Continuous learning in a transitional labourmarket

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VOLATILITY
UNCERTAINTY
COMPLEXITY
AMBIGUITY
INTERNET OF THINGS
ARTIFICIAL INTELLIGENCE
ROBOTISERING

Radicale transformatie van hoe we produceren, consumeren, communiceren, werken en leven

Creëert opportuniteiten … en uitdagingen
SHARING ECONOMY

KNOWLEDGE

SHARE

SHARE

SHARE

SHARE

SHARE

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SHARE
Industry 4.0 –
Industrial Revolution

WORK 1.0: mechanization of work

WORK 2.0: taylorism - electrical energy

WORK 3.0: globalisation - robotics and IT to automate productions

WORK 4.0: under construction
interconnected, flexible, digital

FLEMISH LABOURMARKET ON FIRE
Labour market on fire

RISING # VACANCIES
Aging population

Projection of number of replacement vacancies
Young / Old Ratio

81

100
A growing mismatch

Towards a knowledge economy
Digitalisation
Automation
Decreasing chances for the unskilled

⇒ Labour market polarisation
Mismatch on the labourmarket

Source: European Commission - Assessment European Semester
Labour Market Mismatch

Bottleneck occupations

- Construction workers
- Industrial occupations
- Nursing Staff
- IT
- Truck drivers, shipping agents
- Cleaning Staff
- Accountants
- Call center operator
Participation in training of employees (25-64 jaar) (Vlaams Gewest, 2011)
Paradigm shifts on # levels

- Policy
- Organisation
- Individual
Op macroniveau van de arbeidsmarkt

Zorg/vrije tijd
Combinatie arbeid-gezin

Onderwijs/vorming
LLL investeren in human capital

Werk
Optimale inzet/competentie management

Pensioen/uittrede
Aangepast langer weken

Werkloosheid
Employability

Changing labour market
Changing labourmarket ...changing roles

Changing Role of Public Employment Services

- Labour Market Conductor
- Career Guidance Agency
- Competences as common language
- Life long learning
From **mirror** – recruitment ...

... to **window** - recruitment
Van Employability ... naar *Enjoyability* of work

- LLL: Life-Long Learning
- Innovative work-organization
- Jobcrafting
- ‘Workability’ of work
Life long learning ...

Whenever

Where-ever

However
Investing in 21\textsuperscript{ste} century skills ...

Increasing importance of \textit{Generic skills} across all industries.
“Teach me a profession and I have a job. Teach me the competences of the future and I have a career”
Any Questions?