

## FACT SHEET - EU Care Sector skills challenges and opportunities

Webinar | Understanding EU Care Sector sector skills needs and challenges across European regions



WEBINAR

### CARE SECTOR SKILLS ANALYSIS

Understanding skills challenges and opportunities in the care sector  
across European regions

18 April 2024

10h-11h30



Webinar promoted by EARLALL's Working Group on Skills and Labour Market



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The information and data included in this fact sheet was shared during **EARLALL's webinar on "Understanding EU Care Sector skills challenges and opportunities across European regions"** which took place on 18 April 2024. This initiative was promoted by EARLALL'S Working Group on Skills and Labour Market.

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The webinar presentations and the recording are available on [EARLALL's website](http://www.earlall.com)



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The **Care sector** 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. \*

### **FACTS & FIGURES \*\***

- The European Union is mainly interested in Long-Term Care (LTC), covering activities such as residential nursing care activities, for the elderly and disabled or home nursing
- Care availability depends on economic strength and a general approach to welfare
- The sector is one of the least regulated areas of work, lower worker protection, substantial undeclared work
- Both personal and medical care jobs are on shortage list in most EU countries
- 20% employment growth in 2021
- 88% of the paid care workers are women
- 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
- A potential point of concern is that there will be **only 7% growth, while the number of people aged 65+ will grow by 23%**



### **MAIN CHALLENGES**

- **Impact of an ageing population and chronic diseases and co-morbidity**
- **Reduction in the career length of professionals**
- **Difficulty in recruiting new employees**
- **Increasing importance of foreign workers: possible language, cultural challenges**
- **Future demand for care in the EU will require a much larger, better trained and qualified workforce**
- **Partnerships for skills upgrade necessary**
- **Curricula updates based on high quality skills intelligence**
- **Personalized care and prevention**

[Cedefop's policy brief](#)  
["Handling change with care"](#)



\*International Labour Organisation publication (2018) "*Care work and care jobs for the future of decent work*"

\*\* Cedefop's policy brief "Handling change with care"

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### FACTS AND FIGURES FROM EARLALL MEMBER REGIONS



#### 1/ Social and healthcare sector training in the Centre-Val de Loire Region

- Centre-Val de Loire has a population of 2.5 million inhabitants
- For social and healthcare training: Centre-Val de Loire finances training schools (77 Million in 2024)
- In 2023 the schools welcomed 8.600 undergraduates

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

- Objective: To create a tool to measure the contribution of the training system to the employment needs of healthcare and social sector.
- Result: Modelling of target training needs for 18 sectors up to 2030.

#### Challenges:

- Making training sessions free for students and employed people
- Shortage of professionals
- Difficult recruitment situation
- The need to improve the quality of training in the work placements



Map of training schools in Centre-Val de Loire



ROVINCIA AUTONOMA DI TRENTO

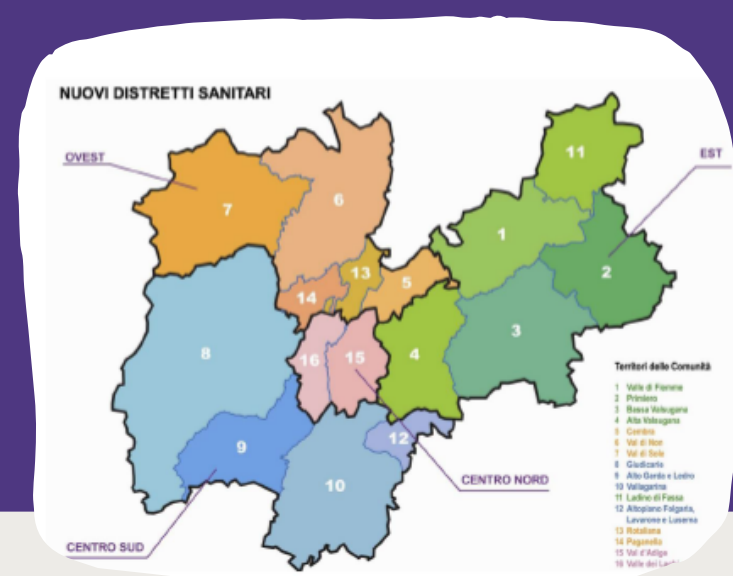


- **Trentino** has a population of 545.183 inhabitants
- Healthcare professionals (per 1000 inhabitants)
  - Medical doctors
    - ITALY 1.7
    - TRENTINO 1.9
  - Nurses
    - ITALY 4.4
    - TRENTINO 5.6
- Highlighted challenges:
  - growing influence of health consumers who demand high-quality and sustainable care
  - impact of climate change
- Growing Care sector skills needs within the region: communication, collaboration, critical thinking and problem solving, social and culture skills, leadership, green skills...



#### EUVECA project (Erasmus + CoVE)

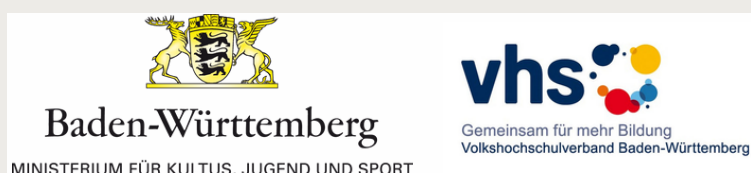
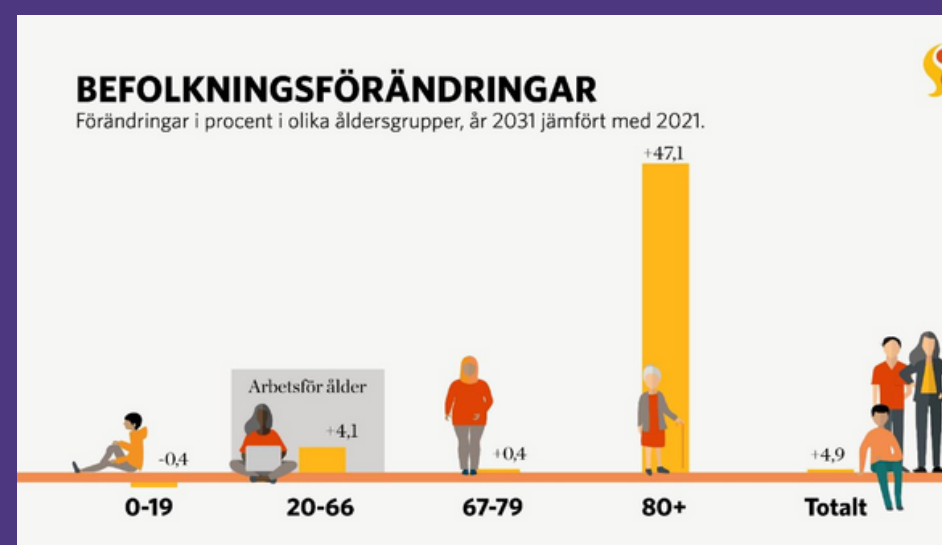
- Aims to improve skills in the healthcare sector through vocational training
- Create 7 regional centers of vocational excellence in health and social care.
- Feedback from healthcare professionals and students about the skills they believe are important for their future



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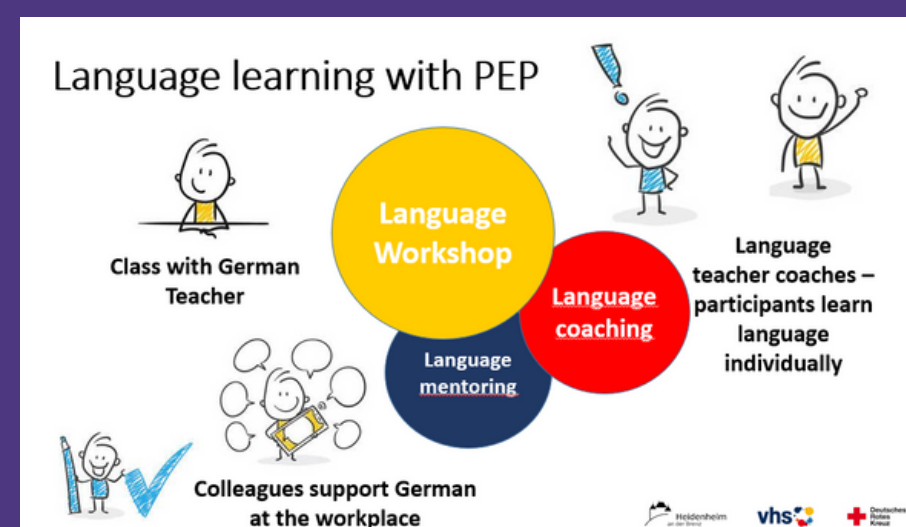


- **Svenljunga municipality** challenges: an ageing population and a growing need for skilled labour
- Need for more digital approaches to elderly care
- New “Social Services Act” which is the law that controls how social services work in Sweden.
- Implemented a program called 'inclusive work life' : offer unemployed individuals work experience and education simultaneously
- They are currently well-prepared but anticipate a decline in preparedness in a couple of years due to people forgetting the rules and routines established during the COVID-19 pandemic



### Project: Improving German Language Skills for Migrants in Elderly Care

- It includes weekly language workshops, coaching, and mentoring, all led by staff from the elderly homes
- Workshops are tailored to migrants already working in elderly homes and those in the process of proving their qualifications
- The project also features an online learning environment.
- Migrants are coming from all over the world, but mainly from Ukraine, Poland, Czech Republic and recently from Philippines.
- Those who qualify for skilled jobs tend to stay in their jobs and the region.



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### EU INITIATIVES

- **European Social Rights Pillar** (Principle 12: Social Protection and Inclusion and Principle 18: Long-term care)
- **Pact for Skills: Skills partnership for the Health ecosystem**
- **European Care Strategy**: The EU recognises the value of care work, which must be reflected in better working conditions and pay.



### MAIN OPPORTUNITIES

- Better working conditions, funding, alleviating negative stereotypes for the sector as an employer
- Improving the graduation rate
- Working with employers on quality of life at work
- Improving the attractiveness of training: work placements and apprenticeships can boost attractiveness
- Improving the reception of trainees
- Reducing the number of training breaks
- Playing an active climate role
- Digital transition: new technologies promise to contribute to healthy ageing, and to more efficient provision of care.

