



EXCELLENCE IN GREEN AND
DIGITAL MANUFACTURING



EXCEED

UPSKILLING PROGRAMME FOR VET PROFESSIONALS



Co-funded by
the European Union

Project id n. 101103982
CUP E31B23000120004

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



CEDEFOP

European Centre for the Development
of Vocational Training



Using skills intelligence for EU's skills revolution

Cedefop looks into labour markets' changing skill needs and the development of vocational education and training policies across the EU Member States



European
of Vocat

With its research and policy analyses, it supports the European Commission in designing and promoting EU VET policy



Goals for today



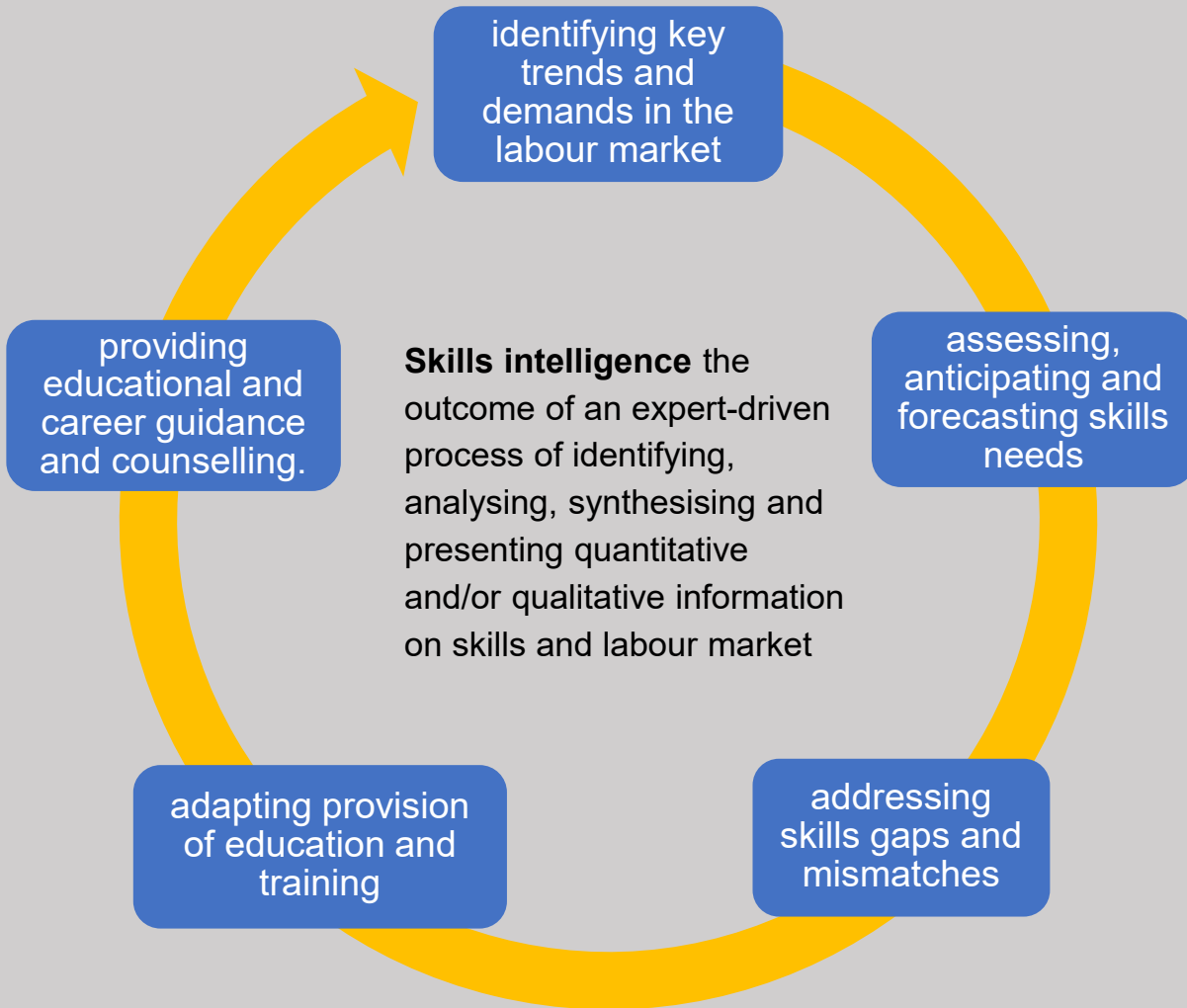
Introduce you to **Cedefop's skills intelligence work**

Share **skills intelligence on AM**

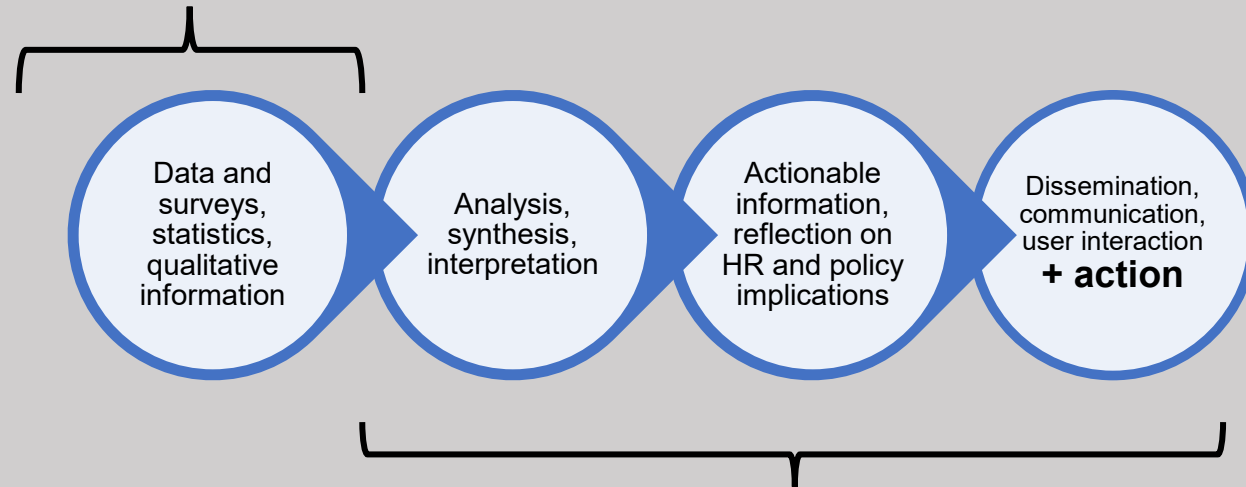
Introduce you to **Cedefop's Skills intelligence tool**

Understand **your information needs** and get **your feedback**

Skills intelligence what is it and how can it support you?



skills intelligence foundations



skills intelligence value added

Cedefop blends insights to develop skills intelligence



Long-term trends

Future skills demand and supply
Understanding megatrends



Matching skills and jobs

Skill demand, utilisation and learning
Skills (mis)matches/tensions



Immediate skills needs

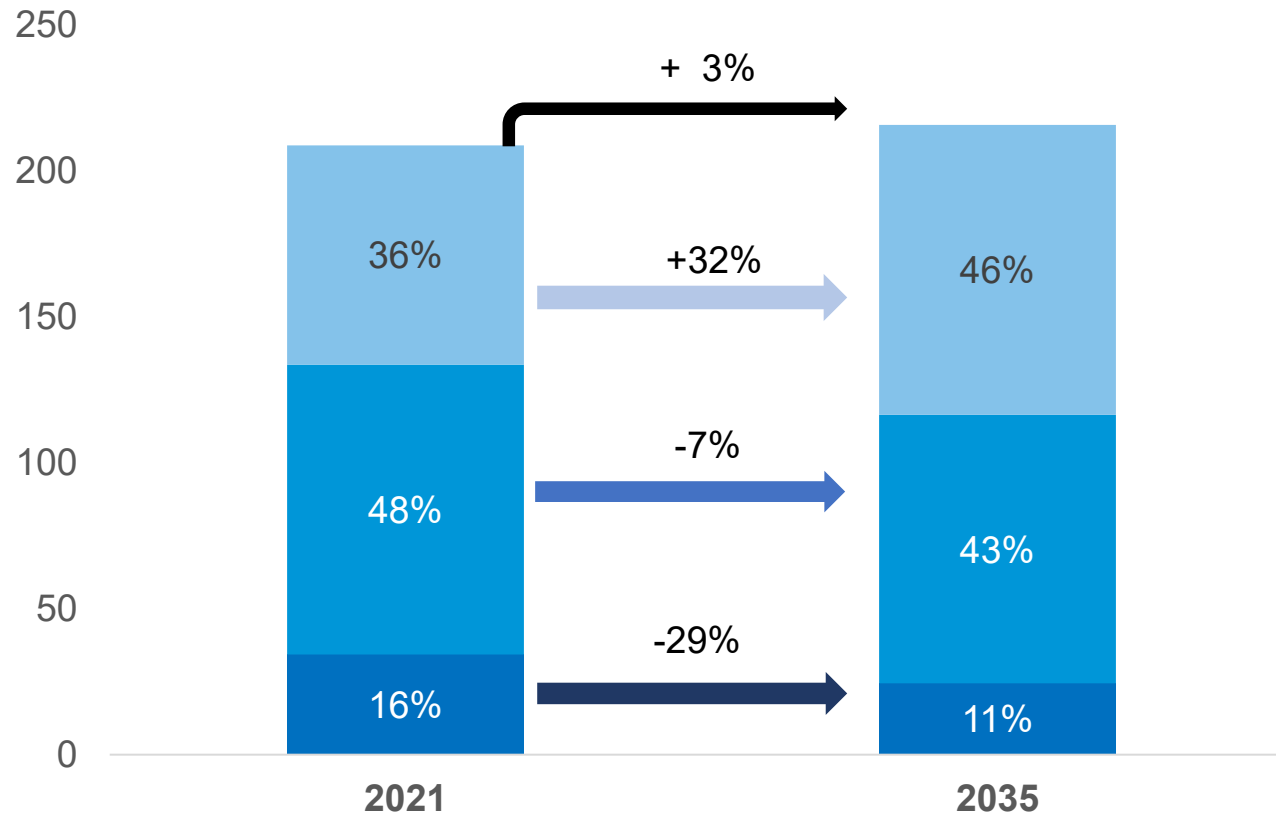
Demand for occupations
Emerging skills trends

The labour market up to 2035

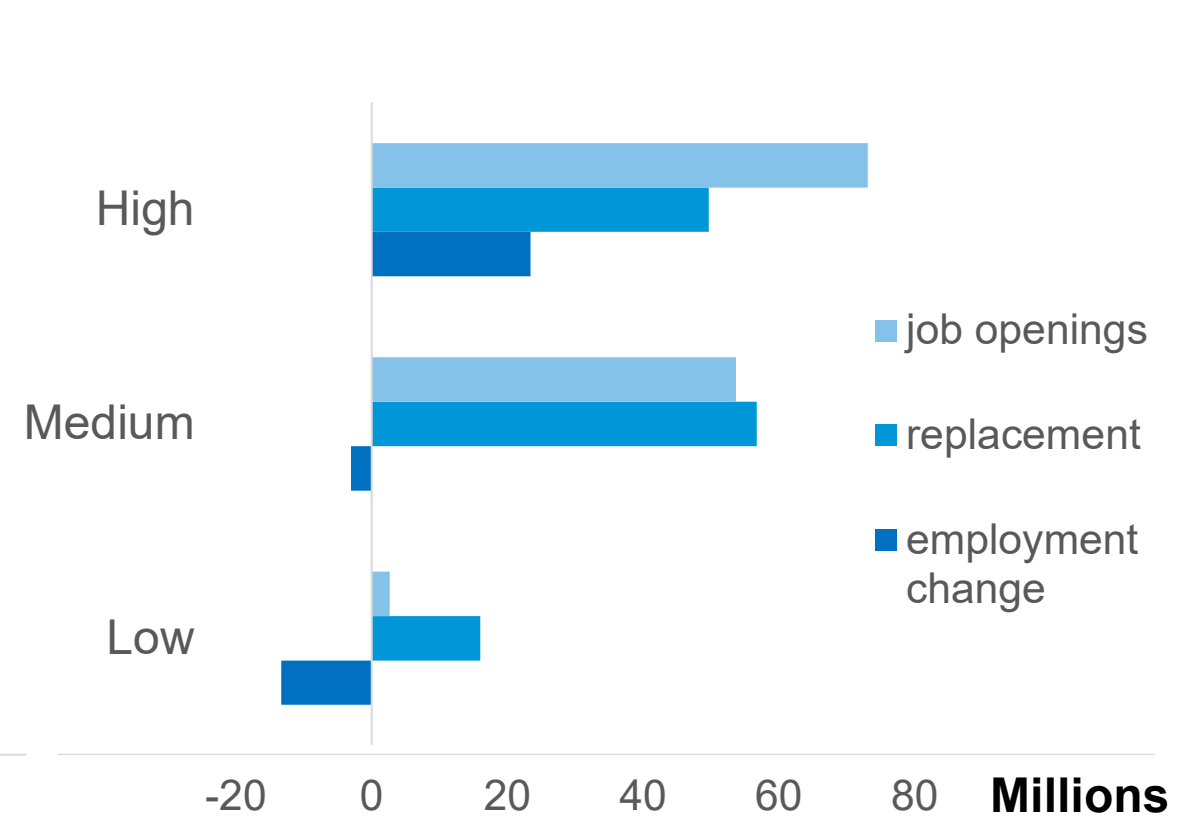
megatrends make jobs rapidly more skills intensive

Millions

Jobs by skill level

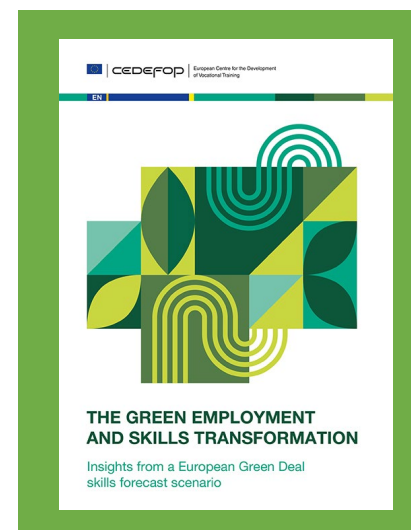
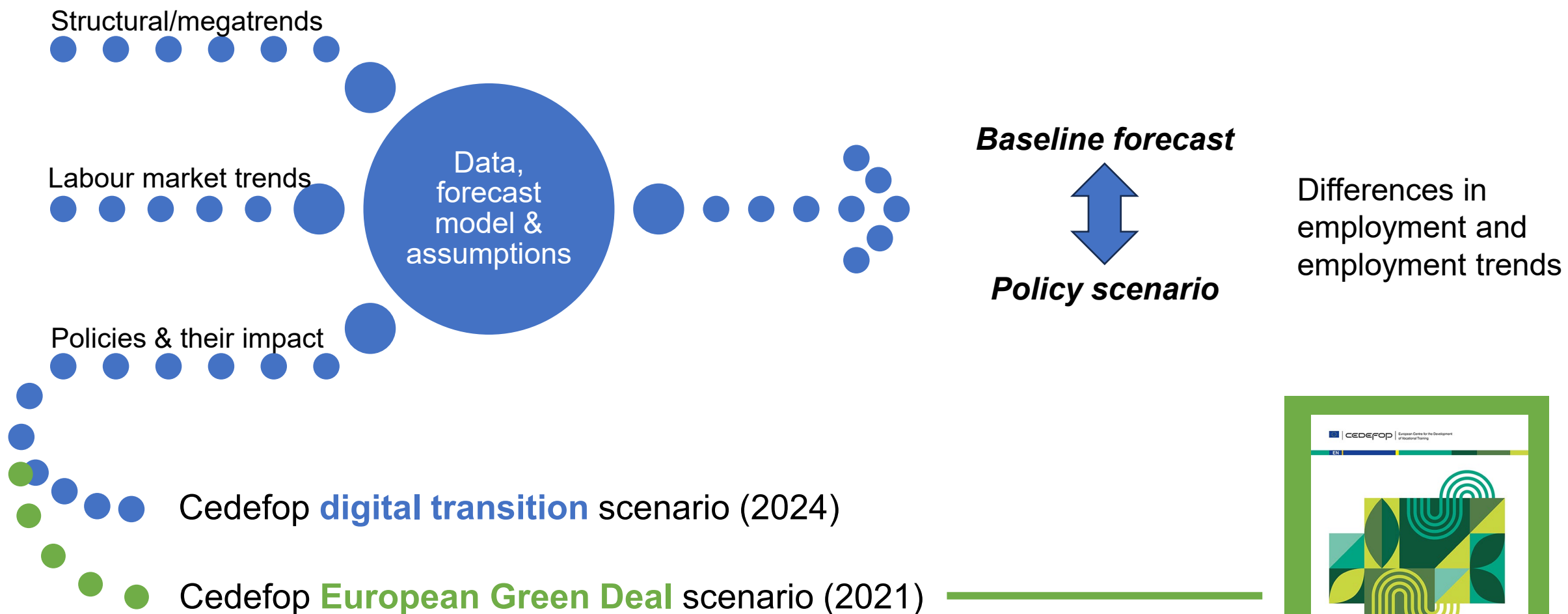


Job openings in 2021-35



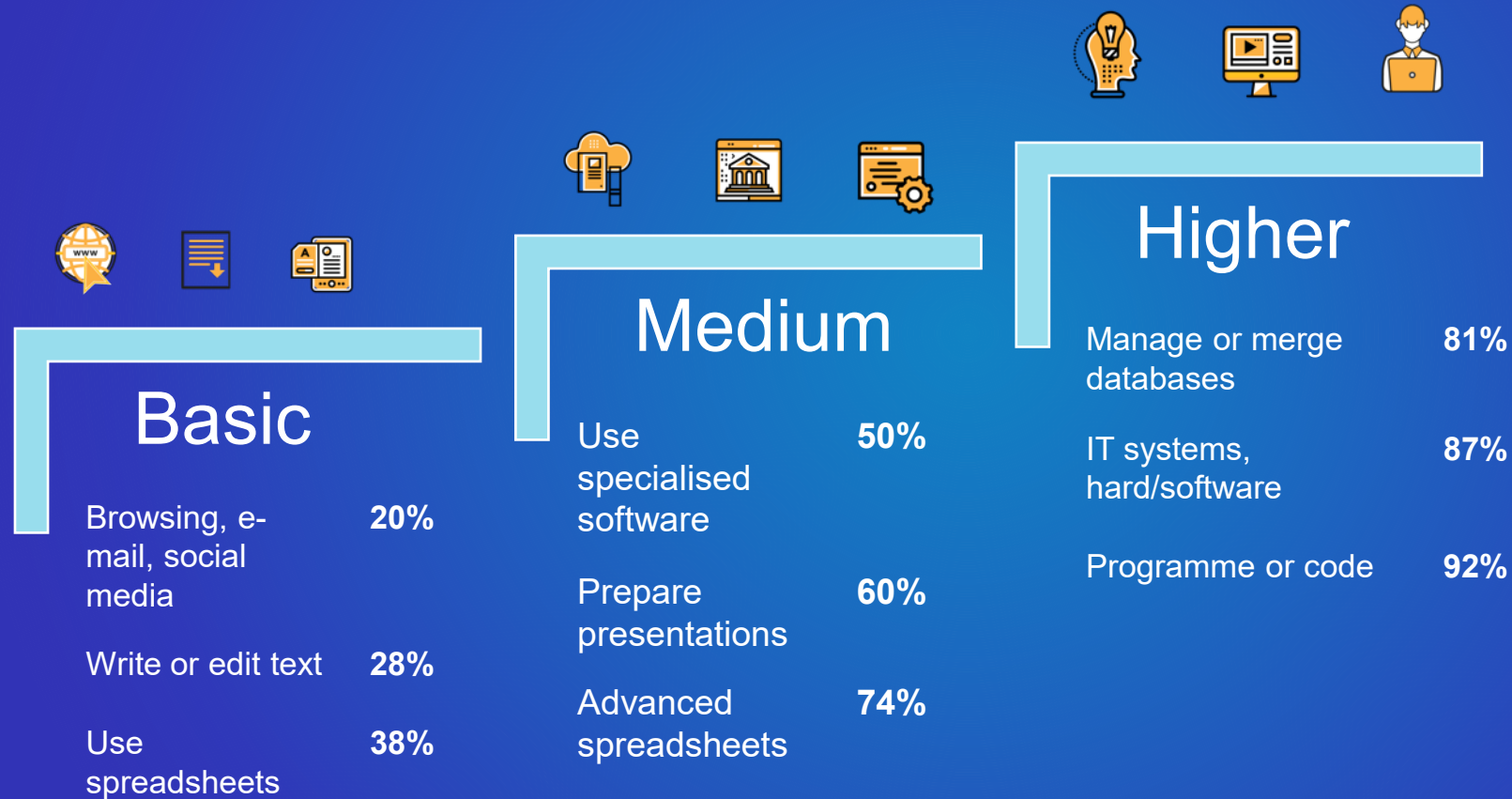
Source: Cedefop skills 2021-35 forecast

Scoping big picture impacts via **skills forecast scenarios**



Just digital transition via up and reskilling people

Learning potential in digital activities (% adult workers)



Source: Cedefop 2nd European Skills and Jobs Survey (2021)

The green transition **creates many more jobs than it destroys**

Cedefop EGD skill forecast scenario

- Significant job opportunities
- Employment **benefits** in most sectors, some negatively affected (e.g. coal)
- Indirect employment benefits mainly for service-based sectors (e.g. ICT, real estate)

Up-/reskilling for all workers:

- Targeted policy for frontline and ‘thyroid’ occupations
- VET for workers’ transitions in ‘brown’ sectors (e.g. conventional electricity)
- IVET to prepare future workers for green(er) jobs



Many types of jobs contribute to greening up to 2030

VET plays a key role in accelerating the transition



Frontline green jobs

Construction professional
 Repair specialist
 Energy professional
 Material extraction/recycling/reuse expert
 Material and process engineers
 Circular product designers
 Transport and mobility specialist
 Environmental protection specialist

Greentech specialists

Industrial problem analysts
 Industrial symbiosis facilitators
 Hydrogen specialists
 Urban space specialist
 Energy expert
 Circular economy plant designer
 Agronomists



Green management

Green/smart city manager
 Logistics manager
 (Strategic) waste manager
 Waste valorisation professional
 Renewable energy managers

Digital specialists

ICT professional
 Data scientists and data analysts
 E-commerce specialists
 GPS experts (precision agriculture)
 Waste sorting optimisation professional

Green hearts and minds

HR specialists
 Consumer behaviour specialists
 Sustainability trainers
 Waste management trainer
 Citizen engagement specialist

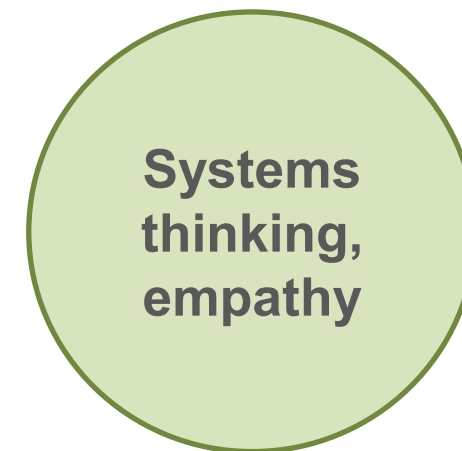
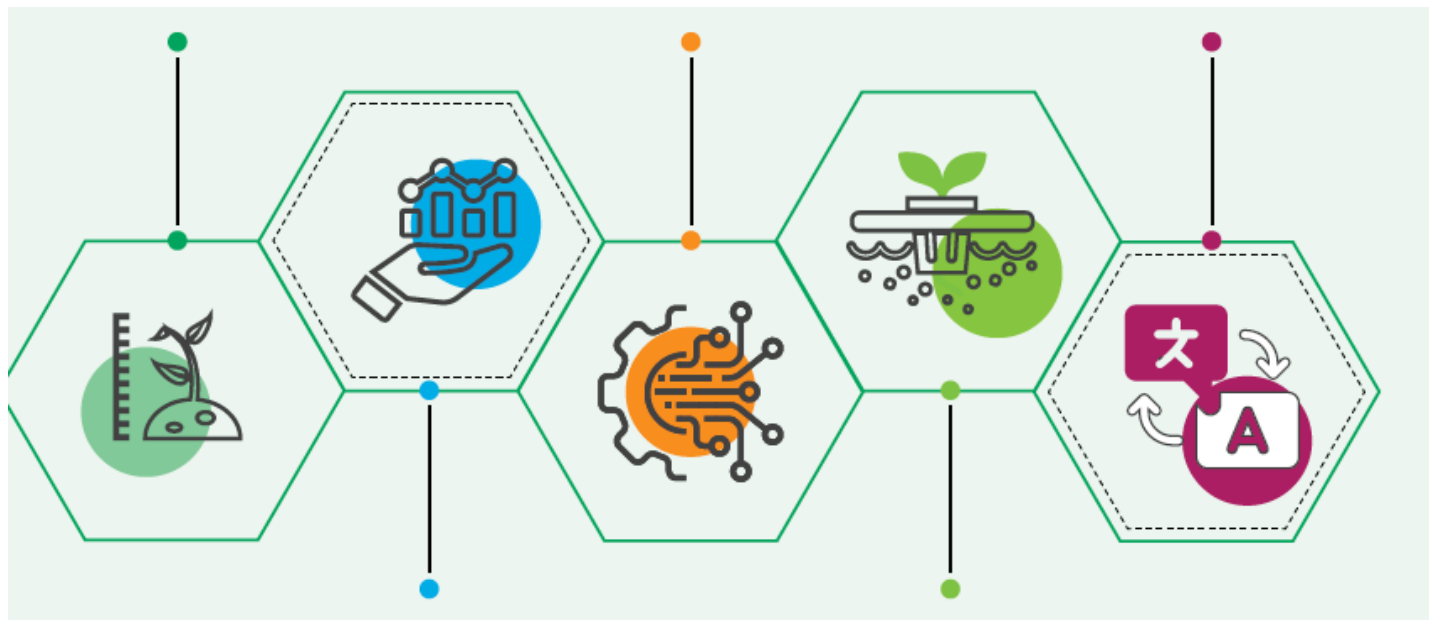
Source: Cedefop green skills foresights in [cities](#), [waste management](#), [agri-food](#) and [circular economy](#)

Technical, strategic, digital and soft skills foster green transition

Strategic skills

Production skills

Marketing/communication skills



Digital skills: digital and data analysis skills

Enabling skills: product and process design skills



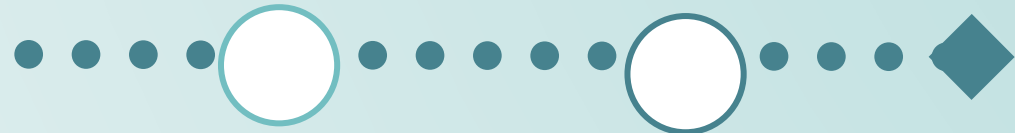
VET's enabling role and responsibility

Short-term (*sprint*)



Accompany change

Long-term (*marathon*)



Trigger change

- Recalibrating VET
- Targeted CVET: Adjust training to learners' needs (e.g., short-training modules; microcredentials)
- Work-based learning/apprenticeships
- Shaping circular economy citizenship
- Technical and digital skills; but also *empathy*
- “Green” skills anticipation

The steps towards Europe's skill revolution that will allow for a fair and inclusive green and digital transition



| | Upscaling VET & adult learning | Innovation in governance | Better matching skills and jobs |
|----------------------|--|--|--|
| Policy level | <p>1 Time to move When making adult learning a reality for all, actions speak louder than words</p> | <p>2 Bring everyone on board Successful policy design and implementation require trust-based partnerships rather than silo thinking</p> | <p>3 Make permaskilling the norm Investing in skills and upgrading jobs go together</p> |
| Systemic level | <p>4 Make VET flexible and inclusive Flexible, inclusive, age-neutral and learner-centred VET is the only way forward</p> | <p>5 Skills thrive best in ecosystems Via better skills utilisation, companies, in particular MSMEs, can play a more active role in skills ecosystems</p> | <p>6 VET fuels the twin transition VET is best placed to deliver higher-level skills for the digital and green transitions</p> |
| Implementation level | <p>7 Foster CVET for all Employer engagement drives the development, expansion and reach of CVET programmes</p> | <p>8 Support learners Coordinated support measures will engage people in up- and reskilling</p> | <p>9 Turn skills intelligence into action User-centred skills intelligence helps translate trends and policy aims into actionable learning and matching opportunities</p> |

Thank you

www.cedefop.europa.eu

Follow us on social media



CEDEFOP

European Centre
for the Development
of Vocational Training