



# CASE STUDIES ON THE FUTURE OF SKILLS

## “R-EVOLUTIONS: IDENTIFYING HOW TECHNOLOGY AND INNOVATION CHANGE OR CREATE SKILLS NEEDS”

The European Training Foundation (ETF) conducts case studies to **identify future skills needs in specific sectors** in partner countries, given the global drivers of change (e.g. technological change, innovation, globalisation, climate change).

During 2020, ETF focused on the Israeli agri-tech, Moroccan agri-food and Turkish automotive sectors. In 2021, the **energy sector in Albania and Tunisia** and **health sector in Ukraine** have been chosen to collect evidence on emerging skill needs in those sectors.

**EXPECTED RESULT:** To document the changing tasks involved in relevant occupations and the new skills needs at company level. To then present the new evidence to sector representatives and country stakeholders responsible for education, training and occupational standards.

### RESEARCH TEAM

Fondazione Giacomo Brodolini and ErreQuadro are working with ETF to conduct the case studies. A group of international and national researchers from all three countries are brought together for this project in addition to the ETF's team of experts.

**METHODOLOGY:** A case study approach to gather insights about change and innovation in selected sectors, resulting from the introduction of new technologies, climate change, globalisation, etc.

The methodological approach includes three steps:

- i. Reviewing existing reports and analysing statistical data to understand current dynamics of the selected sector and reveal the evolving demand for skills;
- ii. Big data analyses employing text mining techniques to capture data on technological and other changes and associated skills needs from a variety of sources (e.g. patents, scientific papers, policy papers, etc.);
- iii. In-depth interviews with selected innovative companies, bilateral meetings and workshops with key stakeholders in the sector.

**ENERGY SECTOR IN ALBANIA:** : Albania depends almost exclusively on hydropower for its electricity production (98%), making it vulnerable to unfavourable precipitation conditions in the summer and posing long-term environmental problems. The electricity production from hydropower is insufficient to meet its current and future needs, so Albania also imports energy from neighbouring countries. Its electricity system has been connected with neighbouring networks Greece and Montenegro since 2014, and Kosovo since 2016 (issues remain with operations), while the construction of a connection with North Macedonia is under preparation. The trans-Adriatic pipeline (TAP) project, a major natural gas connection between Greece and Italy will go through Albania, and require expertise to operate.

Thus far, Albania has progressed in the renewables and gas sectors as well as on interconnection lines. The revised national renewable energy action plan (NREAP) for 2018-2020 aimed for 38% of energy consumption from renewable sources, including schemes to promote large scale solar and wind farms, by 2030. The plans for diversification of its electricity production away from hydropower and towards alternative sources of renewable energy, goes hand in hand with finalising the legal and functional unbundling of energy companies and removing legal obstacles to customers' rights to change their energy supplier as well as improving its Energy Efficiency Law and adopting legislation related to the Energy Performance of Buildings Directive.

The Council of Ministers approved several implementing acts that provide a legal basis for setting up the market operator and establishing the Albanian Power Exchange (APEX – which met for the first time in October 2019). Three new electricity distribution companies were established and are now operational, although issues remain, notably the lack of human resources. The Energy Regulatory Authority was set up in 2016 to implement energy efficiency policies and measures, although it struggles from insufficient staffing. It needs to grow into a competent independent institution that can effectively address shortcomings in the sector.

In summary, Albania is at a turning point in how it organises and operates its energy production as well as consumption, which is largely affected by technological change, innovation, climate change and globalisation. All these developments are leading to significant shifts in labour demand. New developments will require new skills and competences in the local labour market, and change some of the existing occupational profiles. This study aims to provide new knowledge and evidence on emerging skills needs and changing occupational profiles in the energy sector of Albania.

**ENGAGEMENT OF NATIONAL STAKEHOLDERS:** It is essential that national stakeholders provide inputs and insights about the sector and its changing skills needs. While the analysis of existing sources and Big Data are important, the contribution of country and sector experts remains vital if the reality on the ground is to be fully grasped. The ETF will complement its knowledge of the network with national counterparts in order to identify the stakeholders to be consulted throughout the project implementation.

**TIMETABLE AND ACTIVITIES:** The study on the energy sector in Albania started in January 2021 and background analysis is currently ongoing. Various workshops with relevant stakeholders and in-depth interviews with innovative companies in the energy sector are planned for the first quarter of 2021, after which the results of the study will be disseminated through a country report and a webinar with the main stakeholders (possibly in the second quarter of 2021).

*Due to the Covid-19 outbreak and the consequent travel restrictions/ containment measures put in place, the fieldwork will be undertaken using online tools.*

## MORE INFORMATION:

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