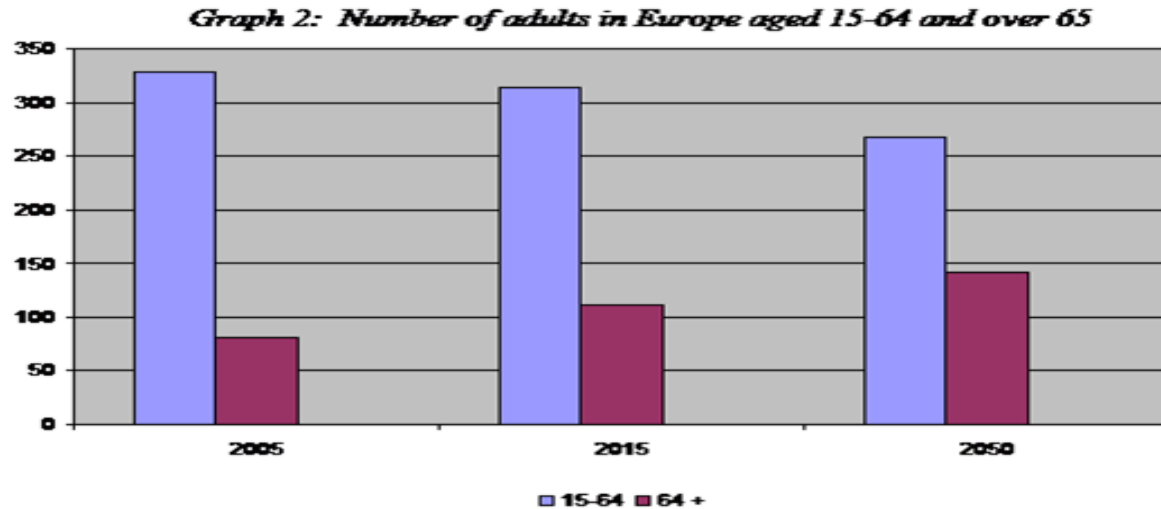


Demographic change, skills and competencies in the gas sector

Gas Sector Social Dialogue Committee
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Demographic Change



- Better healthcare, lower fertility and mortality rates
- European Commission's three phases:
 1. Up to 2012 = Demographics support growing labour supply
 2. 2013- 2019 = ER offset stagnation and decline in working age
 3. 2020 = Ageing effect dominates

Considerations for the study

Despite rising employment rates (increase in female, those with disabilities, young and unemployed) there will be an irreversible decline in numbers of working age adults.

The questions are:

- 1 How do we reconfigure the employment relationship and career design to ensure these effects are minimised ?

AND

- 2 What impact will this have on skills for the future gas industry ?

The European Gas Sector **NOW**

- Almost ¼ million employees in 1,300 companies
- 4% of global supply YET 2% global consumption
- Heating and generating energy
- 2nd largest source of energy (oil is 1st)
- Not fully liberalised – decline in jobs where this has occurred
- In EU – UK, Norway and Denmark – reserves
- Then ... Russia, Algeria, Iran and Qatar
- Russia is Europe's leading supplier

The Gas Sector Workforce **NOW**

- Male dominated
- Perception of job for life – ECOTEC Study
- Average age increasing
- Semi skilled / skilled and technical
- Although – mid to high levels of education
- Perception of blue collar – BUT this is changing
- Good offering and uptake of CVT

The Gas Sector **FUTURE**

- Renewables and Gas to grow their share
- Gas to grow in power stations
- Near saturation point for residential users (Eurogas)
- Improvements in technology like many sectors
- Requires higher skill sets among employees
- Will compete with other similar sectors as labour market contracts
- Study highlights in key occupations

The Gas Sector Workforce **FUTURE**

- Saturation
- Growth in medium skill sets
- Increase in occupations associated with LNG
- Liberalisation = bad news for older, lower skilled males in distribution sector
- Slight variations between EU15 and NMS (page 54)
- UK examples of skill changes (page 55)

The European Workforce **FUTURE**

- 13 million new jobs
- Growth in demand for high and medium skills (Cedefop)
- Growth in demand for:
 - Senior managers, professionals, technicians, service workers, elementary occupations
- After 2020 competition for workers as workforce contracts

The Survey

- Almost half said up to 20% workforce over 50
- Nearly 2/3 said 21-30% of workforce over 50
- Jobs affected by demographic change:
 - Engineering, I.T, Commercial, Administration
- Recognised as a large issue
- What action have employers taken ?
 - 20% None
 - 54% Discussions only

Recommendations

Social Partners must act now:

- Age management
- Training for low skilled workers
- Improving image of the sector
- Recruiting young people
- Knowledge Transfer Schemes
- Increasing participation of older workers
- Forecasting and monitoring (Sector Observatory)
- Recruiting workers with disabilities
- Changing the work organisation and ER practices
- Recruiting workers from other sectors
- Retaining older workers

Toolkit on demographic change, skills and competencies in the gas sector

Dr Jane Pillinger

Objectives

- Give practical guidance and tools for gas companies
- Highlight challenges of demographic ageing
- Provide case studies of gas companies to simplify challenges and approaches

Toolkit contents

- Overview of the gas sector and company case studies
- Challenges of demographic ageing in Europe
- Age management, skills and competencies in the gas sector
- Tools for developing and forecasting skills and competencies in the light of demographic change
- The role of the social partners and of social dialogue
- Reference to additional resources and information

Twelve point plan

- Take a strategic approach to age management, skills and competencies
- Create training and skills development opportunities
- Remove age barriers and implement a culture of equality
- Put in place new methods for providing and delivering training
- Create a learning organisation by embedding a culture of learning
- Address the career development of older workers
- Develop programmes of job rotation for older workers
- Implement knowledge management and transfer programmes
- Put in place age management policies
- Develop programmes for attracting and retaining younger workers
- Put in place methods for forecasting future skills and employment
- Integrate age management, training and skills development into collective agreements and social dialogue