Survey and recommendations

David Tarren
ADAPT International
Introduction

The online survey

• Response rate
  – 19 from Employer
  – 6 from local trade union reps
  – 24 from trade union officials

Caution of representativeness of survey findings

However, still very useful to measure against the general report of existing literature
GOOD NEWS!

- A general awareness by trade unions and employers of the challenges facing the sector due to climate change

- Also, a general awareness of the concept of Just Transition
Change in the sector

Drivers for change

Employers
Technology
Climate change

Trade unions
Technology
Liberalisation of sector

Affects on the business

• Research and development highest
• Followed by Skills and Competencies and Investments
Hard to fill vacancies

In what occupations do hard to fill vacancies exist?

- Managers
- Scientific staff
- Craft occupations
- Service workers
- Engineering
- HR functions
- Professional and technical
- Administrative
- Sales workers
- I.T.
What should companies do to tackle these gaps?

- Research on anticipation and action
- Working with education providers
- Make sector more attractive
- More training and development
- Working with TUs
- Better careers

Legend:
- TU Officials
- Ers and TU Reps
Occupational trends

Which occupations will be in GREATER or LESSER demand in 10 years time?

- Managers
- Professionals and technicians
- Service and sales
- Craft and related workers
- Plant and machine operators
- Elementary (e.g. general labourers, transport labourers and freight h...)

- Decrease
- Remain stable
- Increase
Public Authorities

Simply ensuring funding is available for investment

Providing better incentives for investments in new technologies

Establishing training programmes for the industry

Providing data and information to help companies adapt and plan ahead

Providing scenarios and future projections to help businesses plan better

Providing funding for retraining

Providing effective regulatory framework
Social Dialogue

Social dialogue is taking place, **BUT** ....

- Almost half of respondents stated that the social partners had began discussions but no initiatives had yet been introduced.

Therefore a need for more proactive social dialogue
Recommendations

• Tackle the age profile of the sector
  – Contraction of labour market
  – Raise awareness throughout sector
  – Succession planning, knowledge transfer etc

• Develop anticipatory measures
  – Consider a Sector Council
  – Partnership with European observatories
  – Expand stakeholder base
Recommendations

• Establish a culture of lifelong learning
  – VET
  – Validation of prior learning
  – Union Learning Representatives
  – Joint training analysis at company level

• Improve internal labour mobility
  – Annual development plans
  – Job rotation schemes
  – Transparency of qualifications
Recommendations

• Increase female participation rate
  – Improve the image of the sector
  – Evaluate the diversity of your organisation
  – Promote the sector
  – Engage women in science and technology

• Work with the public authorities
  – Long term relationships
  – Broaden stakeholders
  – Greater focus on school and colleges
  – Establish occupational standards and competencies
Recommendations

• Improve social dialogue
  – Jointly set out key challenges
  – Introduce specific joint initiatives to raise awareness of Just Transition
  – Establish company level working groups
  – Undertake joint audit of workforce’s skills
QUESTIONS?

davidtarren@adaptinternational.eu

+44 (0) 7979 241989