

# System environment for deepening competences (Upskilling)

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CZECHIA

## Timeline

2019 Implementation 2020 Implementation 2021 Implementation  
2022 Implementation 2023 Completed

ID number 36200

## Background

The national project jointly financed by the ESF reacts to the Council recommendation of 19 December 2016 on Upskilling pathways: new opportunities for adults. The significance and importance of the project is related to the need to support the employability and adaptability of the workforce and to increase the quality of the further education system in the Czech Republic.

## Objectives

The project aims to supplement elements enabling the deepening competences of adult in further education.

## Description

The project is aimed at creating and coordinating a network of further education entities. Within the project, reorganisation of the National register of qualifications (NSK) should take place, consisting of adapting the offer of authorisations to the needs of the labour market and optimising the network of authorised entities that award qualifications, among which are also VET schools. An emphasis will be put on the development of digital competences: educational programmes for the acquisition of digital competences will be created and the PIAAC surveys will be implemented. To support the activities, a network of regional coordinators and platforms will be built in order to connect and support target groups (labour offices and their clients, employers and their employees, schools and education facilities) within the system of further education of adults.

Half of the approximately 1 500 vocational qualifications within the NSK do not have authorised persons and, therefore, it is not possible to obtain these qualifications. The distribution of authorised persons/institutions (awarding bodies) across regions is not optimal. The project seeks to achieve 200 new authorisations.

### 2019 Implementation

The project was planned to start in April 2019, but it was postponed until November

2019. 200 new authorisations for qualifications listed in the NSK were issued, and full-time and e-learning courses for digital jobs were created.

## 2020 Implementation

In the first half of 2020, a network of regional coordinators and platforms was created, which interlinks and provides support to the target groups within the system of further education of adults. The activities of the coordinators were on a large scale, interconnected with the regional offices of the National Pedagogical Institute. An analysis of information sources related to labour market needs in terms of qualifications (workers' qualifications) was carried out; trends in labour market development and their links to vocational qualifications were mapped, and recommendations were made to regional coordinators regarding the selection of schools as potential beneficiaries in the region. Information sources are used for rating vocational qualifications, on which the optimisation will build.

A working version of the methodology for the use of NSK as a tool for tackling the consequences of early school leaving was developed and multiple other studies were carried out; Identified overall trends in labour market development and their links to vocational qualifications, and Industry 4.0 requirements on occupations and links to the NSK vocational qualifications.

In 2020, the key actors were identified, and meetings of authorised entities took place in the regions. There was also a meeting of the platform of authorised entities at national level.

An analysis of employers in the regions was carried out and data collection was performed to identify the needs of employers (1 400 partial reports and a total of 14 summary reports), which will be used in 2021 to elaborate 14 recommendations for optimising the network of authorised entities in each region. The labour market requirements for qualifications and the supply potential in regions are mapped.

The implementation of the PIAAC pilot and main survey was internationally postponed by 12 calendar months due to the COVID-19 pandemic (the end of data collection is planned for March 2023, submission of data to the OECD is planned for autumn 2023). The research team, therefore, revised the PIAAC schedule and prepared an application for a substantial modification in the project in order to secure the collection and transmission of data to the OECD international contractor prior to its completion. The project has been extended until the end of 2023.

Since the end of 2020, works on the test tools and methodology, as well as pilot preparation, have been carried out.

A new website on PIAAC was developed.

In one of its activities, the project also focuses on non-transferable digital competences. The plan is to create, by August 2021, a total of 30 educational programmes in in-person (full time) and e-learning forms, which will focus on digital skills. Participants will be tested at the beginning and at the end of the programme. The pilot for the programmes is prepared, in the course of which 30 lecturers will train and test 180 persons. The programmes created will then be available to the general public. In 2020, 30 areas were selected to be processed into these programmes.

## 2021 Implementation

In 2021, a functional network of regional coordinators was established as well as platforms of awarding bodies and key actors on the labour market. The coordinators provide support to the target groups within the system of further education of adults and interlinks the platforms.

The regional coordinators were mapping employer demand, target groups (needs and potential of citizens) and also the offer of schools and other VET providers acting as authorised persons/institutions awarding bodies for NSK vocational qualifications.

Based on the information received and on other regional and national analyses, draft recommendations for optimising the network of authorised entities for the national system of validation were gradually developed for each of the 14 regions of the country. In 2021, the team of the Upskilling project organised over 120 meetings for key actors, focusing on non-profit organisations and further education projects. Two national platform meetings of authorised entities took place.

A pilot field survey was carried out for the PIAAC survey, data was checked and cleaned and submitted to the international survey coordinator.

## **2022 Implementation**

In 2022, the network of regional coordinators, as well as platforms of suppliers and key actors on the labour market was fully operating. Regional coordinators provided support to target groups within the adult education system and linked platforms of existing and potential awarding bodies.

The demand of target groups, employers, schools and other VET providers acting as authorised bodies/institutions awarding bodies of the National register of qualifications (NSK) is mapped. In 2022 individual draft recommendations for optimizing the network of authorized entities in each of the 14 regions were finalised and discussed with relevant actors. The optimisation process started.

In 2022 the final version of training materials for interviewers was prepared and interviewers were trained. The second pilot field survey for the PIAAC survey was conducted. Main data collection started in September 2022 and will continue until July 2023.

In 2022 overall 30 face-to-face and e-learning courses (including 30 final tests) to acquire a qualification needed for digital jobs (overall 30 jobs) were created and promoted by regional representatives of the Upskilling projects. 30 lecturers were trained to provide these courses. Courses will be open in spring 2023.

## **2023 Completed**

The optimisation of the network of authorised entities, that award vocational qualifications, was completed, resulting in 220 new authorisations, bringing the total number of authorised entities to approximately 1174. To assess the functionality of the optimized network, 360 participants, including representatives from the branches of the Czech Labour Office's client base, conducted pilot activities. These activities included regional assessments that mapped employer demand for vocational qualifications, the supply of authorised persons/educators, and the potential of citizens to obtain qualifications. The pilot results helped the creation of 14 regional recommendations outlining concrete steps to optimise the network. Each recommendation reflects regional specificities and addresses employer demand, educator supply, and the potential of target groups to participate in vocational training.

Full-time and e-learning courses for digital jobs were developed, and 30 lecturers received training and certification to deliver them. Courses were launched for public in 2023. The final adjustments of the 30 educational programmes were carried out on the basis of piloting and recommendations were prepared for individual regions.

PIAAC main data collection concluded on July 31, 2023 along with 5 058 completed interviews. International data quality checks and interviewer reviews were conducted; the final data files and documentation were submitted to the international research coordinator, and outstanding questions were resolved. Data collection (1 September, 2022 - 31 July, 2023) concluded with the submission of national data for international processing on August 31, 2023 (after international control and cleaning, the final dataset contains 5 056 complete interviews). The national report, "International Research on Adults PIAAC: National Report from the Implementation of the 2nd Cycle," details the research project's implementation (questionnaire development, data collection, national data processing).

The project was concluded with a final conference on November 7, 2023.

## Bodies responsible

- Ministry of Labour and Social Affairs
- Ministry of Education, Youth and Sports
- National Pedagogical Institute of the Czech Republic

## Target group

### Learners

Young people (15-29 years old)  
Adult learners  
Older workers and employees (55 - 64 years old)  
Low-skilled/qualified persons

### Education professionals

Adult educators

### Entities providing VET

Companies

## Thematic categories

### Governance of VET and lifelong learning

Establishing and developing skills intelligence systems

### Modernising VET offer and delivery

Acquiring key competences

### Transparency and portability of VET skills and qualifications

Comprehensive national qualification frameworks

### Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

## Subsystem

CVET

## Further reading

[The project website](#)

[The website on PIAAC \(in Czech\)](#)

## Related policy developments

2024 Implementation

## National Coalition for Digital Skills and Jobs (DigiKoalice)

In October 2016, the National Coalition for Digital Skills and Jobs (DigiKoalice) was established by the Ministries of Education, Labour and Social Affairs, Industry and Trade, the Office of the Government, and the Czech ICT Alliance, as part of the digital education strategy.

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### Type of development

Strategy/Action  
plan

### Subsystem

IVET CVET

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