

PRESS RELEASE

About the Conference "**Getting the Future Right Towards Smarter and People-centred Skills Intelligence**"

The Virtual Conference took place on 13, 15 and 20 April 2021. There were more than 200 participants from many European countries. The conference was organised by the European organisation Cedefop. Klub personalistů Moravy a Slezska, z.s. was represented by 4 representatives, namely: Bc. Tereza Barabášová, Michaela Matouchová, Petr Kříž and Gabriela Kolibáčová.

This event was started with an introductory conference on 13 April and other workshops followed on 15 and 20 April 2021.

From the introductory conference our interest caught the following information:

The current pandemic situation brings us new challenges, when we talk about the labour market. That is why we need to improve and get a better (more modern and smarter) version of labour market, which is more flexible to all those current changes. The help for the labour market would be an easier possibility to travel for work across European countries. A lot of people in Europe could then find jobs across Europe. But that implies also a great deal of work on the part of legislators. Cedefop aims to include at least 60% of adults into training and further education. In the area of capabilities/skills we need to support our citizens to be able to compete with the rest of Europe.

Prof. Marju Lauristin from Estonia spoke further. Marju Lauristin highlighted the need for digital competences, especially due to working from home (home office, telework, etc.). She mentioned that a change in the structure of future education is necessary. In particular, she proposes to combine general education with practical education (vocational education). This means that graduates will not only have the knowledge but also the skills applicable in practice.

This was followed by individual expert workshops.

Workshop #1: Cedefop skills forecasts – Going beyond understanding long-term trends

The first workshop of the second day was started by Mr. Illias Livanos, who represented the European Centre for the Development of Vocational Training with his contribution to the "2020 Skills Forecast".

He reminded us at the outset, that we are facing an industrial revolution 4.0, that will affect what occupations will be created in the future and what skills will be needed in the labour market. Looking ahead to 2030, demographics, technology and economic transformation will play the biggest role.

On demographics, he said that an ageing population would lead to a shift away from mass consumption and it will cause bigger personalisation of services. He also said, that people will spend less money for travel and accommodation, than today. The biggest challenge in the labour market will be the lack of new workers, who should first replace the older population (employees who will retire) and the second challenge is to offer the necessary skills to help the current situation.

Mr. Livanos also mentioned the effect of COVID - 19 on sectorial employment. The pandemic has firstly affected the manufacturing sector, which comes back to life most easily. COVID-19 will have the longest lasting impact on transport and accommodation services. Public administration, healthcare and education are the most durable sectors. The pandemic has also accelerated decisions

on long-term investments in automation. He noted that automation will cause trouble to the poorest part of population.

Mr. Livanos ended his entry positively. He spoke of a shift towards investment in a "green, clean and sustainable economy". Ambitious plans to transform Europe are mainly about ecology: fossil fuels, energy production and waste management.

The next speaker, Mr. Ben Kriechel, is representative from Economix Research & Consulting. In his presentation he focused on the predictions of the skills, that will be required in the labour market in the future. He pointed out the main goal of the forecasts, which is to eliminate the future gap between demand and supply of skills/capabilities in the labour market. He underlined the importance of a common methodology, and he mentioned the importance of provided data relevancy (various data are provided by cooperational companies and facilities for this forecasts).

Workshop #2: Online job advertisements – Gaining real-time insights into skills trends

This workshop was hosted by Mr. Vladimír Květan (representative of CEDEFOP) and he focused on advertising vacancies - on the web portals of the European countries. He pointed out that these job portals are a big source of data and information. In particular, he said that there are thousands of online job portals in Europe and millions of advertisements to draw on. It is the source that the „Skills-OVATE (real time LMSI system) platform“ draws on ... and afterwards, thanks to acquired data, offering detailed information about job offers, employment and employers requirements for employees in the area of required competences/skills. This portal is the result of the joint work of Cedefop and Eurostat under the so-called „Web Intelligence Hub“. The Skills-OVATE platform includes 28 countries and advertises local language mutation vacancies. The classification of vacant positions is according to ISCO. The platform is updated 4 times per year. For more info click this link: [Skills-OVATE: Skills Online Vacancy Analysis Tool for Europe | Cedefop \(europa.eu\)](https://www.cedefop.europa.eu/en/skills-ovate)

Here are some facts - Trends of 2020:

Increase of digital skills, growth in manufacturing and manual working sphere, high demand for healthcare professional employees.

Mr Jasper van Loo spoke in more detail about skills for the future. He mentioned that a lot of positions where specific skills are not required, will soon be replaced by automation and robotization. On the contrary, they see a future in positions and occupations that are focused on environment friendly sectors – let's say: for „Green Europe projects“.

Workshop #3: Digital skills post-covid19 – Shifting gears in the digital transition.

The workshop on the importance of digital skills and knowledge was moderated by Jiří Branka. Covid -19 has influenced the labour market in digital knowledge very quickly and significantly, with each profession to be considered separately.

Alessandro Vaccarino presented us with a very interesting presentation concerning the control of ICT technologies and the specific requirements of the labour market. The largest gap they see in the positions requiring basic and intermediate levels. This is related to the information we have learned at workshop No. 1: Most vulnerable to automation are basic worker positions, which - if they do not have at least basic ICT knowledge - will find themselves without the possibility of other applications or possibility to find a new job. In general, with the increase in the demand for digital knowledge, the

following changes are linked to the requirements for workers: more autonomy, ability to learn, innovation skills, communication skills and numeric literacy.

58% of Europeans have at least basic computer knowledge and the leaders in this area is Finland, Sweden, Holland and Estonia. In Sweden, ICT specialists make up 11% (M) and 3% (F), while in the Czech Republic these values are only 6% (M) and 1% (F). This is also the reason why I think, that the beneficial would be supporting all institutions, which are female-oriented for ICT education.

An interesting web page about supporting the development of digital knowledge and the creation of national digital strategies is: <https://digital-strategy.ec.europa.eu/>.

Workshop #4: Making skills intelligence actionable - Understanding opportunities and challenges.

The fourth workshop summed up all theoretical knowledge in practical terms. In order to be able to move around as professionals in the labour market, knowledge must be used to make some „action plans“ to be a rewarding and perspective person in society and bringing some progress ... not to stay only „adapting business partner“.

Information obtained through this Conference will be useful for further developing KPMS and its members. Knowledge of realities in other countries will help us to improve our practice, approaches and planning. This applies not only to our organisation but also to other participating organisations from other European countries. In the Czech Republic we will use the project's outputs for further evaluation of KPMS members, partner organizations - such as Svaz personalistů ČR - and their member clubs, or AOA. Through them will knowledge be disseminated to a number of organizations in the Czech Republic and it is more than 500 organizations. Individual members of KPMS will apply the knowledge to their professions and jobs. According to their wide scope of operation, this will have an impact on a number of local, regional and national institutions. For example, in the implementation of online teaching, participation of participants, use of modern technologies, new forms of online teaching, etc.. Participation in the conference helped those involved to understand not only the current situation in the field of digital VD in Europe, but also showed the way and possibilities for its further development. From individual good examples of practice, other organizations can benefit and inspire the others.

Written and translated by: Gabriela Kolibačová, Tereza Barabášová, Michaela Matouchová, Petr Kříž and Daniela Nyklová - Project Manager

Ostrava, 27.4.2021