

## OSKA study of the apparel, textile and leather industry

### *Key findings*

#### **Employment in the apparel, textile and leather industry is going to decrease in the next decade**

- The number of seamster jobs is expected to decrease by 20%.
- Changes in business models bring about an increase in jobs for technical designers, production technologists and operators.

#### **In order to ensure sustainability, enterprises have to engage in product development and production automation**

- Compared to the whole processing industry, the apparel and leather industry is characterised by low wages and productivity.
- Only 2.8% of all the investments in the processing industry are made in the apparel, textile and leather industry.
- Increasing additional value, raising productivity and automating production will help alleviate labour shortages.

#### **The number of graduates from programmes training technical designers, production technologists and technicians is not sufficient**

- The number of students enrolling in technical designer and production technologist programmes has decreased considerably: the 2016-2017 academic year saw a 44% drop compared to four years earlier.
- Fewer technicians are trained than needed.
  - For instance, the lack of professional training opportunities for mechatronics technicians in Pärnu has an effect on the major local apparel and textile companies.
- Operators are not currently offered any formal training, even though there is a high demand for labour.
  - It would be wise to consider offering continuing education courses for operators.
- Seamster training should be offered via continuing education courses.
  - The number of students enrolled in sewing programmes offered by vocational educational institutions has decreased by 33% in the last five years.
  - The proportion of students under 25 years of age among entrants is constantly decreasing.

## **Changes in business models create a demand for new skills**

- Sector-specific ICT competences, knowledge of mechanics, electronics and materials, marketing skills and analytical competences will become especially important.

## **Background**

- In order to ensure the sustainability of the apparel, textile and leather industry, companies need to change their business models so as to create a better value proposition.
- Companies in this field employ nearly 13,000 people in the main professions – this is approx. 2.1% of all employees in Estonia.
- Professional training in this field can be obtained from:
  - o institutions of higher education: Tallinn University of Technology, University of Tartu, Estonian Academy of Arts, EuroAcademy, TTK University of Applied Sciences and Pallas University of Applied Sciences; and
  - o nine vocational educational institutions, mainly from Ida-Virumaa Vocational Education Centre, Tallinn Industrial Education Centre and Tartu Vocational Education Centre.
- OSKA's apparel, textile and leather industry study analysed the need for labour force and skills until 2025 and made proposals on how to meet it.
- The OSKA forecasting system produces projections of the need for labour force and skills by 2020 in all fields of the Estonian economy and compares these to the education and training offered by higher education institutions, VET institutions and continuing education courses.
- OSKA studies are conducted by the Estonian Qualifications Authority (*Kutsekoda*) and funded by the European Social Fund.