



2023 Skills Forecast: Skills in transition to 2035

ReferNet 2023 Partnership forum
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Virtual event

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Department for VET and skills



CEDEFOP

European Centre for the Development
of Vocational Training

Dataset: what is the skills forecast?



- 01** A unique database
- 02** A single methodology - harmonised and comparable data
- 03** Skills: proxied by occupations and qualifications
- 04** Supply: qualifications of working-age population/labour force
- 05** Demand: employment by sector, occupation, qualification
- 06** 42 sectors 41 occupations 3 levels of qualifications
- 07** Projections for 10-15 years, EU-27+

Why do we need a skills forecast?



‘The skills mix is like a Rubik’s cube. It has multiple facets; you need to twist it to get it right.’



Potential users include:

Educational providers (higher education, apprenticeships, vocational education, life-long learning)

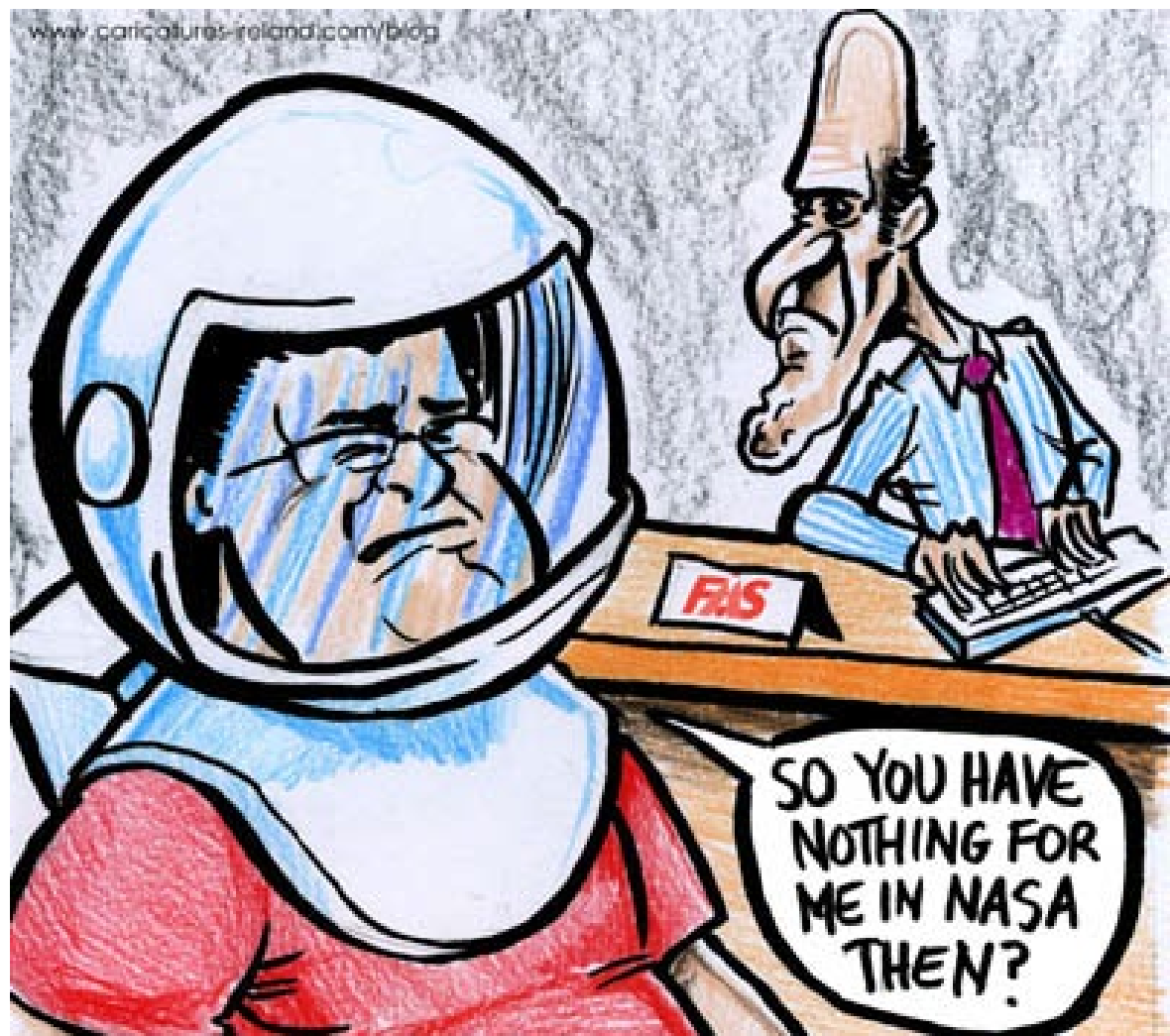
Companies (identification of further shortages, in-house training)

Social partners (protect the interest of their members)

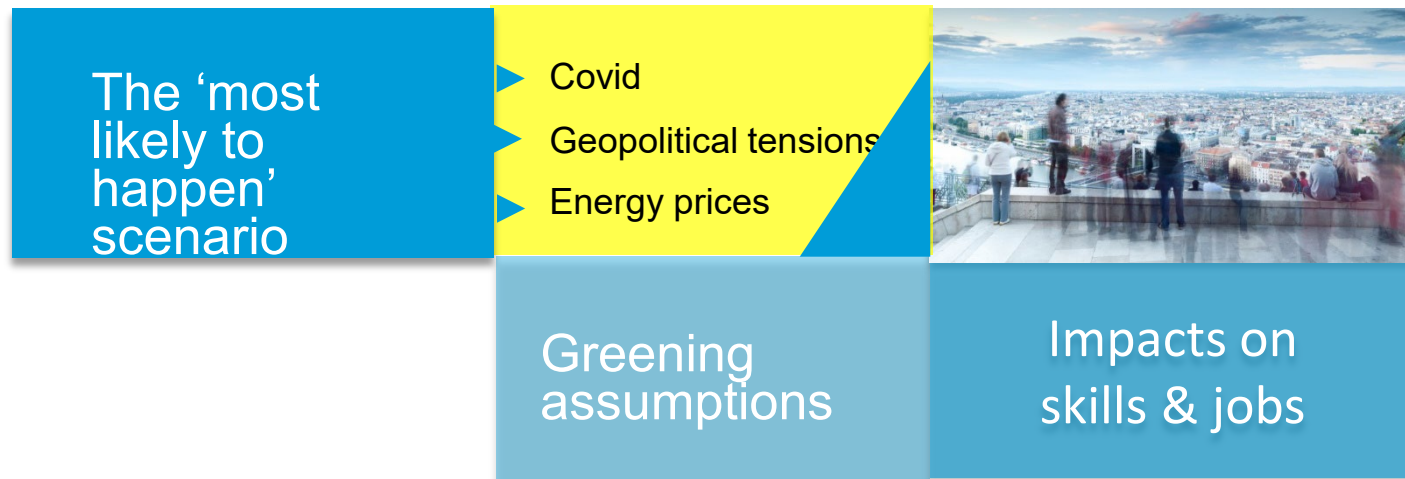
Public authorities (design of migration policies)

Individuals who are making career choices

Why do we
need a skills
forecast?



Foundations of the 2023 Skills forecast



EU (ageing) workforce

2022-35: average annual growth rates
(darker=stronger, white/grey=negative or zero)



	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
Male 15-19																											
Male 20-24																											
Male 25-29																											
Male 30-34																											
Male 35-39																											
Male 40-44																											
Male 44-49																											
Male 50-54																											
Male 55-59																											
Male 60-64																											
Male 65+																											
Female 15-19																											
Female 20-24																											
Female 25-29																											
Female 30-34																											
Female 35-39																											
Female 40-44																											
Female 44-49																											
Female 50-54																											
Female 55-59																											
Female 60-64																											
Female 65+																											

The demographic challenge



Will Europe be able to support high-value-added, knowledge-intensive growth?



Will adult learning be sufficient in an age of accelerated technological change?



Are existing measures enough to maintain a healthy workforce?



Employment change by sector, EU27, 2022-35

GROWTH

- Information and communication
- Real estate, professional, scientific activities
- Human health and social work
- Accommodation and food services
- Education

SLIGHT GROWTH

- Electricity, gas, steam and air conditioning
- Financial and insurance
- Wholesale and retail
- Administrative and support service activities
- Transport and storage

DECLINE

- Agriculture etc.
- Mining & quarrying
- Construction

Total job openings

(in 000s)		2021	2035	Net Change	Replacement Demand level	Total Requirement
Accommodation and Food Service Activities	I	9,668	10,880	1,212	5,575	6,787.53
Administrative and Support Service Activities	N	13,015	13,493	477	7,680	8,157.35
Agriculture, Forestry and Fishing	A	9,258	5,198	-4,060	4,211	151.68
Construction	F	13,890	13,708	-182	7,308	7,126.40
Education	P	13,816	14,873	1,057	8,163	9,219.60
Electricity, Gas, Steam and Air Conditioning Supply	D	1,163	1,224	62	597	658.33
Financial and Insurance Activities	K	4,870	5,160	289	2,500	2,789.77
Human Health and Social Work Activities	Q	22,105	24,927	2,821	13,591	16,412.89
Information and Communication	J	6,368	7,372	1,004	3,086	4,089.56
Manufacturing	C	30,042	30,113	71	15,398	15,468.27
Mining and quarrying	B	522	401	-121	214	92.70
Real Estate, Professional, Scientific and Technical Activities	LM	15,416	17,593	2,177	8,777	10,954.08
Public Administration and Defence, Compulsory Social Security	O	13,769	14,129	360	7,119	7,479.06
Transportation and Storage	H	11,023	11,277	254	6,212	6,466.46
Water Supply, Sewerage, Waste Management and Remediation Activities	E	1,702	1,735	32	939	971.60
Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles	G	29,683	30,860	1,178	15,636	16,813.35
Arts, Recreation, and other Service Activities	RSTU	12,407	12,783	377	7,283	7,659.55

Sectoral changes and technology-driven job creation



What can
prepare the EU
for sustaining the
shift towards
high-value-added
sectors?



Will automation
moderate job
growth?

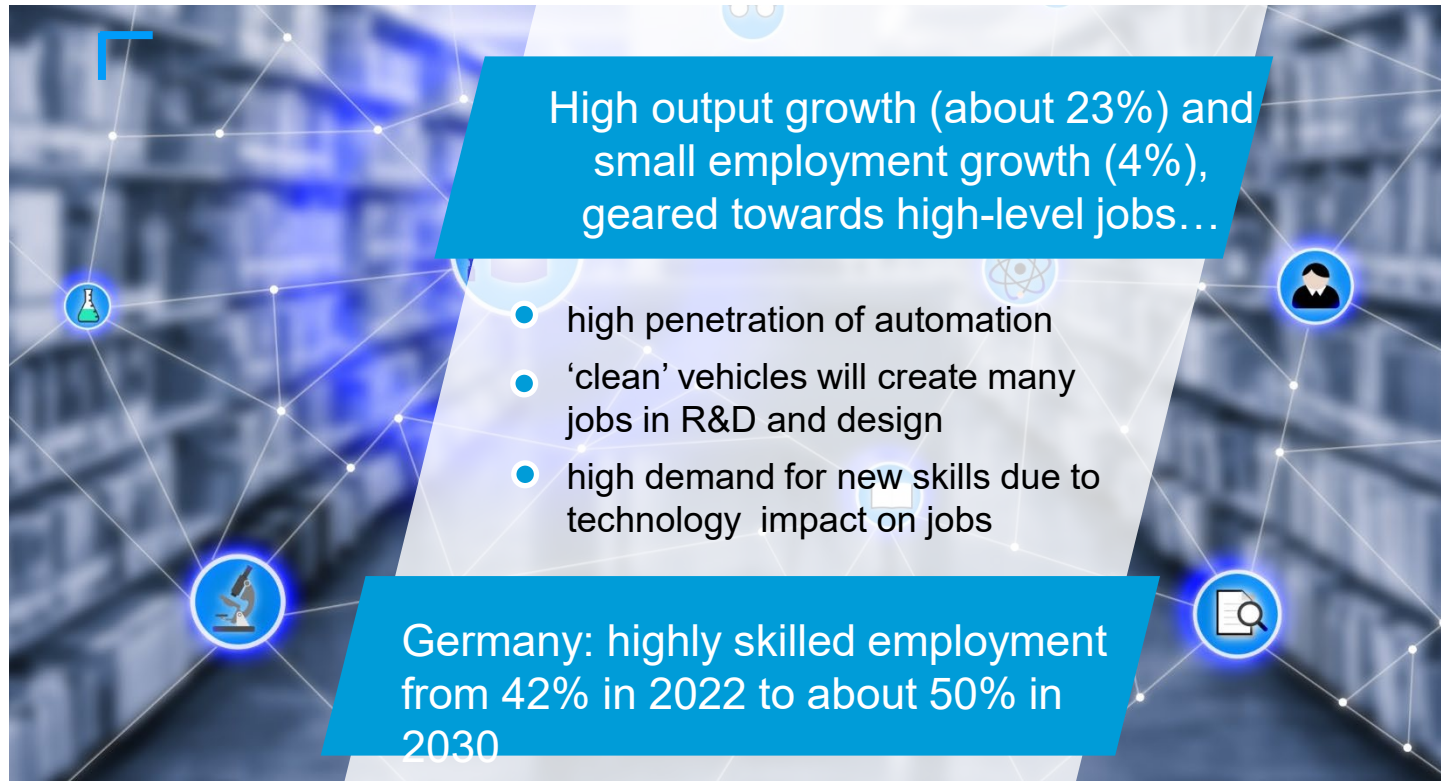


How can we turn
demographic
challenges into
employment
opportunities?

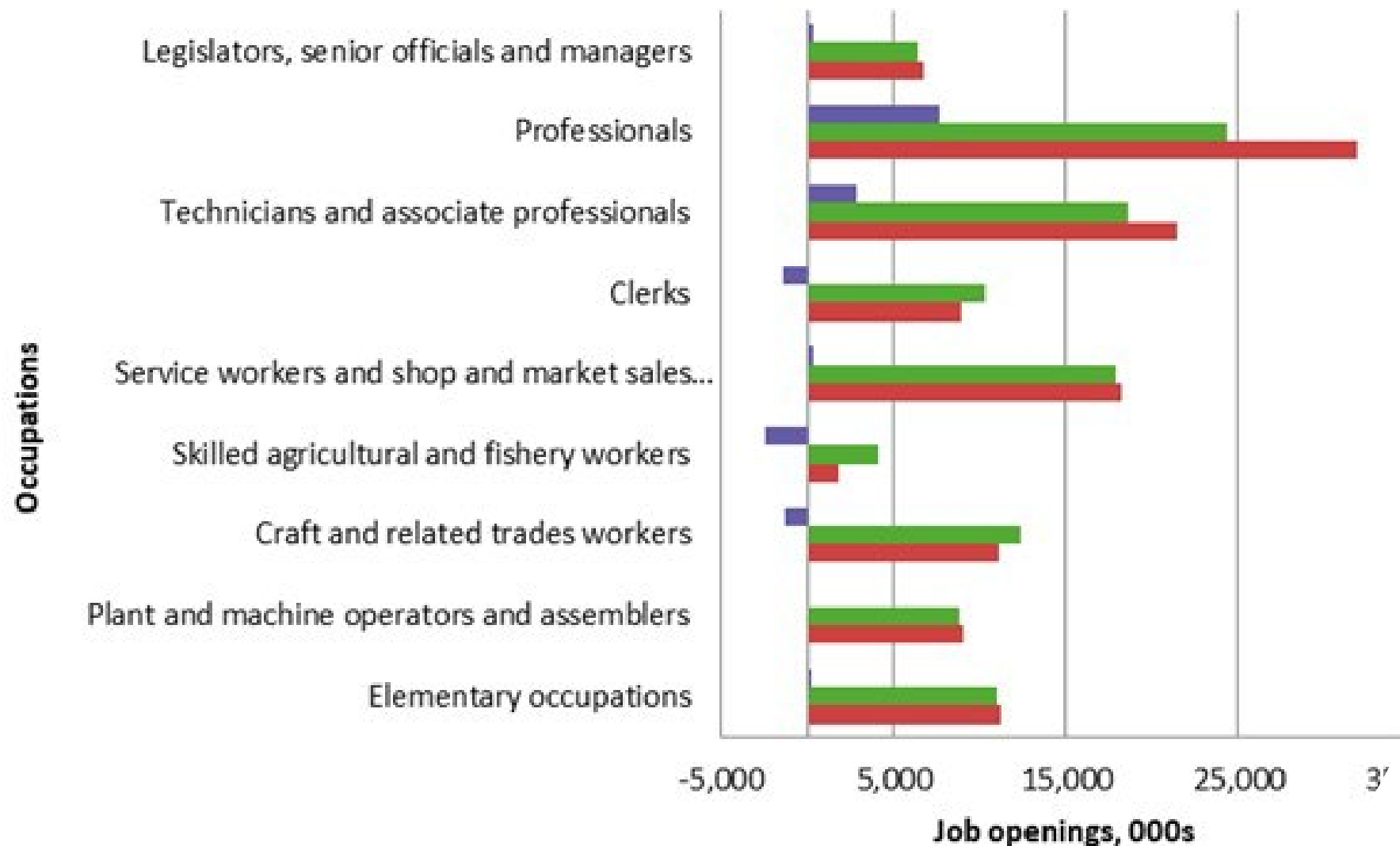


How can policy
address the rising
non-standard/
platform
activities?

The automotive transition challenge



■ New/lost jobs ■ Replacement demand ■ Job openings

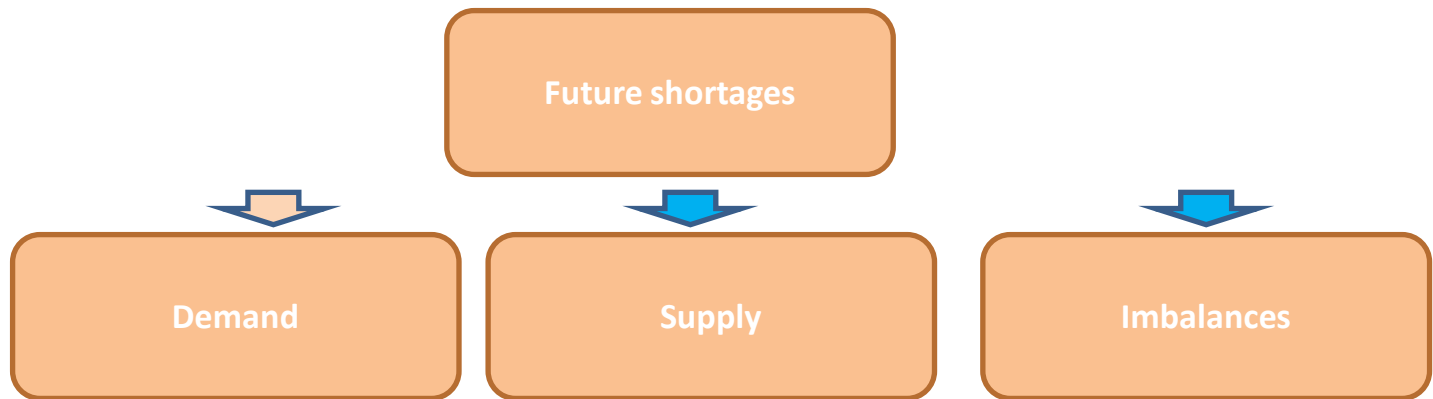


The jobs challenge

- 01 Are we ready for the skills upgrade?
- 02 Is the quality of jobs at stake?
- 03 How do we address rising inequalities?
- 04 How do we need to rethink



Future shortage indicator



Cedefop Skills Forecast 2023	Individual indicators			Future Shortage indicator
	Demand	Supply	Imbalance	
	Expansion	Replacement		
High-skilled non-manual occupations				
11. Chief executives, senior officials and legislators	2	4	2	2.7
12. Administrative and commercial managers	2	2	2	2.0
13. Production and specialised services managers	2	3	3	2.7
14. Hospitality, retail and other services managers	1	3	4	2.7
21. Science and engineering professionals	4	3	2	3.0
22. Health professionals	3	4	1	2.7
23. Teaching professionals	3	3	2	2.7
24. Business and administration professionals	4	2	2	2.7
25. Information and communications technology professionals	4	1	2	2.3
26. Legal, social and cultural professionals	3	3	2	2.7
31. Science and engineering associate professionals	2	2	3	2.3
32. Health associate professionals	2	2	3	2.3
33. Business and administration associate professionals	2	3	3	2.7
34. Legal, social, cultural and related associate professionals	4	3	3	3.3
35. Information and communications technicians	2	1	3	2.0

Cedefop Skills Forecast 2023	Individual indicators			Future Shortage indicator
	Demand	Supply	Imbalance	
	Expansion	Replacement		
Skilled non-manual occupations				
41. General and keyboard clerks	2	3	1	2.0
42. Customer services clerks	4	3	1	2.7
43. Numerical and material recording clerks	1	2	2	1.7
44. Other clerical support workers	1	1	2	1.3
51. Personal service workers	3	3	4	3.3
52. Sales workers	2	2	4	2.7
53. Personal care workers	3	4	2	3.0
54. Protective services workers	2	3	2	2.3

Cedefop Skills Forecast 2023	Individual indicators			Future Shortage indicator
	Demand	Supply	Imbalance	
	Expansion	Replacement		
Skilled manual occupations				
61. Market-oriented skilled agricultural workers	1	4	3	2.7
62. Market-oriented skilled forestry, fishery and hunting workers	2	3	3	2.7
63. Subsistence farmers, fishers, hunters and gatherers	1	1	4	2.0
71. Building and related trades workers, excluding electricians	3	3	3	3.0
72. Metal, machinery and related trades workers	3	3	2	2.7
73. Handicraft and printing workers	2	3	2	2.3
74. Electrical and electronic trades workers	3	3	1	2.3
75. Food processing, wood working, garment and other craft and related trades	2	2	3	2.3
81. Stationary plant and machine operators	3	2	2	2.3
82. Assemblers	4	2	2	2.7
83. Drivers and mobile plant operators	3	4	2	3.0

Cedefop Skills Forecast 2023	Individual indicators			Future Shortage indicator
	Demand	Supply	Imbalance	
	Expansion	Replacement		
Elementary occupations				
91. Cleaners and helpers	2	4	2	2.7
92. Agricultural, forestry and fishery labourers	2	1	4	2.3
93. Labourers in mining, construction, manufacturing and transport	3	2	1	2.0
94. Food preparation assistants	4	2	2	2.7
95. Street and related sales and service workers	2	3	4	3.0
96. Refuse workers and other elementary workers	3	3	2	2.7

Labour market imbalance challenges



High-skilled but overqualified?

Overqualified but under-skilled?

How can we ensure continuous development for all skill groups?

How will the low-skilled escape the vicious circle?



Thank you

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