EDSP
EUROPEAN DEFENCE SKILLS PARTNERSHIP

The EDSP brings together industry, academia, authorities and innovation, research and vocational organisations to foster cooperation in building skills for the European defence industry.

Summary overview of the skills intelligence produced in 2018-2019 in the framework of the EDSP

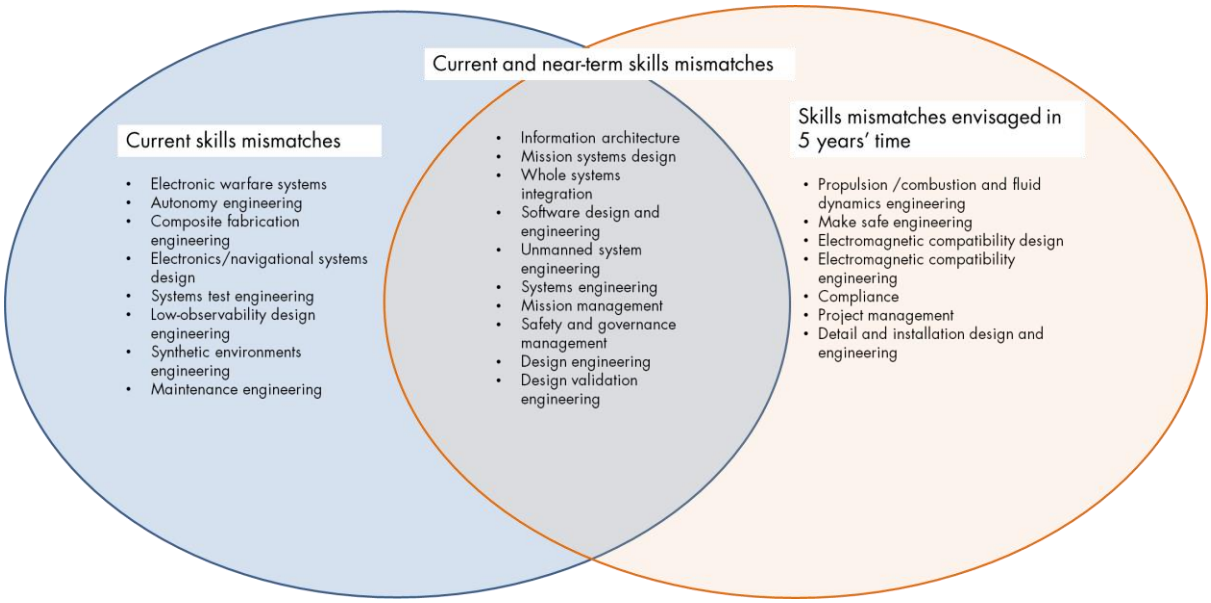
Skills gaps and mismatches in the defence sector

Areas of skills gaps and shortages in the European defence technological & industrial base (EDTIB)

New technologies: most common areas with skills shortages and mismatches today and in future

Embedded sensors and connectivity	AI and machine learning	Nanotechnologies
Advanced/smart materials	Robotics and unmanned systems	Augmented/virtual reality and human machine interfaces
Advanced manufacturing	Advanced energy	Biotechnology & synthetic biology
Quantum technologies (e.g. computing, sensing, distributed ledger technologies)		

Current and near-term mismatches in defence-specific and technical skills



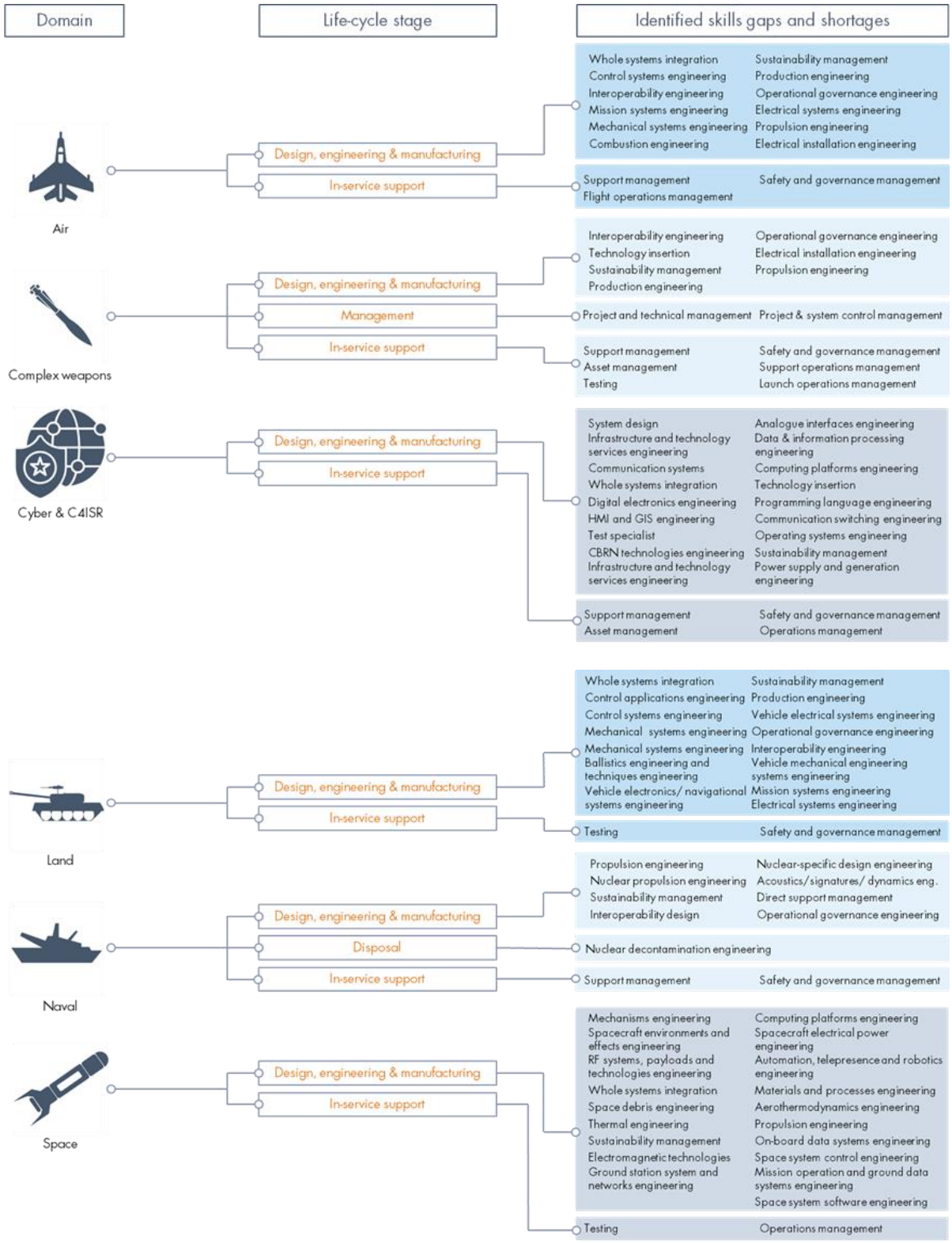
Defence-specific and technical skills: most common shortages and mismatches

unique to defence	*medium-high relevance*	*medium relevance*
electronic warfare systems engineering	information architecture	software design and engineering
mission systems design	whole systems integration	systems engineering
mission management	unmanned systems engineering	autonomy engineering
low observability design	safety and governance management	composite fabrication
	electronics/navigational systems design	systems test engineering
	design engineering	propulsion/combustion and fluid dynamics
	synthetic environments design and engineering	materials engineering
	design validation	maintenance engineering

Soft skills: most common shortages in defence

project management	ability to work in teams	leadership
cost estimation	critical thinking	resilience
procurement		cultural awareness

Overview of shortages and mismatches by domain and life-cycle stage



Source: *Vision on defence-related skills for Europe today and tomorrow*, EDSP project report, Rand Europe 2019, commissioned by the European Commission and funded by COSME programme