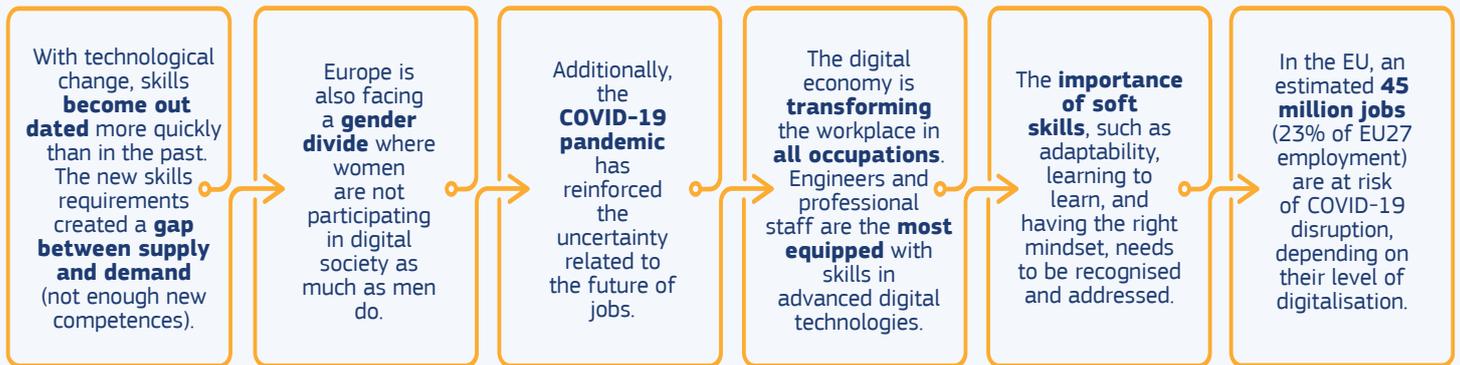


# Skills and talent are key to enabling digital and technological transformation and safeguarding the competitiveness of European industry

## Policy brief on Meeting the sectoral skills challenge in advanced technologies



The capacity of industrial sectors across European countries differs a lot in terms of attracting and retaining talent with advanced technology skills



Within the manufacturing industry, the **Automotive** and **Electronics industries** currently attract **most advanced technology skills**.



A stronger effort to **hire digitally skilled professionals** in sectors such as **Medical devices** and **Chemicals** could unlock their potential and could help facing the fast move of tech firms into these areas.

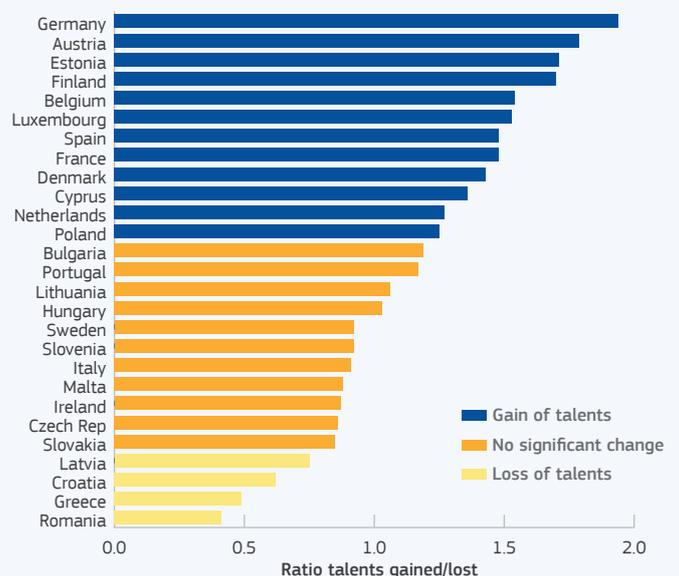


The EU and the US exhibit **similar patterns**, but in the EU skills are more **concentrated** in some manufacturing sectors, while in the US, they are more **distributed across sectors**.

In order to build a solid workforce with knowledge in advanced technologies, the EU must retain and attract talents with the corresponding skills

The **performance of EU Member States** in terms of **talent mobility** varies a lot, with the best European players having **similar talent mobility ratios** as the US (1.9), who mainly attract highly skilled professionals from **India** and **China**.

Ratio of talents gained and lost for each Member State  
Source: Technopolis Group based on LinkedIn analysis

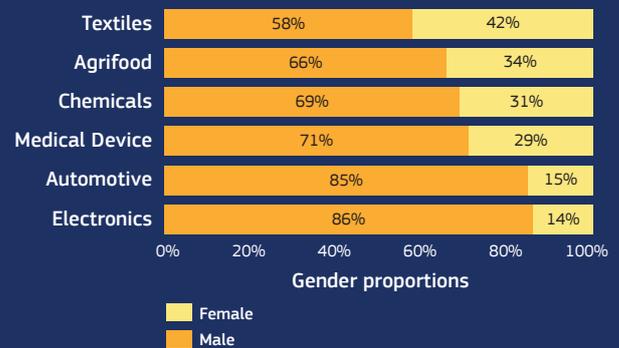


## Skills inequality between genders is an important challenge

Women are **largely underrepresented** among the high-skilled workers in advanced technologies, especially in **Czechia** (women make up 15% of employees with advanced technology skills) and **Germany** (19%). In **Italy** and **Romania** (around 30%), the gender gap is somewhat smaller.



Gender gap in advanced technology skills across EU 27 sectors. The gender gap is not the same in all industries, as shown in the figure below.



Source: Technopolis Group based on LinkedIn analysis

## The EU aims to upskill the European workforce in advanced technologies and has launched several initiatives aimed at improving European competitiveness



The new European Skills Agenda published in July 2020 provides a **renewed framework for developing skills in advanced and digital technologies**. It combines a **European Pact for Skills**, which brings together all stakeholders, with an increased EU budget.



The European **'Blueprint for sectoral cooperation on skills'** supports skills development in different sectors / themes and will play an instrumental role to **promote advanced technology skills for industry** in the upcoming years.

## About the Advanced Technologies for Industry (ATI) project

The ATI project – funded by the European Commission – supports the **implementation** of Europe's new growth strategy with a systematic monitoring of **technological trends** and reliable, **up-to-date data** on advanced technologies.



The **Policy Briefs** analyse national and regional policy measures focused on a specific policy challenge, technological area or mode of implementation and explore policy tools that have been designed and implemented with the aim of fostering the generation and uptake of advanced technologies. The reports provide a comparative analysis of some of the most relevant national and regional examples on the policy landscape in the EU. They highlight the lessons learnt based on existing policy evaluations, monitoring or any other learning process and will present both good practices and potentially the bad ones. In the case of novel policy initiatives, they focus on the key challenges in the design process.

For more information, read the full Policy Brief on Meeting the sectoral skills challenge in advanced technologies here: <https://ati.ec.europa.eu/reports/policy-briefs/meeting-sectoral-skills-challenge-advanced-technologies>

