



The importance of skills for youth employment in Europe

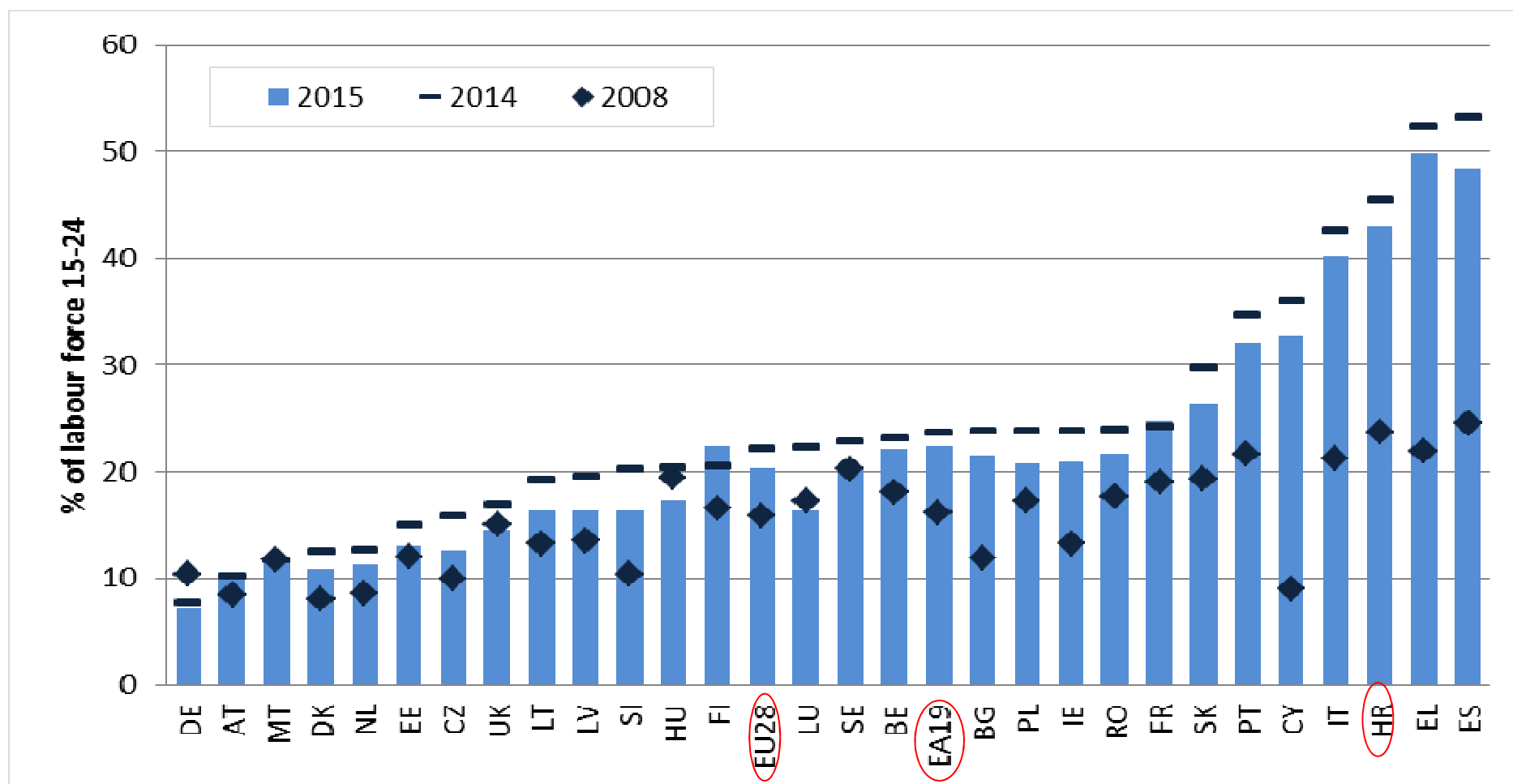
Gregorio de Castro
DG Employment, Social Affairs, Skills and Mobility

Zagreb, 3 June 2016



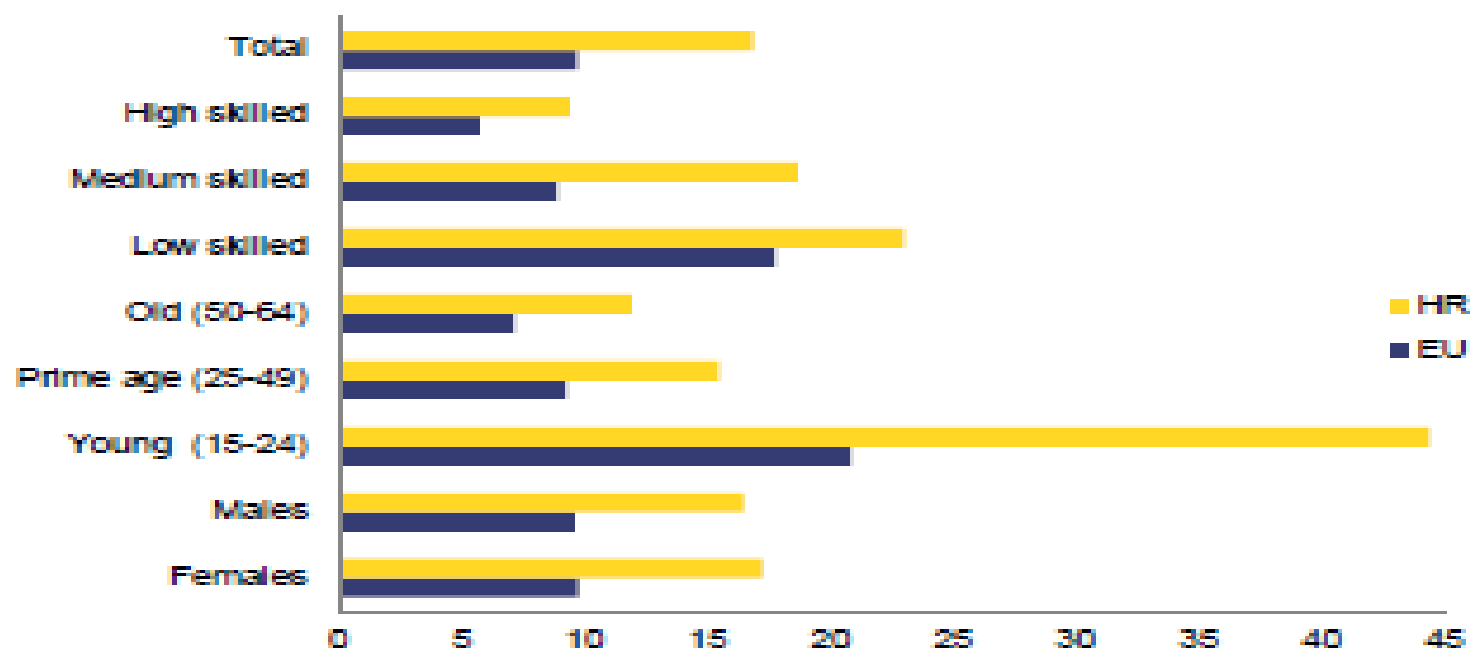
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Youth unemployment in the EU



Country Specific Recommendation Proposal 2016 by EC to Croatia

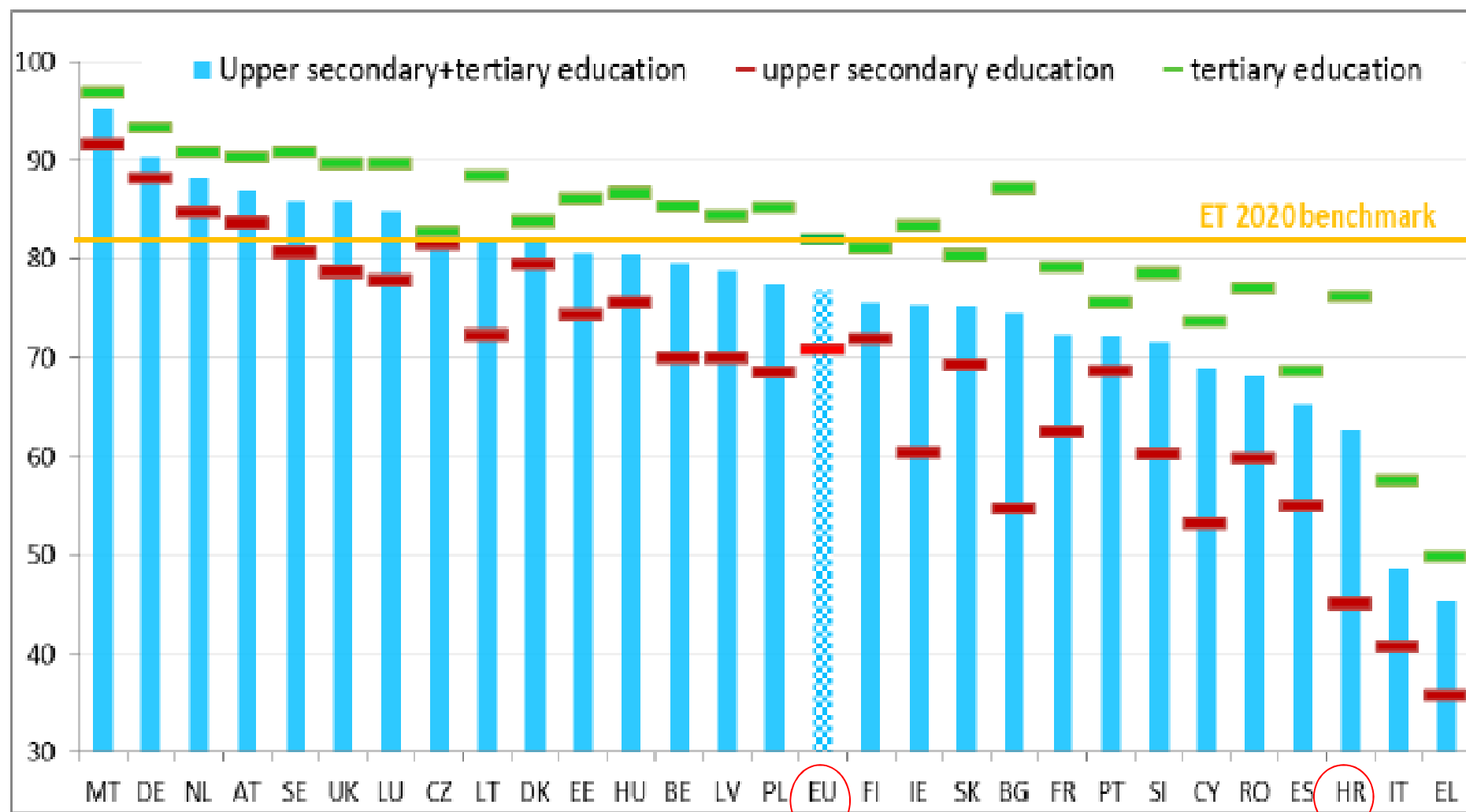
"Provide appropriate up- and re-skilling measures to enhance the employability of the working-age population, with a focus on the low-skilled and the long-term unemployed"



Source: Eurostat

Unemployment rates in Croatia: total and specific groups 2015

Figure 7: Employability: employment rates of recent graduates¹², 2015 (%)

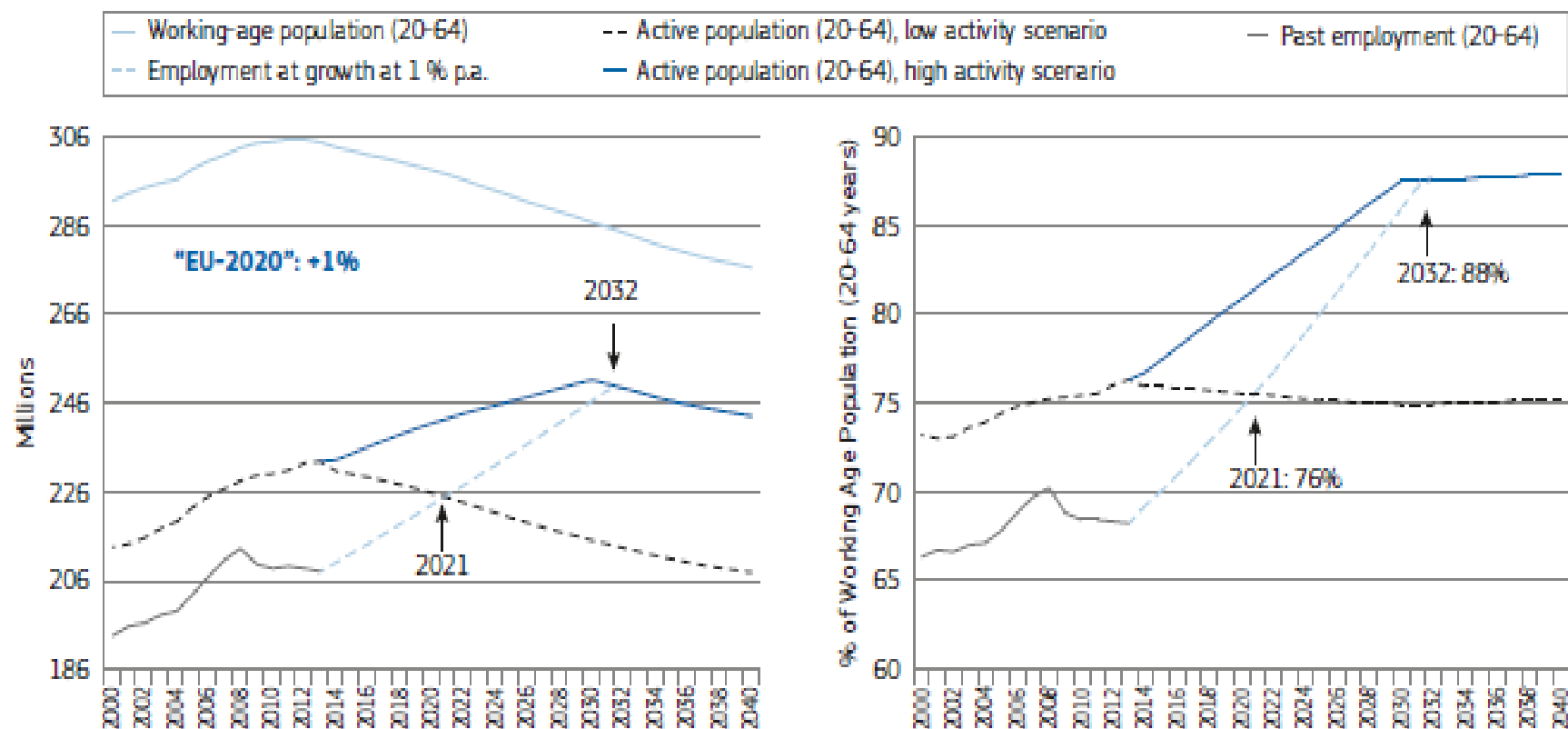


Source: Eurostat, Labour Force Survey



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SKILLS AND PRODUCTIVITY



Source: Update of Peschner and Fotakis (2013), p. 13-15.



Figure 1 CEOs are getting more concerned about a wide range of risks

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Q: How concerned are you about the following potential economic, policy, social and business threats to your organisation's growth prospects?

Top-three threats

Over-regulation



Geopolitical uncertainty



Exchange rate volatility



Key threats



Top-four risers since 2013

Skills demand

Skills availability are 4th biggest risk to company growth

40% of EU employers cannot find the employees they need

27% of vacancies unfilled due to inadequately skilled candidates

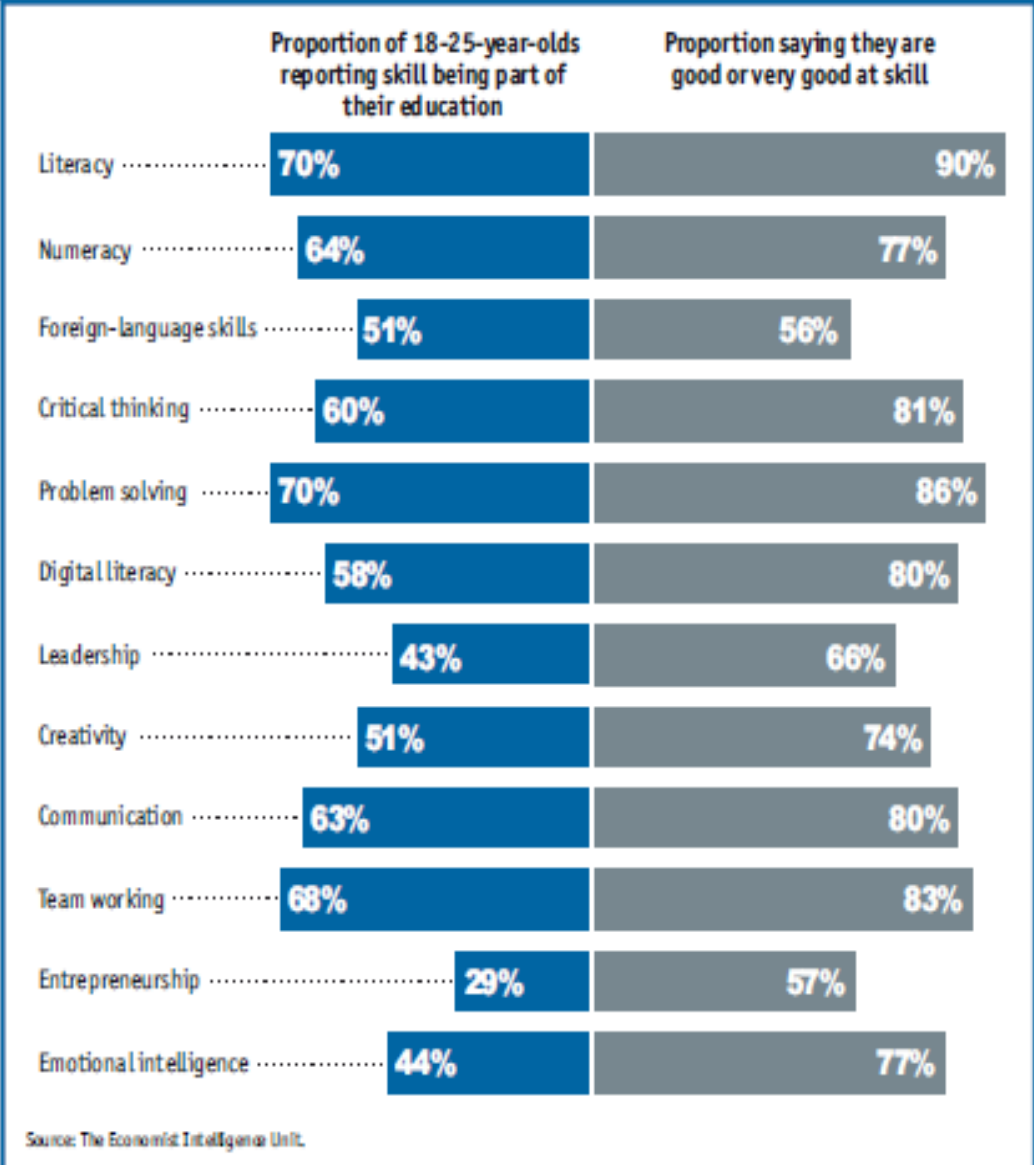


Skills supply

44% of students believe that their education system is providing them with the skills that they need to enter the country's workforce

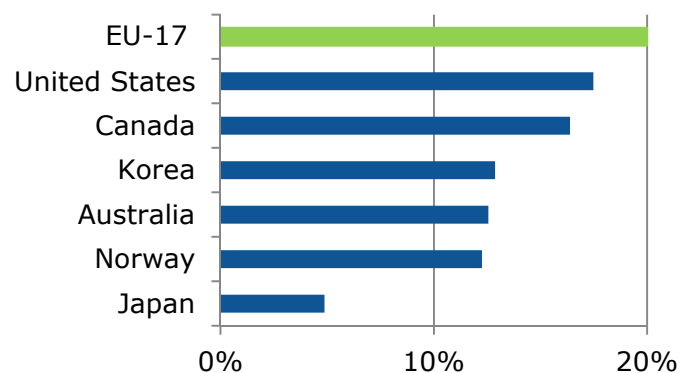
Only 40% of teachers believe that businesses in their country are satisfied with the attainment of students entering the job market

Chart 1

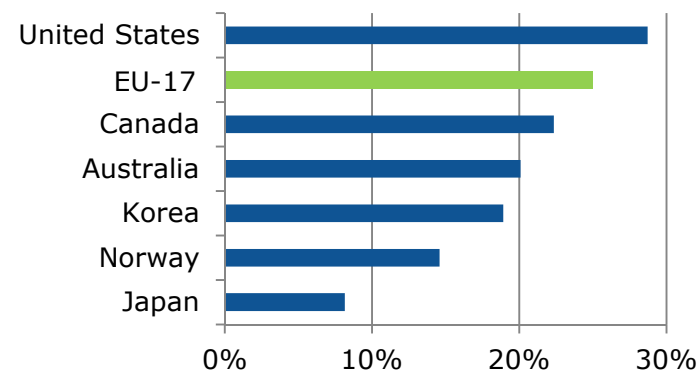


BASIC SKILLS

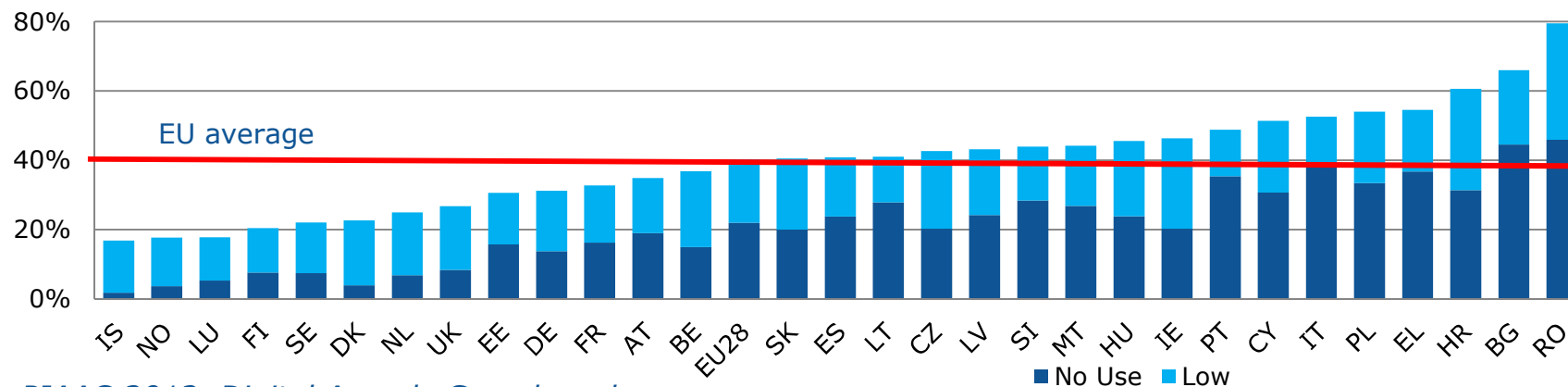
Low literacy skills



Low numeracy skills



Low digital skills



Source: PIAAC 2012, Digital Agenda Scoreboard 2015



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TRANSVERSAL SKILLS

Extent to which key competences are taken into account in Member States' education systems



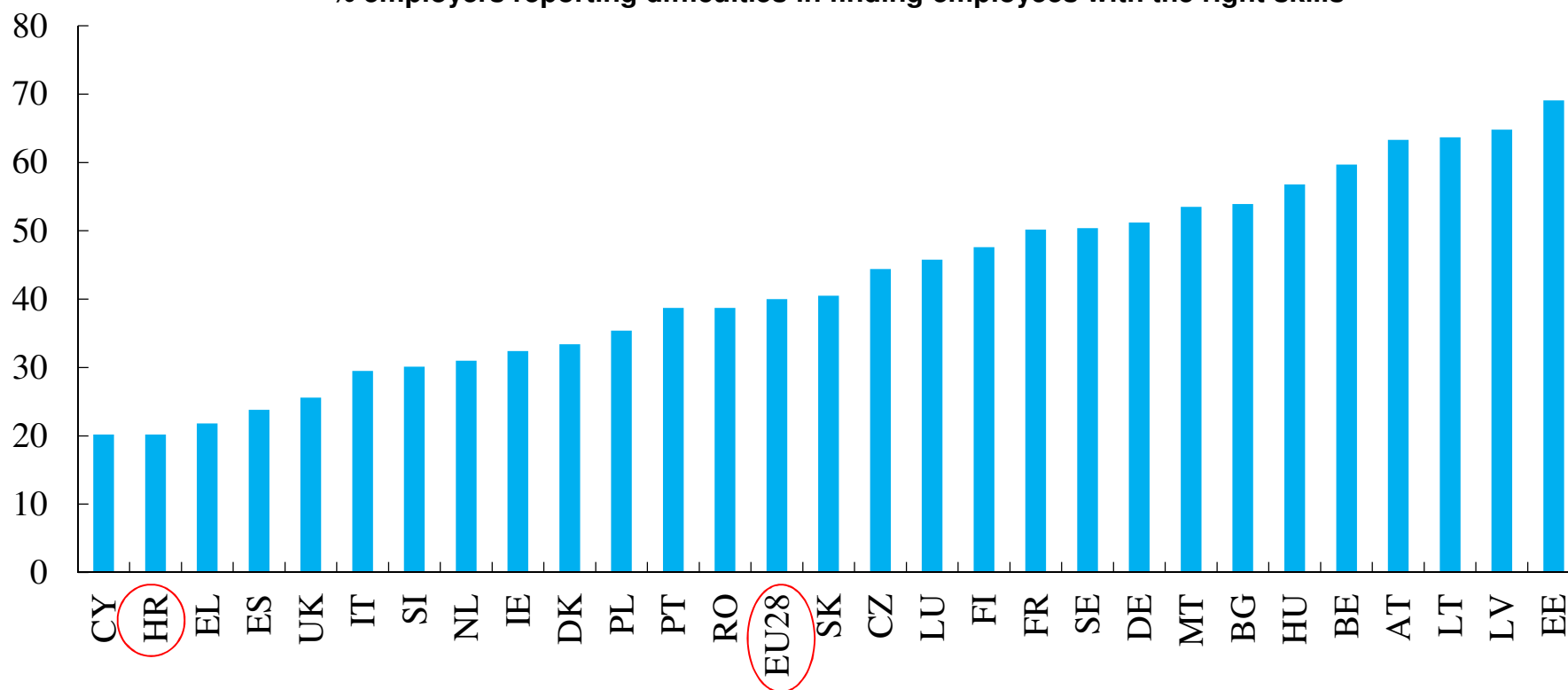
Source: Eurydice.

Country specific notes

Czech Republic: There is only an overarching strategy which includes general measures to support key competences.
Sweden: The large scale initiative for reading concerns only ISCED levels 1 and 2.

SKILLS MISMATCH

% employers reporting difficulties in finding employees with the right skills



Source: European Company Survey (2013)



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Academic environments are artificial environments....one of my own frustrations when I was in college and grad school is that you knew the professor was looking for a specific answer.

G.P.A.'s are worthless as a criteria for hiring, and test scores are worthless

We have teams where 14% percent of the of the people have never gone to college

Laszlo Bock – Senior VP for HR at Google



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A digital learning revolution



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The 2016 Deloitte
Millennial Survey
Winning over the next
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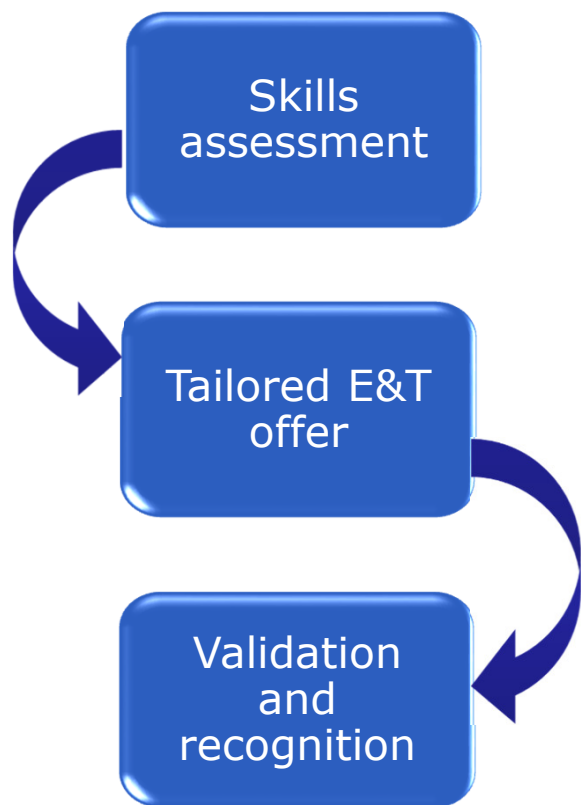


New Skills Agenda for Europe – June 7

- 1. Improving the quality and relevance of skills formation**
- 2. Making skills and qualifications more visible and comparable**
- 3. Improving skills intelligence and information for better career choices**



A Skills Guarantee



Cooperation and
Partnership



Outreach,
Guidance and
Support Measures



Monitoring and
Evaluation



European Key Competence Framework

8 Competences...

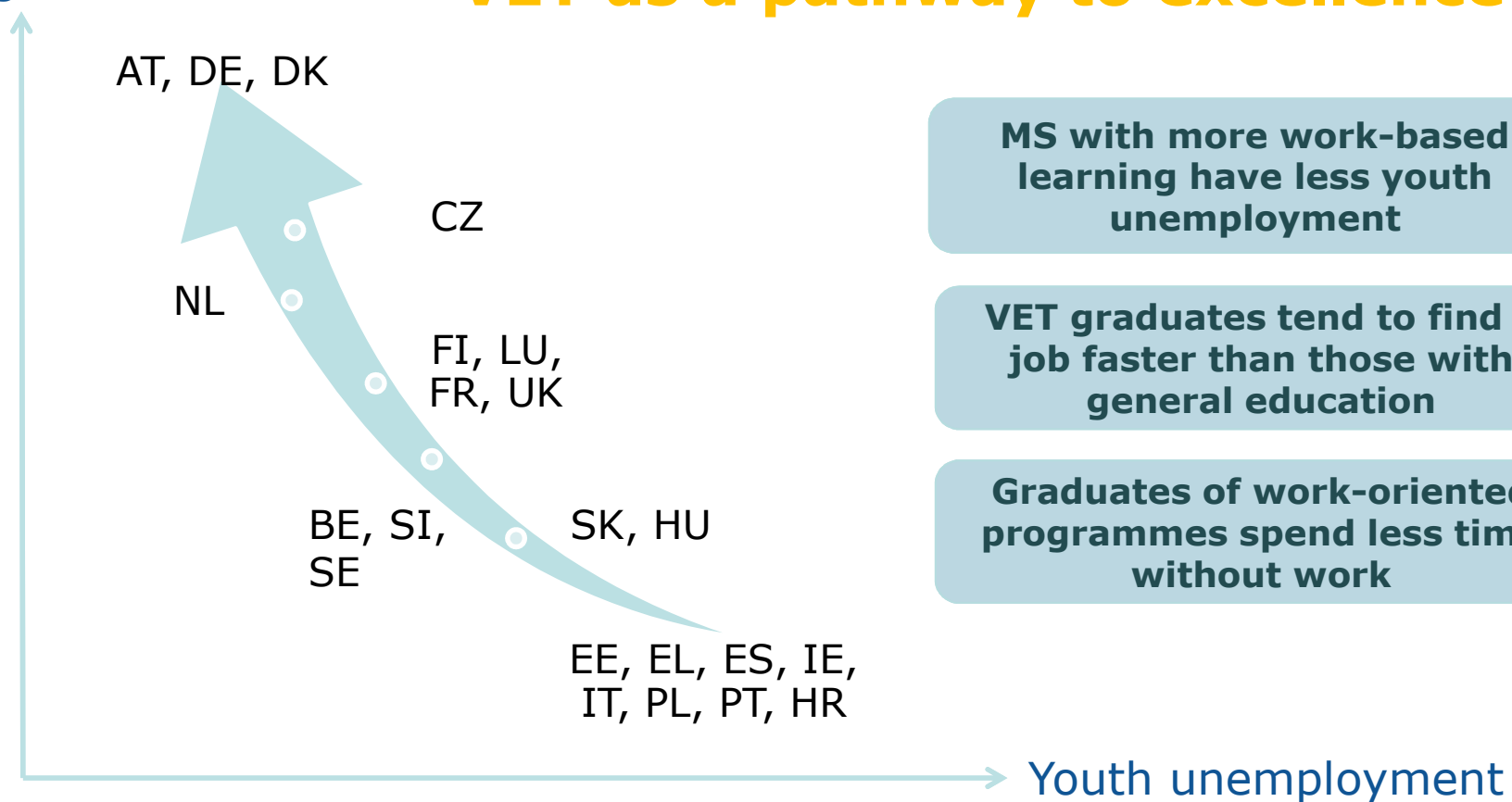
- Communication in Mother Tongue
- Communication in Foreign Language
- Mathematical and Science Competences
- Digital competences
- Learning to learn
- Social and civil competences
- Sense of initiative/entrepreneurship
- Cultural awareness/expression

... To be better implemented



Work-based
learning in VET

VET as a pathway to excellence





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European Qualifications Framework Revision

**Commitment to
regular update of
referencing of NQFs**



**Common
principles for
quality assurance
and credit systems**



**Encourage use
of EQF**



**Coordination with
Third Countries**



Sectoral Cooperation on Skills

**Selection
of sector**



**Set-up EU
platform**



**Set-up
national
platforms**



Graduate tracking





***Education is not learning facts but the
training of the mind to think***

A. Einstein

