

# De veranderende vraag naar vaardigheden

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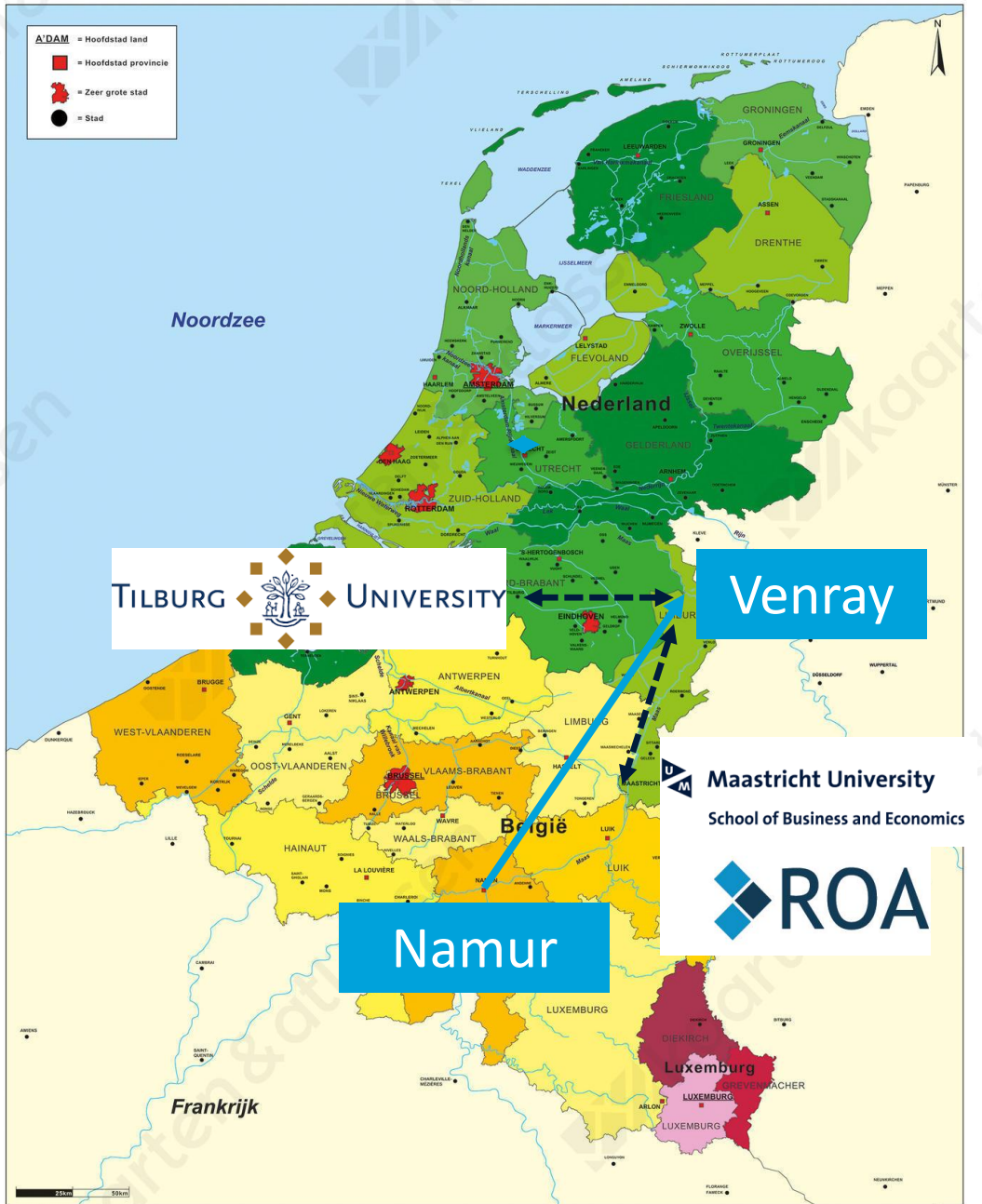
ROA, Maastricht University ([www.roa.nl](http://www.roa.nl))

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FASoS Ontwikkel en Inspiratiedag

Maastricht, Oktober 10, 2023

# Benelux



TILBURG UNIVERSITY

Venray

Namur

Maastricht University  
School of Business and Economics

ROA



B

- A** **D** **A** **M** = Hoofdstad land
- = Hoofdstad provincie
- = Zeer grote stad
- = Stad

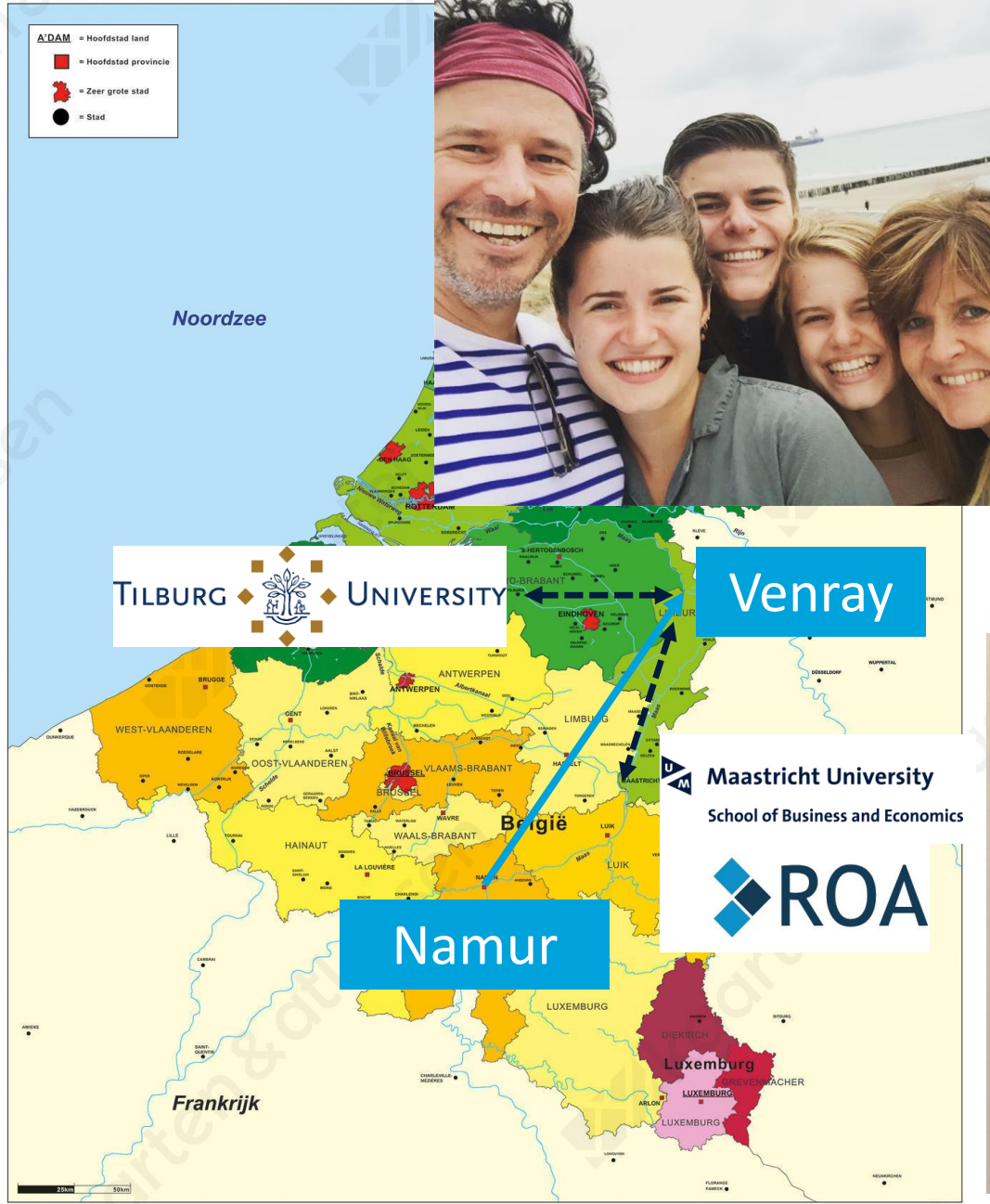
Noordzee



Venray

Namur

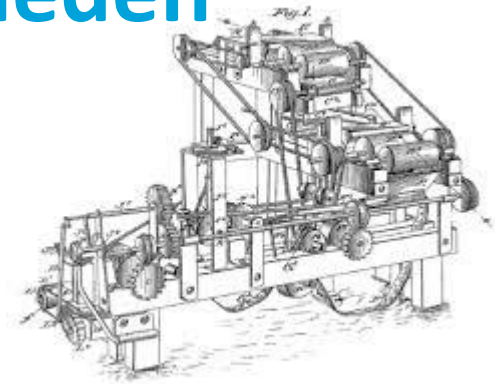
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# Productie / taken / vaardigheden



Medewerkers



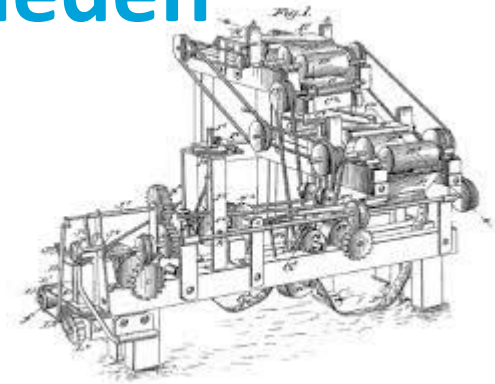
Machines

**Output**  
(goederen & diensten)

# Productie / taken / vaardigheden



Medewerkers



Machines

Vaardigheden

Taken

**Output**  
(goederen & diensten)



# Wat zijn je taken?

# Wat zijn je vaardigheden?



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Skills2Capabilities



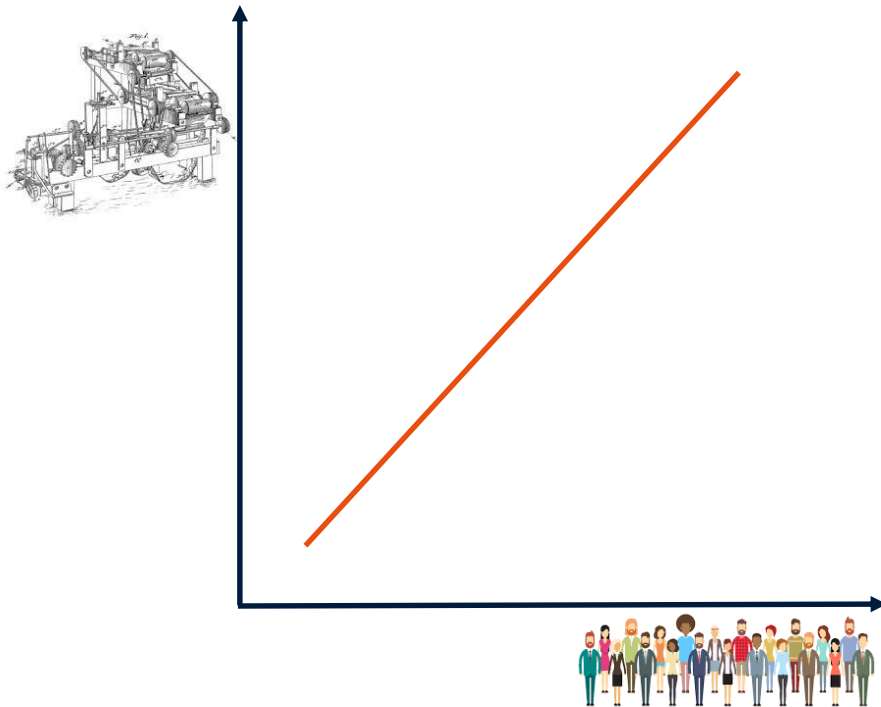
Co-funded by  
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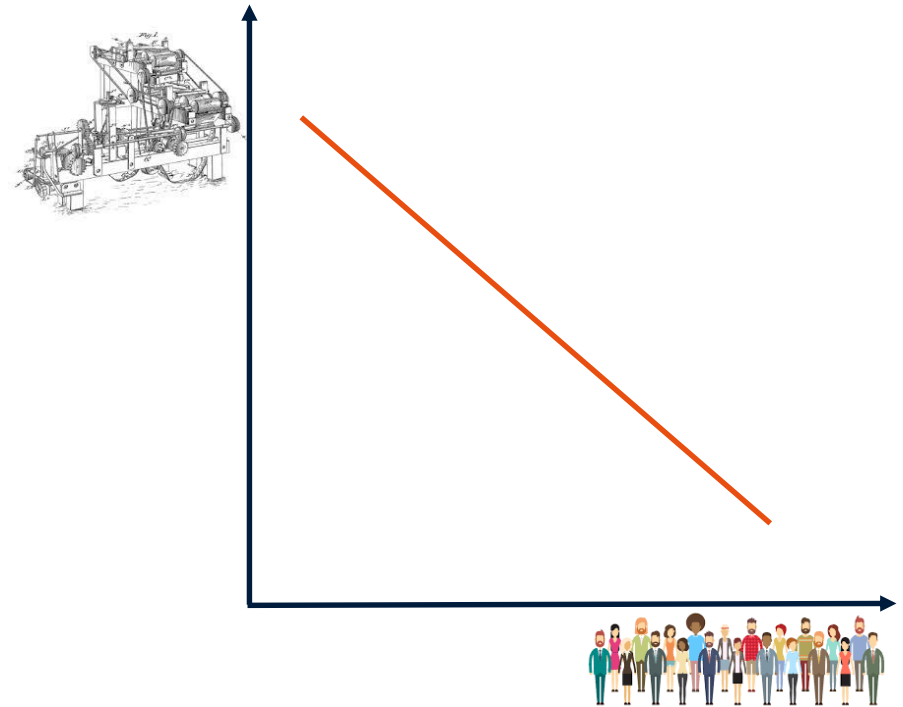
ai:conomics

# Taken: door mensen en/of 'machines'

Technologie = **complement**  
mens-taken



Technologie = **substituut**  
mens-taken



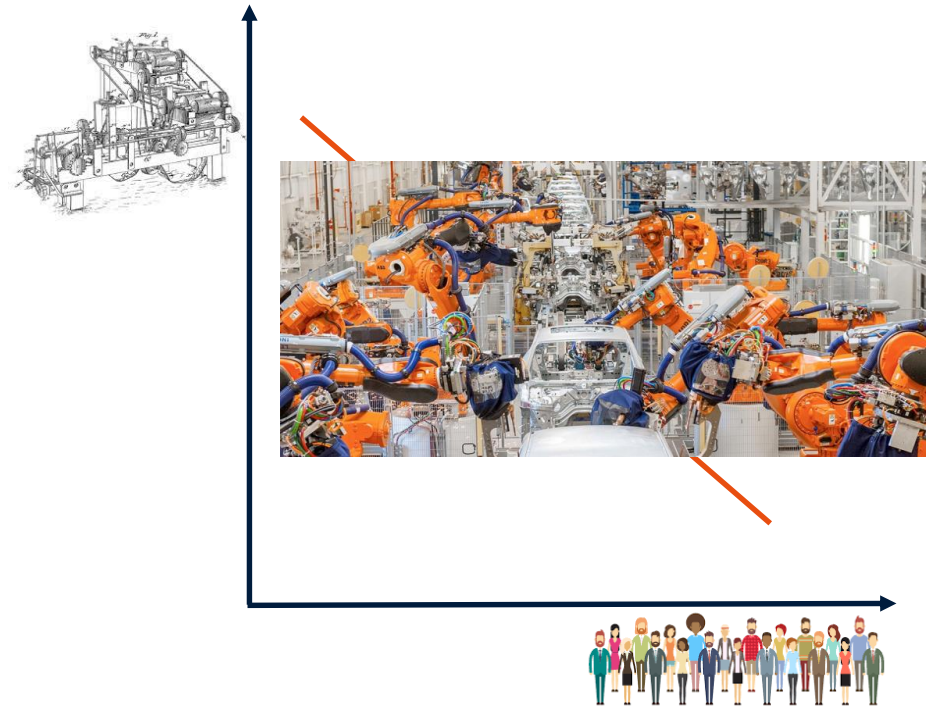
# Taken: door mensen en/of 'machines'

Technologie = **complement**  
mens-taken



Niet-routine analytische/creatieve taken  
Interactieve taken

Technologie = **substituut**  
mens-taken



Routine cognitieve taken  
Routine manuele taken



# Taken: door mensen en/of 'machines'



# Wat is de kans dat technologie je werk overneemt?



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Skills2Capabilities



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the European Union



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# Risico op automatisering

50%

8%

# Risico op automatisering

'als-dan' taken

analytische & interactieve  
taken

**Hoog risico**

Boekhouder

Secretaris

Kassamedewerker

**Laag risico**

Leraar

Gezondheidszorg

ICT

Automatisering zal:

- Banen vernietigen
- Nieuwe banen mogelijk maken
- Taken/vaardigheden aanpassen

# Relatieve krimp banen in middensegment

Change in employment share of occupation by wage level

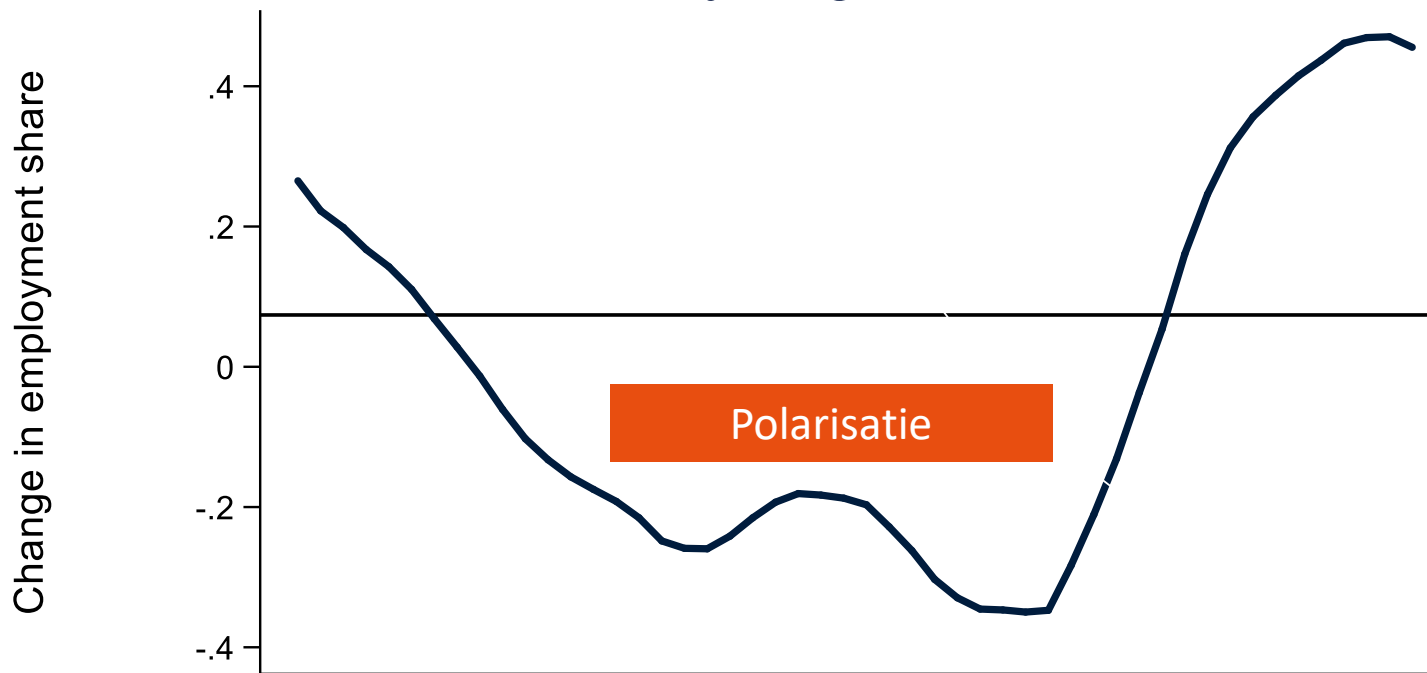


Source: EBB, SSB, OECD



# Relatieve krimp banen in middensegment

Change in employment share of occupation by wage level



Niet-routine manuele taken

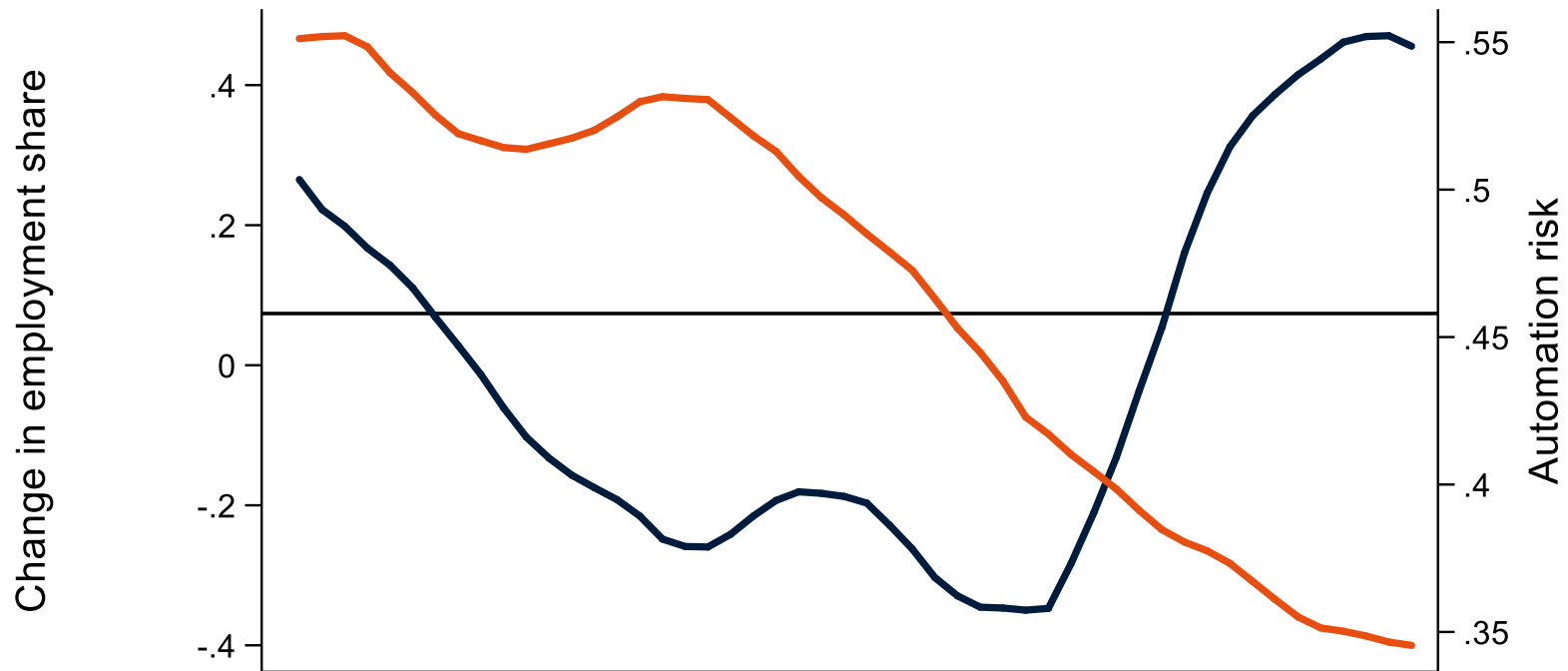
Routine manuele taken  
Routine cognitieve taken

Niet-routine cognitieve taken

Change in employment shares 1996-2016

# Relatieve krimp banen in middensegment

Change in employment share of occupation by wage level



Niet-routine manuele taken

Routine manuele taken  
Routine cognitieve taken

Niet-routine cognitieve taken

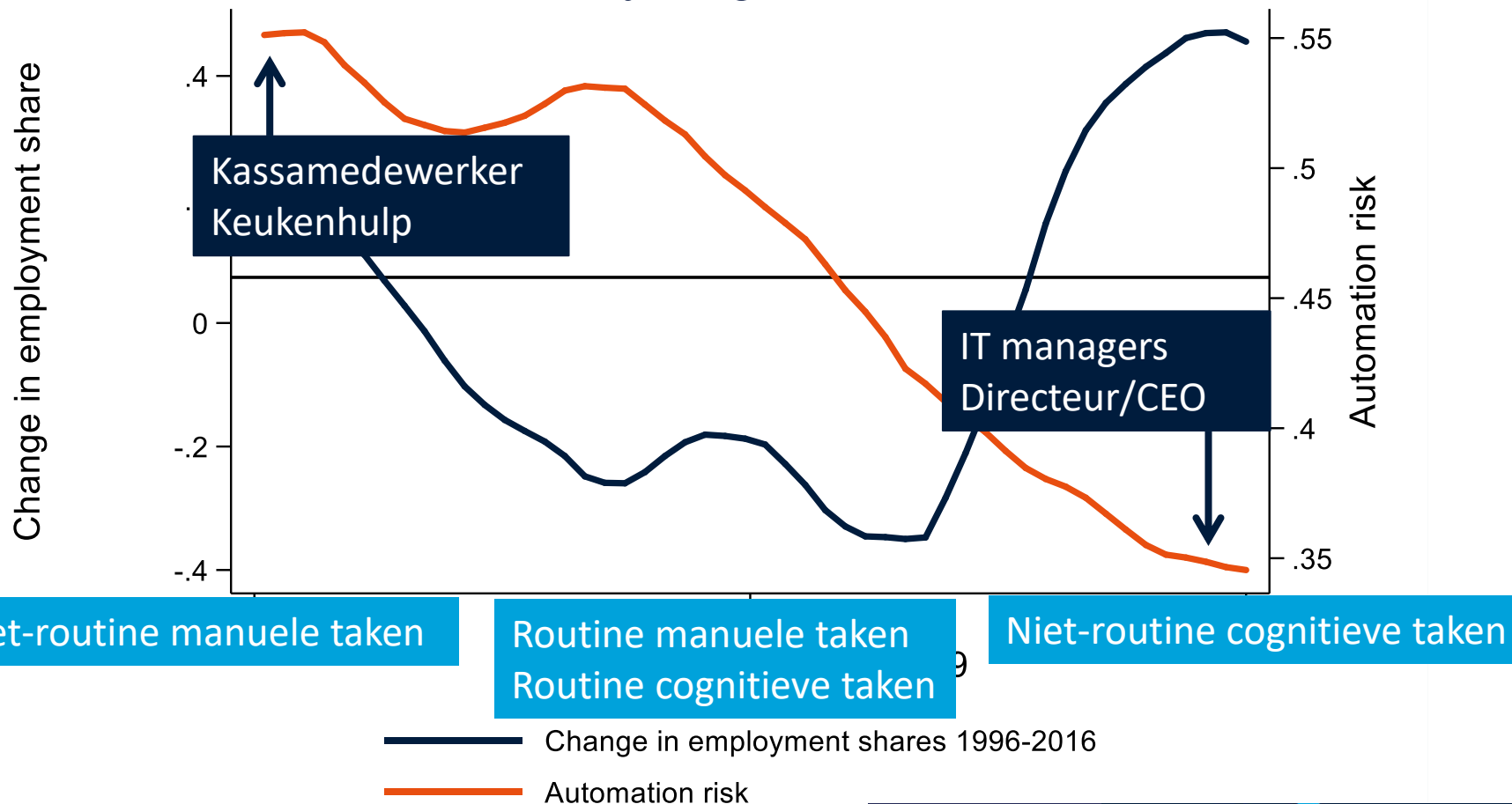
— Change in employment shares 1996-2016

— Automation risk

Source: EBB, SSB, OECD

# Relatieve krimp banen in middensegment

Change in employment share of occupation by wage level



Source: EBB, SSB, OECD

# AI ... wordt dit anders?

## The future of work: How to navigate the changing job market in the age of AI

Artificial intelligence

### Generative AI likely to augment rather than destroy jobs

ILO report assesses the impact of generative artificial intelligence on job quantity and quality.

### *Tinkering With ChatGPT, Workers Wonder: Will This Take My Job?*

Artificial intelligence is confronting white-collar professionals more directly than ever. It could make them more productive — or obsolete.

PERSONAL FINANCE

## A.I. is on a collision course with white-collar, high-paid jobs — and with unknown impact

PUBLISHED MON, JUL 31 2023, 7:30 AM EDT

ARTIFICIAL INTELLIGENCE

## Will AI replace your job? New study reveals the professions most at-risk by 2030

Generative artificial intelligence (AI) is shaping the future of the U.S. labor force in ways that can impact career paths and industries moving forward, based on two new studies

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Tech

## AI could replace equivalent of 300 million jobs - report

28 March

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## AI is not yet killing jobs

White-collar workers are ever more numerous



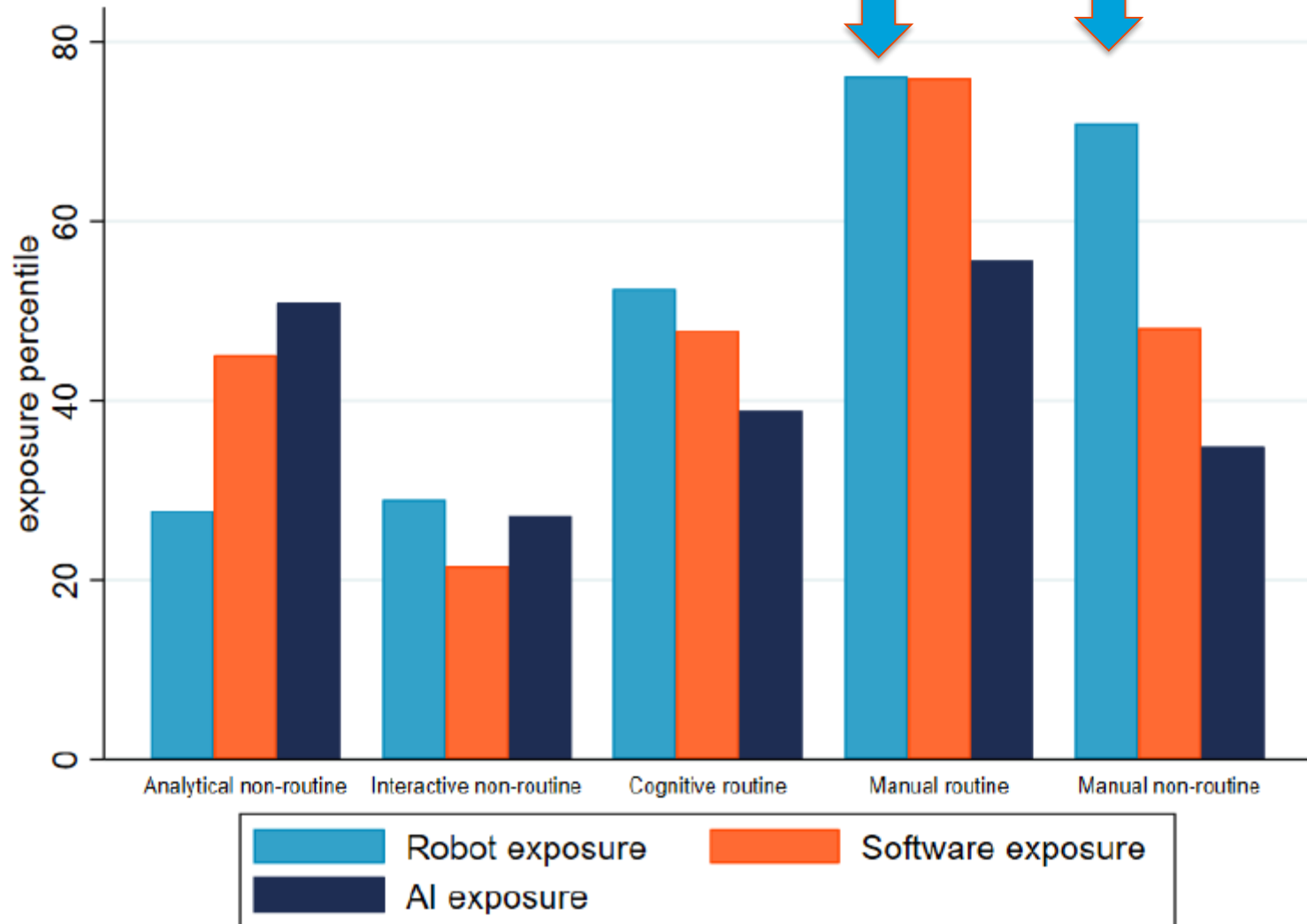
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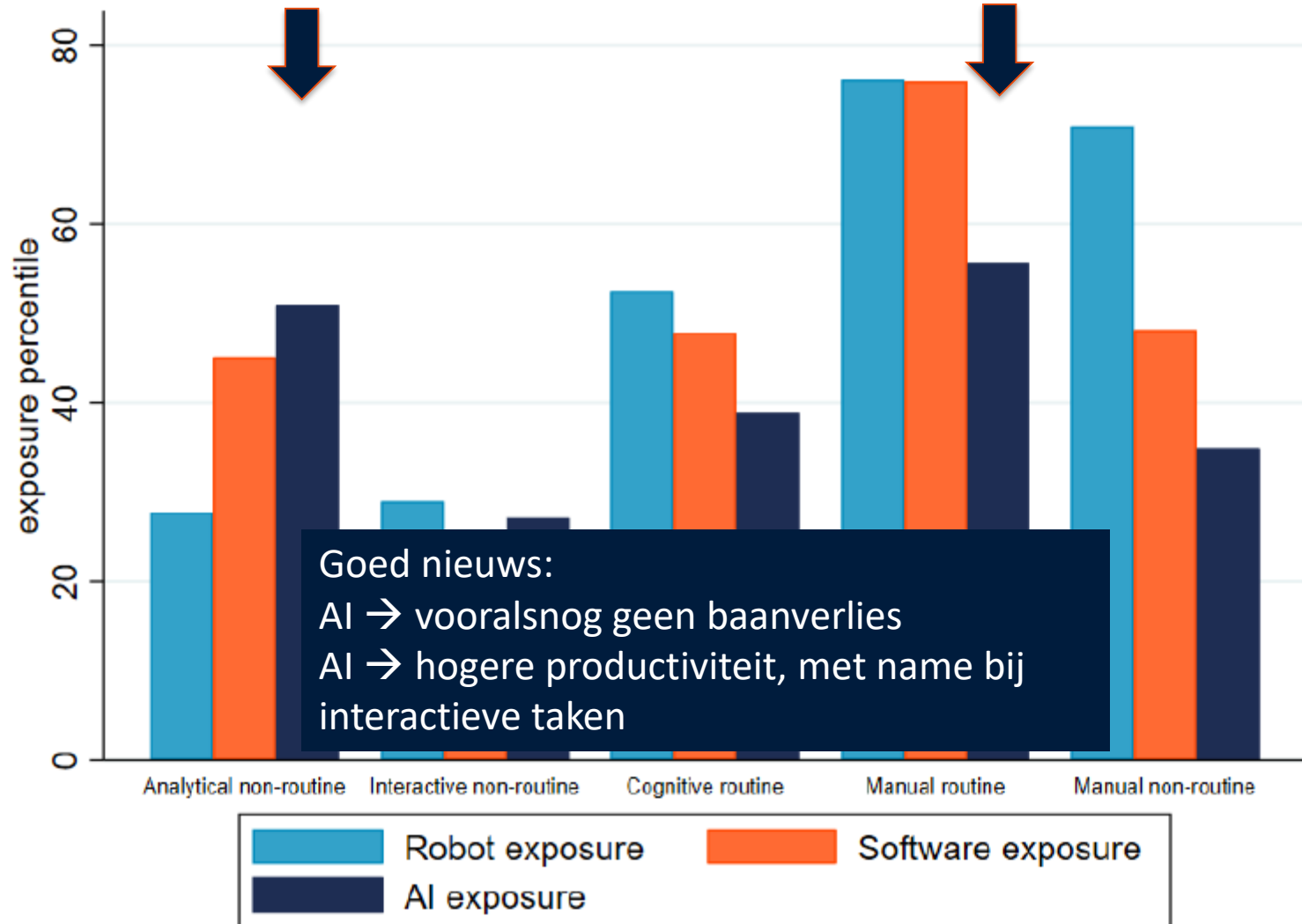
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### Figure 3: Exposure potential by task type





# Figure 3: Exposure potential by task type

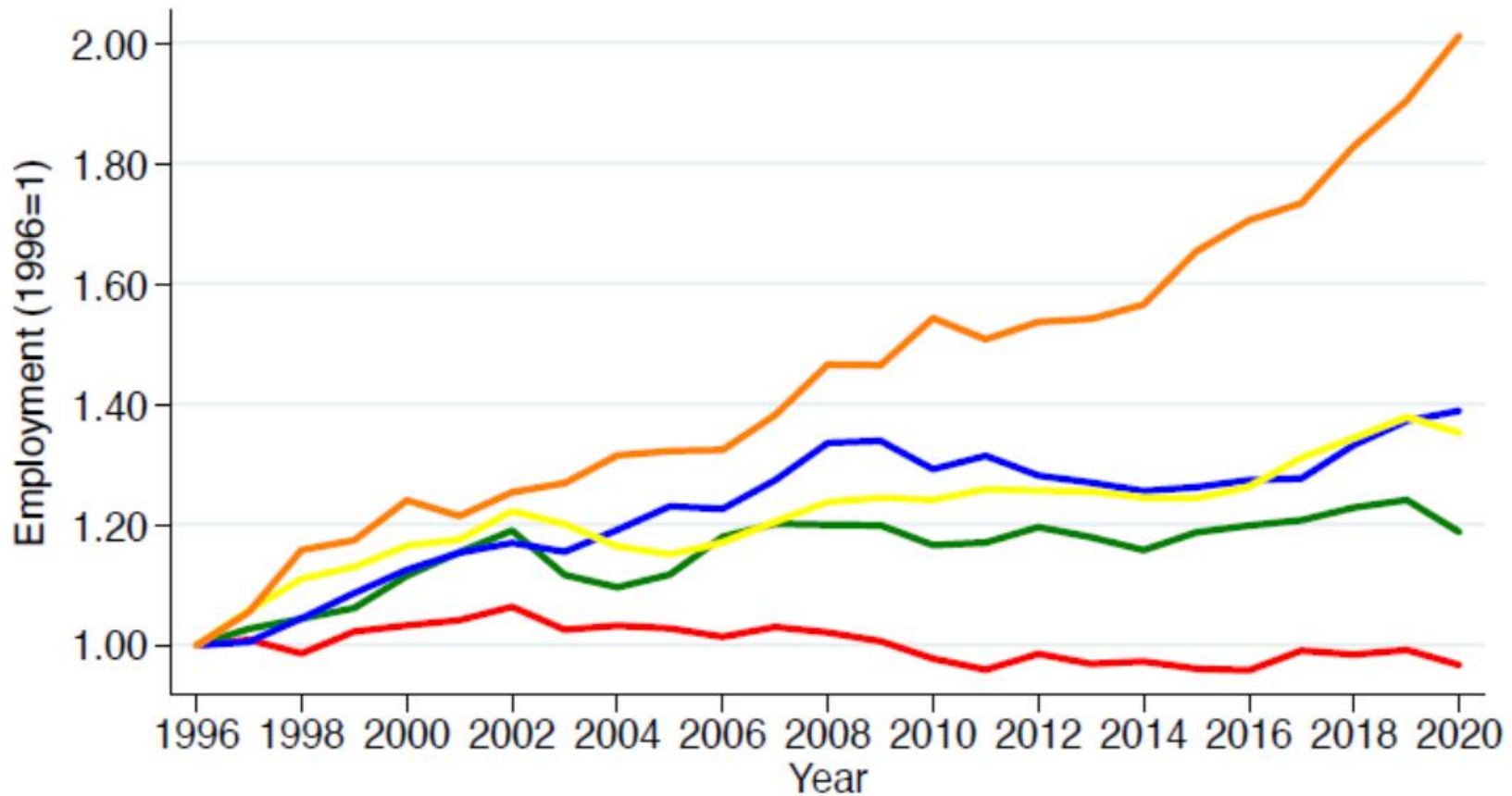


**Vaardigheden in trek:**

- 1) probleemoplossend  
vermogen**
- 2) interpersoonlijke  
vaardigheden**



# Groeiende vraag naar probleemoplossend vermogen

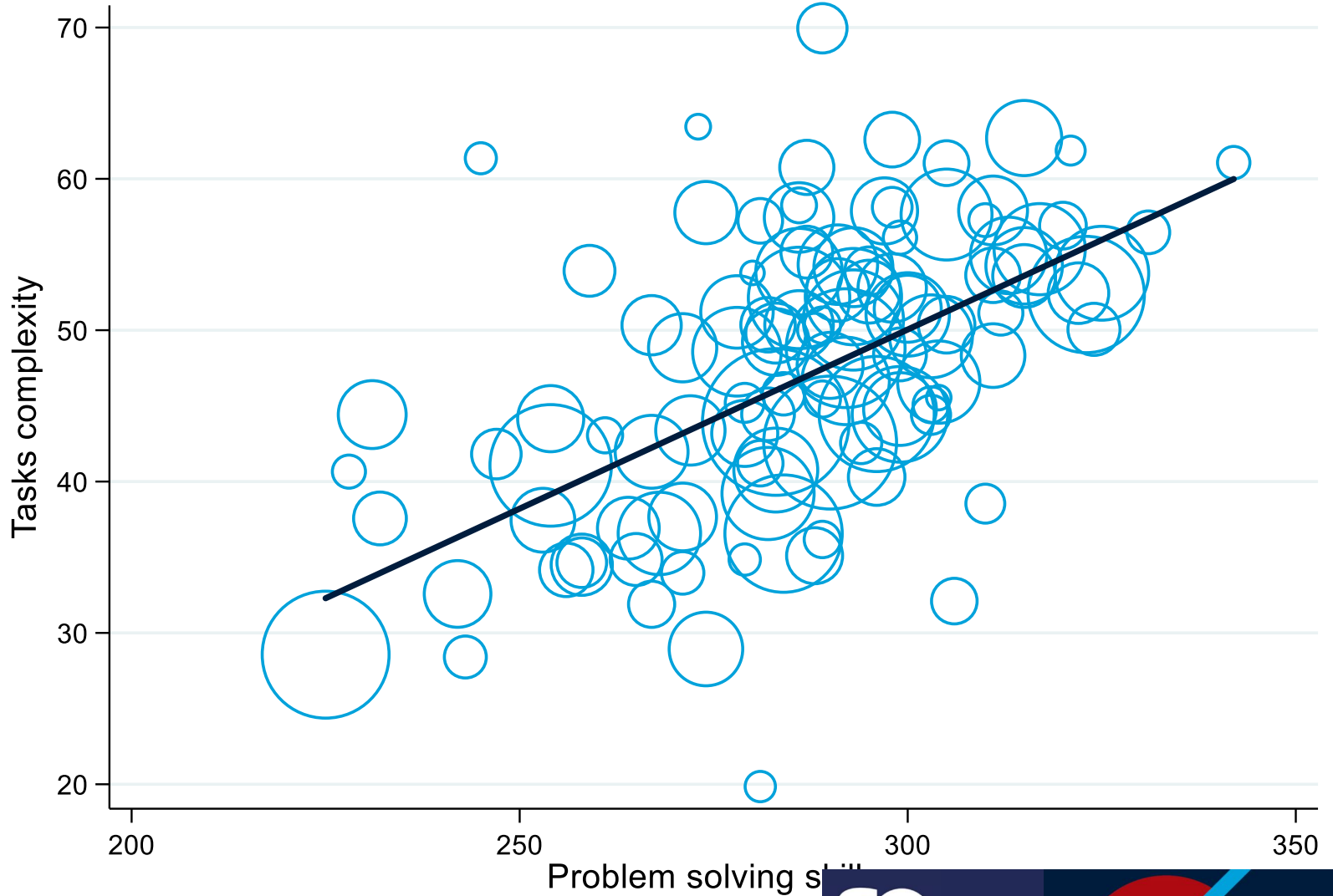


— low level of problem-solving skills  
— 3rd quintile  
— high level of problem-solving skills

— 2nd quintile  
— 4th quintile

Source: EBB, PIAAC

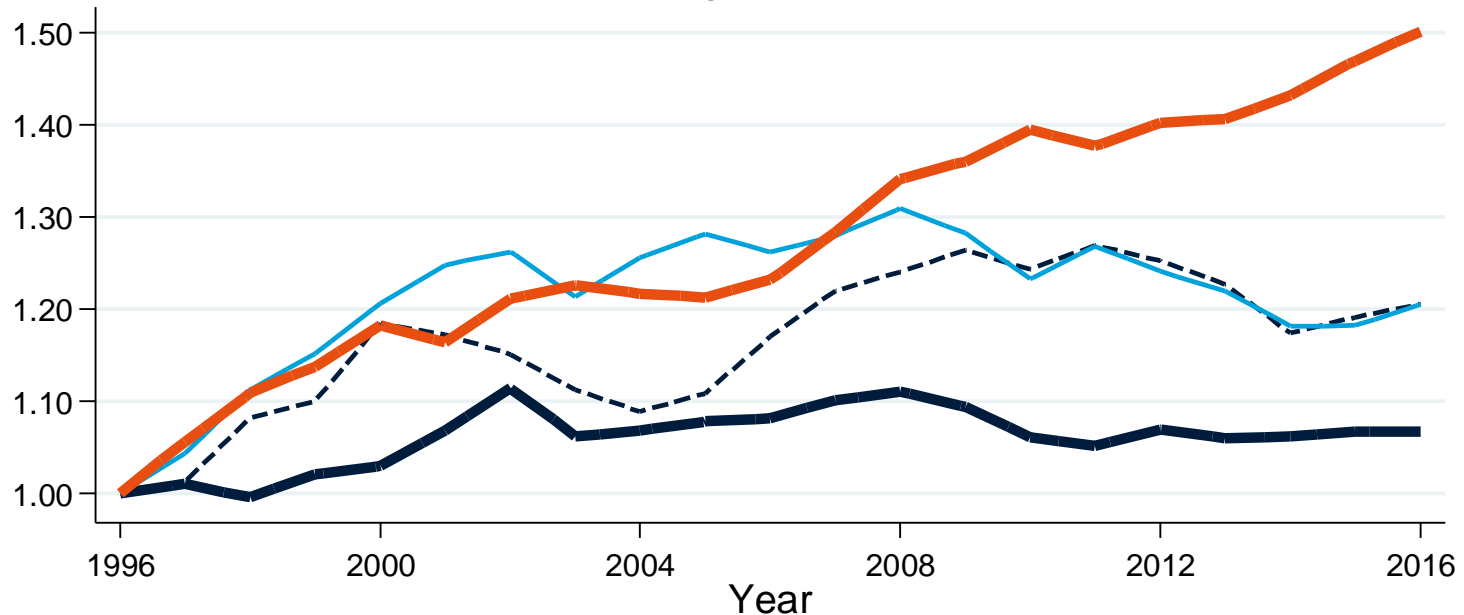
# Complexere taken



Source: PIAAC, NSS

# Vaardigheden: hard & soft skills

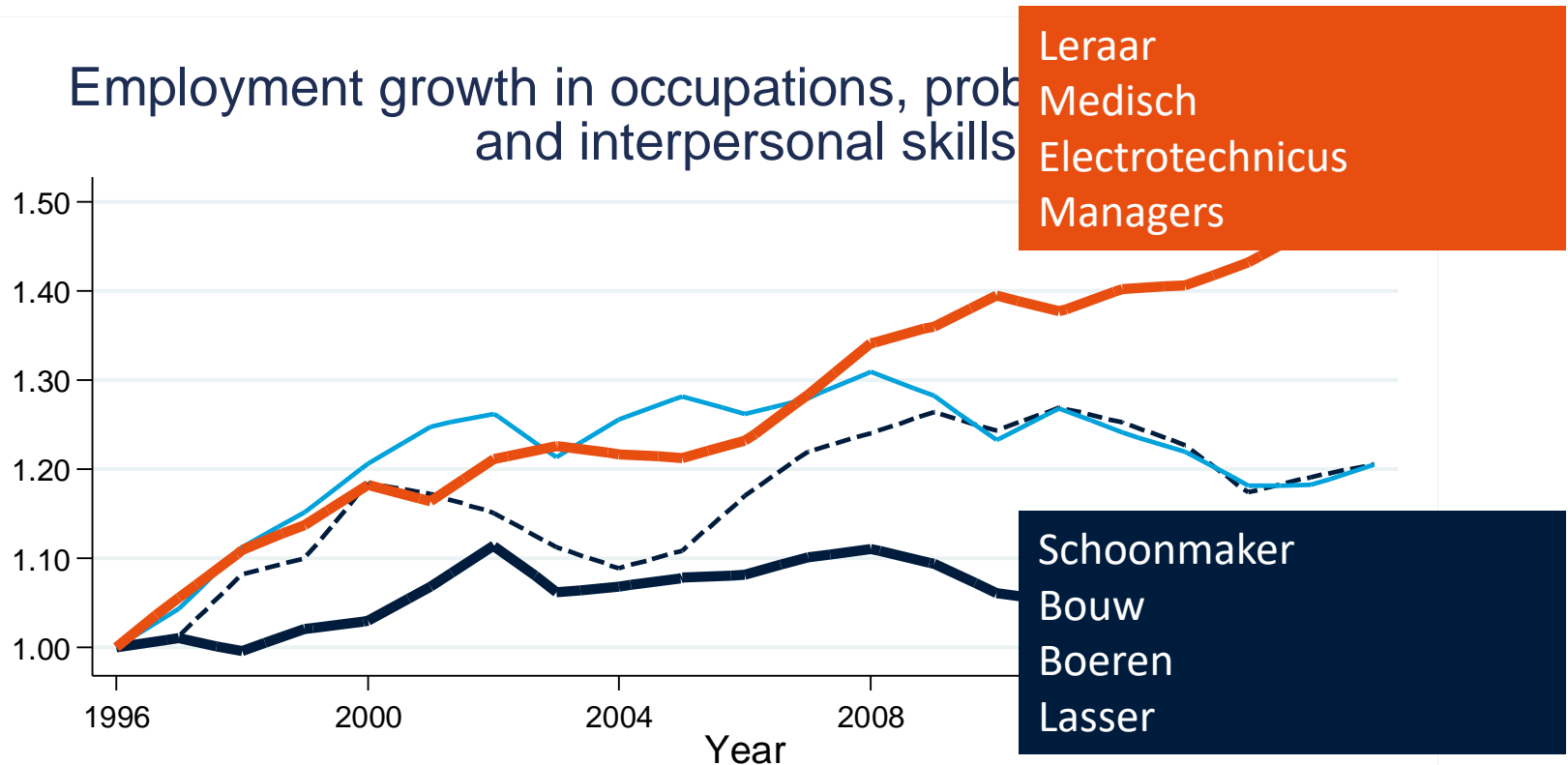
Employment growth in occupations, problem solving skills and interpersonal skills



- high problem solving skills / high interpersonal skills
- high problem solving skills / low interpersonal skills
- - - low problem solving skills / high interpersonal skills
- low problem solving skills / low interpersonal skills

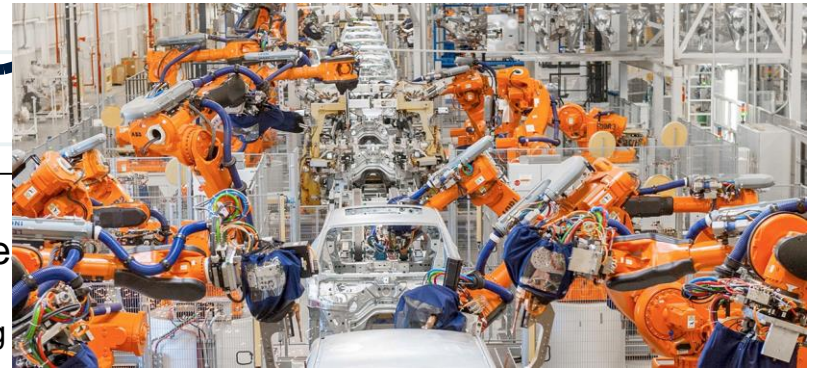
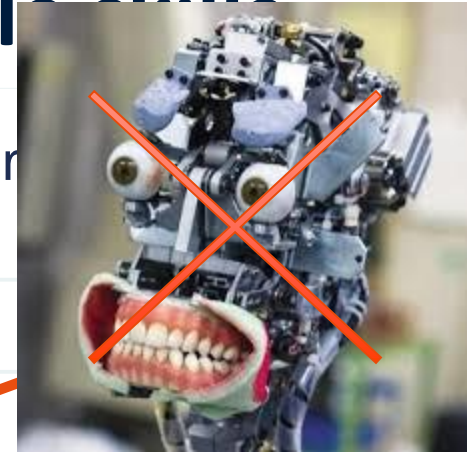
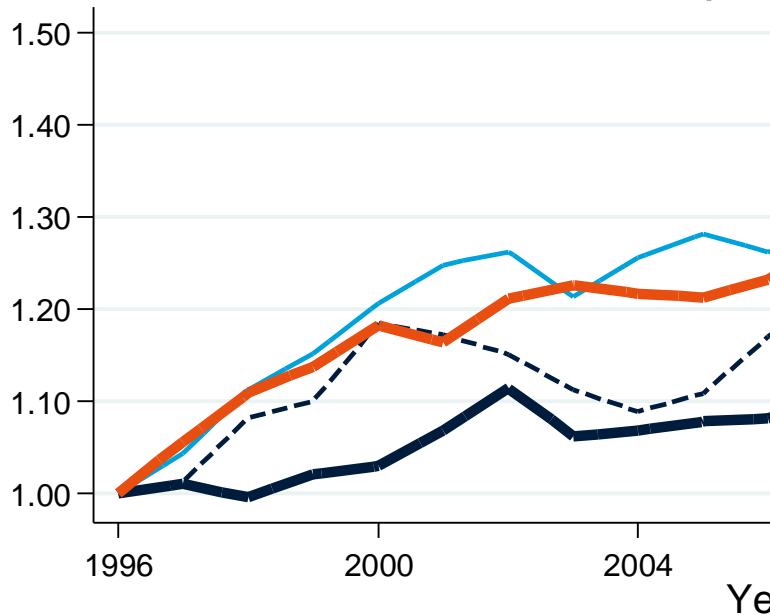


# Vaardigheden: hard & soft skills



# High demand for hard and people skills

Employment growth in occupations, problem solving skills and interpersonal skills



- high problem solving
- high problem solving skills / low interpersonal skills
- - - low problem solving skills / high interpersonal skills
- low problem solving skills / low interpersonal skills

# Taken veranderen. Leren van belang: hoe doe je dat?



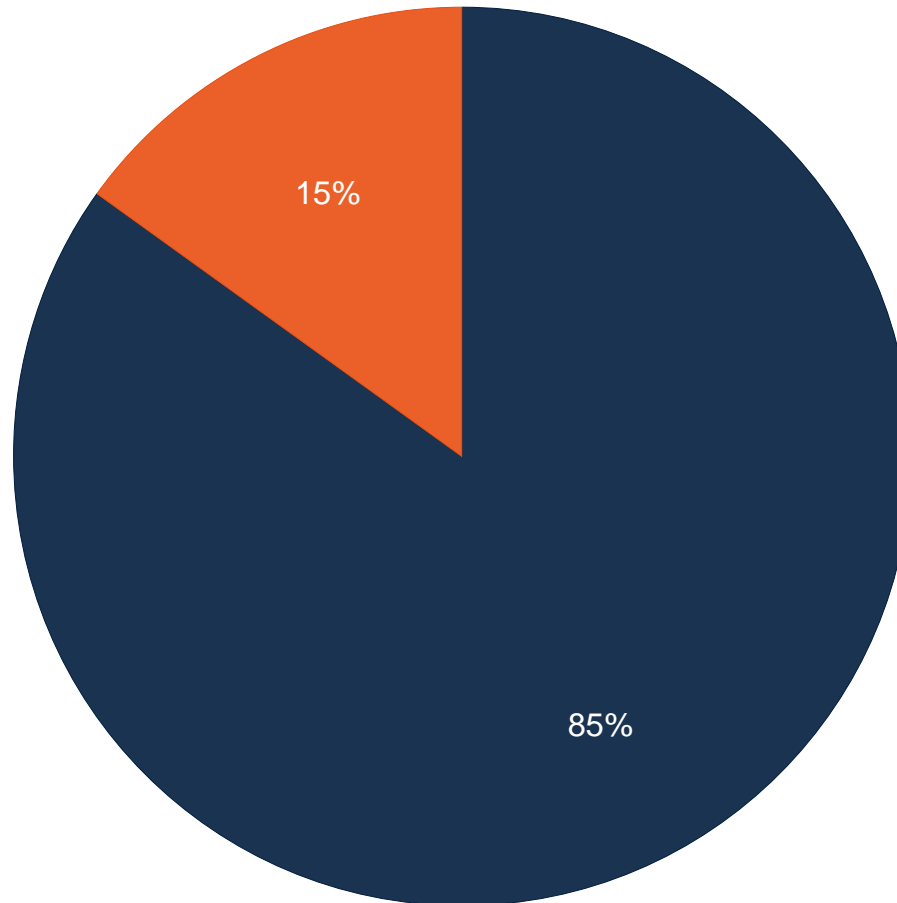
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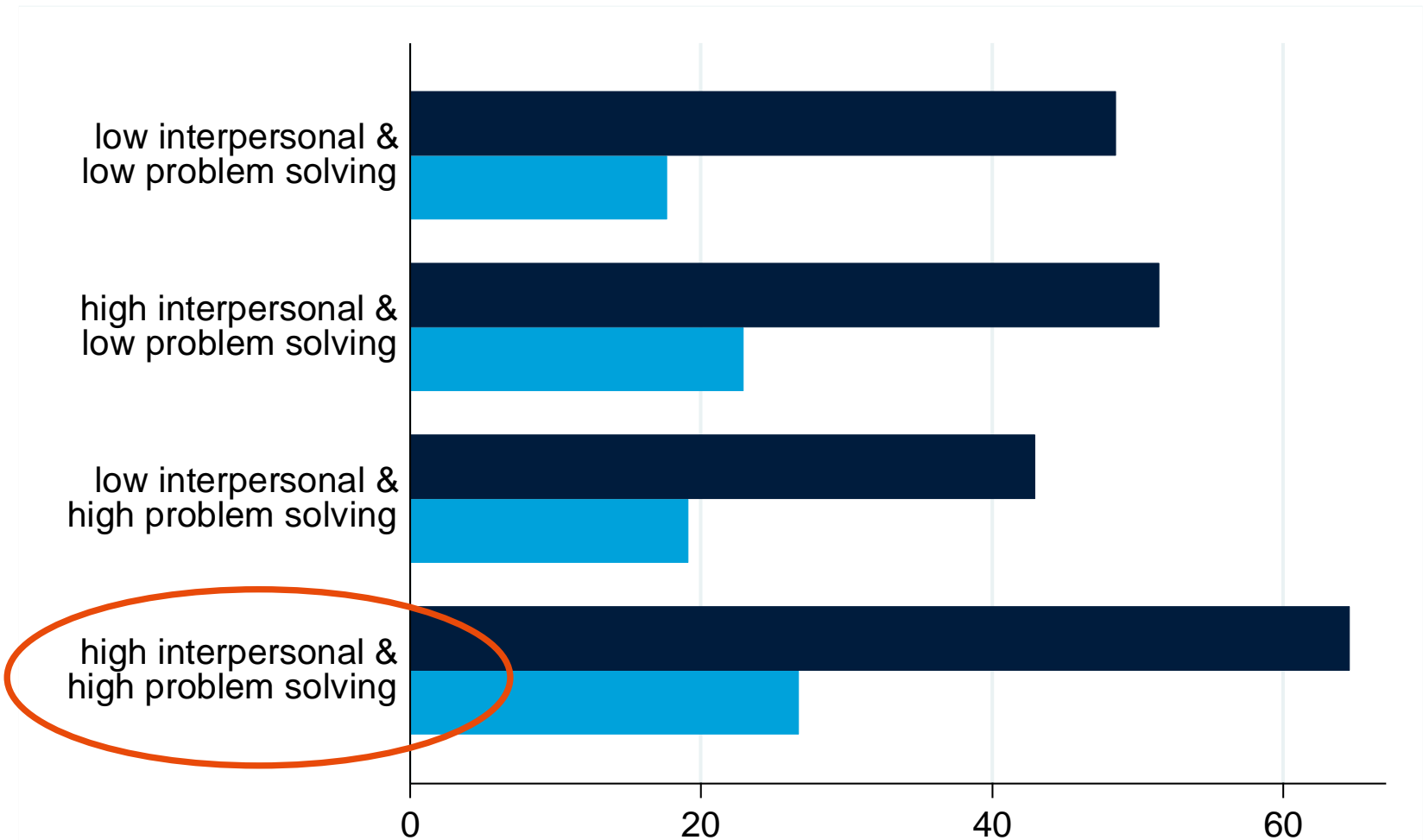
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# Leven lang leren: formeel & informeel



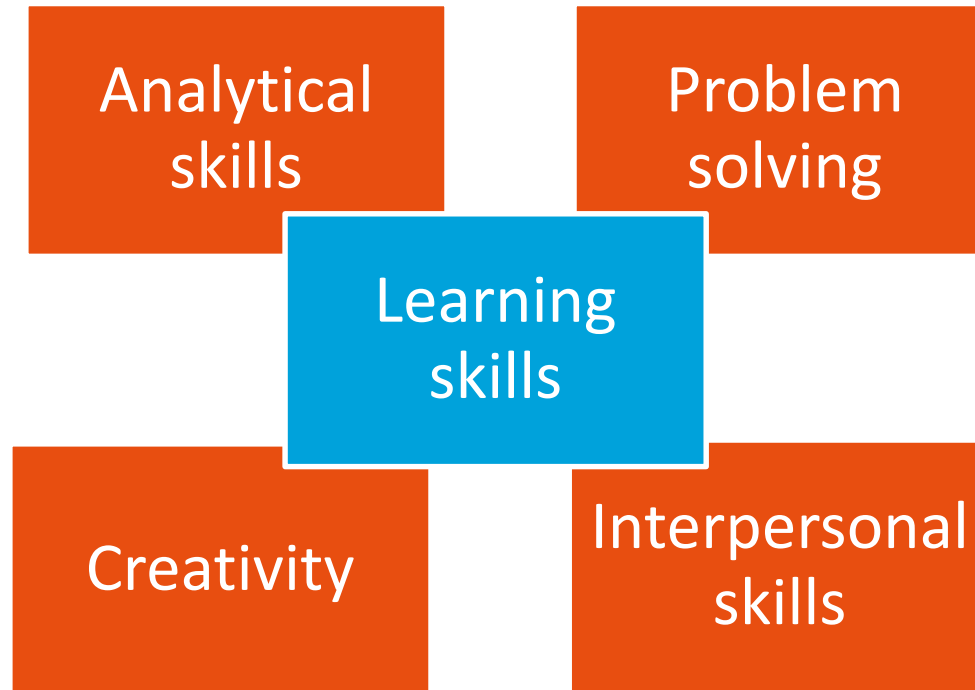
Bron: ROA LLL enquête, 2017

# Leven lang leren



■ Training participation  
■ Informal learning

# Leren naar de toekomst toe ...



# De veranderende vraag naar vaardigheden

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