



CEDEFOP

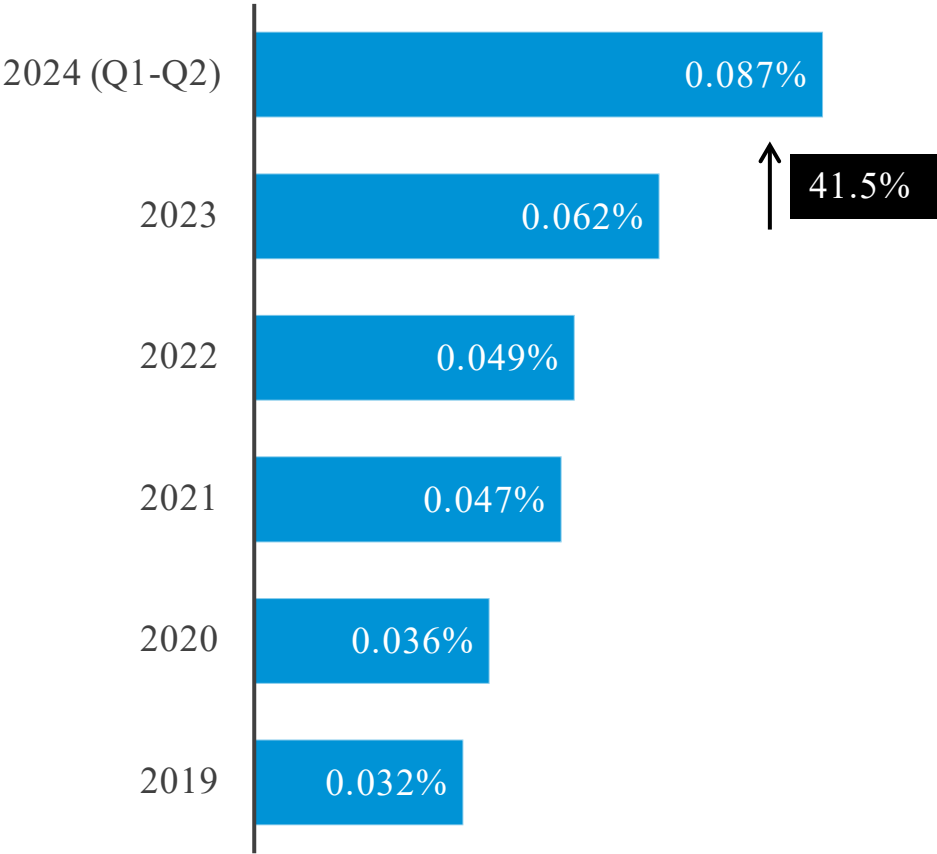
European Centre for the Development
of Vocational Training

AI transition and the upskilling of European workers

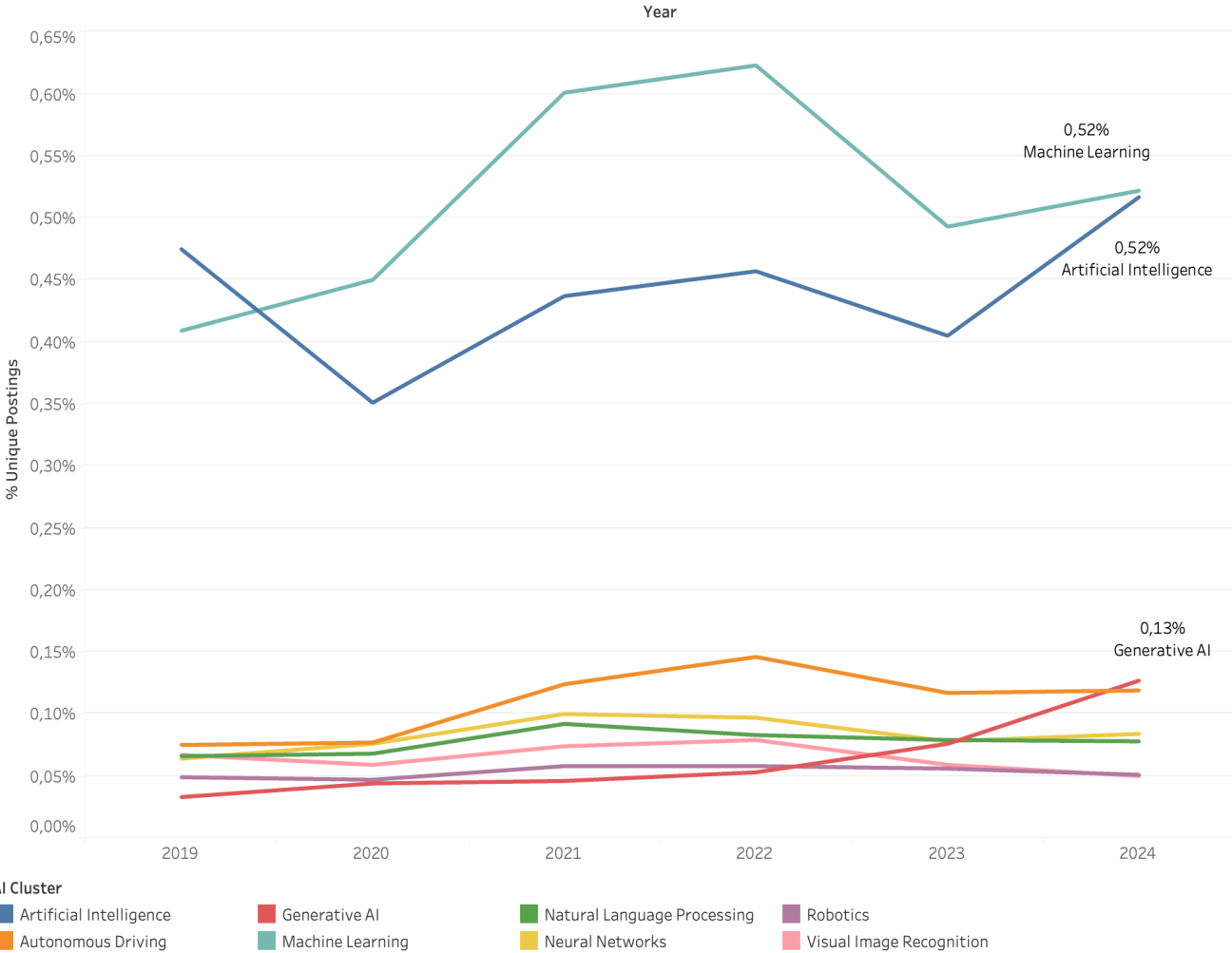
Evidence from Cedefop's European
worker surveys



Trend in AI skills demand



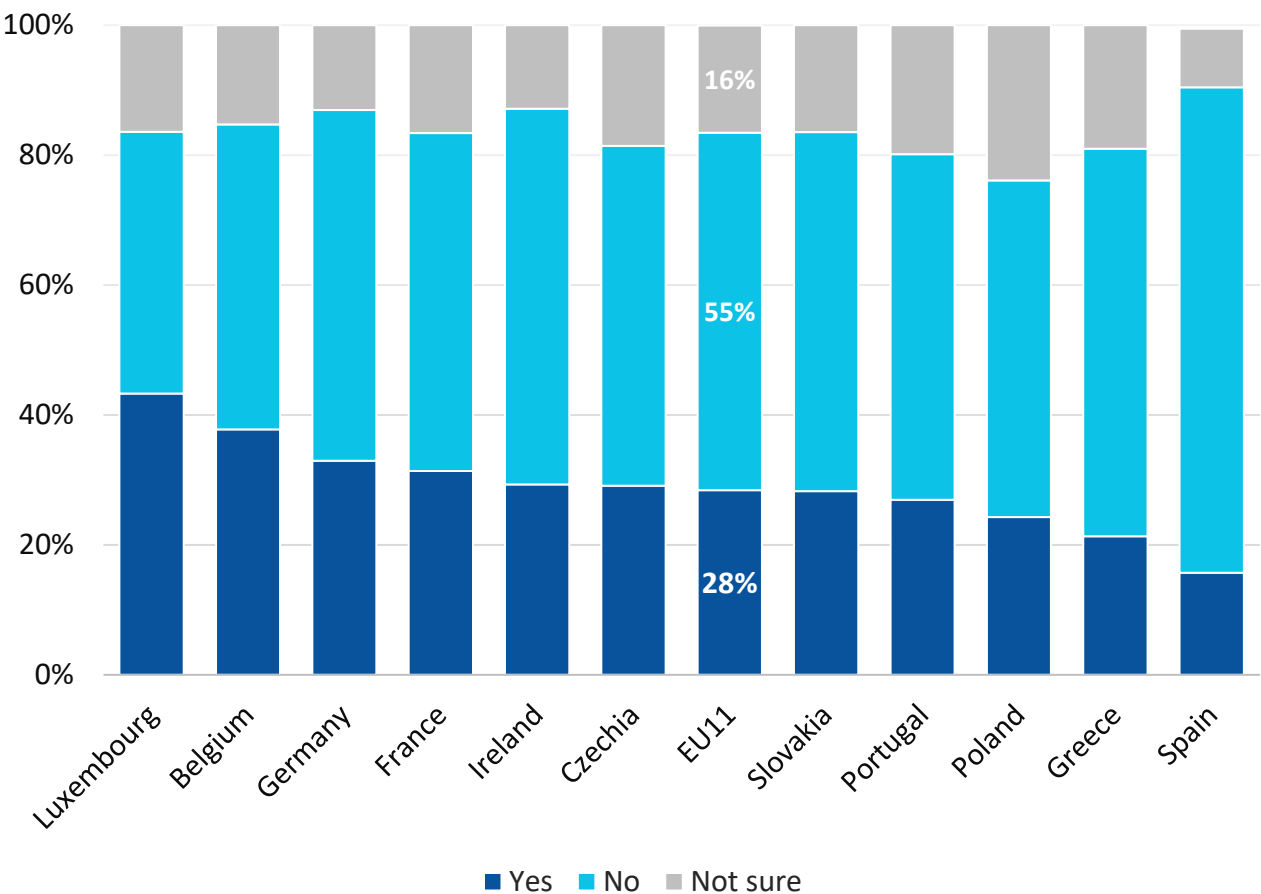
Source: Lightcast Global Postings, as shown in Cedefop (2025), *Human centred digital transitions and skill mismatches in European workplaces*



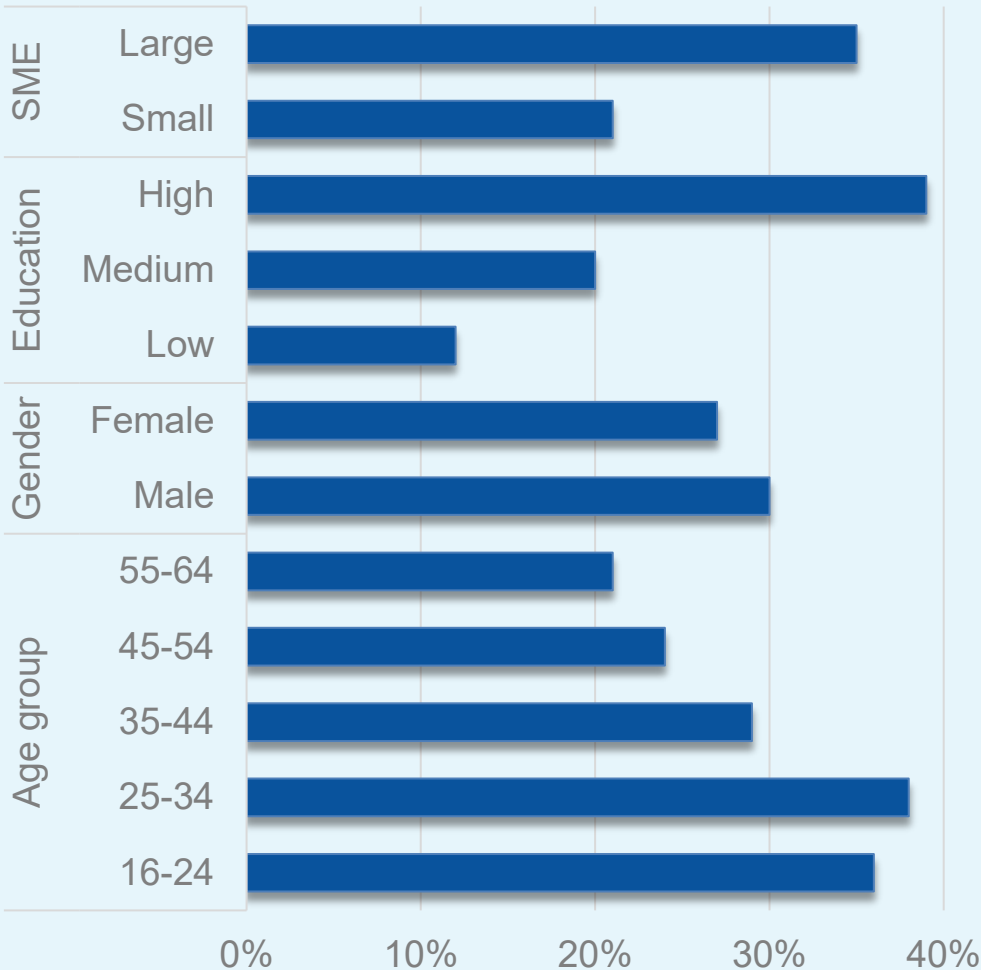
AI in EU workplaces

Another great divergence?

Use of AI at workplace



Demography of AI use in Europe



Source: Cedefop AI skills survey (2024)

Automation or job redesign?

AI and task automation

30%

do not do some
tasks any more

41%

now do some new
or different tasks

67%

do some tasks
faster than before

45%

became better at
doing their job



AI upskilling

Bridging the AI skill gap



42%

need to develop their knowledge and skills in using AI at work



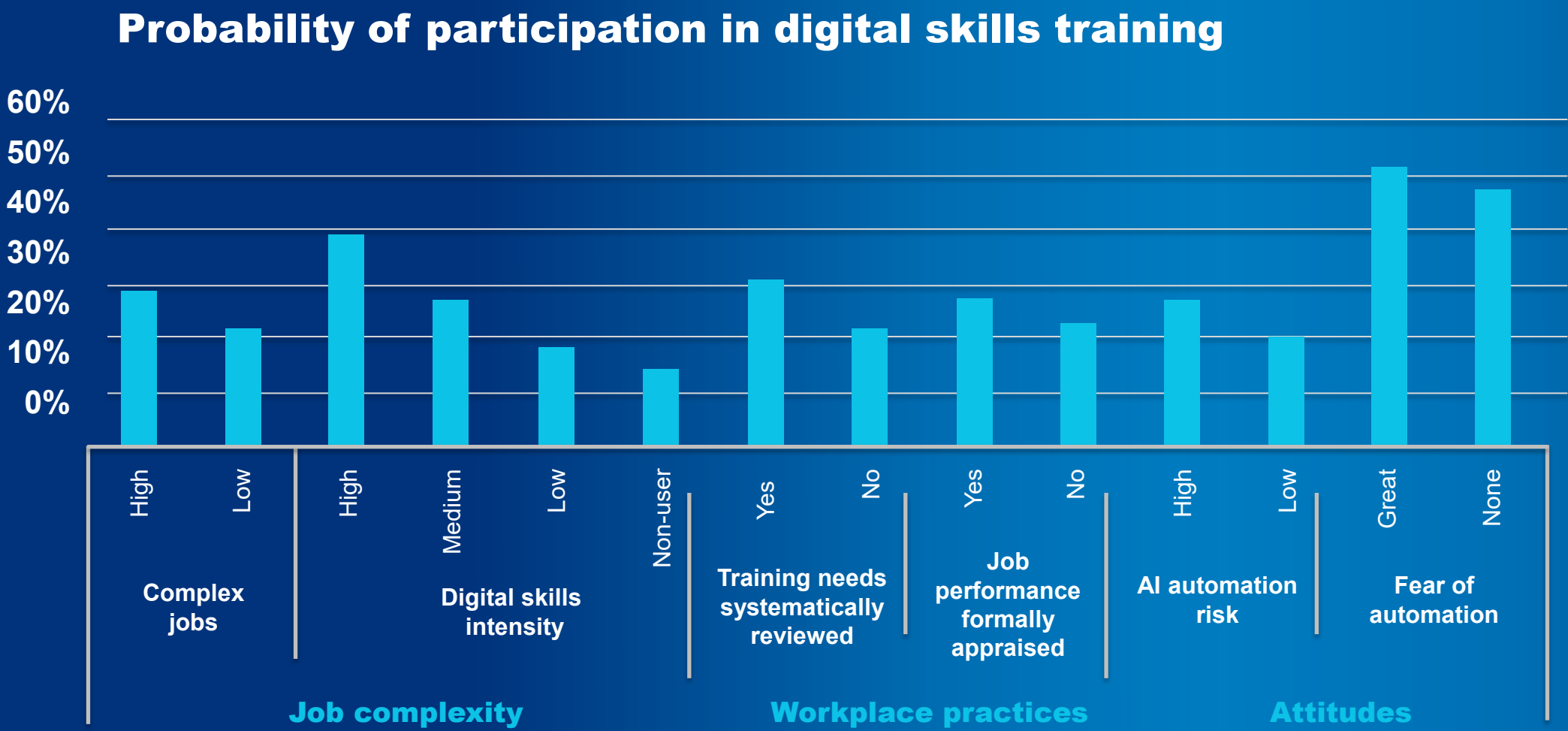
15%

participate in training to develop their AI knowledge and skills

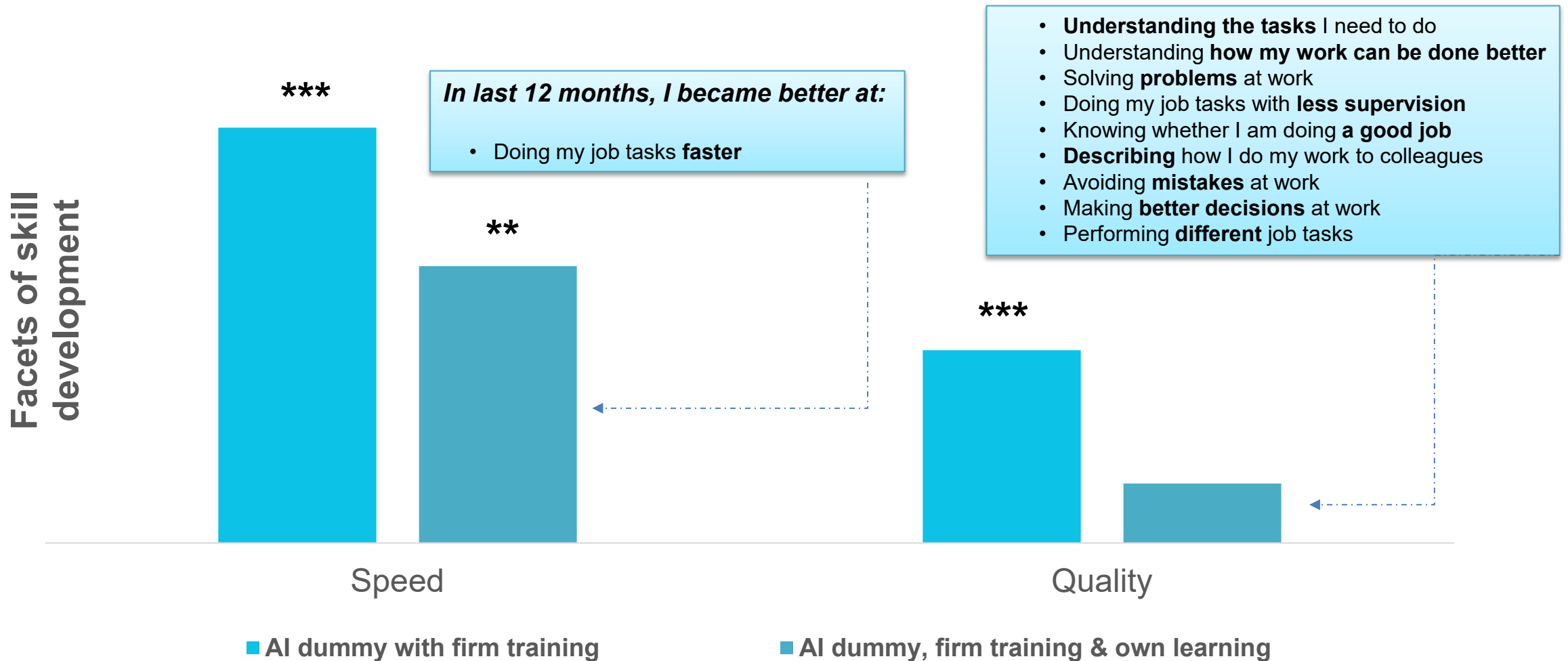


Source: Cedefop AI skills survey (2024)

Motivational challenge of learning at work



A(I) skills-productivity challenge?



Source: Cedefop European Training and Learning Survey (2024)

Thank you

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