
Pilot employer survey on skill needs in Europe

Drivers of changing tasks (Module 4)

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Topics

1. Aims and overview of questions in module 4
2. Pre-test results of the module 4 questions
3. Changes and implementations for the pilot survey

Aims and overview of questions in module 4

- Aim of module 4: identify drivers of changing tasks in the establishment + validation of selection of occupational group
- Module 4 contains three types of questions:
- First: questions on innovation activities of the enterprise and their impact on the tasks
- Second: a question about environmental changes and awareness and their impact on the tasks
- Third: a question if another occupational group in the local unit is more affected by changes in working tasks
- Questions on innovation activities and environmental changes only in the conventional interviews (n=126)

Innovation activities and their impact on the tasks – Q400/401

- An innovation index is needed for analysis (drivers of changing tasks) in combination with impact on occupation
- Aim for analysis in the pilot: 3 types of establishments:
 1. traditional establishments (no innovation)
 2. establishments up to date (1 or 2 innovations) and
 3. innovative establishments (3-4 innovations)

Q400

If you think of the last two years: Did your enterprise introduce any new or significantly improved...

	Yes 1	No 2	DK 8	NA 9
_1 goods or services	☐	☐	☐	☐
_2 processes, either for producing goods or supplying services	☐	☐	☐	☐
_3 forms of work organisation	☐	☐	☐	☐
_4 changes in the relations with other organisations, e.g. alliances or outsourcing.	☐	☐	☐	☐

Innovation activities: pre-test results

- Very few 'don't know' (2%, n=2/126) and 'no answer' (max. 1% - one interview)
- Only two remarks by the interviewers
- → no difficulties
- Questions differentiate quite well by size class and sectors of activity with plausible results
- → no changes in these questions

Environmental changes and awareness and their impact on the tasks – Q402/403

- Changes due to environmental awareness are probably a new emerging field for changes
- They are expected to have an impact on green tasks and skills

Q402

Did your establishment adapt its products, processes or services due to environmental awareness or standards and regulations in the last two years?

- | | | | |
|-------|------------|--------------------------|------------|
| 1 | Yes | ☐ | go to Q403 |
| 2 | No | ☐ | go to Q404 |
| <hr/> | | | |
| 8 | Don't know | ☐ | go to Q404 |
| 9 | No answer | ☐ | go to Q404 |

Environmental changes: pre-test results

- Rates of 'don't know' (3%, n=4/126) and 'no answer' (1%, one interview) on an acceptable level but in sum not really low
- Remarks by the interviewers due to complexity of formulation ("overwhelming")
- Question differentiates between size classes, countries and sectors of activity
- ➔ slight changes in the formulation of the question

Q402

In the last two years, did your establishment adapt its practices, products or services due to environmental awareness or standards and rules?

- | | | | |
|-------|------------|--------------------------|------------|
| 1 | Yes | ☐ | go to Q403 |
| 2 | No | ☐ | go to Q404 |
| <hr/> | | | |
| 8 | Don't know | ☐ | go to Q404 |
| 9 | No answer | ☐ | go to Q404 |

- Question on impact on tasks: rates of 'don't know' very low (1%, n=1/69)
- ➔ no changes in these questions

Occupational group most affected by changes – Q404/405

- Validation of the selection process of occupational group
- Question to all respondents, who received pre-selected set of 5 occupational groups, n=251
- Results differ significantly between establishments in which first occupational group exists and was automatically selected and those who had a choice
- Rate of “group is the most affected one” is much lower in establishments with first occupationally group: 33% related to valid cases, n=56/169 vs. 65%, n = 34/52
- BUT: 31% (n=16/52) of the establishments with choice to select did not classify this group as the most affected.
- Open answers show that many respondents were not able to name a specific occupational group (about half of the interviews)
- ➔ questions will be kept in the pilot for further validation of selection process