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# Skills for Smart Industrial Specialisation and Digital Transformation

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*Strictly private and  
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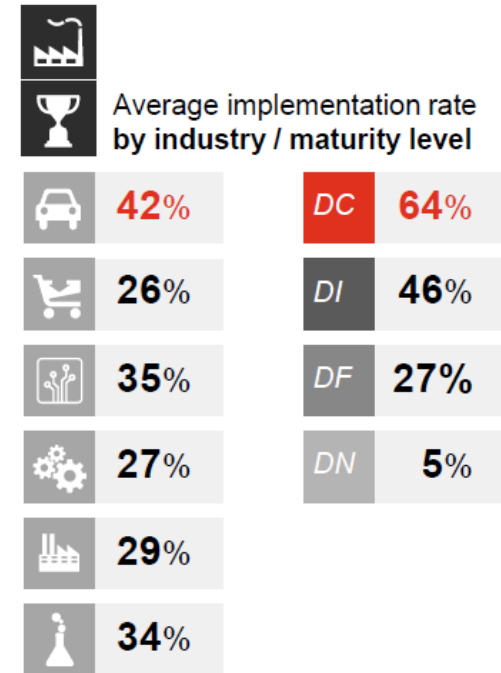
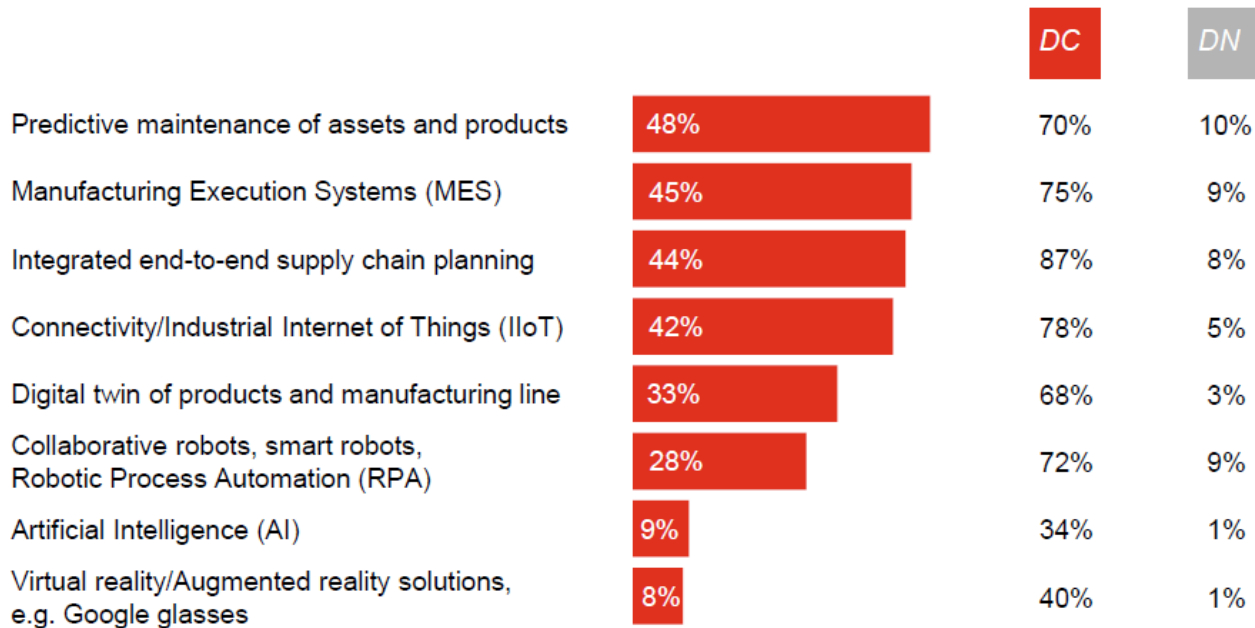
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# *The skills of the future*



# Industry 4.0

## 5. New technologies are implemented at large scale to connect and collaborate along the end-to-end value chain



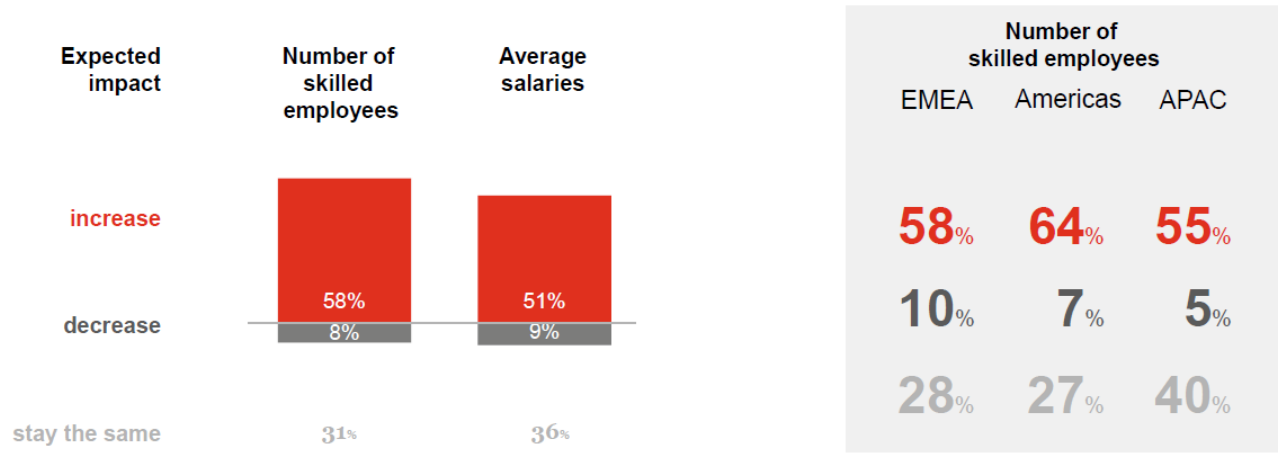
Question (Q1): To what extent have you implemented the following technologies within your company?  
 Base 1,155 companies

# Skills

## 7. Digitization will increase production in mature markets and near customers

27%  
 "Our employees have the required qualifications for the digital future."

High expected demand for skilled employees over the next five years

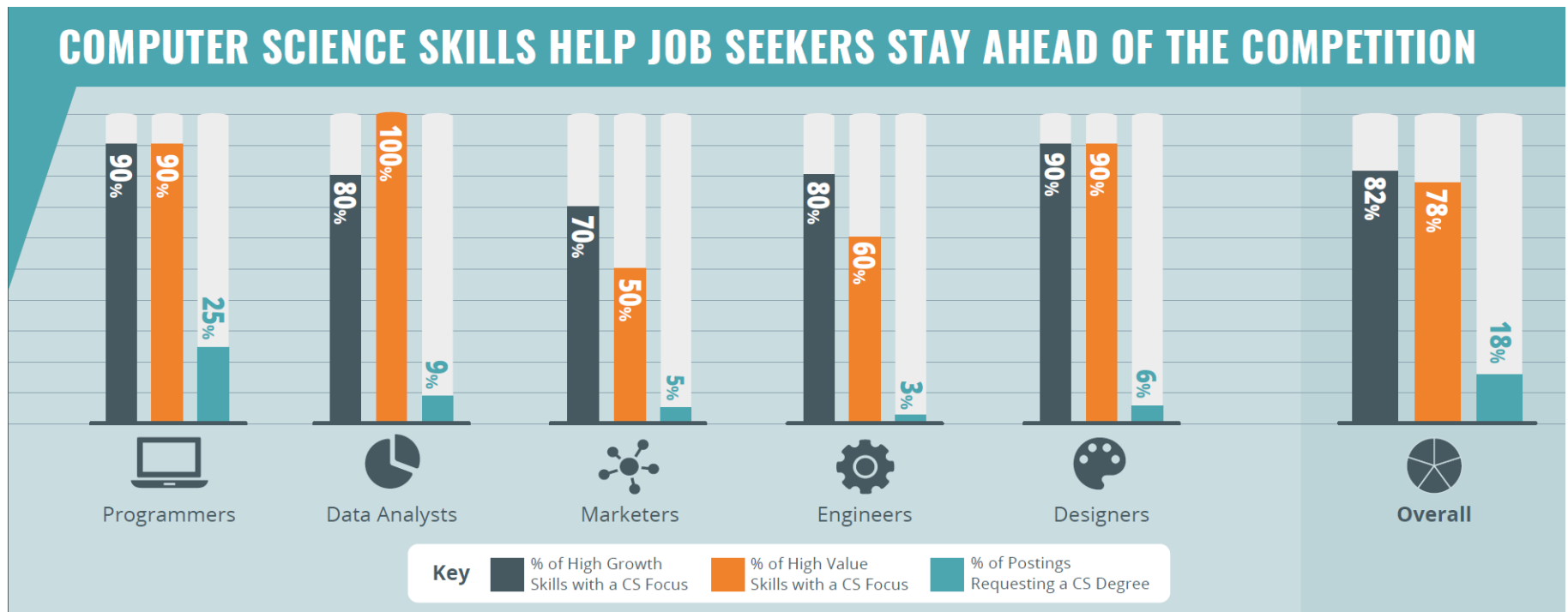


Question (Q6): What impact do you expect digital transformation to have on your company and your workforce over the next five years? Do you think ...?  
 Base: 1,155 companies

# Computer science skills are especially in demand....



Computer science skills are some of the **fastest-growing skills** and are considered of the **highest-value skills**



Source: Burning Glass Technologies, Computer Science Skills, November 2017

# Increasing focus on soft skills

**Key finding:** On average, **one in three skills** requested in job postings is a ‘soft skill’.

## Top 10 Soft Skills:

- Communication Skills;**
- Organisational Skills;**
- Writing;
- Customer Service;
- Microsoft Excel;
- Word Office;
- Problem Solving;**
- Planning;**
- Comp Skills & Typing;**
- Research; ....

SKILL	OVERALL	CAREER AREA														
		Clerical & Administrative	Customer & Client Support	Design, Media & Writing	Engineering	Finance	Healthcare	Hospitality, Food & Tourism	Human Resources	Information Technology	Management & Operations	Manufacturing & Production	Marketing & PR	Personal Care & Services	Research, Planning & Analysis	Sales
Communication Skills	#1	#1	2	2	#1	#1	#1	#1	#1	#1	#1	#1	#1	#1	#1	#1
Organizational Skills	2	3	3	4	3	3	2	2	2	3	2	2	2	2	2	3
Writing	3	6	5	#1	2	4	3	4	5	2	3	3	3	4	4	4
Customer Service	4	8	#1	15	12	7	9	3	11	9	11	14	12	5	11	2
Microsoft Excel	5	2	9	9	8	2	12	16	3	10	6	6	5	16	3	9
Word + Office	6	4	8	7	5	5	10	13	4	8	8	5	9	15	7	6
Problem Solving	7	12	6	10	6	8	7	12	7	4	7	4	11	10	5	7
Planning	8	14	18	13	7	12	5	10	10	5	4	8	4	7	8	11
Comp Skills + Typing	9	5	4	17	10	10	4	8	12	24	14	7	17	9	16	8
Research	10	10	12	5	9	9	6	21	8	7	12	13	6	12	6	18

Source: Burning Glass Technologies, Baseline Skills, 2015



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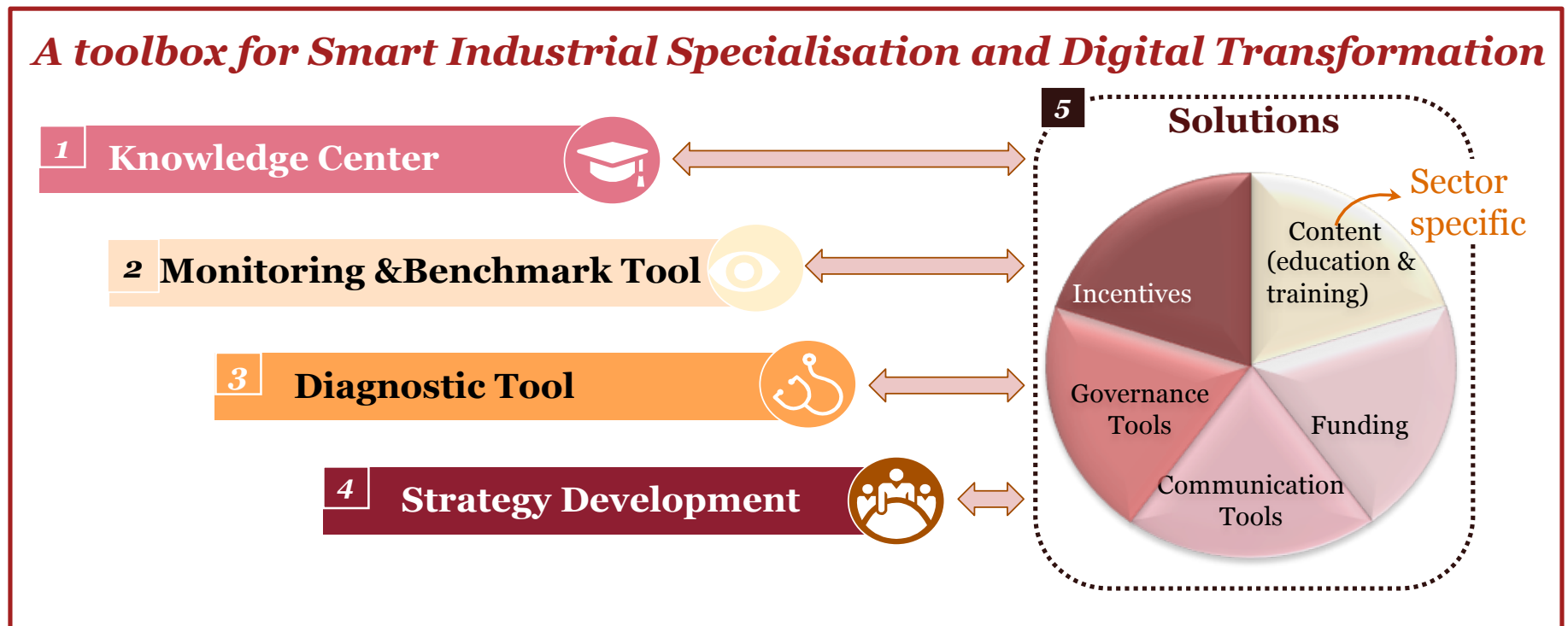
## *Key objectives*

- ✓ Identify **newly emerging industries and their skill needs**
- ✓ Identify **current and future impact of key disruptions** on employment levels, skill sets and recruitment patterns
- ✓ Assess **framework conditions** at all levels in support of skills development;
- ✓ Establish a **communication and cooperation platform for co-creation**;
- ✓ Map policy, strategy, initiatives and tools at all levels (City, Cluster, Region, Country, EU) to present state-of-play;
- ✓ Establish links with the **Sectoral skills-partnerships** and well as other PPPs such as **KICs**;
- ✓ Identify and roll-out of best practices.



## Building a toolbox

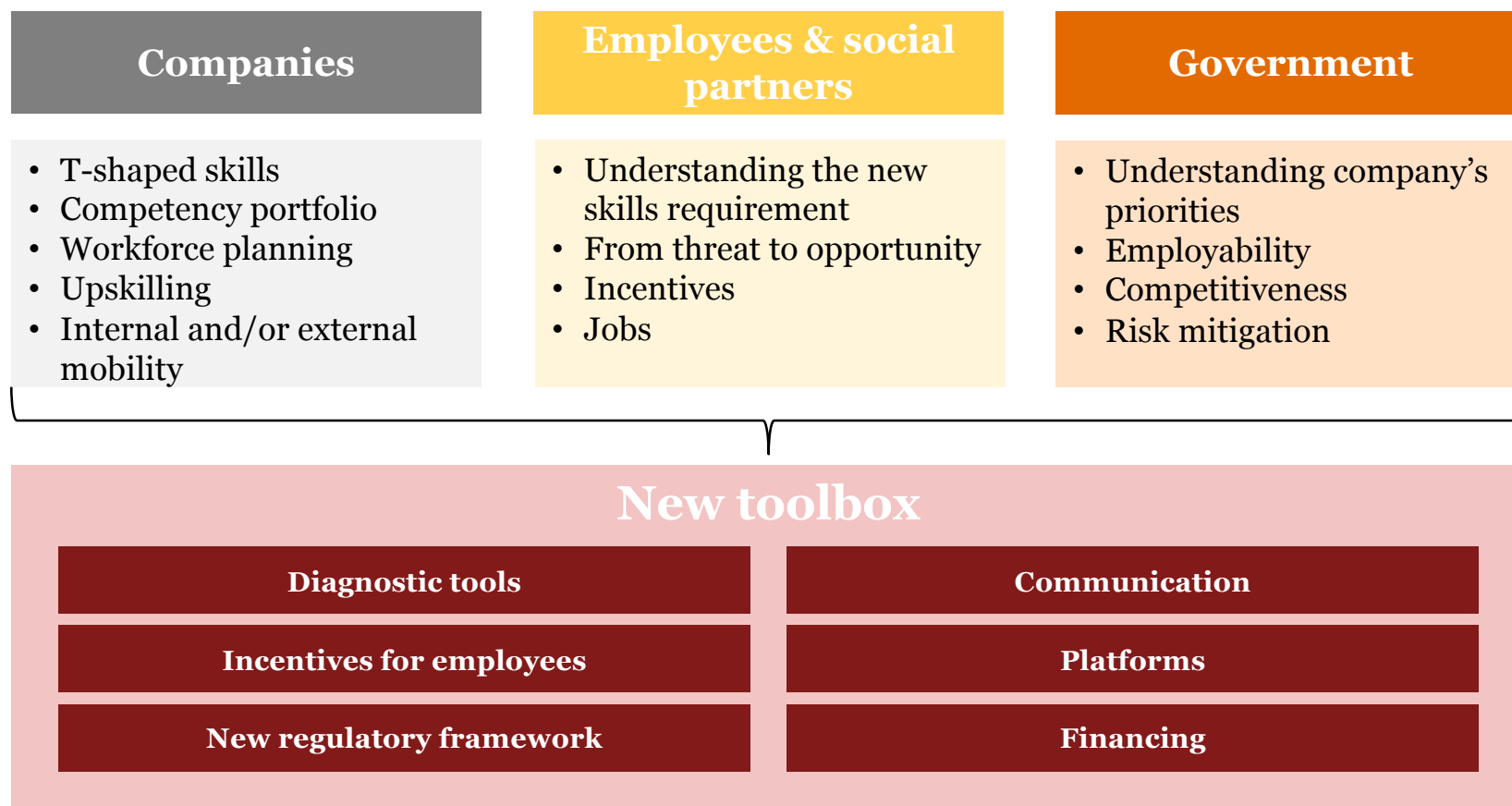
**Key objective** : To develop a common EU vision and supporting actions to increase the capacity of industry, social partners, education and training organisations as well as policy makers at all levels to shape the workforce transformation successfully in Europe.



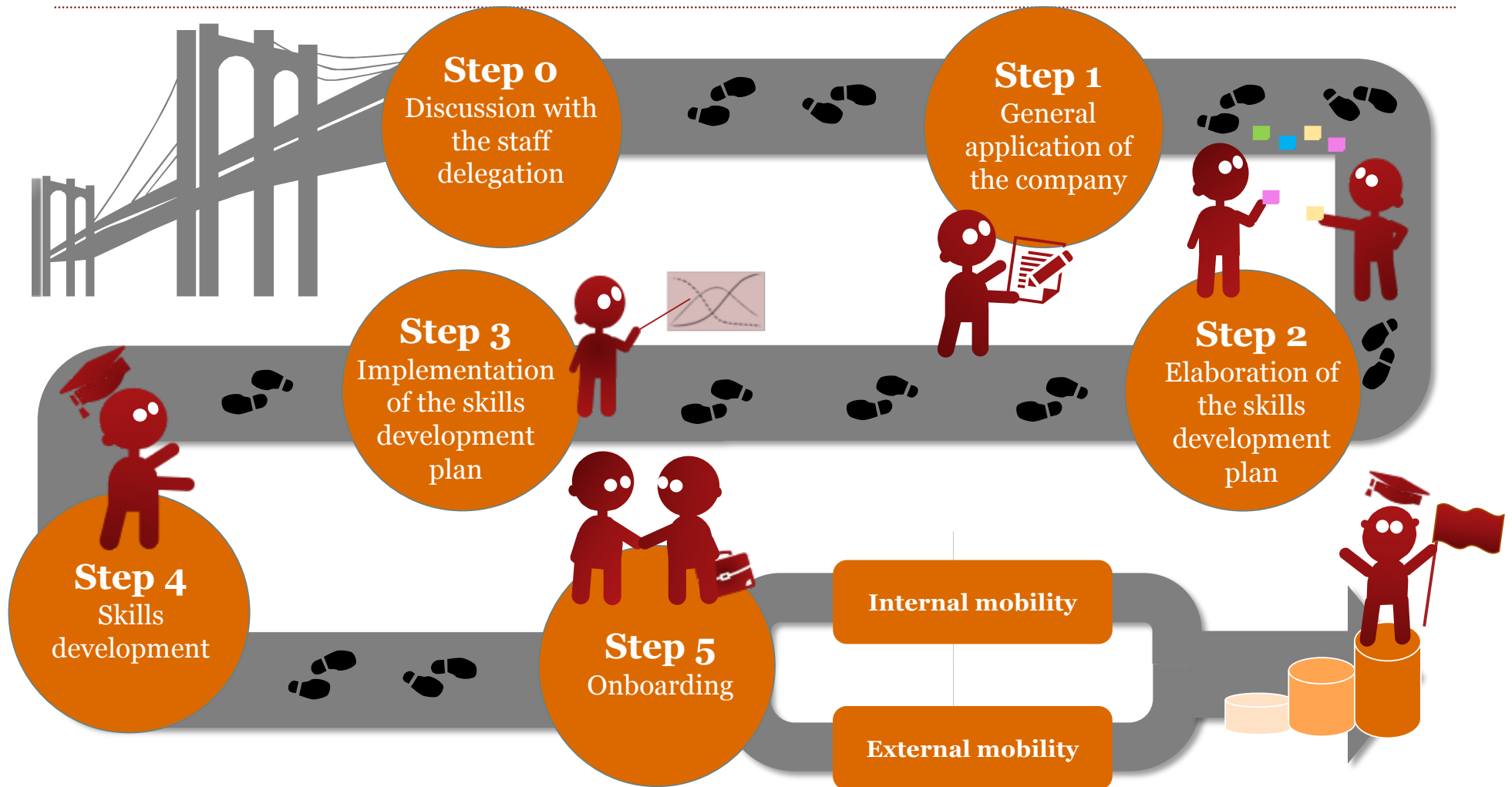
# *Luxembourg Digital Skills Bridge*



## *Luxembourg Digital Skills Bridge – Building a national toolbox to facilitate upskilling and workforce mobility*



# Skills Bridge process



# *Advantages for the company*

**Proactive response** to the impact the introduction of new technologies will have on workforce planning

**Inclusion of the employees** into the transformation process

**Competitiveness**

**Access to newly qualified staff** able to respond to the new challenges posed by the digital transformation

**Positive image** both external (social innovation) and external (positive impact on internal working climate)

**Methodological and technical expert assistance** throughout the upskilling journey

**Better understanding/overview** of the skills, motivations and interests of the employees

**Retention of know-how and experience within the company**

## *Advantages for the employee*

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**Comprehensive overview/assessment** of the employee's skills, motivation and interests

**Matching** of the employee's skills assessment with new employment opportunities (internal or external)

**Individual guidance** through the upskilling process

**Acquisition of new professional skills**

**Quality assurance** of the trainings selected (recognized certifications)

## Contacts

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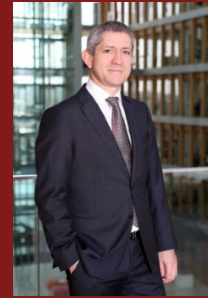
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***Merci !***



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