

Committee: International Labour Organization

Topic: Training and practicing the professions of 2030

Delegation: Business Europe

The Confederation of European Business, representing the interests of businesses across Europe, recognizes the significant transformation in labor markets brought about by digitalization, artificial intelligence (AI), and the green transition. Our organization believes that preparing for the professions of 2030 requires a comprehensive approach to training and upskilling the workforce. This preparation is critical to ensure that the European economy remains competitive while embracing social inclusivity and sustainability.

The Confederation supports initiatives aimed at lifelong learning and upskilling as outlined in the European Commission's Pact for Skills and the Digital Education Action Plan. The European Union (EU) has made substantial commitments towards equipping workers with digital skills and promoting green skills development. Business Europe has consistently advocated for public-private partnerships to create adaptive learning pathways that address the dynamic needs of industries. Additionally, our organization stresses the importance of digital literacy programs, which will be crucial as around 85% of jobs in the EU will require basic digital skills by 2030 according to the European Commission's Digital Economy and Society Index (DESI).

Europe's past experiences in workforce training during industrial transformations, such as the integration of automation in manufacturing, demonstrate the value of reskilling initiatives. The success of programs like the European Social Fund highlights the potential for collaborative investment in human capital to mitigate unemployment risks and skill gaps. The Confederation urges the continuation of such funding, with a focus on areas like AI ethics training, sustainable energy technology, and data analytics. Additionally, the role of vocational education and training (VET) in bridging the skills gap cannot be overstated, with dual training systems in countries like Germany serving as models for integrating classroom learning with practical work experience.

BusinessEurope remains committed to promoting a workforce equipped for the demands of the 21st century. The Confederation endorses policies that prioritize flexible training frameworks, stronger industry-academia collaboration, and greater recognition of micro-credentials to certify skills acquisition. By advocating for policies that foster lifelong learning, the Confederation aims to ensure that European businesses can continue to innovate while maintaining high employment standards in the face of evolving professional demands.

In conclusion, the Confederation of European Business reaffirms its support for comprehensive skills development strategies to prepare for the professions of 2030. BusinessEurope advocates for a balanced approach that integrates technology-driven training with sustainability considerations, to ensure that the European workforce remains resilient and capable of meeting future challenges.