



Job-rich Sectors Opportunities and Challenges

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The Job-Rich Sectors

- **Green Jobs:** transition to a low-carbon, resource and energy efficient economy
- **Health and Social Care Sectors:** an active response to demographic ageing
- **Information and Communication Technology (ICT):** ride the wave of rapid technological advances

Why these sectors?

- They have best **withstood the crisis**:
 - Green: from 3 to 3.4 million (2008-2012)
 - Healthcare: + 2.8 millions (2008-2011)
 - ICT: +400 000 computer programming (2008-2011)
- Encouraging estimates for **job creation** by 2020
 - Green: up to 8 million jobs
 - Healthcare: up to total 8 million job openings
 - ICT: 700 000 unfilled vacancies (2015)

Green Jobs

Transition to a Green Economy

- EU2020 Strategy climate targets
 - greenhouse gas emissions reduction: -20%
 - raising share of renewable energies: +20%
 - improve energy efficiency: +20%
- Two-fold challenge
 - Boosting **green jobs** in eco-industries
 - Ensure smooth transitions in high-carbon industries (**brown jobs**)

Policy Challenges

- Ensure adequate investments in **eco-industries**:
 - *environmental protection* (e.g. waste management, recycling)
 - *resource management* (e.g. renewable energies, eco-building)
- Develop **green skills intelligence**
 - New skills for green jobs: education and training
 - Tackling skill shortages: monitoring and anticipation
 - Managing transitions in highly polluting industries
- Promote quality of green jobs



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Reported Skill Shortages (2012)

	Nanotech. Engineer	Environmental engineer	Energy Auditor	Emission Inspector	Solar Photo Voltaic Installer	Electrician	Insulation Workers	Sheet-Metal Worker	Refuse Collector
IT									
EL									
FI									
NL									
UK									
SK									
DE									
HU									

Source: Cedefop

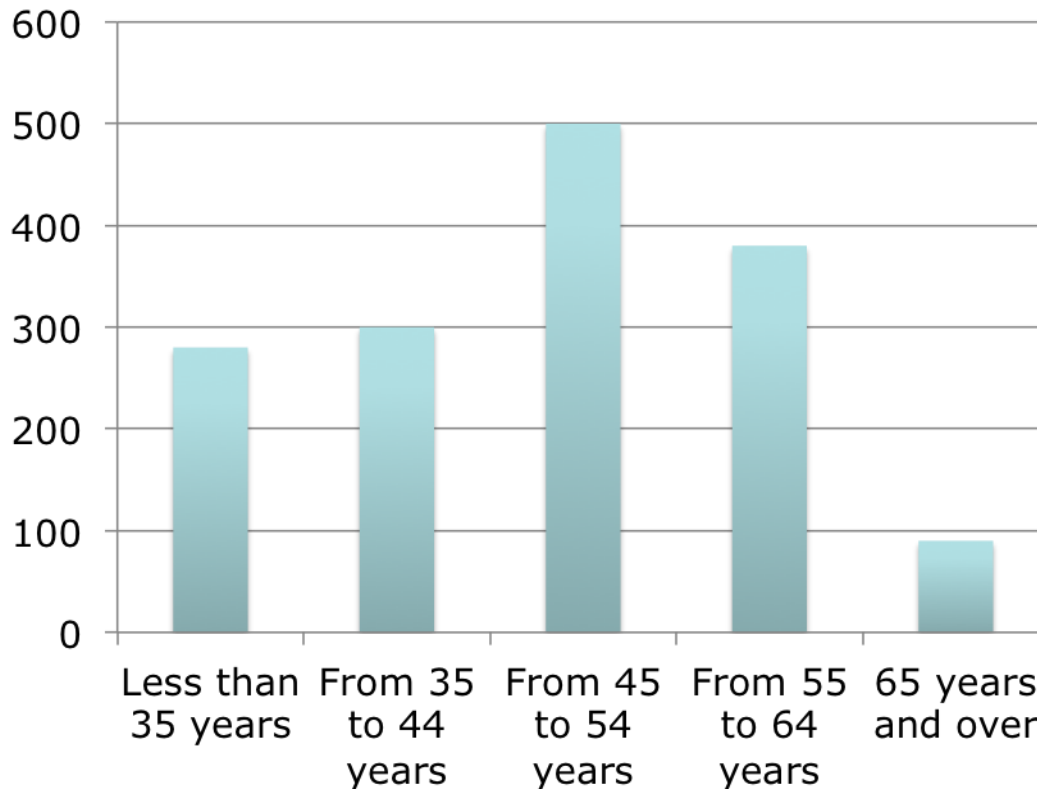
EU Actions

- **Securing Investments:**
 - Engaging the European Investment Bank
 - Use PROGRESS micro-finance facility
 - Greening of ESF and ERDF
- **Strengthening Skills Intelligence**
 - EU Skills Panorama (ESCO, CEDEFOP and EUROFOUND surveys)
 - mutual learning actions
 - standardised skills certification
- **Engaging the Member States**
 - Mainstreaming green economy in National Job Plans
 - Shift taxation away from labour to other sources, e.g. environment
- **Involving the Social Partners**

Healthcare Sector

An Ageing Workforce

N of physicians by Age group – 17 MS, 2008 (.000)



- **Retirement** wave of health professionals by 2020
- Growing need for **highly qualified workers** (physicians, dentists)
- ...but also for **medium qualified** personnel (nurses)
- Low share of young 'white' workers **threaten replacement and service supply**

Policy Challenges

- Supply healthcare to an ageing population
- Recruit and retain young healthcare staff
 - provide education/training for specific occupations (e.g. nurses)
 - Provide sufficient job security for attractive jobs
- Keep up and increase investments in the health and care sectors
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EU Action

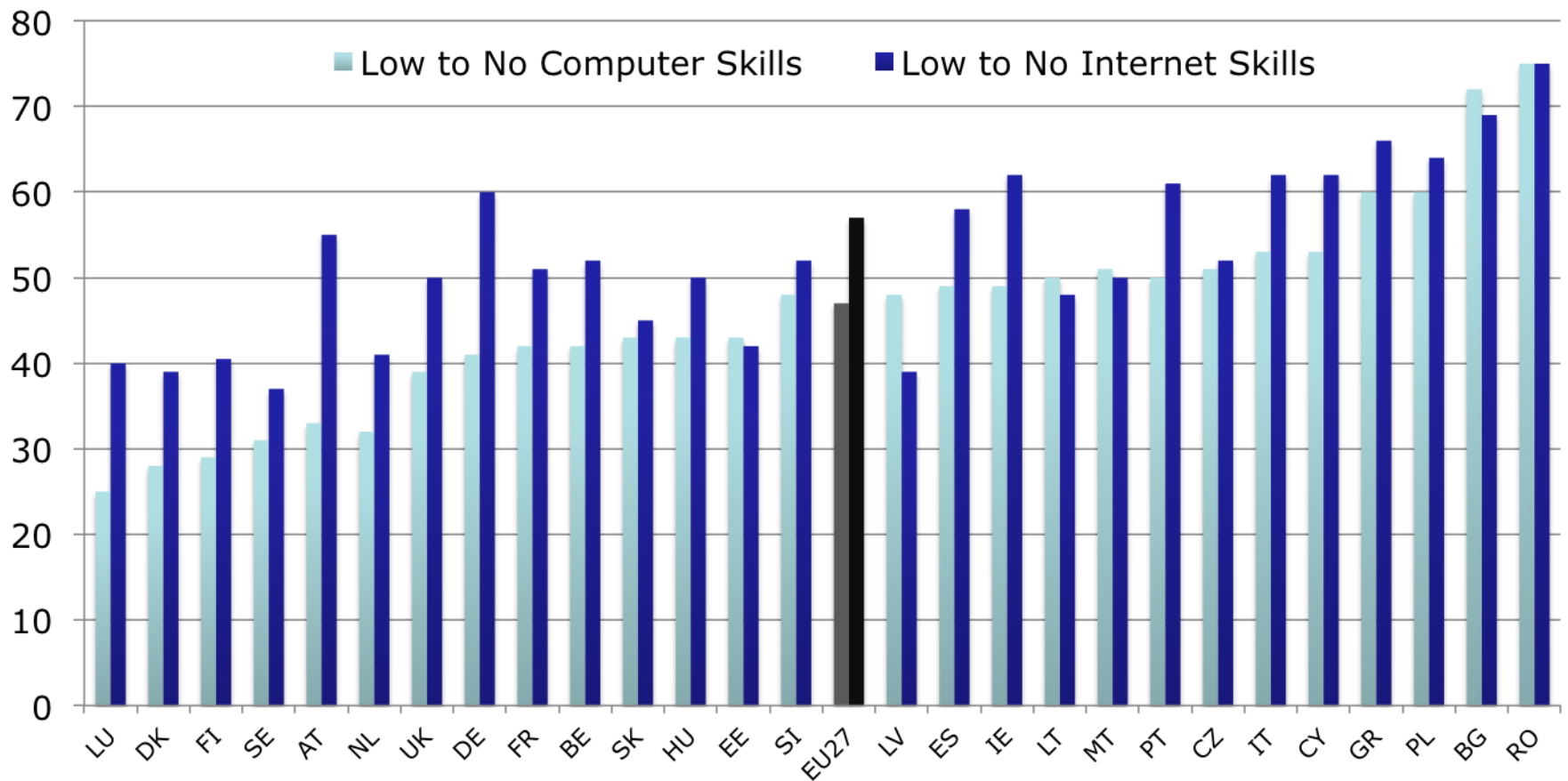
- **Forecasting Health Workforce Needs:**
 - partnerships of MS and professional organisations
 - EU Skills Panorama
- **Delivering Skill Supply:**
 - development of e-health technologies,
 - Health and Care Skills Alliance between education, training providers and professional organisations
- **Promoting the Mobility of Professionals**
 - ESCO: classification of qualifications and skills for education and training providers
 - Improving mutual recognition of professional qualifications

ICT Sector

Wide-ranging challenges of ICT

- Multiple usages of ICT in a knowledge economy
 - steady demand for ICT practitioners and users
 - individual employability in nearly all fields
 - business creation and development
- Replacing ICT staff retirement
- Need for sustained investments in training for young people...
- ...and extensive high-speed broadband

Tackling Digital Illiteracy (2011)



EU Action for ICT

- A **Grand Coalition for ICT**: to identify skills needs in ICT industries and ensure targeted education and training programmes
- Quality labels for ICT **industry-based training** and **certification**
- **European e-Competences**: a framework for digital competences within the European Skills Passport
- **European Skills Panorama**: a dedicated section on the website

Conclusions

Opportunities out of Challenges

- Potential for millions new jobs in these sectors
- **Investments greatly needed:** mobilisation and coordination of public and private actors
- **Skill anticipation and management** crucial to gain concrete results
- Ensuring equal opportunities for high- and low-skill workers



Thank You!