



# **Empowering low-skilled adults through learning: a long-term EU policy goal**

**Conference “La formazione per il lavoro e sul lavoro: verso un modello trentino di carattere europeo» 21 March, Trento**

**Alexia SAMUEL, Policy officer**

**European Commission, Directorate General for Employment, Social Affairs and Inclusion**



## Programme of the session

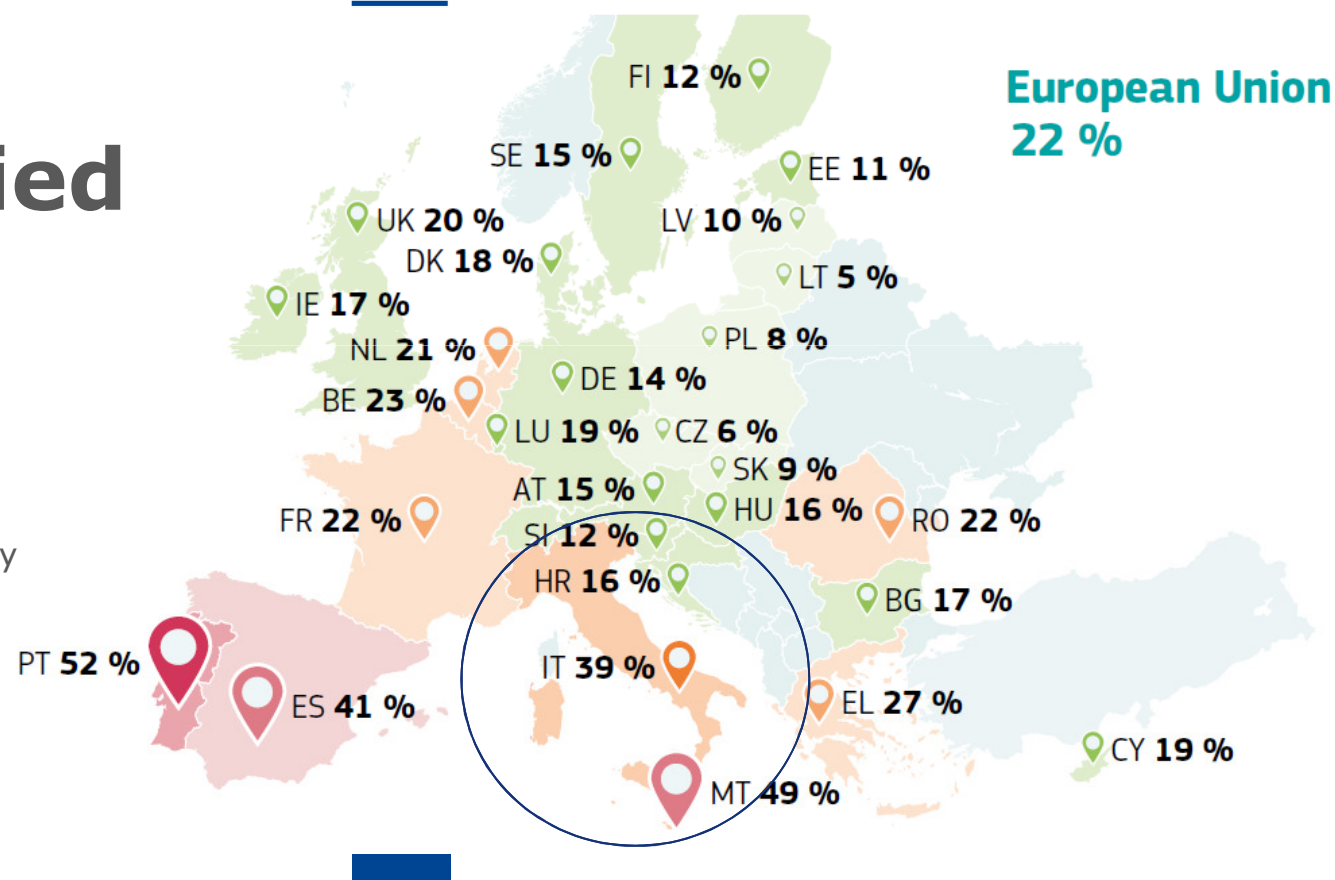
Low-skilled adults in Europe: a state of play

Basic skills, a top policy priority for the European Union

Upskilling Pathways, our flagship initiative

# Share of low-qualified adults in the EU

(with at most a lower secondary  
qualification level)



- Only 16% of the job openings will require low qualifications
- The share of low-qualified workers will decrease, reaching 30% in 2030, but will continue to be 15% above the EU-28 average.
- Low-qualified workers will be in surplus

*Source: CEDEFOP Skills Forecast 2018 for Spain*

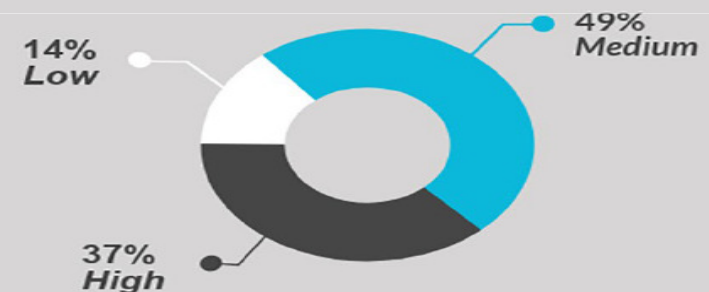
**16 592 600**

Total job openings, 2016-30



■ Replacement needs (90%) ■ New job openings (10%)

Total job openings by qualification level:



**95% of the new job openings**

will relate to high-skilled occupations



## 1<sup>st</sup> Principle

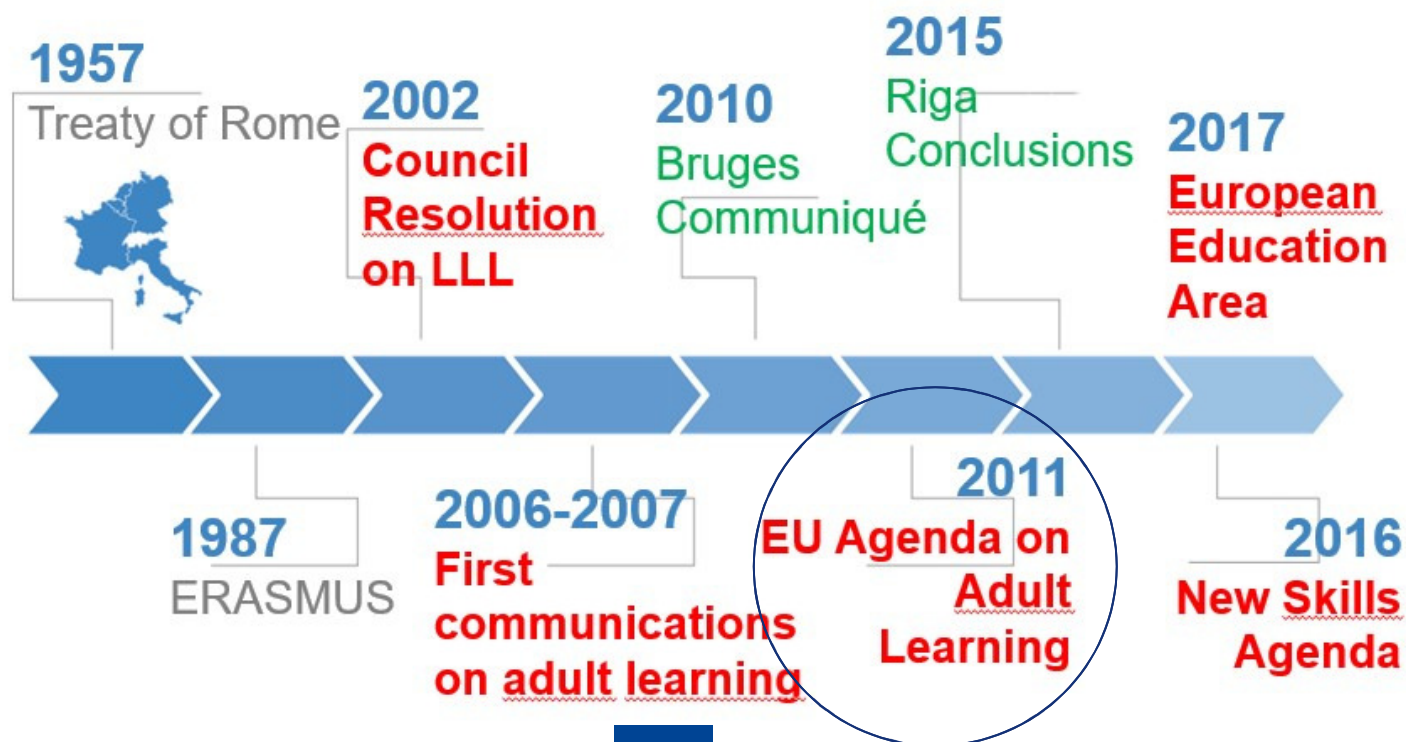
### Education, training and life-long learning

**Everyone** has the right to quality and **inclusive education, training and life-long learning** in order to maintain and acquire skills that enable them to **participate fully in society and successfully manage transitions** in the labour market.





## A small history of EU policies in adult learning



# European Agenda for Adult Learning

## Priorities for 2015-20



- **Governance**
  - coherence with other policies; better coordination
  - effectiveness, relevance (society, economy)
  - investment.
- **Supply and take-up**
  - increase supply, increase take up
  - literacy, numeracy, digital skills
  - effective outreach and guidance strategies
  - more use of workplace learning and ICT
  - skills assessments
- **Flexibility and access**
  - 2nd-chance opportunities leading to qualifications
  - quality assurance,
  - education of adult educators,
- **Quality**
  - better policy design, targeting and monitoring



## Comprehensive skills strategies



## Our latest initiative: the 2016 New Skills Agenda

It is necessary to have in place:



good skills anticipation;



education and training systems;



validation arrangements;



effective guidance supporting learners, workers and companies.

Upskilling Pathways: new opportunities for adults

European Qualifications Framework

Digital Skills and Jobs Coalition

Blueprint for Sectoral Cooperation on Skills

EU Skills Profile Toolkit for Third-Country Nationals

Vocational education and training (VET)

Key Competences

Europass

Graduate tracking

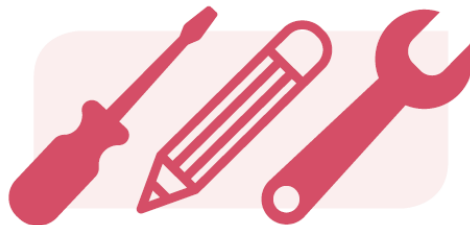
Analysing and sharing of best practice on brain flows



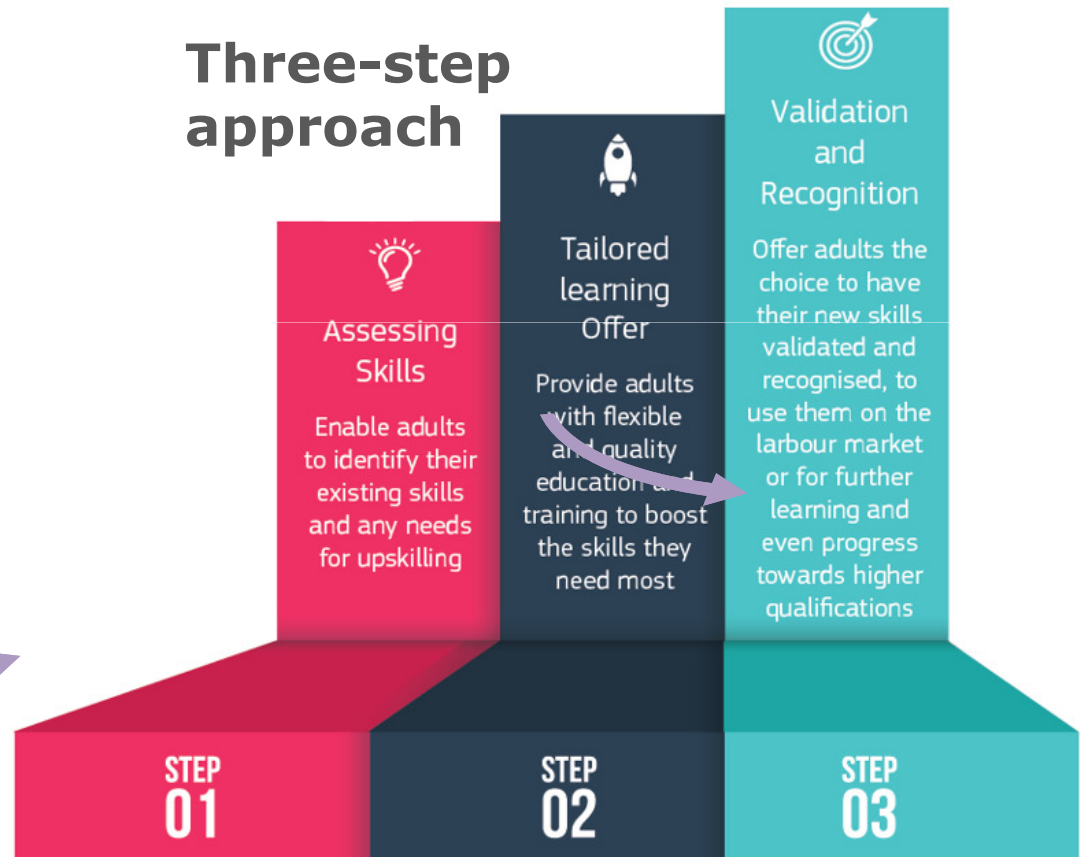
# Upskilling Pathways



## Enablers



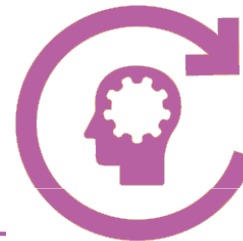
## Three-step approach



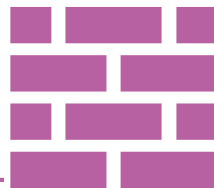
# Overview of implementation plans



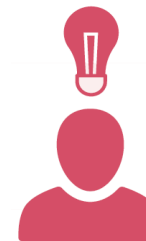
Plans embedded into  
wider strategies



Dedicated pilot  
projects and initiatives



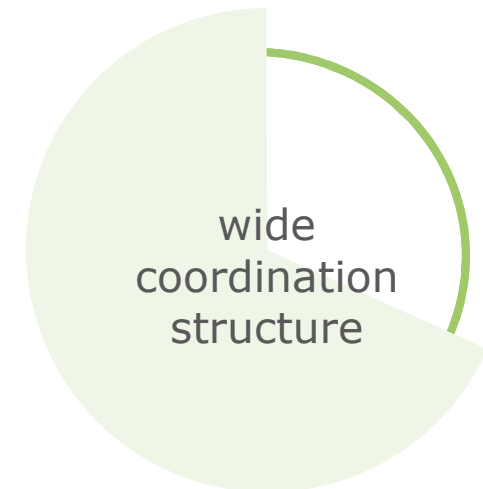
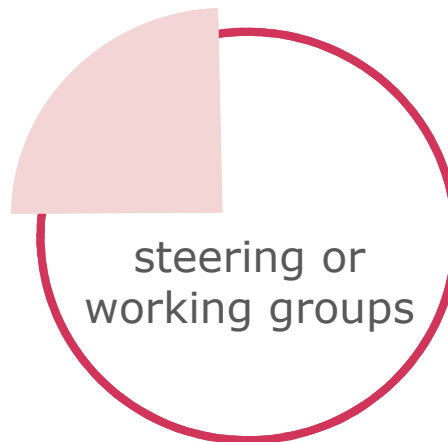
Building on measures  
already in force



Setting new ambitious  
agendas



# Coordination of implementation measures





# Target groups

- 🔍 young adult NEETs
- 🔍 all adults who lack basic skills
- 🔍 unemployed people with low levels of qualification
- 🔍 people in employment, including people employed in small and medium-sized enterprises
- 🔍 older people – employed or unemployed
- 🔍 non-EU migrants
  
- 🔍 Employees, self-employed
- 🔍 Citizens at large



# 3-step approach

## Skills assessment

- skills profiling
- skills screening
- identify gaps in basic skills (literacy, numeracy, digital skills)

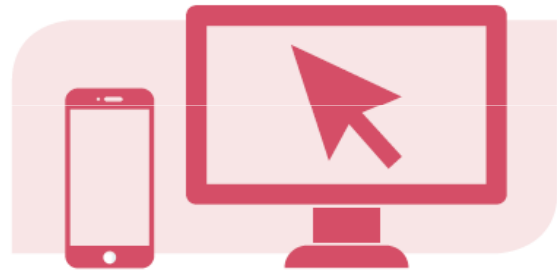
## Tailored learning offer

- a set of parallel measures
- improving flexibility of system
- modularisation of programmes

## Validation and recognition

- validation and recognition of non-formal and informal learning
- validation to agreed industry standards
- strengthening links to NQFs and EQF

# Skills addressed



Digital skills



Vocational skills



Literacy and numeracy



# Reaching out to target groups



Awareness and promotional campaigns, often through traditional media and social media networks



Guidance, often offered by Public Employment Services



- European Social Fund
- Pilot projects
- To limited extent national resources





# Timeline for implementation and regular evaluation

**2020**



- Strong link with access to EU funding
- Short-term or pilot projects
- No obvious plans on how to sustain the measures beyond 2020



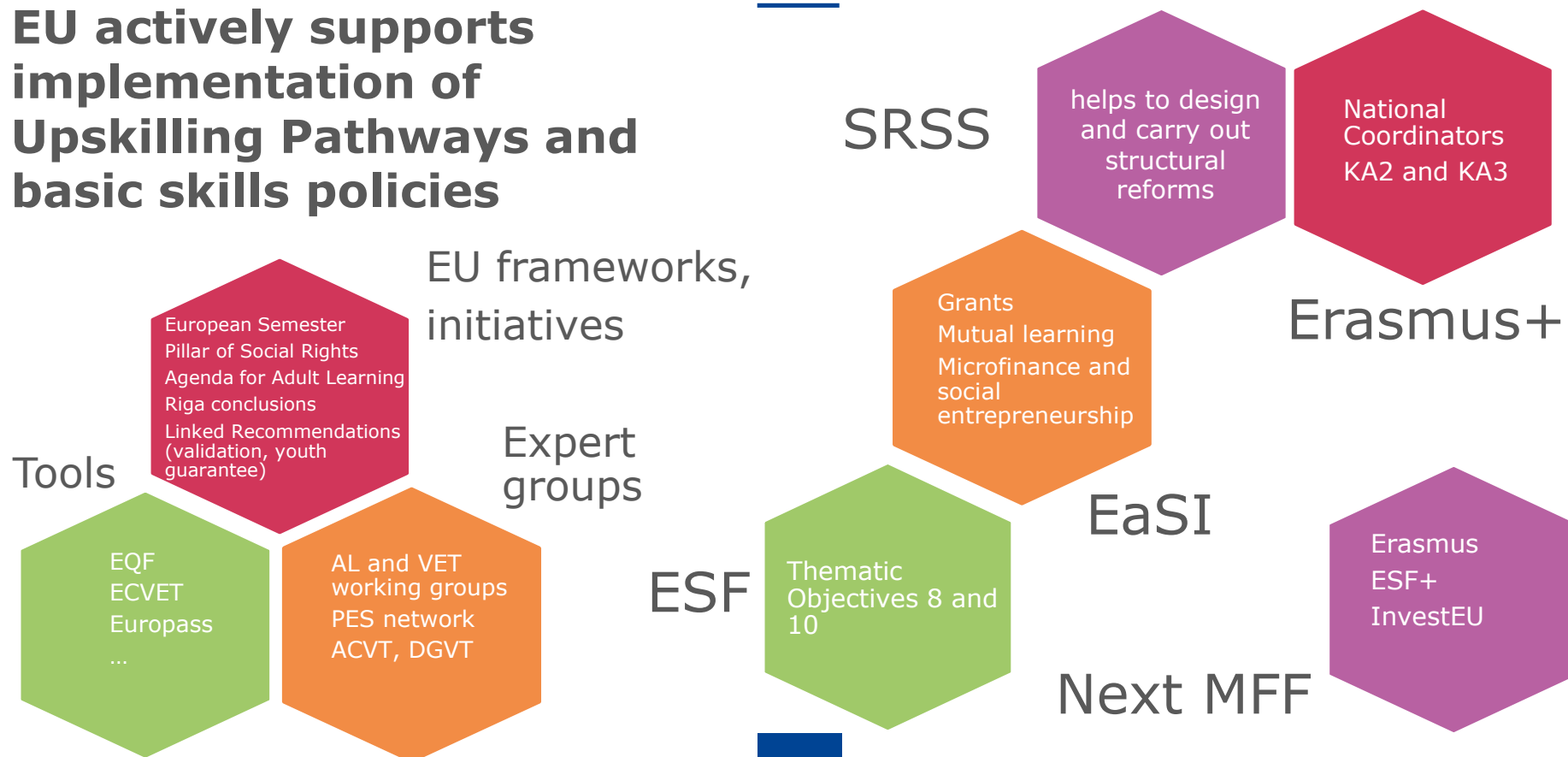
In majority of cases, evaluation by Member States is only mentioned in terms of the evaluation of EU-funded or individual national projects







## EU actively supports implementation of Upskilling Pathways and basic skills policies





# Conclusions

## Positive developments

- A number of countries are setting in motion new ambitious agendas
- Pilots to support implementation are taking place
- ESF supports many of the implementing measures
- Validation is the measure around which many of the actions evolve
- Digital skills are prioritised

## Remaining challenges

- Scale
- Three basic skills
- A coherent pathway with three steps
- Outreach, guidance and support measures
- Coordination and partnerships
- Sustainability





# Thank you for your attention!



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