

THE EUROPEAN YEAR OF SKILLS 2023 AND EMPLOYMENT PROSPECTS FOR EU AND THIRD COUNTRY NATIONALS

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Abstract: *In today's rapidly developing global economy, the European Union (EU) is undergoing significant transformations. These developments have far-reaching consequences for the labour market and employment prospects of all EU residents, especially EU citizens who are not nationals of the countries in which they live and third-country nationals. Digital transformation involves rapid advances in technology, automation and artificial intelligence, leading to new job opportunities in various sectors. At the same time, the green transformation emphasizes the shift to a sustainable and low-carbon economy. Both transformations present challenges and opportunities for EU residents, such as the need to upskill, retrain and adapt to new technologies and industries. In the context of these transformations, we will also focus on 2023 as the European Year of Skills, which will highlight the potential of increasing employability based on improving the skills of individuals.*

Keywords: *employability, Industry 4.0, Industry 5.0, digital and green transformation, European Year of Skills 2023.*

INTRODUCTION

In the first part, the research is devoted to the theoretical foundations of employability and economic integration within the European Union. In addition, it covers Industry 4.0 and 5.0, the current state of digital and green transformation and their impact on employment, and the European Year of Skills 2023.

The second part focuses on research objectives, methodology and research methods used in the research. It presents the way in which the data and information were obtained and the methods of analysis and interpretation of the results.

In the third part, the research focuses on the practical application of theoretical knowledge on concrete examples. The connections between different indicators are analyzed, as well as the relationship between different levels of society and jurisdiction. This section also provides an insight into examples of good practice operating within the European area, and the research also seeks to formulate recommendations for practitioners, policy makers and stakeholders on how to develop targeted strategies that promote equal access to opportunities and facilitate the integration of these individuals into a changing economic environment of the EU. (Adams, 2005; EP, 2013)

Main objective: Based on the application of scientific methods in relation to the investigation of employability, the main goal of the research is to evaluate the employment opportunities of foreigners from the EU and third countries in the context of

digital and green transformation in the environment of the 4th industrial revolution, as well as from the perspective of the SDGs in order to formulate opportunities arising from the 5th industrial revolution revolutions.

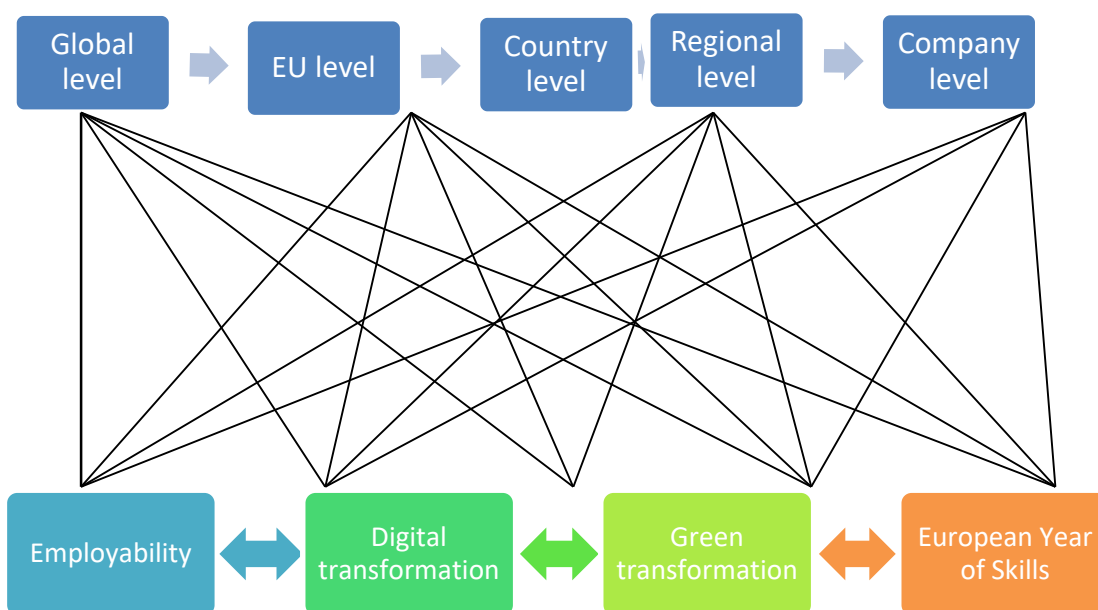
Partial objectives: We determined the relevant partial goals that helped us to better understand the procedures necessary in the investigation of the given issue, and which also determined the direction of our research. These are:

- to systematize the issue of digital skills and green skills in context Industry 4.0 and 5.0,
- to clarify the connection between entrepreneurial skills, cross-cutting skills and skills for life with the European Year of Skills 2023, (Demetrios, 2023)
- to evaluate relevant indicators mapping the labor market within the EU single market from the point of view of employment of foreigners from the EU and third countries,
- to interpret opportunities for employment of foreigners from the EU and third countries in terms of SDG 8 and Industry 5.0 (based on examples of good practice).

We aimed to fulfill all the objectives in the following steps:

- we identified relevant areas of theoretical knowledge and defined key terms, the understanding of which was necessary to achieve the goal, such as labour migration, Industry 4.0 and 5.0, employability of EU citizens and third countries in EU conditions, entrepreneurial skills, cross-cutting skills, skills for life, European Year of Skills;
- we presented an analysis of data on EU and third-country nationals on the labour market, identified opportunities and obstacles for these groups at different levels and provided examples of good practice that can be applied to support the employability and integration of these groups into the European labour market;
- the part focused on the results and discussion contains the summary of results, conclusions and recommendations that we ascertained on the basis of theoretical knowledge.

Figure 1. Visualisation of research



Source: own visualisation

RESEARCH METHODOLOGY

The research methodology describes the procedures that we applied in the selection of ways and methods of accumulation of relevant data and information, which were necessary to achieve the set objectives in the context of our research. We managed to obtain the data in question by analyzing the available literature and electronic resources from domestic and foreign authors, analyzing the labour market, statistical data and researching examples of good practice. (Balassa, 1961)

Characteristics of the research object

The object of investigation is the employability of foreigners from the EU and third countries in the context of digital and green transformation in the environment of the 4th industrial revolution. Based on this, in the practical part, we decided to focus on foreigners working in the EU and their skills necessary for successful employment on the labour market. (Bessen, 2017; Czaika, 2013)

DISCUSSIONS

Work procedures

Based on the profiling of our research, we developed the first part, which deals with relevant theoretical knowledge that was necessary for a detailed understanding of the given topic. In the second part, we defined the main objective and partial objectives that we identified, and continued with the research methodology and methods, where we described the procedures and methods that we used in the research.

In the practical part, we focused on labour market analysis, statistical data and opportunities for foreigners in the European Single Market. We subsequently used the obtained information to achieve the objective and also to make recommendations for practice and policy makers (Duvel, 2017).

Methods of obtaining information and sources

In the first part, we summarized the theoretical knowledge from the publications of domestic and foreign authors, which we obtained in the university library as well as online, as well as by referring to expert articles and research that we researched online. In the practical part, we used publicly available online information, which we processed ourselves, and answers from interviews, which we implemented as examples of good practice. (Castles, 2015)

Used methods of evaluation and interpretation of results

When processing information, we applied the following methods:

- selection, when we identified relevant information and analyses,
- synthesis, when we combined parts into a whole;
- induction, in which we drew general conclusions from the information;
- comparison, when we compared knowledge and data obtained through research;
- description, where in the practical part we described the investigated phenomena, while we processed the results using MS Office programmes where we used graphic methods from MS Word and MS Excel programmes;

- examples of good practice – we used the interview method, where we had direct contact with a competent person from a company implementing innovative methods for increasing employability.

We used the results of the labour market analysis and survey in formulating conclusions and recommendations for improving the employment of foreigners from the EU and third countries on the labour market in the context of digital and green transformation in the environment of the 4th industrial revolution. (Cieslik, 2018)

CONCLUSIONS

We can evaluate the employment prospects of EU citizens and third countries in the context of digital and green transformation in the environment of the 4th industrial revolution, as well as in the perspective of sustainable development goals to identify opportunities resulting from the 5th industrial revolution. Through the application of scientific methods, we have thoroughly researched and assessed the challenges and opportunities for these individuals in the labour market.

In the first stage of our research, we identified relevant theoretical knowledge and defined key concepts necessary to achieve the objective, such as labour migration, Industry 4.0 and 5.0, employability of EU and third country citizens, entrepreneurial skills, cross-cutting skills and life skills. The European Year of Skills 2023 initiative has emerged as a "beacon of hope" pointing to the potential to increase the employability of these individuals through the targeted development of specific skills that increase the employability of individuals.

Our research thoroughly analyzed labour market indicators, comparing the experiences of EU citizens and third-country nationals, and through this process we identified not only the barriers these groups face when entering the EU labour market, but also the myriad opportunities that arise. This process helped us to understand the current situation on the labour market, and laid the basis for recommendations and practical knowledge.

In our analysis, we also identified opportunities and barriers for these groups at different levels and provided examples of good practice that can be applied to support the employability and integration of these groups in the European labour market. We also focused on labour force migration trends within Industry 4.0 and 5.0, examining their consequences and opportunities.

Finally, the results and discussion presented our findings, conclusions and recommendations based on theoretical knowledge and analysis of data. Having provided insights into employment prospects for EU and third country foreigners, we formulated sound recommendations to improve their integration into the European labour market.

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