



1975-2015

Importance of VET in the Automotive sector

Reflections on the need to review and systematically renew VET qualifications

Jens Bjornavold

Brussels 26th of February 2016

Cedefop skills forecasts – key figures for the automotive sector

<http://skillspanorama.cedefop.europa.eu>

The overall picture

- The wider automotive sector employs around 10 million people in Europe, 5% of the total workforce (in addition to manufacturing, including sales, repair and maintenance)
- Close to 2,5 million are employed in manufacturing of vehicles
- While expecting a moderate growth in employment in the next decade (3,3%), a substantial need for replacement is expected in automotive manufacturing (888,000)

▼ Table 1 - EU-28 medium-term employment forecast 2013 to 2025

	Employment levels		% change	2013-2025		
	2013	2025	2013-2025	Change in total employment (jobs created/lost)	Replacement needs	Total number of job openings
Motor vehicles	2,242,000	2,314,000	3.2	72,000	816,000	888,000

Geographical differences

Large differences between countries as regards expected job-openings

- Romania expects a growth of 38% (+48,040)
- UK expects a growth of 25,8% (+33,050)
- Finland, Spain and Hungary expect growth.
- Germany expects a small growth (1,8%) but from a high overall level - 35,8% of all job openings expected to be in Germany
- Italy, France, Portugal expect decline

The demand for high, medium and low level qualifications

Of the total number of 888,000 job openings

- 461,000 jobs are expected to require high level qualifications
- 427,000 jobs are expected to require low and in particular medium level qualifications (mainly vocational education and training)
- A general decline in the number of assembly line jobs, partly due to the introduction of new production technologies and 'clean' vehicles

Changing skills profiles

Changing skills requirements linked (for example) to the design and manufacturing of clean vehicles

- Increased focus on high level qualifications, reflecting R&D requirements
- Demand for broader, transversal skills - also for jobs requiring medium level qualifications ('mechatronics')
- The demand for broader skills profiles apparent also in 'associated automotive occupations', notably in repair, maintenance and sale.

The need for review and renewal of qualifications

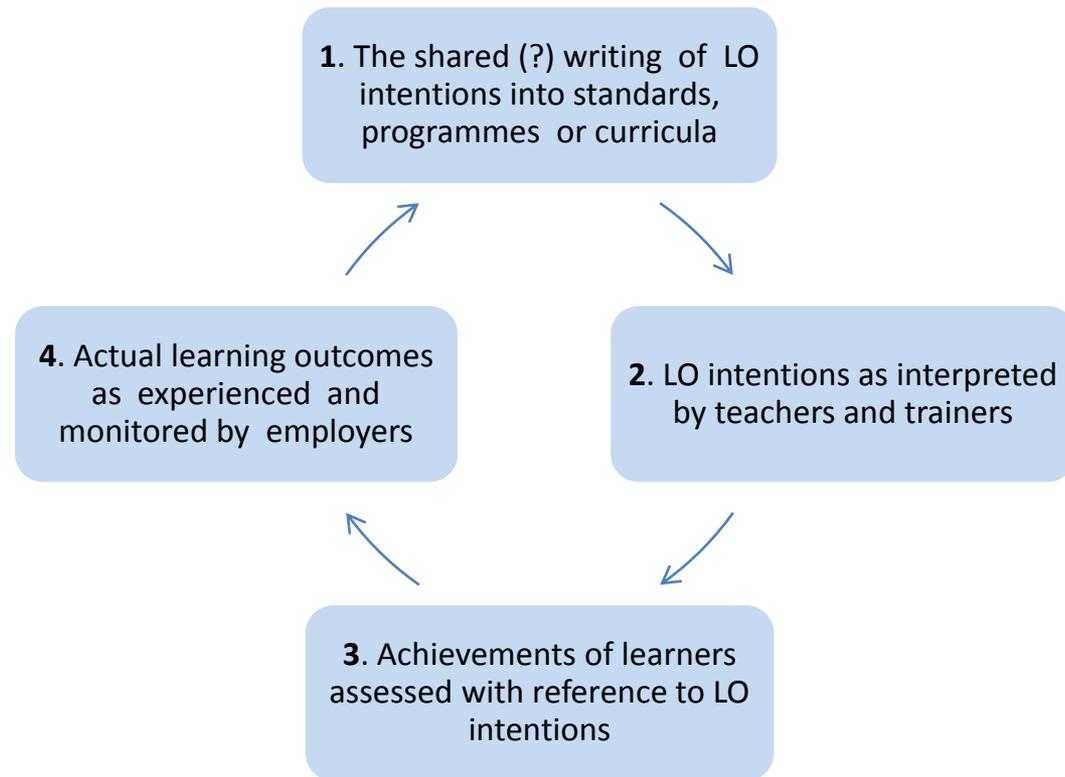
Comparing the profile and content of VET qualifications

- Cedefop has launched, together with UNESCO, a 'global' comparative study of VET qualifications – Europe, Asia, Australia/New Zealand , South Africa, pacific region....
- The key objective of the study is – through a focus on on learning outcomes/competences – the content/profile of qualifications - to understand the way vocational education and training qualifications are being defined, reviewed and renewed

Learning outcomes/competences and the dialogue education/training - labour market

- Qualifications are defined through learning outcomes – statements of what a candidate is expected to know, be able to do and understand
- If defined and described exclusively by the education and training system the relevance of these statements may be seriously reduced
- If not systematically and continuously reviewed and renewed, the relevance of these learning outcomes statements may be seriously affected
- If not systematically monitored, the transformation from intended learning outcomes to actual skills and competences can not be assured

Learning outcomes – opening up to the definition, review and renewal of qualifications



Traditional qualifications in a changing world

Many national qualifications build on long traditions. These qualifications are not isolated or protected from the changing requirements imposed by technological and market developments. Frequently found in the construction sector and parts of manufacturing, these qualifications provide good cases for international comparison insights into the way qualifications are reviewed and renewed.

Bricklayer/Masonry
Plumber (cooling and heating)

Qualifications for the service sector

Due to its size and importance, the service sector plays a key role in modern societies and economies. The way qualifications are used to support services are thus of critical importance and need to be reflected in the choice of qualifications for the study.

Sales assistant

Hotel assistant/receptionist

Dental assistant

Health care assistant

Qualifications exposed to globalisation

National qualifications are increasingly, due to the developments of technologies and markets, exposed to requirements set outside the specific national context where they are delivered. This global exposure has a direct impact on the profile and orientation of these qualifications, resulting in marked uniformity of requirements across countries.

Logistics technician
Machine Operator (Automation/CNC)
ICT service technician

Qualifications exposed to the requirements of sustainable development

Qualifications are increasingly seen as a key to addressing environmental challenges, notably by addressing the challenge of sustainable development. While the 'greening of the economy' in some cases will require the development of new qualifications, for example linked to solar, wind and wave energy, a wide range of existing qualifications are (potentially) heavily exposed to these developments.

Farm management (Agriculture)
Waste management/recycling