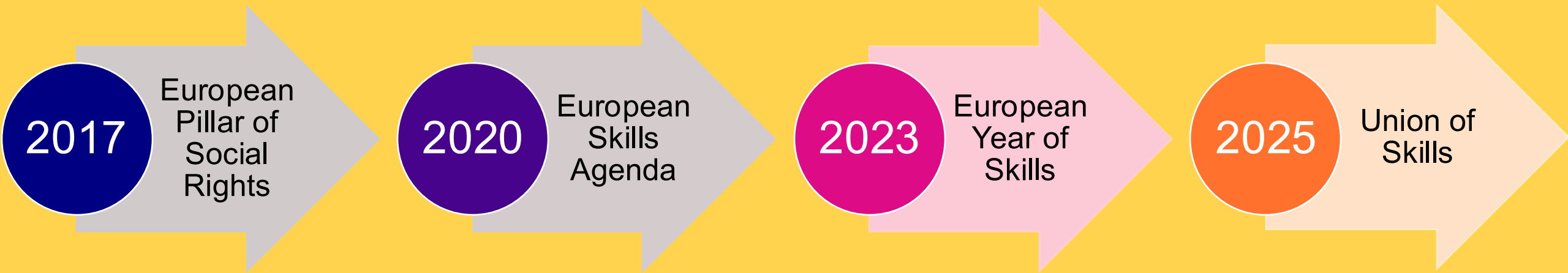


Convergence in Adult Learning and Education (ALE)

Union of Skills in the spotlight

Manuela Geleng, Director for Jobs and Skills, DG EMPL

Policy framework evolution



The Union of Skills



The need for more and better skills

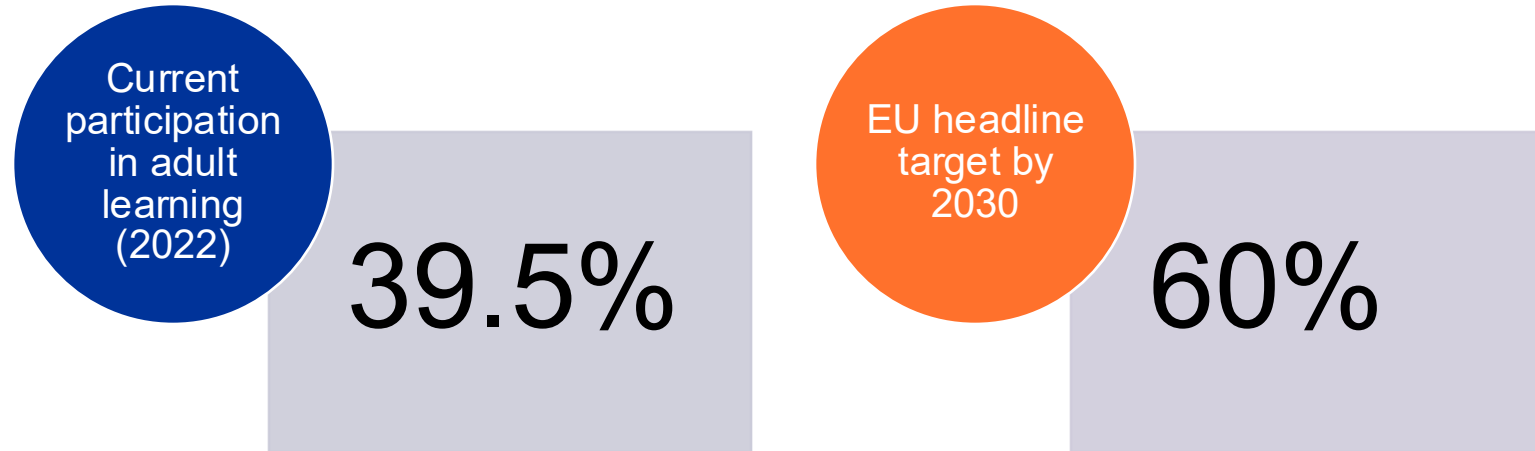
Skill shortages in Europe – the supply of skills does not meet labour market demand in key sectors, both in quantity nor quality.

Speed gap between training and transformation – Education and training systems struggle to keep pace with rapid technological change and evolving skills needs.

Fragmented governance and skills intelligence – Multitude of stakeholders with variety of perspectives and insufficient consolidation and coordination.



Current Adult Learning Challenges in the EU



Economy

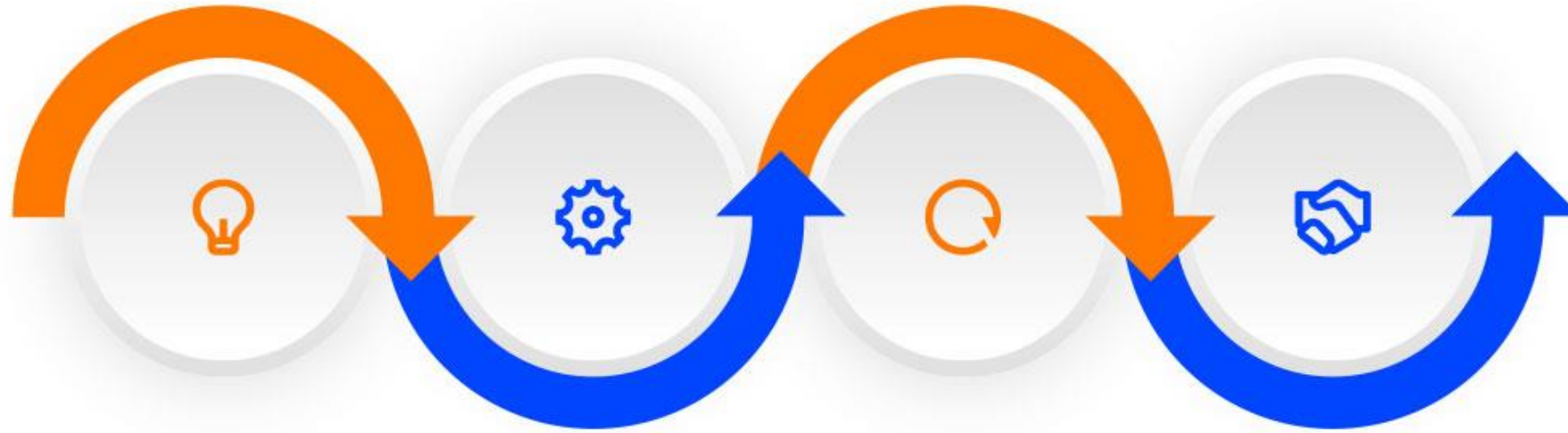
- Significant participation gap to bridge
- Increasing labour shortages and skills gaps across sectors
- Limited public funding availability

Individuals

- Unequal access across demographics
- Lack of motivation, time, financial support, information,...



Union of Skills



Build skills
for quality
lives and jobs

**Upskill and
reskills**
for the digital &
green transition

Circulate skills
across the EU for
competitiveness

**Attract, develop
and retain talent**
for Europe's
future



Upskill and reskill to ensure future-oriented skills

- Support the implementation of Individual Learning Accounts
- Expand the use of micro-credentials
- Pilot a Skills Guarantee for workers
- Reinforced Pact for Skills
- Roll out of targeted EU Skills Academies
- Pilot transnational university-business partnerships for sectors with severe skills gaps
- Expand the European Alliance for Apprenticeships

Governance

Towards a dedicated EU 27 Recommendation on human capital: education and skills in the European Semester

A European Skills Intelligence Observatory: providing the necessary data for well-informed policy

It will provide strategic data and foresight regarding skills needs in concrete sectors and regions, and the performance of education and training systems.

A European Skills High Level Board: driving the change

Bringing together key stakeholders to provide comprehensive, cross-sectoral insights and guidance on skills to EU policy makers.



In a Union of Skills



Everyone is
empowered to
develop skills



Competitive
companies can find
people with the right
skills



Skills and
qualifications are
transparent, trusted
and recognised

get inspired!

