



## Union for Mediterranean Workshop on “The Future of Work and Skills for the Future”

25 November 2019  
Turin, Italy

### Outcome Document

*The Future of Work and Skills for the Future* workshop, which took place on 25 November 2019, in Turin, Italy, ushered an important step towards a stronger engagement of the Union for the Mediterranean (UfM) in the reflections about the future landscape of labour in the UfM region and an expression of commitment to promoting employability and skills development.

The Workshop leveraged on the European Training Foundation's (ETF) vast expertise in the region and on the above-mentioned topic. It benefited from the outcomes of the ETF international conference on “[Skills for the Future](#)” (Turin, November 2018) and the recent UfM Conference on Digital Transformation and Digital Skills for the Future, held in Tallinn on 30 September 2019.

The Workshop, which was organized by the UfM Secretariat in partnership with the ETF and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), brought together 50 participants from the Euro-Mediterranean region representing a broad spectrum of stakeholders. The objective of the workshop was to engage those stakeholders in discussions and reflections on a broad range of issues that encompassed digital skills, green skills and entrepreneurial skills as a set of critical skills for future economies and societies.

The discussions and the presentations delivered during the Workshop yielded the following set of key messages and recommendations:

1. The Fourth Industrial Revolution presents smart solutions and poses serious challenges to governments, businesses and individuals within and beyond the Euro-Mediterranean region. The disruptive nature of the new technologies calls for a change in the mindset and a multi-stakeholder's approach to unlocking new assets and resources, investing in digital infrastructures and developing digital skills for the future.
2. A bulk of innovation and initiatives to grasp opportunities offered by global trends and drivers already exist in the Euro-Mediterranean region. They are a reality and represent an important starting point for countries to further develop and prepare their transition toward the future. In this context, it is increasingly important to constantly monitor developments and change, so to anticipate skills trends and develop, review and update labour market and skills strategies.



3. Data show that countries in the region have made significant progress in expanding access to education over the last decades: literacy levels, overall educational attainment and tertiary education rates have improved over the years. Quality of education remains an issue to be further addressed to equip young people with basic skills and competences, including key competences<sup>1</sup>.
4. Skills development and ICT education play a key role in boosting employability, competitiveness and growth and in better addressing the challenges of technological change and digitalization of the economy and the societies in the region. Promoting an entrepreneurial culture and catering to an ever-growing concern for environmental preservation call for developing skills that range from entrepreneurial resilience and cognitive flexibility to career-change management and green skills.
5. Education and training remain fundamental, not only to grant that young people enrol in programmes that are “future-ready”, but also to ensure further dynamic and individual self-learning pathways. However, a reflection on the changing role of education and training in empowering individuals to cope with change is needed, given its role as a vehicle for permanent adaptation of people’s skills and the support system for lifelong learning.
6. Improved education levels have to translate into better labour market outcomes too. Actions that support better skills utilization require a special attention to the different groups of people that today find it hard to make it into the world of work. That includes youth that are excluded from the education, training and the labour market but also all those who have jobs for which they are overqualified or those experiencing precarious conditions.
7. The future belongs to those individuals, communities and countries that are better at changing and adapting, building on their strengths and developing customized responses to today’s global challenges of sustainability, growth and inclusion.
8. There is a favourable momentum for action in the region. Making the right choices today and implement actions to mitigate challenges and grasp opportunities is fundamental to boost growth and to share it fairly. When reflecting collectively, stakeholders together can propose innovative ideas to develop specific skills sets in a lifelong learning perspective, building on each other’s experience and knowledge. These types of initiatives are key to generate endogenous solutions to specific country challenges.

These recommendations serve as guidelines for future activities by the Secretariat of the Union for the Mediterranean and its partners for promoting projects, programmes and initiatives aiming at boosting skills development and catering to the future of work.

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<sup>1</sup> [https://ec.europa.eu/education/policies/school/key-competences-and-basic-skills\\_en](https://ec.europa.eu/education/policies/school/key-competences-and-basic-skills_en)