



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

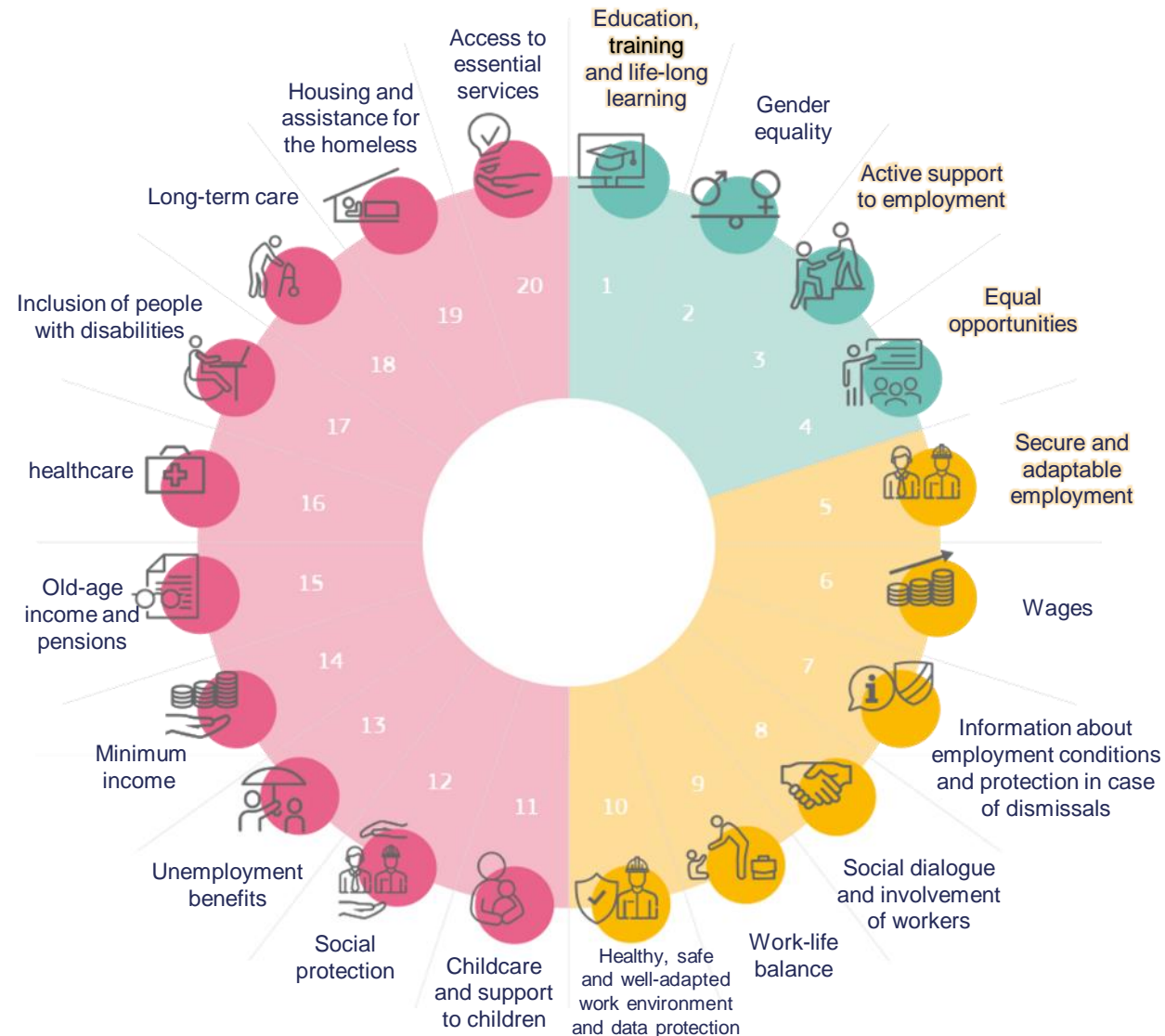


## Attracting third country talent

Attracting people from third countries with the skills needed



# European Pillar of Social Rights



# 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)

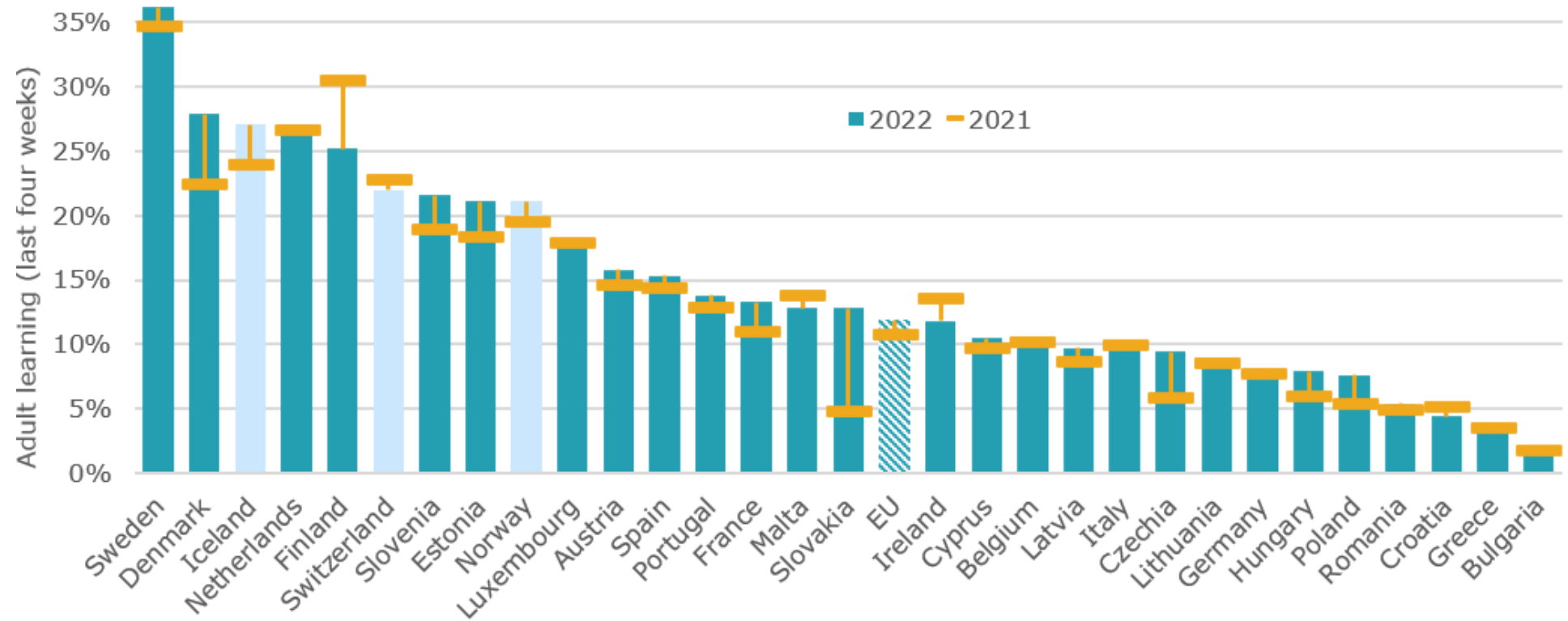
**60%** of all adults should participate in training every year by 2030  
 Current level: 37.4% (2016)

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

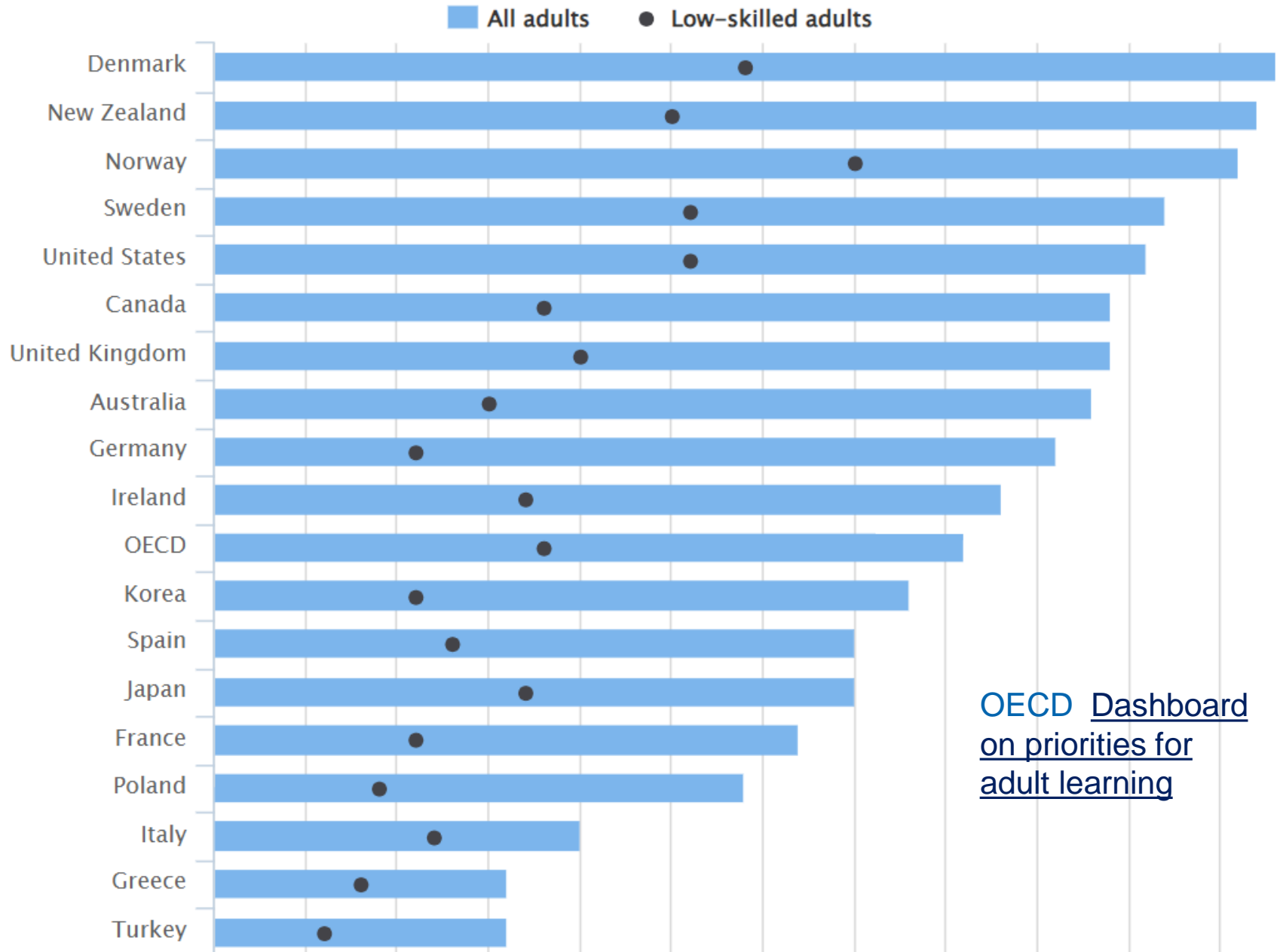
Participation in the last four-weeks  
Little progress in 2022, and not everywhere





## Adult participation in training, by skill level

Annual incidence of job-related training, average- and low-skilled adults

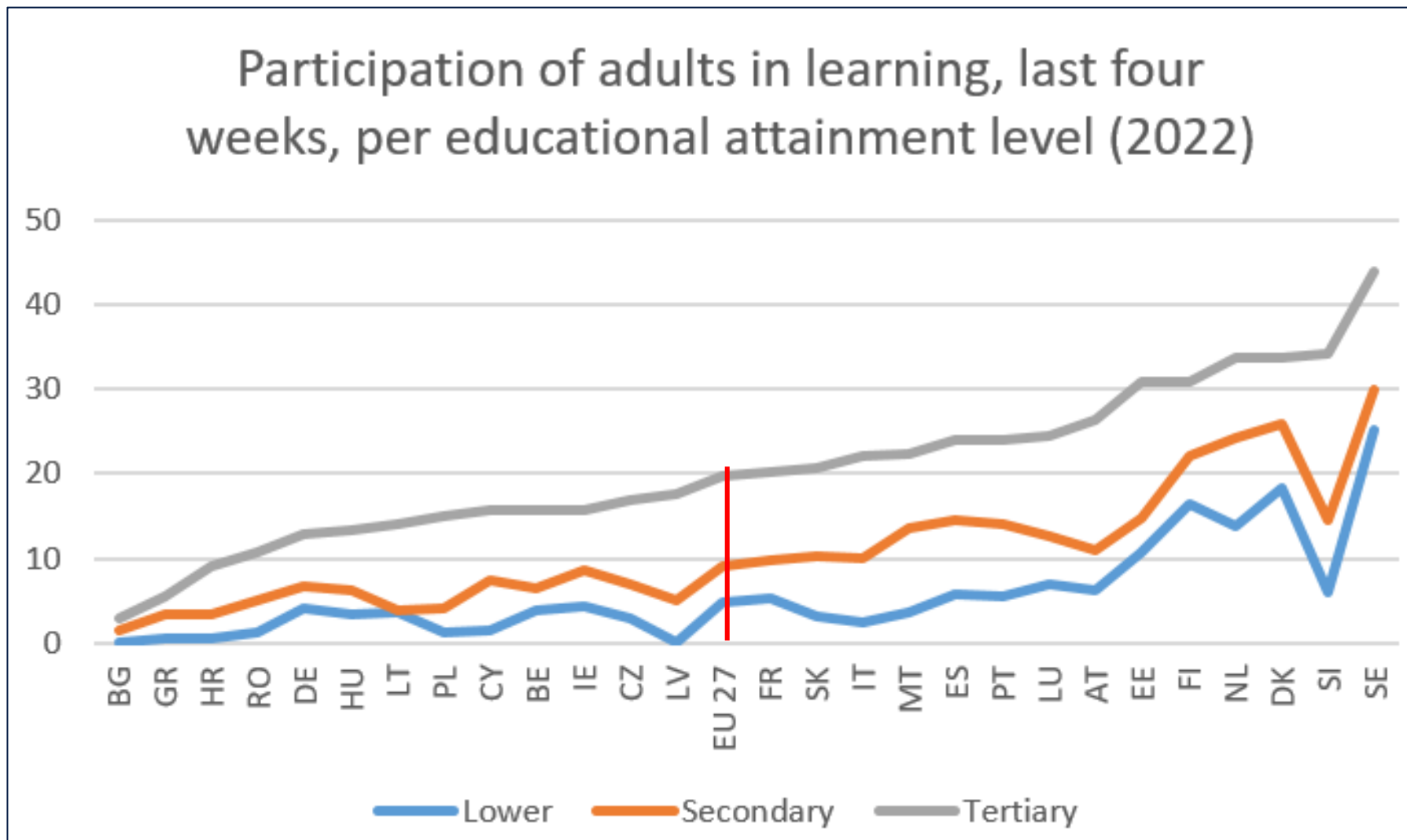


[OECD Dashboard on priorities for adult learning](#)

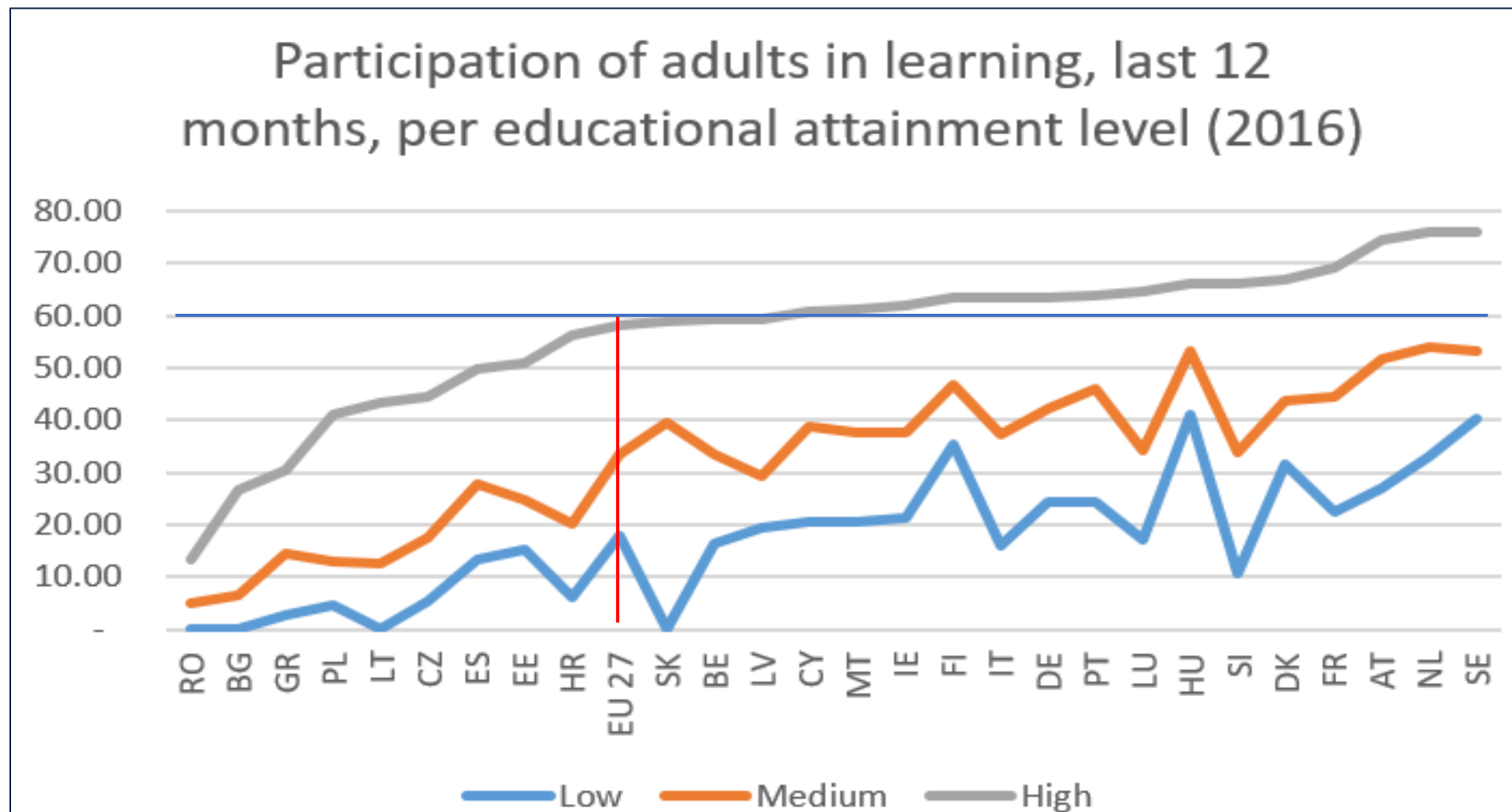




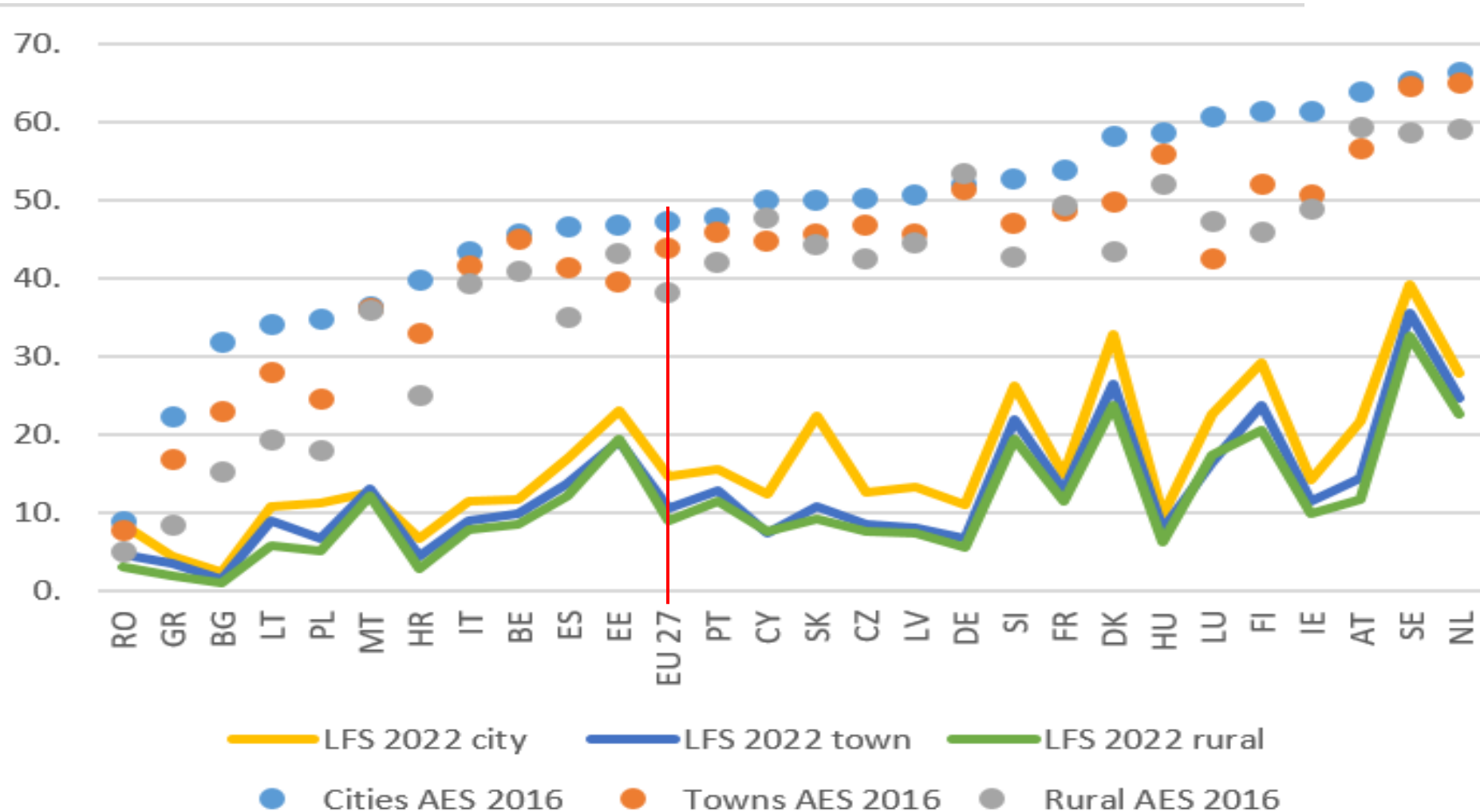
Few low-qualified adults participate in learning



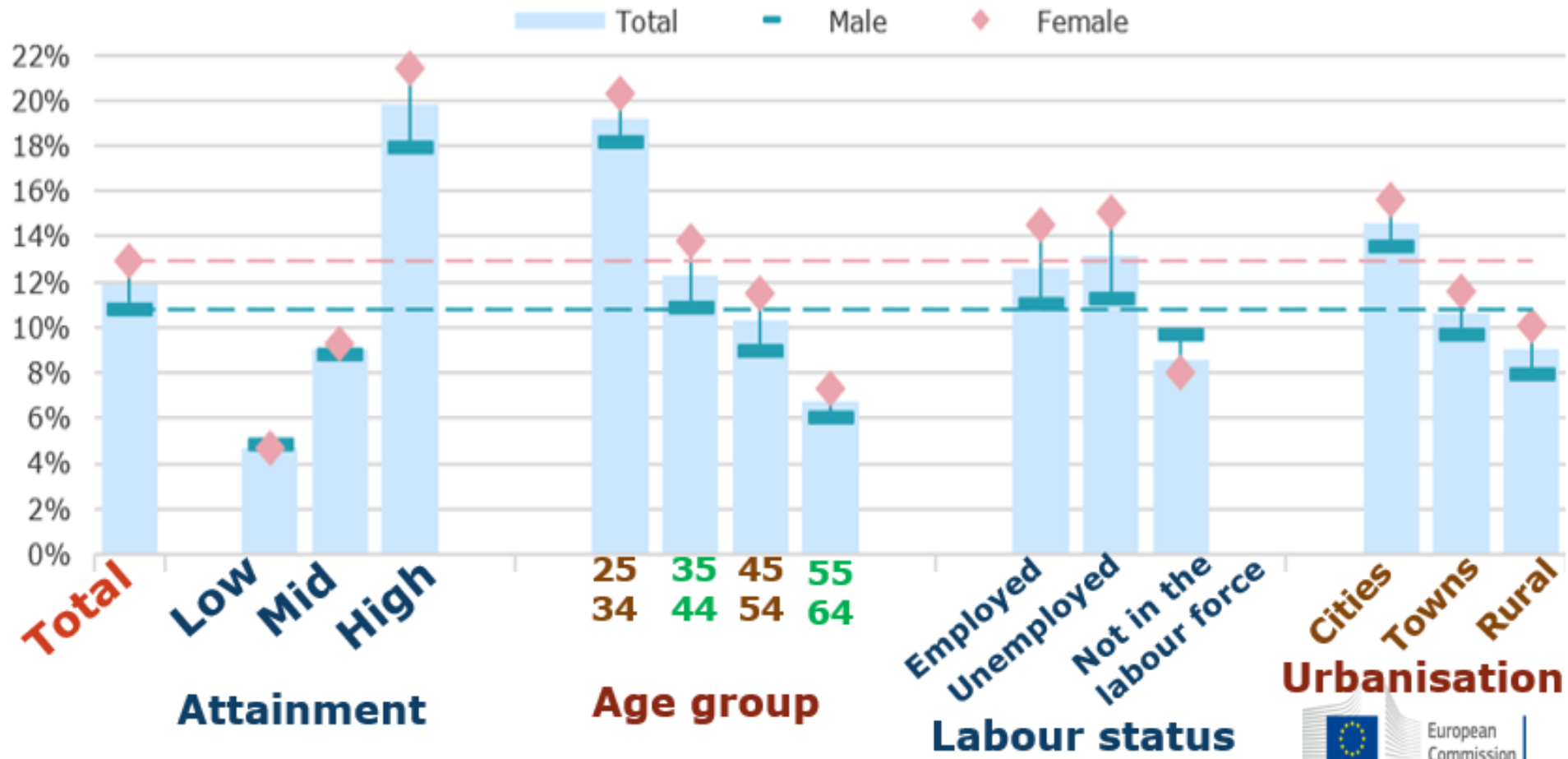
## Participation of mid- and low-qualified adults: the real challenge



## Where people live makes some difference



Qualification level, age, occupational status, place of residence – all add to the gap.  
LFS 2022 - four weeks



# European Skills Agenda



## 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.

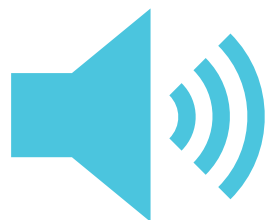


# Micro-credentials

## Council Recommendation of June 2022 on a European approach to micro-credentials



Targeted, relevant learning



Small volume, short in duration



Flexibility to fit with how people live, learn and work

### 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

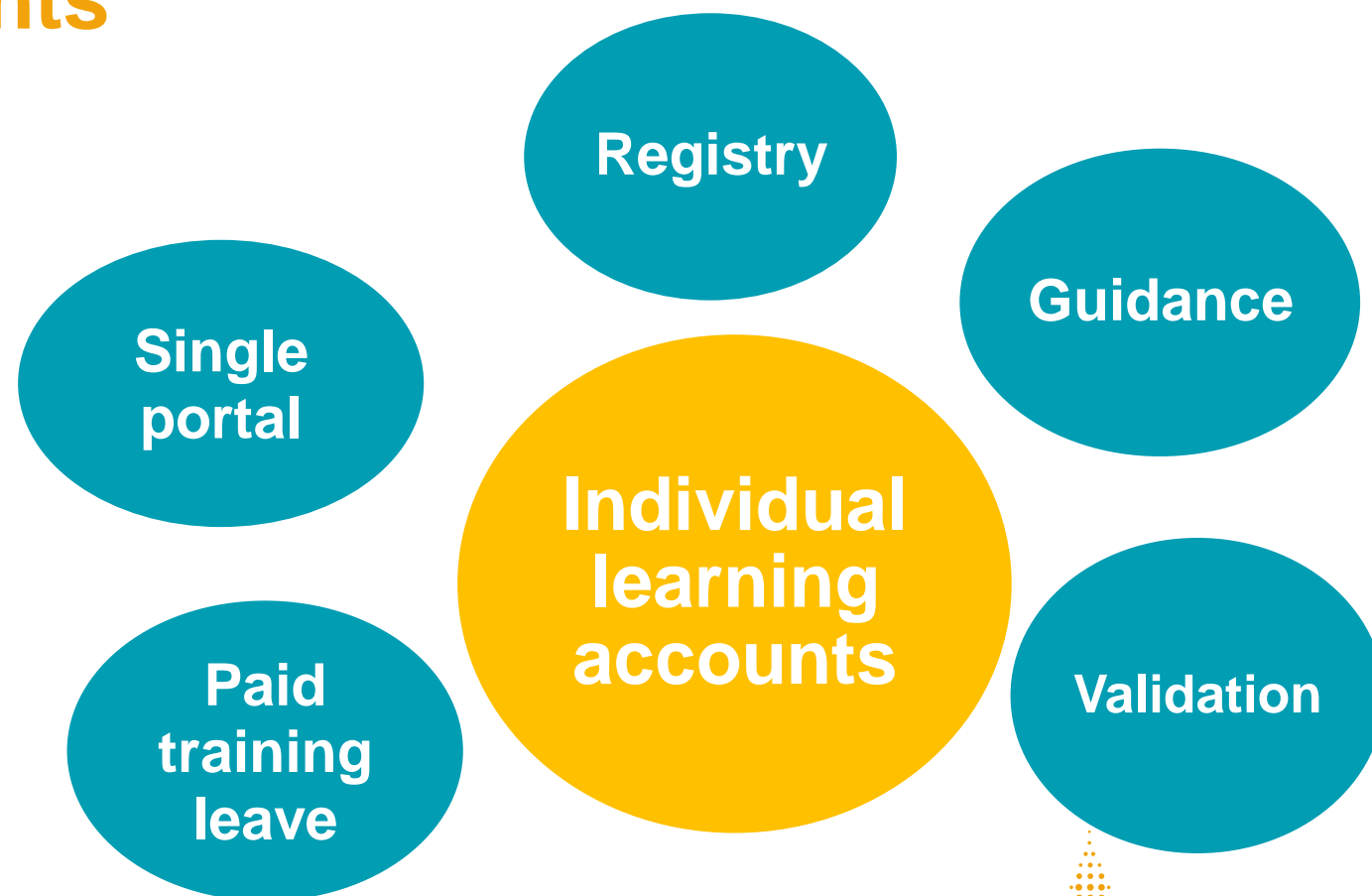
# Individual Learning Accounts

## 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.



# Net Zero Industry Act

*(proposed on 16 March 2023)*

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)



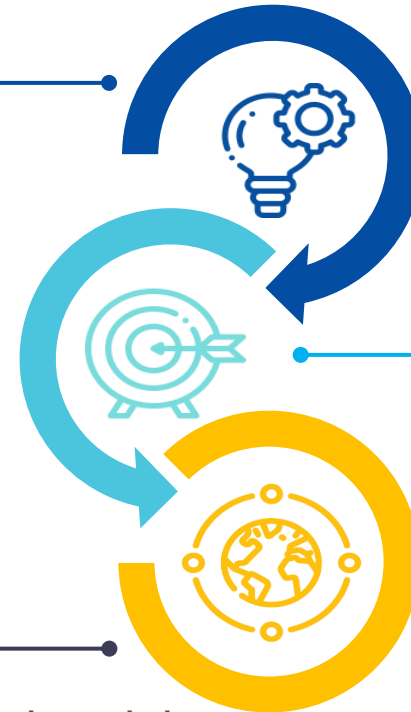
- A **translation grid** for qualifications across countries
- Defined in terms of **learning outcomes** (knowledge, skills, responsibility & autonomy)
- 8-Level reference framework, covering **all types and all levels of qualifications**

## CHALLENGE

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

## WIDER IMPACTS

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



## OBJECTIVES

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



# Validation of non-formal and informal learning (Council Recommendation of 2012)



## European Inventory of Validation of non-formal and informal learning:

- 2004, 2005, 2008, 2010, 2014, 2016, 2018, 2024
- 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)

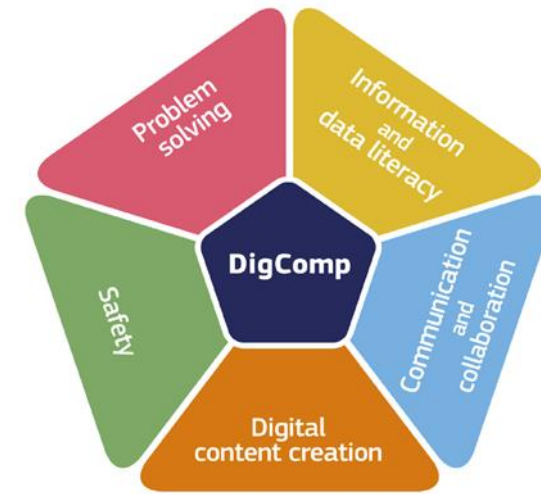
ESCO works as a multilingual dictionary, **describing, identifying and classifying** professional occupations, skills, and qualifications relevant for the EU labour market and education and training.



# 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

## 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

## e-Portfolio

Set of online tools & information to manage every step of your learning and career.

## 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

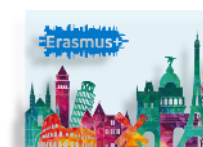
➤ Network of National Coordinators for adult learning





# Funding instruments to support skills policy

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



Thank you!

