



Newsletter

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“I was impressed how quickly primary schools in Spain responded to the new demands of online teaching.”

Future-proof Your Career – the project at a glance

The current COVID-19 pandemic is pushing organisations across all industries to experiment with different ways of working and accelerate ongoing processes of digitisation. Forced to operate with as few employees physically present as possible, automation is being even more quickly adopted, as are new digital technologies.

The acceleration of these already ongoing labour trends means a growing and significant need for massive up-skilling and retraining. With work processes changing, so have capabilities and expectations of employees to adjust to this scenario quickly. As such, the ability to learn and adapt is becoming the most important job skill of all.

Future-proof Your Career aims to design, develop and implement a Future of Work Framework, focused on the identification, through a guidance process, of transversal skills which can be used to future-proof the careers of disadvantaged job seekers and enable sustainable future employment.

This forward thinking career guidance will provide a way of working for practitioners which facilitates quality future focused career plans for job seekers already marginalised in the labour market, so as to ensure their inclusion in a technological and digitalised world of work. It will support job seekers in understanding and gaining awareness of key competencies which are essential employability skills for a future labour market. These key competences underpin the ability to adapt and change to the demands of a technological workplace and are important in up-skilling in initial and continuous vocational, educational and training.

PROJECT PARTNERS

The core partnership of the project consists of **seven partners from six countries**: Ireland, Germany, Spain, Austria, Romania and Italy. All partners bring extensive expertise in a wide array of fields, offering different yet complimentary approaches to career guidance.

The organisations include community based employment support services and national VET organisations focusing on lifelong learning, a support service for people with acquired brain injury, a learning/skills/entrepreneurial consortium,, an EU wide social inclusion/labour market/and policy focused consortium, and a large technical university.

Together, the project partners aim to provide a holistic and innovative framework, which can be used to future-proof the careers of disadvantaged job seekers.

The FYC partners are:

- The Ballymun Job Centre (BJC) ([Ireland](#))
- CIOFS-FP ([Italy](#))
- MetropolisNet ([Germany](#))
- Headway Brain Injury Services and Support ([Ireland](#))
- Fundación Tomillo (Spain)
- Politehnica University of Bucharest ([Romania](#))
- Hafelekar Unternehmensberatung Schober GmbH ([Austria](#))



EU FUTURE JOB MARKETS: LOCAL REPORTS

At the first stage of the project, each partner organisation in the project carried out National and European desk research, along with local stakeholder groups aiming to identify:

- Changes in labour market trends due to digitalisation and technological advances
- Soft skills useful for disadvantaged job seekers and their significance in the future labour market at EU and national levels
- Methodologies and strategies for identifying soft skills in a future labour market
- Perspectives and needs of the future labour market in terms of automation, digitalisation, future job opportunities and soft skills

In total, **more than 60 jobseekers, 40 guidance practitioners and 15 employers** were involved in the research process. Together, these country reports offer an important insight of the state of future labor markets in the EU in terms of automation, digitalisation and skills.

In Ireland, for example, one in three jobs are at high risk (a probability greater than 70%) of being disrupted by the adoption of digital technologies, particularly in terms of changes to job roles and tasks performed by individuals. More than half the jobs forecast to be created over the period up to 2030 will require a higher level of qualification.

Certain skills, it was found, and particularly soft skills, are more likely to be relevant than others in the next five years, and a key priority for policymakers is to ensure that the workforce possess those skills.

In Spain, around 36% of occupations are at risk of being automated. Among the most affected sectors are the food industry, construction, health, transportation, administration, industry and services sectors. Despite automation processes though, some activities still require skills that machines cannot acquire, such as multifunctionality, commitment, service, teamwork, emotional intelligence, resilience, leadership, initiative, creativity.

However, despite the many anxieties caused by these rapid changes, it is important to highlight that digitisation does not necessarily mean job loss, as indicated in the German report. In fact, **many studies show that as many new jobs will be created as old jobs will be lost.**

Indeed, we are inevitably going towards an increasingly digital and technological world, and the only way to take part in it is to acquire the skills and knowledge necessary to enhance the possibilities that technology offers us, without letting ourselves be succumbed to it.

[CLICK HERE TO READ THE FULL REPORT TO LEARN MORE!](#)



60 JOBSEEKERS



40 GUIDANCE
PRACTITIONERS



15 EMPLOYERS

“We also find people joining the workforce from education are now really lacking in social skills so what they are gaining in online competency they suffer in real life “practices.”

What's next in FYC

In the upcoming phase of the project's implementation, an online tool will be developed. The development of this tool will help workers, or job seekers who may never have worked, to identify skills and capabilities developed throughout their lives to date. Additionally, it will support them to identify the underlying skills which were essential for previous jobs, or those developed through education and training, and link them to new jobs which will be developed in the 'new world of work'.

Many of these skills will be transversal soft skills, underlying aptitudes, interests, personality styles. This online tool will then be adapted into an **online e-learning platform**. Using a tool which was developed through the previously EU-funded project INFORM, the partnership will assess and adapt the tool so that its usefulness develops with the changing labour market, ensuring its usability with current technology.



We thank you for following the project's progress, and invite you continue this journey with us in our next newsletter!

