



CEDEFOP

European Centre for the Development
of Vocational Training



Talent in the real life

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Have you ever asked,...

- ... what will happen to talent when leaving E&T?
- ... what will happen to all that knowledge and skills?
- ... will talent prevail or will it be lost in the “real world”?



Cedefop does...

Skills forecasting

European survey on
skills and jobs

Skills analysis

Skills Panorama

Skills governance and
systems



Skills forecasts – key outcomes

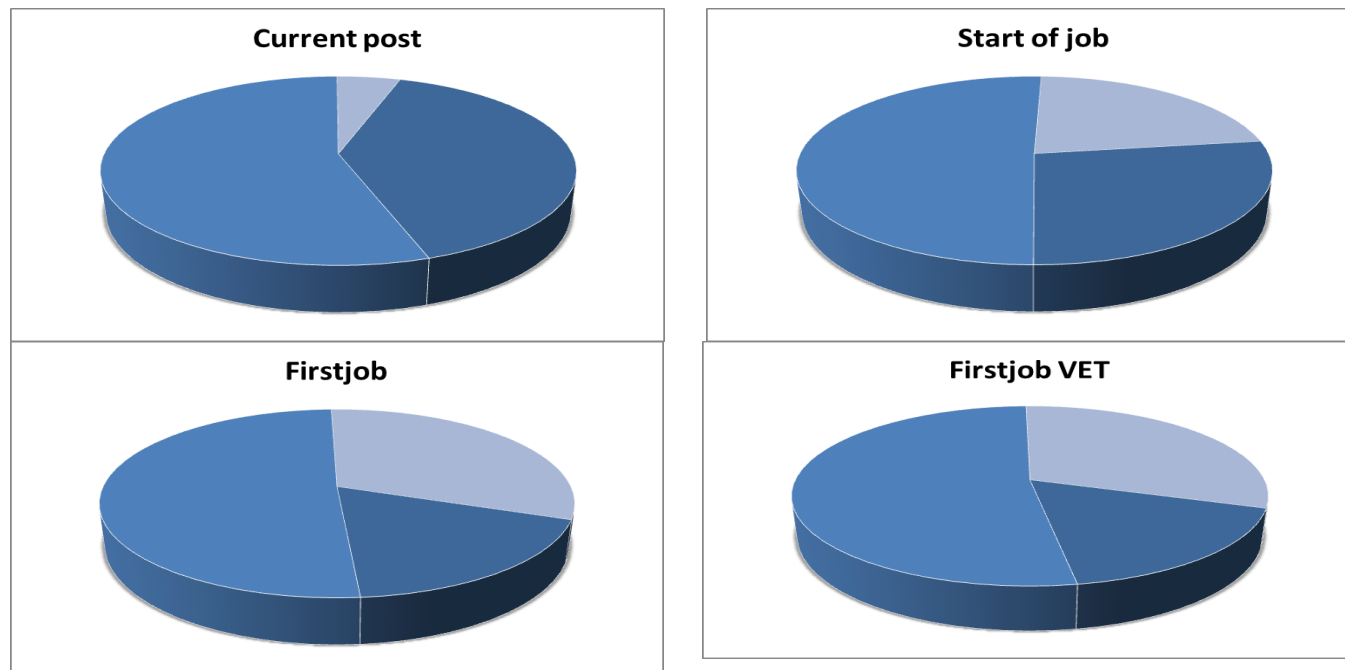
- Overall employment growth, however
 - Countries are recovering slower
 - Lack of labour force prevents economy to grow
- Structural changes driven by
 - Shift towards more “high level production”
 - Automation, changes in value change and work organisation
- Employment growth in sectors
 - Growth in distribution & transport + services
 - Traditional sectors – decline (exceptions automotive, electronics)



Skills forecasts – response of occupations and qualifications

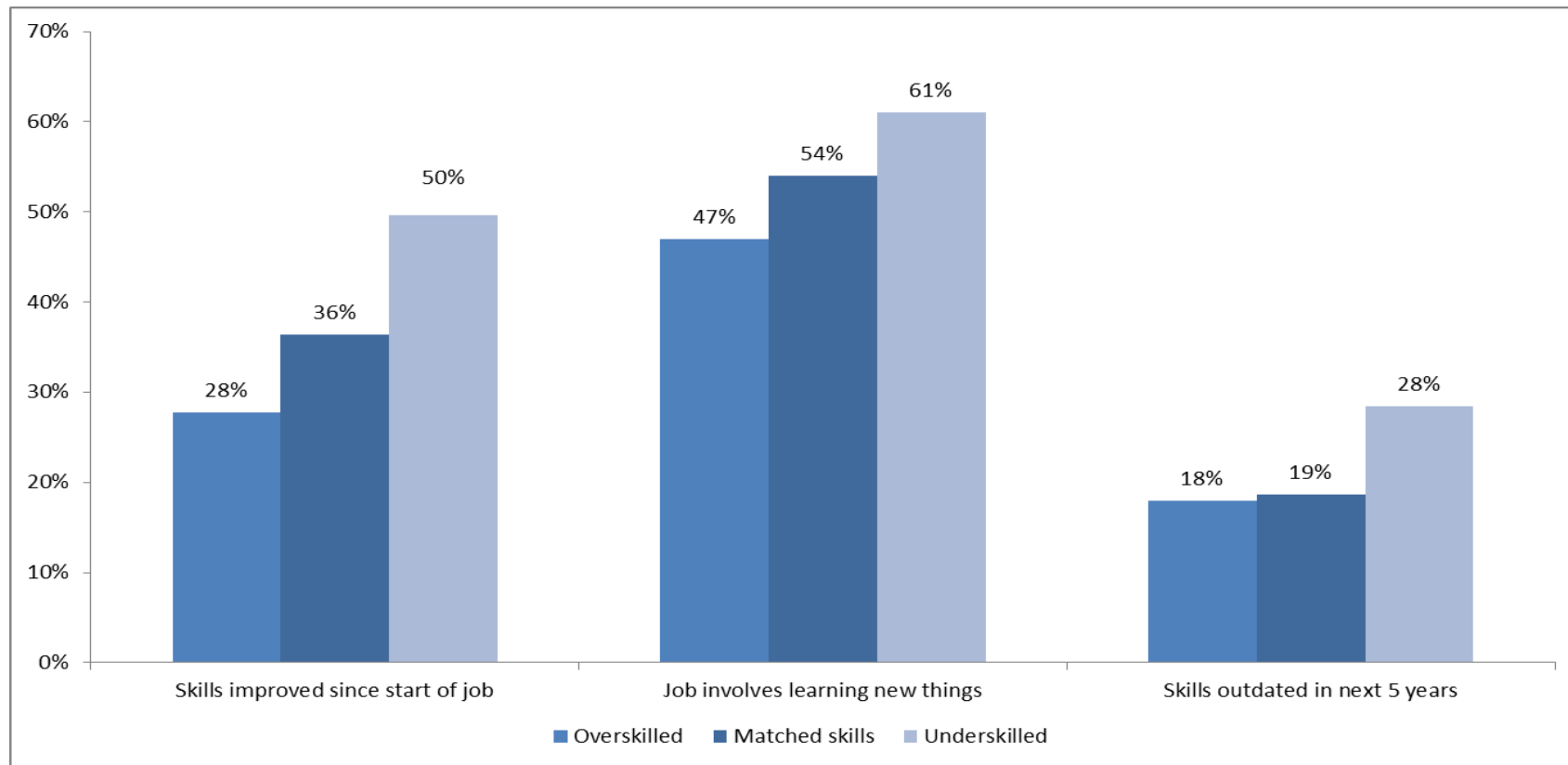
- Changes in occupational structure
 - Professionals and technicians & associate professionals ↑
 - “Traditional workers and craftsmen” ↓
 - Elementary occupations ↑
- Growth in qualification needs
 - Highly qualified in “traditional workers and craftsmen” jobs ↑
- Replacement needs
 - Create jobs in all sectors / occupations / qualifications

How workers describe their skills required to do job?



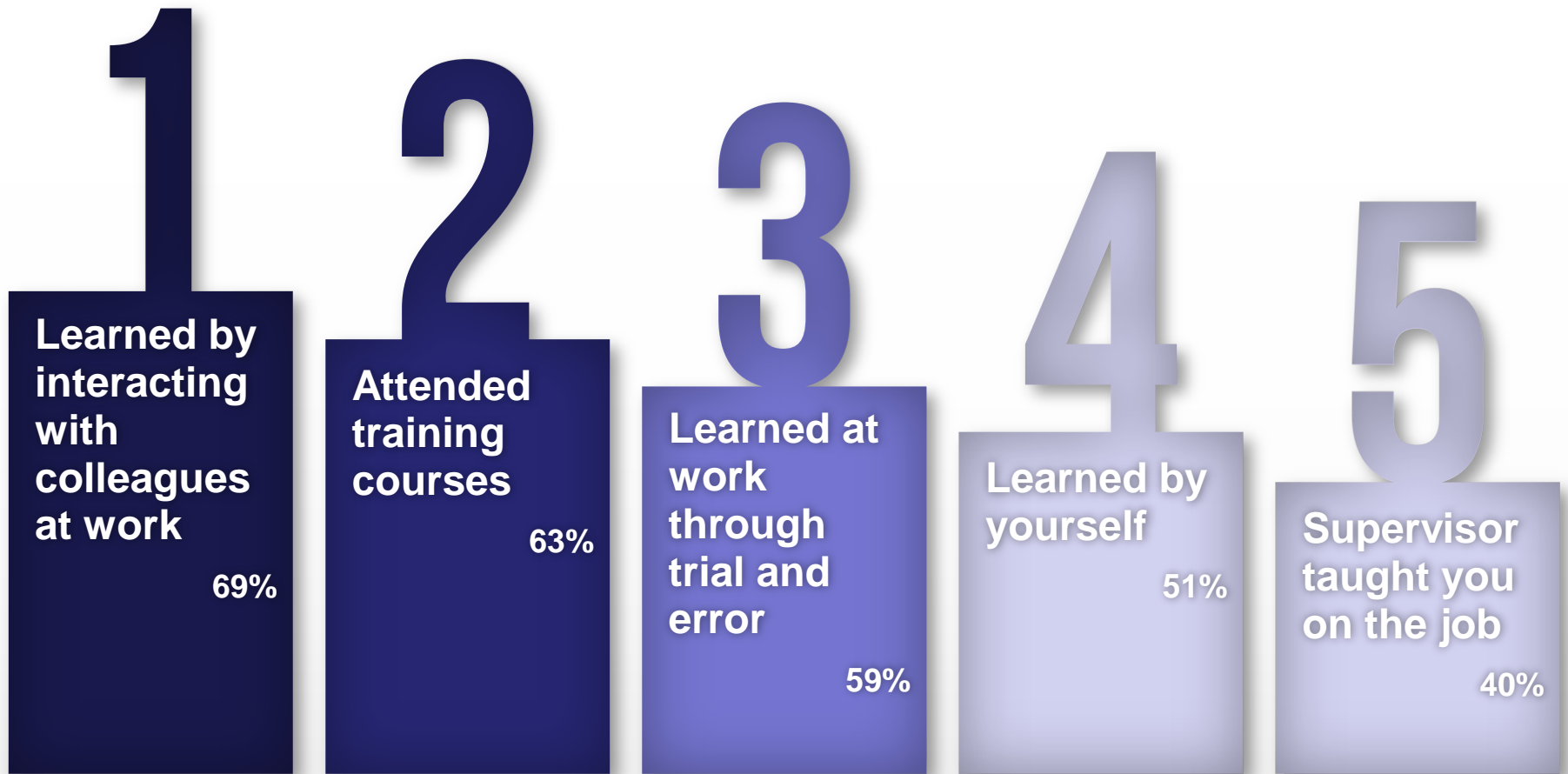
- Skills higher than needed to do job
 - Skills matched to what job needs
- Skills lower than needed by job and need to develop further

Skills and the workplace





How do we learn in the workplace?





Conclusions

- Understanding the future labour market needs will help to shape and fine-tune the talents.
- Skills and knowledge will not be lost if talent is placed into the challenging working environment.
- Need for further support
 - Good skills governance
 - CVET + LLL
 - Employers' responsibility

Thank you for your attention

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