

Prior Information in relation to low value contracts < €60,000

Study on skills related to KETs (Key Enabling Technologies)

This publication is made pursuant to Article 124 of the Rules for Applications of the Financial Regulation that provides for ex ante publication on the Institutions' websites of contracts with a value up to €60 000.

DG Research and Innovation is launching a low value contract in relation to the following subject: "Study on skills related to KETs (key enabling technologies)" in the revised [NMP WP 2013](#)

Summary of the Study on skills related to KETs (key enabling technologies)

The scope of the present study is limited to explore some of the ways the skills are made available in the Key Enabling Technologies area. The viewpoint requested is the one of R&D institutions and organisations. Four subjects will be explored.

Firstly: the "how technical skills are created?" part will be limited to describe the most representative EU activities and systems for Education and Vocational Training. It will be completed by examining how to combine short half-life of knowledge (generally estimated to about 5 years) and high level specialisation i.e. requiring extended period of education, training or practice (PhD or master workers, typically more than 5 years).

Secondly, the way to manage, during the entire career of "master worker" / scientist / middle manager, the transition from one technical area to another should be analysed (e.g. moving from nanosciences to materials sciences, or from materials sciences to production processes, or passing from an obsolete area to another one in expansion), paving the way for more interdisciplinary (cross cutting) approach of skills management.

For this very issue, the study will aim at presenting efficient practices used in the Member States. Additional suggestions can be proposed with their justification.

Thirdly the soft or generic skills referring to communication, creativity, risk-taking, analytical and methodological skills, problem-solving, economy, finance, flexibility to a changing environment, critical spirit etc. will be examined. The study will investigate and provide guidance to answer the question: "how to facilitate the acquisition by players (engineers, economists, financiers and lawyers) of mixed skills (technical + soft / generic)?" This could help promoting advanced ways of managing the multifunctionality of high potential personnel.

Lastly, skills for Personnel management by Human Resources will be examined because of their strong influence on the way the issue is handled. Balance between the necessity to deliver immediately usable skills and the medium term overall skills management will be carefully addressed. The huge expected demand for qualified personnel, the large unemployment rate in the EU including notably young people, and the targeted impact of Horizon 2020 (jobs creation) make necessary to address the way HR departments approach the issue. HR is considered a key part of the solution, but could in certain cases also be part of the problem.

Part of the skills deficit may come from inadequate definition of required profiles such as excessively high requirement for profiles. Timid or too conservative skills management policy can aggravate the problem. For example, youth unemployment as well as the trend already revealed in several industrial sectors, in discarding staff older than 45 years because of supposed lack of dynamism, availability, flexibility or other essential qualities, should be analysed and addressed with recommendations. The

cost (unemployment, social, pension funds, shortfall) induced by such trends should also be estimated.

Factors such as the organisation of the work, balance between various profiles and their dynamics, other social factors (satisfaction of personnel, absences, professional turn over , professional skilfulness etc.) should be examined from the point of view of their impact on skills management and vice versa.

The idea is to analyse the situation and needs in relation with NMP / KET in the context of the current Commission initiatives on education in order to benefit from the positive political environment generated by this endeavour. The recommendations / guidance should therefore build on this framework.

Findings and recommendations are expected to be delivered at the end of the study.

Selection criteria

Experience in the field of skills survey, experience in NMP or other high tech. area, experience with multiple European partners with studies/reports delivered in one or more of these fields in the last three years.

Estimated amount : EUR 60.000

Estimated launching date: 24/01/2014

Economic operators interested in participating in this call for tenders may express their interest by writing to RTD-G1-TENDERS@ec.europa.eu not later than 24/01/2014. Please indicate in the Subject "Skills related to KETs (key enabling technologies)". An acknowledgement of receipt will be sent to interested bodies by the EC services in charge of the procedure.

Only the candidates invited by the contracting authority will be admissible to participate in this procedure.

The personal data collected in relation to this prior information notice shall be made available on request to the various services of DG RTD and will be processed in accordance with Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data.

Any entity having expressed its interest shall have the right of access to his/her personal data and the right to rectify any such data that is inaccurate or incomplete. Should you have any queries concerning the processing of your personal data, they should be addressed to RTD-G1-TENDERS@ec.europa.eu

Any entity shall have right of recourse at any time to the European Data Protection Supervisor.