



# AI and the EU skilling challenge

## First insights from Cedefop's AI skills survey

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# Strengthening skills intelligence for Europe





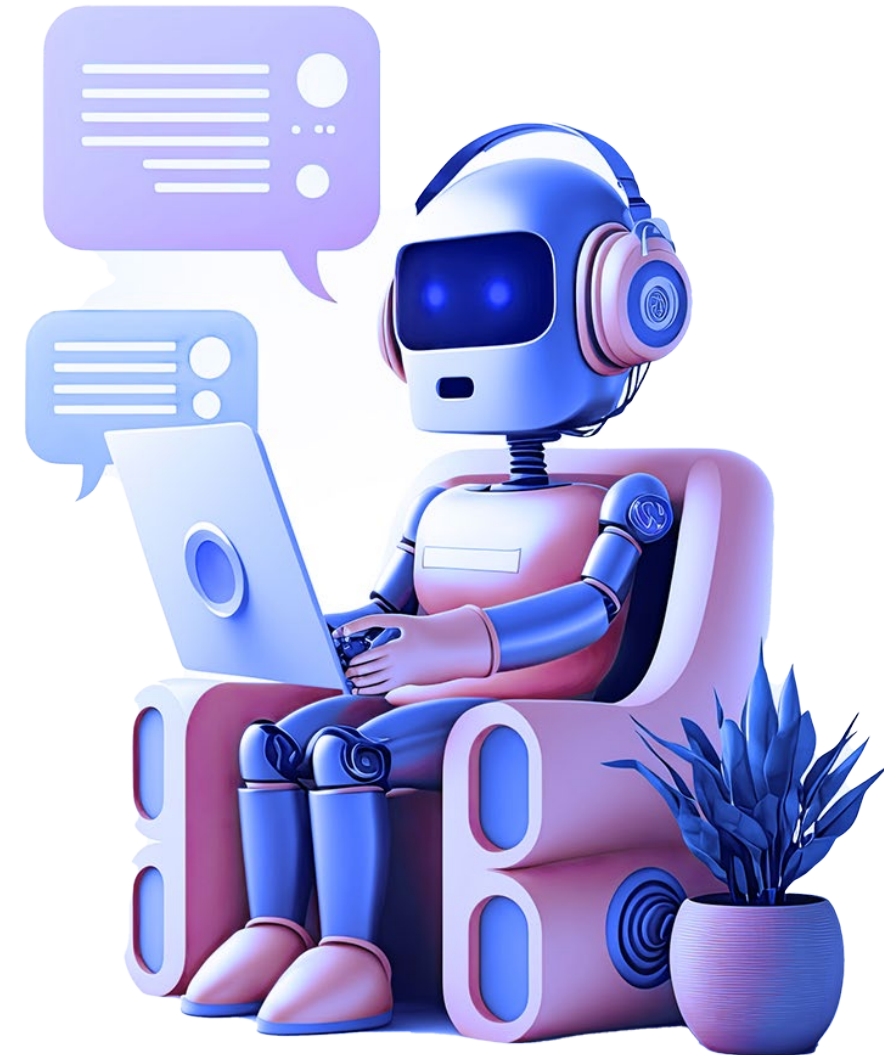
# Cedefop focus

## Artificial Intelligence

Survey of **random** samples of (~500) adult workers in 11 EU countries (Feb-May 2024;  $n = 5342$ )

### Better measurement of

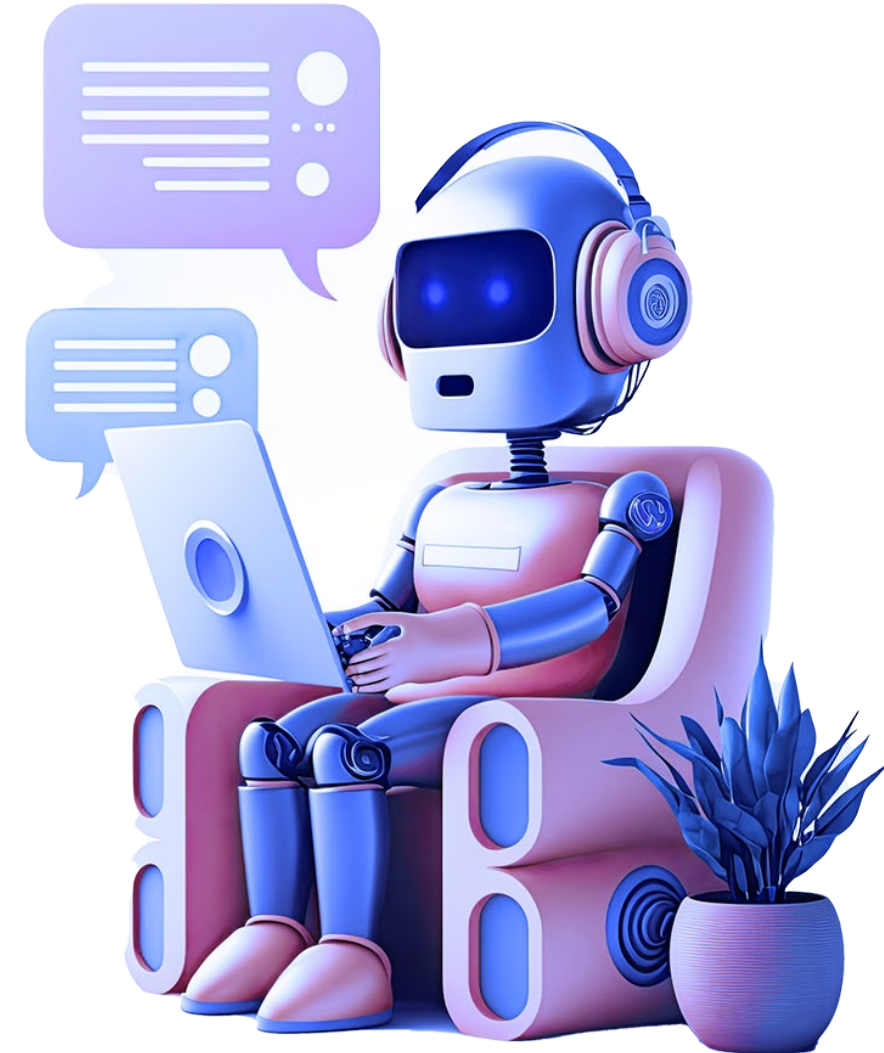
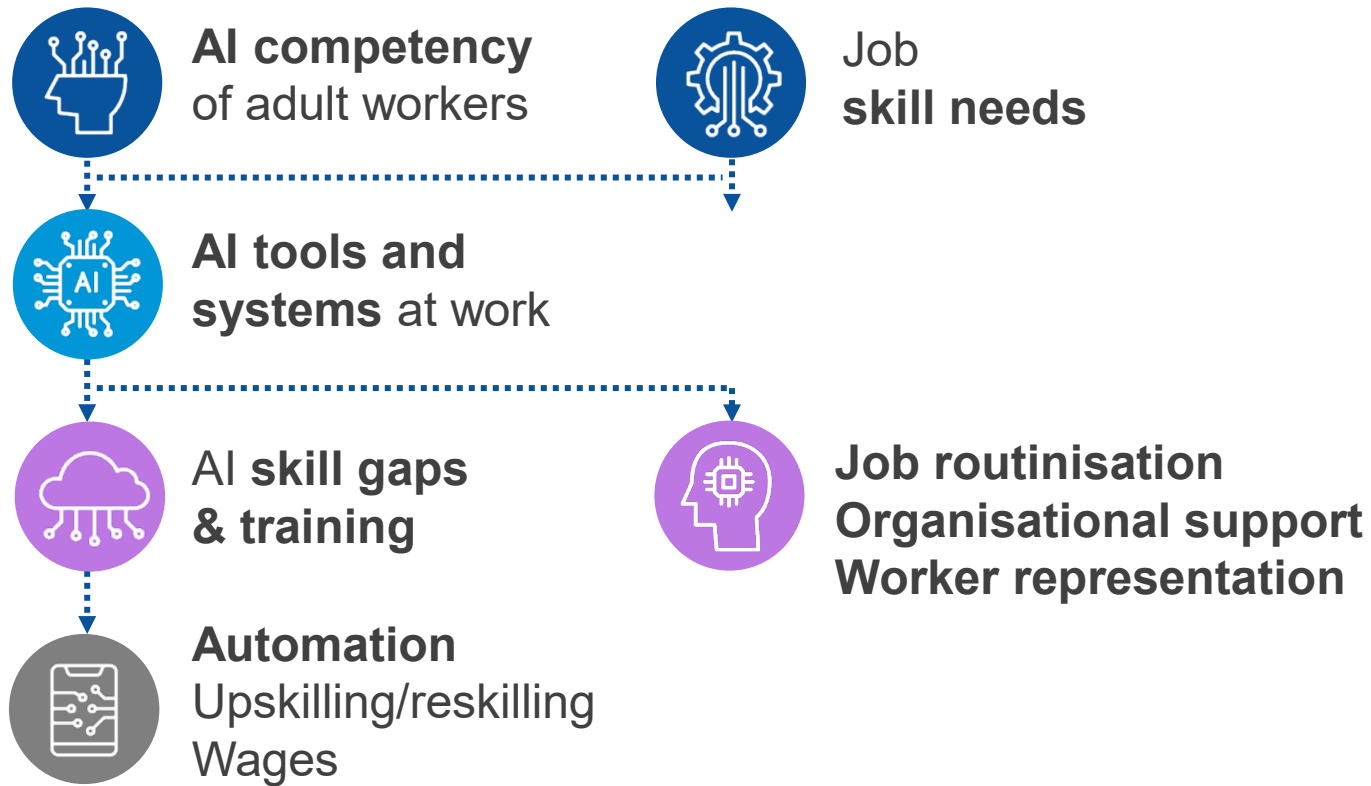
- AI use at work
- AI competency/skill gaps
- Automatability of jobs
- Organisational support
- AI outcomes



# Cedefop focus

## Artificial Intelligence

### Cedefop AI skills survey



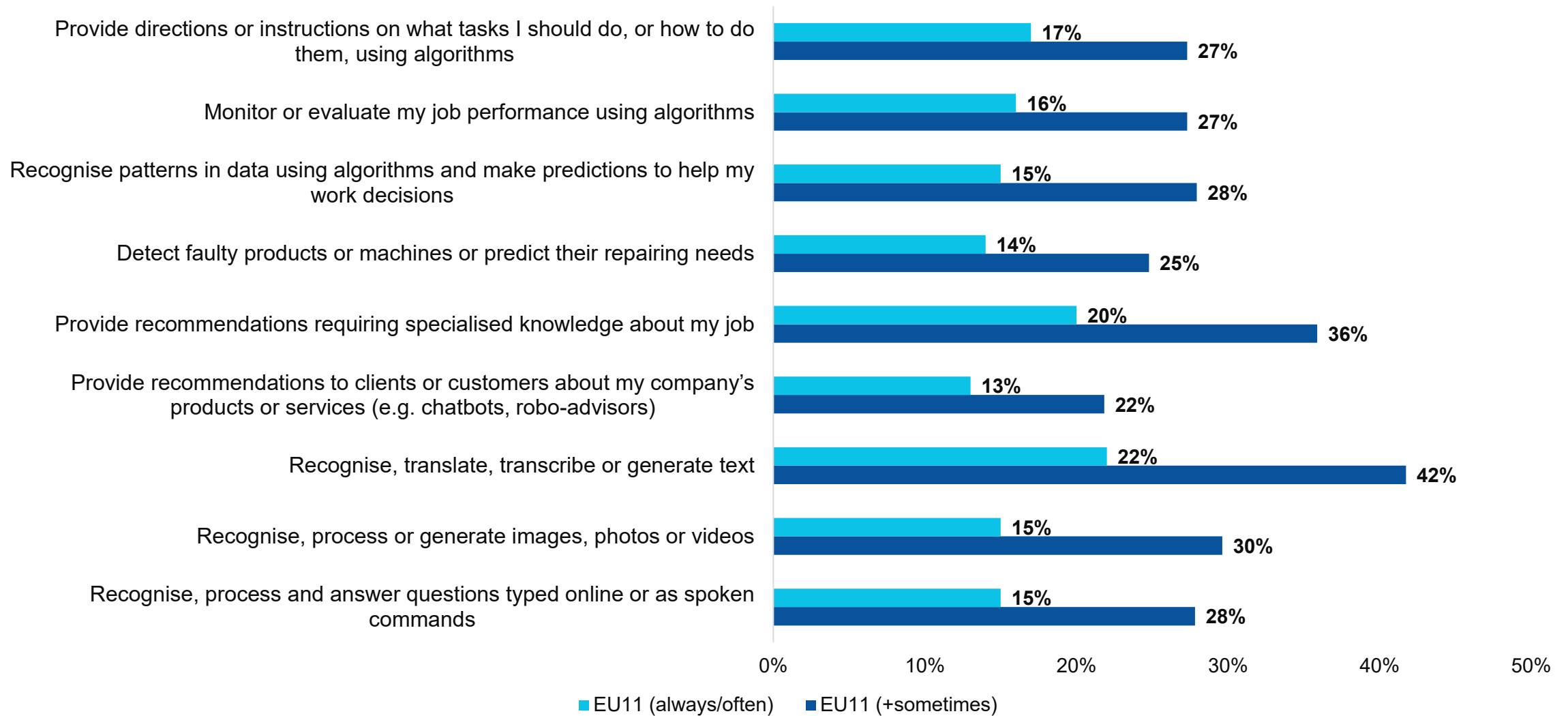


# Algorithmic work powered by AI

**About one in seven adult workers usually work with digital tools or apps that can automatically do some tasks, using algorithms.**

*Source: Cedefop AI skills survey (2024)*

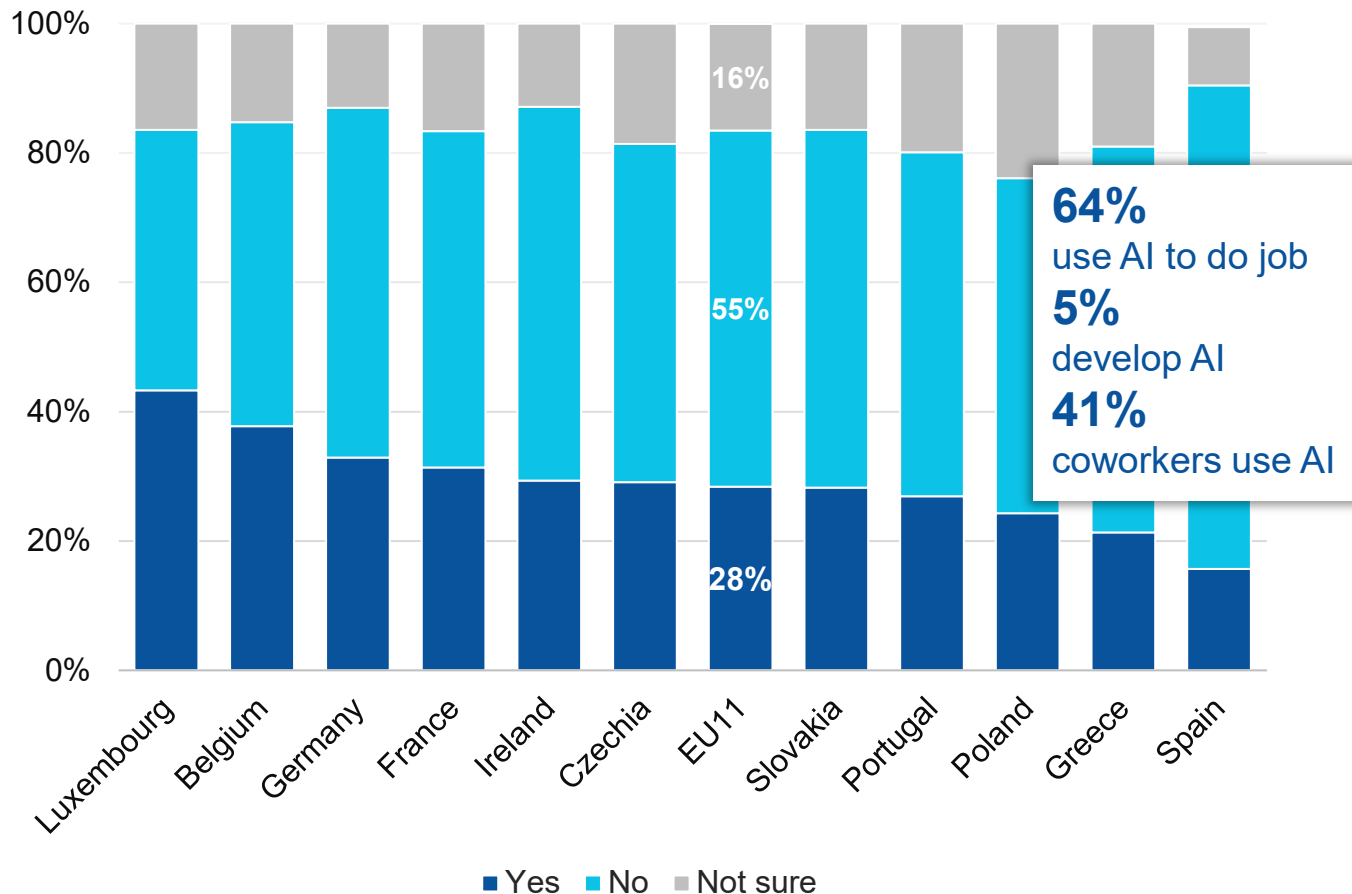
# Algorithmic work powered by AI



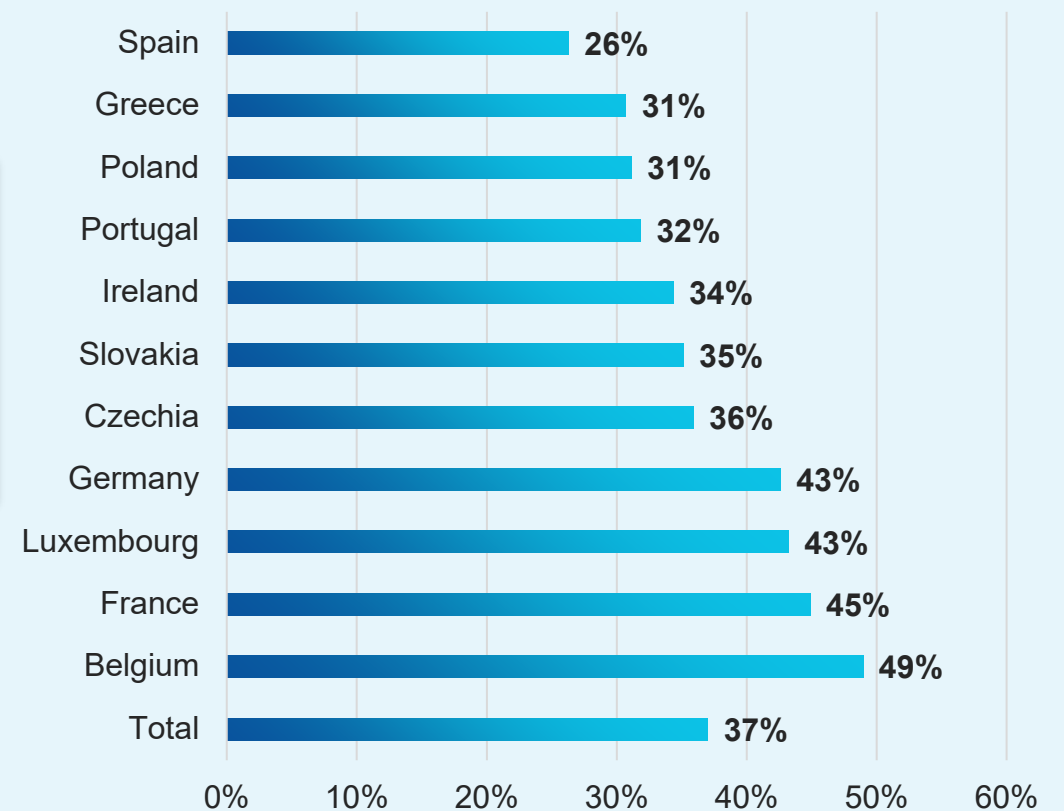
# AI in EU workplaces

## Another great divergence?

Use of AI at workplace



Increasing use of AI



Source: Cedefop AI skills survey (2024)



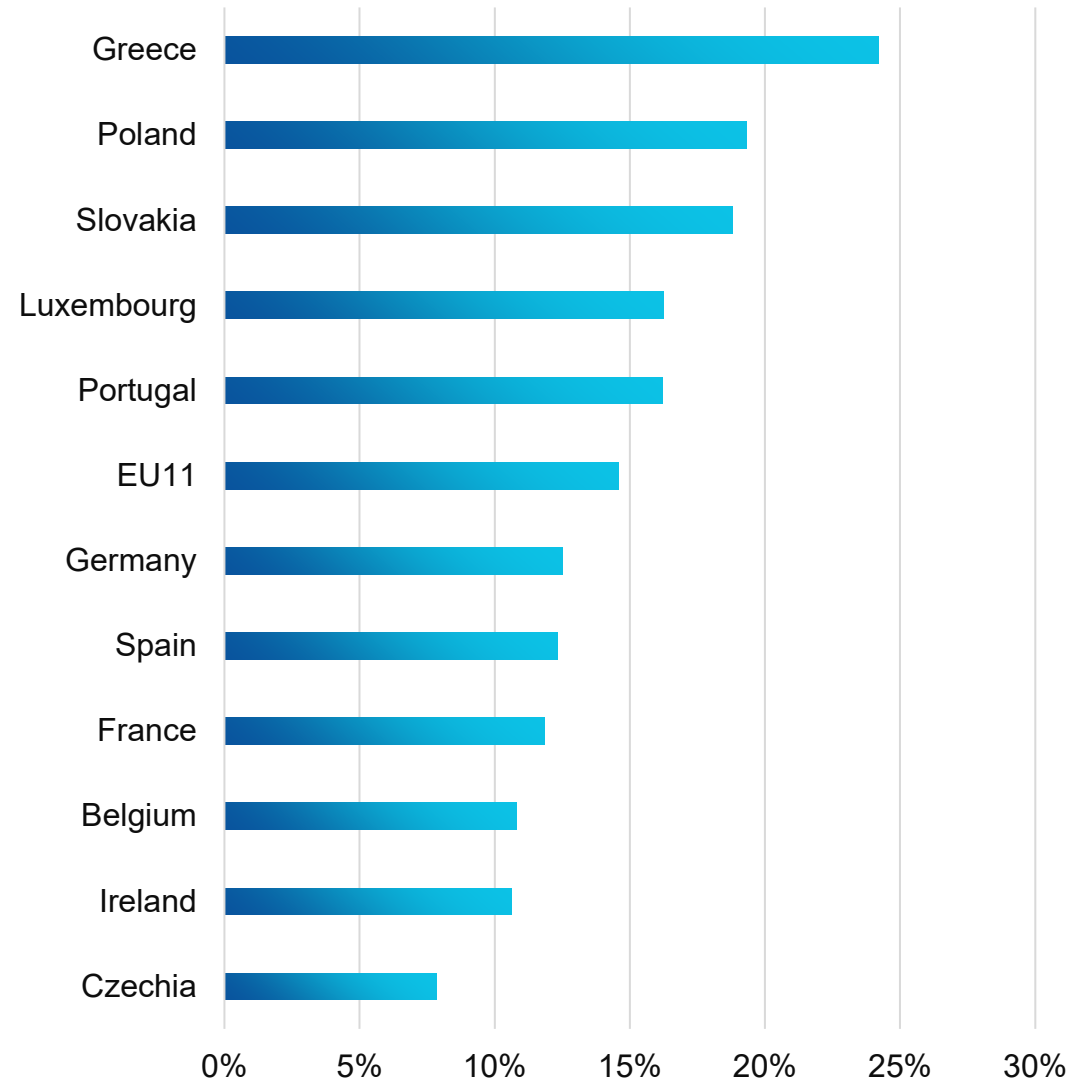
# Automation or job redesign?

## Job automation

highest in routine,  
precarious,  
middle-skilled jobs  
using machines



## Fear of job loss due to AI (% all)



Source: Cedefop AI skills survey (2024)



# Automation or job redesign?

**20%**  
**of the adult  
workforce** believe that  
**AI can do more than  
a half of their job tasks**

**about 23%**  
of job tasks can be  
**automated by AI**



# Automation or job redesign?

## AI and task automation

**30%**

do not do some  
tasks any more

**41%**

now do some new  
or different tasks

**67%**

do some tasks  
faster than before

**17%**

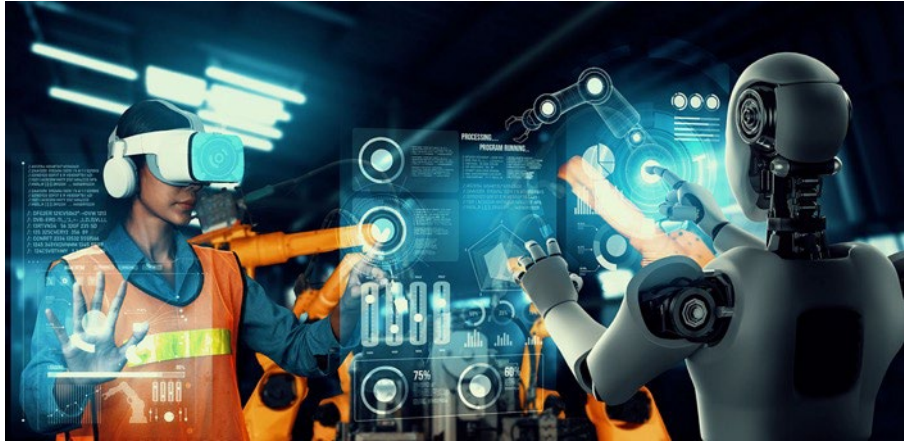
have less control  
over job tasks





# AI upskilling

## Bridging the AI skill gap



**61%**

will need new knowledge and skills to deal with AI impact on their work



**44%**

unlikely their company or organisation will provide training to workers to deal with AI

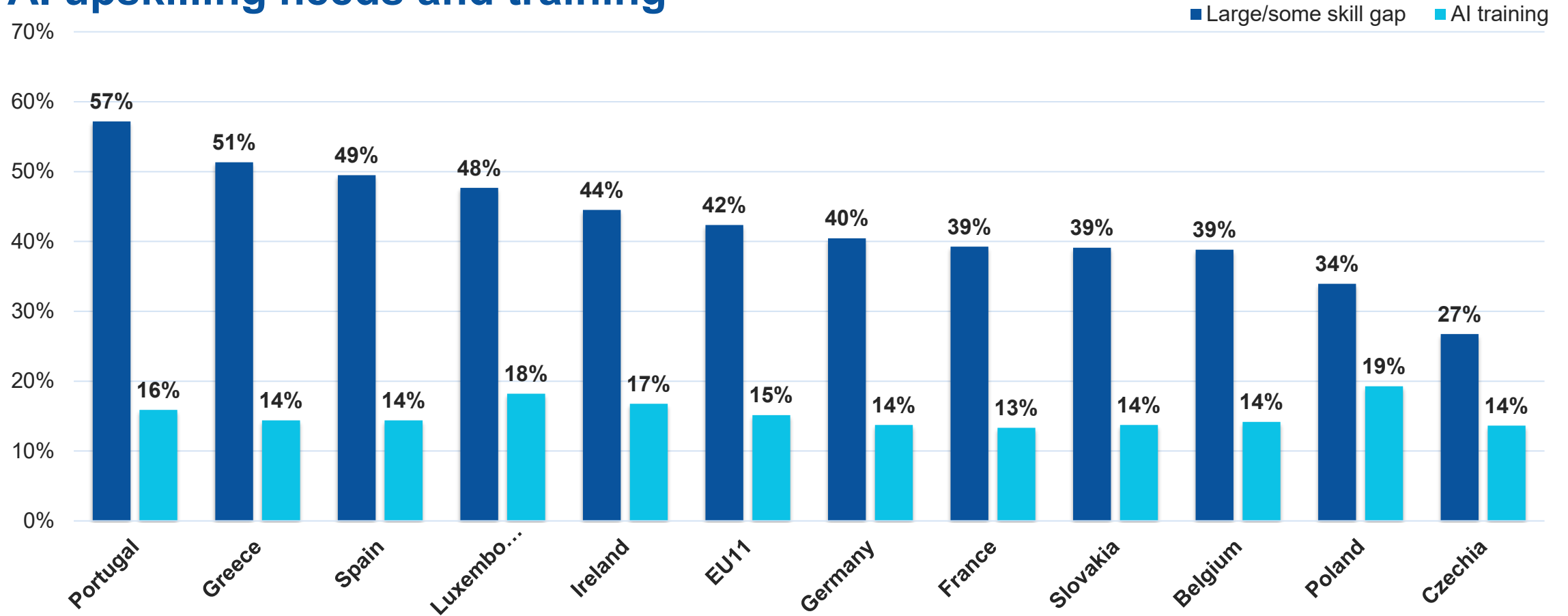




# AI upskilling

## Bridging the AI skill gap

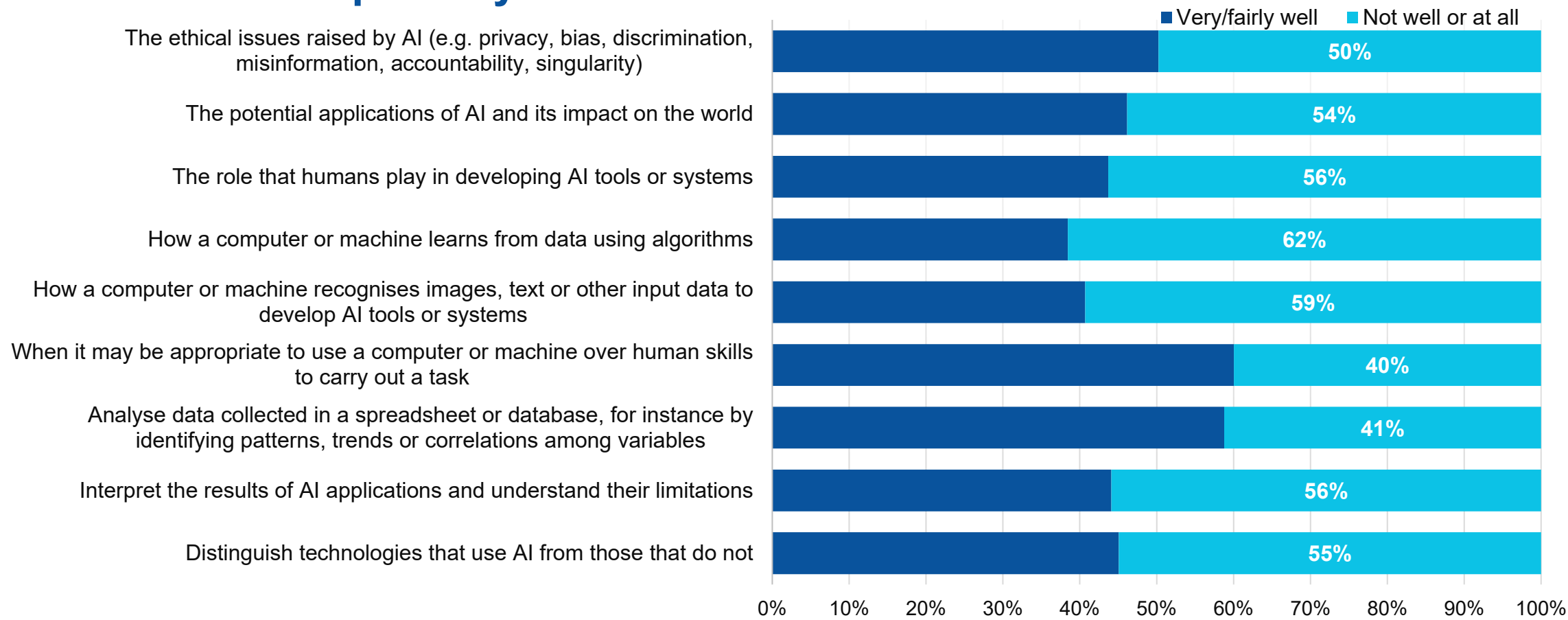
### AI upskilling needs and training



Source: Cedefop AI skills survey (2024)

# Prepared for the AI era?

## Pillars of AI competency



Source: Cedefop AI skills survey (2024)

# Powering the AI transition

## Informing VET policies

### AI transition = skills transition

Target AI use and upskilling to older,  
female workers in SMEs

### Improving AI competencies

- Major driver of AI take-up/training
- AI use is skills-based
- AI use less in unexpected work situations/  
more in non-procedural jobs





# Powering the AI transition

## Informing VET policies

### Empowering workers

- Organisational support that empowers and not only paralyses with automation fear
- Higher AI training in organisations with staff representation

### Tackling the productivity paradox

- AI use associated with higher pay
- For 55% of workers, AI did not improve how to do their job
- Gender segregation (low female use)
- Low AI use/training in lower-skilled jobs



# Thank you

For more information

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