

# Skills anticipation and matching: common and complementary research strategies

## Linking employment changes to skill needs

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# Skills must match jobs

- People often have skills that don't match the needs of jobs
- Over 80 million adults hampered by low levels of basic skills
- Jobs becoming more knowledge- and skills-intensive: by 2020 35% of all jobs will require high-level qualifications

# New jobs up to 2020

## Trends in job creation (Cedefop, 2011):

- 7 millions new jobs in EU27+ up to 2020 despite the recession
- Many replacement jobs : 73 million jobs
- 16 million more jobs for highly qualified people
- 12 million less for low qualified workers
- Service sector : 3/4 of total employment in 2020



# Evolving skills needs

- A growing demand for high level qualifications
- Which skills?
- Increasing skills requirements within occupations at all levels, including « transversal » or « generic » skills (e.g. communication and analysis skills, « learning to learn »...)
- Employers are looking for a mix of knowledge, skills and abilities

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# Emerging skills and competencies

## Social/cultural

- Intercultural skills
- Team work
- Self management
- Entrepreneurship and innovativeness

## Technical

- **ICT and E-skills** (both at user and expert level)
- **Skills/knowledge related to new materials**
- **Skills/knowledge related to new processes**
- **Health and green skills** (related to health and climate and environmental solutions)

## Managerial

- Intercultural management
- International value chain management
- International financial management
- **Green management** (managing climate and environmental solutions)

**+ Multi-skilling and new combinations of skills**



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# New Skills for New Jobs: Action Now

A report by the Expert Group  
on New Skills for New Jobs  
prepared for  
the European Commission



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# NEW SKILLS FOR NEW JOBS: CHINA AND THE EU

SHARED LABOUR MARKET EXPERIENCES  
TO INFORM THE HARMONIOUS AND  
SUSTAINABLE SOCIETY OF THE FUTURE



Directorate General for Employment,  
Social Affairs and Equal Opportunities,  
European Commission

The Institute of Population and Labor  
Economics, Chinese Academy of Social  
Sciences  
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# Thank you for your attention

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## New Skills for New Jobs: Action now

<http://ec.europa.eu/social/main.jsp?catId=568&langId=en>

## New Skills for New Jobs: China and the EU

<http://ec.europa.eu/social/main.jsp?catId=822&langId=en>

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