

A macro perspective on skills

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#ReskillEU – new jobs for energy and transport in Europe

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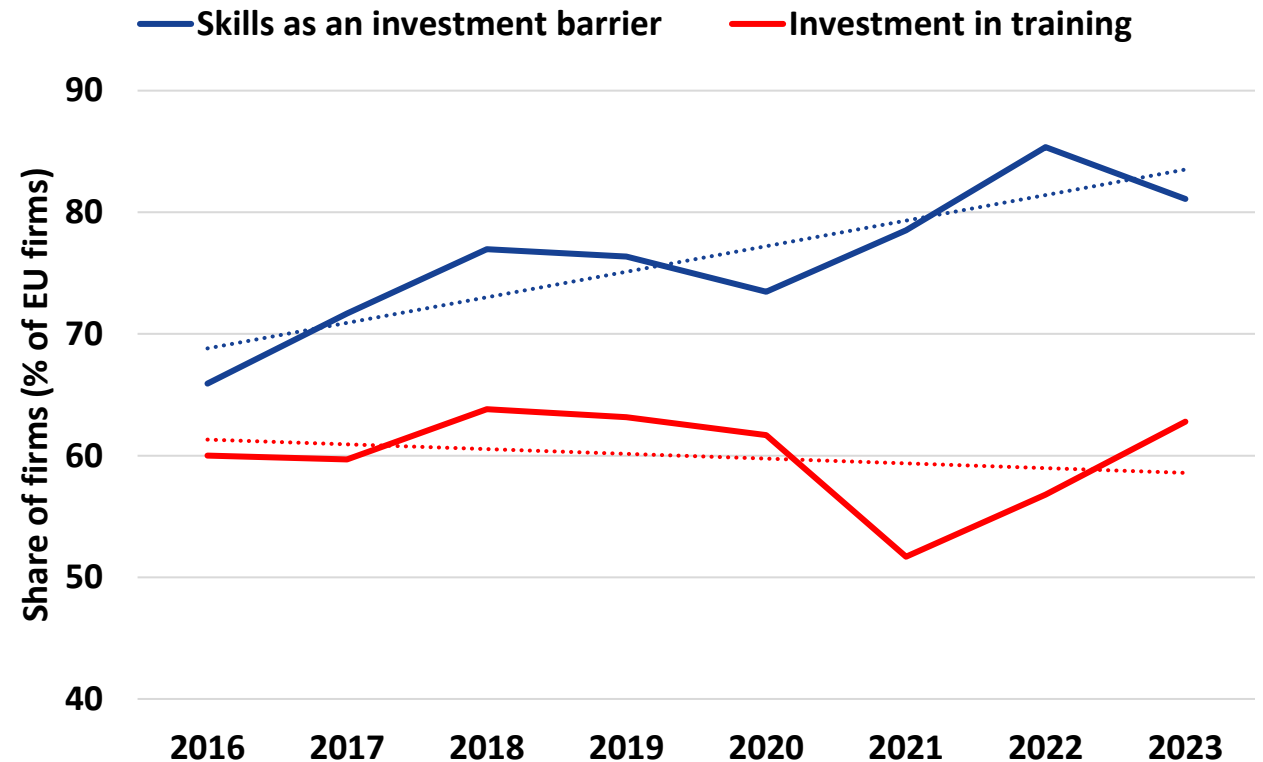
Key messages

- The transition to net zero and advancing digitalisation in Europe require new skills and increasing upskilling for workers.
- The European labour market is historically tight, with persistent shortages of skilled labour across regions for the public and private sector alike.
- Firms increasingly identify the availability of skilled staff as a main long-term barrier to investment (according to our most recent EIB Investment Survey, 81% of EU firms in 2023).
- Amid the severe shortage of skilled staff going forward, firms will need to train more and raise untapped labour market potential to succeed in the future.

Divergence between skills availability and training

- EIB Investment Survey data shows a long-term diverging trend between availability of skilled staff as an obstacle to firm investment and investment in training.
- The share of EU firms reporting the availability of skilled staff as a barrier (both major and minor) has increased over time, from 66% in 2016 to 81% in 2023.
- Shortage of skilled staff is major barrier for every second EU firm in 2023.
- In contrast, training provided in terms of percentages of firms and average amounts invested per worker have remained relatively constant.

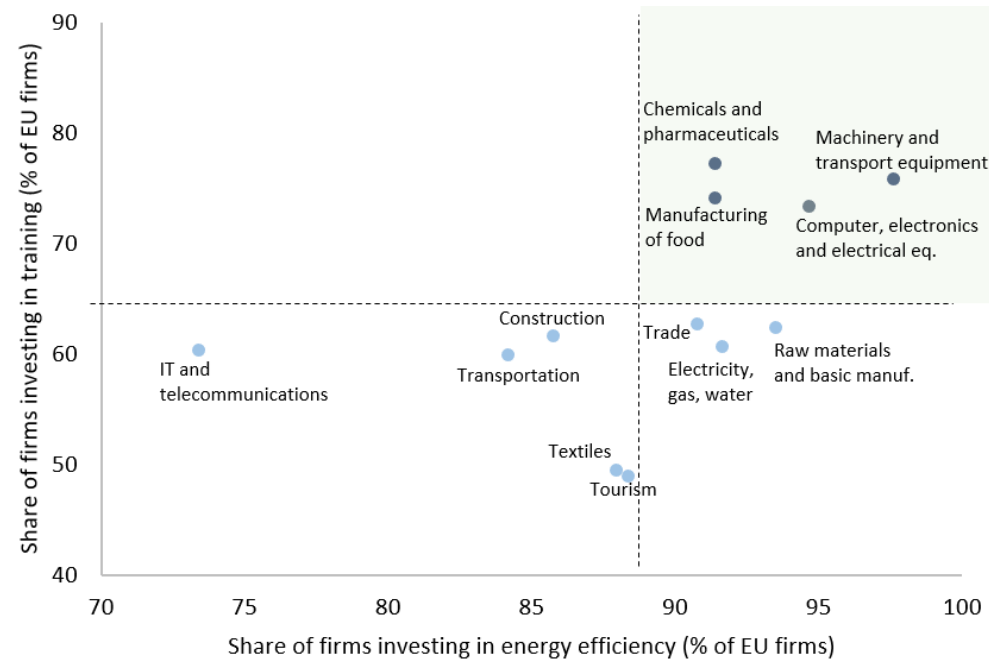
Shortage of skilled staff and investment in training for EU firms



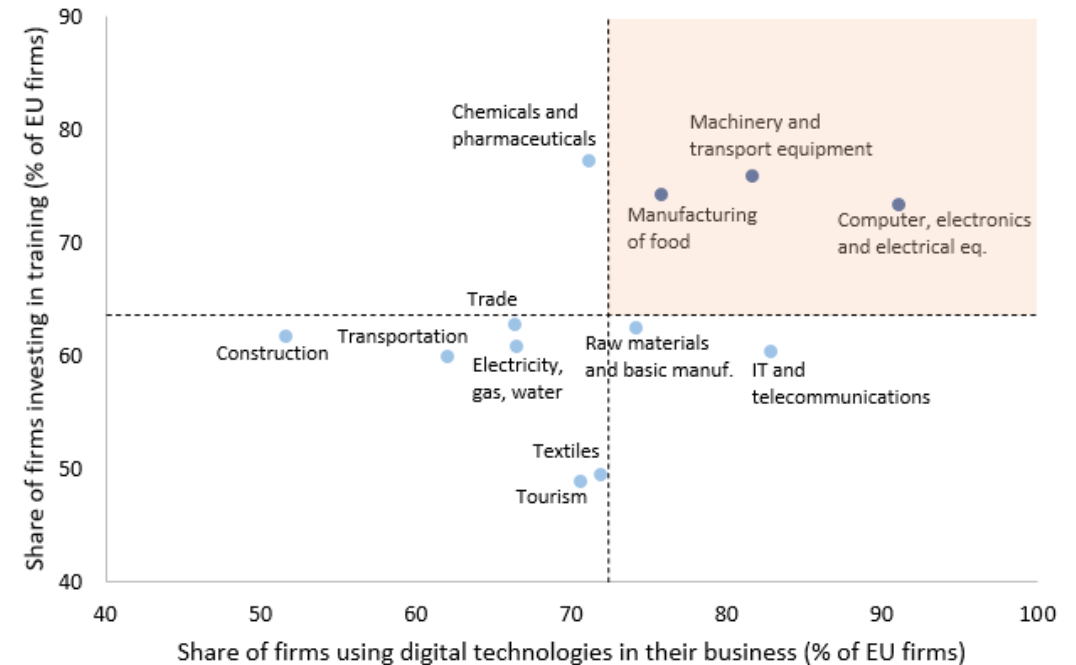
Note: EU Firms. Firms weighted by value added.
Source: EIB Investment Survey, various waves.

EU firms in green and digital sectors train the most

Green firms and their investment in training, in 2023



Digital firms and their investment in training, in 2023



- Firms in leading green and digital sectors that report on average the highest skill shortages also train the most.
- But: Significant divergences exist between, also within the different sectors.
- Increasing digitalisation, greening, and investments in R&D also go hand-in-hand.

How to alleviate the shortage of skills?

- **Skills are key for Europe's growth, inclusiveness and future prosperity.** Skills are central to employability and growth, contributing to individual well-being and societal cohesion.
- **Demographic challenges** (ageing societies) **and serious pockets of skill gaps** (lack of basic education, life-long learning) **threaten labour supply to the EU labour market.**
- Amid increasing demand for skills, **firms need to better prepare for these challenges and invest more in training, but also become more attractive to potential future workers.**
- **More efforts are needed to ease structural impediments** such as lacking childcare to foster labour supply.
- **The EIB increasingly supports EU members through investments in infrastructure, education and skills to alleviate their skill shortage and successfully prepare for a rapidly changing work environment.**

THANK YOU

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