

SMART ASPIRATIONS FUTURE EMPLOYMENT+

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DESCRIPTION

The project Smart Aspirations Future Employment+ (SAFE+) is a partnership between 6 organisations from UK, Turkey, Romania, Germany, Netherlands and Austria, who have the same institutional needs; youth inclusion for a better life opportunities. It is estimated that about 90% of jobs will require some kind of digital skills in the future (EU2020) making it necessary for education and training institutions to offer training which supports the development of such skills. SMART+ project looks to foster the provision and assessment of digital competences by supporting personalised learning approaches, collaborative learning and strategic use of ICT.

The central focus is to raise recognition that Smart City' vision of the future world by reviewing topics like the Technology and curriculum, Employment skills of the future, Migration, Inclusion in 2030 and beyond. By this year the technological revolution will be promoting artificial intelligence, virtual reality, increase web traffic, introducing hybrid generation, robots etc. Smart City' vision is shaped by providers of big technology, who are not attuned to bottom-up innovation.

For organisations internationalisation, digitalisation, modernisation can be very difficult, as inexperienced organisations, to get the big picture and apply them to work effectively. It can prove challenging to an organisation whose staff have limited opportunity to gain even the most basic skills necessary to operate effectively into the field of international cooperation (e.g. emailing etiquette or networking basics) to break through. Or for an organisation who has no specialised ICT staff (and that is the case as many organisations don't even have an ICT technician), to implement digitalisation and creativity.

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OBJECTIVE

The aim of this project is to share best practice amongst organisations working with limited opportunities, marginalised youth, long-term unemployed from urban and rural areas, young people from migrants and refugee families. SMART+ Partners selected this theme for the topic using the following methods SWOT analysis and in country research from this it was determined that this project can develop our work for our common needs. Also, we understood that the exclusion of youth from central societal sectors generates tremendous social and economic costs to the society and may even lead to social and political unrest, and our institutions curriculum must have a real development of skills and pedagogical approaches, who are key vehicles for developing the all educational process.

PARTNERS

shelter international e.V. (DE)

Kleinon SRL (RO)

Global Entrepreneurs UK

LYKIA IZCILIK VEDOGA SPORLARI KULUBU DERNEGI (TR)

INTERNATIONALE ARBEIDSVERENIGING (NL)

VIENNA ASSOCIATION OF EDUCATION VOLUNTEERS (AT)



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COUNTRY RESEARCH ON FUTURE EMPLOYMENTS

According to the research that was conducted simultaneously in Turkey, UK, Germany, Netherlands, Romania and Austria by the co-operating partners of the project, technological developments in digitalization, mechanization and robotics will have a deep impact on the job market in the near future. Despite the current low unemployment rates in richer countries, this rate may rise if not carefully approached with the advancements in the technology.

The research shows that more detailed approaches must be developed and implemented not only on the national level but also on the international level through collaboration.



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RESEARCH OF THE NETHERLANDS

In Netherlands, the employment opportunities and evaluation is organized by Uitzvoeringsinstituut Werknemersverzekeringen (Institute for Employee Insurance) and led by the Ministry of Economic Affairs. The unemployment rates in Netherlands have been gradually decreasing, this is due to the success of the early labor market. Most demanding sectors in Netherlands are temporary jobs and Social Care jobs. Job areas such as Machine Operating, Data Analyst, Telemarketing and some areas in service sector have been dominated by the automatization in the recent years and it is expected that the demand in the IT sector will have an enormous increase. Netherlands has lacking qualified workers or has a gap in cybersecurity, cloud computing, virtualization, system engineering and in several IT areas and as such.

WHICH TECHNOLOGY AREAS IN YOUR COUNTRY ARE MOST DEVELOPED?

Artificial Intelligence (AI), Cloud Computing, Programming and coding education, E Commerce

WHAT IS THE EMPLOYMENT SITUATION FOR 18-30 YEAR OLDS? AT LEAST 1000 WORDS REQUIRED PLEASE REFERENCE ANY SOURCES USING HARVARD REFERENCING MODEL

The total population in Netherlands was estimated at 17.1 million people in 2018, according to the latest census figures. Labor Force Participation Rate in Netherlands remained unchanged at 71.40 percent in December 2019. Employment Rate in Netherlands increased to 78.40 percent in the third quarter of 2019. Employment in the Netherlands increased by 0.2 percent from the previous period in the third quarter of 2019. The number of employed persons in Netherlands increased to 9028 Thousand in December of 2019.

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The number of unemployed persons in Netherlands decreased to 302 Thousand in December of 2019. Youth Unemployment Rate in Netherlands decreased to 6.70 percent in December 2019. Netherlands has the lowest percentage of NEET's across EU. Unemployment among youth has fallen below the lowest point before the economic crisis in 2008. At European level, the Netherlands is in the top three of countries with the lowest youth unemployment rate. Only Germany and the Czech Republic have lower rates, Statistics Netherlands (CBS) reports. A key factor behind the successful labor market performance in the Netherlands is the early labor market debut for many young people, facilitating later transition into full time position and permanent contracts. Apprenticeships and involvement of social partners in education has a specific focus in employment policy.

WHAT INITIATIVES OFFER EMPLOYMENT AND WHO LEADS ON THIS IN YOUR COUNTY HAVE TO SUPPORT YOUNG PEOPLE INTO DIGITAL CAREERS?

Uitvoeringsinstituut WerknemersverzekeringenUWV stands for Uitvoeringsinstituut Werknemersverzekeringen. We ensure expert and efficient implementation of employee insurance, such as the Unemployment Insurance Act, WIA, WAO, WAZ, Wazo and Ziektewet. In addition, we offer labor market and data services. We perform these services as an independent administrative body (ZBO) on behalf of the Ministry of Social Affairs and Employment.<https://www.uwv.nl/>

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WHO IS LEADING ON THIS IN YOUR COUNTRY AT GOVERNMENT LEVEL?

Ministry of Economic Affairs and Climate Policy had some responsibilities to support the Information Technology and Tech Innovations. The Dutch government supports the goals of the Digital Agenda for Europe, which implies that all households should have the opportunity to access broadband networks of at least 100 Mbps and a vast majority should be taking advantage of 1 Gbps by 2023. Mobile networks must also be able to access basic services at any time and from any location, therefore the government is planning to set coverage obligations into the upcoming frequency auctions.

LIST 5 JOBS WHICH WILL BE REPLACED BY 2025?

The Netherlands has a knowledge-driven economy with a strong focus on high-tech industries, technological and social innovations and high labour productivity. Well trained specialists in Information and Communication Technology (ICT) are currently in high demand, with the yearly number of vacancies increasing up to 37,000 until 2020, a 1,2% growth. This sector is one of the fastest growing sectors in the Netherlands. Employees from the whole range of ICT functions are in demand. If you are able to combine your ICT skills with good social and communication skills then you will be a perfect match for roles in which ICT hardware and applications are 'translated' to the general public. According to Statistics Netherlands (CBS) we are expecting Energy, Commercial Services (ICT, Transportation, Accommodation and Food) and Healthy & Social Work Activities sectors will increase.

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LIST 5 JOBS WHICH WILL BE REPLACED BY 2030?

The Netherlands has a knowledge-driven economy with a strong focus on high-tech industries, technological and social innovations and high labour productivity. Well trained specialists in Information and Communication Technology (ICT) are currently in high demand, with the yearly number of vacancies increasing up to 37,000 until 2020, a 1,2% growth. This sector is one of the fastest growing sectors in the Netherlands. Employees from the whole range of ICT functions are in demand. If you are able to combine your ICT skills with good social and communication skills then you will be a perfect match for roles in which ICT hardware and applications are 'translated' to the general public. According to Statistics Netherlands (CBS) we are expecting Energy, Commercial Services (ICT, Transportation, Accommodation and Food) and Healty & Social Work Activities sectors will increase.

LIST 5 JOBS HAVE BEEN REPLACED DIGITALLY IN LAST 5 YEARS IN YOUR COUNTRY?

- Machine Operator
- Telemarketers
- Driver/Sales Workers
- Typographer
- Data Entry Keyers

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WHAT SECTOR EMPLOYS THE MOST PEOPLE IN YOUR COUNTRY ?

Most common Job is Employment Activities as 9,25% (Employment Placement, provision of temporary employment and payrolling), Second Job sector rate is Care and Social Work (Residential care and guidance, Social work activities without accommodation) with 8,59%.

WHAT SKILLS IS YOUR COUNTRY LACKING, WHERE ARE THE GAPS AND WHY?

With skills gaps plaguing the industry, these 10 skills are needed for all IT departments. It's no coincidence that these skills make up a large percentage of the IT skills gap across the industry. Decision-makers are struggling to fill these job roles. The positions also pay well because of a lack of qualified professionals. To make IT skills investment or start a new career path for youth, these are the skills to consider.

1. Cloud computing
2. Cybersecurity
3. Application development and programming
4. Networking and wireless
5. Analytics and data management
6. Systems and enterprise architecture
7. Project management
8. AI and machine learning
9. Help desk and tech support
10. Virtualization

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DETAIL 3 NON GOVERNEMENT AGENCIES EMPLOYMENT RELATED BRIEF ABOUT THEIR WORK SPECIFY LINKS WHERE INFO CAN BE FOUND ABOUT THIS TOPIC?

Federatie Nederlandse Vakbeweging (FNV)

The FNV stands up for your interests in terms of work and income. With 1 million members, young and old, we are the largest trade union in the Netherlands. FNV improves the Netherlands for decent work and a fair distribution of work and income.

<http://www.fnv.nl>

Stichting CA-ICT

CA-ICT Foundation promotes quality and employment in its functions. As a Labour Market Training Fund, the organization helps IT organizations and organizations with IT functions with subsidy applications and subsidy programs for training courses through our expertise and, if necessary, through pre-financing of training costs. In addition, CA-ICT encourages and sponsors initiatives that lead to more employment and specific placements of employees in IT positions.

<https://www.caict.nl/>

Stichting Werkgelegenheid Nederland (STWNL)

The Netherlands Employment Foundation (STWNL) is a normative service provider in the field of competence-oriented education and focuses on the reintegration of unemployed and working people into society.

<http://www.stwnl.com/>

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RESEARCH OF THE AUSTRIA

In Austria, there are several organizations and initiatives which support and lead youth employment. The Future for Youth Action Plan, Austrian National Youth Council are two of them that supports young people in their career paths. Unemployment among youth in Austria is lower when compared to the European Average and young people had the chance to enter into an apprenticeship programme after which they get a secured job position, on the other case, they may pursue a degree at the university. Mostly the jobs that require manual and psychal strength have been replaced by robots or AI controlled devices. It is expected that the most manufacturing jobs will no more need human workers and will be replaced by their robot peers, on the contrary to the other partner countries, it is also expected to see a increase in the opportunities in the servicesector. Similar to the other countries, Austria also lacks qualified workers in engineering and digital sectors. Furthermore among the employees soft skills such as communication, customer focus and flexibility have to be improved.

WHICH TECHNOLOGY AREAS IN YOUR COUNTRY ARE MOST DEVELOPED?

Robotics, IT Security, E Commerce, Data Analyst, Content Creator

WHAT IS THE EMPLOYMENT SITUATION FOR 18-30 YEAR OLDS? AT LEAST 1000 WORDS REQUIRED PLEASE REFERENCE ANY SOURCES USING HARVARD REFERENCING MODEL

Young people in the ages of 15 to 24 years old, benefit from a dual training system in which they are employed as apprentices. Thanks to this the stock of young employees (15 to 24 years) increased for the year 2018.

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The relatively low unemployment rate of Austrian youth (9.8%) compared to the European average (16.8% in 2017) is mainly due to the vocational programmes at the upper secondary level. They are well accepted by young people and the labour market. In addition, many publicly funded youth labour market policy programmes exist (such as the training obligation up to the age of 18). (Context and Austria, 2019). Context, E. and Austria, E., 2019. Economic Context In Austria - Apprenticeship-Toolbox. [online] Apprenticeship-toolbox.eu. Available at: <<https://www.apprenticeship-toolbox.eu/austria/economic-context-in-austria/138-economic-context-in-austria>> [Accessed 1 March 2020].

WHAT INITIATIVES OFFER EMPLOYMENT AND WHO LEADS ON THIS IN YOUR COUNTY HAVE TO SUPPORT YOUNG PEOPLE INTO DIGITAL CAREERS?

Young people have been the central focus of the labour market and education policy for some years now, this strong focus on improving the prospects of employing young people is also shown by public spending on youth programs within the Austrian labour market policy which amounted to a total of €841 million in 2016. (BMASK, 2017b) Some of the recent and current employment policies include the reduction of non-wage labour costs, measures for the employment of both younger and older employees, as well as persons with disabilities, and measures for the integration of refugees in the labour market (BMASK 2017a). In Austria there are various initiatives dealing with youth employment, some of them are the following: The Future for Youth Action Plan (Aktion Zukunft Jugend) which helps in providing training and intensified job placement, young people receive upskilling support. A New labour market program named Training Guarantee till 25 (Ausbildungsgarantie bis 25), targeting unemployed young adults with compulsory education.

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Austrian National Youth Council (Bundes Jugend Vertretung, BJV) The Austrian National Youth Council is the statutory representative body for young people in Austria. The 53 member organizations range from those based on political parties and churches to representatives of open youth work and ethnic groups and minorities and also include the provincial youth advisory committees. This diversity guarantees that the interests of young people are represented on a very broad basis. The Austrian National Youth Council is, as the legal representative of Austrian young people, empowered to have a say in all important political decisions. It was established when the Federal Youth Representation Act came into effect on 1st January 2001, and has the same status as the other legal representational groups such as those of employees, traders, farmers or senior citizens. Tasks and goals: The BJV is a lobby for young people and promotes greater involvement of young people in political decision-making processes. The BJV brings “young”, up to date and important topics to public attention and carries out campaigns and projects to these topics. The BJV represents youth policy-related interests vis-à-vis the National Council, the government and the public. The BJV enables the exchange of information and information flow between member organizations. It represents the interests of Austria’s youth on the European and International level. o It gives its views on draft laws and regulations. It publishes informational material for young people. It organizes further training courses for functionaries of its member organizations.

WHO IS LEADING ON THIS IN YOUR COUNTRY AT GOVERNMENT LEVEL?

Bundesministerium für Soziales, Arbeit und Konsumentenschutz
(Sozialministerium - BMASK) translated to Federal Ministry of Social Affairs,
Labor and Consumer Protection (Ministry of Social Affairs - BMASK)

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According to the Statistical Office of the European Union, the rate of youth employment in 2018 has increased by 0.7 percentage points against the previous year to 51.3% (men: 53.9% or up 1.8 percentage points, women: 48.7% or up 0.3 percentage points) (EUROSTAT, 2019). This austrian apprenticeship system has a long tradition and has been accepted extensively accepted, specially due to the fact that in Austria the vocational educational training (VET) and the dual education system have a good image After completion of their apprenticeship, most young people enter employment as opposed to their peers who, after they completed the compulsory education, tend to choose continuing education pathways, while others after completing their apprenticeship moved from an apprenticeship relationship to a standard employment relationship with the same employer. The unemployment of people aged 15 to 24 years has decreased for the year 2018. (BMASGK, 2019) Austrian citizens in the last few years, especially in the youth sector have started looking forward to becoming entrepreneurs. Although older citizens represent the majority of business owners, some even self employed after already being retired (Heckl et al., 2018). The austrian government is looking forward in this sense, to improve the situation for the youth sector with different policies and plans. The Austrian Public Employment Service, known as Arbeitsmarkt Service (AMS) has created the Business Start-up Programme, and with this program trying to encourage entrepreneurship on young adults. The employment rate of young adults in Austria is above the European average, given to the fact of the diversity of vocational education and training (VET) programmes on the upper secondary level, which meet the requirements of the economy. In 2014 31% of the population (15+) held an apprenticeship qualification as their highest completed programme and 14.5% had acquired an upper secondary school-leaving certificate (in a general education or VET programme), 10.3% held a university-level degree. A tendency can be observed that more and more people acquire higher-level qualifications. It is known that there are obvious connections between unemployment rates and educational attainment.

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LIST 5 JOBS WHICH WILL BE REPLACED BY 2025?

Most employment will be in business and other services, and most job opportunities will be for the service and sale workers, around 22%. But there might be a decline in the sector of manufacturing employment (textiles and apparel, and the assembling of different objects). Overall, there will be a fall in the demand for employees in activities requiring intermediate or lower qualifications, that is to say professions which usually require a vocational qualification or a technical college education or professions which can be learnt through apprenticeships.

LIST 5 JOBS WHICH WILL BE REPLACED BY 2030?

Most manufacturing jobs

LIST 5 JOBS HAVE BEEN REPLACED DIGITALLY IN LAST 5 YEARS IN YOUR COUNTRY?

An evaluation of which jobs have increased or decreased in Austria shows that automation and digitization are not a new phenomena. Although more people are employed today than in 1995, manual jobs have been displaced by cognitive jobs. Routine work is needed more only if it also demands cognitive work. In both types of manual jobs fewer people are employed in 2015 than in 1995. Nowadays more people are working than ever before. In the past 20 years, manual activities have been replaced by cognitive works. This trend strengthens and the circumstance in the labour market is changing quickly. Therefore the needs by foreseeing the future are getting bigger.

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WHAT SECTOR EMPLOYS THE MOST PEOPLE IN YOUR COUNTRY ?

The statistic shows the distribution of employment in Austria by the economic sector from 2008 to 2018. In 2018, 3.9 percent of the employees in Austria were active in the agricultural sector, 24.68 percent in industry and 71.43 percent in the service sector. Austria is a highly developed industrialized country with an important service sector.

WHAT SKILLS IS YOUR COUNTRY LACKING, WHERE ARE THE GAPS AND WHY?

Depending on the area of employment some skills are more necessary nowadays. The essential soft skills in almost all areas include social and personal skills such as strong communication, customer focus, flexibility, ability to handle stress, a willingness to learn and intercultural skills (working in international teams), as well as excellent knowledge of English and other languages. In healthcare, familiarity with medical information systems is important, as is experience with quality management, project management, and health promotion and care. In addition to psychological expertise, the important qualities required are the ability to cope with frustration, good communication skills and a willingness to learn. For the electronics/electrical engineering, telecommunications, information technology and machine/automotive/metal sectors, special expertise in operating systems, use of computer systems, business management, energy and process engineering, quality management, etc. are essential. In the construction and timber sector, expertise in the areas of building renovation, waste management, waste disposal and specific IT skills are advantageous. For the office, business, financial and legal sectors, additional technical knowledge is beneficial, as are business management, SAP and e-business skills. (EURES - Labour market information - Wien - European Commission, 2019)

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DETAIL 3 NON GOVERNEMENT AGENCIES EMPLOYMENT RELATED BRIEF ABOUT THEIR WORK SPECIFY LINKS WHERE INFO CAN BE FOUND ABOUT THIS TOPIC?

Whatchado.com is a job platform that is both innovative and intuitive. They offer transparency, avoid frustration and increase the chances of a successful application - for employers and applicants, as it were. Bringing openness and humanity back to an impersonal job market in which applicants have long become numbers in an anonymous career portal. It manages to produce a personalized feed, based on personal interests and preferred professional fields, showing suitable jobs.

Link: <https://www.whatchado.com/de/>

Unijobs.at is the job market for students and graduates. They have Austria's largest selection of part-time, part-time, student and internship positions.

Link: <https://www.unijobs.at/>

HAYS is a recruiting agency with highly qualified experts, and work in the areas of temporary recruitment, contracting, personnel recruitment and workforce management.

Link: <https://www.hays.at/>

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RESEARCH OF THE TURKEY

In Turkey, the education related to the ICT is offered by vocational schools and initiatives such as Movement of Enhancing Opportunities and Improving Technology by Ministry of Education, Türkiye'de e-Yönetişimin Gelişimi için Gençlerin Yetkin Kılınması Projesi by State Planning Agency. Unlike the other partner countries, youth unemployment in Turkey is rising in the recent years due to the global financial problems, political conflicts and mismatch of skills. According to the research, the leading sector in the job market is service sector occupying more than half of the job market. In the recent years, many jobs in the service sector have been replaced by automatization and it is expected that more jobs in the service sector, finance sector and tourism will cease to exist. The research shows that the greatest problem for youth employment in Turkey is skills mismatch. The country is not able to provide sufficient job positions to its' huge youth graduate population.

WHICH TECHNOLOGY AREAS IN YOUR COUNTRY ARE MOST DEVELOPED?

Robotics, Programming and coding education, E Commerce

WHAT IS THE EMPLOYMENT SITUATION FOR 18-30 YEAR OLDS? AT LEAST 1000 WORDS REQUIRED PLEASE REFERENCE ANY SOURCES USING HARVARD REFERENCING MODEL

Labour market conditions continue to improve and the OECD average employment rate finally returned to its pre-crisis rate in the first quarter of 2017, nearly ten years after the global financial crisis erupted. The OECD-average unemployment rate continues its slow descent, but remains slightly above its pre-crisis level because employment has not increased enough to fully offset a rising trend in participation rates. The unemployment rate is projected to fall back to its pre-crisis level in late 2018 or early 2019. The recovery remains very uneven across countries and different groups within the workforce.

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OECD projections suggest that Turkey's unemployment rate is likely to remain above 10% through to the end of 2018. • At the same time, employment in Turkey has continued to grow. Over the past decade it has increased from about 40% of the population aged 15-74 in Q2 2009 to over 48% in Q4 2016. It remains, however, significantly below the OECD average (61%). This is partly due to a low rate of female improvements, remains well below the OECD average of 48.5% (among people aged 15 and over). • OECD projections suggest that employment in Turkey will continue to rise through to the end of 2018, but at a slower pace. Unemployment in Turkey reached 13.8% in September, said the country's statistical authority on Monday. September figures showed an annual rise of 2.4 percentage points, the Turkish Statistical Institute (TurkStat) said "The number of unemployed persons aged 15 years old and over increased by 817,000 to 4.57 million persons in September 2019 in Turkey compared to the same period last year," it noted. Non-agricultural unemployment rate stood at 16.4%, showing a 2.9 percentage point year-on-year rise. The unemployment rate for young people age 15-24 surged 4.5 percentage points to 26.1% during the same period. The figure for persons age 15-64 climbed 2.4 percentage points on a yearly basis to 14.1% in the month. Meanwhile, the number of employed persons fell to 28.44 million in September, down 623,000 from the same month last year, indicating a 46.1% employment rate in the country. "According to the distribution of employment by sector, 19.3% were employed in agriculture, 19.5% in industry, 5.5% in construction, and 55.7% in services," it said. According to TÜİK's 2018 data, 53.3% of the youth employed were in the service sector, followed by the industrial and agricultural sectors. Turkey's unemployment rate stood at 13% in April this year, the country's statistical authority announced Tuesday. TurkStat said the unemployment rate rose by 3.3 percentage points on a yearly basis. Official figures revealed that the number of unemployed people aged 15 or older surged 1.1 million year-on-year to 4.2 million as of April. "In the same period, [the] non-agricultural unemployment rate occurred as 15% with [a] 3.6 percentage point increase.

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"While [the] youth unemployment rate including persons aged 15-24 was 23.2% with [a] 6.3 percentage point increase, the unemployment rate for persons aged 15-64 occurred as 13.3% with [a] 3.5 percentage point increase," the institute said. In March, the country's unemployment rate stood at 14.1%, with 4.54 million unemployed people aged 15 or above. The number of employed people in Turkey amounted to 28.2 million. Among the women in this age group, the share allocated to the service sector is higher than that of men. While the rate of young people who are neither in education nor in employment is 24.5%, this rate was calculated as 15.6% in men and 33.6% in women. Today, youth employment is arising as a global economic crisis and is viewed to be a social policy issue that Turkey and the EU countries have been looking for a solution for many years. According to latest TUIK data, Turkey's, compared to the same period last year, overall number of unemployed increased by 1 million 259 thousand people, 4 million 668 thousand people (14.7%), The unemployment rate in the young population increased by 6.8 points to 26.7%, while the highest figures in this field have been observed since 2005 when this data was first published. As apparent from this data, youth unemployment in Turkey compared to other age groups is almost 2 times more. It is one of the biggest problems in the functioning of economic wheels. On the other hand, when we look at the EU figures, the situation is not very attractive for youth unemployment. In the euro-zone, it was detected as 6.8% for overall unemployment, and youth unemployment was identified at 16.6% and a parallel configuration graph can be seen between Turkey and the Euro-zone's overall unemployment-youth unemployment. Skills Mismatch is one of the basic issues that should be considered where young unemployment is occurring; the employment market can not provide enough workload for all the graduates due to the fact that universities are giving too many graduates. As a result of too many people with higher education, people cannot find suitable jobs in the market, they work under their capacities and tend to lose their abilities due to lack of motivation. Resource: <http://www.tuik.gov.tr/Start.do>

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WHAT INITIATIVES OFFER EMPLOYMENT AND WHO LEADS ON THIS IN YOUR COUNTY HAVE TO SUPPORT YOUNG PEOPLE INTO DIGITAL CAREERS?

ICT skills are needed for employment by computing professionals as well as other professionals who use ICT in carrying out their professional activities. ICT skills are acquired in vocational schools, in relevant degree programs in higher education as well as through training programs offered by universities, municipalities, NGOs and private sector. In Turkey the number of graduates with ICT-related degrees has been steadily increasing with 11,372 graduates from 4-year degree programs and 23,467 graduates with associate degrees in 2012. The number of students finishing ICT-related vocational school programs was 44,000 in 2013. Yet ongoing developments in the ICT field make it difficult to acquire adequate ICT knowledge and skills through formal education and employers are not satisfied with the knowledge and skills graduates possess. As a result a large number of ICT graduates are not able to find appropriate jobs. The total number of people employed in the ICT sector was 196,000 in 2011, which is 1.7% of the total employment and puts Turkey behind other OECD countries. A study conducted by TUBISAD in 2012 has shown that 58% of the sector identifies the deficit of qualified human resources as the most important issue. The National Employment Strategy initiated in 2014 foresees that Turkey needs 10,000 additional ICT experts annually. The identification and certification of professional competencies of ICT experts is regulated by the Professional Competencies Authority. As of 2013 the Professional Competencies Authority has published 17 professional standards at various levels. In alignment with The European Digital Agenda's 101 actions, in 7 pillars, which aim at helping to reboot the EU economy and enable Europe's citizens and businesses to get the most out of digital technologies, Information Society Strategy and Action Plan of

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Turkey proposes 111 actions in 7 pillars. 38 public entities are responsible for these actions, which will be monitored for progress through 117 indicators. The plan foresees growth in economy and increase in employment through the proposed actions, which will create a strong and competitive ICT sector. The Digital Agenda Scoreboard, which measures progress of the European digital economy, is not available for Turkey. Some of the latest indicators for Turkey that reflect 2013 are currently under validation. Digital Turkey Platform's study of 2014 has observed that there is no data regarding the Digital Agenda goals for broadband coverage, internet usage among disadvantaged people and citizens' use of eGovernment, with more than half returning completed forms. For all goals with indicators available, the progress of Turkey's digital economy is significantly behind that of EU. The following main stakeholders have been identified in connection with ICT skills and youth employability in Turkey through the desk research:

- Public: Ministry of Employment and Social Security, Ministry of National Education, Ministry of Development, Employment Agency (İŞKUR), Professional Competencies Authority, Information and Communications Technologies Authority. Continuing education and training activities organised outside of formal education institutions are conducted in the People Education Centres (Halk C A. MAJOR STAKEHOLDERS FOR ICT SKILLS AND YOUTH EMPLOYABILITY 3 Eğitim Merkezi) under Ministry of National Education.
- NGOs: Informatics Association of Turkey, Informatics Foundation of Turkey and TUBİSAD (Turkish Informatics Industry Association).
- Academic sector: Universities offering 4-year degrees in computer/software engineering and in 2-year associate degrees in programming. An example is İzmir University with Computer Engineering and Software Engineering degree programs and Vocational School with Computer Programming degree program.
- Non-formal training providers: Training on various topics that lead to a certificate are offered by private establishments.

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An example in Izmir is i-Akademi, which offers training on various topics including web design and Office products. • Private sector: Training for various ICT skills and competitions/hackathons are organised by international ICT firms (Microsoft, IBM, and others) as well as by Turkish companies (Turckcell). The extend of collaboration and partnerships among the various stakeholders in Turkey to attract more young people into ICT education and to offer more ICT training has not reached the levels envisaged in the Grand Coalition for Digital Jobs. Currently there is no National Coalition for Digital Jobs in Turkey. There is no digital champion either. 1.

Unemployment rate of youth in Turkey Turkey Youth Unemployment Rate is at 18.80% for the period of February 2015, according to EU Labour Force Survey Report based on Eurostat statistics. This is higher than 18.70% of the previous month, 15.90% of last year and the long term average of 17.94%. Youth unemployment rate is significantly higher than the general unemployment rate of 10.10% for the same period. The graphic below shows the variation in the unemployment rate during the last five years. DA.

The extend of collaboration and partnerships among the various stakeholders in Turkey to attract more young people into ICT education and to offer more ICT training has not reached the levels envisaged in the Grand Coalition for Digital Jobs. Although there is currently no national coalition nor a digital champion in Turkey, various stakeholders have initiated practical projects for promoting and developing digital skills and training ICT professionals. Some of the initiatives include: • “Movement of Enhancing Opportunities and Improving Technology” Project by Ministry of National Education, known as FATİH. The project has aimed at achieving the goal in the Strategy of Information Society that has been prepared by the State Planning Organization (2006-2010) in order to transform the society into information society: “Information and Communication Technologies will be one of the main instruments of the education process and it will also make teachers and students use these technologies effectively”.

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With this project, 42.000 schools and 570.000 classes have been equipped with the latest information technologies and transformed into computerized classes. • “Türkiye’de e-Yönetişimin Gelişimi için Gençlerin Yetkin Kılınması Projesi” A project initiated in 2005 by State Planning Agency, UNDP, Microsoft and Youth Association for Habitat which has provided training on Office, internet security, web design and software development to 158,000 people.

WHO IS LEADING ON THIS IN YOUR COUNTRY AT GOVERNMENT LEVEL?

Youth and Sport Ministry (Gençlik ve Spor Bakanlığı) and Turkish Business Institution (Türkiye İş Kurumu - İŞKUR) İŞKUR is Identifying the needs of the market through an effective labor market information system and matching labor supply and demand accordingly, facilitating, protecting and increasing employment through labor force programs, developing professional skills, providing temporary income support to those who lost their jobs, and developing and realizing employment-related measures in social dialogue.

LIST 5 JOBS WHICH WILL BE REPLACED BY 2025?

- machine operators
- assemblers
- customer services clerks
- numerical and material recording clerks
- general and keyboard clerks

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LIST 5 JOBS WHICH WILL BE REPLACED BY 2030?

- accountants
- couriers
- cashiers
- travel agents
- construction workers

LIST 5 JOBS HAVE BEEN REPLACED DIGITALLY IN LAST 5 YEARS IN YOUR COUNTRY?

Telemarketers
Ticket controllers
Bus stop ticket sellers
Taxi dispatcher
Watch Maker / Repairer

WHAT SECTOR EMPLOYS THE MOST PEOPLE IN YOUR SKILLS YOUR COUNTRY ?

Service sector - 55% (2018) (within the service sector travel and tourism is outstanding)

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WHAT SKILLS IS YOUR COUNTRY LACKING, WHERE ARE THE GAPS AND WHY?

Skills Mismatch is one of the basic issues that should be considered where young unemployment is occurring; the employment market can not provide enough workload for all the graduates due to the fact that universities are giving too many graduates. As a result of too many people with higher education, people cannot find suitable jobs in the market, they work under their capacities and tend to lose their abilities due to lack of motivation. Turkey faces significant skills challenges. The average skills outcomes of youth, tertiary graduates and adults are low. Upper secondary attainment is one of the lowest among OECD countries and adults have significantly lower proficiency in literacy, numeracy and problem-solving skills than do adults do in other OECD countries. However, the gap between the literacy proficiency of 16-24 year-olds in Turkey and the OECD average is smaller than it is for all other age groups, which suggests a considerable relative improvement over time. Turkey could improve the inclusiveness of skills development and use. Socio-economic background has a stronger influence on skills development of youth and tertiary education attainment than in most other OECD countries. Skills activation and the inclusiveness of the labour market are also weak. Labour force participation rates have increased recently but are well below the OECD average, and there are very large differences between men and women. Moreover, despite rapid improvements, the share of youth not in employment, education or training (NEET) is still the highest among the OECD countries. More can be done to improve the intensity of skills use. Adults in Turkey use their skills in workplaces and in daily life much less frequently than adults in other OECD countries. Similarly, Turkey performs poorly in the adoption of high-performance workplace practices and ranks in the bottom 20% in the strength of its innovation system, both of which are crucial to stimulate the use of skills. Resources: <http://www.tuik.gov.tr/Start.do>- Resource: OECD (2019), OECD Skills Strategy 2019: Skills to shape a better future, OECD Publishing, Paris, //doi.org/10.1787/9789264313835-en-OECD Skills Strategy 2019, Turkey <https://www.oecd.org/turkey/Skills-Strategy-Turkey-EN.pdf>

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DETAIL 3 NON GOVERNEMENT AGENCIES EMPLOYMENT RELATED BRIEF ABOUT THEIR WORK SPECIFY LINKS WHERE INFO CAN BE FOUND ABOUT THIS TOPIC?

1) GİRİMŞİÇİLİK VAKFI - Entrepreneurship

Foundation <http://girisimcilikvakfi.org/en> Turkish

Entrepreneurship Foundation was founded in April 2014. Founded by business people and opinion leaders who are aware of the importance of entrepreneurship and believe that it is the key to change, Turkish Entrepreneurship foundation works with youth to advance the entrepreneurship culture and to make entrepreneurship a career alternative among young people.

2) Turkish Enterprise and Business Confederation (TÜRKONFED)

<http://www.turkonfed.org>

The Turkish Enterprise and Business Confederation (TÜRKONFED), the umbrella organization of regional and sectoral business representative organizations, is an independent civil society organization established on a voluntary basis. TÜRKONFED, Turkey's spread to all parts of the structure and the number of active members is located in Turkey's largest business organizations. TÜRKONFED ACTIVITIES In accordance with its objectives, TÜRKONFED:

- Contributes to Turkey's economic growth, stability and development of legal, institutional and social infrastructures of the market economy,
- Works to strengthen ethical values in the business world and develop activities in the sense of social responsibility,
- Follows technological developments in the world, supports the business world to increase research and development activities,
- Works for the business world to have a marked and permanent place globally,
- Supports the development and implementation of policies, primarily in the fields of investment, production, commerce and employment, to ensure the policy framework to respond better to the emerging needs of businesses and labor market,

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- Encourages projects that enhance social infrastructure,
- Collaborates with universities and scientific research organizations to promote evidence-based policy-making,
- Works in order to disperse the innovation spirit in society,
- Operates to ensure sustainable development and eliminate inter-regional differences in terms of development,
- Works to promote social reconciliation and cooperation between employees and employers for better national development,
- Fosters cooperation and exchange of knowledge and experience on institutional, sectoral, national and international levels in order to develop opportunities for joint ventures,
- Contributes to increase competitiveness by promoting improvements in productivity, production quality and effective utilization of human and natural resources,
- Formulates opinions and recommendations and shares them to the relevant authorities, stakeholders and the public,
- Exercises the right to be a member to international federations, confederations or associations, and to be represented in international federations, confederations or associations by its own member associations or federations

3) Union of Chambers and Commodity Exchanges of

Turkey <https://www.tobb.org.tr/Sayfalar/Eng/AnaSayfa.php> Purposes : Within the context of its organic law and other applicable legislation, TOBB aims, parallel to the developments elsewhere in the world and in its capacity of the highest level representative of the Turkish private sector, at ensuring unity and solidarity between chambers and commodity exchanges, enhancing development of the professions in conformance with general interest, facilitating professional work of members, promoting honesty and confidence in the relations of members with one another and with the general public, and preserving professional discipline and ethics.

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TOBB performs the following functions:

- » To lead and guide the Turkish entrepreneurs.
- » To submit opinions and comments to the political power in line with the requirements of the private sector.
- » To strive for expanding the idea and ideals of private sector.
- » To ensure that the small and medium size enterprises (SMEs) which constitute the backbone of the economy, receive is equitable share.
- » To submit opinions to cornered ministries and parliamentary commissions regarding laws and regulations in draft form or in force.
- » To offer its members necessary information that may be useful in their commercial, economic and international activities by following developments in science and technology. The product prices set at the commodity exchanges are made available to its members and to the rest of the world via such international agencies such as the Reuters and its own Internet system.
- » To offer information and consultancy services through chambers and commodity exchanges for helping the SMEs to solve their operational problems, to investigate the problems restricting their success at international markets, and to thereby contribute to the identification of a national SME policy.» To conduct the TOBB arbitration system.
- » To carry out functions under the legislation in force for the development of apprenticeship, vocational and technical training within the scope of raising a qualified labour force.
- » To establish or to participate in the educational institutions and to cooperate with these institutions.
- » To establish organized industrial regions and technology development centers.
- » To participate in the formulation of vocational standards, test and certification procedures.
- » To conduct in-service training programs for improving the service quality of its own personnel.

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- » To authorize competent companies to organize domestic fairs.
- » To participate in the Economic and Social Council.
- » To strive for the elimination of inter-regional differences at the development level and the restructure of social equilibrium in conformance with the current requirements.
- » To cast light on the future by its work and scientific researches.
- » To prepare reports on country, province and sector basis.
- » To establish and maintain the Sectoral Assemblies for comprehensive and accurate identification of sectoral problems, transmission of findings to the Government and their timely finalization.
- » To constitute, for performing detailed studies on economic and social issues as a requirement of its consultative functions, ad hoc specialization committees made up of experienced academicians and upper-level bureaucrats of concerned public and private agencies.

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RESEARCH OF THE ROMANIA

In Romania, the employment opportunities are offered and coordinated by the country's employment agency: AJOFM. Apart from the employment agency job opportunities are created for the young people by the private enterprises and companies. The most employee demanding sectors are the IT, finance and marketing sector which are also the most developed sectors in the country. Despite the decline in the unemployment, according to the data, the young people still lack the necessary training and skills after their graduation. The jobs in the service sector have been gradually replaced by their digital latters in the last decade and more jobs in the service sector are expected to be replaced by automatization. The research shows that the most demanded skills in Romania are soft skills as communication, teamwork and there is insufficient qualification in digital literacy.

WHICH TECHNOLOGY AREAS IN YOUR COUNTRY ARE MOST DEVELOPED?

Cloud Computing, Programming and coding education, E Commerce

WHAT IS THE EMPLOYMENT SITUATION FOR 18-30 YEAR OLDS? AT LEAST 1000 WORDS REQUIRED PLEASE REFERENCE ANY SOURCES USING HARVARD REFERENCING MODEL

Most of the young people are looking for a suitable job, both in terms of time and comfort. For this reason, there is a permanent fluctuation in the level of employability among young people. Interactive work environment, flexible program and performance are some of the aspects followed in the search for a job. Although the unemployment rate is declining and national level there is a certain continuity of the level of employability, there are still many young people who reach the right age to have a job, not having enough training for the studied field or for the one in which they are employed.

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According to a study conducted on this age segment (Friedrich Ebert Stiftung, 'Studiu despre tinerii din Romania 2018/2019 2018/2019' / Study on young people of Romania 2018/2019, page 45), 3.5% of young people prefer to be independent and to carry out entrepreneurial activities. About 31% of young people work in the field in which they studied, while a percentage of 36.6% work in different areas of their education.

WHAT INITIATIVES OFFER EMPLOYMENT AND WHO LEADS ON THIS IN YOUR COUNTY HAVE TO SUPPORT YOUNG PEOPLE INTO DIGITAL CAREERS?

AJOFM (County Agency for Employment) is the main actor in supporting young people in supporting young people in finding a job and obtaining a level of qualification in certain fields. The Agency often organizes job fairs for young graduates, where they have a real opportunity to find a suitable job. The second actor is represented by the individual companies which offer training courses, sometimes accompanied by the potential conclusion of labor contracts with certain employers who have a shortage of labor force.

WHO IS LEADING ON THIS IN YOUR COUNTRY AT GOVERNMENT LEVEL?

ANOFM (National Agency for Labor Force Employment) has an important role in the job finding process. Some of its main roles consist of preventing unemployment, increasing social inclusion, stimulating employment.

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LIST 5 JOBS WHICH WILL BE REPLACED BY 2025?

1. Travel agents - people will be able to make their own reservations, select their destination and choose their packages through electronic applications
2. Accountants - the advanced programs will replace the accountants and will carry out their tasks automatically
3. Translators - their work will be provided by specialized software
4. Journalists in the print media - will be replaced by journalists in the online environment, mostly by freelancers
5. Cashiers - high-performance payment and self-scanning terminals will gradually replace cashiers in department stores.

LIST 5 JOBS WHICH WILL BE REPLACED BY 2030?

1. Dispatcher - specialized software will largely take over their duties, will generate and distribute orders
2. Driver - this is already expanding. The big manufacturers have created this concept for the big tonnage cars.
3. Workers in the factory - the robots will take over their tasks and the automation will gain more and more ground
4. Waiter - initiative has already been partially taken - in some restaurants, the control panels are already used, and the client takes his products from the counter alone.
5. Banker - the number of bankers has already been reduced, introducing complex applications that favor the client and his time.

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LIST 5 JOBS HAVE BEEN REPLACED DIGITALLY IN LAST 5 YEARS IN YOUR COUNTRY?

1. Waiters - partially replaced job with intelligent control panels
2. Journalist - job replaced by online press (freelancers for the most part)
3. Mailman - job partially replaced by electronic mail, online invoice payment
4. Employee car wash - self service and / or automatic car wash
5. Telephony operator - intelligent robot, partially replaced.

WHAT SECTOR EMPLOYS THE MOST PEOPLE IN YOUR SKILLS YOUR COUNTRY ?

The most demanding areas are IT sector, finance, marketing, sales, accounting and human resources. Lately, the top 5 of most demanded jobs consists of: programmer, system engineer, marketing specialist, financial analyst

WHAT SKILLS IS YOUR COUNTRY LACKING, WHERE ARE THE GAPS AND WHY?

Employers value soft skills – effective communication, integration within the team and domain, availability of renewal of the horizon of knowledge, matching personal values with those of the company. These gaps occur due to the lack of personal development, to acquire the qualities necessary for a social and professional ascendancy. These skills can be learned through certain courses related to communication, leadership, emotional intelligence and motivation. Aspects like speaking in public, accepting changes and challenges, self-improvement and self-education, are important for integration and development. Another important gap in our country is the lack of digital skills. Although they are spreading fast, there still is a big part of population which don't use the knowledge about the digital world in a smart and efficient way.

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DETAIL 3 NON GOVERNEMENT AGENCIES EMPLOYMENT RELATED BRIEF ABOUT THEIR WORK SPECIFY LINKS WHERE INFO CAN BE FOUND ABOUT THIS TOPIC?

ASSD - Unemployed Support Association – provides access to free trainings and qualification programs, as well as guidance and informational support.

Link: <http://cursuricalificaregratuite.ro/servicii-oferite/>

Career Development Association, provides career development advice and support services:

<https://www.consilierincariera.ro/asociatia-pentru-dezvoltarea-carierii-2/>

APEL Association – individualized career development planning

<http://apelngo.ro/consiliere-si-orientare-profesionala-2/>

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RESEARCH OF THE GERMANY

In Germany, employment opportunities for young people are offered by institutions Arbeitsagentur Deutschland, German Research Center for Artificial Intelligence, National Strategy for AI and as such. The most employment opportunities are offered in the IT sector. The research shows that in Germany, the unemployment rates in the age span between 18 and 30 are decreasing within the conventional job market. Interestingly the research exhibits that despite its technologically advanced industry and wealthy economy, the advancements in the AI and automatization is going to make a huge impact on the conventional jobs in Germany. According to the data, occupations as vendor, miner, manufacturing industry have almost been replaced by AI controlled mechanisms and robots in the last decade. Call center agents, textile workers, jobs in the construction sector as a worker, consultancy, agricultural workers, security personal are expected to be replaced by automatization in the next five to ten years. The research also shows that in Germany basic digital skills such as computer skills and digital literacy are lacking and there is a big gap between the qualifications of the job seekers and the required skills for the future jobs. This happens due to the speed in the technological advancements out-dates the learned qualifications.

WHICH TECHNOLOGY AREAS IN YOUR COUNTRY ARE MOST DEVELOPED?

Artificial Intelligence (AI), Robotics, New energy supplies and technologies

WHAT IS THE EMPLOYMENT SITUATION FOR 18-30 YEAR OLDS? AT LEAST 1000 WORDS REQUIRED PLEASE REFERENCE ANY SOURCES USING HARVARD REFERENCING MODEL

According to preliminary calculations by the Federal Statistical Office (Destatis), around 45.5 million people living in Germany (national concept) were employed in November 2019. Compared to November 2018, the number of people in employment rose by 0.7% (+298,000 people).

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The rate of change compared to the previous year was 1.1% in January 2019 and 0.9% in June. Employment continued to grow, but its momentum weakened over the course of 2019. Around 10% of the employed people are in the age of 18-30 years old. Researchers from the Organization for Economic Development and Cooperation (OECD), a forum of predominantly wealthy industrialized countries, have now investigated how many jobs in the member countries could actually disappear through automation. The result is surprising: German employees are affected above average by the new wave of digitization. In this country, far more jobs could be replaced by robots and software than in other wealthy countries. Researchers from the Organization for Economic Development and Cooperation (OECD), a forum of predominantly wealthy industrialized countries, have now investigated how many jobs in the member countries could actually disappear through automation. The result is surprising: German employees are affected above average by the new wave of digitization. In this country, far more jobs could be replaced by robots and software than in other wealthy countries. (Eichhorst 2015) What seems to be a general consensus is that professions will cease to exist and unemployment will rise. After all, not everyone affected can be retrained. Political intervention is required at this point. At the educational level in particular, care should be taken to ensure that future workers are prepared for the new job market. (Winner, 2018) Increased risk for young people Researchers particularly warn teenagers and young adults. They see the problem in the entry-level jobs. These are endangered because their complexity is mostly manageable. And early gathering of experience can also be hindered. Temporary jobs typical today can be taken over by AI-based programs or robots. This means that the chance to learn basic qualities before starting your career is lost. (Winner, 2018) Automation is more likely to cause youth unemployment than a wave of early retirement. (Quintini, 2018)

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WHAT INITIATIVES OFFER EMPLOYMENT AND WHO LEADS ON THIS IN YOUR COUNTY HAVE TO SUPPORT YOUNG PEOPLE INTO DIGITAL CAREERS?

Arbeits Agentur Deutschland is still leading institution for employment and offers different kind of jobs for young people.

<https://www.arbeitsagentur.de/>

There are more initiatives which makes available support and career chances for young people which are listed as follow:

German Research Center for Artificial Intelligence

<https://www.dfki.de/web/>

National Strategy for AI

<https://www.ki-strategie-deutschland.de/home.html>

<https://www.plattform-lernende-systeme.de/aktuelles-newsreader/ki-forschung-in-deutschland-landkarte-der-plattform-lernende-systeme-gibt-ueberblick.html>

<https://www.alumniportal-deutschland.org/wissenschaft-forschung/neues-aus-der-wissenschaft/ki-made-in-germany/>

WHO IS LEADING ON THIS IN YOUR COUNTRY AT GOVERNMENT LEVEL?

National Strategy for AI is leading in Germany supported by Federal Government.

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LIST 5 JOBS WHICH WILL BE REPLACED BY 2025?

- call center workers
- construction worker
- mecanic worker in fabrics
- logistic workers
- textil workers

LIST 5 JOBS WHICH WILL BE REPLACED BY 2030?

- Tax consultant
- Farmers
- HR manager
- Product testing
- Security Job

LIST 5 JOBS HAVE BEEN REPLACED DIGITALLY IN LAST 5 YEARS IN YOUR COUNTRY?

- Sellers
- Miners
- Meter readers
- Workers in the industry
- Mechanic worker

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WHAT SECTOR EMPLOYS THE MOST PEOPLE IN YOUR COUNTRY ?

IT Sector

WHAT SKILLS IS YOUR COUNTRY LACKING, WHERE ARE THE GAPS AND WHY?

Basic digital skills are lacking. Basic digital skills describe skills through which people are able to find their way in a digitized environment and are active to participate in it. These skills are used in professional life as well Social participation (digital citizenship) required in the future and by employers increasingly assumed by their employees. This includes the digital one Knowledge generation (digital learning) and the informed handling of data online (digital literacy) as well as the ability to work collaboratively. Critical gaps are particularly evident in the areas of digital strategy (42 percent), big data (41 percent) and digital marketing (40 percent). There is a big qualification gap in Germany. A possible explanation for this could be that the required future skills relatively not close those in the past important skills. The qualification gap in the area of general qualifications can only be overcome close by consistently and continuously training people in professional life become. For this, selective "training courses" alone will not suffice. Rather, in the sense of lifelong learning, it is a systematic and continuous operational To develop further training and skills.

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DETAIL 3 NON GOVERNEMENT AGENCIES EMPLOYMENT RELATED BRIEF ABOUT THEIR WORK SPECIFY LINKS WHERE INFO CAN BE FOUND ABOUT THIS TOPIC?

German Research Center for Artificial Intelligence

In the field of innovative commercial software technology using Artificial Intelligence, DFKI is the leading research center in Germany. Based on application oriented basic research, DFKI develops product functions, prototypes and patentable solutions in the field of information and communication technology.

<https://www.dfki.de/web/>

The Alumniportal Deutschland is a social network designed to promote networking and sharing of information among Germany-Alumni, companies, universities and organisations.

It offers its users the opportunity to get in touch with Germany-Alumni from around the world as well as companies in order to discuss specialist issues, develop their skills and benefit from the expertise of others.

<https://www.alumniportal-deutschland.org/wissenschaft-forschung/neues-aus-der-wissenschaft/ki-made-in-germany/>

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Plattform Lernende Systeme-

Self-learning systems are the next step in the process of digital transformation. Advances in Artificial Intelligence enable machines, robots and software systems to accomplish increasingly complex tasks. As a result, industry and society will change. In order to design self-learning systems according to the needs of humans and society the Plattform Lernende Systeme brings together leading expertise from science, industry and society and connects discern perspectives and interests. In thematically distinguished interdisciplinary working groups, they discuss technological, economic and social questions on the development and introduction of self-learning systems.

<https://www.plattform-lernende-systeme.de/>