

EUROPEAN
YEAR OF
SKILLS

CHANGING THE SKILLS NEEDS

FIRST FINDINGS FOR ALBANIA



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5 October 2023

ESJ
European
skills & jobs
survey



SUMMARY OF THE PRESENTATION

- The ESJS in a nutshell. What's in for the ETF partner countries?
- The post-pandemic (digital) transformation at the workplace
- Skill gaps and the learning potential
- Going digital: fear or facts?
- Few takeaways for future reflection



... in numbers

1

35 COUNTRIES SURVEYED BY 2023

Some 50,000 adult employees aged 25-64 surveyed
(sample size 1000 - 3000/country)

Job-skill requirements (skills demand approach), skills mismatch (vertical, gaps, horizontal), digitalisation, workplace learning in one highly versatile statistical tool

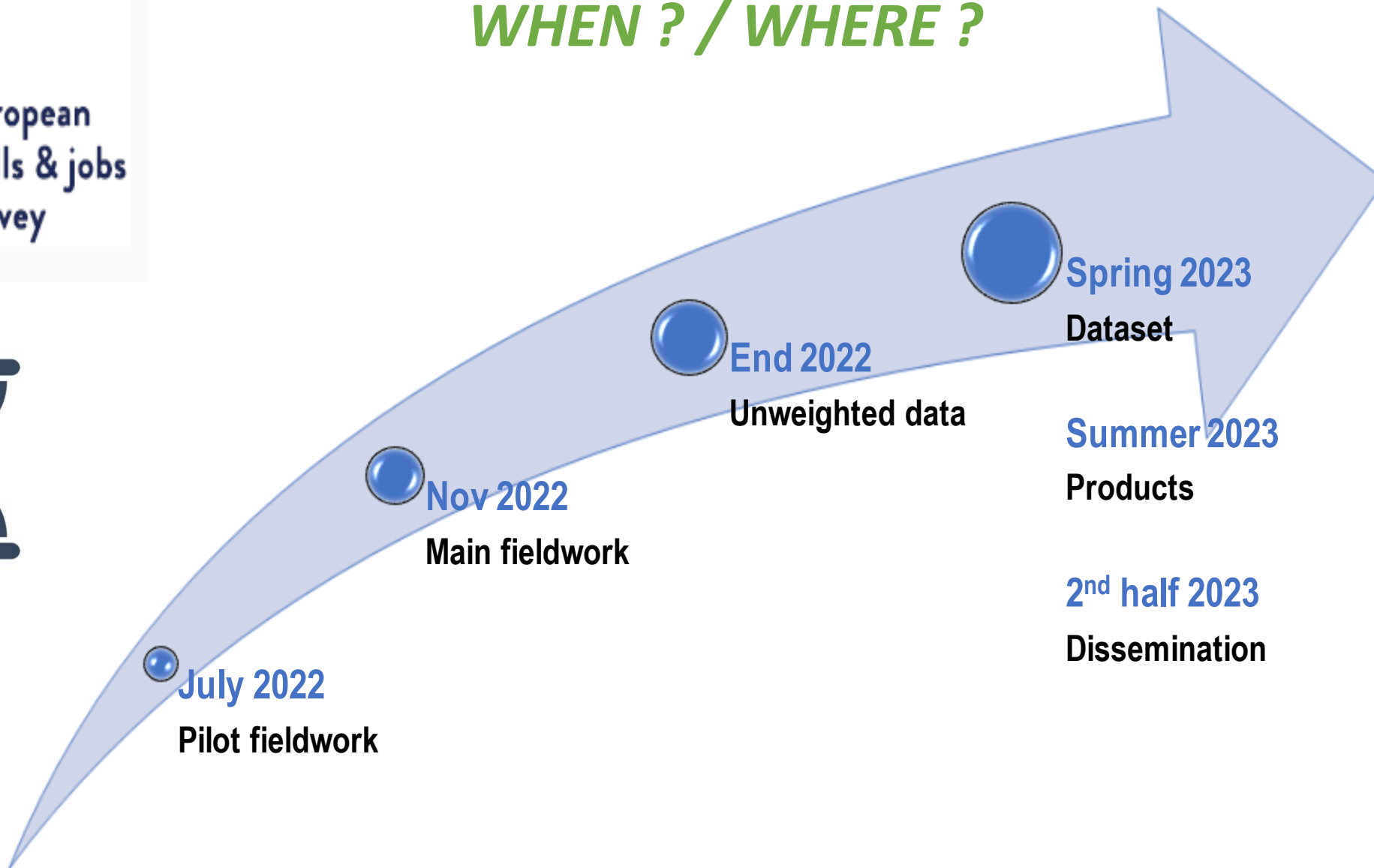


relevant (EU Skills Agenda, EU Digital Strategy, European Education Area)

Conducted in **two rounds** (6 countries 2022/23 & 3 countries* 2024/25)

**Subject to discussion and confirmation of ETF's Single Programming Document (SPD)*

WHEN ? / WHERE ?



ALBANIA



BOSNIA AND HERZEGOVINA



ISRAEL



KOSOVO*



NORTH MACEDONIA



SERBIA



WHAT DO WE WANT TO FIND OUT ? *ETF PCs vs EU*

Workers holding
higher
qualifications than
needed



Jobs requiring manual
skills ...

... or computerized
machines

Jobs with low/high
digital needs ...

... or workers writing
code at workplace



The pandemic: its
impact on workers ...

... and those working
now remotely



JOB-SKILLS REQUIREMENTS IN THE ESJS: *THE META-SKILLS*

Cognitive

Reading
Writing
Maths
Problem-solving
Creativity

Manual

Lifting
Dexterity
Repetitiveness /
standardisation
Use of computerised
machines

Interpersonal

Counselling
Selling
Serving
Presenting
Teaching/training
Persuading / negotiating
Caring
Team-working

Digital

Email / Internet / Social
media
Word processing
Spreadsheets
Data management
Occupation-specific
software
Programming (AI)



Reading

In your main job, did you do any of the following during the last month?

...read texts that are at least ><5 pages long?

Manual

...lift or carry heavy loads, without the help of machines?

Digital

Did you use any computer device to do the following activities for your work in the last month?

...send emails?...

...write or edit text using a word processor?

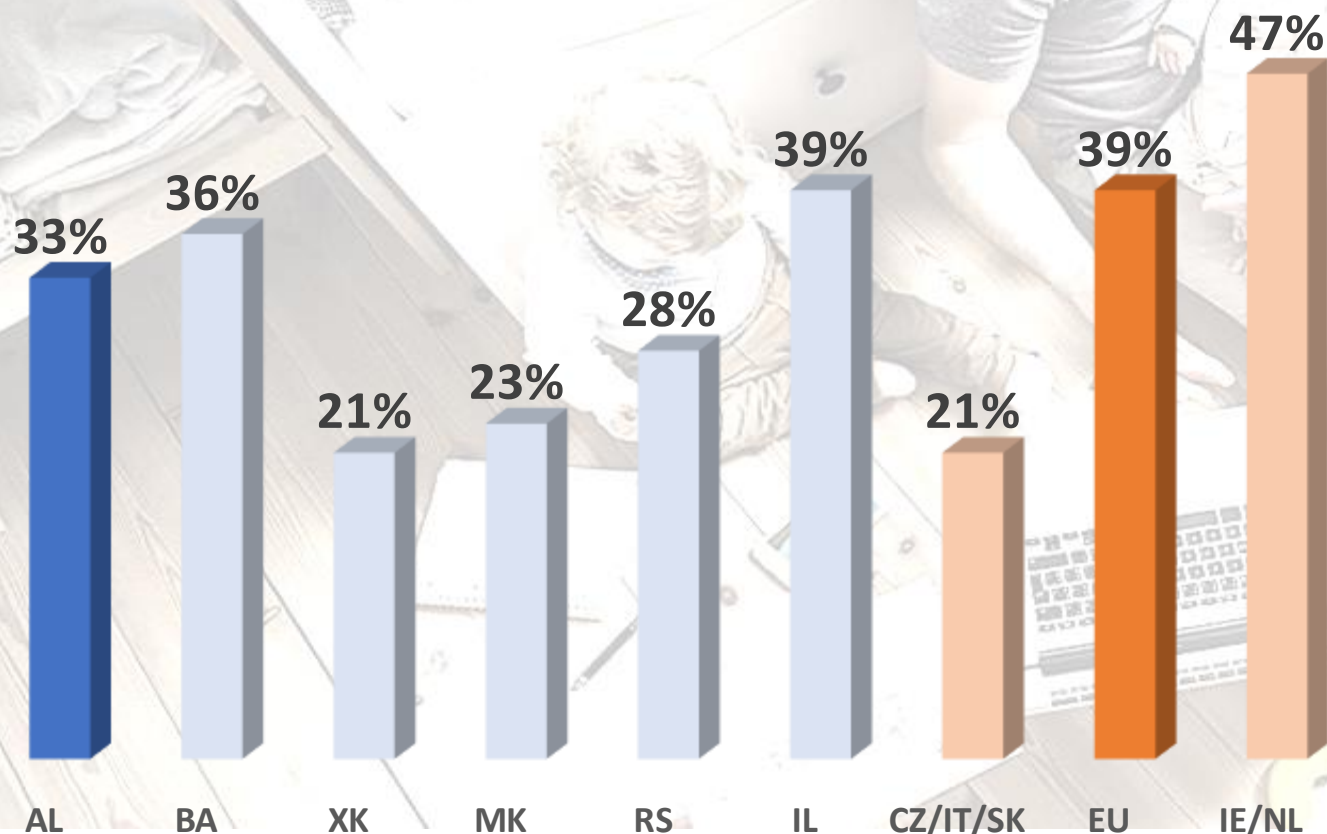
...

...write a program or code using a computer language

New working patterns

What post-pandemic effects?

In the last year, did you do any work as part of your main job from a location other than your employer's premises?



Main effects observed: an uptake of digital/remote working, bringing out a persistent digital transformation but also accentuating labour market inequalities



39% EDU-high

25% EDU-low

44% Skilled occupations

27% Elementary occupations

52% Computer programmers

31% Financial/Insurance

23% Education

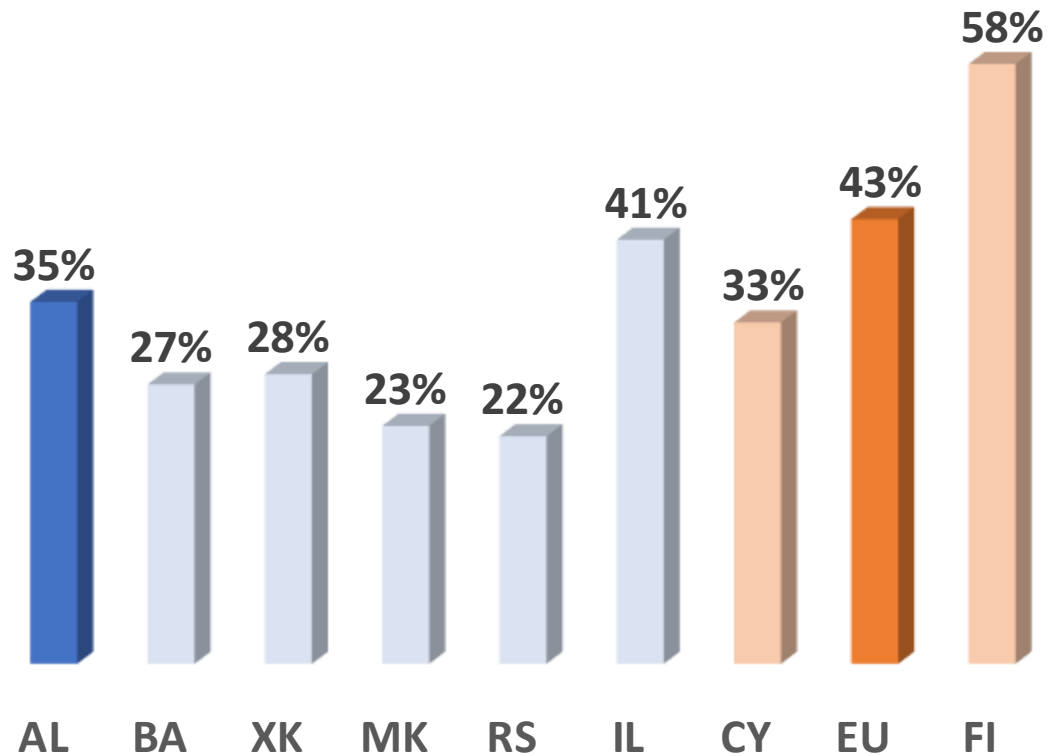
10% Hotels/Restaurants

New technologies at work

What impact on today's jobs?

In the last year did new digital technologies* have been introduced at your workplace?

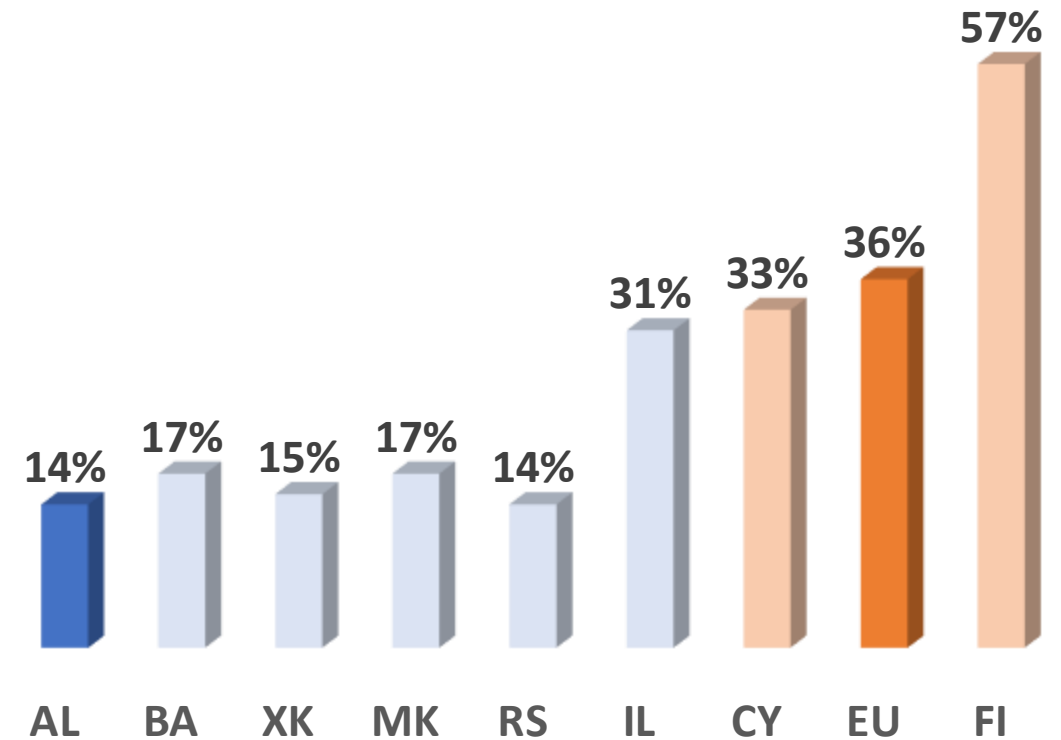
NEW DIGITAL TECHNOLOGIES INTRODUCED AT WORKPLACE



Only 1/7 employees had to learn using new digital technologies at work

Has digital upskilling brought a substantial change on the jobs and likely triggering up/re-skilling?

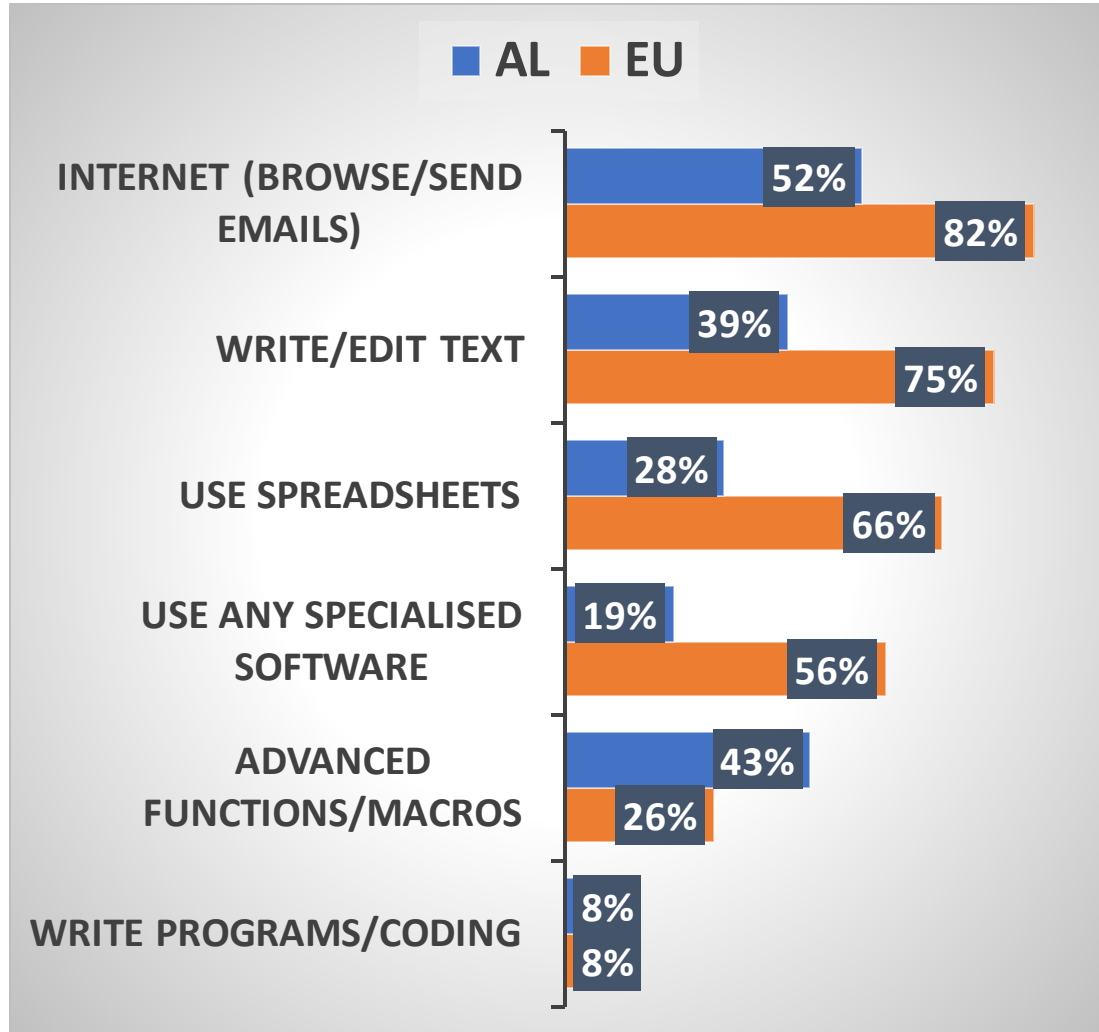
HAD TO LEARN USING THEM (DIGITAL UPSKILLING)



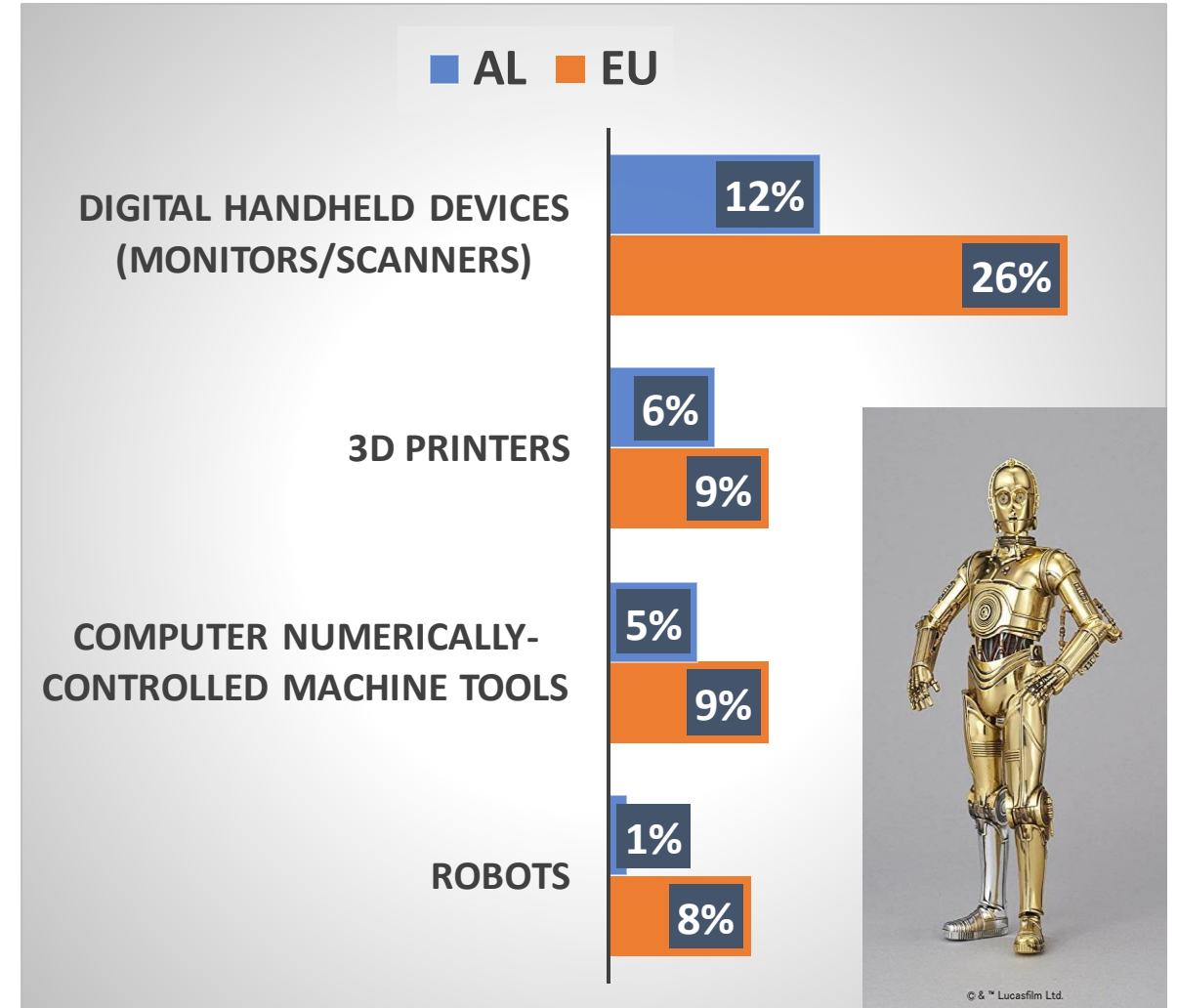
*For example, new computer systems/devices or programmes, but not minor updates
Source: Cedefop-ETF, European Skills and Jobs Survey (2021/2022), ETF provisional data

How digitalised are the jobs today in Albania?

Did you use computing devices to do the following activities as part of your main job in the last month?



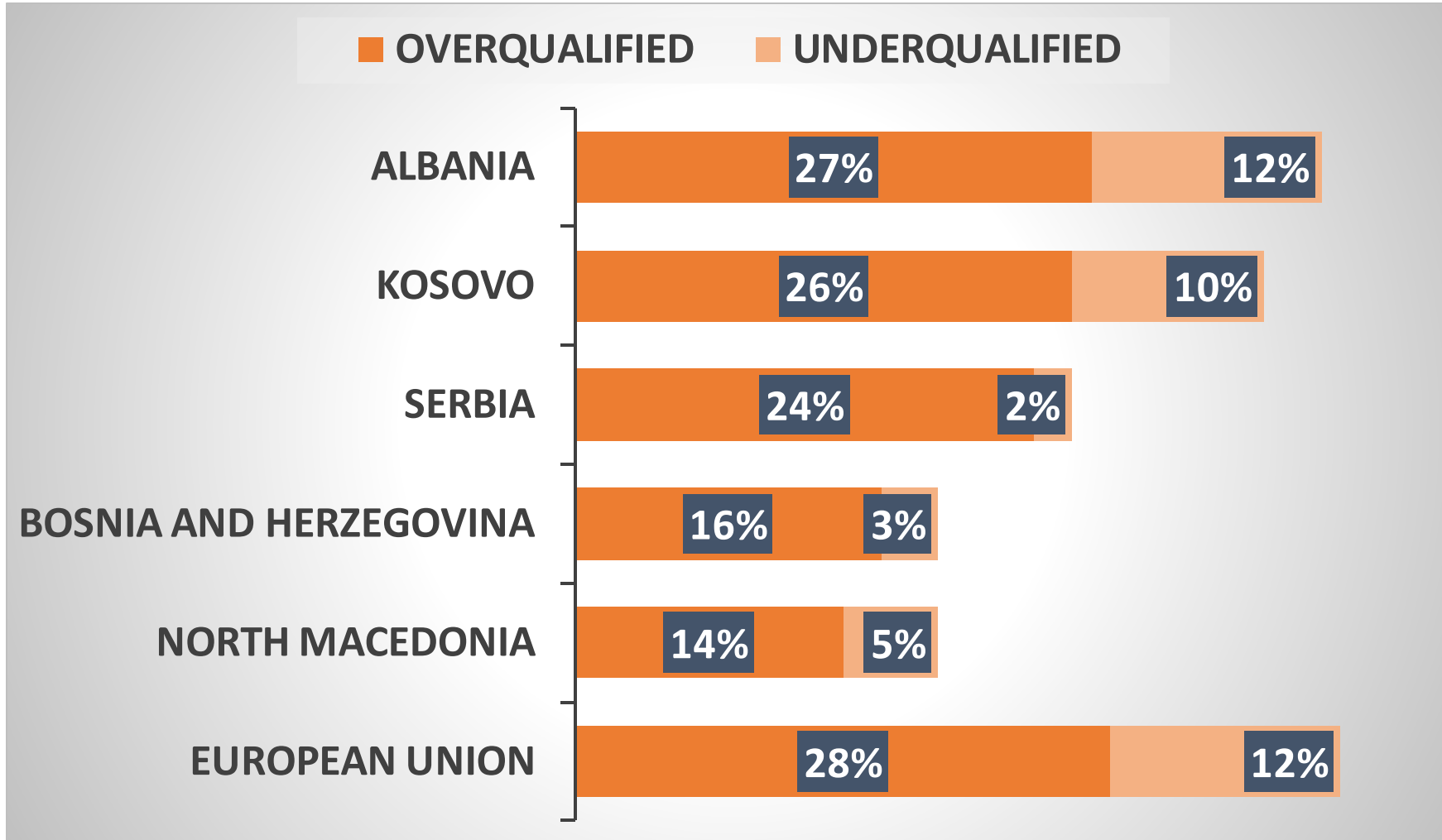
Did you work with/operate any of the computerised machinery below in the last month at your main job?



What workers for today's jobs?

What is the level of education usually needed to do a job like your main job nowadays?

27% of Albanian employees held jobs requiring lower levels of their formal qualifications (diplomas)



Field of study for my job
(today's requirements)

49%

Exclusively my field of study

22%

A related field of study

4%

A different field of study

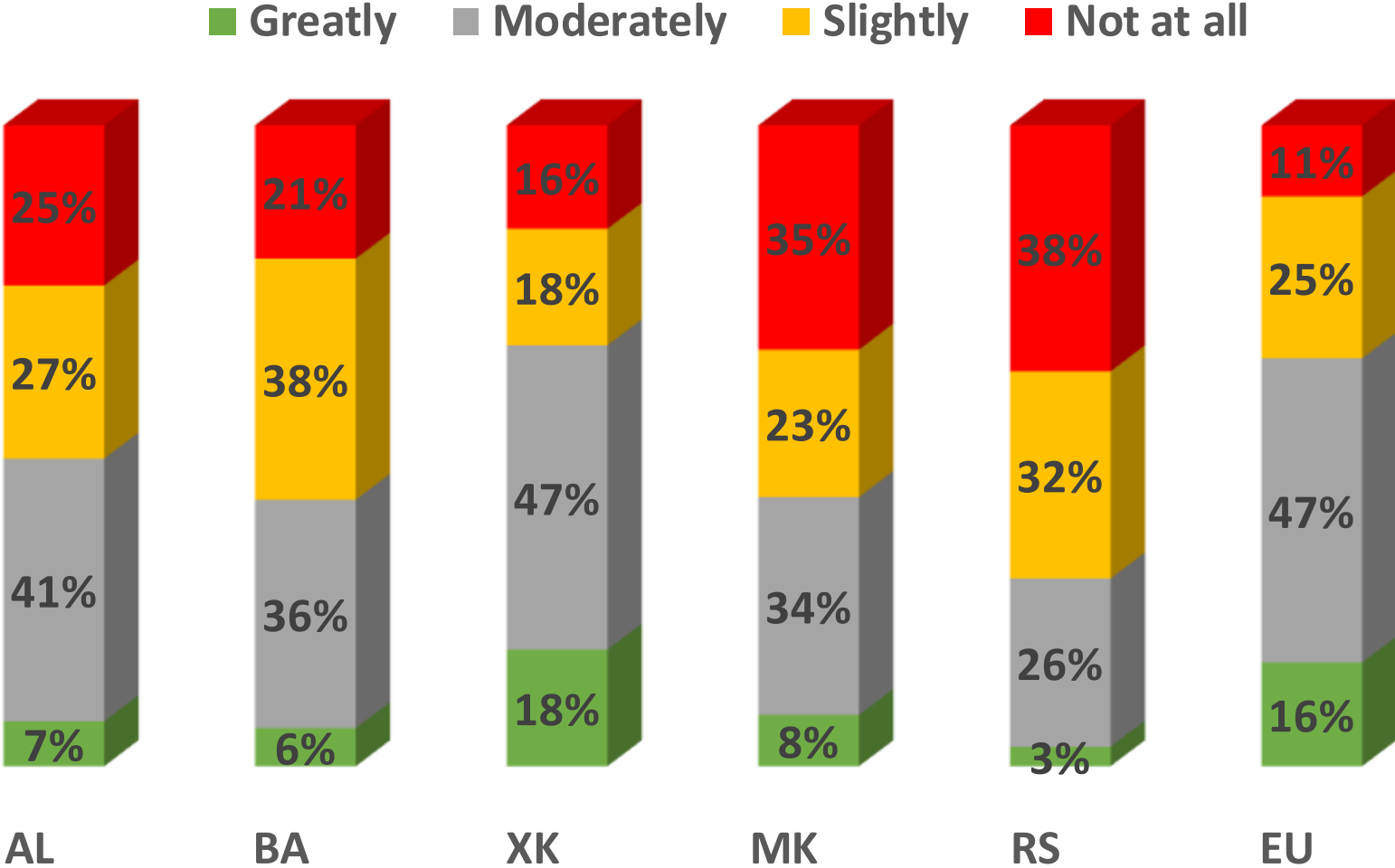
26%

Not a specific field of study

Skill gaps and the learning potential

48% of Albanian employees with high* unmet learning needs

To what extent do you need to further develop your overall level of knowledge/skills to do your job better?



41%
Computer/IT skills

29%
Social skills

18%
Job-specific skills

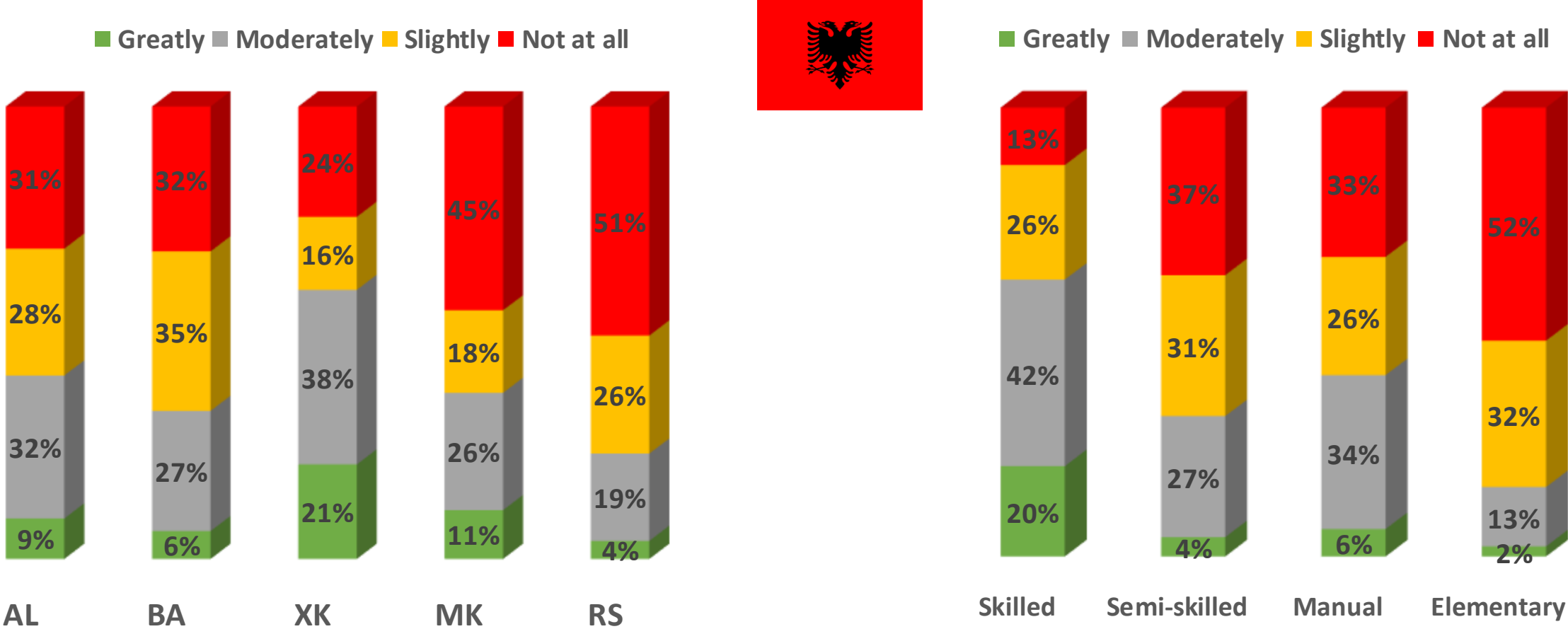
18%
Numeracy skills

*Sum of those reporting greatly & moderately unmet learning needs
Note: Totals may not add up to 100 due to those with an unknown/unidentifiable status/no response

New working realities... ... yet diverse awareness

4 in 5 Albanian employees holding elementary jobs lack awareness of the new realities in the world of work

To what extent do you need to further develop your computer/IT skills to do your main job even better?



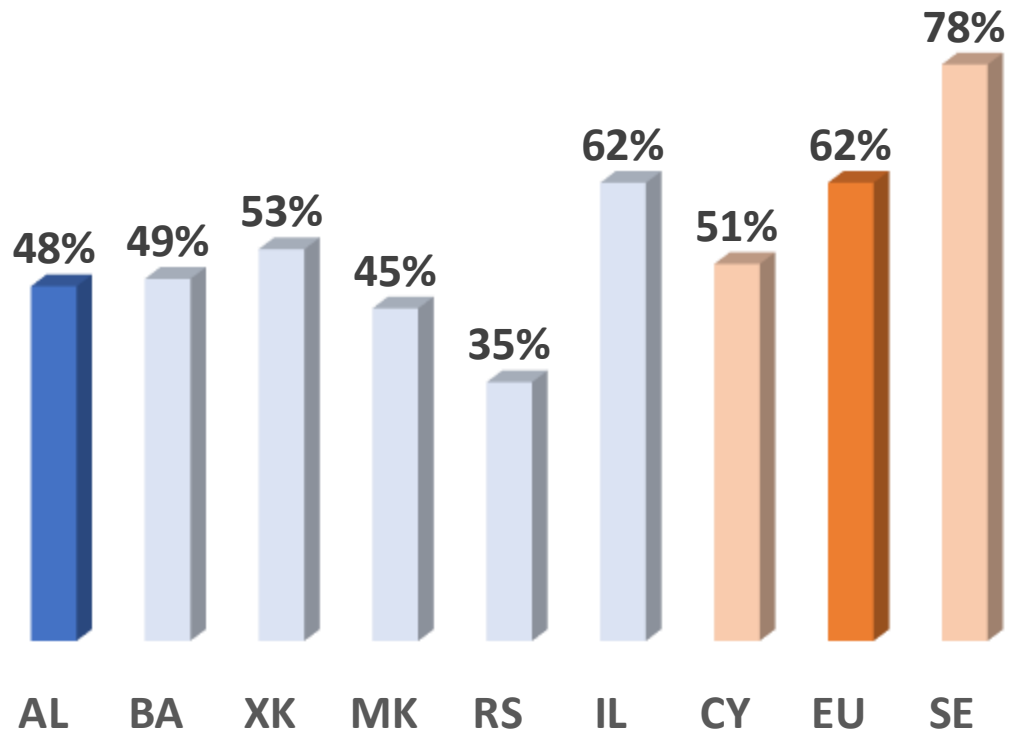
Source: Cedefop-ETF, European Skills and Jobs Survey (2021/2022). Author's elaboration

Investing in skills

Still sizeable disparities

In the last 12 months, have you participated in any education/training to learn new job-related skills?

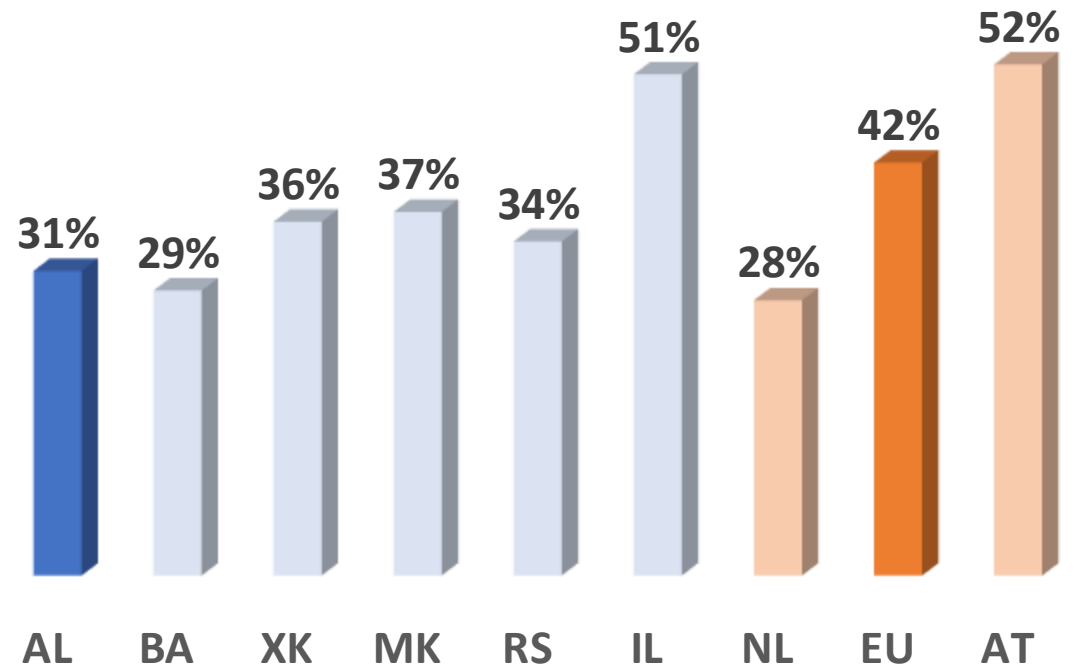
ANY EDUCATION/TRAINING ACTIVITY



Good engagement in training, yet high disparities on the intensity/participation: those who need it most often don't get it

And was at least one of these trainings done to further develop your computer/IT skills needed for your job?

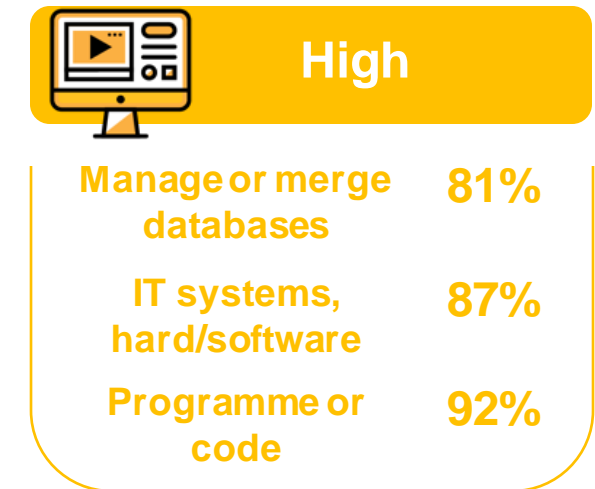
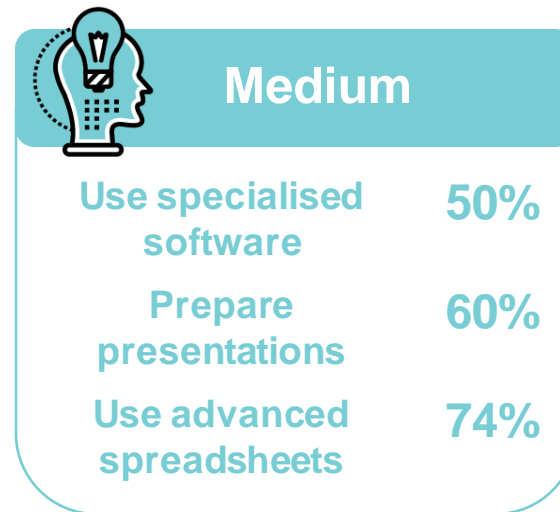
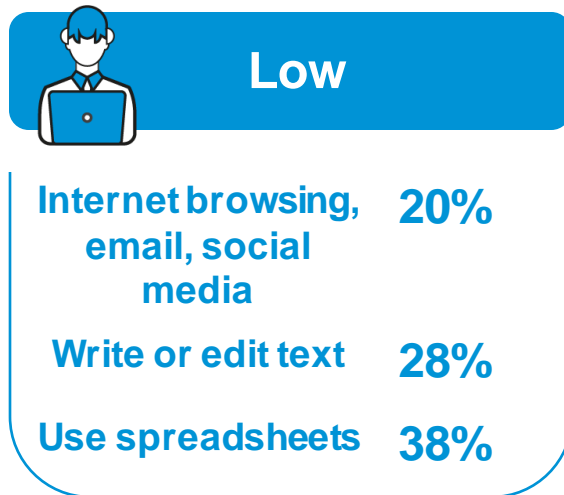
TRAINING TO DEVELOP DIGITAL SKILLS



Learning potential in digital skills

remain vast despite modest digital skill demand

Cedefop Digital Skills Intensity index (EU+ countries)



Going digital

Fear or facts?

1/3 of employees reported a high/moderate job insecurity, for **37%** it's linked to lack of digital skills

Job insecurity is non-uniform by type of digital technologies used

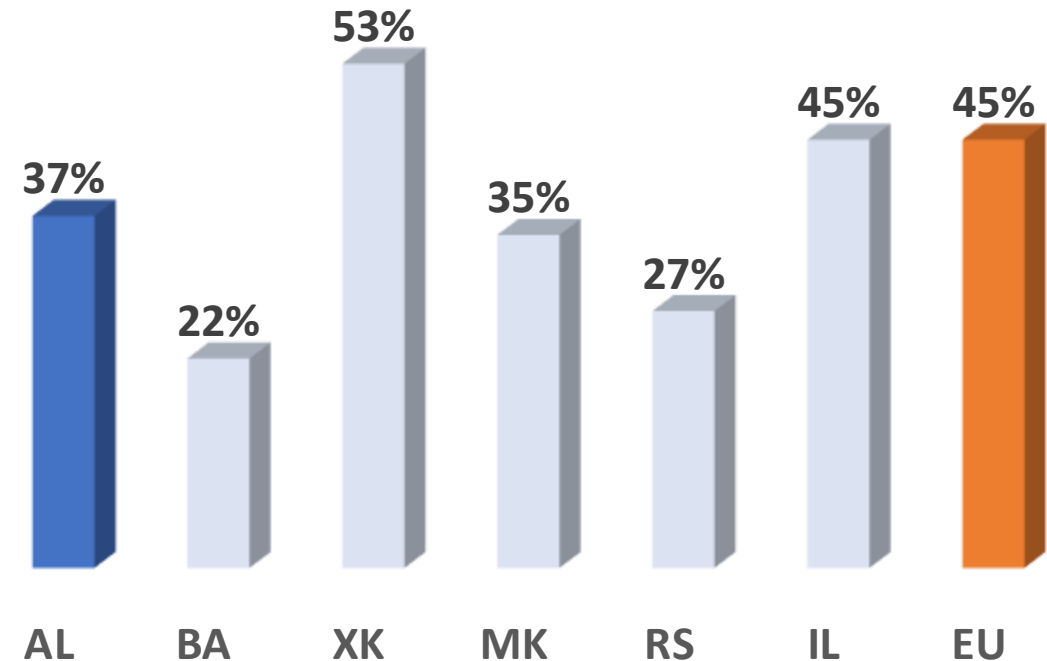
Do you think you may lose your current job as new digital/computer technologies will do your work?...

... and as new digital/computer technologies will also need new skills/knowledge which you don't currently hold?

DIGITAL TRANSITION: JOB INSECURITY



JOB INSECURITY: LACK OF NEW DIGITAL SKILLS



Few takeaways for future reflection



Digitalisation could indeed increase job insecurity

Particularly in manual/routine occupations, less in non-routine jobs
1/4 EU employees think that technology can/will (partly) do their tasks



Today's (low skill demand) jobs could foster skills underutilisation

With workers using basic digital technologies/if at all => a 1st step towards their job tasks being displaced by digital technology => the next one: digital transition could become a pathway for less rewarding jobs



(Despite) widespread skill gaps and yet low training engagement

High inequalities in training intensity/participation, those who need it most often don't get it
Digital upskilling entailed to learn using the 'basics', is modest and its duration not substantial

Digitalisation is also seen as an innovator, no longer as a disruptor

So far, digitalisation = job destruction potential; indeed, it could expectedly lead to job losses, it could also automate some job-tasks of an occupation but not entire jobs/occupations
ESJS data/evidence is a major shift in thinking, making way for a more balanced perspective





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**TO BE
CONTINUED...**