

EU Skills Policies

BILT Learning Forum UNESCO-UNEVOC and BIBB

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Skills Agenda Unit

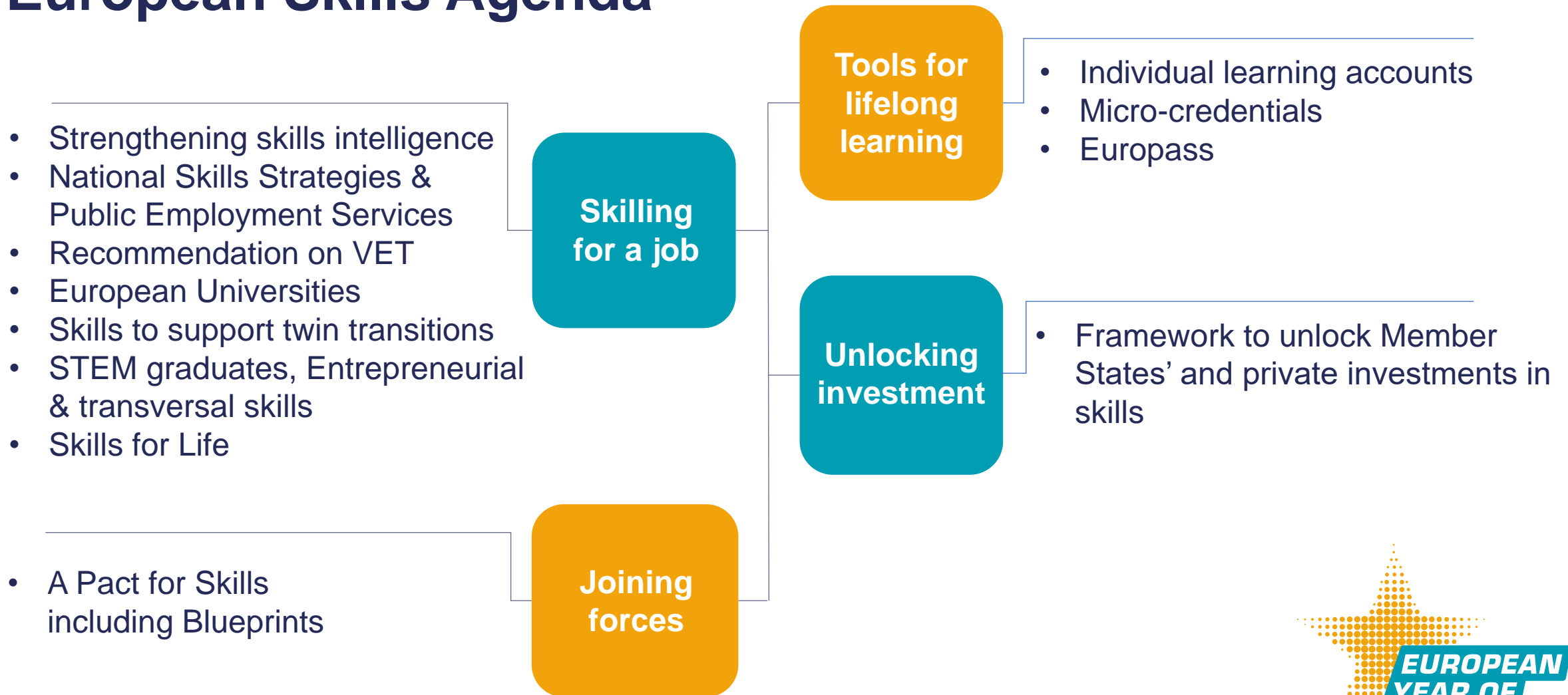
24 – 26 October 2023



1. The European Skills Policy framework



European Skills Agenda



EU Tools to support skills policy

> Europass



> SkillsOvate

SKILLS OVATE
ONLINE VACANCY
ANALYSIS TOOL FOR
EUROPE



> ESCO



> Eures



> European Qualifications Framework



> DigComp



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SKILLS**

A learning outcomes approach

The European Qualifications Framework (2017 Council Recommendation)

- EU countries have diverse qualification and education systems
- A **translation grid** for qualifications across countries
- Defined in terms of **learning outcomes** (knowledge, skills, responsibility & autonomy)
- 8-Level reference framework, covering **all types and all levels of qualifications**



Competence frameworks

A reference framework providing an comprehensive and shared understanding

- **LifeComp:** The European framework for the personal, social and learning to learn key competence
- **EntreComp:** The entrepreneurship competence framework
- **DigComp:** The Digital Competence Framework for Citizens
- **GreenComp:** the European sustainability competence framework





Funding instruments to support skills policy

➤ European Social Fund



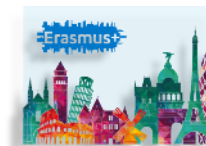
➤ Recovery and Resilience Facility



➤ Digital Europe Programme



➤ Erasmus +



➤ InvestEU





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2. EUROPEAN YEAR OF SKILLS

Why a European Year of Skills?

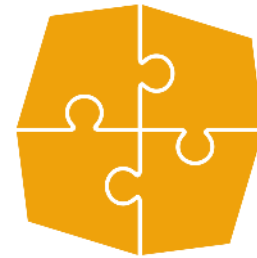
To further promote a mindset of reskilling and upskilling



Investment



Skills relevance



Matching aspirations



Attracting third country talent



Skills shortages as a challenge and skilled workforce as an enabler



38 occupations,
were classified as
shortages in 2022



77% of
companies
struggled to
find employees
with the required
skills in 2019



adult learning
participation rate
remains **low,**
around 37%



over 90% of jobs require
digital skills, however **54%**
of the adult population
in Europe has
basic digital skills



European Pillar of Social Rights

(2021 → 2030)

At least: **78%** of the population aged 20 to 64 should be in employment by 2030
Current level: 73.1% (2019)

60% of all adults should participate in training every year by 2030
Current level: 37.4% (2016)

Reduce by **15 million**
the number of people at risk of poverty or social exclusion by 2030
Current level: 91 million persons (2019)



Flash Eurobarometer 529

European Year of Skills: Skills shortages, recruitment and retention strategies in SMEs

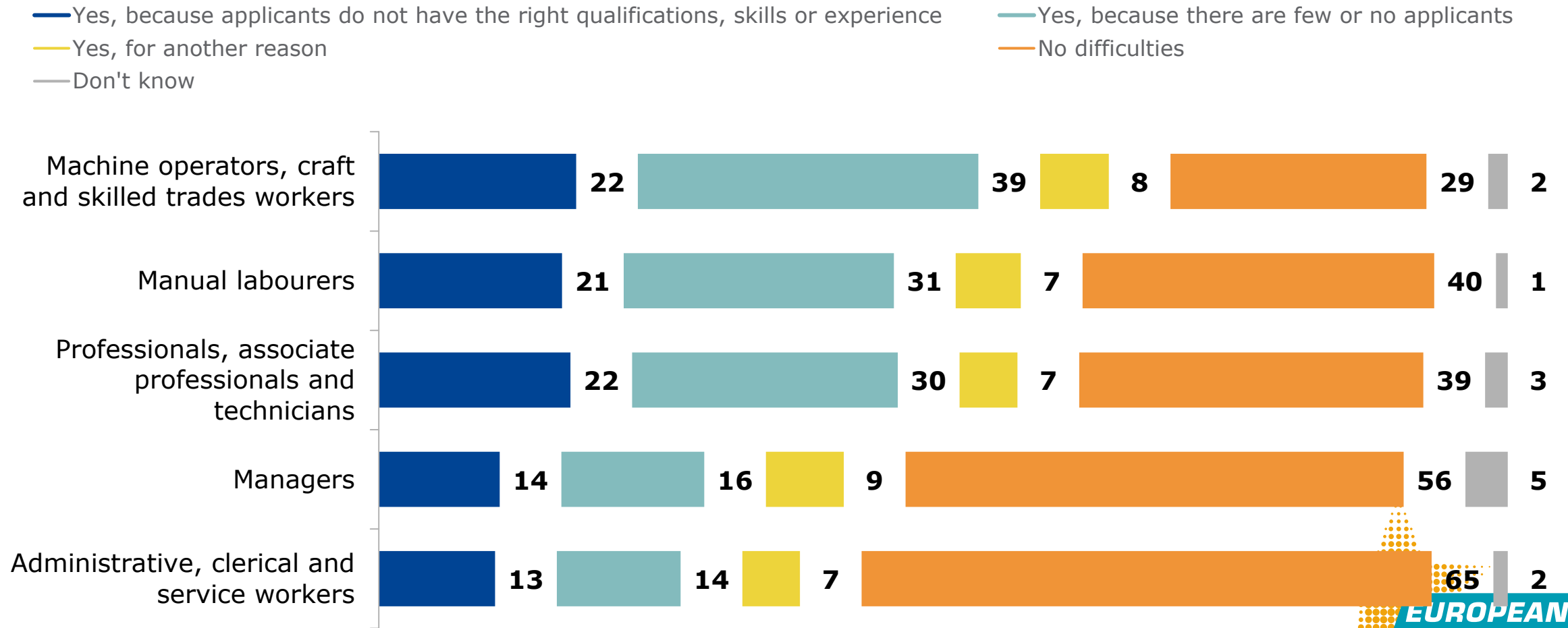
Number of interviews: 12 909 for EU27 (~500 per country)



Key findings:

- 95% of SMEs say that skills are very or moderately important for the business model of the company
- 74% of SMEs say **they face skills shortages for at least one job role (89% for manufacturing)**, broad range of profiles affected by skills shortages
- Skills shortages hold back general business activities for 63% of SMEs; negative impact also on digitalisation and greening efforts
- SMEs indicate, that what would help is better collaboration with PES, tools for applicants' skills or company's skills needs assessment
- Few SME's (~12%) have experience hiring staff from outside the EU. When doing so, 52% report the process to be very or moderately difficult
- Many “objective” reasons for not hiring from abroad (specific language requirements, no recent hiring, etc.), but also lack of experience how to do it

Q3: Does your company face difficulties in recruiting staff for the following roles? If any of the job roles do not exist in your company, please just say so.

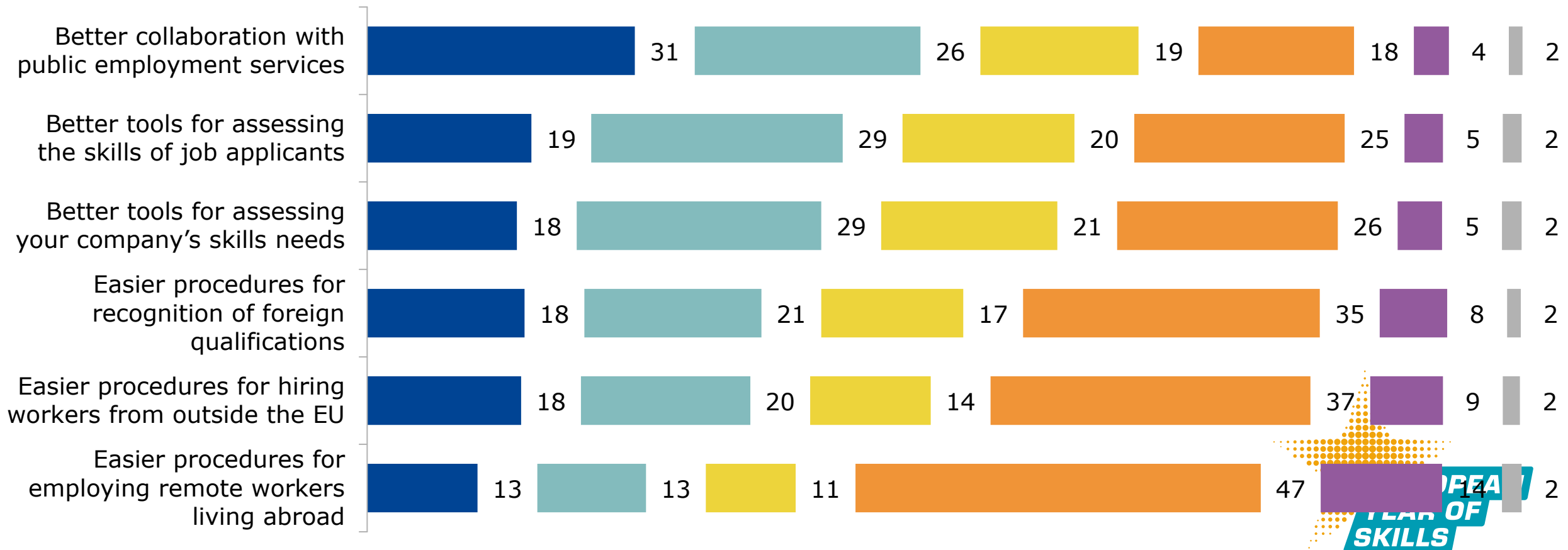


***Only including job-roles present in the company**

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Q8: How much would each of the following help your company make recruiting staff with the required skills easier?

— Would help a lot — Would help moderately — Would help slightly — Would not help at all — Not applicable — Don't know



AREA
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SKILLS

Key initiatives

- Commission Communication “**Harnessing talent in regions**”

- **Green Deal Industrial Plan**

- Proposal for a **Net-Zero Industry Act**

- Proposals for a **Council Recommendation on the enabling factors for successful digital education and on improving the provision of digital skills in education and training**

Launch of the pilot for the **European Digital Skills Certificate**

- Launch of the **Cybersecurity Skills Academy**

- **Talent Mobility Package**
Communication on the talent Mobility package

Proposal for a Regulation by the Council and the EP on establishing an EU Talent Pool

Proposal for a Council Recommendation on updated learning mobility framework

Commission Recommendation on recognition of qualifications of third-country nationals

- **Eurobarometer on skills shortages**, recruitment, and retention strategies **in SMEs**

- Proposal for a **Reinforced Quality Framework for Traineeships**

Q1



Q2



Q3 & Q4



Q1



Further implementation of on-going EU initiatives within the European Skills Policy framework throughout the Year

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Thank you for your interest!

We look forward to collaborating with you to make the European Year of Skills a success!

