



WEBINAR

CARE SECTOR SKILLS ANALYSIS

Understanding skills challenges and opportunities in the care sector

across European regions

18 April 2024

10h-11h30



AGENDA

- 10.00** **Welcome and introductory remarks, Anna Cabedo and Òscar Palazón**, Regional Ministry of Education, Catalonia & EARLALL WG Skills and Labour Market co-leader
- 10.10** **Session 1 | Skills for the EU Care Sector**
Jiri Branka, Expert in Labour Market Intelligence and Skill at Cedefop
- 10.20** **Session 2 | Regional examples: Care sector challenges and opportunities in the care sector across European regions**
- **Céline Blan**, Director of Guidance and Training Policy, Centre-Val de Loire
 - **Lucia Pederiva**, Bruno Kessler Foundation and member of Trentino's project team of [EUVECA](#) project
 - **Anna Fallesen**, Head of elderly care, Svenljunga municipality in Region Västra Götaland
 - **Andrea Bernert-Bürkle**, Specialist for EU project counselling and young adult education centres at Volkshochschulverband Baden-Württemberg e.V. Baden-Württemberg
- 11.20** **The floor is yours: Q&A session**
- 11.30** **Concluding remarks and closure**



Introductory remarks

- **Care work** consists of two overlapping activities: **direct**, personal and relational care activities, such as feeding a baby or nursing an ill partner; and **indirect** care activities, such as cooking and cleaning.

Almost **15 million people in Europe work in healthcare occupations**. There are over **100 000 Long Term Care Providers (LTCP)** throughout Europe, employing over **6.3 million long-term care workers in the EU** (in 2019).

EU Initiatives and information related to Care

- European Social Rights Pillar (Social Protection and Inclusion action)
- Pact for Skills for the long-term care sector
- European Care Strategy (launched in September 2022)
- Cedefop Policy brief “Handling with Care: Skills for the EU Sector”



SESSION 1 | Skills for the EU Care Sector



Jiri Branka, Expert in Labour Market Intelligence and Skill at Cedefop

Jiri Branka is a Cedefop expert in the Department for VET and Skills. He leads the Skills Intelligence project and works on connecting of outcomes of various Cedefop's projects in the agency's skills intelligence products and visualizations. His prior working experience includes an assessment of labour market outcomes of skill recognition systems for the ILO and during the past 15 years, he has been involved in many projects focusing on skills and labour market analysis across Europe.



@JiriBranka

@Cedefop



CEDEFOP

Handling change with care

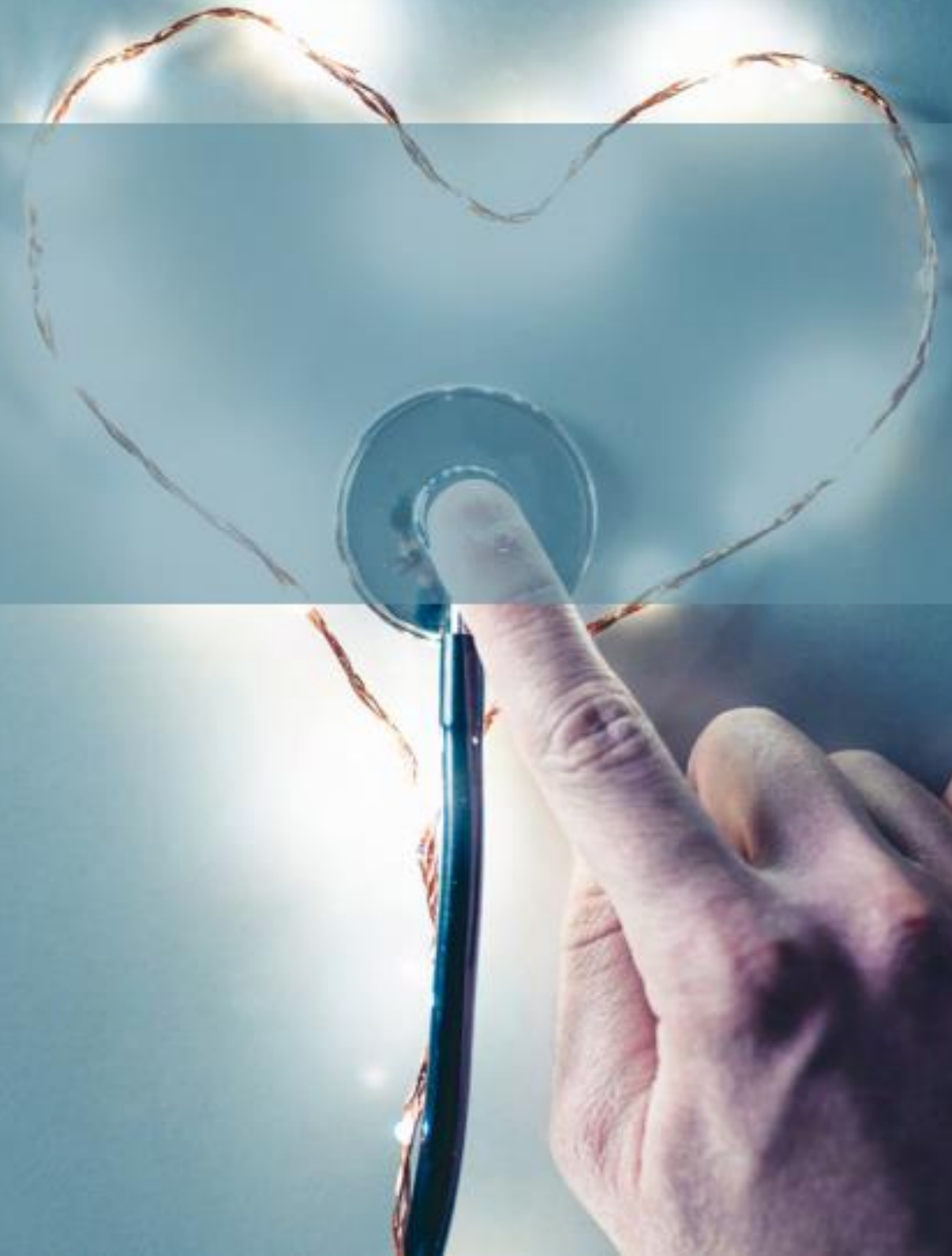
Skills for the EU care sector

POLICY BRIEF

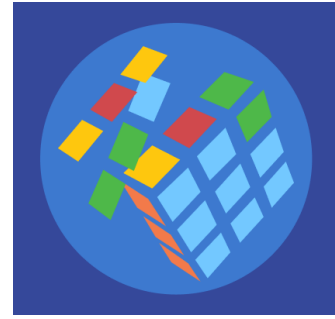
Jiri Branka

jiri.branka@cedefop.europa.eu

**EUROPEAN
YEAR OF
SKILLS**



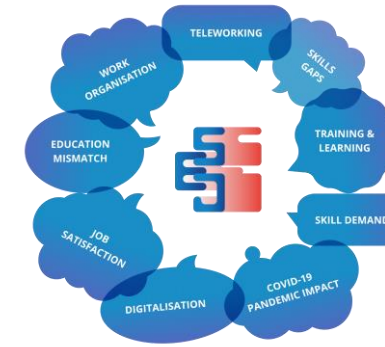
Sources of data



Skills forecast



Skills OVATE



European skills and jobs survey



Care sector policy brief

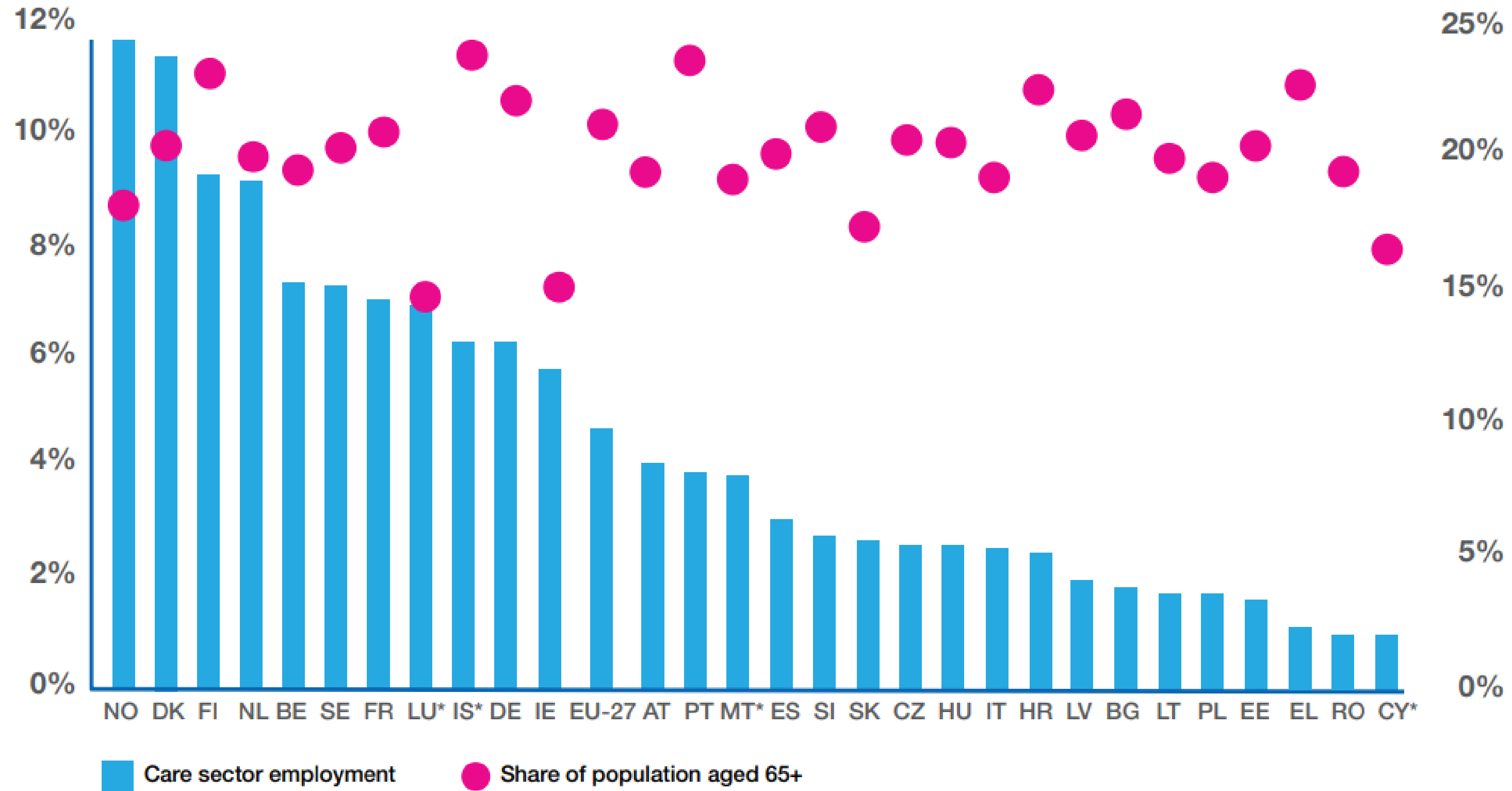
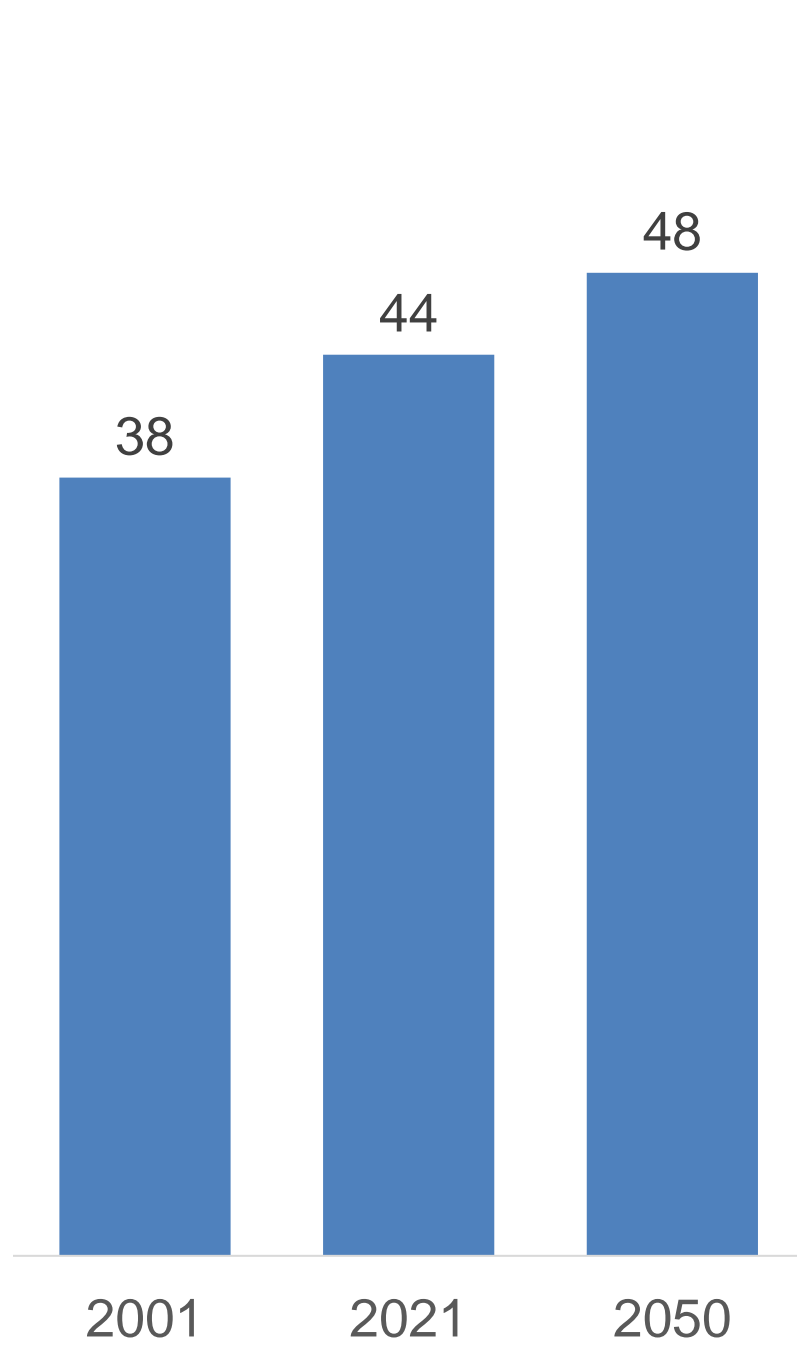


Care vs. Long-term care

87			Residential care activities
	87.1		Residential nursing care activities
		87.10	Residential nursing care activities
	87.2		Residential care activities for mental retardation, mental health and substance abuse
		87.20	Residential care activities for mental retardation, mental health and substance abuse
	87.3		Residential care activities for the elderly and disabled
		87.30	Residential care activities for the elderly and disabled
	87.9		Other residential care activities
	87.90	Other residential care activities	
88			Social work activities without accommodation
	88.1		Social work activities without accommodation for the elderly and disabled
		88.10	Social work activities without accommodation for the elderly and disabled
	88.9		Other social work activities without accommodation
		88.91	Child day-care activities
	88.99	Other social work activities without accommodation n.e.c.	

Ageing: A major challenge for the EU

Average age in the EU



EU Care sector: outnumbered

20% employment growth in 2011-2021

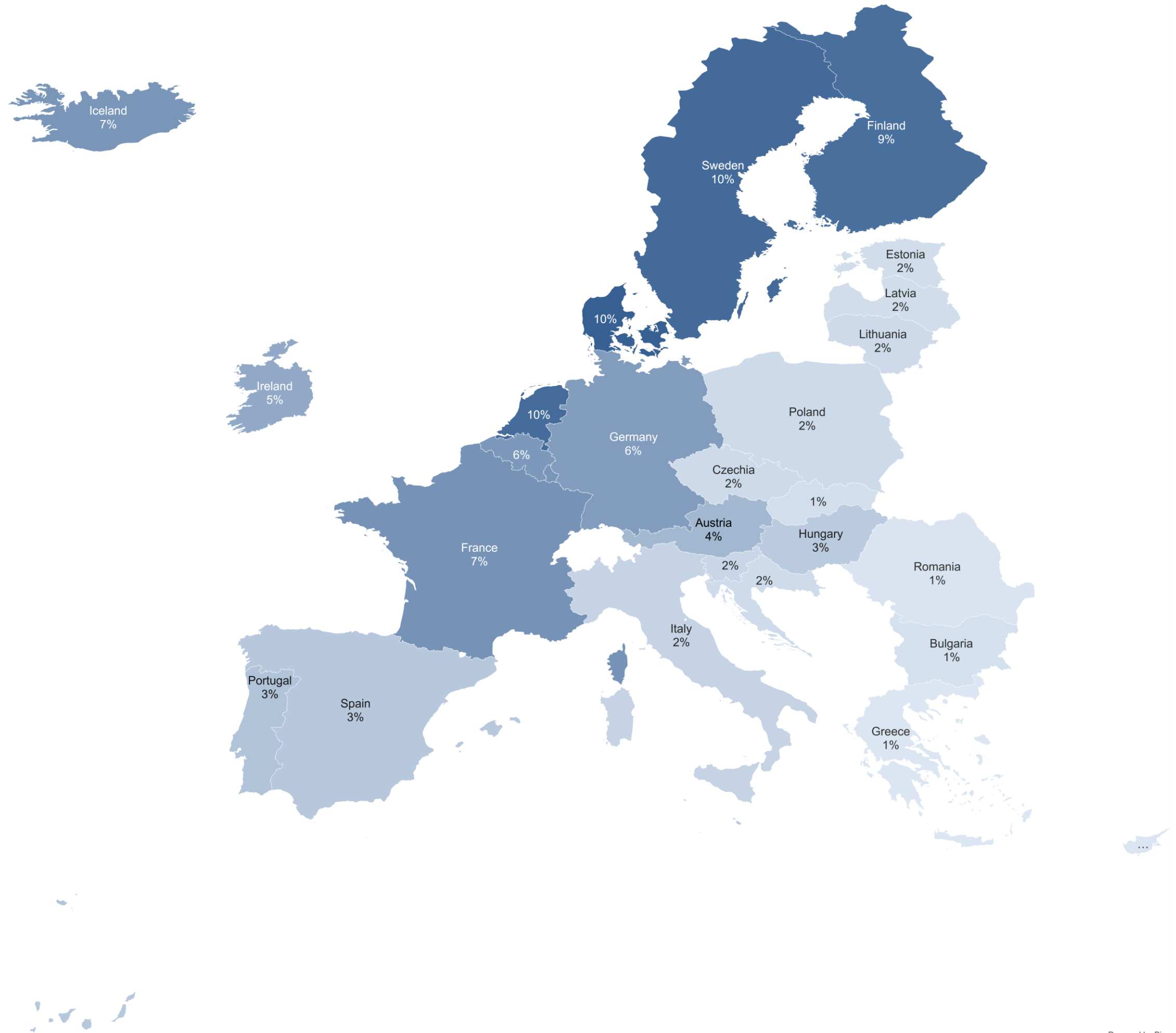
1.5 million new jobs in that period

Care availability depends on economic strength and general approach to welfare

Additional 800k new jobs until 2035

But only 7% growth, while ...

Number of people aged 65+ will grow by 23%



Drivers of change

Demographics

- Population ageing to affect overall demand for care, and type of needed support
- Conditions that are mostly observed in old age will become more common
- Longer life: more frequent episodes of acute illness and injuries

Socio-economic changes

- Responsibility for care: from informal providers to formal professionals
- The preferences of the elderly and disabled changing towards home care
- Increasing importance of foreign workers: possible language, cultural challenges

Digital transition

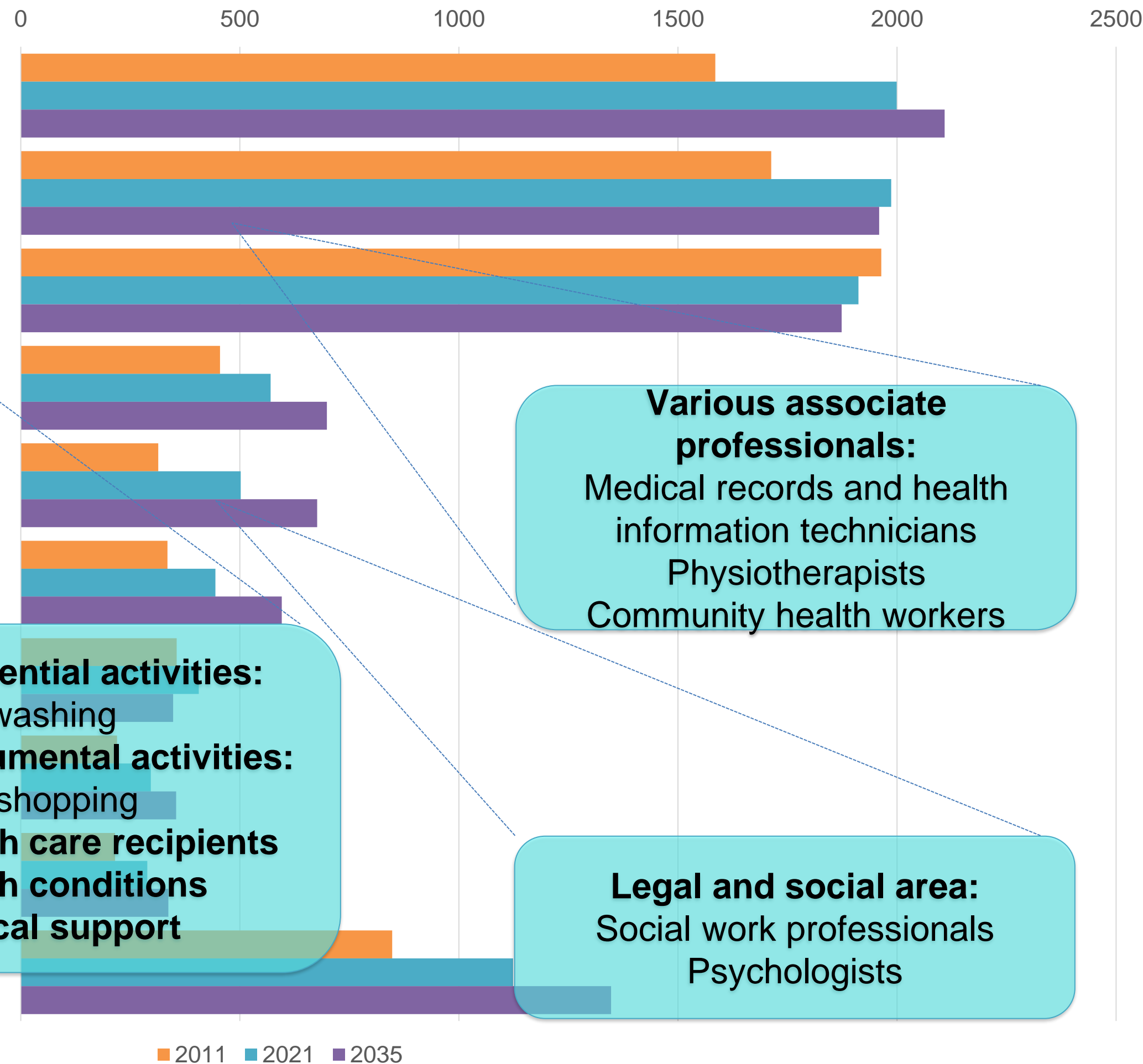
- new technologies (*gerontechnologies*) promise to contribute to healthy ageing, and to more efficient provision of care.
- lack of skills hampers effective introduction of technological advancements in the sector

Legislative / organisational factors

- Governmental regulations will affect workforce size, characteristics and skill needs

- Individualised and customised care
- More holistic and person-centred approach to care

Employment in the care sector (2011-2035)



Doctors in nursing homes:

Emergency response, overseeing care plans, prescribing medications

Nurses:

Administer medications, Monitoring patients, coordination of care

Dietitians and nutritionists

Various associate professionals:

Medical records and health information technicians
Physiotherapists
Community health workers

88 %

Of the paid care workers are women

2:1

adult/childcare workers

Helping with essential activities:

Eating, washing

Helping with instrumental activities:

Cooking, shopping

Communicate with care recipients

Monitor health conditions

Psychological support

Legal and social area:

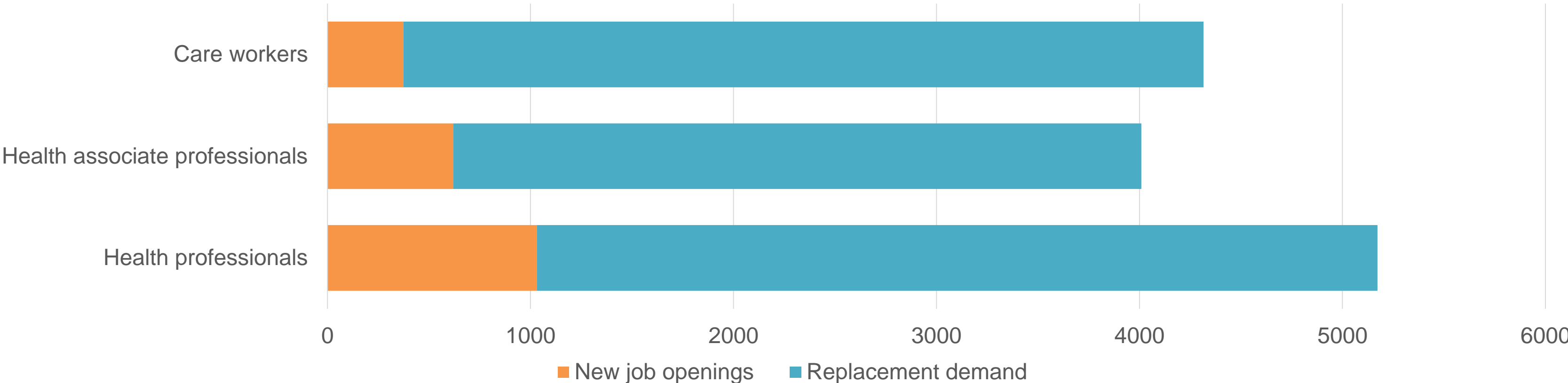
Social work professionals
Psychologists

Future challenge: replacement demand

Ageing is a challenge not only because of growing number of people in need

Workers in the LTC are aging too, and will be retiring in large numbers: who will replace them?

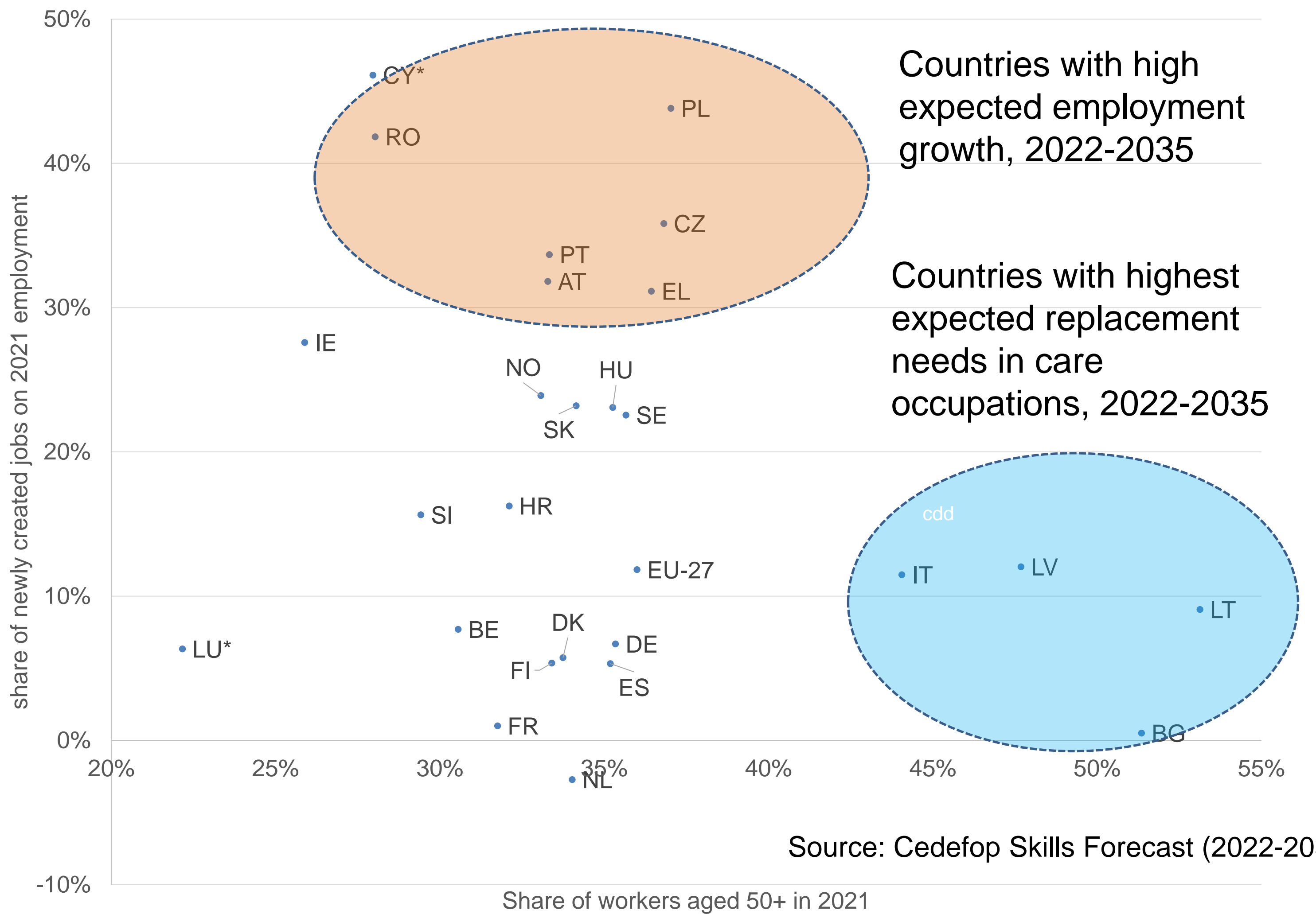
There will be almost 13.5 million job openings between 2022-2035 for key medical and care occupations (overall, not only in the LTC) = more than 60% of current employment in these occupations



Source: Cedefop Skills Forecast (2022-2035, in thousand)

Future challenge: new jobs and replacements by countries

Medical and care workers

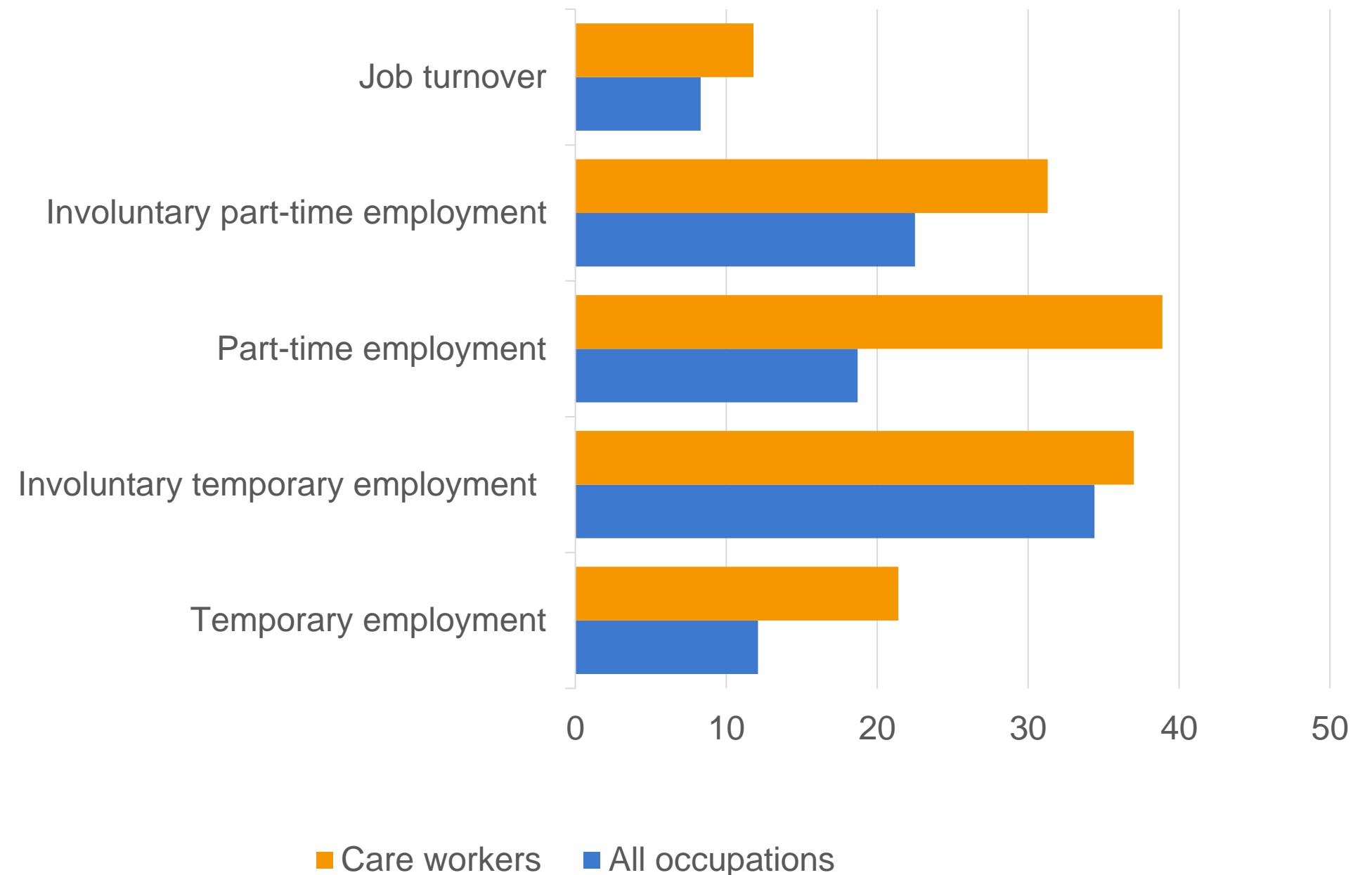


Source: Cedefop Skills Forecast (2022-2035)

Hiring challenges in the care sector

- Physically and emotionally strenuous work, which is not adequately paid
- One of the least regulated areas of work, lower worker protection, substantial undeclared work
- Workers reporting low job satisfaction and higher exposure to precarious contracts
- General nursing programs not sufficiently adapted to the care needs of the elderly – specialised add on trainings necessary
- Many countries do not require any specific training for personal care workers

Both personal and medical care jobs on shortage list in most EU countries



VET's key role in supporting the care sector

- Future demand for care in the EU will require a much larger, better trained and qualified workforce
- The future workforce demographic challenge is huge, very difficult to address
- Work placements and apprenticeships can boost attractiveness
- Partnerships for skills upgrade necessary
- Curricula updates based on high quality skills intelligence
 - collaboration and coordination among stakeholders
- Learning adjusted to workers' needs, e.g. modular learning, languages for foreign workers

But also...

better working conditions, funding, alleviate negative stereotypes for the sector as an employer

Cedefop's policy brief “Handling change with care”

Jiri Branka

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SESSION 2



Regional examples: Care sector challenges and opportunities in the care sector across European regions

- **Céline Blan**, Director of Guidance and Training Policy, Centre-Val de Loire
- **Lucia Pederiva**, Bruno Kessler Foundation and member of Trentino's project team of EUVECA project
- **Anna Fallesen**, Head of elderly care, Svenljunga municipality in Region Västra Götaland
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Centre-Val de Loire



Céline Blan, Director of Guidance and Training Policy, Centre-Val de Loire

For more than 20 years, Céline Blan has developed an expertise in vocational training, and more specifically in trades and training in the health and social sector. At regional level, she oversees the training-employment strategy for the health and social sector.

Today, she is keen to share the initiatives of the Centre-Val de Loire Region, and to listen to the innovative solutions that European regions are providing to raise the challenges in the sector of Care.



@RCValdeLoire

Social and healthcare sector in Région Centre-Val de Loire (France)

18th april 2024



LA RÉGION AU CŒUR DES TERRITOIRES

centre-valde Loire.fr



- 1/ Social and healthcare sector training in Région Centre-Val de Loire
- 2/ The training and employment strategy for the social and healthcare sector
- 3/ Illustrations of training needs over the next few years, compared with the places in training
- 4/ A range of responses to meet recruitment needs

1/ Social and healthcare sector training in Région Centre-Val de Loire



What is Région Centre-Val de Loire ?

- One of the 13 administrative regions of France,
- A population of 2.5 million,
- Local authority (the president and the 77 regional councillors are elected for 6 years),
- It employs 2,800 people (*10 people work in the social and healthcare department*).

For social and healthcare training, the Région :

- Finances training schools (77 Million € in 2024) : subsidies for staff salaries, building construction, equipment, student grants,
- Votes the number of training places,
- Defines training development strategy.

In 2023, the schools welcomed 8 600 undergraduates.

Exemple of training provided : nurse, physiotherapist, midwife, ambulance driver, laboratory technician, educator, social worker...



Map of training schools

2/ The training and employment strategy for the social and healthcare sector



The findings :

- Reduction in the career length of professionals,
- Difficulty in recruiting new employees,
- Low ratio of healthcare professionals to population,
- An ageing population.

The objective :

To create a tool to measure the contribution of the training system to the employment needs of healthcare and social sector.

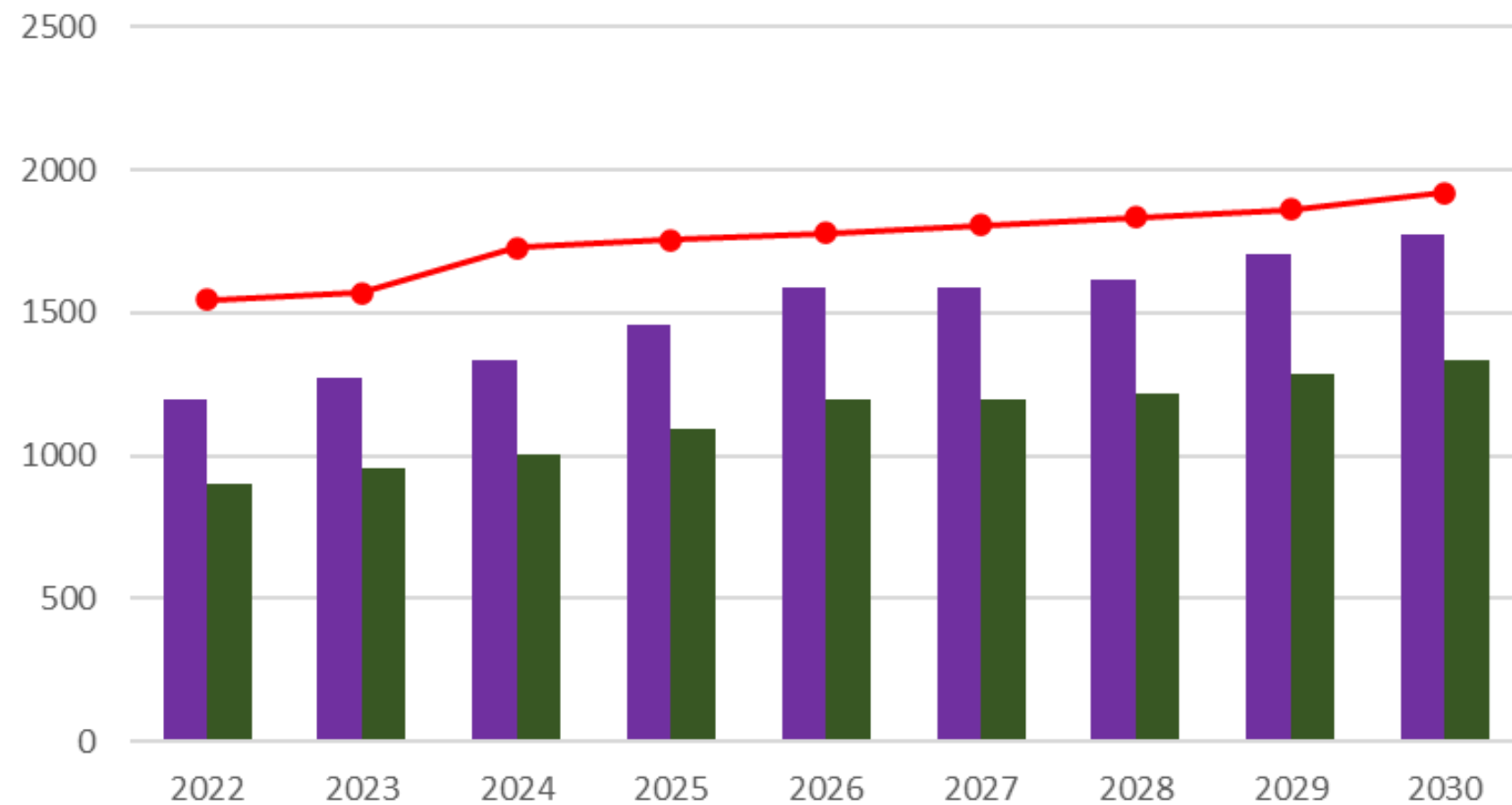
The result :

Modelling of target training needs for 18 sectors up to 2030.

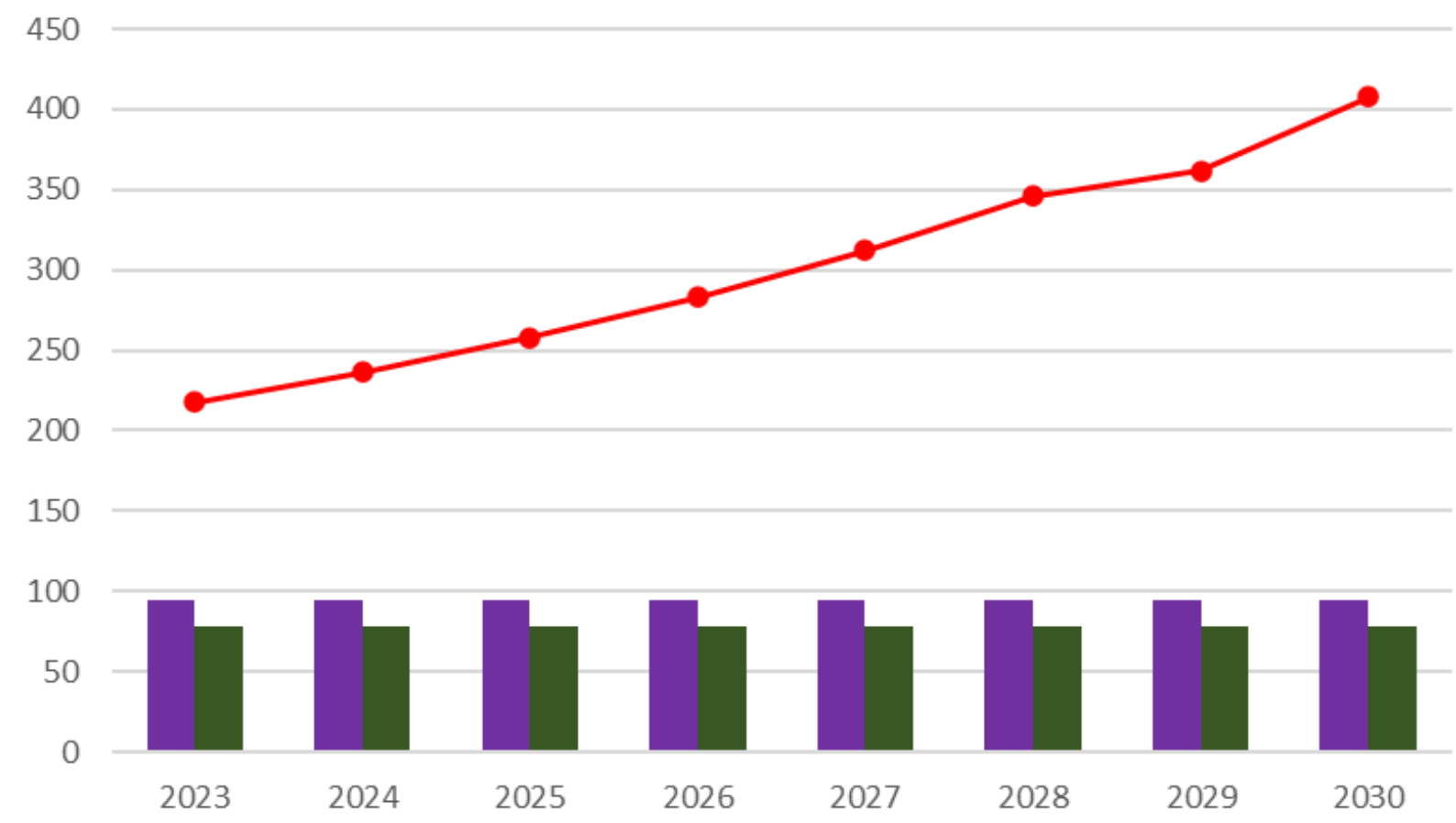
This tool was developed by our observatory, in consultation with Région's partners in 2023.

3/ Illustrations of training needs over the next few years, compared with the places in training

Example with the nurse training



Example with the social worker training



Number of places in training

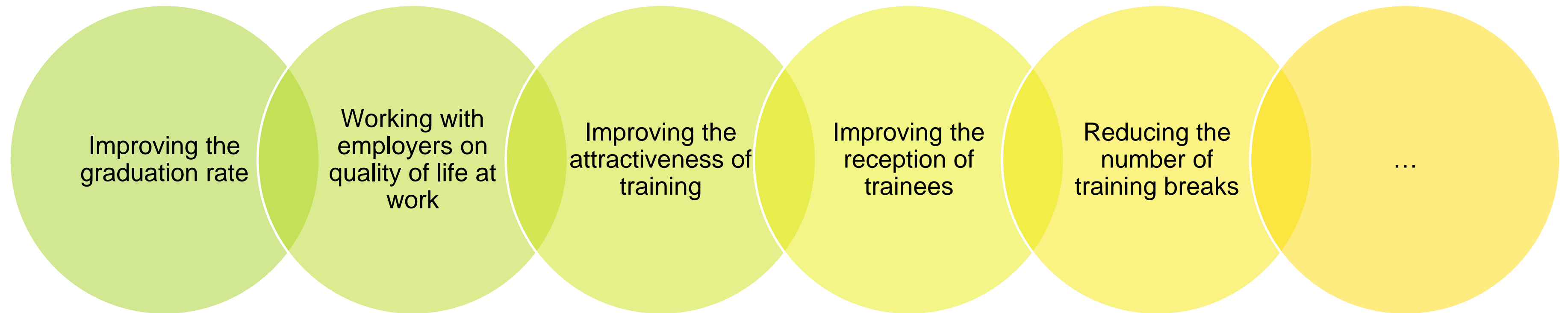
Graduation rates

Projections of the recruitment needs (highest)

These visuals are an aid to define strategy and identify areas for improvement

4/ A range of responses to meet recruitment needs

The training system is not the only answer !



Great prospects for the future ...

Thank you for your attention



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Lucia Pederiva, Bruno Kessler Foundation and member of Trentino's project team of EUVECA project

Lucia Pederiva is a project manager at Fondazione Bruno Kessler, specializing in digital health initiatives. With a background in management and economics, she oversees a diverse range of projects, both at local level and within the EU. Her focus areas include upskilling the health workforce and implementing new digital tools for patient management and monitoring. Lucia's expertise lies in leveraging technology to drive innovation and improve healthcare outcomes.



PROVINCIA AUTONOMA DI TRENTO



@euveca_project



PROVINCIA AUTONOMA DI TRENTO



THE FUTURE OF SKILLS IN THE HEALTHCARE SECTOR

The experience of the Trentino region

EARLALL webinar – April 18th 2024



Trentino at a glance

Population: 545 183



Healthcare professionals
(per 1000 inhabitants)

Medical doctors	
ITALY	1.7
TRENTINO	1.9

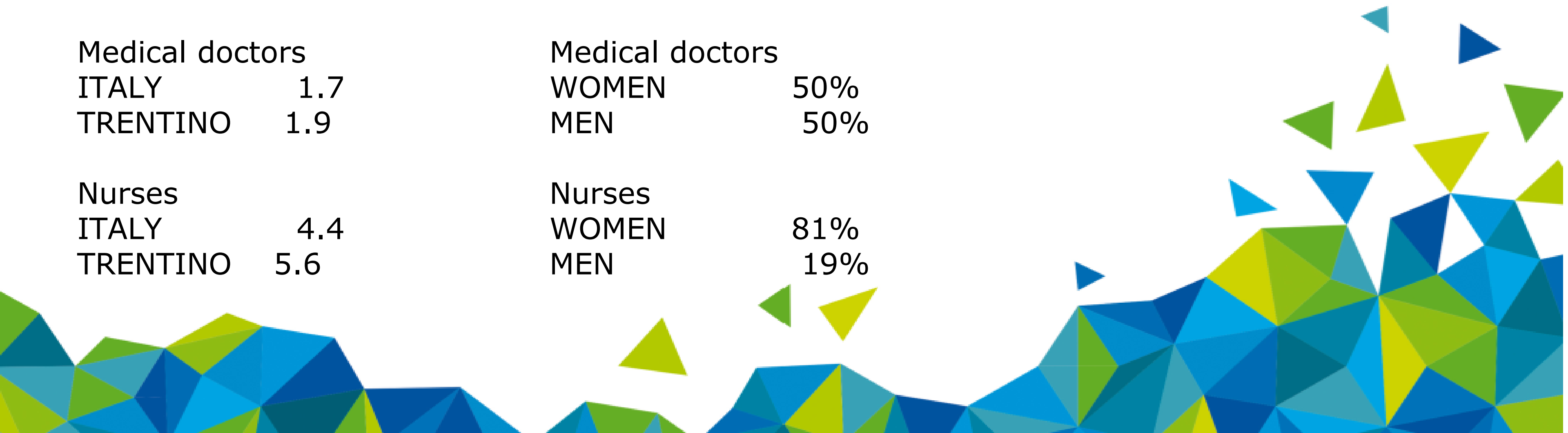
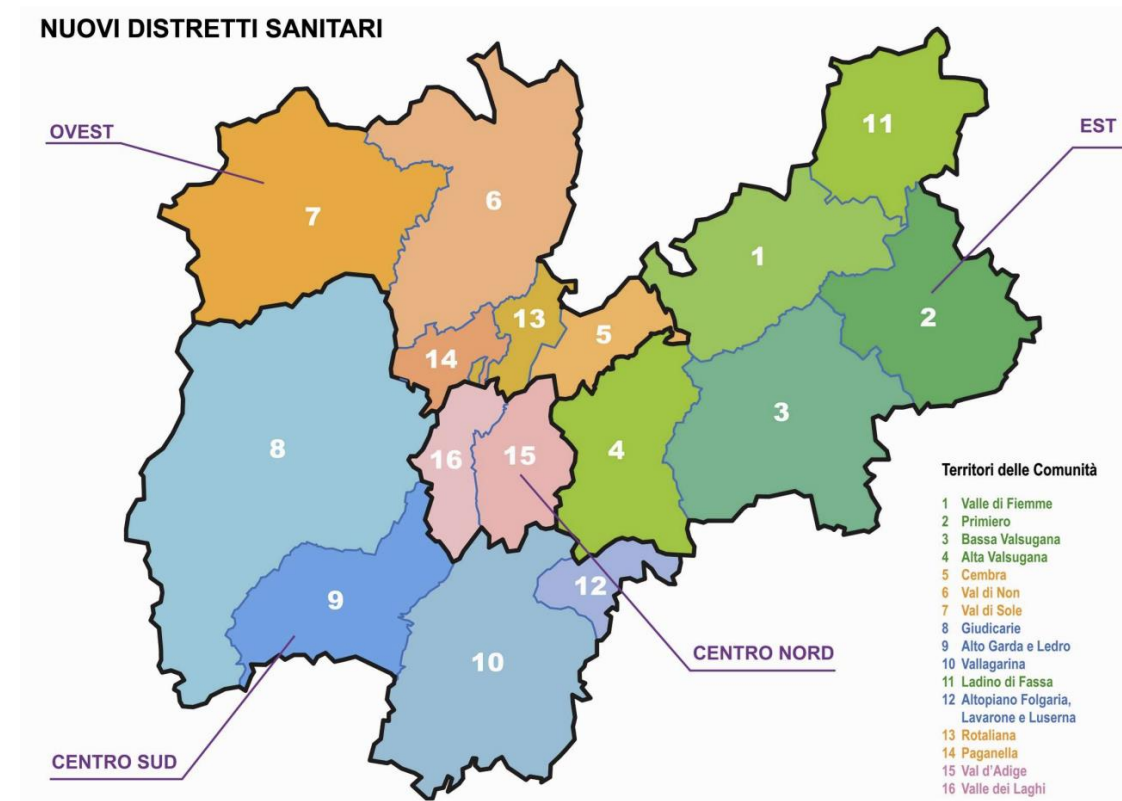
Nurses	
ITALY	4.4
TRENTINO	5.6



Gender distribution
among professionals

Medical doctors	
WOMEN	50%
MEN	50%

Nurses	
WOMEN	81%
MEN	19%



Main challenges of the healthcare sector

Six megatrends for the future of the healthcare sector



Ageing population



Personalized care and prevention



Chronic diseases and co-morbidity



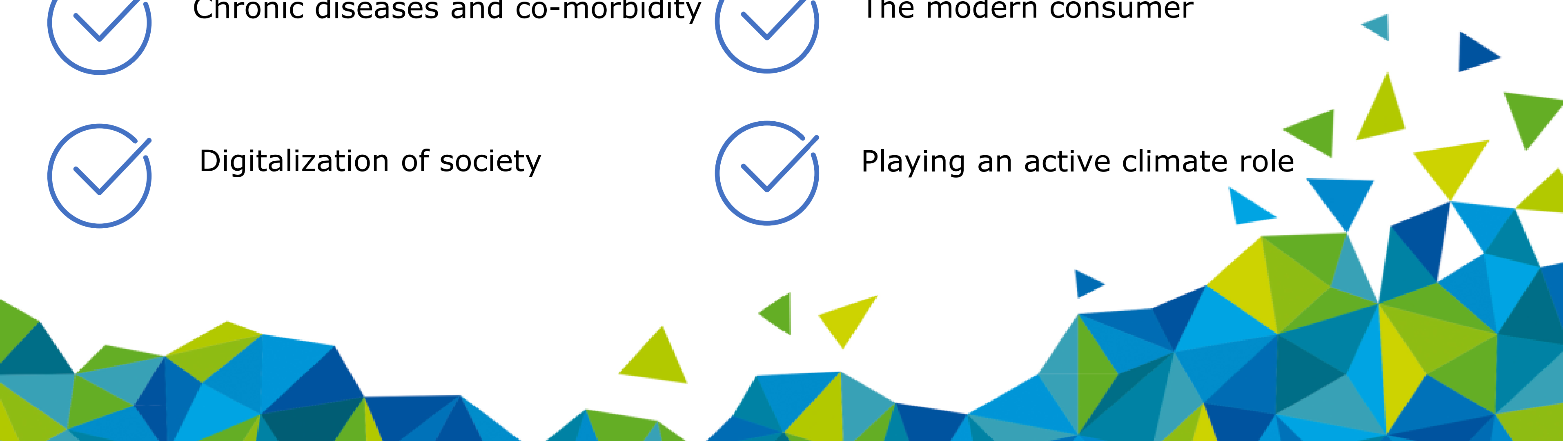
The modern consumer



Digitalization of society

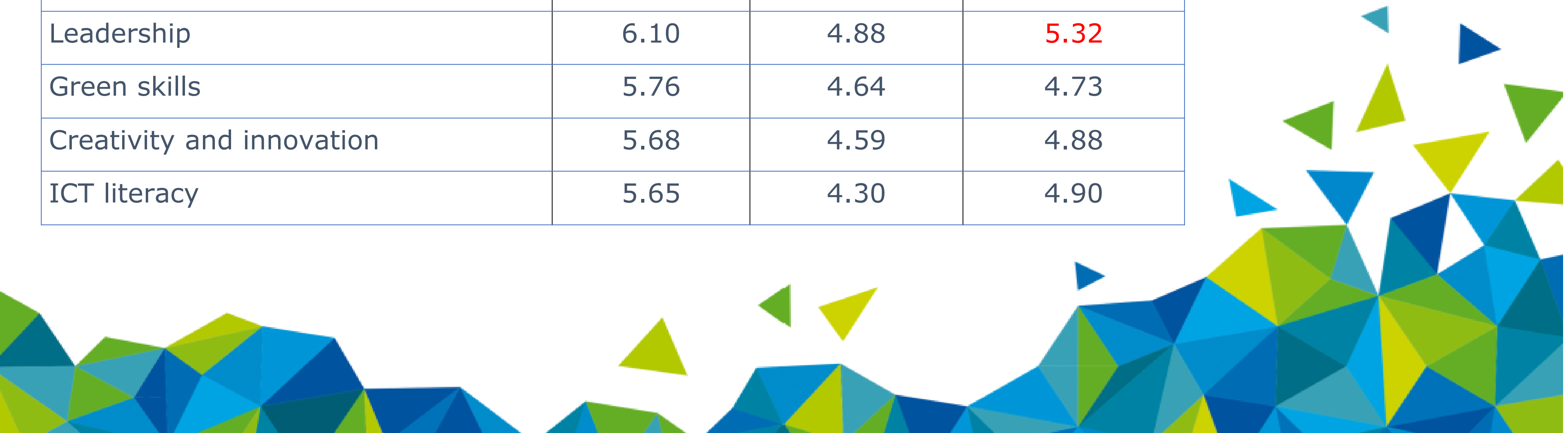


Playing an active climate role



Care sector skills status within the region

Skills	Importance	Current performance	Likelihood to attend the training
Communication	6.39	5.48	5.23
Collaboration	6.35	5.58	4.92
Critical thinking and problem solving	6.17	4.93	5.20
Social and cultural skills	6.15	5.44	5.01
Leadership	6.10	4.88	5.32
Green skills	5.76	4.64	4.73
Creativity and innovation	5.68	4.59	4.88
ICT literacy	5.65	4.30	4.90



The digital skills scenario in Italy

DESI 2022 ranked Italy third-last regarding basic and advanced digital skills

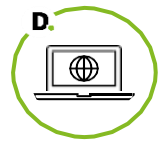
About 23% of individuals with digital skills have an advanced level¹

Through digitalisation, the National Health System ('SSN') has started a process to address the topic

There are still several challenges ahead



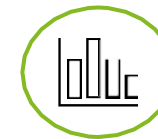
4% of SSN operators have a sufficient level of digital skills²



53% of health professionals claim to make appointments online⁴



31% of clinical reports are digitised and available in the FSE



Difference in the number of health professionals with access to the EHR and its actual use among regions



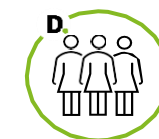
Radical increase in the pilot regions of the FSE supply (Basilicata from 27% to 95%; Campania from 1.5% to 53%; Piedmont from 50% to 80%) and of the success rate in document transfer between them (from 14% to 93%)



37,6% of public SSN operators have access to the EHR



48% of GPs with access to the tool used the EHR in the last four months of 2022⁷



60% of citizens do not know about the EHR or do not have a clear idea about it⁶

What is EUVECA?



- The EUVECA project is financed by the European **Erasmus+ programme**
- **Project duration:** 4 years - Started June 1, 2022
- **19 partners:** from 8 European countries
- **Lead partner:** Southern Denmark

Euveca Regional Hubs



- **Purpose of the project:**

Create **7 regional centers of vocational excellence** in health and social care.

These 7 hubs will develop, test and deliver **training activities** for the healthcare sector.

- **These 7 regional hubs** (Denmark, Germany, Italy, Norway, the Netherlands, Slovenia and Spain) will connect to a **European platform** for professional excellence in healthcare.



Three main specific objectives of the project

1. Develop and present an in-depth **European skills needs analysis** including a scoping review - "Our Baseline report".

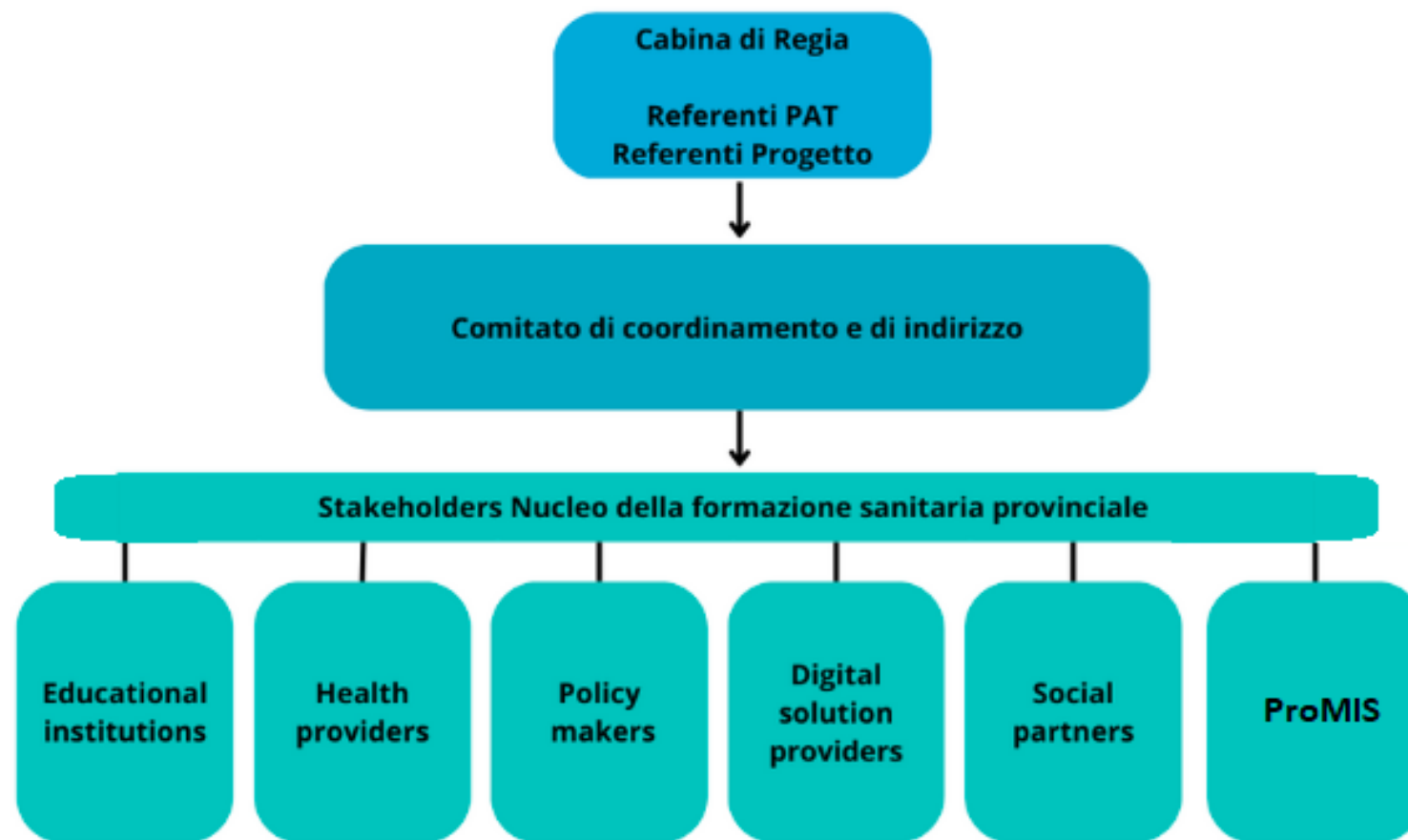
2. These hubs will support the implementation of the regional innovation through regional coordination and collaboration, and an increased **focus on health education**.

3. Create a **European platform** to provide training to healthcare students and professionals and promote cross-border mobility opportunities, innovative curricula, skills development and exchange of experiences between healthcare students and professionals from the participating 7 European countries.

An example of a Regional Health Eco-systems

Focus on the “Trentino Hub for Educational Excellence in Health Care”

Trentino Hub for Educational Excellence in Health Care



Control Body (Cabina di regia) has the task of directing, defining, proposing and coordinating the **provincial objectives** of the HUB's basic and continuous training in accordance with European indications, overseeing the implementation and evaluating the results.

Coordination and Steering committee

-Identifies proposals and requests by promoting excellence both in the provincial territory and in the European network also through the EPVE platform (European Platform for Vocational Excellence in Health Care).

-The coordination of the table by the representatives of the Excellence in Health Care education hub.

-It is made up of all local stakeholders who are part of the regional health ecosystems.

Svenljunga municipality



Anna Fallesen, Head of elderly care, Svenljunga municipality in Region Västra Götaland

She has almost 30 years of senior care management experience, both in the private and municipal sectors.

She has experience of leadership at various levels with responsibility for personnel up to 1500 and budgets up to 3 billion sek. Anna specializes in leadership, organizational structures and make the most of the money we have at our disposal.

The future challenges according to the demographic development in Sweden will require a whole new mindset and different ways of working.

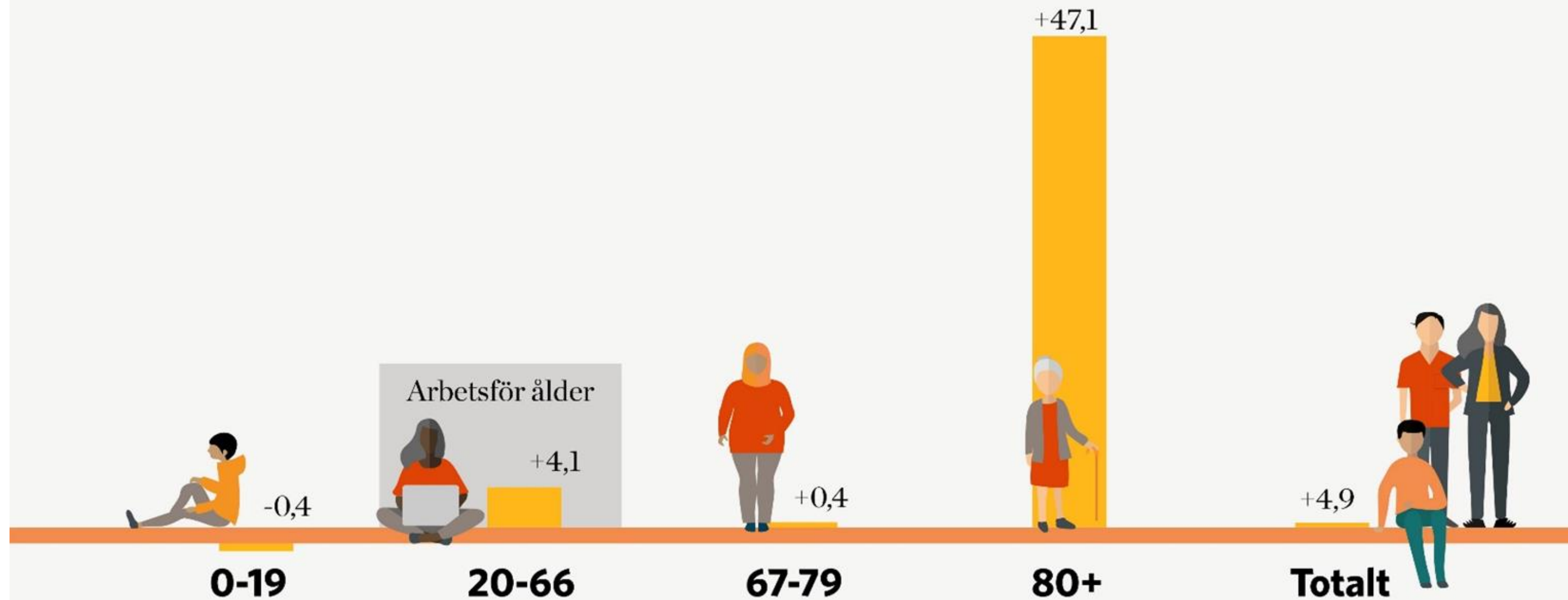
@Svenjungakmn

@vgregion



BEFOLKNINGSFÖRÄNDRINGAR

Förändringar i procent i olika åldersgrupper, år 2031 jämfört med 2021.



Our challenges present tense

- Personnel supply and knowledge
- The new Social Services Act
- More elderly
- More multi diseases
- Digitization





SVENLJUNGA
KOMMUN

Thank you!

Anna.fallesen@svenljunga.se



Baden-Württemberg



Andrea Bernert-Bürkle, Specialist for EU project counselling and young adult education centres at Volkshochschulverband Baden-Württemberg e.V.

She has more than 20 years of work experience in project management. She is the head of the European project unit of the Volkshochschulverband Baden-Württemberg (Germany). In the field of integration, she managed regional, national and European funded empowerment projects for immigrants and refugees, labour market integration projects, innovative initiatives on language learning in the workplace as well as intercultural training for various target groups like company staff and public administration staff. She holds a master's degree in communication and political science.



Baden-Württemberg
MINISTERIUM FÜR KULTUR, JUGEND UND SPORT



Volkshochschulverband
Baden-Württemberg

Gefördert durch:



PErsonalisierte Deutsch-Sprachförderung in der Pflege (PEP)

Personalised German language support in the elderly care sector



Background

One important strategy to face shortage of (skilled) workers in the care sector in Germany and Baden-Württemberg:

Attracting and qualifying immigrants for (skilled) jobs

= immigrants with a relevant qualification from an EU or third country

= immigrants without a relevant qualification, to be trained in Germany

-> The two groups need German language skills – B2 level for qualified jobs!

Language learning with PEP



Class with German teacher



Language teacher coaches – participants learn language individually



Colleagus support German at the workplace



Language workshop

Every Friday from 12:30 hrs to 15:45 hrs

Mainly participants in (dual) VET or in procedures for the recognition of a foreign training

Staff from three elderly homes support (Haus der Pflege, Karl-Kaips-Heim, Altenhilfezentrum im Olgagarten)

Job-related German – at the same time acquisition of skills concerning vocational skills!



Language coaching

**Language coach =
Language teacher**

- Visits workplace on a regular basis
- Talks regularly with participants



Mentoring at the workplace

Mentors get a training :

- language learning strategies, video based learning etc
- Interculturality and diversity
- Giving constructive feedback
- Creating language friendly workplace – together with language coach



Online learning environment

- Online exercises
- Audios and videos

- Individual material:
 - photos
 - videos
 - authentic material
 - etc

The screenshot shows a web browser window displaying the vhs.cloud website. The browser's address bar shows the URL: <https://www.vhs.cloud/wws/9.php#/w/was-bietet-die-vhs-cloud-fuer-kursteilnehmende.php?sid=40>. The website header includes the vhs logo and the text "cloud Das Online-Netzwerk für Volkshochschulen". A navigation menu contains links for "Start", "Für Volkshochschulen", "Für Kursleitungen", "Für Kursteilnehmende", "vhs.digital", and "Services". The main content area features a heading "Was bietet Ihnen die vhs.cloud?" followed by a text box: "Sie haben einen (Online-)Kurs an Ihrer vhs gebucht, in dem die vhs.cloud als Lernplattform genutzt wird? Dann erfahren Sie hier, was Sie auf der vhs.cloud erwartet." To the right, there are sections for "Fragen zum Kurs" and "vhs.digital News". A notification bubble in the bottom right corner of the browser window displays: "Sie haben 13 entgangene Anrufe", "Sie haben 1332 neue E-Mails", and "Sie haben eine neue Nachricht". The Windows taskbar at the bottom shows the search bar and various application icons.

Individual portfolio

- Exercises
- Individual learning material
- Texts, dialogues, photos

- Self-assessment tools:
 - Where did I improve?
 - How can I become better?



Integration through qualification (IQ)

- National programme to support the recognition of foreign qualifications
- Consultancy on recognition procedures and rules for specific jobs
- Trainings filling (formal) skills gaps
- Mainly for „restricted“ professions



WEBINAR

BLUE ECONOMY SECTORS SKILLS ANALYSIS

**Understanding skills challenges and opportunities in
Blue Economy Sectors across European regions**

11 June 2024

10h-11h30

