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PREPARING FOR WORK: SKILLS AND EMPLOYABILITY IN A CHANGING WORLD OF WORK

Context in Southern and Eastern Mediterranean countries

Anastasia Fetsi, ETF
2 April 2019, Cascais
Union for Mediterranean, Breakout Group 4

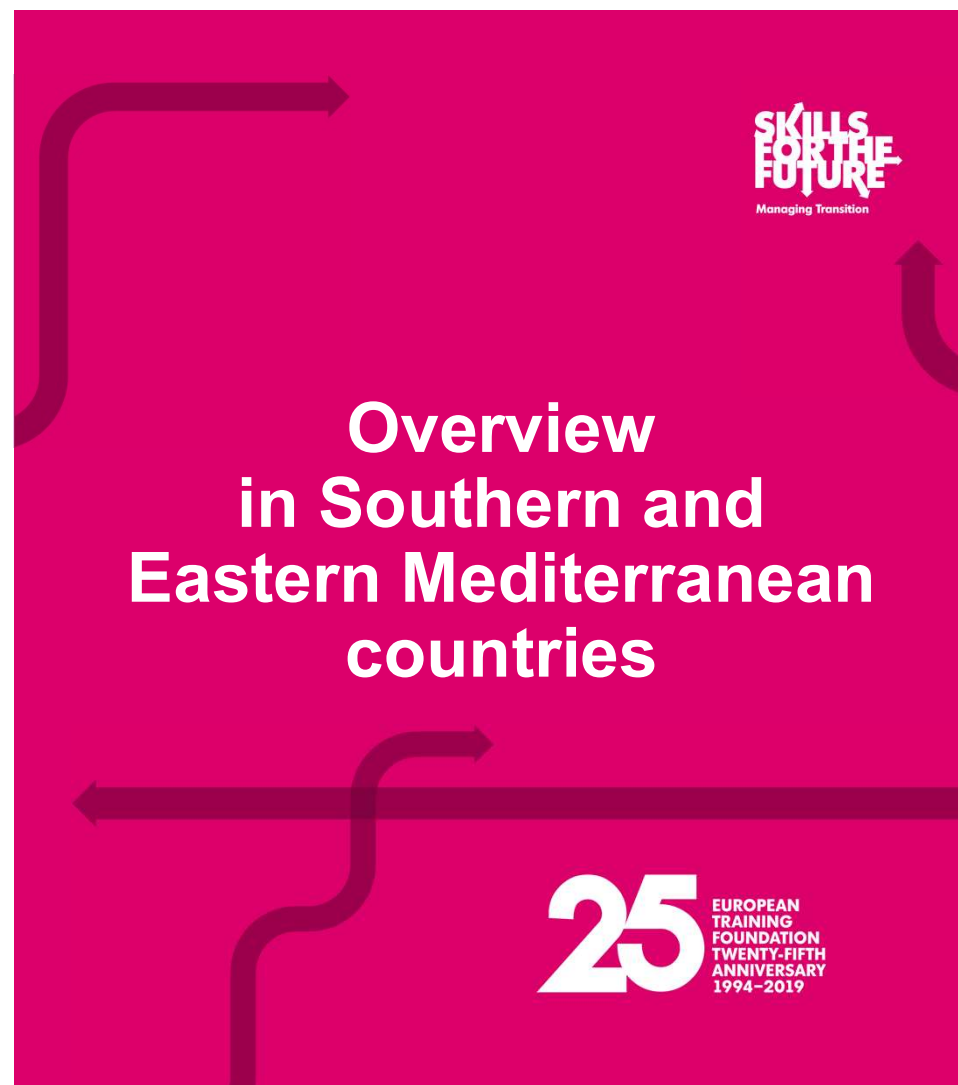


Managing Transition





- ➔ **Changing labour markets: now and the future**
- ➔ **Demography and Skills**
- ➔ **Use of skills**
- ➔ **Opportunities for the future**
- ➔ **Issues for reflection**





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CHANGING LABOUR MARKETS : NOW AND THE FUTURE

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1994-2019



**GLOBAL DRIVERS
OF CHANGE CREATE
OPPORTUNITIES
AND RISKS**

THE FUTURE DEPENDS ON

A

Starting point

B

Choices

C

Institutions

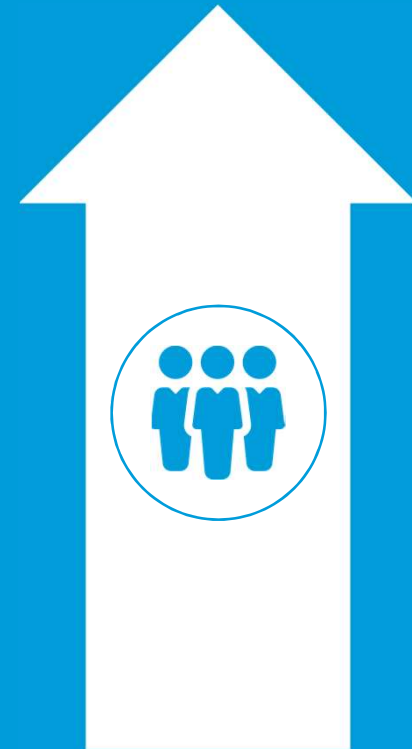


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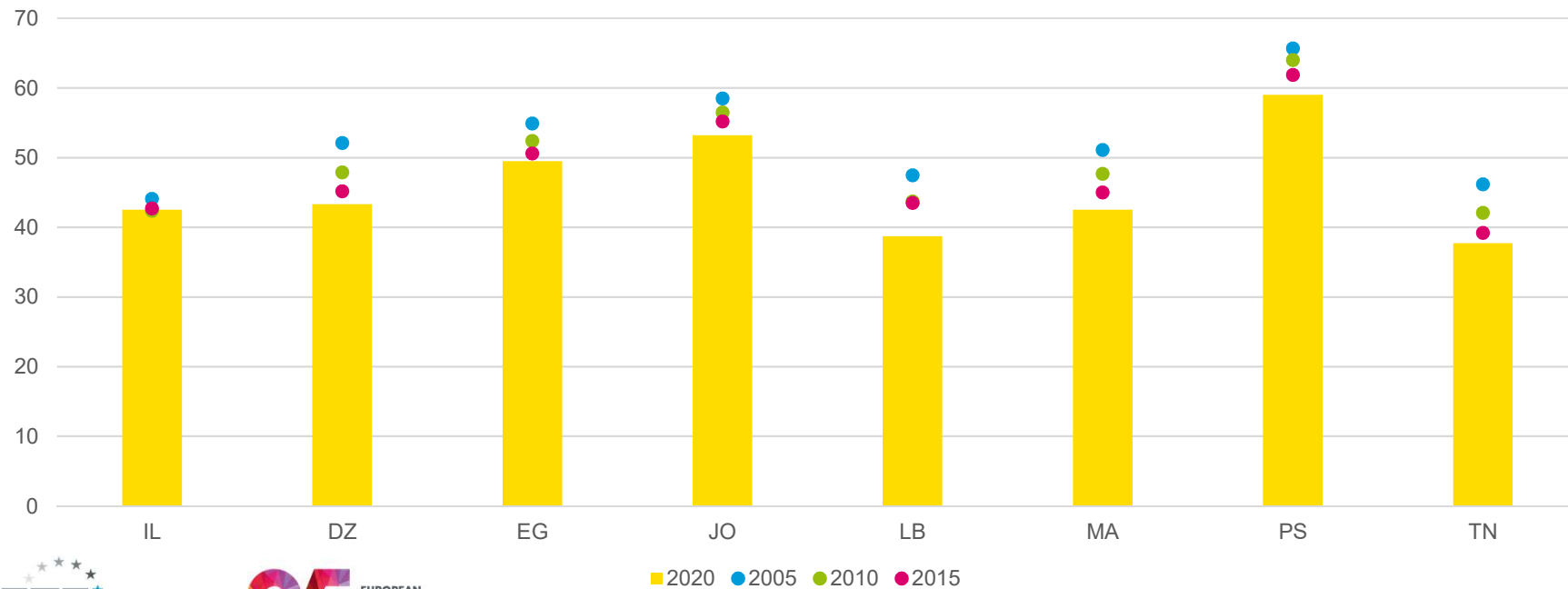
DEMOGRAPHY AND SKILLS

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DECREASING BUT VERY YOUNG POPULATION

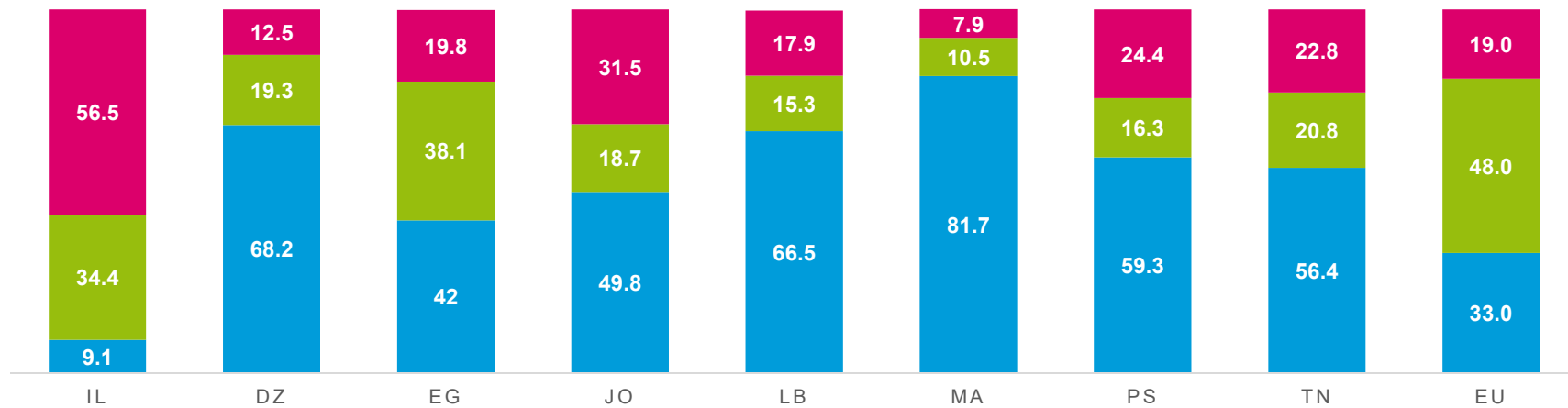
SHARE OF YOUTH (0-24) IN THE POPULATION



IMPROVING (BUT STILL LOW) EDUCATIONAL ATTAINMENT

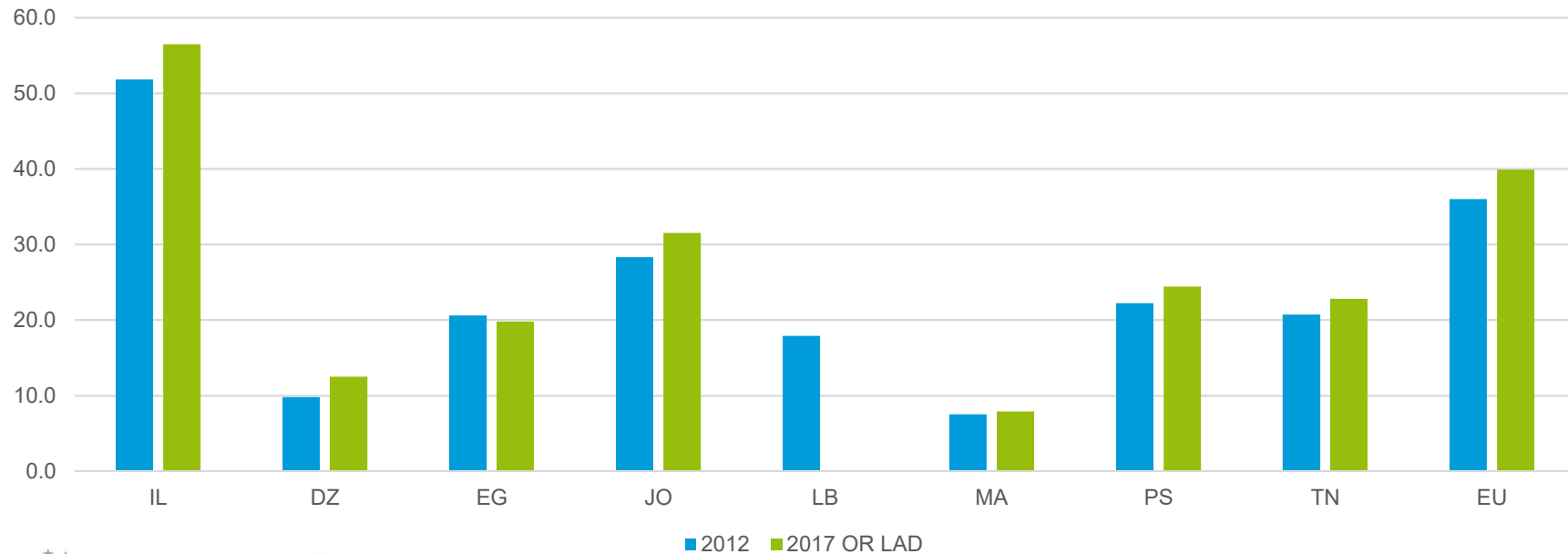
EDUCATIONAL ATTAINMENT OF ADULT POPULATION (% AGED 25+), 2017 OR LAD

■ LOW ■ MEDIUM ■ HIGH



RAISING LEVELS OF TERTIARY EDUCATED

TERTIARY EDUCATIONAL ATTAINMENT OF ADULT POPULATION
(%AGED 25+)



LOWERING LEVELS OF LOW EDUCATED

PRIMARY EDUCATIONAL ATTAINMENT OF ADULT POPULATION (% AGED)



RAISING YEARS OF SCHOOLING OF THE POPULATION





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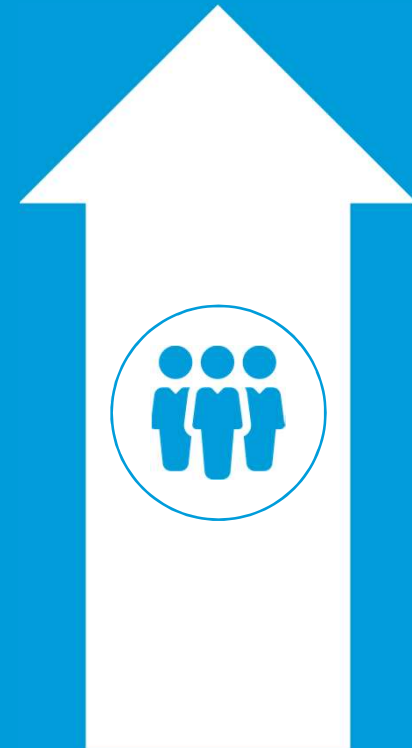


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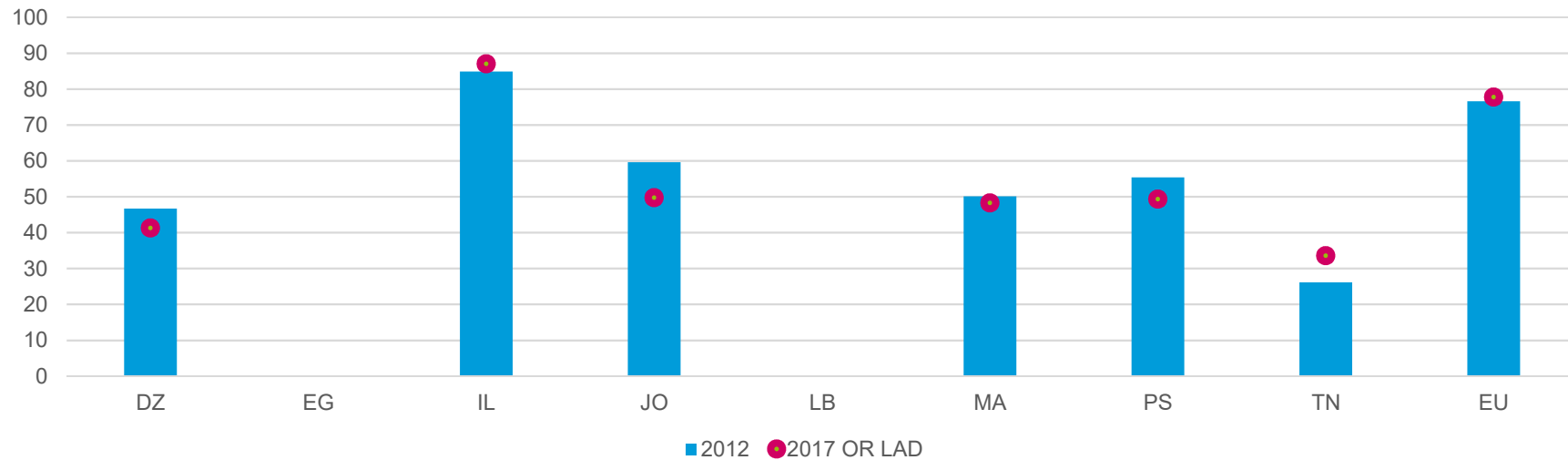
USE OF SKILLS

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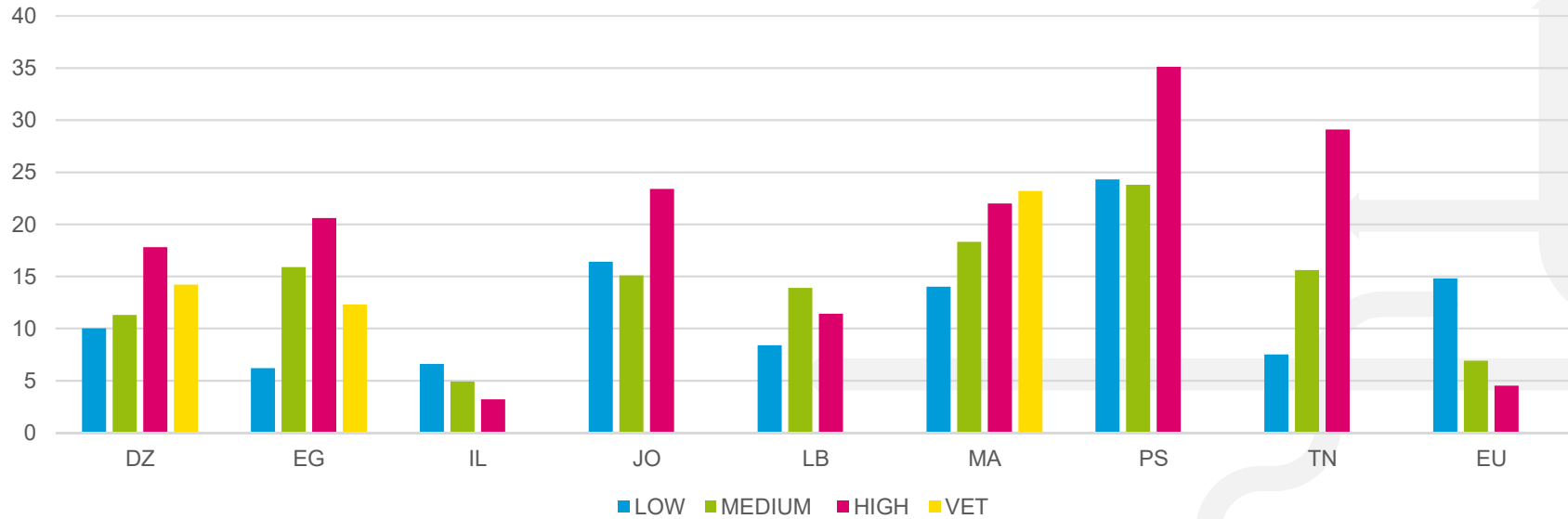
BUT: PERSISTENTLY LOW EMPLOYMENT LEVELS OF HIGHLY EDUCATED

EMPLOYMENT RATE OF HIGH SKILLED
(% AGED 15+)



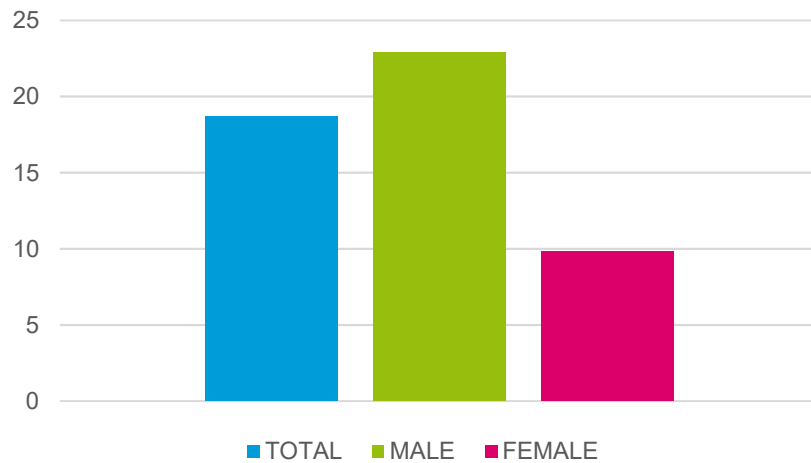
HIGHER INCIDENCE OF UNEMPLOYMENT AMONG GRADUATES

UNEMPLOYMENT RATE BY EDUCATIONAL ATTAINMENT (% AGED 15+)

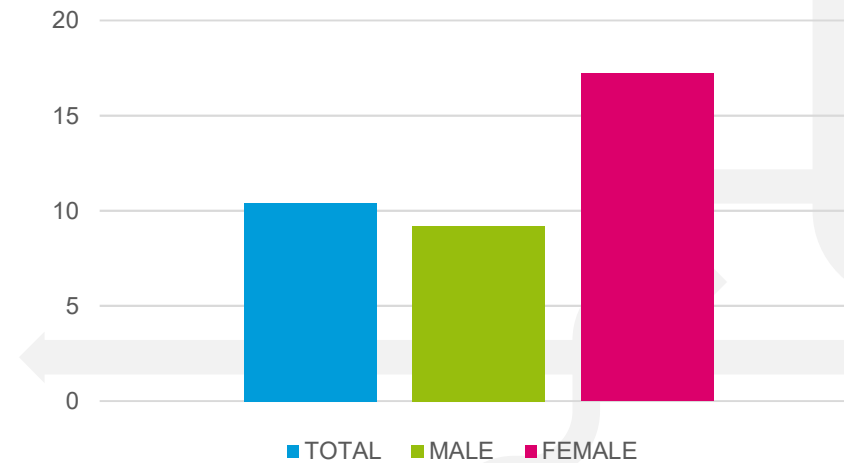


HIGH SKILLS MISMATCH: EXAMPLE FROM EGYPT

**OCCUPATIONAL MISMATCH HIGH LEVEL
(2016) (TERTIARY GRADUATES WORKING
IN SEMI-SKILLED JOBS) (ISCO 4-9)**



**OCCUPATIONAL MISMATCH: MEDIUM
LEVEL (2017) HIGH-SCHOOL GRADUATES
WORKING IN LOW-SKILLED JOBS (ISCO 9)**





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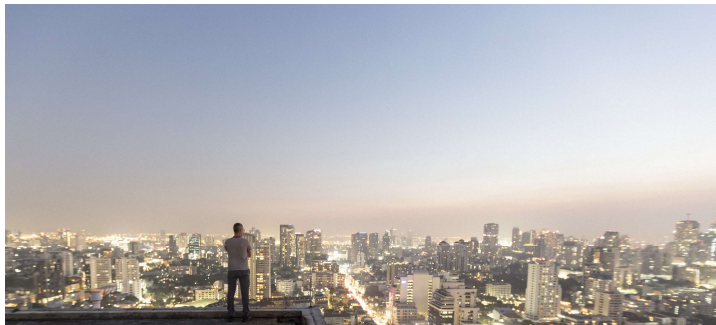
GRASPING OPPORTUNITIES

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NEW JOBS AND SKILLS SETS

**SKILLS
FOR THE
FUTURE**
Managing Transition



Further integration in global value chains

Automisation and digitalisation

Upgrading traditional sectors

Platform economy

Greening of economies

ADAPTING TO EMERGING SKILLS DEMAND

**SKILLS
FOR THE
FUTURE**
Managing Transition



Lifelong learning

Vocational training beyond traditional boundaries

Monitoring labour market developments

Developing partnerships

Supporting multiple transitions



How can we build systems to identify needs early on?

What role do employers have?

How can we better coordinate with education?

How can we build on niches of innovation?