



MINISTERUL MUNCII  
ȘI SOLIDARITĂȚII SOCIALE

# Diversification of professional training opportunities for adults

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# National context

## **Ministry of Labour (MoL)**

- ✓ policy maker in the field of adult professional training, including apprenticeship at workplace
- ✓ coordinates adult professional training activity
- ✓ coordinates the authorization of adult training providers
- ✓ regulates the quality assurance in professional training of adults
- ✓ manages the Classification of Occupations in Romania

## **Ministry of Education (ME)**

- ✓ Policy maker in the field of initial education, initial vocational education and training, dual VET

# National context

## **MoL together with ME**

- ✓ regulation of Occupational Standards
- ✓ regulation of the National Register of Professional Qualifications
- ✓ the regulation of the specializations that graduates of higher education can follow at training providers authorized by MoL



# National context

- ✓ Approx. 30% of the registered unemployed are low skilled/unskilled persons or persons with no education
- ✓ Low interest of adults to participate in learning
- ✓ Low level of digital competences of adults
- ✓ Low interest of employers regarding the training of their own employees



# National context

## Challenges:

- structural changes induced by rapid technological developments,
- digitization,
- automation,
- demographic changes and migration,
- the current pandemic situation,
- the armed conflict in Ukraine,
- the energy crisis
- the transformations taking place at the employment level
- changing skill requirements for most jobs
- employers require skills specific to each occupation but also transversal skills

# Measures for low skilled/unskilled

In recent years MoL together with ME have initiated a series of measures to facilitate the skilling and upskilling of low skilled/unskilled adults:

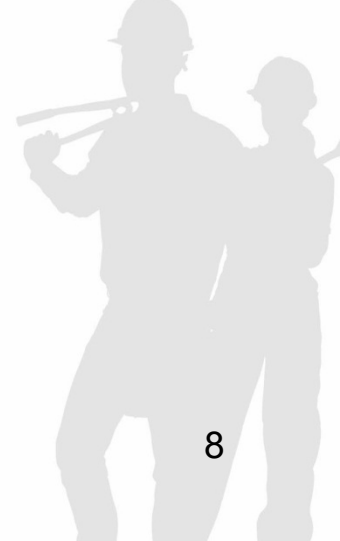
- ✓ The PES methodology for profiling the unemployed has been modified to facilitate the identification of low-skilled adults.
  - ❖ *Profiling is a tool for PES to determine the specific needs for re-employment and the employability level that can be: easy, medium, difficult and very difficult to employ.*
  - ❖ *Case management it is piloted now, as other measures such as: multidisciplinary teams, the introduction of test batteries to support counsellors in the career management process of people, profiling people's problems (family, medical, personal problems, availability to participate in training, availability of mobility, etc.).*
- ✓ Starting with 2018 MoL requested PES, as mandatory for each county agency, to include in the National Professional Training Plan key competences courses (literacy, numeracy, digital skills) for low skilled/unskilled people

# Measures for low skilled/unskilled

- ✓ Major group 9 - *Unskilled workers* from the Classification of Occupations in Romania (COR) was analysed, as it contains occupations that require a minimum qualification.
  - ✓ COR was modified by renaming the major group 9 from Unskilled Workers to Elementary Occupations and by modify the name of occupations that require a qualification;
  - ✓ the list of elementary occupations for which level 1 qualification programs can be organized was developed and approved by order of the Minister of Labour.
- ✓ The National Qualifications Framework (NQF) has been modified, introducing qualification level 1 so that people who have completed primary education can access a qualification course

# Measures for low skilled/unskilled

- ✓ NQF level 1 was populated with level 1 qualifications
- ✓ occupational standards have been developed for the qualifications newly introduced at NQF/EQF level 1
- ✓ It started the process of authorizing the professional training providers that will provide level 1 training programs
- ✓ the legislation regarding apprenticeships at the workplace was also amended, introducing level 1 apprenticeship programs with a duration of 6 months





# Measures taken in response to latest challenges

## APPRENTICESHIP AT THE WORKPLACE

- ✓ is a dedicated scheme for CVET
- ✓ regulated by Law no 279/2005 regarding apprenticeship at the workplace which was subsequently amended and by the Labour Code
- ✓ has a tradition of over 85 years
- ✓ component of adult vocational training system
- ✓ long-term training (0,5-3 years), for EQF levels 1, 2, 3, 4
- ✓ training is based on an occupational/professional training standards

# Measures taken in response to latest challenges

## APPRENTICESHIP AT THE WORKPLACE

- ✓ in line with the 14 criteria for quality and effective apprenticeships outlined in the 2018 Council Recommendation on a European Framework for Quality and Effective Apprenticeships
- ✓ It is compulsory to have a combination of work-based (on-the-job) and school-based (off-the-job) training - applicative activities are allocated at least two thirds of the total duration of the training program
- ✓ It is compulsory that all apprentices sign an apprenticeship contract, which is an individual fixed term labour contract of particular type.
  - *The conclusion, execution, modification, suspension and termination of the apprenticeship contract are made subject to compliance with the provisions of the Labour Code*

# Measures taken in response to latest challenges

## APPRENTICESHIP AT THE WORKPLACE

- ✓ All apprentices under a contract of apprenticeship at the workplace receive a salary at least equal to the country's minimum gross national salary in force
- ✓ Graduates of the apprenticeship program receive formal qualification certificates, nationally recognized
- ✓ Target group: persons over 16 that want to work and to obtain a qualification (young that dropped out school, NEETS, unemployed, long time unemployed, people that were laid-off in some sectors and whose qualifications are no longer required on the labour market)

# Measures taken in response to latest challenges

## APPRENTICESHIP AT THE WORKPLACE

### ✓ **Employers :**

- must declare vacancies for apprentices
- must name an employee as coordinator
- must sign a contract with an authorised training provider
- can receive subsidies from PES (approx. 450 euro/month, during the apprenticeship contract)
- The measure can be funded by the unemployment insurance budget and FSE

# Measures taken in response to latest challenges

## ONLINE TRAINING

- ✓ as a response to COVID pandemic
- ✓ it was regulated the possibility of organizing training programs in online format, fully or only for the theoretical part, depending on the fields of activity
- ✓ It was introduced also the possibility of organizing programs in a blended learning format
- ✓ providers can choose the double authorization for both online and face-to-face training programs
- ✓ the final examination for the programs conducted in online format can also be conducted in online format
- ✓ people were more receptive to this form of training
- ✓ during the pandemic, the number of people participating in the courses did not decrease

# Measures taken in response to latest challenges

## Microcredentials

- ✓ It was regulated the system of credits for adult training / microcredit – HG no 772/2022
- ✓ several normative acts have been modified to be able to reflect the transferable credits in the occupational standards, in the training programs, in the descriptive supplements of the graduation/qualification certificates
- ✓ so we are in the process of regulating the system of transferable credits for continuing vocational training of adults.
- ✓ The amount of work allocated for a credit in adult vocational training is 30 hours, divided as follows:
  - a) 15 didactic hours, divided into a maximum of one-third theory and a minimum of two-thirds practice;
  - b) 15 hours of individual study
- ✓ Starting from June 2023, training providers will be able to split the training programs in modules for one or two skills, thus facilitating adults' access to complex qualification programs

# Measures taken in response to latest challenges

## INDIVIDUAL LEARNING ACCOUNTS

- ✓ Piloted in the Constructions sector
- ✓ funded by the European Social Fund Plus ( ESF +) through the Education and Employment Operational Program - POEO 2021-2027
- ✓ A strategic project it is in elaboration phase in partnership with the House of Constructors and the representative social partners for Constructions Sector

# Measures taken in response to latest challenges

## **VALIDATION OF COMPETENCES**

The procedure for evaluating and certifying professional skills obtained by other than formal means

- ✓ Approved by Joint Order of minister of labour and minister of education
- ✓ Validation of competences included in an occupational standard, for a specific qualification/occupation
- ✓ applied in authorized skills assessment centres (National Authority for Qualification is in charge of the authorization process)
- ✓ applied by qualified skills assessors
- ✓ the process ends with the issuance of a competences certificate for the validated and certified competencies that the person possesses, acquired through non-formal or informal means



# Measures taken in response to latest challenges

## VALIDATION OF COMPETENCES

- ✓ MoL is developing a digital instrument for the validation of key/life/soft/transversal competences in an ERASMUS+ project
- ✓ The instrument it is in testing phase together with the counties public employment services and training providers
- ✓ It will be used free of charge by PES, employers, training providers
- ✓ It will allow the reduction of the training program, the individualized offer of training, an individualized pathways for each person



# Measures taken in response to latest challenges

## PLANNED FUTURE MEASURES

- ✓ MoL is elaborating the Adult National Training Strategy 2023-2027 in the ERASMUS+ project
- ✓ General Objective: Increase the adult learning participation rate to 12% by 2027 by intensifying and improving the provision of formal, non-formal and informal learning opportunities.
- ✓ The measures and actions were formulated on the 5 priority areas established by the Council Resolution on a new European plan for adult learning (2021-2030)
- ✓ Structured on 5 Specific Objectives

# Measures taken in response to latest challenges

## PLANNED FUTURE MEASURES

- ✓ Sample of draft measures and actions regarding supply and take-up of lifelong learning opportunities:
  - Expanding the types of training routes (flexible learning paths, e.g. online courses, short courses to update, extend and deepen skills, personalization of programmes)
  - Piloting the introduction of individual learning accounts
  - Intensification of career management services
  - Giving incentives to employers who organize training for their own employees
  
- ✓ Sample of draft measures and actions regarding accessibility and flexibility:
  - Modularization of training programs
  - Operationalization of microcredentials
  - Intensification of validation by introducing new validation tools
  - Financial incentives for adults

Thank you for your attention!

