AI and the EU skilling challenge

**First insights from Cedefop's
AI skills survey & AI foresight study**

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Expert

ETF, IAG WS Trends and Impact of AI in the Labour Markets
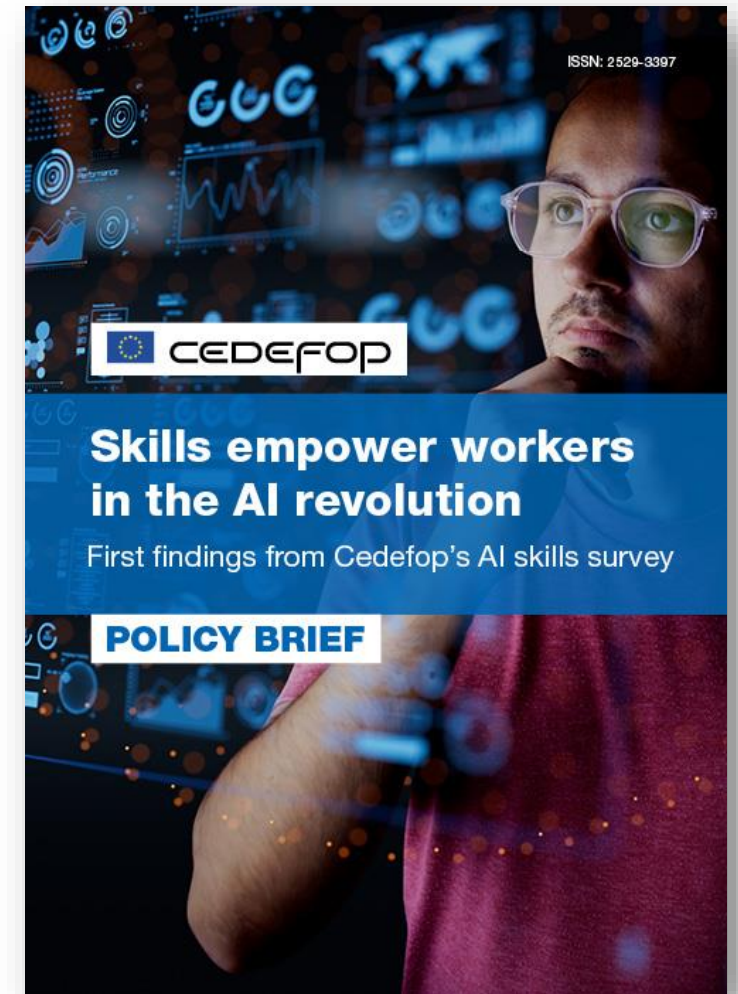
14-15 May 2025

Cedefop AI skills survey
AI and the EU labour market

Representative survey of 5342
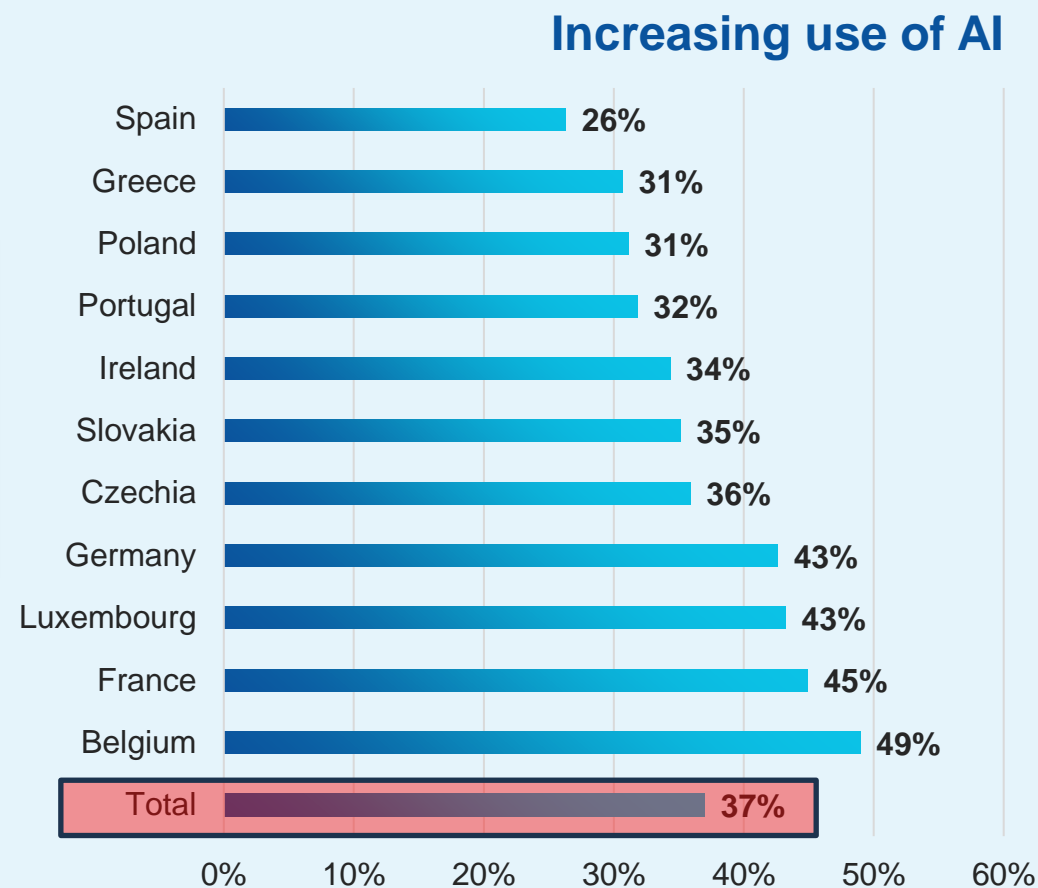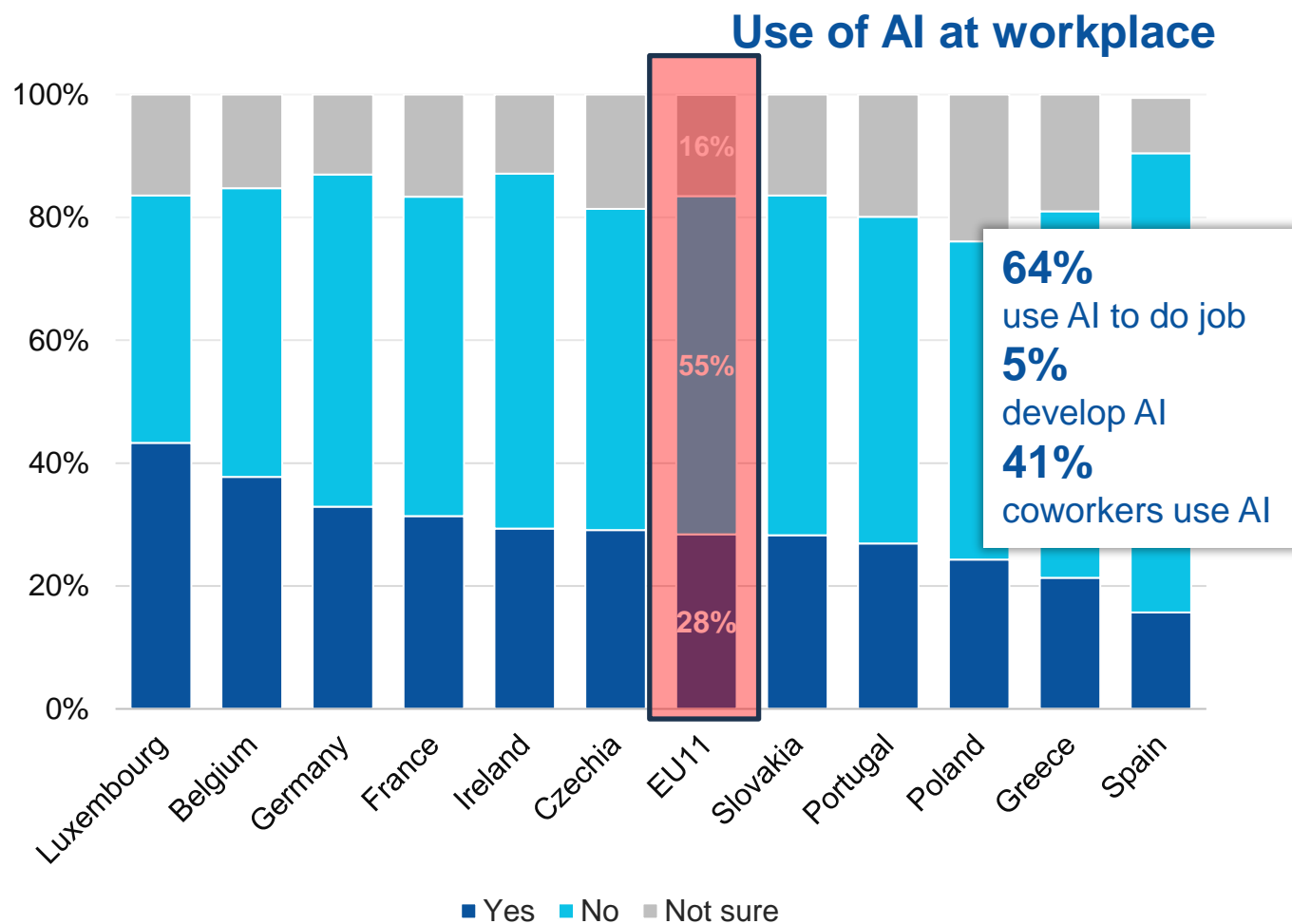adult workers in 11 EU countries in 2024

Measurement of
- AI use at work
- AI competency/skill gaps
- Automatability of jobs
- Organisational support
- AI outcomes

Skills empower workers in the AI revolution
First findings from Cedefop's AI skills survey
POLICY BRIEF

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AI in EU workplaces
Another great divergence?

Use of AI at workplace

EU11:
- 16%
- 55%
- 28%

64% use AI to do job
5% develop AI
41% coworkers use AI

Legend: ■ Yes ■ No ■ Not sure

Countries (left to right): Luxembourg, Belgium, Germany, France, Ireland, Czechia, EU11, Slovakia, Portugal, Poland, Greece, Spain

Increasing use of AI

Country	%
Spain	26%
Greece	31%
Poland	31%
Portugal	32%
Ireland	34%
Slovakia	35%
Czechia	36%
Germany	43%
Luxembourg	43%
France	45%
Belgium	49%
Total	**37%**

Automation
or job redesign?

AI and task automation

30%
do not do some
tasks any more

41%
now do some new
or different tasks

67%
do some tasks
faster than before

17%
have less control
over job tasks

AI upskilling
Bridging the AI skill gap

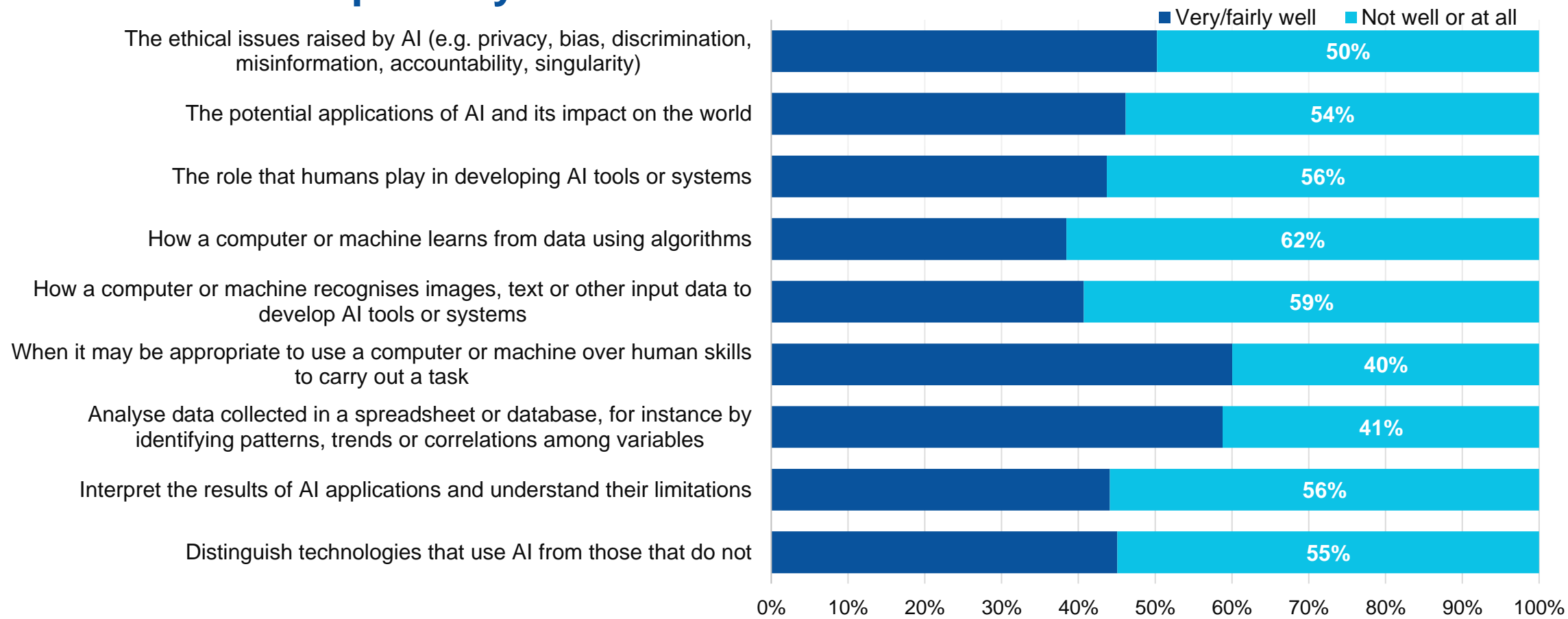**42%** need new knowledge and skills to deal with AI impact on their work

15% participated last year in training to develop their knowledge and skills in using AI tools or systems

Prepared for the AI era?

Pillars of AI competency

Legend: ■ Very/fairly well ■ Not well or at all

Category	Very/fairly well	Not well or at all
The ethical issues raised by AI (e.g. privacy, bias, discrimination, misinformation, accountability, singularity)		50%
The potential applications of AI and its impact on the world		54%
The role that humans play in developing AI tools or systems		56%
How a computer or machine learns from data using algorithms		62%
How a computer or machine recognises images, text or other input data to develop AI tools or systems		59%
When it may be appropriate to use a computer or machine over human skills to carry out a task		40%
Analyse data collected in a spreadsheet or database, for instance by identifying patterns, trends or correlations among variables		41%
Interpret the results of AI applications and understand their limitations		56%
Distinguish technologies that use AI from those that do not		55%

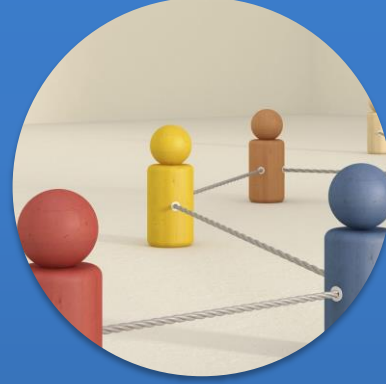# AI in EU Workplaces: Skills foresight

Features

3 medium-term foresight exercises

Aim

Factors affecting AI adoption & diffusion

Effects for skill gaps

Methodology

Multi-stakeholder/ method approach (interviews, Delphi surveys, focus groups)

Sectors

Automotive
Geriatric nursing
Creative industries

CEDEFOP

First results for the automotive sector

AI adoption

- AI complements human labour, needing human oversight
- Slow AI adoption hinders innovation compared to the USA / China

Education challenges

- Education systems fall short for skilled workers
- Public-private approach needed

Thank you

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