



HOW TO FIND THE MISSING WORKERS AND SKILLS? LOCAL LESSONS FROM SHIPBUILDING AND OTHER SECTORS

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OECD C-WP6 Workshop: Labour issues in the shipbuilding and marine equipment industries

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Topics of today:



Skills-shortages and labour-shortages

Skills shortages, labour shortages, and unattractiveness of an industry require different policy responses

Skills- and Labour needs in shipbuilding

What shortages is the shipbuilding industry facing?

Case study examples

Case study I: Maritime engineering job fair in Gdansk (Poland)

Case study II: Applied Shipbuilders Academy in Glasgow (Scotland)

WHY DO THE DRIVERS OF LABOUR MARKET SHORTAGES MATTER?

They determine the appropriate **policy response**...



SKILLS SHORTAGE

- **Career guidance**
- Adapting the **training offer** and **apprenticeships**
- Facilitating **cross-sectoral transitions**
- Improving access to **adult learning**
- Reviewing **certification requirements**
- Reviewing **how employers seek staff**



LABOUR SHORTAGE

- **Retaining** older workers
- **Activating** the inactive
- Increasing **migration**
- Increasing **productivity** (automation)
- Leveraging **remote work**



INSUFFICIENT ATTRACTIVENESS OF THE SECTOR

- Increasing the coverage of **social protection**
- Increasing the **stability of contracts**
- **Addressing the monotony** of work
- **Raising wages** in line with productivity improvements



Drivers of shortages in Shipbuilding

INSUFFICIENT ATTRACTIVENESS OF THE SECTOR

Shipbuilding is perceived as dirty manual labour

Cultural and “perceived” barriers of the industry, jobs in the industry, career opportunities and progression

LABOUR SHORTAGE

Shortages in many industries

Addressing labour shortages:

- Increasing usage of digital tools to increase productivity
- Increasing labour migration
- Activating inactive workers

SKILLS SHORTAGE


The green and digital twin transition depends on high-tech STEM workers, who are competitive to attract

Hiring from related sectors (e.g. maritime engineering)

Moving from “male, pale, stale” to a more diverse workforce



**Labour Market
challenges in Shipbuilding
Case study I: Maritime
Engineering in Gdansk (Poland)**



Addressing labour and skills shortages in maritime engineering in Gdansk (Poland)

Holistic strategy with all relevant stakeholders

Government: Providing a framework for life-long-learning and providing sustainability support.

Education: participation from elementary schools to universities

Industry: provides clear career paths

Maritime engineering: upgrading skills

Upgraded facilities

Cooperation between industry and educational institutions

Upskilling teachers will allow them to teach higher-level skills

Changing the image of applied science school

Maritime engineering job fair

Focus: shipbuilding and offshore wind industry

Over 5500 teachers and (school) students visiting

81 partners and exhibitors

41 career pathways explained



Making careers tangible

Education demands.

Skills demands.

Future earnings potential

WIND TURBINE QUALITY INSPECTOR (QA)



EDUCATION

- higher education (engineering)

SKILLS AND COMPETENCES

- knowledge of technical drawing
- ability to read instructions
- extensive technical knowledge
- accuracy
- communication skills
- ability to solve problems on an individual basis and in the team

FOREIGN LANGUAGES

- knowledge of technical English

EARNINGS

- up to one year's seniority PLN 10 000 - 15 000
- seniority over 5 years - PLN 20,000 - 30,000

DAILY CHORES

- quality checks and verifications in cooperation with the installation subcontractor and customer representatives
- drawing up documentation on the inspections carried out
- receipt, verification and transmission of documentation from subcontractors

NECESSARY COURSES, TRAINING AND CERTIFICATION

- GWO
- specialised training of the turbine manufacturer

Qualification demands.



**Labour Market
challenges in Shipbuilding
Case study II: Applied
Shipbuilders Academy in
Glasgow (Scotland)**

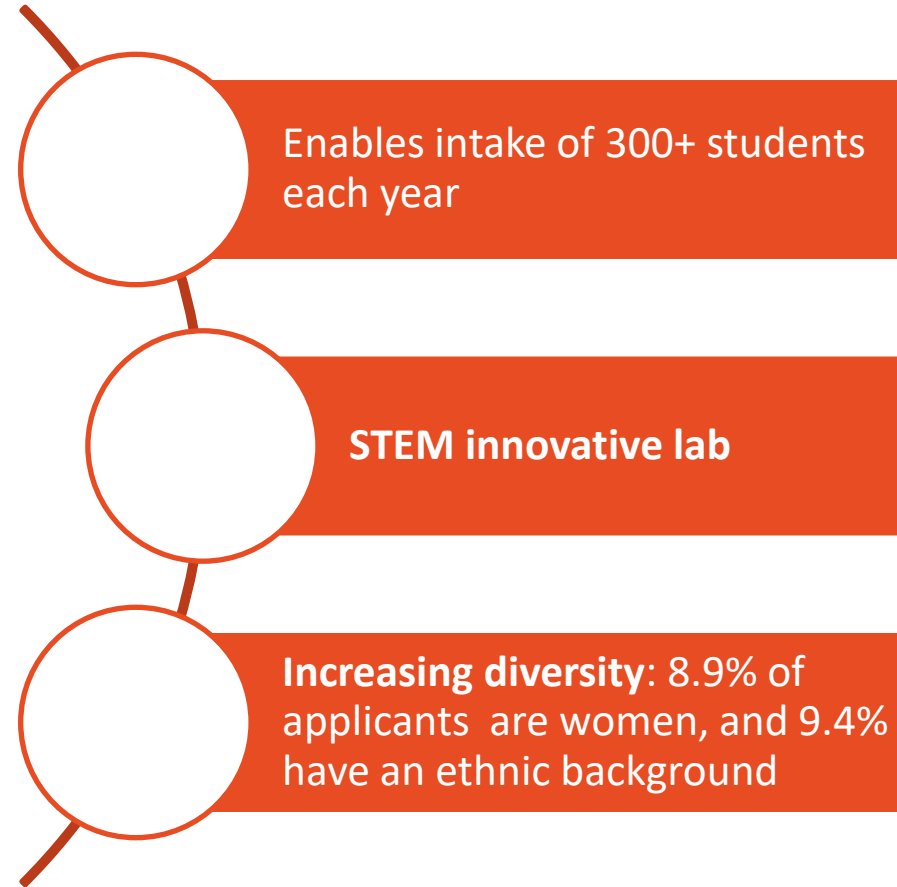


Project I: Applied Shipbuilders Academy in Glasgow (Scotland)

Upscaling and upgrading the shipbuilding academy in the Clyde shipyard (Glasgow)

Making apprenticeships more attractive and “future-ready”: combining essential technical skills with sustainability skills

Co-operation: Academy led by BAE Systems in close relationship with educational institutes and industry to ensure courses teach relevant skills



Thank you



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For more examples on place-based practical examples visit



<https://oe.cd/places>