

Re-skilling and Up-skilling Needs in Europe

Presentation by **Jan Stuesson**

June 2019



The gathering storm

*Things are changing with an
ACCELERATING speed...*

- **Obsolete mindset** at the top in governments, businesses, unions, industries, universities and ... but also among individuals
- It is about the **people** of Europe and their **FUTURE** – with OR without **SKILLS**...
- WE NEED HIGH LEVEL **MOTIVATION & INCENTIVIS** FOR ALL
- It is about emotional and knowledge based **leadership skills**, NOT merely trying to manage a crowd of people...

eed a reskilling revolution. Here
o make it happen

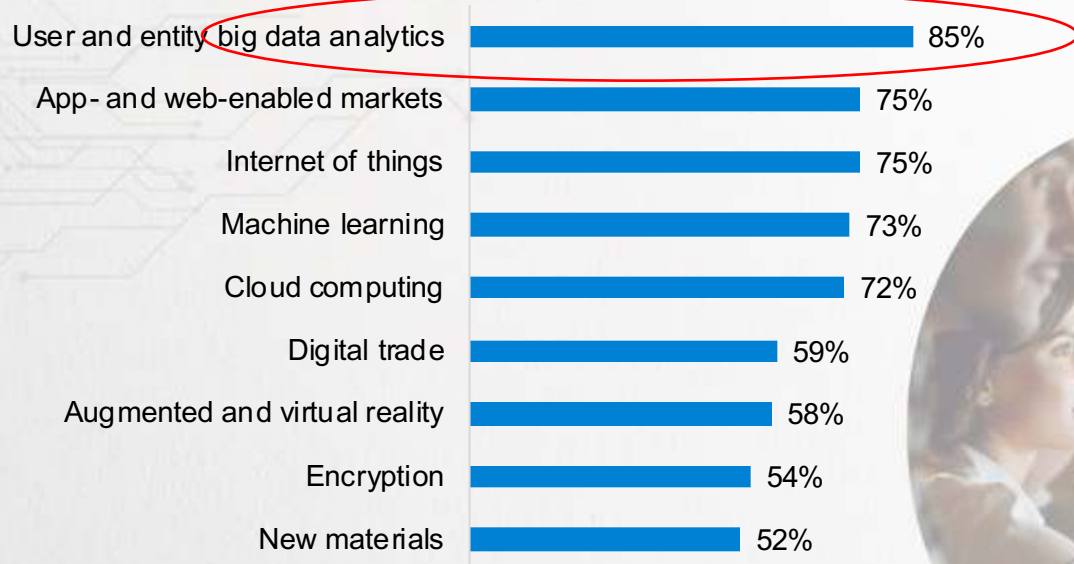


The gathering storm

Technology adoption accelerates business change

59%
of surveyed
companies expect
to modify their
value chains by
2022

Technologies by proportion of companies likely to adopt them by 2022 (projected)



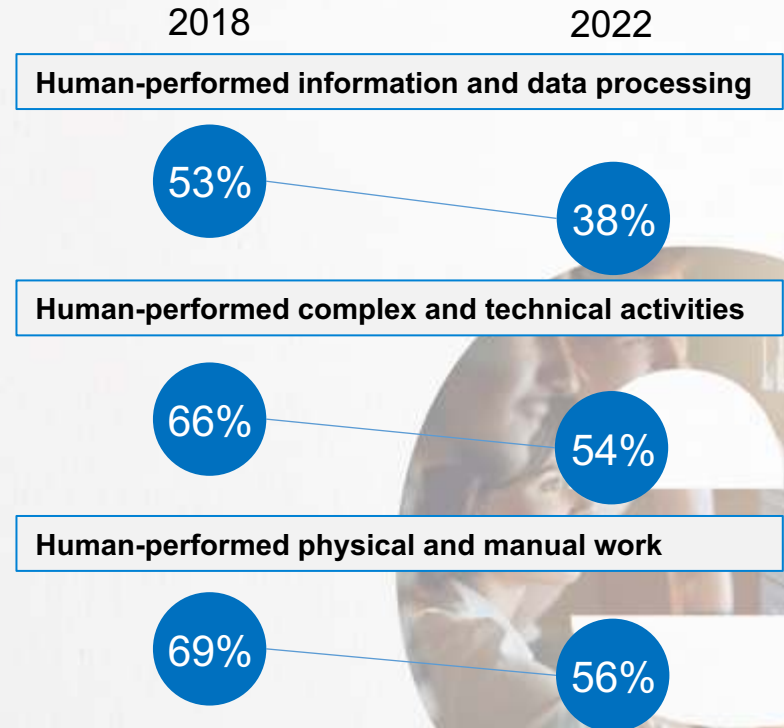
The gathering storm

The nature of work is changing rapidly

Although some jobs will become **obsolete due to automation**, the inclusion of these technologies will also **create new jobs** as well as **augment current ones**.

50% of jobs are expected to be “**significantly** affected by automation”

14% of jobs are at **high** risk of automation



New skills needed

The changing workplace requires new competences

- A complementary set of analytical, creative and social skills will be needed.
- Advanced digital skills will become an imperative in technology-intensive sectors
- Employees are already expected to have at least a basic digital proficiency



Analytical skills



Problem solving



Creativity



Continuous learning



Communication and social skills



Digital skills



New skills needed for better jobs – “Lifelong-Skilling” ...

*The need for a new
skills paradigm!*



Upskilling and reskilling are indispensable

Companies must take responsibility for upskilling



42%

of EU **firms** report lack of skilled workers as the main challenge to face in 2019

Source: EUROCHAMBRES, Economic Survey 2019.



79%

of EU **manufacturing** firms report lacking workers with the right skills

Source: EIB, Investment Survey 2018/2019.



8 out of 10

EU firms find that the limited availability of adequately-skilled staff impedes **investment**

Source: EIB, Investment Survey 2018/2019.

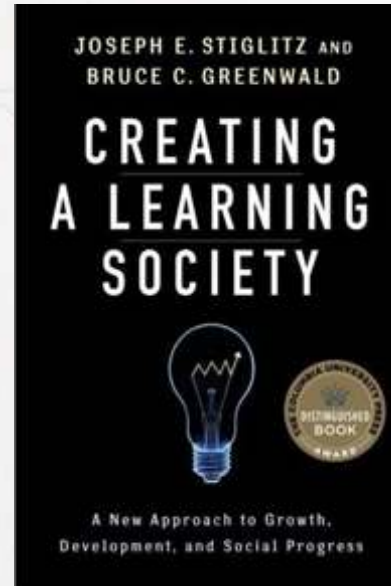
Lack of skills affects firms' competitiveness and growth opportunities



Source: PwC, The CEO Survey 2019

Time for a **NEW** and **REAL DEAL...** on Skills

A **New** Bretton Woods or Marshall plan... or... → for the European Workforce to better excel in our European Destiny!



Future of funding

Targeted areas of funding and stakeholders to include



Stakeholders to include:

- Governments
- Corporates
- Social Partners
- EU/National/Regional Funding Bodies
- Cluster Organisations etc.



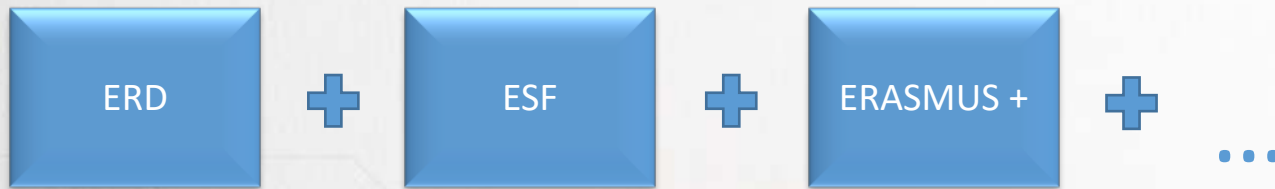
Targeted areas of funding

- Scaling up best practices → Best Option
- The set-up of new VET structures and Educational infrastructures of common European interest
- Train the trainer sessions to ensure the wider sharing of knowledge in society
- Industry-led upskilling initiatives (based on the principles of the Blueprint for sectoral cooperation on skills)
- Innovative concepts and delivery methods



Future of funding

Towards a NEW landscape of skills funding?



Currently, many channels for funding exist ...



Need for a **One-Stop-Shop** Solution? ...



Creation of a virtual or actual Skills Fund oportune? ...



Clearer connection between all levels: EU,
national, regional and city level? ...



Future Investment in Up-skilling and Re-skilling

A new opportunity space for the financial industry...



A NEW TYPE and LOGIC of FINANCIAL MARKET with higher ROI, new funds, incentives, concepts of profit sharing and capitalizing IC – Intellectual capital and IA - Intellectual assets



Knowledge and skills as the investment for future earnings - with a clear focus on funding mechanisms and incentives



“Crowdfunding” → a multi stakeholder approach → EU, nations, companies industries, government/cities & INDIVIDUALS



Territorial skills plans to boost the European momentum



New agile regulatory framework

Future of skills... Asking the right questions...

- **How to Up-skill** the existing workforce and **Re-skill** the people out of job to new positions and technologies?
- **How to support companies willing to embark on this journey** with solid data, methodologies and tools
- **How to support and transform HR functions and individuals** in assessing matching jobs?
- **How to support and motivate this transition into new jobs** with the right training, coaching and support mechanisms

HOW TO MAKE IT OPERATIOONAL AND HO TO FINANCE THIS?

“

Our strong conviction is that the human is at the core of any technology deployment success

”

Source: PwC's 21st CEO Survey talent

Future of skills and competence... **Future Aspirations**

From knowledge to knowing to the *unknown*...

Yesterday's Position

- Traditional statistics & KPI's
→ Input variables
- *Knowledge management*
- Quantity and volume of knowledge and data
- Research focus
- Proactive spirit
- Standardization
- Ignorance
- Low Skills volatility

Today's Situation

- New Indicators → Impact focus
- *Knowledge leadership*
- Quality of knowledge and analytics
- **Real time** analysis via **social media**
- Forsearch approach and *knowing*
- Reactive spirit
- Non standardization
- Intelligence
- **Knowing**
- Increased Skills volatility

- Integration of; *position, direction and speed* indicators
- *Knowledge flow*, cultivation and landscaping
- Machine learning AI, IOT, VR, OR...
- Interactive spirit → knowledge navigation
- New imagination to perceive and anticipate **unknown futures**
- High Skills volatility - increased density, friction and frequency



Thank You!



European
Commission

