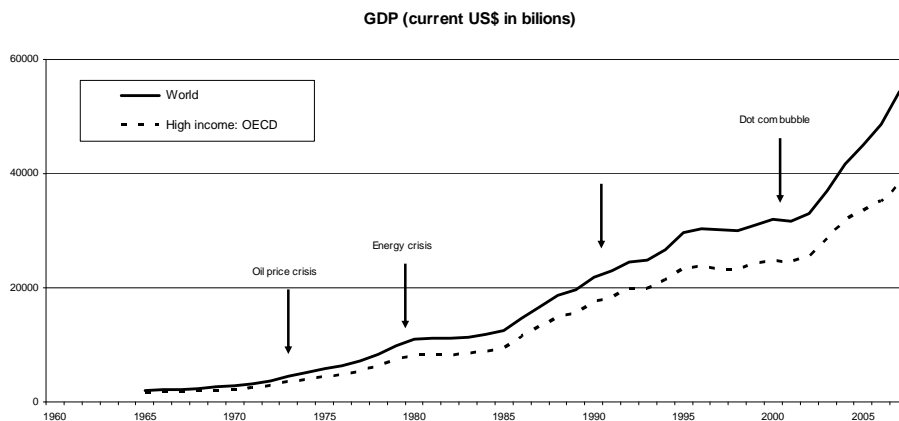


Challenges for Employment up to 2020

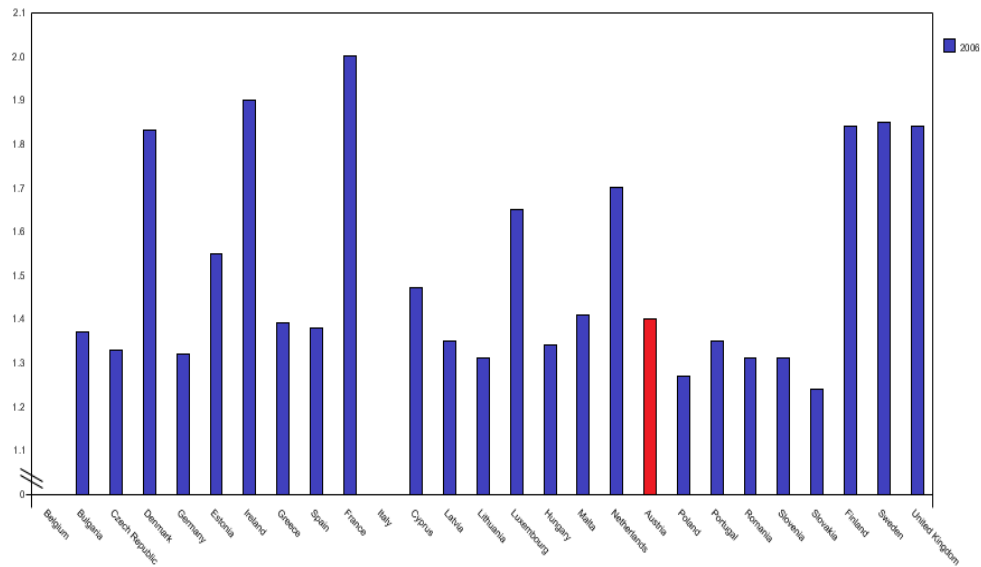
David Coyne

Director, European Social Fund

World Growth Rates

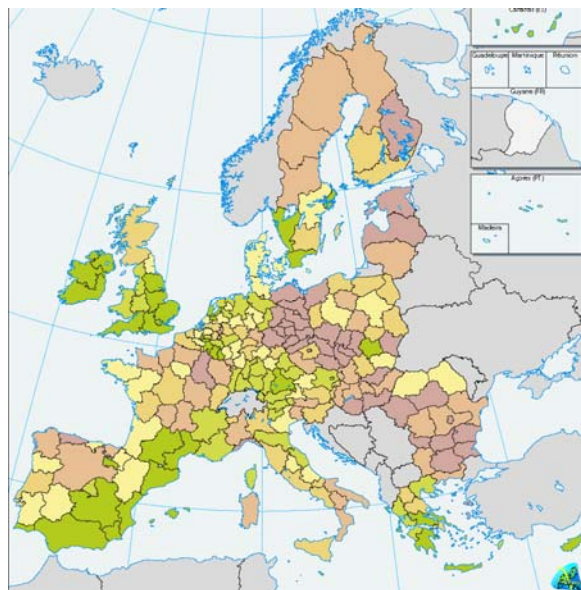


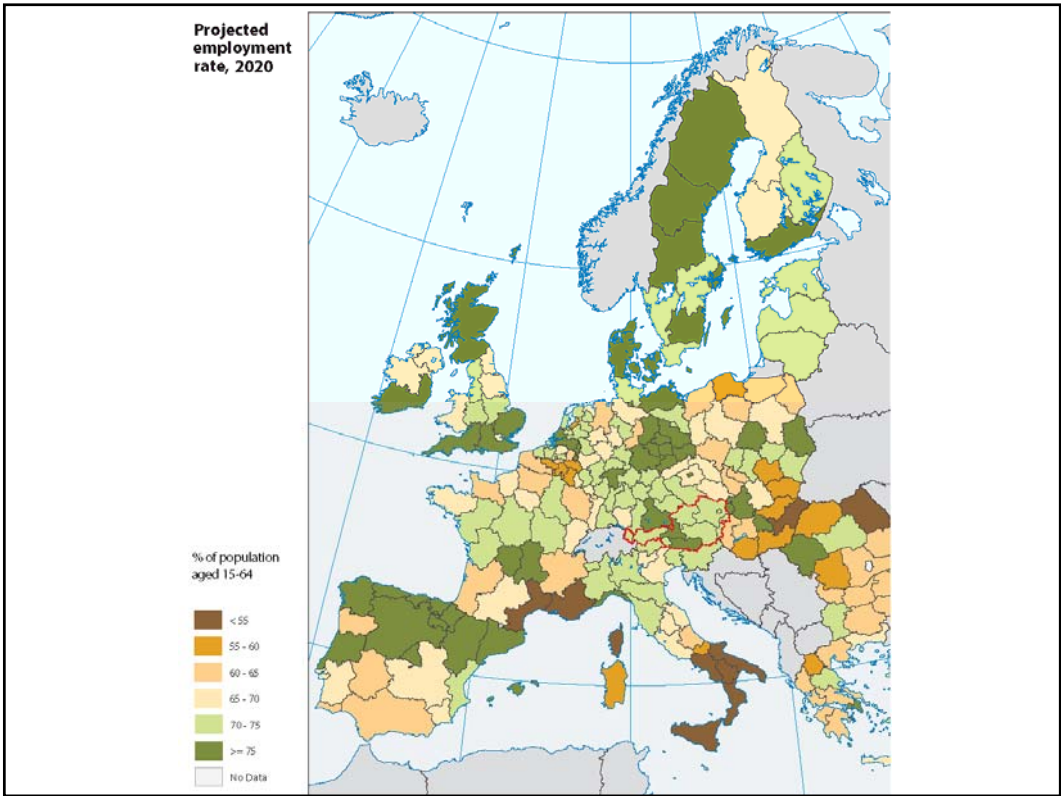
Fertility Rates: Europe



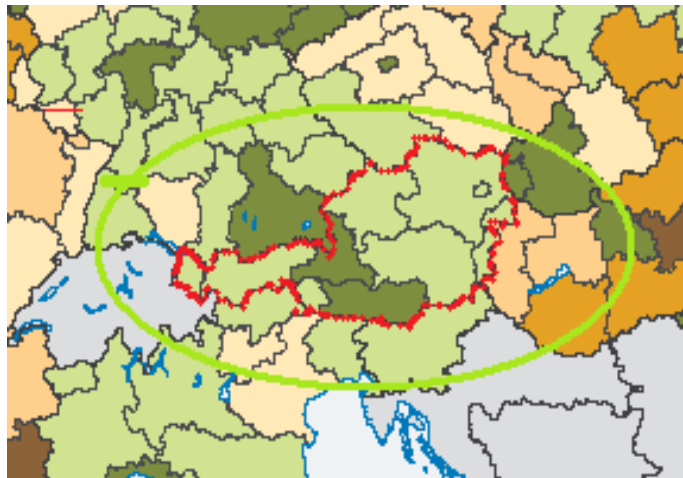
Change in working age population, 2020

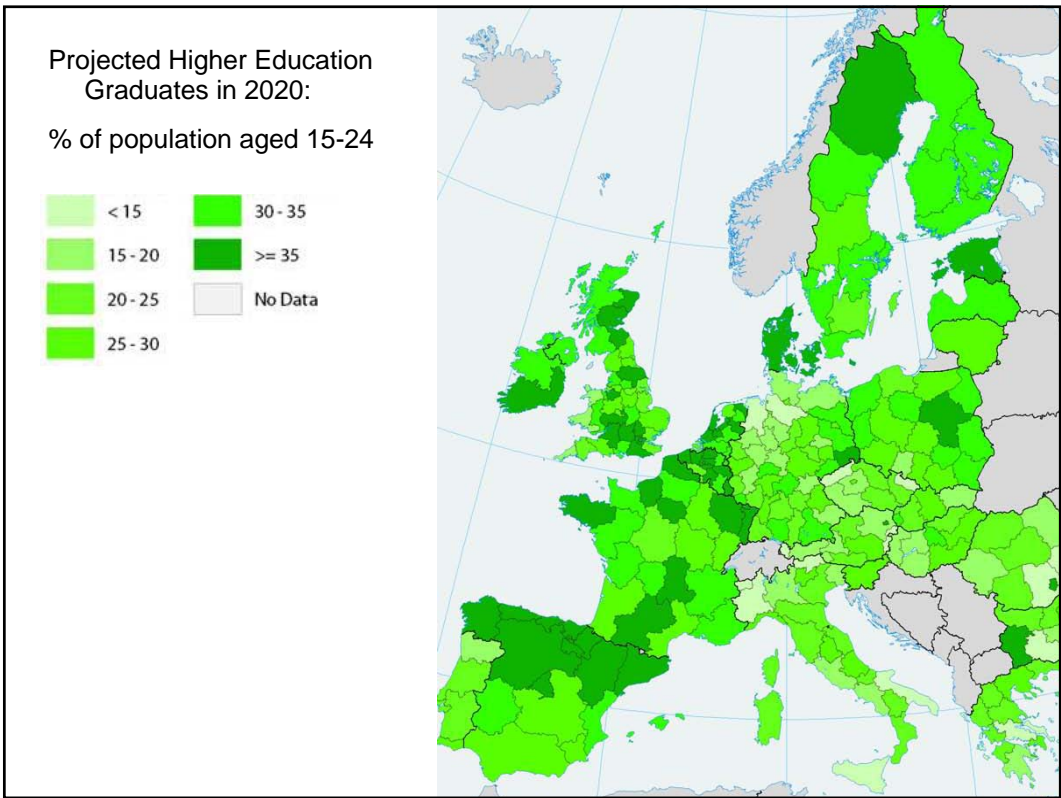
- decrease of working age population > 10% in many regions of new MS, DE, FR
- declines up to 30% in some of them



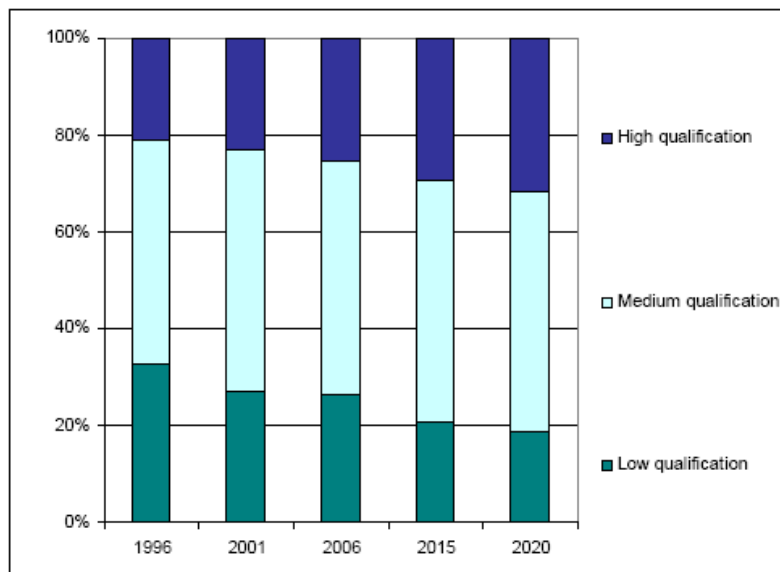


Projected Employment Rate, Austria, 2020

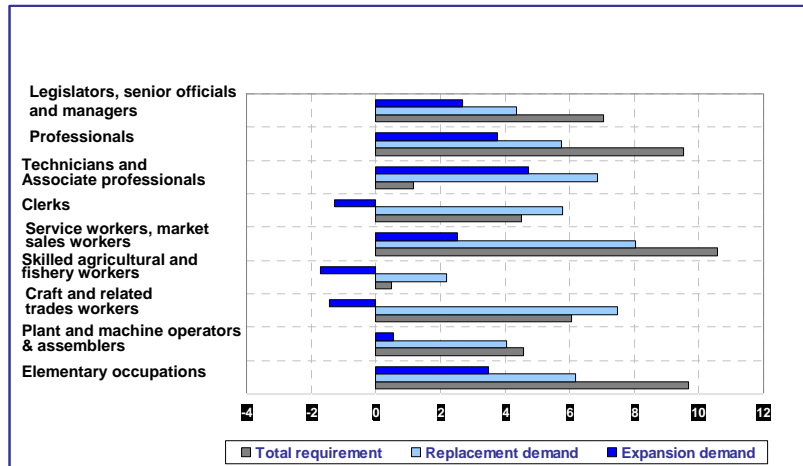




CEDEFOP Forecast of skills needs 1996 - 2020



Demand by Occupation, broad groups (change in millions) 2006-20, EU, Norway, Switzerland



Bureau of Labor Statistics 2006 – 2016 Projection

Table 5. Employment and total job openings, by education and training category, 2006 and projected 2016
[Numbers in thousands]

Most significant source of education and training	Employment				Change, 2006-16		Total job openings due to growth and net replacement needs, 2006-16 ¹		May 2006 median annual wages ²
	Number		Percent distribution		Number	Percent	Number	Percent distribution	
	2006	2016	2006	2016					
Total, all occupations.....	150,620	166,220	100.0	100.0	15,600	10.4	50,732	100.0	\$30,400
First professional degree.....	1,970	2,247	1.3	1.4	277	14.0	638	1.3	112,070
Doctoral degree.....	2,025	2,462	1.3	1.5	437	21.6	793	1.6	57,640
Master's degree.....	2,167	2,575	1.4	1.5	409	18.9	819	1.6	51,380
Bachelor's or higher degree, plus work experience.....	6,524	7,117	4.3	4.3	592	9.1	2,008	4.0	81,280
Bachelor's degree.....	18,585	21,659	12.3	13.0	3,074	16.5	6,706	13.2	53,550
Associate degree.....	5,812	6,899	3.9	4.2	1,087	18.7	2,240	4.4	50,240
Postsecondary vocational award.....	7,901	8,973	5.2	5.4	1,072	13.6	2,481	4.9	29,520
Work experience in a related occupation.....	14,579	15,889	9.7	9.6	1,310	9.0	4,126	8.1	43,480
Long-term on-the-job training.....	11,489	12,200	7.6	7.3	711	6.2	3,272	6.5	37,360
Moderate-term on-the-job training.....	27,230	29,248	18.1	17.6	2,018	7.4	7,516	14.8	29,100
Short-term on-the-job training.....	52,339	56,951	34.7	34.3	4,613	8.8	20,123	39.7	19,620

¹ Total job openings represent the sum of employment increases and net replacements. If employment change is negative, job openings due to growth are zero and total job openings equal net replacements.
² For wage and salary workers, from the Occupational Employment Statistics survey.

Some Conclusions

- **Migrants:**
 - make the education and training system work for them, or they won't be able to work for Austria
- **New jobs need new skills**
 - Make sure the education and training system can deliver for them
 - Think about what happens to qualifications as the general level rises
- **Keep on investing in people**

What happened in 1959?

- Fidel Castro took over in Cuba
- Walt Disney released « Sleeping Beauty »
- Alaska became the 49th US state
- Russian President Nikita Khrushchev visited the US and was banned from visiting Disneyland
- The film « Ben-Hur » premiered in New York
- Pope John XXIII announced that he was calling the Ecumenical Council known as « Vatican II »

Some Conclusions

- Migrants:
 - make the education and training system work for them, or they won't be able to work for Austria
- New jobs need new skills
 - Make sure the education and training system can deliver for them
 - Think about what happens to qualifications as the general level rises
- Keep on investing in people
 - Use the ESF to help !!!

