Skills Observatory & Policies

Understand your regional, national and industry skills landscape

What will the future labour market look like?

Which jobs will be impacted by new technology?	How to ensure the future employability of people?	How to bridge the skills gap?	How to ensure a sustainable talent pipeline?

What is at stake

Digitalisation has changed the way we think, live and work. Automation, robotics and AI are advancing quickly and transforming dramatically the nature and number of jobs available. While new jobs are emerging, others are changing or even disappearing. Governments and key industry leaders are increasingly struggling to ensure that the local workforce meets their skills needs and will be able to drive innovation and growth in their region or industry. They require a clear view on the current skills of their workforce, the skills needed in the future as well as on the technologies that will be driving these developments.

Sources:

[1] PwC, 2019
[2] PwC Workforce of the future survey, 2017
[3] PwC CEO Survey, 2019
[4] OECD Skills mismatch, 2019
[5] PwC Talent trends, 2019

55% of people are worried automation and/or other innovations will take their job away.[1]

Each year 5-10% of roles in almost every organisation, will change radically.[2]

79% of employers are worried about the availability of key skills.[3]

36% of workers are under or over-qualified for the job positions they occupy in OECD countries.[4]

2 hours People report that they are willing to spend 2 hours per month on digital skills training, if offered by their employer.[5]

Introducing SKILLS OBSERVATORY

PwC Luxembourg has developed **the first end-to-end upskilling solution, using AI, for skills analysis and job & training matching** on various levels.

It allows to collect and analyse big data to develop an overview of what jobs will change in the future, what skills will be needed to fill new positions and how to match the right talent with the right job.

Our solution is **comprehensive, accurate and innovative**. We provide a user-friendly observation portal that will support policy makers and industry leaders to develop skills strategies and **increase the employability of the local workforce**.

New world. New skills.

Region or industry have to upskill their people to:

- Remain competitive
- Attract new investments
- Grow consistently

Individuals need to be re- or upskilled to be able to:

- Work with the new technologies introduced
- Drive innovation within business and industry
- Improve their efficiency and increase their employability in the labour market

DIFFERENT LEVELS ANALYSIS

Country
- Estimate the impact technologies will have on key industries/sectors
- Identify skills demand by sector and industry
- Assess the level of skills of the country
- Assess available trainings in regards to skills needed in the market
- Identify the skills gap to be reduced

Region
- Assess the impact of technology on key sectors/industries
- Identify and measure skills needs across the region
- Measure the skills gap between local job vacancies and potential employee skills portfolios
- Evaluate the relevance of training catalogues to develop the skills required in the region

Industry
- Assess the impact of new technologies on industry
- Identify the future skills needs of the industry and the trainings needed to meet them
- Measure the skills potential of the existing workforce to fill new positions
- Map possible job scenarios for workers within the industry

The Skills Observatory is built on a modular approach

Skills of the future
What are the future skills trends?

What jobs will be automated and transformed?

What jobs will remain and will be created?

What population should be upskilled?

Current skills available
What skills do individuals have?

Technical skills

Building Information Modeling (BIM)

Soft skills

Learning agility

Digital skills

Data visualisation

Solution as a service AI based modules:
- Strategic insights
- Predictive workforce planning
- Skills Assessment
- Job & Training matching

Gap analysis
Current vacancies available

What skills are available in the market?

Trainings
What trainings are available?

What trainings need to be developed to reduce the skills gap?

A comprehensive solution supported by an technology-enabled platform

We have developed an integrated platform with a set of flexible modules that can be easily tailored to your specific needs. The modules support the implementation of the Skills Expander process and support each step defined above (e.g. workforce planning, skills assessment, job and training matching, integrated data protection & communication).

We can help you face these challenges by…

Identifying technology and skills trends at regional, national and industry levels

Assessing the current talent pipeline

Understanding the skills gap and suggesting training options to reduce it

Matching available skills profiles with open positions in the market

Skills Observatory cases

European level

PwC Luxembourg assisted the European Commission in defining the Skills for Industry Strategy.

PwC Luxembourg helped the Executive Agency for Small and Medium-sized Enterprises (EASME) and the Directorate General for Internal Market, Industry, Entrepreneurship and SMEs in boosting High-Tech Skills Development for Smart Industrial Specialisation and Digital Transformation in Europe. We contributed to the EU 2030 Common Skills Vision by identifying newly emerging industries and their skills needs; determining the current and future impact key disruptions will have on employment levels; assessing framework conditions at all levels in support of skills development and by creating links with sectoral skills partnerships.

National level

PwC Luxembourg supports the development of a Proof-of-Concept Future Skills Platform for Singapore.

The Proof-of-Concept Platform (including a cloud-based solution developed by PwC Luxembourg) suggests possible job mobilities between individuals' current roles and potential new positions. The platform assesses the skills adjacency of the profile introduced and the one required to meet the needs of the new position. This allows for the identification of skills gaps across Singapore's financial sector and the selection of fitting trainings to reduce it.

Municipality level

PwC Luxembourg supports the municipality of a major European City with the development of a talent observatory for the greater metropolitan region.

We are delivering a blueprint, including all functional and technical requirements, for the development of a talent observatory, which is to be implemented in the existing infrastructure of the city's talent platform. We help the municipality by identifying a stakeholder ecosystem supporting the observation of skills by determining possible data sources and data models for said observation; developing and implementing a governance model and deploying a functional blueprint; submitting an explicit list of technical requirements and delivering a detailed roadmap for development of the skills observatory with its implementation into the existing platform.

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Want to identify how business transformations are affecting your work force and come up with a concrete action plan?
Get in touch and register for a one day workshop at the PwC Experience Center

www.pwc.lu/upskilling