



Ako majú postupovať zamestnávateľa a zamestnávateľské organizácie, aby si zabezpečili zamestnancov so správnymi zručnosťami z aktuálneho trhu práce?

Martina Le Gall Maláková, ELECTRIK s.r.o.
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ACTUAL SITUATION

Skills are **central to our recovery** from the **coronavirus pandemic** and for mastering the **digital and green transitions**. However, **mismatches and shortages** in skills are increasing, while a large number of people are at risk of unemployment. COVID-19 crisis accelerates the need for **further skills investment**.



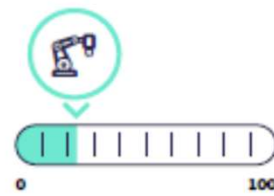
70%

of enterprises in Europe report that lack of skills hampers their investment; one in four small and medium enterprises (SMEs) across EU report major difficulties in finding skilled staff



9 OUT OF 10

jobs will require basic digital skills, though 1/3 of the workforce does not master these



22%

of current work activities (equivalent to 53 million jobs) could be automated by 2030



84%

of employees are more loyal to a company that contributes to social / environmental issues



1.2M

jobs could be created as result of the green transition

ACTUAL SITUATION

Clearly, having and keeping skilled people is more and more a **daily issue**. As employers we have to take into account that, for years, **values such as seniority and staying in the same ecosystem are no more relevant**.

So, as an **entrepreneur**, it is a key question that **we need** to answer – how do we **find and keep skilled staff**.

The current situation, as both a representative of SMEs and traditional sectors, such as the **construction business**, is – the situation with **this revolutionary change regarding skills** and to find a **blue or white collar is a challenge**.
The problem of the education system is really global.



THIS SPECIFIC AREA ARISES IN SMEs

1. First, jobs most often require **multiple skills**.
2. If the SMEs do have **the kind of capacities to attract talent** (if of course, we stay within the traditional sector). They are often able to engage only lower skilled workers.
3. **When people start to be well-skilled**, they want to change their job and to go to another company – bigger, safer or only to try something new...
4. And life standards and expectations change with the coming generations – they want flexibility, work on different projects; **change their life plan** very often. **Namely, that you know that without people you will not create value, and you have to be completely able to constantly switch and replace your scope of works with new people.**

For all companies, **point 4** is an challenging **unsustainable situation**, but one that perhaps we created as employers, by not being able to place **enough confidence**(for the employees to stay?) in the eco-system we are proposing.



WHAT COULD WE, AS EMPLOYERS, BRING TO THE PARTY?

Companies: for most companies, the focus of funding for reskilling initiatives is internal, the reskilling of their existing workforce. However, companies are increasingly recognizing the importance of reskilling the workforce through their **Corporate Social Responsibility** initiatives. Individual companies and groups of companies with aligned interests can be a source of funding for reskilling initiatives, especially in collaboration with other ecosystem partners including educational institutions, NGOs and employee associations. In any case, they are key participants in the reskilling ecosystem.

We have the tools to help more quickly skill new teams for our needs in some cases, and of course we have to continue to develop this approach.

We, as a company – try to find the balance between the expectations of the labour market and us (I mentioned earlier that **Corporates** have the advantage) **AND to continue to reskill and upskill our personnel.**



EMPLOYER'S ORGANISATIONS AND ASSOCIATIONS

Employees associations: while not typically sources of direct funding for reskilling initiatives, employee representative bodies such as trade and industrial unions frequently **have skills development** programs that can be leveraged in the broader workforce reskilling initiative.

We, as employer's organisations, **communicate with government** on the importance of life-long learning, the quality of the education system, attracting talent and WE can see the changes coming, **but for the current situation it is all too slow.**

.....We don't have doctors, teachers, electricians, waiters, ..

The gaps are growing and the post-pandemic situation **push this evolution into revolution.**



FOUNDATIONS AND CHARITIES

Foundations and charities: in many countries, foundations and charities are important sources of funding for reskilling initiatives. As an example the **UK Skills Development Fund** provides short and long-term grants targeted at specific reskilling programs. Global foundations such as the Gates Foundation also provide support for economic mobility and opportunity programs where reskilling is an important component.



MY OPINION

So my question is **where are the people?** Is it our social system, which motivates people **to stay at home** and occasionally do some projects in order to earn more money?

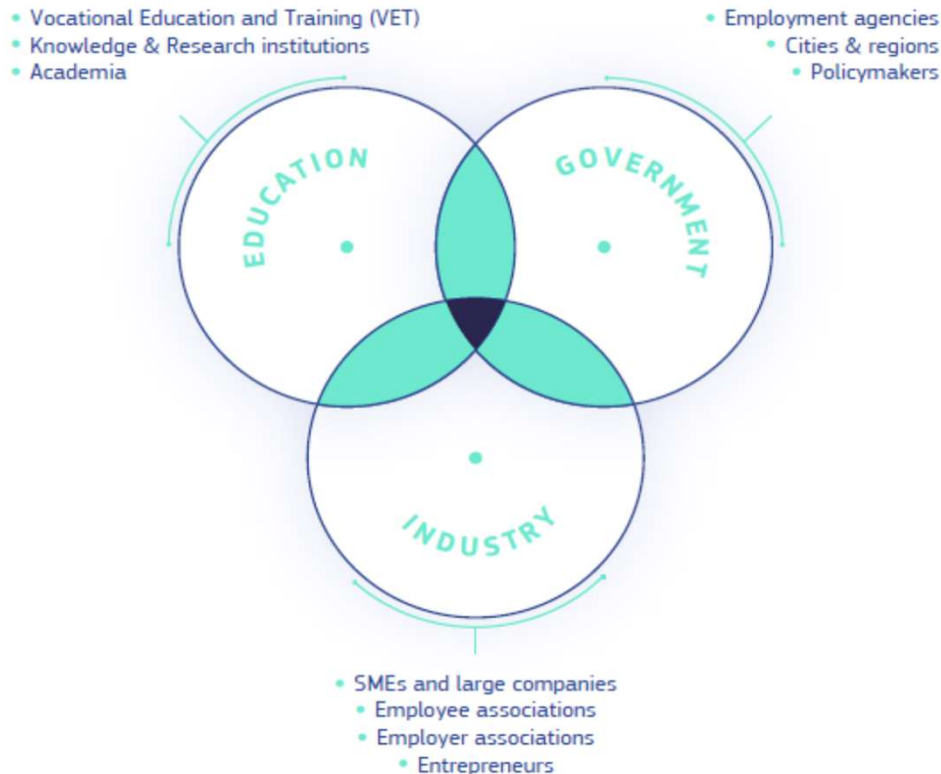
I think the situation has **to stop or crash**, because, if there is a **lack of skilled people, a lack of needed talent, a lack of traditional workers, these kind of solutions focused on solving my problem**, in my company, my region, my country will only transfer the problem to our neighbours: from companies to their suppliers, from one region to another region, from country to country.

But it doesn't resolve our **common problem** of the revolution in the labour market for the future which has already created and could **create large societal disparities with a geopolitical impact**.

We, as a society have to realize that we need each other, we create **together society, the value chain, our ecosystem and our global future**.



What can employers and employers' organisations do ?



The answer is: **ALONE NOTHING** – we must all **work together to address these issues**. Alone we push the problem towards somebody else. **Together with schools**, regions, other authorities and **with each individual** – WE CAN DO a LOT to pass through this labour market revolution **SUCCESSFULLY** and to push **together** our **human energy**, capacities and **WORK** into topics, which concerned all of us - **such as the green transition**.



Thank you for your attention.
Q&A

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