

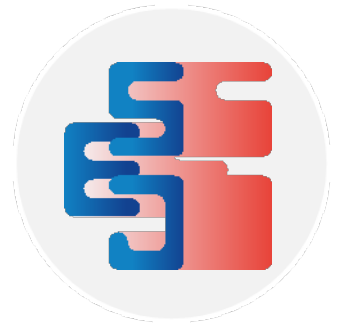
Investing in the skills of an AI-ready workforce

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24 June 2024



2nd European skills and jobs survey (ESJS2)



- Representative sample of EU+ adult workforce (46213 observations):
 - EU27 + Iceland and Norway
 - European Training Foundation (ETF) partner countries: Western Balkans plus Israel
- Rich information on:
 - Job-skill requirements
 - Digitalisation/digital work
 - (Digital) skills complexity
 - Work routinization
 - Skill mismatches
- Question about training participation to improve digital skills

[ASK IF the respondent participated in any of the following education or training activities to learn new job-related skills?]

Was at least one of these education or training activities done to further develop your computer/IT skills needed for your job?

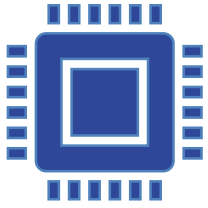


2014-2020 Digital decade budget for 'AI' target

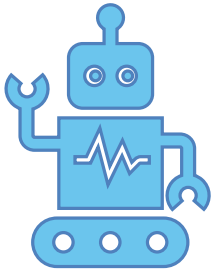


Note: DK, EE, IE, LU n.a.

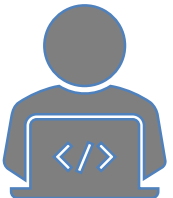
Premium AI skills versus volatile jobs?



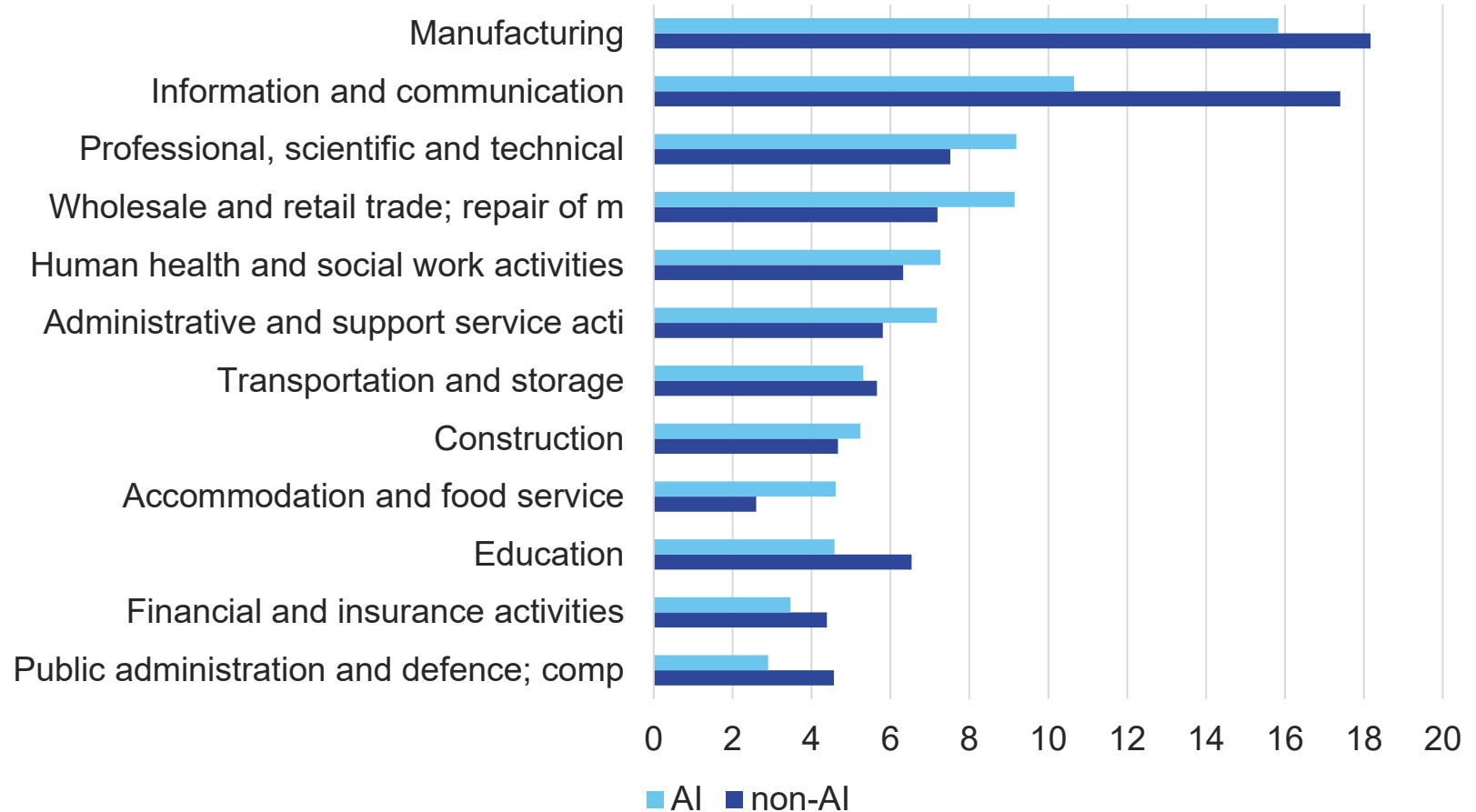
AI skills command a **small wage premium** relative to comparable tertiary graduates, but with **high volatility**.



AI programmers are employed in **more diverse industries** than programmers that don't do AI.



A significant share of AI programmers work in **unidentifiable/not yet identified sectors**.



Source: [Cedefop 2nd European skills and jobs survey](#) (2021)

2014-2020 Digital decade budget for 'basic digital skills' target and participation in digital training



European skills and jobs survey (ESJS)



Mapping EU level funding instruments to Digital Decade targets

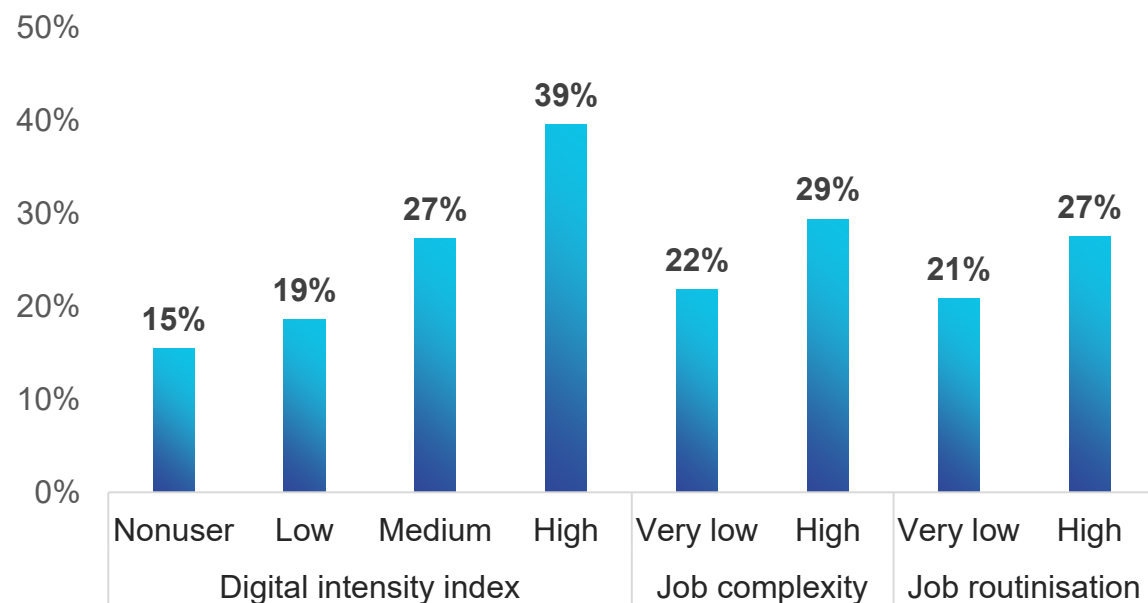
Note: DK, EE, IE, LU n.a.

Investment in digital skills training

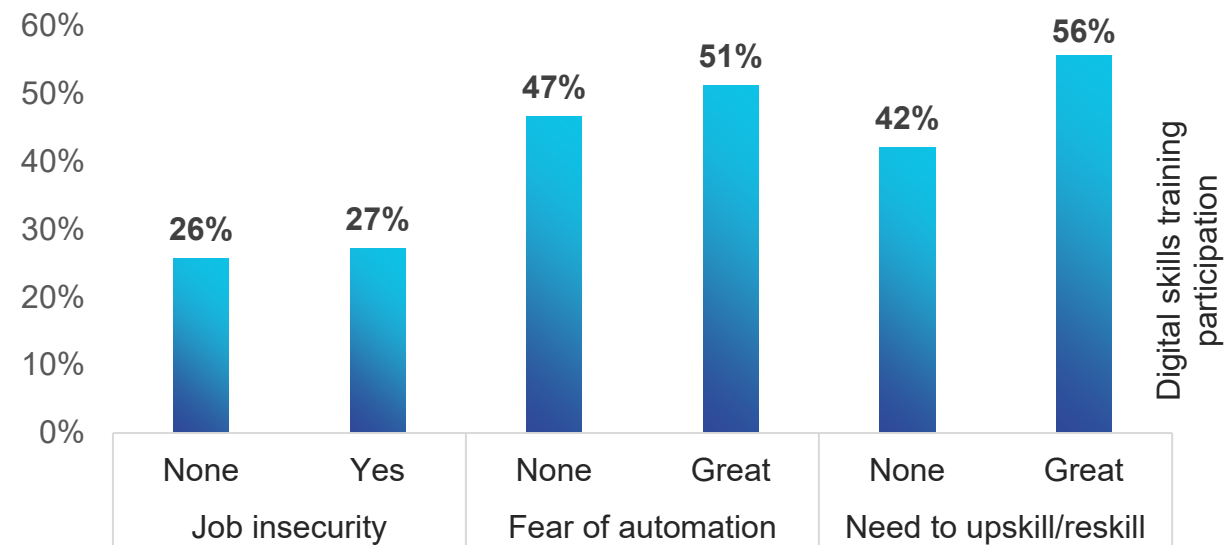
- **Job-skills requirements,** i.e. the level of skills demanded in individuals' jobs, are the strongest drivers of participation in digital skills training.
- **Individual attitudes and perceptions towards technology,** e.g. fear of automation, are also important drivers of digital skills training participation.
- **Design and implementation of education and training initiatives** should take both individual attitudes and specific job-skills requirements into account.

Investment in digital skills training

Digital skills training participation by job-skill complexity



Digital skills training participation by job insecurity and fear of automation



What drives workers' participation in digital skills training?
Evidence from Cedefop's second European skills and jobs survey

Source: [Cedefop 2nd European skills and jobs survey](#) (2021)

Thank you



For more information

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CEDEFOP

European Centre for the Development of Vocational Training

Annex:

current studies



Untangling labour shortages in Europe: unmet skill demand or bad jobs?
(Cedefop working paper)



What drives workers' participation in digital skills training?
Evidence from Cedefop's second European skills and jobs survey
(JRC-Cedefop policy brief)

Human-centred technological change? Complementarity between digital technology and human capital in European workplaces *(work in progress)*

Are artificial intelligence (AI) skills a reward or a gamble?
Profiling the AI workforce in Europe *(work in progress)*

Annex: ESJS2 online tool



29

countries
EU-27 plus
Norway and Iceland

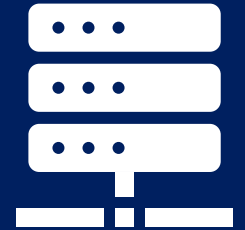


46 213

EU+
adult workers



**Representative
data**
of EU+
labour markets



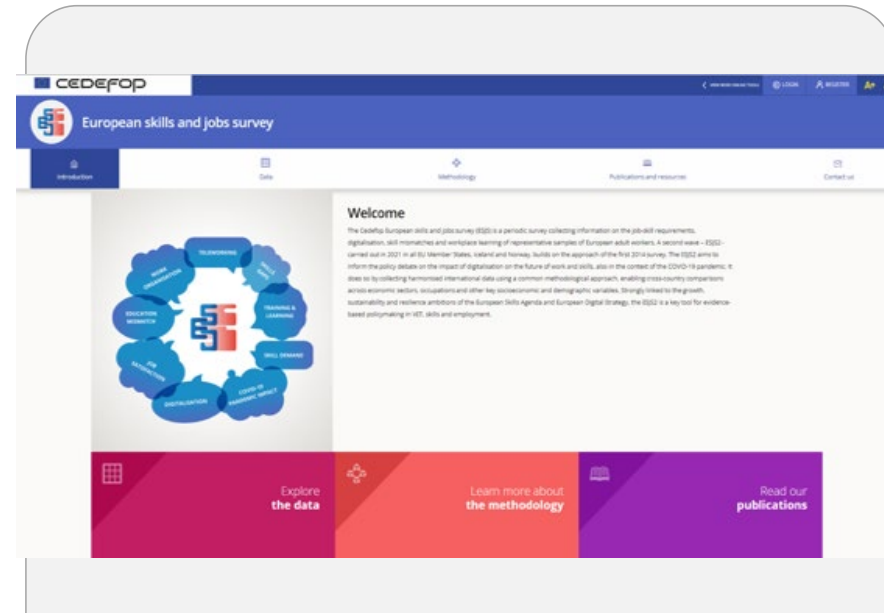
**More
than 80**
indicators

Annex:

ESJS2 online tool

COMPARATIVE EU+ INFORMATION ON

- Skill demands
- Work organisation
- Remote work
- Digitalisation and automation
- Skill gaps and mismatch
- Training and learning for work
- Covid-19 pandemic impact



European skills and jobs
survey (ESJS)