

The manufacturing industry is experiencing significant changes, mainly driven by the growing use of artificial intelligence (AI), robotics, Internet of Things (IoT), additive manufacturing (AM) and other innovative solutions.

Such digital and green transition significantly alters requirements for employees across all the value chain– from development to production and sales- and creates needs for entirely new skills and competencies for employees.

The challenge is twofold. Firstly, efforts must be made to ensure that all industrial sectors are fully capable of implementing and using new technologies. Secondly, it is imperative to manage the transition of the workforce towards higher-value digitized machinery and process.

CECIMO believes that skills mismatch or shortage of skilled workers are both growing issues impacting European businesses, including the machine tools companies. As the industry is not able to solve the problem of skills shortages on its own, public authorities need to foster and layout initiatives that can complement the industry's actions.

Despite the digital ambitions and green initiatives, Europe risks falling behind global competitors on digital and green skills development for its workforce. The Multiannual financial framework (MFF) together with the Next Generation EU instrument, will give the Member States an unprecedented opportunity to finance and develop specific measures to strengthen the resilience of the workforce and the competitiveness of European manufacturing.

CECIMO welcomes the Commission's revised Skills Agenda for Europe and highlights the importance of developing a coherent and coordinated skills framework across Europe to enable economic growth and maintain European industries' competitiveness abroad.

We believe that closing the skills gap will require a joint approach by the European Commission and the Member States in the following areas:

- Improvement of the education policy framework
- Upskilling and reskilling practices
- Lifelong learning opportunities
- Investment and development of the resilient skills framework

Furthermore, it will be essential to foster dialogue among the industry stakeholders and policymakers addressing those challenges to boost Europe's economic recovery and give way to new digital and green jobs.

Considering the proposed EU skills agenda, we believe that it is essential to:

- Promote a joint approach to the mapping and identification of emerging job profiles and related competencies around innovative technologies, such as additive manufacturing.
- Support manufacturing sectors initiatives that would improve the availability of different types of training, helping the current and future workforce adapt to the new technological transition.
- Build-on the work and results of blueprint for sectoral cooperation on skills (such as [Sector Skills Strategy in Additive Manufacturing](#)) to strengthen the implementation of the Pact for Skills.
- Foster the dialogue between EU member states and industry to develop a resilient and consistent vocational training system.
- Create a flexible skills policy framework able to adapt to a fast-changing industry. Such a framework should leave room for industry-led solutions and involve industry stakeholders in the design and deliver new skills actions.
- Guarantee that the use of the budget allocated by MFF and Next Generation EU will be used to both equip European workers with the skills companies currently need and support businesses as they recover from the recent crisis.

CECIMO looks forward to working with the European Commission and the Member States in the implementation of this ambitious Skills Agenda.

About CECIMO

CECIMO is the European Association of the Machine Tool Industries and related Manufacturing Technologies. We bring together 15 national associations of machine tool builders, which represent approximately 1500 industrial enterprises in Europe (EU + EFTA + Turkey), over 80% of which are SMEs. CECIMO covers 98% of the total machine tool production in Europe and about 35% worldwide. It accounts for more than 150,000 employees and a turnover of around 27 billion euros in 2019. More than three quarters of CECIMO production is shipped abroad, whereas half of it is exported outside Europe. **Transparency Register of the European Commission and European Parliament: 79464041975-17**

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