

# Support for adults acquiring key competences

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 ROMANIA

## Timeline

2019 Implementation

2020 Implementation

2021 Completed

ID number 28518

## Background

In Romania, the number of people employed with a low level of qualification and/or with a low level of basic skills (writing/reading, maths and digital skills) has remained almost unchanged in recent years. In addition, participation in adult education has reduced and is decreasing (1.2% in 2016, 0.9% in 2018).

Nearly 2.4 million adults (or 21.5% of adults aged 25-64) had only a low level of education attainment in 2017. The share of low-qualified adults in employment (55.6%) was similar to the EU average of 56.8%.

Access and participation of low-skilled adults in education and training is still a challenge. Active labour market policies aim to bring the unemployed as quickly as possible into the labour market, but they do not always offer flexible and personalised opportunities for updating skills.

Few policies address the need to upgrade the skills of those who already have a job.

## Objectives

To improve the level of literacy, numeracy and digital skills of adults (the unemployed, employees and the inactive) with a low level of education and training and/or help them acquire at least an EQF level 1 qualification.

## Description

The 2015-20 lifelong learning strategy addressed the acquisition and validation of key competences that help early leavers from education to find jobs. The measures included revision of the validation methodology, quality assurance and training of staff in assessment centres of prior learning. The allocated financing allowed 45 000 adults to acquire key competences.

In order to facilitate access to upskilling for low-qualified adults, the labour ministry introduced EQF level 1 qualifications to the national qualifications framework, including six-month apprenticeship programmes, and developed a list of elementary occupations.

The National Agency for Employment has modified the unemployment profiling

methodology to support the identification of low-skilled adults.

Since 2018, the National plan for vocational training of the National Agency for Employment has included compulsory courses in each county for acquiring key competences for people with a low level of education and vocational training or without a qualification.

From 2018, the levels of the national qualifications framework have been mentioned in diplomas.

### **2019 Implementation**

In 2019, the National Qualifications Authority (ANC) launched the project Increasing the administrative capacity of the ANC and Ministry of Labour and Social Protection through systematisation and legislative simplification in the field of qualifications. The project aimed to make the National qualifications register operational, through the correlation of qualifications with the Romanian classification of occupations (COR) and with the national qualifications framework (CNC/NQF) by elaborating/revising 250 occupational standards. The project also started elaborating the regulatory proposal on the types of standards required in VET in Romania.

In 2019, ANC together and the labour ministry initiated an important action related to the need to acknowledge and introduce clearer description for level 1 qualifications in the NQF. These were approved together with the occupational standards.

### **2020 Implementation**

The labour ministry and ANC offered training on key competences (basic competences necessary for level 1 EQF qualifications) of adults, including digital literacy and occupation-specific training. They also facilitated the development of other training programmes for more than 35 000 managers / entrepreneurs and the human resources' staff.

In 2020, a new project ReCONNECT was approved in order to adapt the initial and continuing training offer to labour market requirements.

### **2021 Completed**

In 2021, the labour ministry consulted the education ministry and the National Authority for Qualifications in its analysis of labour demand. The analysis pointed out that, since initial VET programmes are longer in duration (3 to 4 years) and grant EQF level 3 qualification, adults need a solution to acquire basic competences (EQF level1) through CVET training programmes. These are authorised and monitored by the labour ministry. The labour market was strongly challenged by the pandemics and so training course topics cover the dynamics of the labour market.

Mechanisms and tools helping to adapt to changes were being developed through the ReCONNECT project, jointly implemented by IVET and CVET stakeholders, with the aim of creating an integrated mechanism for anticipation, monitoring, labour market assessment and education. This should ensure the anticipation of labour market demand, in accordance with existing need.

## **Bodies responsible**

- Ministry of Education
- Ministry of National Education (until 2021)
- Ministry of Labour and Social Solidarity
- Ministry of Labour and Social Protection (until 2021)
- National Qualifications Authority (ANC)
- National Agency for Employment (ANOFM)

# Target group

## Learners

Young people not in employment, education or training (NEETs)  
Learners with migrant background, including refugees  
Learners at risk of early leaving or/and early leavers  
Adult learners  
Older workers and employees (55 - 64 years old)  
Unemployed and jobseekers  
Persons in employment, including those at risk of unemployment  
Low-skilled/qualified persons  
Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

## Education professionals

Trainers  
Adult educators  
Guidance practitioners

## Entities providing VET

Companies  
Small and medium-sized enterprises (SMEs)  
VET providers (all kinds)

## Other stakeholders

Social partners (employer organisations and trade unions)

# Thematic categories

## Modernising VET offer and delivery

Acquiring key competences

## Transparency and portability of VET skills and qualifications

Comprehensive national qualification frameworks  
Learners' possibilities of accumulation, validation and recognition of learning outcomes acquired non-formally and informally

## Supporting lifelong learning culture and increasing participation

Ensuring equal opportunities and inclusiveness in education and training

# Subsystem

CVET

# Further reading

[Apprenticeship law](#)

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[The 2018 ministerial order approving the list of elementary occupations for which level 1 qualification programmes can be organised](#)

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[Modification of the Classification of occupations in Romania](#)

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[Modification of NQF: introducing level 1 \(2018\)](#)

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## Related policy developments

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### 2025 Implementation

#### National strategy for employment 2021-27

The National strategy for employment 2021-27 outlines an integrated vision of labour market demand and supply policies.

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##### Type of development

Strategy/Action plan

##### Subsystem

IVET CVET

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### 2025 Implementation

#### Transferable credit system

The development of the transferable credit system includes methodology for granting transferable credits for the professional training of adults including categories of skills to be considered for certification of competences: key, technical and occupation-related.

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##### Type of development

Regulation/Legislation

##### Subsystem

CVET

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### 2025 Approved/Agreed

#### Developing mechanisms for recognition of prior learning

In 2018, the regulatory framework for validation and recognition was revised with a view to introducing QA measures for validation and recognition.

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##### Type of development

Regulation/Legislation

**Subsystem**

IVET CVET

**2021 Completed****The 2016-20 VET strategy**

The strategy for education and vocational training in Romania for 2016-20 was adopted in 2016 (government Decision No 317 on 27 April 2016).

 ROMANIA**Type of development**Strategy/Action  
plan**Subsystem**

IVET CVET

**2021 Completed****Lifelong learning strategy 2015-20**

Lifelong learning strategy 2015-20 was adopted in 2015. It addressed the need for strengthening partnerships between VET providers and enterprises, to increase the quality and labour market relevance of VET.

 ROMANIA**Type of development**Strategy/Action  
plan**Subsystem**

CVET

**2025 Implementation****Referencing the national qualifications framework to EQF**

The Romanian national qualifications framework was referenced to the EQF in April 2018 and the next revision of the referencing report is foreseen to take place in 2023.

 ROMANIA**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

“ … ” **Cite as**

Cedefop, & ReferNet. (2026). Support for adults acquiring key competences: Romania. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28518>