



## What are companies' expectations for the Labour Observatory?

The Labour Observatory, as part of the Aveiro STEAM City project, has, among its purposes, to develop knowledge about the future of occupations and jobs, and namely about the dynamics of supply and demand of human capital in Aveiro. The Labour Observatory releases information on the competences needs required for digital transformation, in a systematic way, to citizens, education and training entities, as well as to companies and other stakeholders.

But what do companies expect from the Labour Observatory? This was one of the topics covered during the interviews with companies from the TICE, Industry and Tourism/Services sector. These interviews aimed to identify the priorities of digital qualification/requalification Aveiro and their local availability represented by the difficulties that organizations on the three sectors face in finding professionals in the region.

In general, the companies interviewed expect the Labour Observatory to perform a role in the dissemination and development of knowledge, creating the background for decisions on continuous investment in the areas of digital transformation. Moreover, the expected role is also lobbying in order to influence the creation of professional profiles that companies in the territory mostly need, namely at the level of basic training (university and professional schools).

According to most of the representatives interviewed, the Labour Observatory has the role of developing prospective activities regarding the functional changes that professional profiles are undergoing. Many functions are changing, not in their designation, but in their functional definition and the Observatory is mentioned as a privileged player to map out and disseminate this information to organizations in the region.

The companies' expectations match the aims of the Observatory. The results of the auscultation and prospecting activities developed will allow the design of training programs focusing on specific needs of the sectors of TICE, Industry and Tourism/Services. Some programs will also target young graduates from various areas of knowledge. The conclusions and results from data already collected allow for the identification of the needs of the local labour market associated with the digital transformation. Therefore, the Labour Observatory of Aveiro intends to contribute to reduce the inequality between demands from the labour market and the existing offer concerning the competences for digital transformation. The ultimate goal is to contribute to the growth of employment opportunities, the competitiveness of the territory and improving the quality of life of its citizens.



## Competence needs in Aveiro: the voice of Industry

The Observatory conducted interviews in order to learn about the digitization strategies of local companies and their qualification and requalification needs to support these strategies motivated by the adoption and sustainability of new technologies.

The interviews carried out with companies representing the Industry sector in the territory of Aveiro, covered the areas of the Forest Base (Pulp, Paper and Tissue), Ceramics, Electrical Components for Automobile Industry, Equipment, Systems and Solutions for Industrial Automation, Manufacture of Appliances for Domestic Use and Engineering Centre, and Foundry of parts for the automotive sector.

In what concerns technical competences,

the respondents identified the following two areas as the most important: Big Data and Advanced Analytical Competences and Robot Assisted Production Competences (Automation and Robotization). Secondly the domains of Maintenance (notably Predictive Maintenance), followed by the needs for hybrid profiles, namely combining hardware and software competences, also designated as "Polyglots" by the interviewees. Also highlighted as important are Artificial Intelligence and Machine Learning Competences (especially in the i4.0 context) and Industrial IoT Competences.

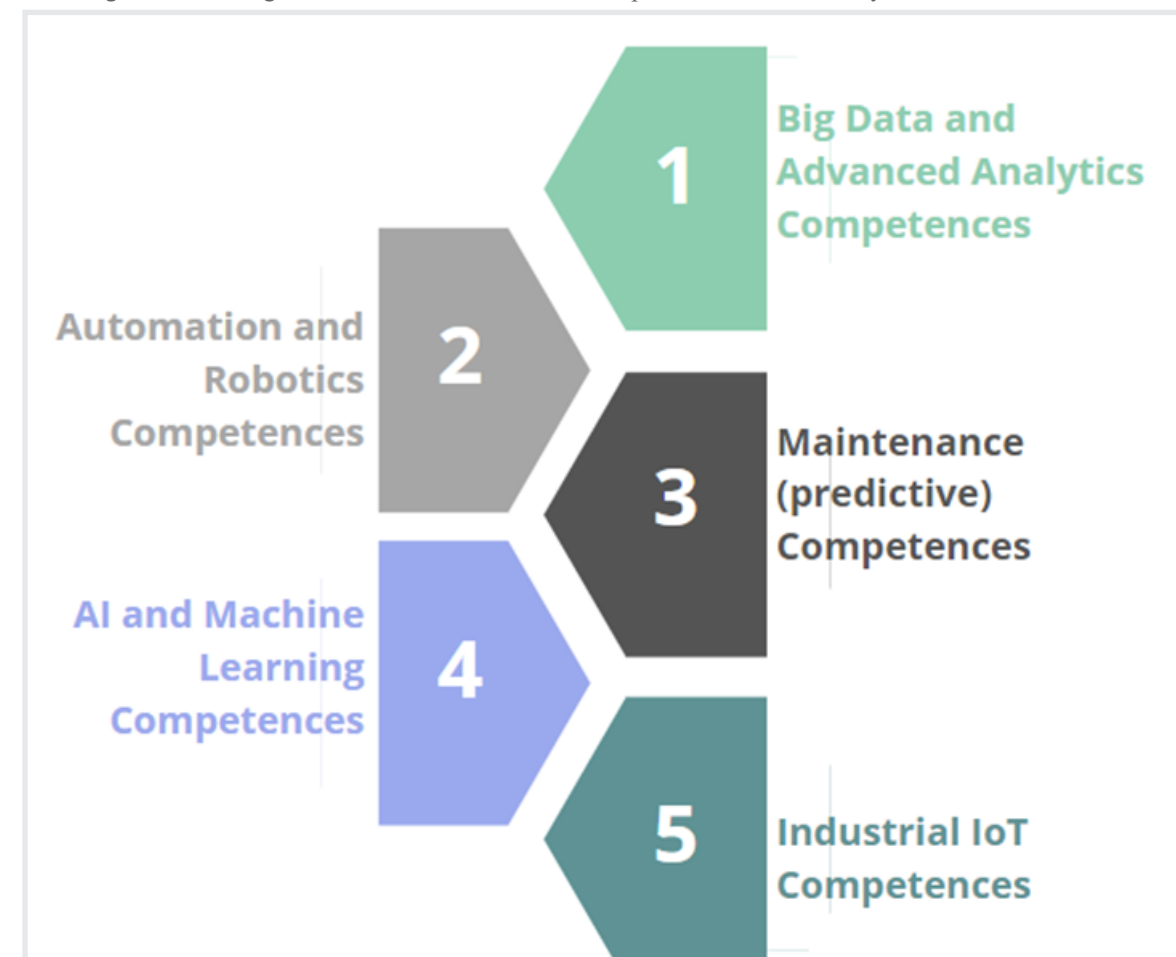
The occupations associated with such competences can be found in the ESCO - European Skills/ Competences,

Qualifications and Occupations database. It is important to mention that ESCO often associates two or more occupations related to each technical competence.

According to the companies interviewed, in the industry there is a very marked lack of professionals in the area of maintenance (which includes the areas of robotization, instrumentation or pneumatics) and the more technical and specialized areas of mechanics or electronics.

The survey about the training needs of the territory is important to allow for the development of training offers to bring together employees from several companies, who often do not have the investment capacity to provide these trainings isolated.

Figure 1 - Ranking of the most relevant technical competences for the Industry of the Aveiro market



Source: Adapted from the Report on the Identification of Gaps and Qualification Priorities in the Context of Digital Transformation (2020)

## Did you know...?

Eurofound (European Foundation for the Improvement of Living and Working Conditions) released the electronic survey about **Living, Working and COVID-19**, to capture the immediate changes and impacts during the pandemic. The aim is helping to design the responses to this crisis. The first stage of the survey ran from April 9 to 30 and collected 62.755 responses. One of the topics addressed in the survey was **Work, Teleworking and COVID-19**. Respondents provided answers about a variety of topics including employment status, working hours, work-life balance, level of teleworking and job security during COVID-19.

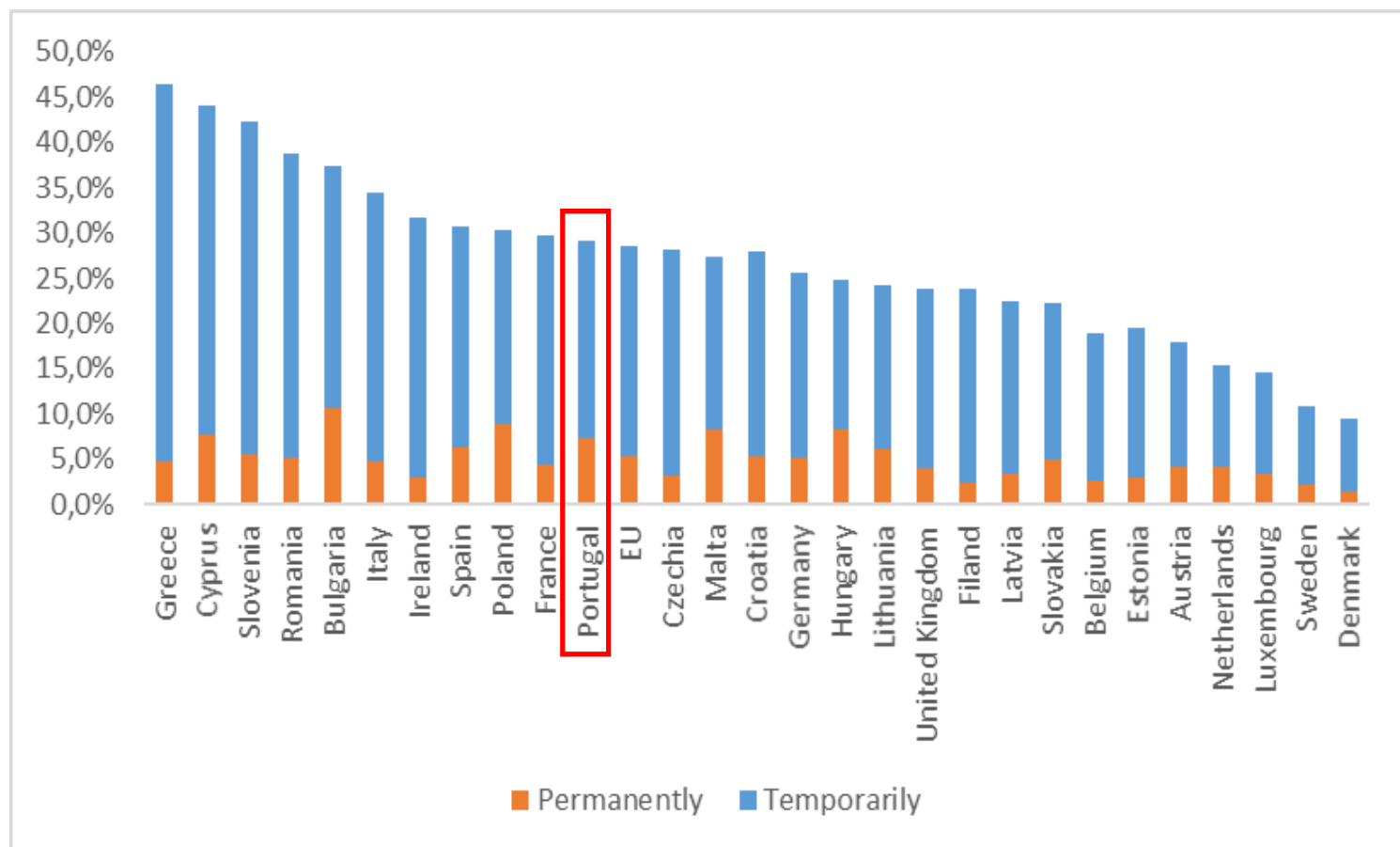
**More than one-quarter of respondents across the EU at this stage, report having lost their job either temporarily**

**(23%) or permanently (5%),** with young men being the most affected. Half of European workers mentioned that their working hours were reduced, namely in Romania, Italy, France, Cyprus and Greece.

**Teleworking took off in all EU countries with over a third of those in employment starting to work remotely** as a result of the pandemic.

In **Portugal** 29.2% of those interviewed reported had lost their jobs, 7.3% permanently and 21.9% temporarily. The biggest impact was felt among young people (18 - 34 years), where 34.9% individuals mentioning they had lost their positions. As in the EU, men were the most affected, with 30.1% remaining unemployed.

Figure 1 - Workers who lost their job or contract (permanently or temporarily), EU 27 and UK, April 2020



Source: Eurofound (2020), Living, working e COVID-19, Dublin, <http://eurofound.link/covid19data>

## News from the Labour Observatory!

The Aveiro Labour Observatory has been conducting a series of research activities that involve gathering information in close collaboration with local actors and the most representative companies of the region in the sectors of ITCE, Industry and Tourism/ Services, that have been identified as a core engine of the economic fabric of Aveiro.

Pursuing its mission of disseminating results of its activities, the Labour Observatory is releasing, in July, 4 e-books on digital transformation, competences and the future of the work that resulted from listening to the sectors, through workshops and interviews. The titles of these publications will be: labour market, jobs of the future, technical competences and transversal competences.

The purpose of the mini e-books is to present a clear vision of the current labour market situation, its challenges and opportunities, namely with regard to the need for the competences that will be most relevant in the future of a market resulting from digital transformation.

In this month of July the mini e-books "Jobs of the future" and "Labour Market" will be available, at the website of the Labour Observatory <http://observatoriodoemprego.web.ua.pt/> They can also be requested by contacting the Labour Observatory through our email: [observatoriodoemprego@ua.pt](mailto:observatoriodoemprego@ua.pt).

These publications are intended to disseminate information necessary for the decisions of education and training, but also for the decisions of businesses in general and for all citizens who want to know more about the changes in the labour market resulting from the digital transformation and/or increase their qualifications in line with the technological trends that are expected in the near future.



To learn more about the Aveiro Labour Observatory: <http://observatoriodoemprego.web.ua.pt/>

To learn more about the Urban Innovative Actions: <https://www.uia-initiative.eu/en/uia-cities/aveiro>

To learn more about the project: <https://www.aveirotechcity.pt/pt/atividades/observatorio-do-emprego>

Would you like to receive more information? Register and receive the newsletters: [observatoriodoemprego@ua.pt](mailto:observatoriodoemprego@ua.pt)

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