AI and the EU skilling challenge

First insights from Cedefop's AI skills survey & foresight study

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19 March 2025

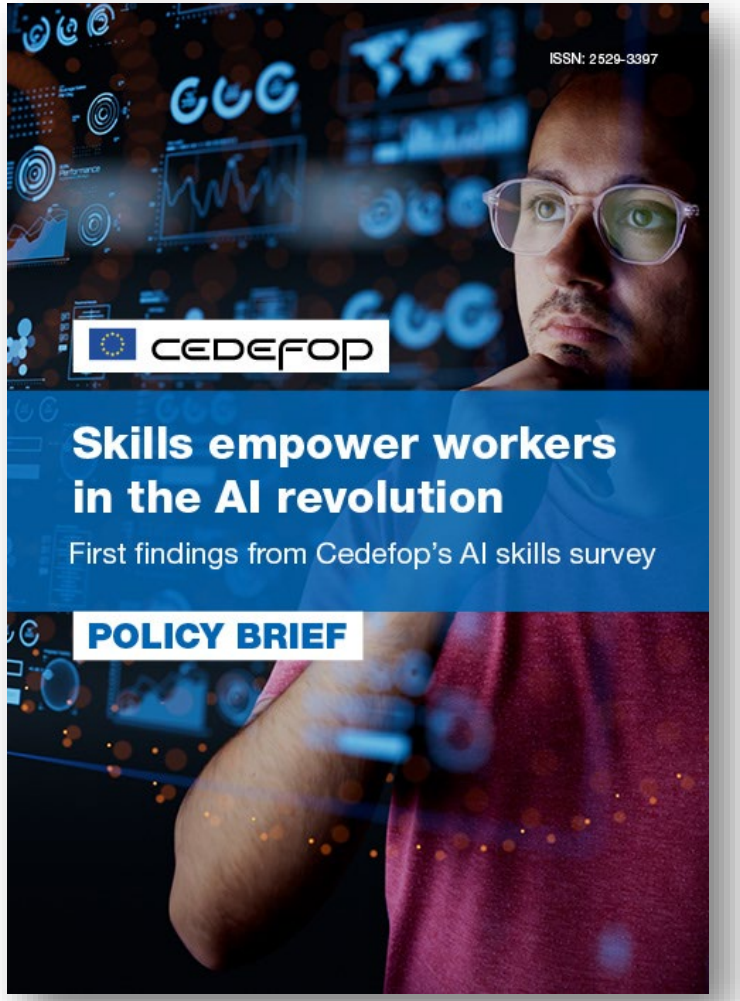
CEDEFOP | European Centre for the Development of Vocational Training

Cedefop focus: Artificial Intelligence
Cedefop AI skills survey

Representative survey of 5342
adult workers in 11 EU countries in 2024

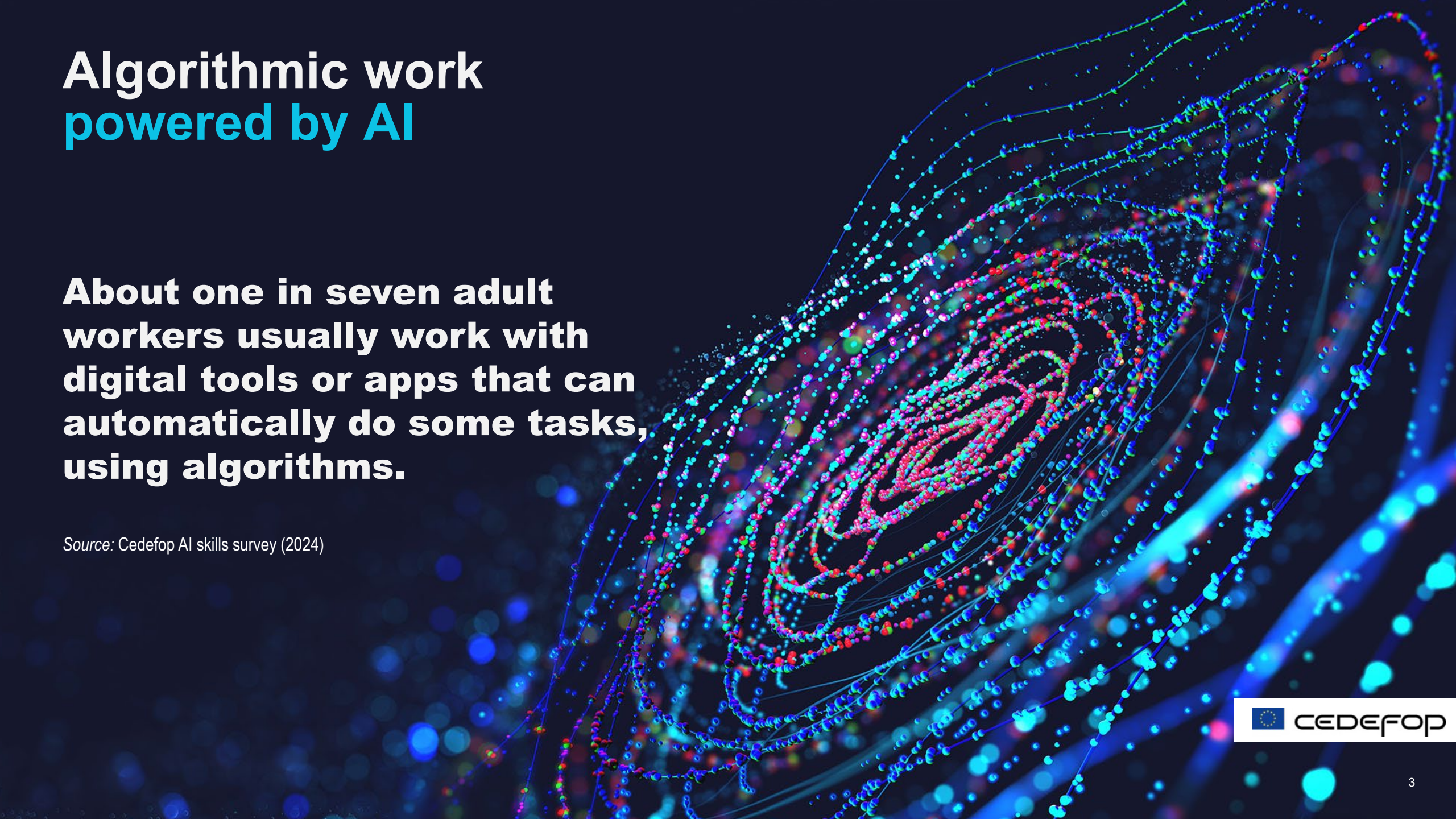
Measurement of

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



https://www.cedefop.europa.eu/et/publications/9201

Algorithmic work powered by AI

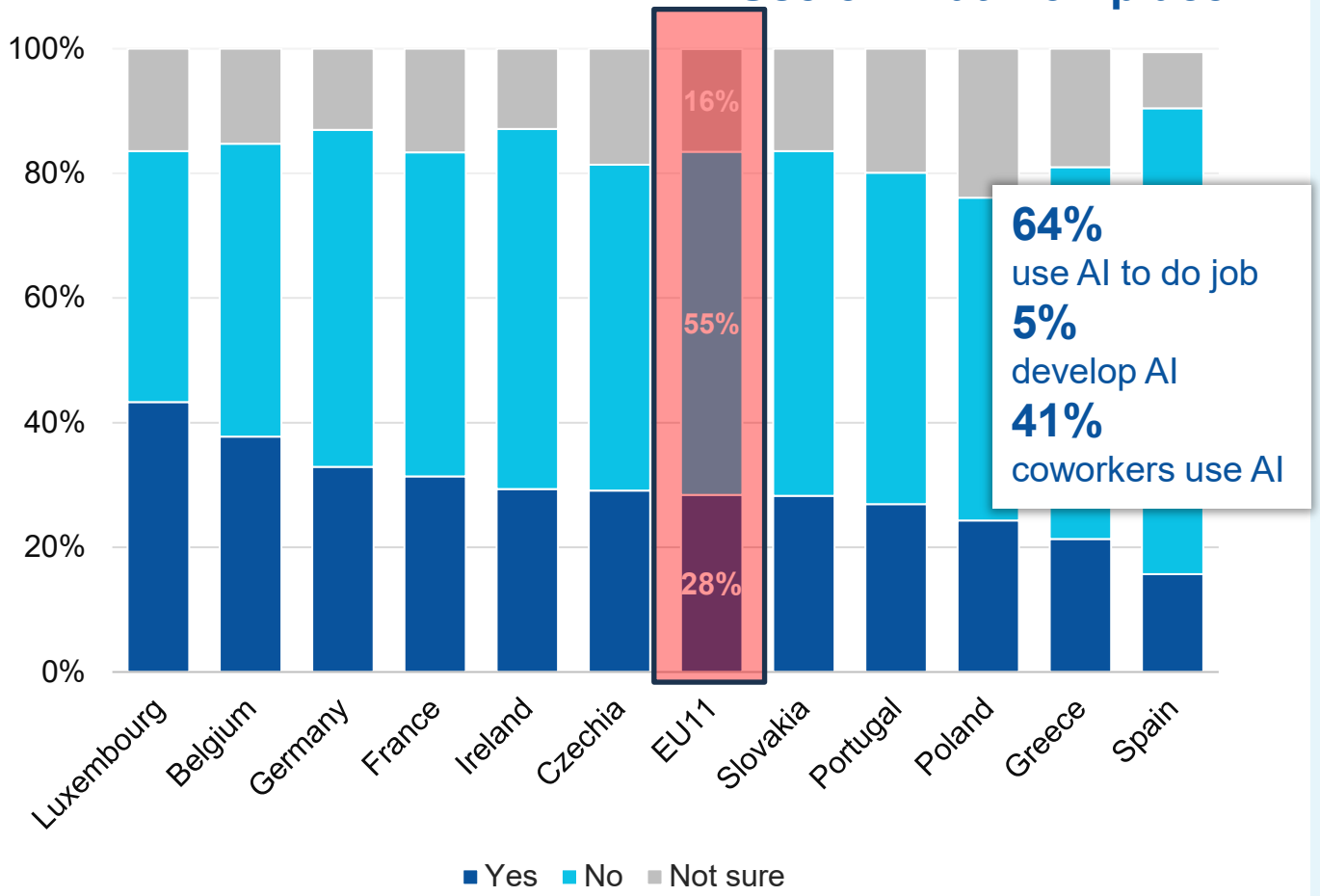


About one in seven adult workers usually work with digital tools or apps that can automatically do some tasks, using algorithms.

Source: Cedefop AI skills survey (2024)

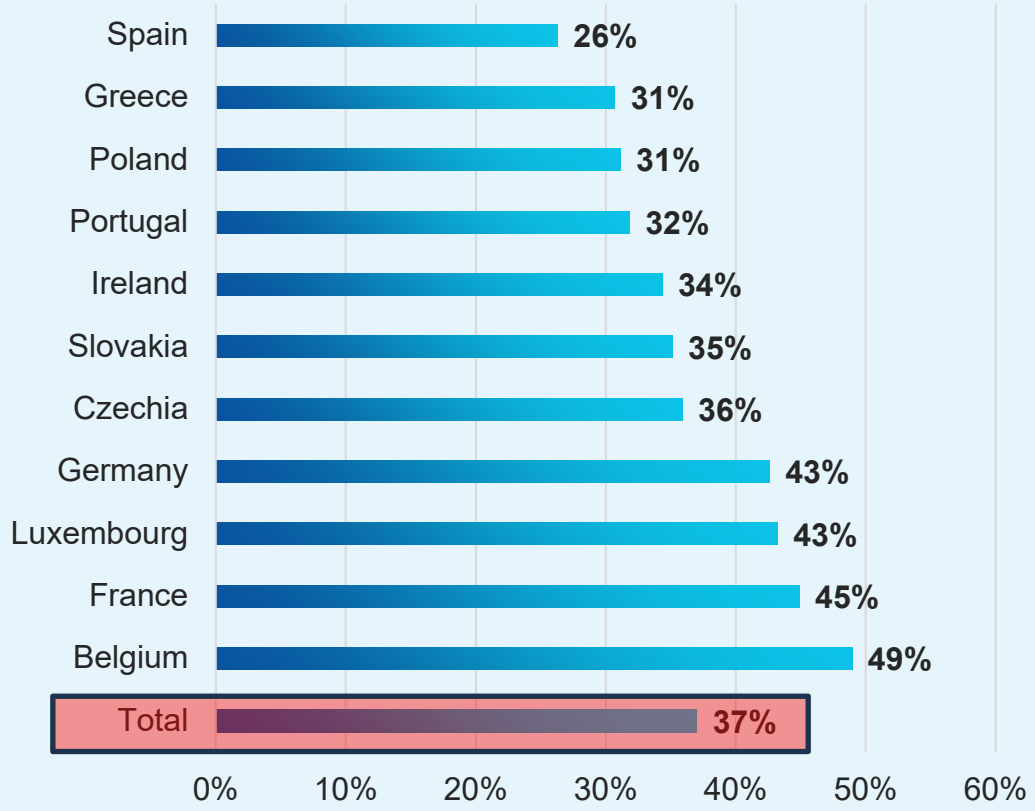
AI in EU workplaces
Another great divergence?

Use of AI at workplace



64%
use AI to do job
5%
develop AI
41%
coworkers use AI

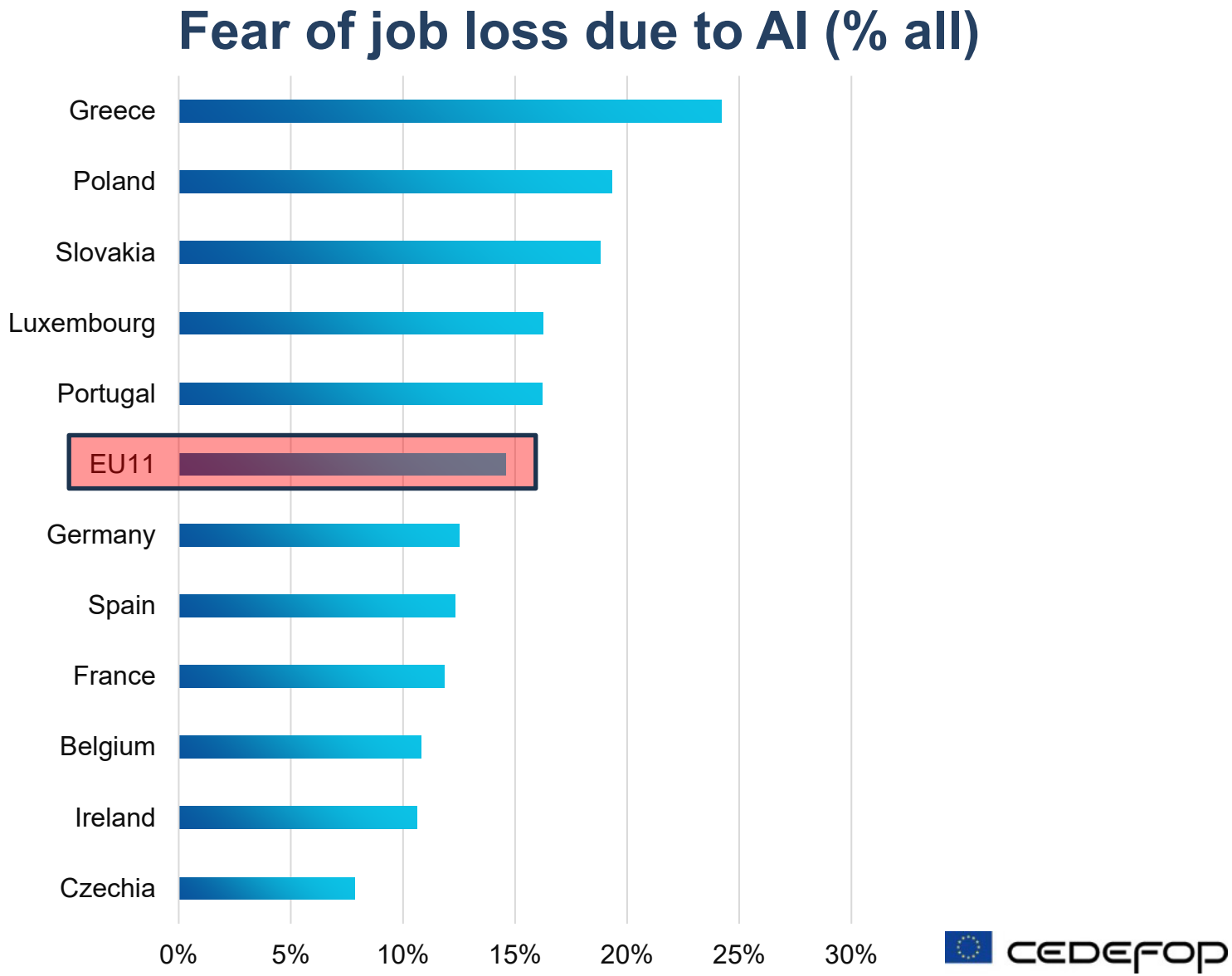
Increasing use of AI



Source: Cedefop AI skills survey (2024)

Automation or job redesign?

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



Source: Cedefop AI skills survey (2024)

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

Source: Cedefop AI skills survey (2024)

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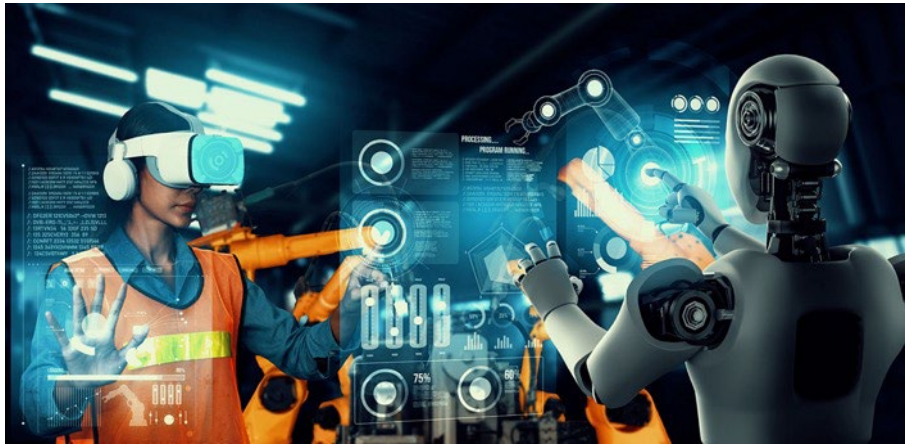
AI upskilling
Bridging the AI skill gap

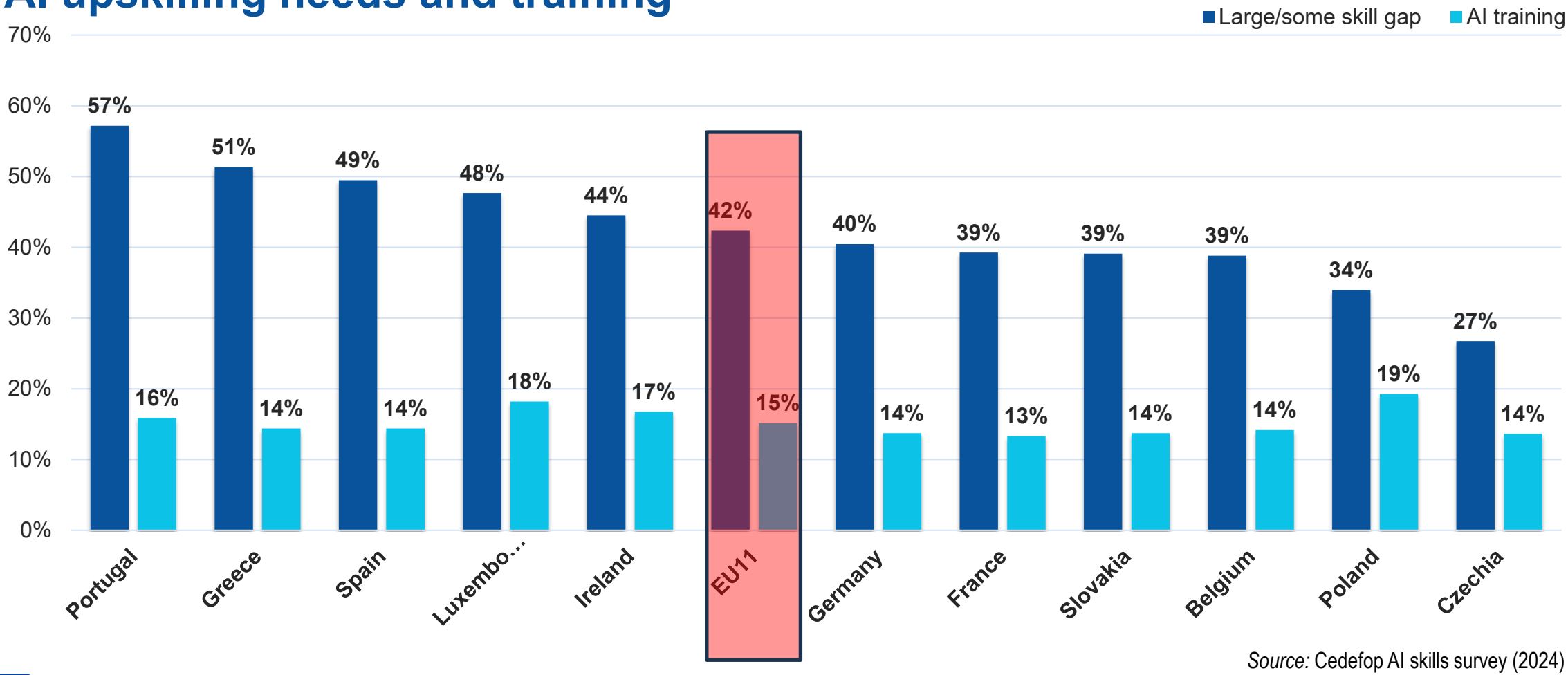


61%
will need new knowledge and skills to deal with AI impact on their work

44%
unlikely their company or organisation will provide training to workers to deal with AI

AI upskilling
Bridging the AI skill gap

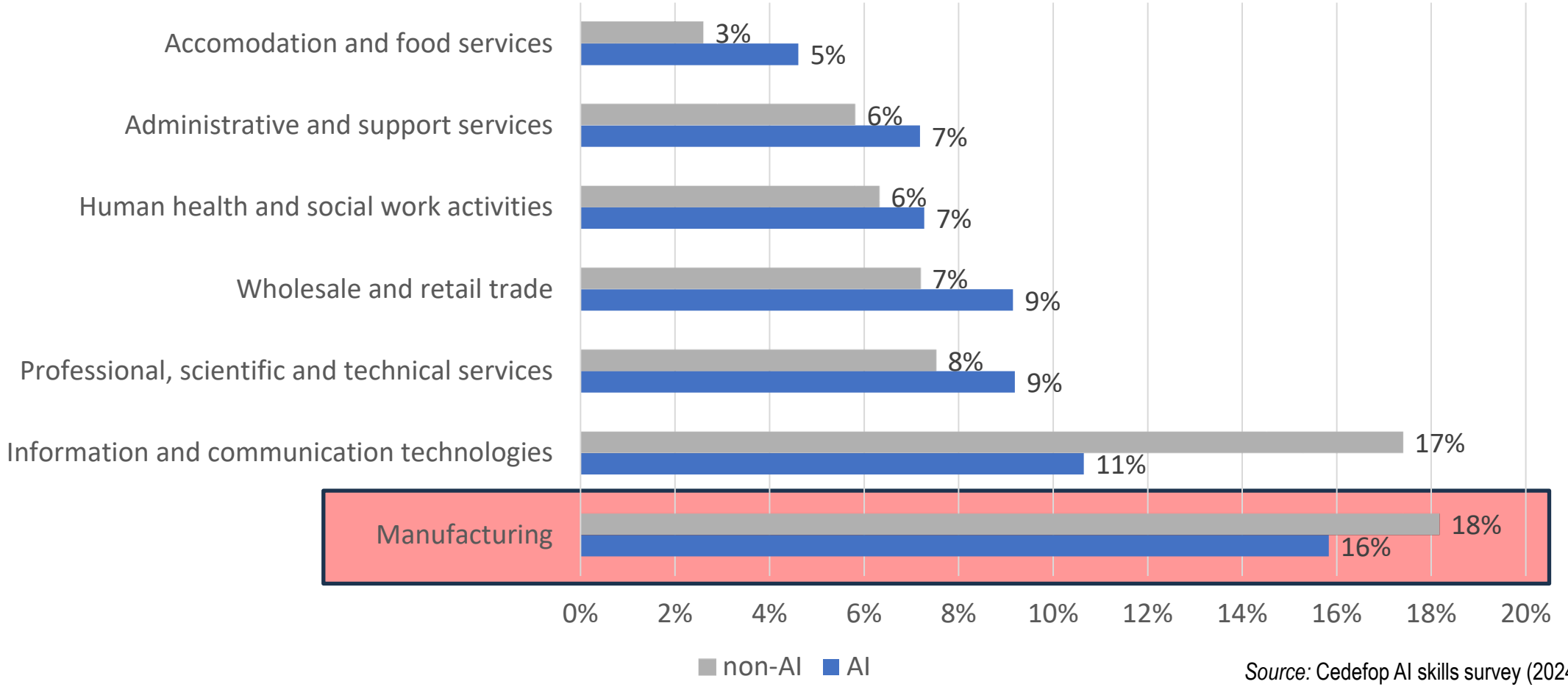
AI upskilling needs and training



Source: Cedefop AI skills survey (2024)

AI upskilling
Bridging the AI skill gap

AI and non-AI programmer workforce by sector (% of workforce)



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

Next steps: AI in EU Workplaces

Purpose of the study

- Conduct three medium-term foresight exercises
- Collect relevant qualitative data

Main aims

- Explore factors affecting AI adoption & diffusion
- Identify effect for future skill gaps & workers' needs

Time frame

- 2024-2026

Sectors of the foresight study

Automotive

- AI in autonomous driving & production optimisation
- Challenges: global competition & supply chains

Geriatric nursing

- Aging population & labor shortages; human contact
- Potential of advanced humanoid robots

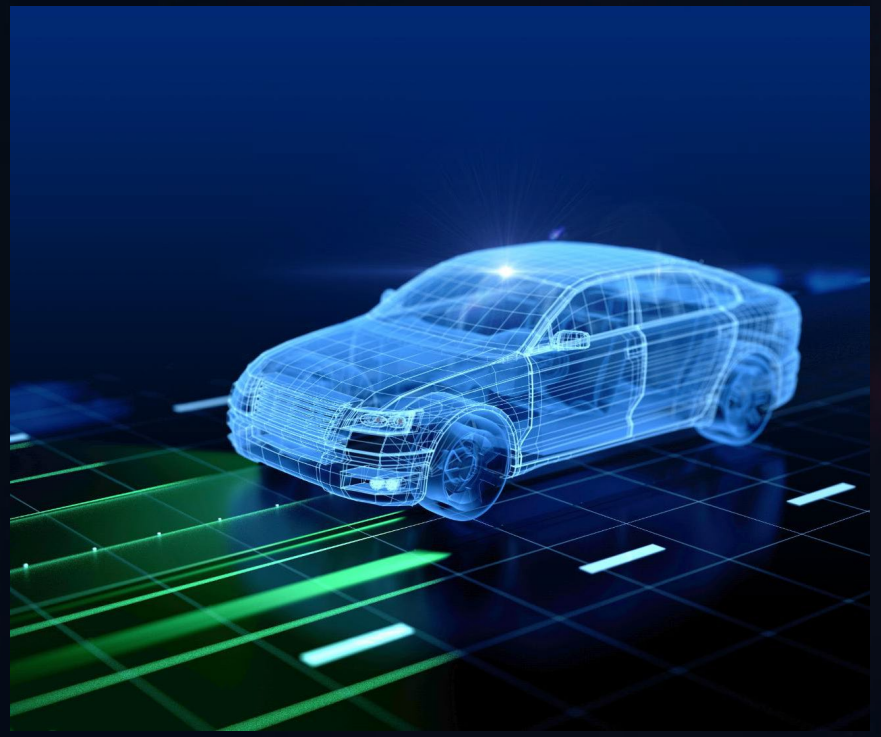
Creative industries

- Leveraging AI to enhance creative processes
- Balancing AI innovation with traditional expertise

First results for the automotive sector

AI adoption and regulation

- AI complements human labour, needing human oversight
- Slow AI adoption hinders innovation compared to the USA / China
- Balance between regulation and innovation



Education and Industry Challenges

- Education systems fall short for skilled workers; public-private approach needed
- Cost factors and geopolitical shifts impact industry more than AI adoption

Thank you

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