

**ETF Conference: Skills and qualifications – benefits for people**

**Turin, 6-7/Nov/2019**

***Workshop 1: Information and guidance on skills and qualifications to empower people***

# *1. Main contributors*

**This is one of the three workshops of the conference. Time: 14.00-17.00, on 6 November.**

*Moderator*: Eduarda Castel-Branco (ETF)

*Co-moderator: Raimo* Vuorinen, Ph.D - Project Manager, docent, Finnish Institute for Educational Research

*Facilitators at World Café:* Helmut Zelloth (ETF), Jens Bjornavold (Cedefop), Raimo Vuorinen

*Speakers:*

* Koen Nomden (DG EMPL, European Commission)
* Ester van der Linde and Sobolelo Nomwete (merSETA); Dr More Manda (merSETA) and Dr Rooksana Rajab

*Rapporteur:* Irina Tserodze, Head of Department, Ministry of Education, Science, Culture and Sport, Georgia.

# *2. Introduction*

Information on skills, qualifications and labour market dynamics is not in shortage, but the access to real-time, detailed and user-friendly information is not well developed everywhere for everybody.

Career information and guidance is about empowering people and enhancing career management skills. Career guidance increasingly relies on labour market information available from reliable sources, uses data from occupational profiles, qualifications catalogues and skills taxonomies, and communicates via smart digital tools and platforms in combination with individualized advice by professionals.

Systems and their parts are increasingly speaking with each other, or interoperating with other – a fundamental premise of the new digitally powered and enhanced services of skills / labour market intelligence, matching and information.

Growing computing power, availability of large volumes of web data from many sources, and the rise of AI-algorithms have opened new roads for transformation of the how data and skills intelligence is produced, packaged and made available to people.

“Skills” increasingly appear as a suitable unit for analysis of demand and of new trends in occupational and job transformation, in the generation of individual e-portfolios or in the design of online job vacancies. “Skills” emerged as a core unit for job matching processes.

***But would this mean we are the nearing the end of qualifications – in contrast with skills?***

***How can people – learners, workers and employers – find their path through this dynamic changing environment?***

***How can skills systems work with better synergy, as eco-systems?***

# *3. Workshop 1: Information and guidance on skills and qualifications to empower people*

We will explore how information on skills and qualifications for the people is changing, how digital tools are contributing to enhance timeliness and outreach of information and which factors and conditions are triggering and supporting this transformation. We will refer to the elements of ETF toolkit, and base our discussion on the idea of “eco-system”: in the context of transformation of labour markets and skills development systems, interconnections and flows are key.

The main phases of the workshop flow are briefly presented below:

**Phase 1: presentations of significant experiences**

The workshop will build on two cases:

* The new Europass in the EU. Speaker: Mr Koen Nomden, 15 min
* South Africa: merSeta experience – career guidance and system interoperability. Three speakers from merSeta (20 min)

**Phase 2: discussion in a World Café interaction**

Follows a space for idea generation and experience sharing through a “World Café” interaction on three major topics. Participants are grouped in three sub-groups – stable composition throughout the World Café. Each sub-group discusses and provided contributions to each table hosted by a facilitator and focused on one the three themes.

Each round: 20 min, 1h for the 3 rounds.

*Themes for the World Café – 3 tables”*

1. **Table 1:** What kind of information and guidance better responds and fits users? Which important features and novelties (technical and non-technical) need to be considered?

***Moderator:*** *Helmut Zelloth*

1. **Table 2**: Skills and qualifications: where are we heading? What does LMI (job vacancies) tell us on the use of “skills” and “qualifications” by employers and job seekers? What possible messages for qualifications frameworks, education and LLL?

***Moderator****: Jens Bjornavold*

1. **Table 3**: Transformation of work, skills and learning: towards skills information eco-systems that evolve, interact, support monitoring and predict.

***Moderator****: Raimo Vuorinen*

Participants of workshop 1 will be divided in 3 sub-groups (approx. 10-14 persons each); each sub-group visits, in successive rounds, World Café discussion tables 1, 2, and 3; eventually each discussion table will have received contributions from all workshop participants of the 3 sub-groups. Each round of discussion increments the ideas already discussed by the previous sub-group(s).

Each World Café table has a moderator, who explains the method of work, facilitates discussion and idea generation, and takes notes (the ideas and contributions).

**Phase 3: summing-up and concluding**

The moderator and the co-moderator drawn the main conclusions from the discussion and experience sharing and conclude the workshop.

Moderator and co-moderator support the rapporteur in drafting the main points / notes after the workshop. This synthesis will be presented in session 1 of day 2 (5 min maximum).

# *4. Draft agenda of workshop 1*

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| **Time** | **Session** | **Speaker, moderator** | **Technique** |
| 14.00-14.10 | Welcome, introduction, objectives. Approach for the workshop | Eduarda | 2 slides and explanation |
| 14.10-14.15 | Why and how career guidance can change – a student’s video | Raimo | Video |
| 14.15-14.25 | Are the pieces working together as in a skills eco-system? From ETF toolkit | Eduarda | Tbc (a map…) |
| 14.25-15.10 | **Stories for inspiration:**  Discussion | **Introduction (2 min)**  **1. New Europass:** new services for new challenges; user drives - data and interoperability show the way. (15 min)  **2. South Africa**: 2 pillars, common goal– career information and guidance and system interoperability  (20 min)  **Q&A participants: 5 min** | Eduarda  1. Koen Nomden and ESCO colleague  2. Ester van der Linde and Sobolelo Nomwete (merSETA)  Dr More Manda (merSETA)  Dr R. Rajab  Eduarda |
| 15.10-15.30 | **World Café**  First round of 3 topics (20 min)   1. Table 1: what kind of information and guidance better responds to and fits users? Which key features and innovations need to be considered? 2. Table 2: Skills and qualifications: where are we heading? 3. Table 3: Transformation of work, skills and learning: towards skills information eco-systems that evolve, interact and predict. | **World Café**  Moderator table 1: Helmut  Moderator table 2: Jens Bjornavold  Moderator 3: Raimo | **World Café** |
| 15.30-16.00 | Coffee break |  |  |
| 16.00-16.45 | **World Café continuation:**  Second round (20 min)  Third round (20 min) | Moderator 1: Helmut  Moderator 2: Jens  Moderator 3: Raimo | 2 last rounds |
| 16.45-16.55 | **Summing-up:** main highlights and ideas, complementarities, recommendations for report | Raimo | Coloured cards on flip chart |
| 16.55-17.00 | **Acknowledgements, wrap-up** | Eduarda | Informal concluding remarks |