



# AI, VET and the EU skilling challenge

First insights from Cedefop's ESJS2, AI skills survey & foresight study

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Bridges 5.0 webinar  
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# Cedefop focus: Artificial Intelligence

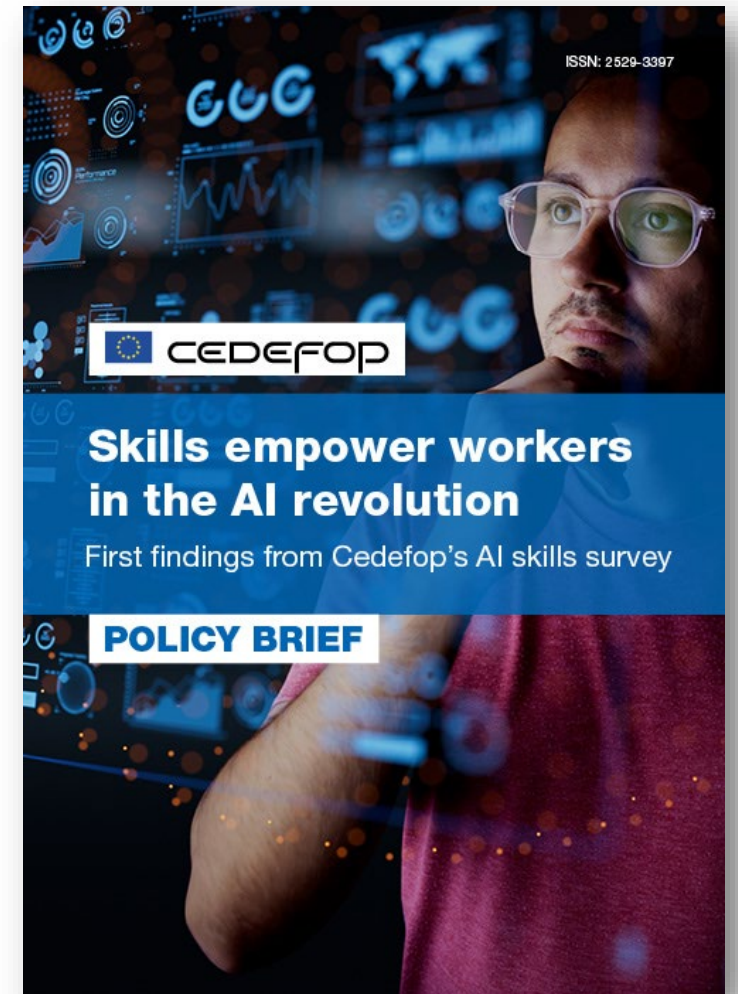
## Cedefop AI skills survey

Representative survey of 5342  
adult workers in 11 EU countries in 2024



### Measurement of

- AI use at work
- AI competency/skill gaps
- Automatability of jobs
- Organisational support
- AI outcomes



<https://www.cedefop.europa.eu/et/publications/9201>

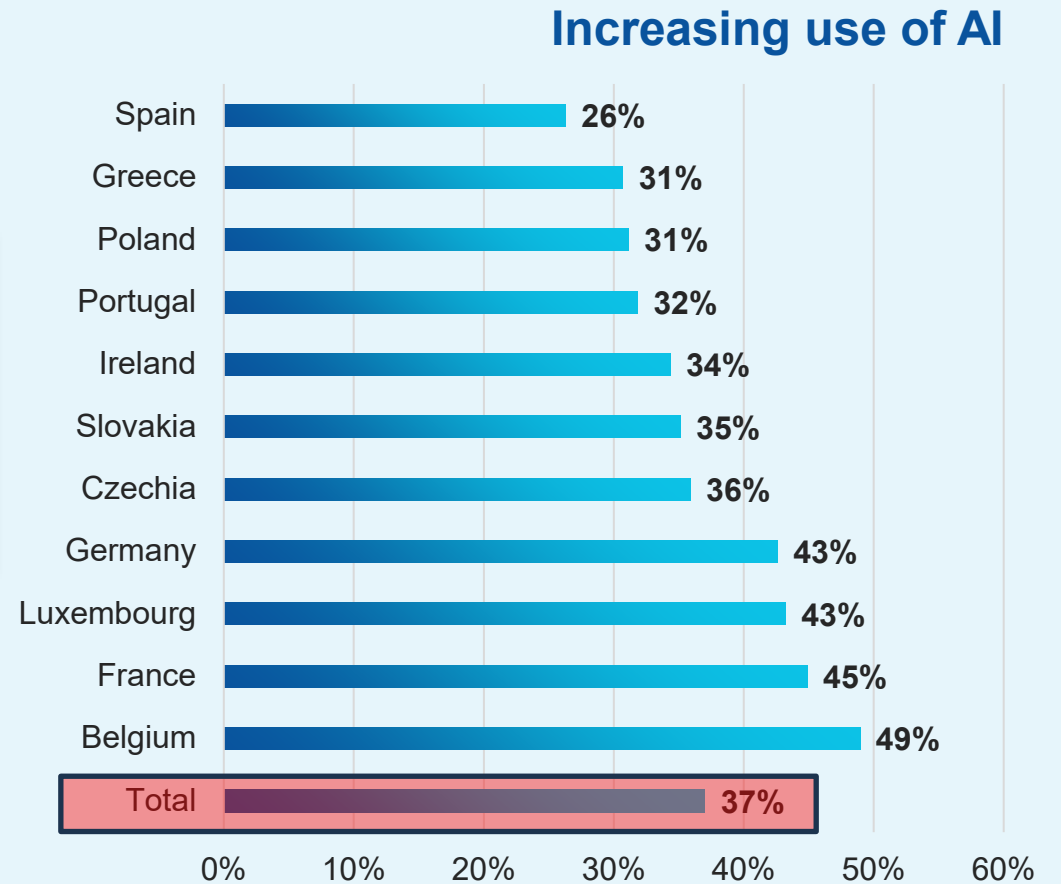
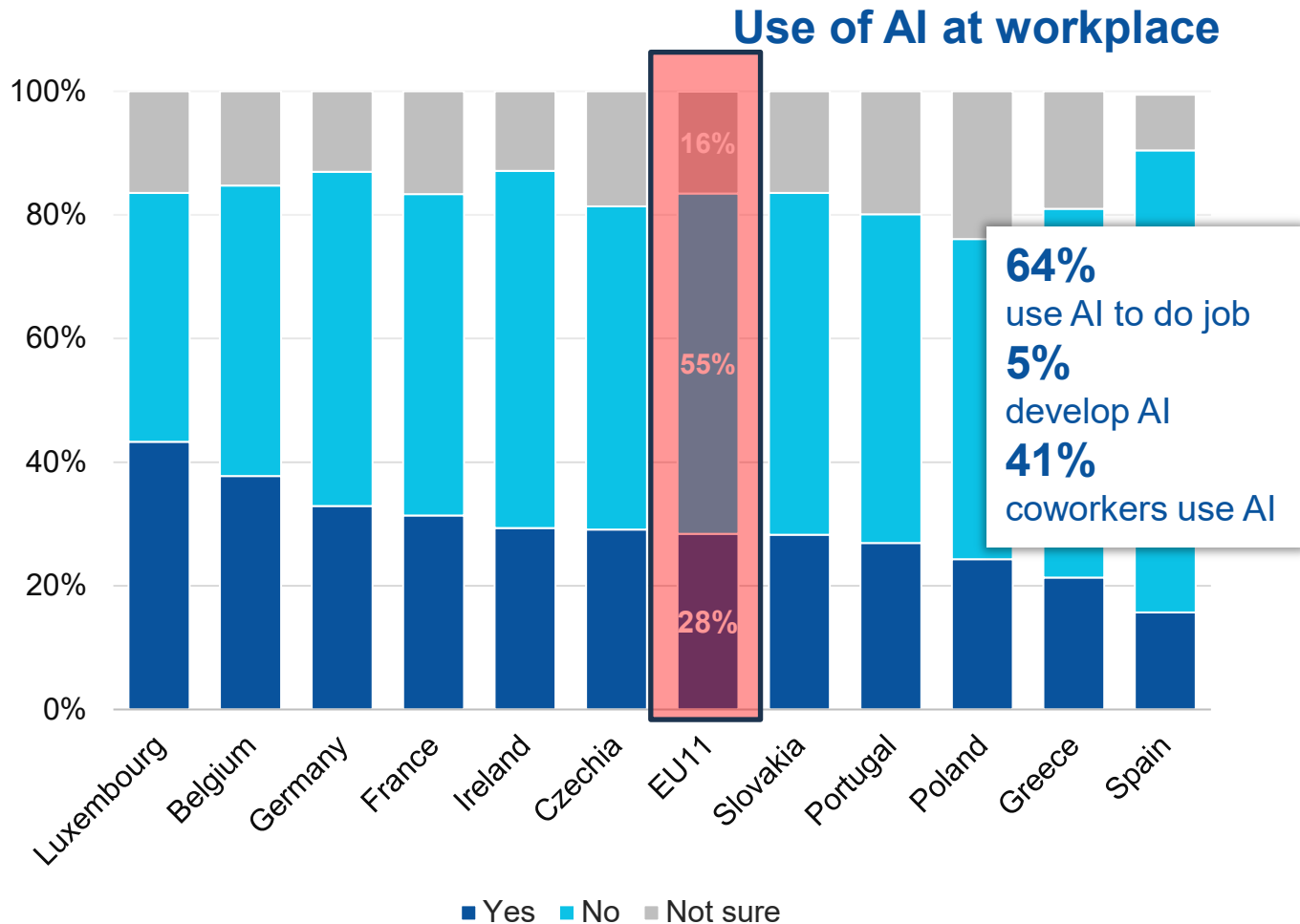
# Algorithmic work powered by AI

**About one in seven adult workers usually work with digital tools or apps that can automatically do some tasks, using algorithms.**

*Source: Cedefop AI skills survey (2024)*

# AI in EU workplaces

## Another great divergence?



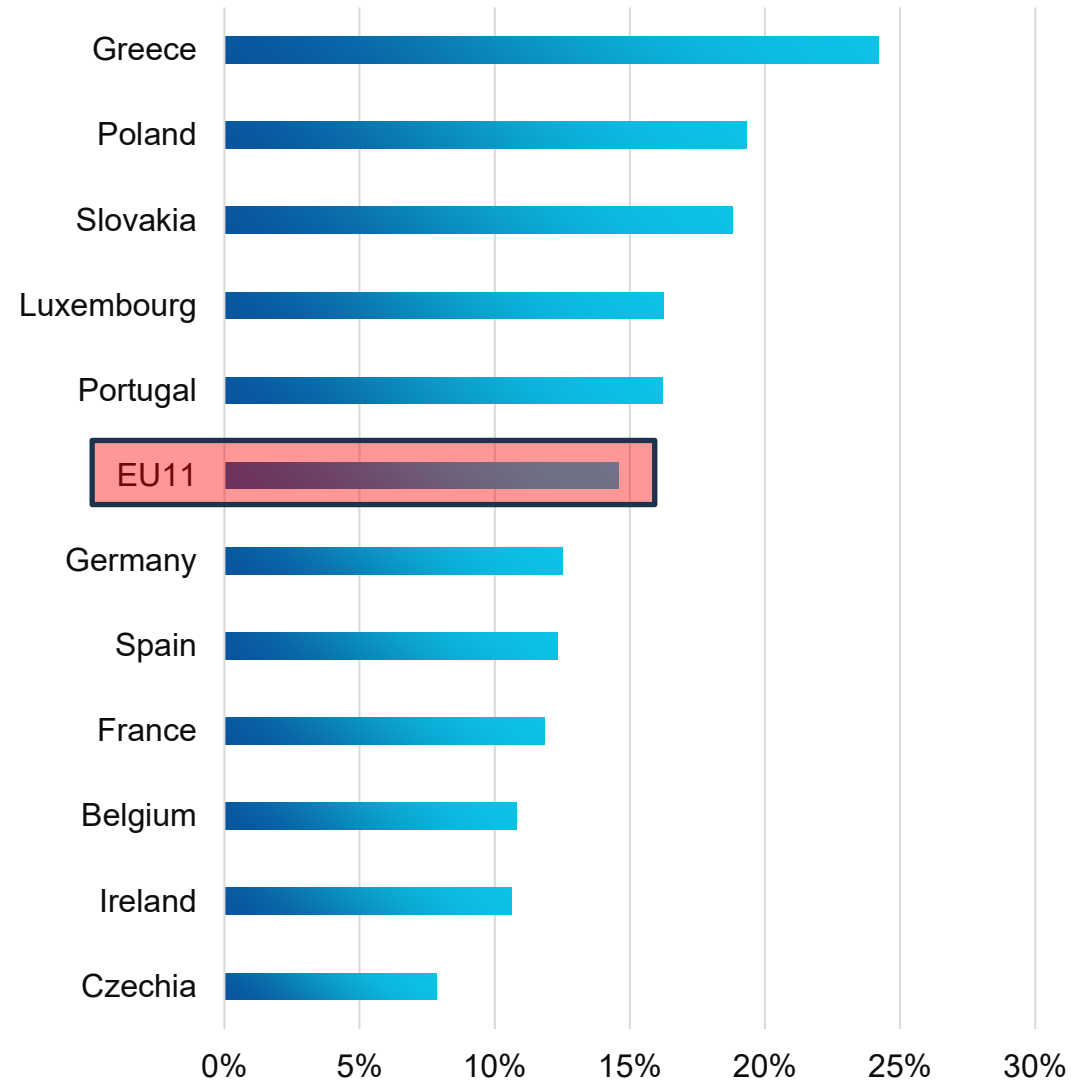
# Automation or job redesign?

## Job automation

highest in routine,  
precarious,  
middle-skilled jobs  
using machines



## Fear of job loss due to AI (% all)



Source: Cedefop AI skills survey (2024)

# Automation or job redesign?

## AI and task automation

**30%**

do not do some  
tasks any more

**41%**

now do some new  
or different tasks

**67%**

do some tasks  
faster than before

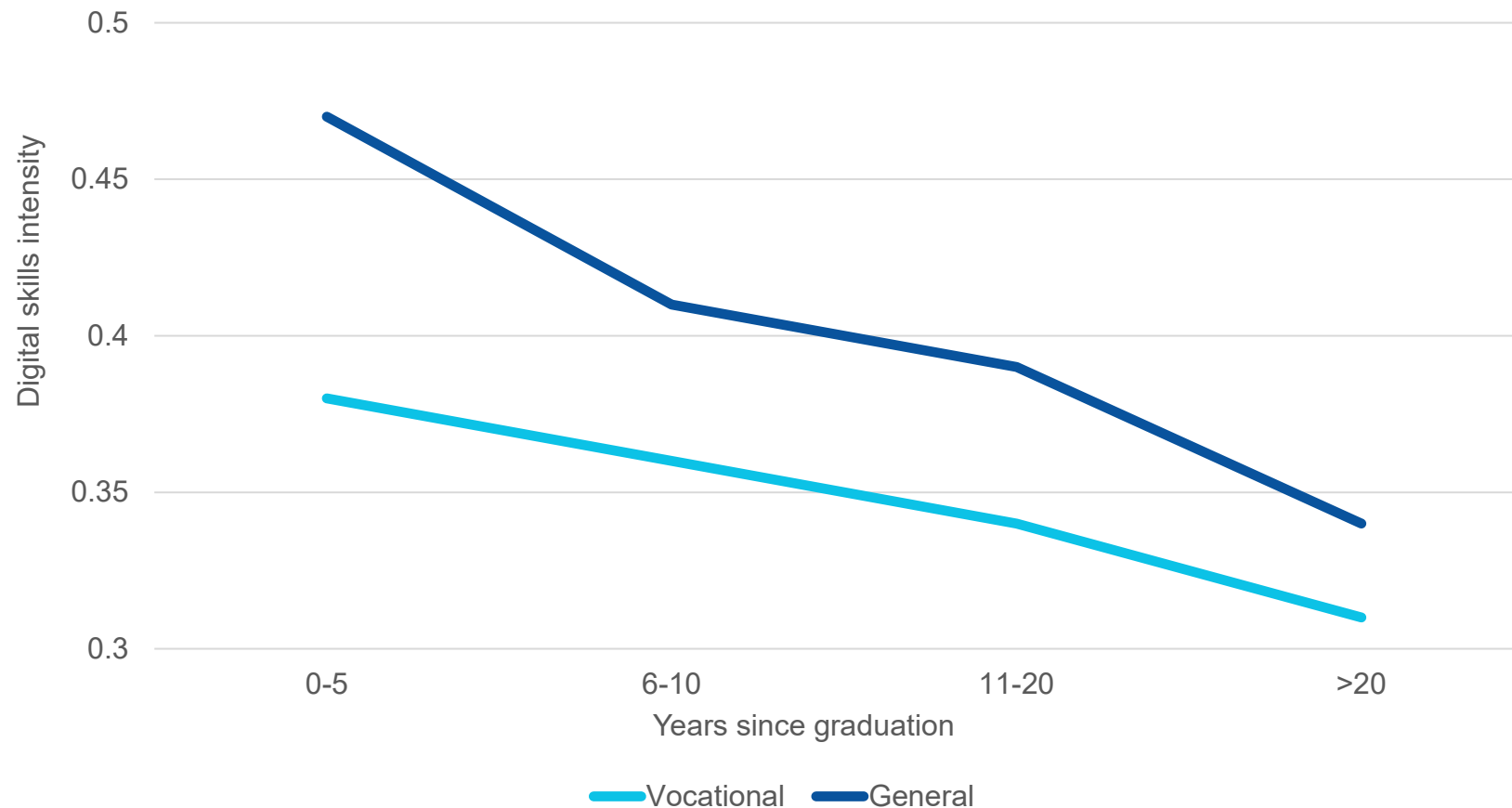
**17%**

have less control  
over job tasks



# VET graduates: (better matched but) in less digital jobs

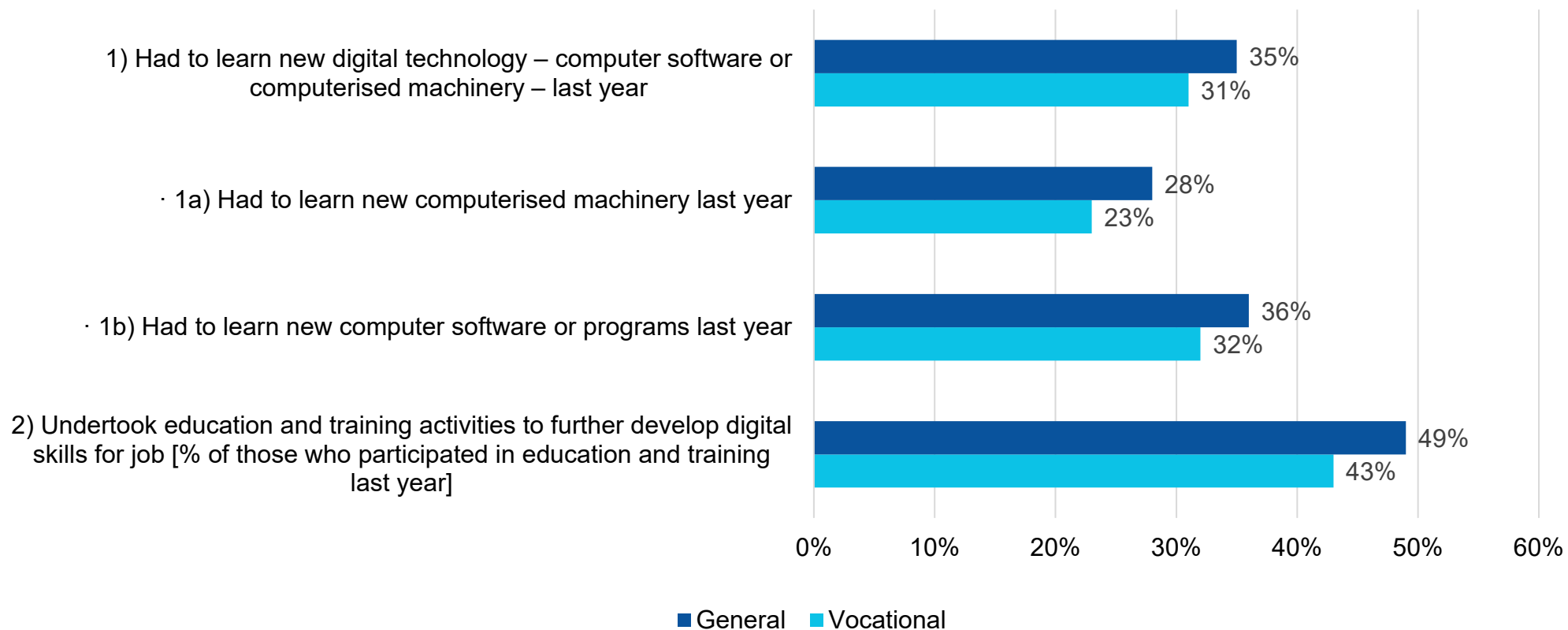
## Digital skills intensity of jobs by programme orientation & years of graduation



Source: Cedefop [ESJS2](#), [VET needs to go digital \(2025\)](#)

# Low skill needs compromise digital upskilling

## Digital upskilling by programme orientation



Source: Cedefop [ESJS2](#), [VET needs to go digital \(2025\)](#)

# AI upskilling

## Bridging the AI skill gap



**61%**

will need new knowledge and skills to deal with AI impact on their work



**44%**

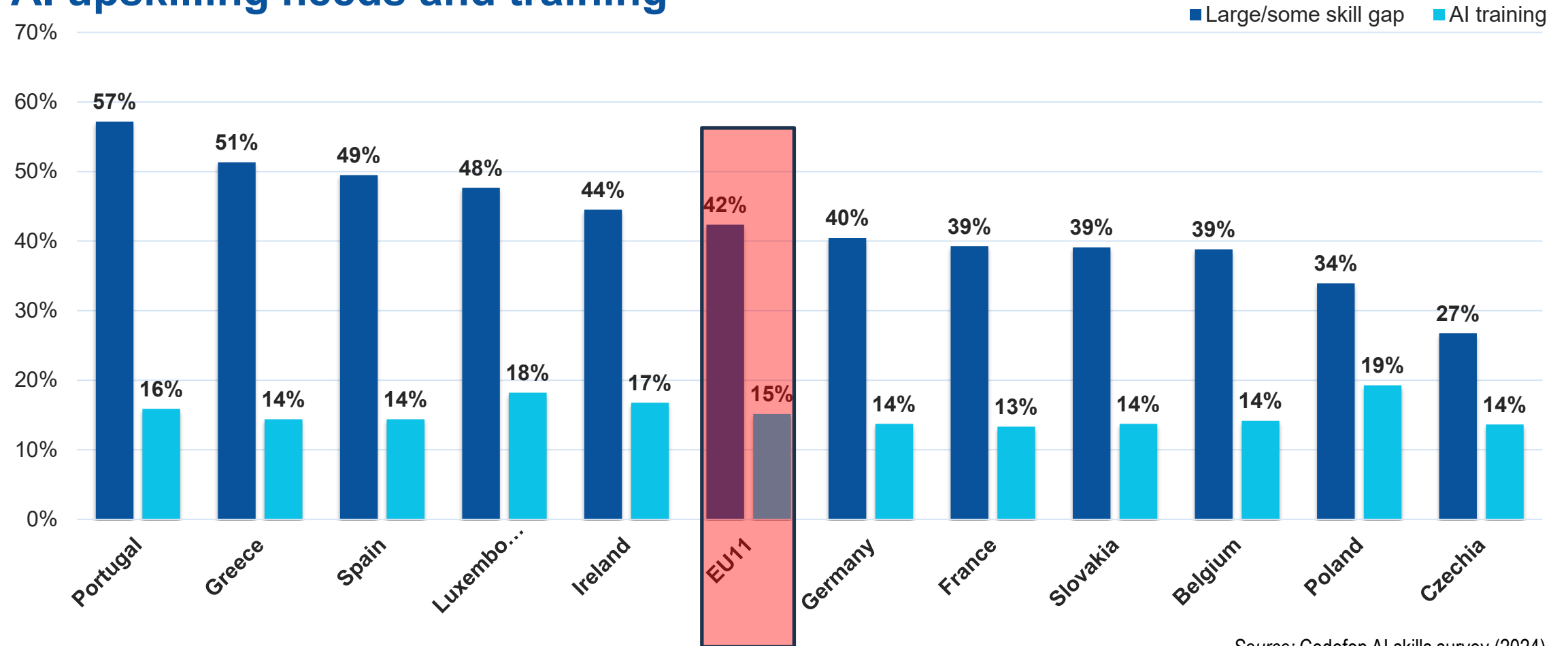
unlikely their company or organisation will provide training to workers to deal with AI



# AI upskilling

## Bridging the AI skill gap

### AI upskilling needs and training

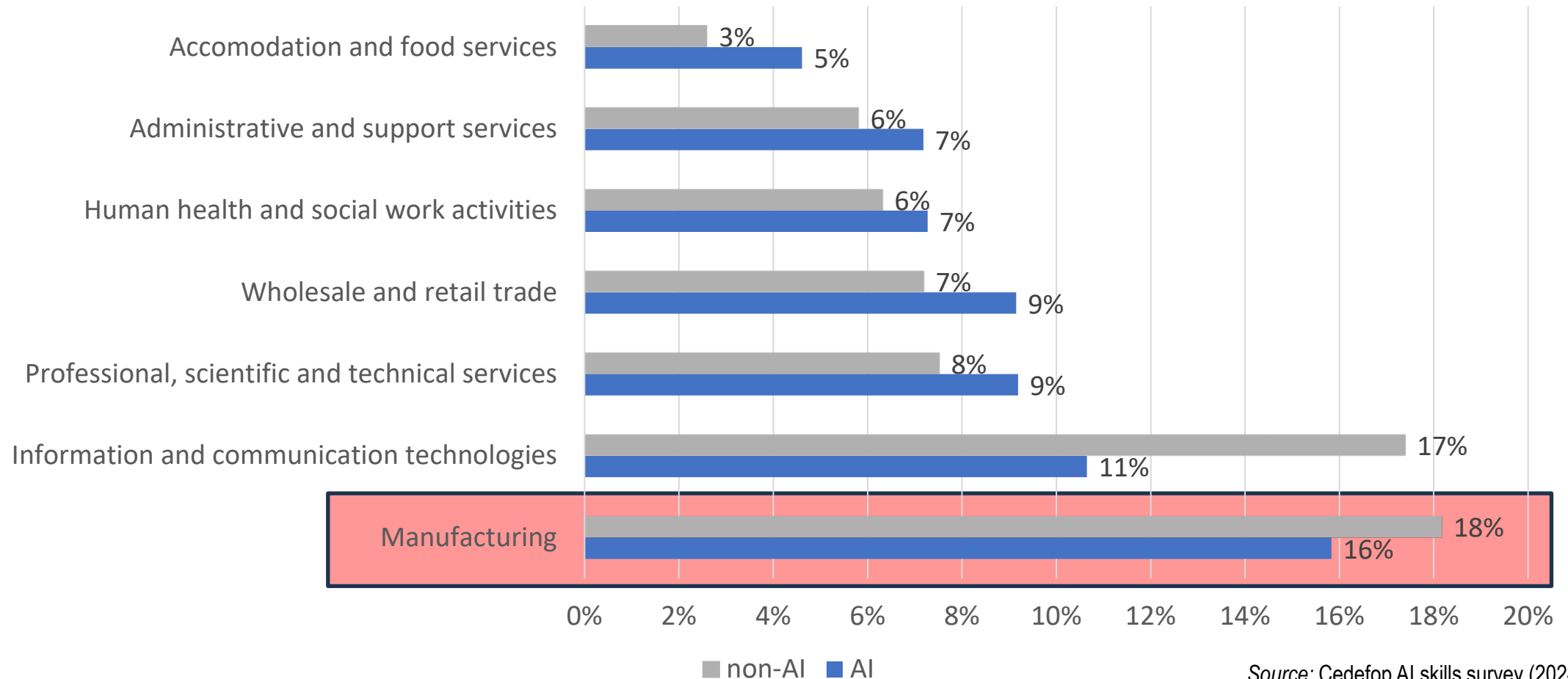


Source: Cedefop AI skills survey (2024)

# AI upskilling

## Bridging the AI skill gap

### AI and non-AI programmer workforce by sector (% of workforce)



Source: Cedefop AI skills survey (2024)

# Powering the AI transition

## Informing VET policies

### AI transition = skills transition

Target AI use and upskilling  
to older, female workers in  
SMEs

### Improving AI competencies

- Major driver of AI take-up/training
- AI use is skills-based



# Next steps: AI in EU Workplaces

## Purpose of the study

- Conduct three medium-term foresight exercises
- Collect relevant qualitative data

## Main aims

- Explore factors affecting AI adoption & diffusion
- Identify effect for future skill gaps & workers' needs

## Time frame

- 2024-2026



# Sectors of the foresight study

## Automotive

- AI in autonomous driving & production optimisation
- Challenges: global competition & supply chains



## Geriatric nursing

- Aging population & labor shortages; human contact
- Potential of advanced humanoid robots



## Creative industries

- Leveraging AI to enhance creative processes
- Balancing AI innovation with traditional expertise



# First results for the automotive sector

## AI adoption and regulation

- AI complements human labour, needing human oversight
- Slow AI adoption hinders innovation compared to the USA / China
- Balance between regulation and innovation

## Education and Industry Challenges

- Education systems fall short for skilled workers; public-private approach needed
- Cost factors and geopolitical shifts impact industry more than AI adoption



# Thank you

For more information

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