

# Demographic, Behavioural, Cultural and Socioeconomic Factors on Transport Sector Workforce in Europe

In the framework of the "SKILLFUL - Skills and competences development of future transportation professionals at all levels" research project, major **trends** of the **transport workforce** were mapped with regard to



**Demographic, Behavioural, Cultural, Socioeconomic**

factors in the **short, mid and long-term** and correlated to **existing and emerging professions** in the transportation sector.

- ✓ **Road** Transport
- ✓ **Air** Transport
- ✓ **Rail** Transport
- ✓ **Maritime** Transport

related literature sources were thoroughly analysed and the following were found per group of factors

Demographic	Behavioural	Cultural	Socioeconomic
<p><b><u>Current trends</u></b></p> <ul style="list-style-type: none"> <li>➤ Ageing of the workforce results in reluctance to follow technology evolution.</li> <li>➤ Youth unemployment reaches high levels all over Europe.</li> <li>➤ Women workers seem to be highly under-represented.</li> <li>➤ Immigration is an issue that EU has to face in all sectors.</li> </ul> <p><b><u>Future workforce</u></b></p> <ul style="list-style-type: none"> <li>➤ No discrimination in physical abilities of the employee.</li> <li>➤ Robotics provides a fair opportunity to people with disabilities.</li> <li>➤ Different patterns of family structure causing mobility patterns</li> <li>➤ Changes in workforce age caused by the extending retirement age.</li> </ul>	<p><b><u>Current trends</u></b></p> <ul style="list-style-type: none"> <li>➤ Technology-driven innovation (new services are invented).</li> <li>➤ Employees adopt collaboration agreements in various cases (i.e. car-pooling or car-sharing)</li> <li>➤ Youngster may change or manipulate their interests following the potential job market trends.</li> </ul> <p><b><u>Future workforce</u></b></p> <ul style="list-style-type: none"> <li>➤ Demand for workforce skilled in digitalization.</li> <li>➤ Advanced commuting technology will affect both the nature of vehicles and the environment.</li> <li>➤ Choosing green transport modes or to redesign infrastructure in a more environmentally friendly way.</li> </ul>	<p><b><u>Current trends</u></b></p> <ul style="list-style-type: none"> <li>➤ Some people seem to be reluctant in following new market trends.</li> <li>➤ Older people do not accept changes to their transport choices, only if making the decision by themselves.</li> </ul> <p><b><u>Future workforce</u></b></p> <ul style="list-style-type: none"> <li>➤ Diversity and exploitation of multicultural talent.</li> <li>➤ Less ownership and more shared usage of the different means of transport.</li> <li>➤ Emphasis should be given to transport safety culture.</li> <li>➤ The safety culture perspective is quite new to the transport sector, more research is needed.</li> </ul>	<p><b><u>Current trends</u></b></p> <ul style="list-style-type: none"> <li>➤ Mobile applications and social networking have created a totally new industry.</li> <li>➤ Autonomous vehicles are a hot transport topic.</li> <li>➤ Freight transport is at an ever increasing rate creating new vacancies and needs.</li> </ul> <p><b><u>Future workforce</u></b></p> <ul style="list-style-type: none"> <li>➤ New education schemes focused on strategic skills that students need to get a job.</li> <li>➤ Need for experts and skillful employees will characterize the jobs needed.</li> <li>➤ Climate challenges and energy storage will totally affect the new transport patterns.</li> </ul>

Future **transport workforce** will be influenced by the **changing and evolving needs** of the sector, its associate **business schemes** and **enabling technologies** as well as by the prevailing **social trends** in Europe.

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