapid labour market change, it should not come as a surprise that skills intelligence is at the heart of the 2020 European skills agenda and the post-2020 EU policy framework for NET (5).

**Covid-19 challenges skills intelligence**  
In 2020, labour market research into the impact of the pandemic focused on the vulnerability of jobs and limitations imposed by social distancing (3). Such analyses have been using available surveys and occupational classification frameworks to map occupations or sectors in terms of their resilience to the wallops of the pandemic and to shed light on groups of workers most affected by it. However, this approach does not reveal how the pandemic has been reshaping skill needs.

Analysis of online job advertisements allows for generating fast and detailed information on labour market and skills trends as they unfold.

(5) Framed by the 2020 Council recommendation on vocational training and learning for sustainable competitiveness, growth and resilience and the Commission declaration.

(3) See for example Cedefop (2020), EU jobs at risk after rise of Covid-19 social distancing: is the pandemic accelerating the labour market divide?



Digital skills

Business / office

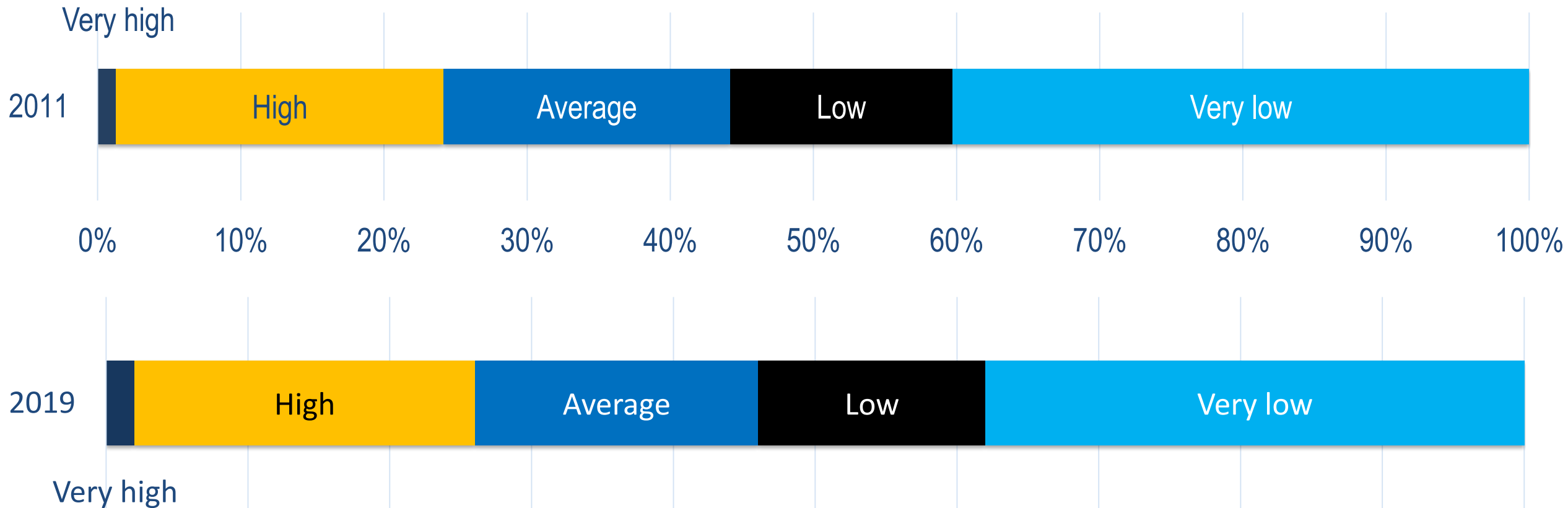
Communication / collaboration / creativity

Values / attitudes

Mechanical / electrical trades

# Digital skills in jobs: rising, but slowly

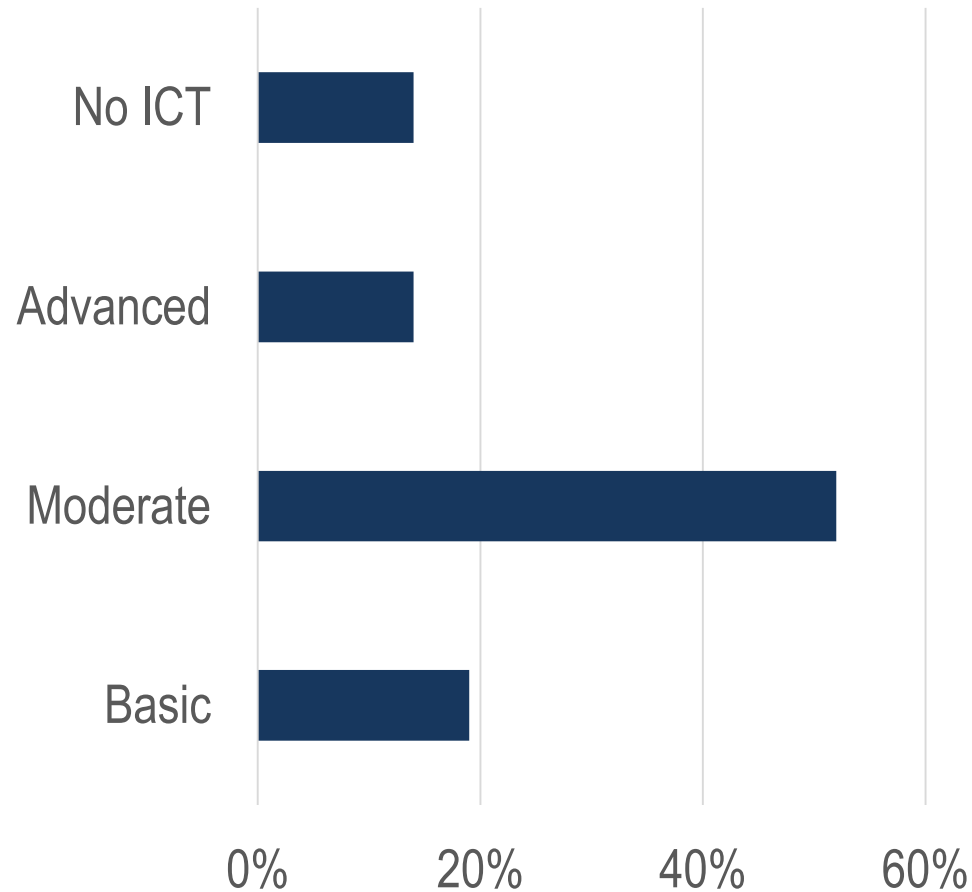
Digital skills in occupations: Employment share by ICT tasks importance



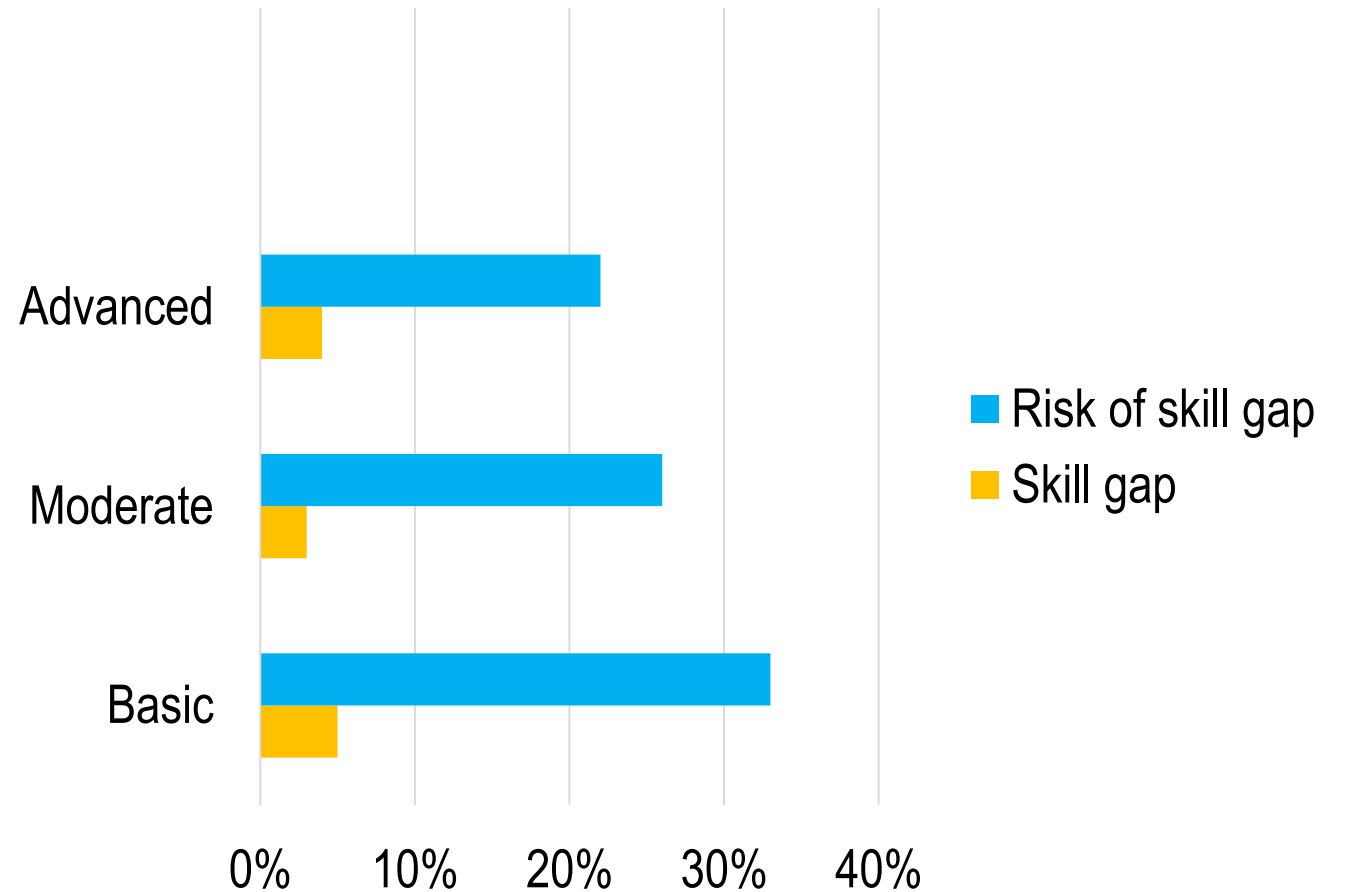
Source: Labour Force Survey and the Eurofound/JRC task framework

# Digital skills gaps: good policies or bad jobs?

Digital skills demand



(Risk of) digital skill gap

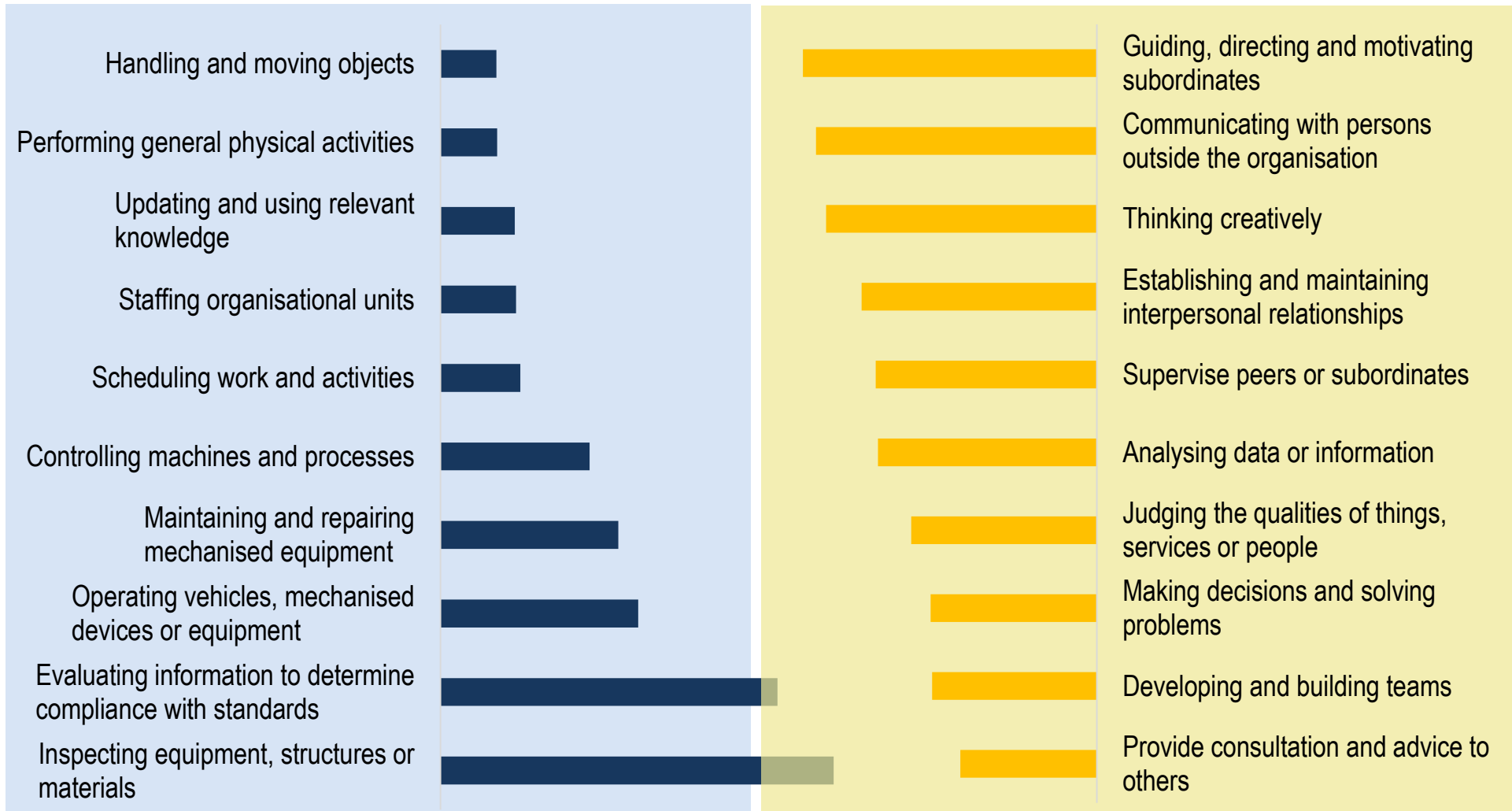


Source: [Cedefop 1st European skills and jobs survey](#)

# Automation risk in post-Covid19 job market?

Higher risk

Lower risk



**14%**  
high automation risk;

**40%** task transformation.

**~40%**  
of “fully automatable”  
occupations grew in 2013-18

**-2%**  
average employment  
change

**Key: worker information  
provision & consultation**

Source: Pouliakas (2021) using Cedefop Skills OVATE

# 2nd European skills and jobs survey

## Digitalisation and skill mismatch

### Main research questions:

- What do people do at work?
- Basic or complex digital skills use?
- New digital technologies?
- Skill gaps or remedial learning?

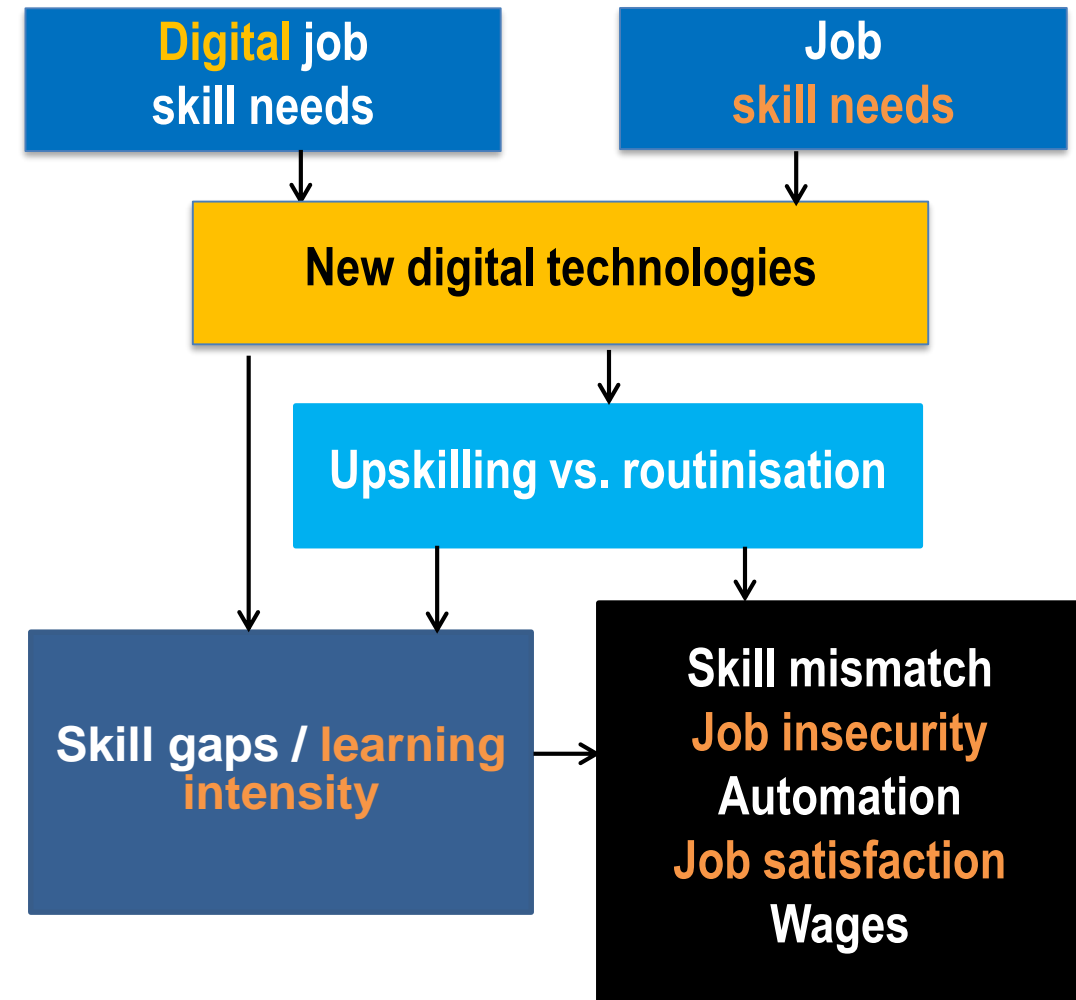


### Better measurement of:

- job-skill requirements
- skills/learning complexity
- job routinisation vs. upskilling
- digitalisation / automation



### Pillars and conceptual design:



50-55%

EU workers **using a main computing device (PC, laptop) to do their job**

11-20%

EU workers who need **advanced digital skills (database management, coding, AI) to do their jobs**

43%

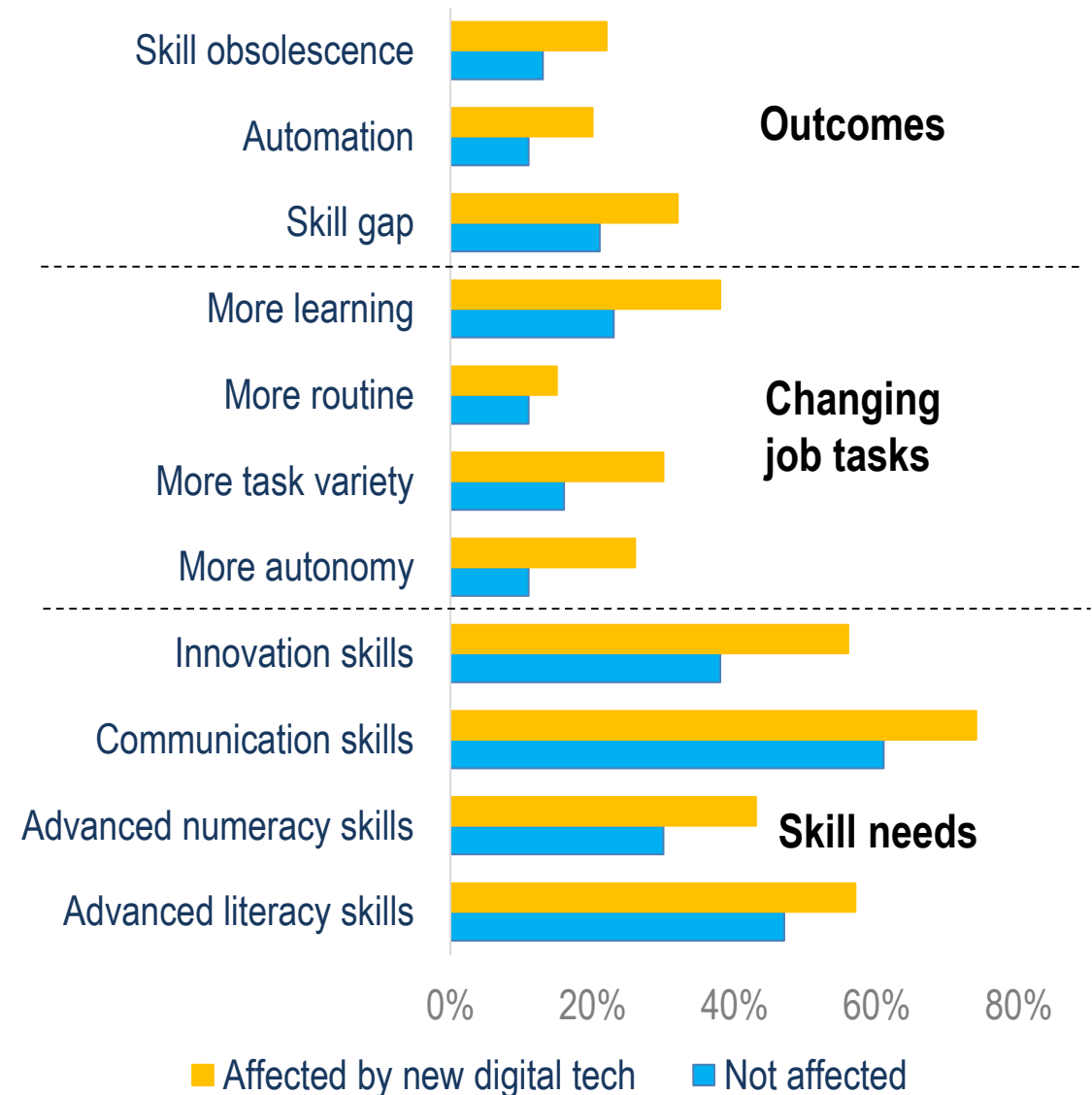
EU workers who had to learn **new digital software or computerised machinery** for their job

52%

EU workers who learnt such **new digital software or computerised machinery** in less than 5 days

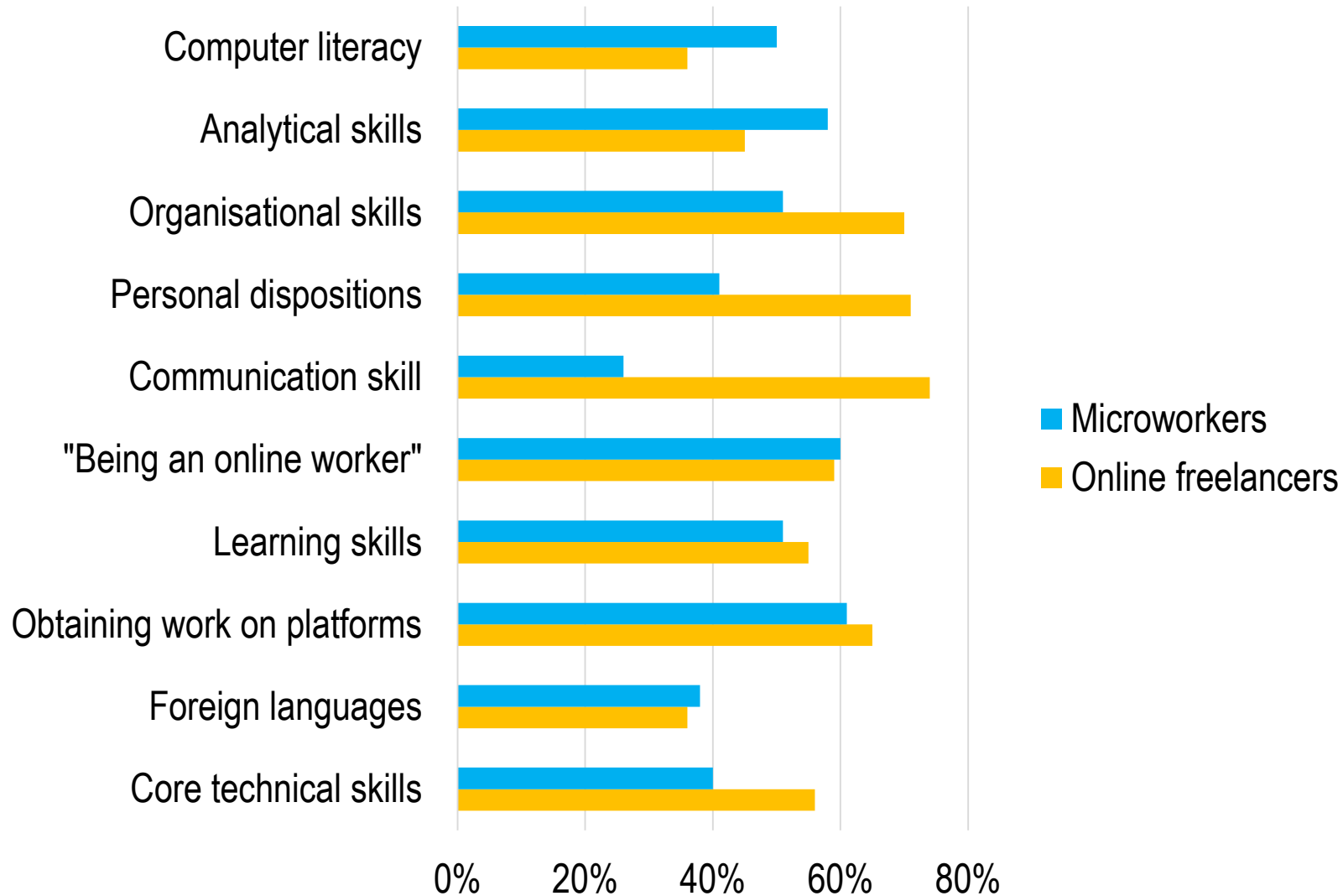
Source: Cedefop 2<sup>nd</sup> ESJS pilot survey N = 1,148

### Effect of new digital technologies on EU workers



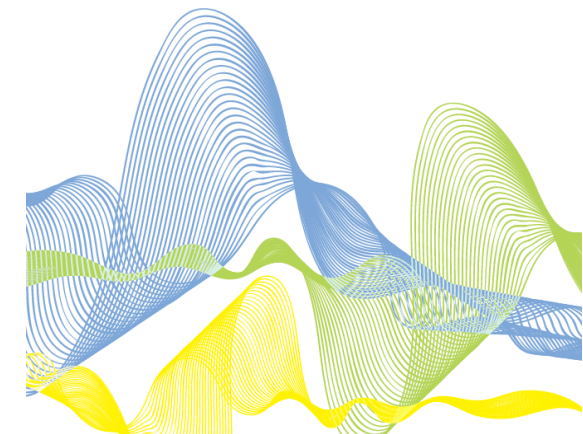
# Digital skills or digital workers?

Skills needs of online platform workers



## Developing and matching skills in the online platform economy

Findings on new forms of digital work and learning from Cedefop's CrowdLearn study



# Where the Covid-19 impacts the most?



**Digital workers?**

**Digital learners?**

**Digital citizens?**

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The European skills and jobs survey

<https://www.cedefop.europa.eu/en/events-and-projects/projects/european-skills-and-jobs-survey-esjs>

Digitalisation, AI and future of work

<https://www.cedefop.europa.eu/en/events-and-projects/projects/digitalisation-and-future-work>

Skills in online job advertisements

<https://www.cedefop.europa.eu/en/data-visualisations/skills-online-vacancies>

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