OVERVIEW ON THE CURRENT EU POLICIES AND PARTICIPATION TRENDS IN THE FIELD OF ALE / LLL & SKILLS

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Changing labour markets

Atypical forms of work

More frequent professional transitions

Shifting employment between sectors

Shifting skills needs

Demographic changes
Skills shortages as a *challenge* and skilled workforce as an *enabler*

- **38 occupations** were classified as shortages in 2022
- **74% of SMEs** reported that they face skills shortages in 2023
- **Adult learning remains low** - with a participation rate of around **37%**
- **Over 90% of jobs** require digital skills, however **54% of the adult population** in Europe has **basic digital skills**
Why a European Year of Skills?

To further promote a mindset of reskilling and upskilling

**Investment**
Increased, more effective and inclusive investment

**Skills relevance**
Strengthening skills relevance by close cooperation

**Matching aspirations**
Matching people’s aspirations and skills-set with labour market opportunities

**Attracting third country talent**
Attracting people from third countries with the skills needed
European Pillar of Social Rights

- Housing and assistance for the homeless
- Access to essential services
- Education, training, and lifelong learning
- Gender equality
- Active support to employment
- Equal opportunities
- Secure and adaptable employment
- Wages
- Information about employment conditions and protection in case of dismissals
- Social dialogue and involvement of workers
- Work-life balance
- Healthy, safe, and well-adapted work environment and data protection
- Social protection
- Unemployment benefits
- Childcare and support to children
- Minimum income
- Old-age income and pensions
- Healthcare
- Inclusion of people with disabilities
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European Pillar of Social Rights - Targets (2021 → 2030)

At least:

- 78% of the population aged 20 to 64 should be in employment by 2030
  Current level: 73.1% (2019)

- 60% of all adults should participate in training every year by 2030
  Current level: 37.4% (2016)

- Reduce by 15 million the number of people at risk of poverty or social exclusion by 2030
  Current level: 91 million persons (2019)
Too few adults participate in learning
Participation in the last four-weeks
Little progress in 2022, and not everywhere
OECD Dashboard on priorities for adult learning

Adult participation in training, by skill level
Annual incidence of job-related training, average and low-skilled adults
Few low-qualified adults participate in learning.
Participation of mid- and low-qualified adults: the real challenge
Where people live makes some difference
Qualification level, age, occupational status, place of residence – all add to the gap.
LFS 2922 - four weeks
European Skills Agenda

- Strengthening skills intelligence
  - National Skills Strategies and Public Employment Services
    - Recommendation on VET
    - European Universities
  - Skills to support twin transitions
- STEM graduates, Entrepreneurial & transversal skills
  - Skills for Life
- A Pact for Skills including Blueprints

Skilling for a job

Tools for lifelong learning
- Individual learning accounts
- Micro-credentials
- Europass

Unlocking investment
- Framework to unlock Member States’ and private investments in skills

Joining forces
20 Large Scale Skills Partnerships now launched in all key industrial ecosystems.

Together, committed to provide **up- and reskilling opportunities to over 10 million people** in the coming years.

**Most recent partnerships:** Health Industry and Digitalisation of the Energy System (December 2023).

More than 1,500 joined the Pact from all Member States and sectors.

Now **focus on** developing the **regional dimension** of the Pact and, in particular, promoting the establishment of **new regional skills partnerships**. Two partnerships launched in Lombardy Region and in the European Chemical Regions Network. Three more in preparation.
Micro-credentials

Potential benefits for the workplace
• improve employee motivation
• improve retention of employees
• build a culture of continuing professional development
• support speedier responses to needs of employers
• flexible upskilling and reskilling relevant to labour market needs
Individual Learning Accounts

**Objective:**
- support all working-age adults to access training, including for professional transitions and irrespective of their labour force or professional status;
- increase individuals’ incentives and motivation to seek training.

**Targeting**
- Universal but differentiated support

Council Recommendation of June 2022 on individual learning accounts
Upskilling Pathways initiative

Target group
• low skilled adults

Objective
Provide them with opportunity to acquire:
• minimum level of literacy, numeracy and digital competence
• and/or a wider set of skills
• and/or encourage them to make a progress towards a qualification

Rationale
Three-step personalised support
• Skills assessment
• Provision of tailored and flexible learning offer
• Validation and recognition of skills
+ outreach, guidance and support measures
Green Deal Industrial Plan
(*put forward on 1 February 2023*)

Aim: scaling up of the EU's manufacturing capacity for the net-zero technologies and products required to meet Europe's ambitious climate targets

**Enhancing skills** is 1 of 4 key pillars, which includes:

- Implementing European strategy for universities, mobility for STEM students and researchers
- Establishing skills partnerships for onshore renewable energy, heat pumps and energy efficiency
- Establishing Net-Zero Industry Academies and an Academy for sustainable construction.
- Facilitate recognition of qualifications (+ EU Talent Pool), and pursuing a “skills-first” approach

**Social inclusiveness** at the heart of enhancing skills through support to people in vulnerable situations and from under-represented groups in key greening sectors and occupations.
Aim: Net Zero industrial capacity, meaning reduced carbon footprint initially and in the long-term zero emissions

Creation of the **European Net Zero Industry Academies** can help by:

- Developing and deploying *reskilling and upskilling programmes* with education and training providers
- Offering of **Academy Credentials**
- Establishing a **Net Zero Europe Platform**
- Implementing the **EU Professional Qualifications Directive**

The Net Zero Industry Act will complement **Pact for Skills Large Scale Partnerships** and the **Transition Pathways for Industrial ecosystems** to facilitate job postings in sectors with significant labour shortages.
New EU Competitiveness Strategy
(adopted on 16 March 2023)

Aim: how the EU can empower businesses to make them more competitive on the global market and attractive to potential new employees.

Reinforcing education & skills is one of the 9 drivers, and it focuses on addressing skills shortages by proposing the following actions:

- One-stop-shops at national/regional level to facilitate individuals’ access to all skills-related services (as proposed with the individual learning accounts)
- “Skills first” approach – better recognition of actual skills
- Improving women’s participation in all sectors and early integration of the youth
- Encouraging equal opportunities and participation for all, to strengthen social fairness
- Attracting talented third country nationals to work within the EU Single Market Area
- Promoting Vocational Education and Training (VET) opportunities in cooperation with the national authorities of EU’s Member States

Skills are among the drivers to safeguard the EU long-term competitiveness in the global markets.
The European Qualifications Framework (EQF)

**CHALLENGE**

Education and training systems differ across countries. Qualifications are diverse and reflect national rules and traditions.

**OBJECTIVES**

To improve the transparency, comparability and portability of people's qualifications

**WIDER IMPACTS**

- Employability, mobility and social integration of workers and learners
  - Foster lifelong learning
  - Modernising education and training systems

**Questions**

- A translation grid for qualifications across countries
- Defined in terms of learning outcomes (knowledge, skills, responsibility & autonomy)
- 8-Level reference framework, covering all types and all levels of qualifications
Validation of non-formal and informal learning (Council Recommendation of 2012)

European Inventory of Validation of non-formal and informal learning:
• 32 country covered in 2023 (EU, EFTA, other countries) + 11 ETF partner countries
• Focus on education & training, labour market, third sector
• Country reports, thematic reports, case studies
The European Classification of Skills, Competences and Occupations (ESCO)

ESCO works as a multilingual dictionary, describing, identifying and classifying professional occupations, skills, and qualifications relevant for the EU labour market and education and training.
Competence frameworks

A reference framework providing an comprehensive and shared understanding

- **LifeComp**: The European framework for the personal, social and learning to learn key competence

- **EntreComp**: The entrepreneurship competence framework

- **DigComp**: The Digital Competence Framework for Citizens

- **GreenComp**: the European sustainability competence framework
Europass

**e-Portfolio**
Set of online tools & information to manage every step of your learning and career.

**Europass infosite**
 Presents information as described on the Europass decision and the first access point to register and use the digital tools.

**Jobs, Courses, and Qualifications Search**
Central database to search for courses, qualifications, accreditation throughout Europe and link with EURES

**Digital skills self-assessment test**
Open source tool to assess and improve digital skills. Based on the Digital Competence Framework.

**Digital Credentials**
Set of standards, services & software allowing institutions to issue digital, tamper-proof qualifications and other learning credentials.
Why do we need digital credentials?

- Digitalising world
- Security & Trust
- Recognition
- Showcasing Knowledge & Skills
- Ownership of data
EU Networks and mutual learning

- European Alliance for Apprenticeships
- Advisory Groups – EQF Europass ESCO
- Pact for Skills
- EPALE
- Working Group on VET & adult learning
- Network of National Coordinators for adult learning
Funding instruments to support skills policy

- European Social Fund
- Recovery and Resilience Facility
- Digital Europe Programme
- Erasmus +
- InvestEU
Thank you!