

Digitalisation and labour market policy North Rhine-Westphalia – Germany



KICK-OFF EVENT ESF-PROJECT

“SOCIAL PARTNERS ON THE DIGITAL FAST TRACK”

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G.I.B. NRW

Gesellschaft für innovative
Beschäftigungsförderung mbH

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Who we are

G.I.B. – Gesellschaft für innovative Beschäftigungsförderung Innovative Employment Company

- ❑ Government-owned service and consulting company in the field of labour market policies for the whole region of North Rhine-Westphalia with 75 people staff.
- ❑ Initiation, development, accompaniment, monitoring and evaluation of labour market programmes and projects.
- ❑ Digitalisation – two main approaches:
 - SME and their workforces
 - Unemployed people

Findings from a scientific research (I)

- ❑ Remarkable effects by technological changes will accelerate
- ❑ Only in rare cases disappearance of whole occupations, but changes of existing occupations and emergence of new occupations
- ❑ Very different impact on occupations, occupational segments, qualification levels - High potentials for substitution above all in:
 - manufacturing occupations
 - low skilled jobs, but also with professionals and specialists big numbers of affected employees
 - Local/regional differences
- ❑ At the same time new jobs will be created.

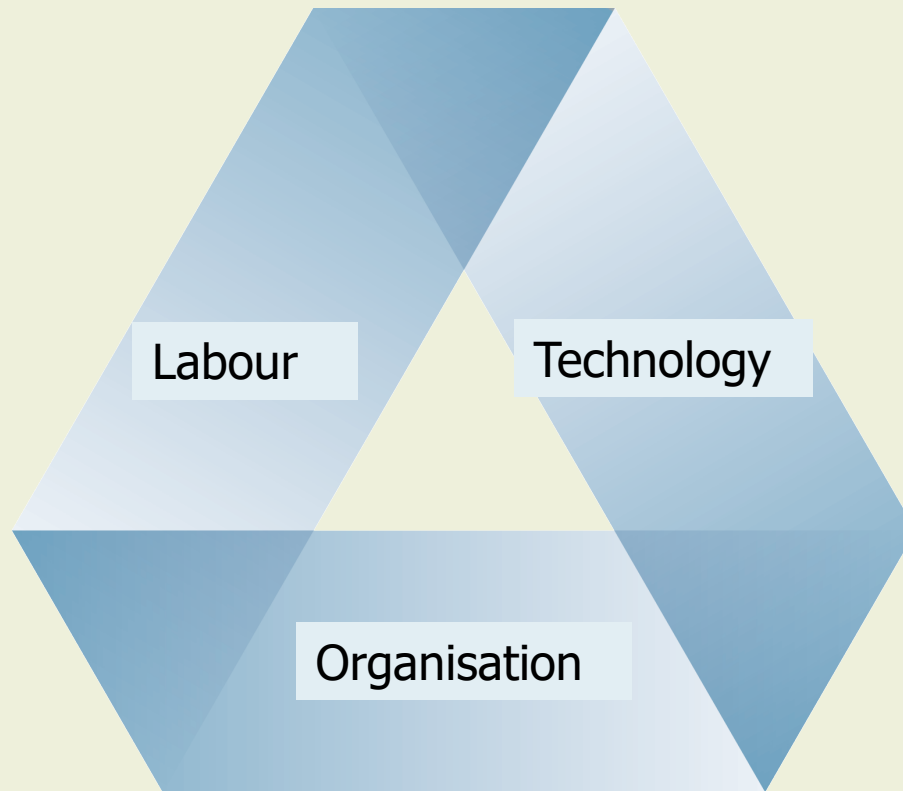
Findings from a scientific research (II)

- ❑ Trend to higher and more specified skills will continue and will get even stronger
- ❑ Education and training systems play a crucial role
- ❑ Demand for training at the work places will increase
- ❑ Accompaniment of the (radical) changes with the instruments of labour market policy will have to be increased
- ❑ No large-scale unemployment through digitalisation but a requirement of adjustments through the technological changes

Findings from a scientific research III)

- ❑ Most studies do not expect a massive increase in unemployment.
- ❑ Work in the digitalised world will become more dynamic, complex, virtual and interdisciplinary.
- ❑ The changes in the world of work 4.0 require early and preventive investment in strengthening skills, improving career prospects and adapting work organisation.

Digitalisation as a part of a socio-technical system



- Not an either or between technology and labour, but rather coordination between technology, labour and organisation
- No optimisation of single subsystems, but optimisation of the overall system

What is needed is a socio-technological understanding that combines social, organisational and technical interests.

(Hirsch-Kreinsen, 2016)

Digitalisation as an opportunity

Digitalisation is an opportunity to secure the competitiveness of companies and the employment of employees in the long term.

- ❑ How will work develop in the context of new technologies and what new opportunities will open up?

- ❑ Our objectives:
 - Development of solutions to improve work organisation and skills development for employees in the context of new technologies,
 - Description of processes for developing and implementing concrete, tailor-made operational solutions with the participation of employees.
 - Dissemination of promising strategies to SME multipliers
 - New questions, answers and instruments in active labour market policies

Contacts

Thank you very much for your attention

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