



Report on Workshop *Future skills needs*

November 12, 9:00-
11:00

European Vocational Skills Week 2020

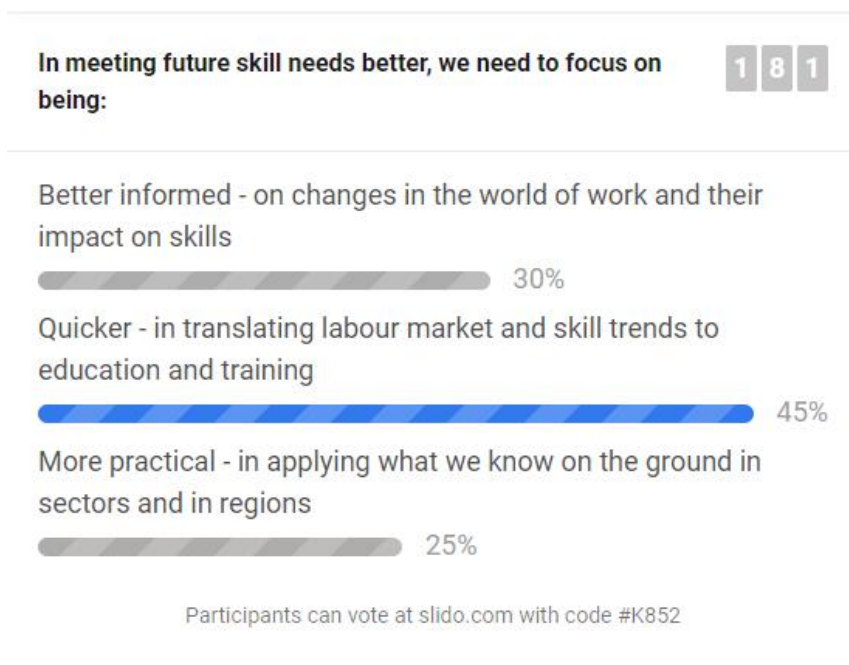
09-13 November 2020

EUROPEAN **VOCATIONAL
SKILLS WEEK** 2020





Report



Format: Three presentations followed by short Q&A sessions using Slido question module. Poll results (see above) used in final discussion session with speakers.

Speakers:

- **Gert Zinke**, Federal Institute for Vocational Education and Training (BIBB), Germany
- **Michael Tiemann**, Senior Researcher in Qualifications, Occupational Integration and Employment, Federal Institute for Vocational Education and Training (BIBB), Germany
- **Alex Straathof**, Professor of Public Management, Amsterdam University of Applied Sciences, Netherlands

Number of Participants: 350 attendants

Main Message: Up and reskilling needs in the coming decade are unprecedented. To rise to the challenge, we need reliable information on how the megatrends shaping labour markets and societies are shaping skills needs, effective and stakeholder-driven ways and arrangements to translate those trends to the world of VET and evidence-driven tools to help people make transitions.



Detail of the Meeting: The moderator (Jasper van Loo, Cedefop) referred to challenge of closing the gap between skilling needs and how much people actually engage in training and the inequalities in access to skills development opportunities. The speakers addressed different parts of that challenge. Micheal Tiemann spoke about digitalisation and the Covid-19 crisis and its impact on the labour market and VET, taking the perspective of how different types of technology interact with society and drive skills needs. Gert Zinke gave an overview of how feedback loops and mechanisms are shaped in Germany, referring to how changes in the world of work are identified and assessed and how they can feed into occupational profiles and training regulations. Alex Straathof presented the Amsterdam house of skills - a public private partnership at regional level - which has developed innovative tools informed by big data and contributes to making the labour market much more skills-oriented. The participants raised several important questions. This helped provide more insight on the extent to which different groups are exposed to different trends and how workers that are technology users - not developers - make new innovations work. Strong features of the loop set-ups in Germany, including the role of the social partners, were also discussed and the value of using a range of different methods and approaches to understand the wider implications of trends shaping work clearly came to the fore. The practical and governance challenges of implementing applied tools that support people on the ground, and big data techniques used to make such tools work for matching, were finally discussed. In the Covid-19 era, such tools are already showing the increased relevance of soft and learning skills.

Conclusions:

The final discussion was used as a wrap up. The poll (see figure above) showed that participants placed emphasis on being quicker in translating skills needs into education and training. It is important to see this in perspective. We are in a transformation, but this is not something completely new. Reacting quicker is also very much dependent on the other two poll options (better information, more practical use of it). What is also important is to see the core competences as key enablers and the foundation of reacting to changing skills demands that everyone needs.