



European Commission

# A NEW SKILLS AGENDA for Europe



## SKILLS MISMATCHES AT SECTORAL LEVEL

#EUSkillsAgenda

Technological progress and globalisation are revolutionising the way we live, learn, work and do business. This offers tremendous opportunities for **innovation, growth and jobs**, but also requires **adaptable people** and in certain sectors, **different skills** than before.

### Example: The automotive industry

*The automotive industry experiences increasing needs for suitable workers with an estimated 888.000 automotive jobs to be filled until 2025. This is mainly due to the aging of the workforce and the forecasted growth of production in the sector. In addition, it is expected that a significant number of assembly line jobs will disappear, partly due to the introduction of new production technologies and 'clean' vehicles. Therefore, future job profiles will require high and medium level qualifications.*

Expected job openings in the automotive sector by 2025

	Employments levels		% change	2013-2025		
	2013	2025	2013-2025	Change in total employment (jobs created/lost)	Replacement needs*	Total number of job openings
Motor vehicles	2.242.000	2.314.000	3.2	72.000	816.000	888.000
Whole economy	223.763.000	231.241.000	3.3	7.598.000	96.623.000	104.221.000

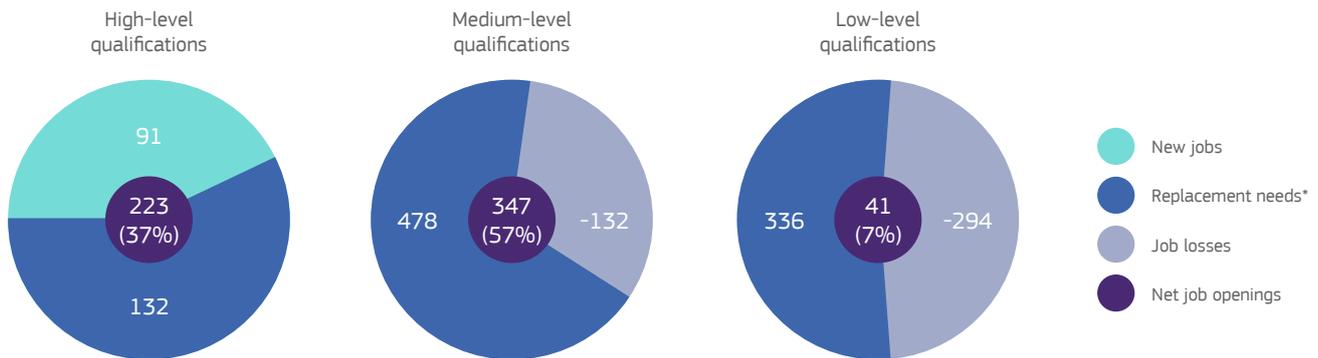
\* Estimated number of vacancies due to workers leaving the sector(s) and needing to be replaced

Source: Cedefop (2014)

### Example: Textile, clothing, leather and footwear industry (TCLF)

*5 times more jobs are to be opened for highly-qualified employees than for low-qualified employees by 2025. By then, 300.000 of existing craft jobs are forecasted to disappear, alongside some 100.000 of the plant and machine operator jobs. In contrast, the technician and associated professional occupations are anticipated to grow. Therefore, future job openings will mainly require high or medium level qualifications rather than low level ones.*

## Expected job openings in the TCLF sectors by 2025 (1000s)



\* Estimated number of vacancies due to workers leaving the sector(s) and needing to be replaced

Source: European Sector Skills Council Textile Clothing Leather Footwear - Report 2014, Cedefop (2014)

## How will the New Skills Agenda for Europe reduce skills mismatches?

- Improve skills relevance through **business-education partnerships**
- **Blueprint for Sectoral Cooperation on Skills** – sector-specific skills solutions based on industry-led three-step approach:
  1. Collect evidence of skills gaps and their potential impact on growth, innovation and competitiveness
  2. Translate sectoral strategy into forecasts and actions on jobs and skills
  3. Roll-out EU sectoral partnerships at national and regional level and expand to more sectors

The Blueprint will initially be piloted in six sectors that are experiencing skills shortages: automotive, defence, maritime technology, textile & clothing & leather & footwear (TCLF), space (Earth observation) and tourism. Additional sectors (construction, steel, health, green technologies and renewable energies) will be assessed in a second wave.