ROAD TO TORINO

Issue 03 | Skills for People



01
FROM POLICY TO OPPORTUNITY: DO SKILLS POLICIES DELIVER FOR PEOPLE?

In our previous edition of Road to Torino, we explored **the role of skills in competitiveness, innovation and investment.**
This month, we turn our attention to the second track of the Torino Global Skills Summit 2026: Skills for People.

How do countries turn education, training and employment policies into real opportunities and tangible benefits for people?

Across Europe and its neighbouring regions, policymakers have invested considerable effort in developing strategies, legislation and programmes to support participation in learning and for all employment.

Yet policy ambition does not automatically translate into results. The Skills for People track focuses on how to bridge the gap between policy design and implementation, asking what it takes to create meaningful opportunities for people throughout their lives.

Why? Because when skills and labour markets are well connected, people can access learning opportunities more easily, adapt to change, move between employment and education, and build sustainable careers. When systems fall short, exclusion grows, opportunities narrow and transitions become more difficult.

02
MAKING ADULT LEARNING A REALITY FOR ALL

Learning is part of our lives, but support for creating opportunities to learn is often thin and not available to all in practice. Meanwhile, new technology, ageing populations and shifting labour markets mean workers, employers and decision makers all need adult learning to keep their skills current and thrive in societies.

Effective adult learning systems depend on coordinated, coherent and consistent strategies, stable and sustainable financing, support services people can easily reach, and strong partnerships between public institutions, employers and learning providers, including civil society.

The payoff goes well beyond individual careers. People flourish, companies stay productive and economies stay competitive when conditions change.

03
LEARNING THROUGHOUT LIFE

The People track explores several interconnected priorities for lifelong learning.

Lifelong learning
Learning can no longer be viewed as something that happens only during the early stages of life or in schools. Adult participation in education and training in formal, non-formal and informal contexts is a priority for all adults, irrespective of their employment status, qualification and skill levels or age.

Upskilling and reskilling
As part of lifelong learning opportunities, adults will increasingly need more opportunities to develop new technical, digital and transversal skills as technologies and occupations evolve.

Outreach and career guidance
Access to timely and high-quality career guidance can help people access and navigate changing labour markets, identify learning opportunities and make informed career decisions.

04
REMOVING BARRIERS TO LEARNING AND WORK

The People track also focuses on how policies can better support those who continue to face barriers to learning and employment.

Young people
Many young people remain outside employment, education or training. High levels of youth inactivity and persistent skills mismatches continue to create long-term challenges for inclusion and participation, impacting competitiveness and cohesion.

Women
Women continue to encounter structural and socio-economic barriers affecting their participation in education, employment and career progression. Persistent inequalities, discriminatory decisions and unequal access to opportunities can limit the full use of skills and talents, leaving an invested human capital untapped and diminishing the economic growth opportunities of countries.

Persons with disabilities
Many countries already have policy frameworks in place, but implementation remains the key challenge. The focus increasingly shifts towards creating accessible services, meaningful employer engagement and sustainable employment opportunities.



05
MAKING SKILLS VISIBLE, COMPARABLE, AND VALUED

As labour mobility expands and learning increasingly takes place across different settings, recognising skills and qualifications becomes more important than ever.

The People track explores how qualifications frameworks, recognition of prior learning, micro-credentials and digital credentials can help make skills visible and comparable across borders.

Questions being explored include:

- How can qualifications frameworks support recognition?
- Can micro-credentials improve skills portability?
- How can digital tools help people document and verify their skills?
- What is needed to make learning outcomes more visible and trusted across countries and labour markets?

When learning is recognised and valued, people, companies and society at large can benefit.

06
SKILLS IN ACTION

The #MySkillsMyImpact video campaign highlights how learning, training and skills development shape people's lives across ETF partner countries. Whether through career transitions, professional growth or new lifelong learning opportunities, these experiences illustrate the real-world impact of skills policies and investments.

Because ultimately, a skills policy is judged by the opportunities it creates for people.

07
JOIN THE CONVERSATION IN TURIN

The Skills for People track brings together policymakers, researchers, practitioners, civil society organisations and international partners to discuss what makes skills policies work in practice. Topics include:

- Lifelong learning systems including upskilling, reskilling and career guidance
- Inclusion, gender equality and youth employability
- Skills mobility and recognition of qualifications

Participants will also work on how to turn policy frameworks into better outcomes for all adults at every stage of life.

08

NEXT STOP: BEYOND GROWTH, SKILLS FOR SOCIETY

Economic competitiveness and individual opportunity are only part of the story.

The next edition of *Road to Torino* explores how skills contribute to social cohesion, democratic participation, governance, recovery and resilience. As preparations for the Summit continue, we turn our attention to the **Skills for Society** track and the wider role of skills in supporting resilient and inclusive societies.

Torino Global Skills Summit 2026
23-25 November 2026
Turin, Italy

Skills for People • Skills for Business • Skills for Society
Participation by invitation only, if you wish to receive an invitation,
write to TorinoSkillsSummit@etf.europa.eu

#TSS26

Find out more:
https://www.etf.europa.eu/en/news-and-events/events/torino-global-skills-summit-2026

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