

National strategy for adult training 2024-27

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 ROMANIA

Timeline

2024 Implementation 2025 Implementation

ID number 47440

Background

Adult participation in learning in Romania is low compared to the EU average.

Objectives

To increase the share of adults participating in lifelong learning to 12% by 2027 through more and better formal, non-formal and informal learning, including:

- (a) strengthening the role of partners and partnerships in supporting and developing the strategic framework for adult professional training;
- (b) improving personalised and tailored learning offers;
- (c) facilitating adults' access to lifelong learning by promoting a stronger learning culture;
- (d) strengthening the quality of the adult training system and fostering inclusion and social equity in lifelong learning;
- (e) developing green and digital skills of adults.

These objectives are in line with EU agenda on cooperation in education and training and the EU funding priorities.

Description

The Ministry of Labour and Social Solidarity has drafted the National strategy for adult training 2024-27. The strategy was approved by the Government in December 2023. The strategy development was co-financed by the EU (Erasmus+). During the design phase, the labour ministry consulted employers, professional training providers, social partners, regional employment agencies, and NGOs.

The cooperation pillar of the strategy focuses on updating legislation and strengthening the role of partnerships in adult training, alongside capacity building for training providers.

The personalised learning pillar promotes flexible learning pathways, individual learning accounts, enhanced career management services, and incentives for employers and training providers.

The learning culture pillar aims to raise awareness among adults about the benefits of

lifelong learning. It includes modularising training programmes, operationalising transferable credits, introducing new assessment tools, and expanding services to recognise previously acquired skills. It also provides incentives for adult learners. The quality, inclusion, and social equity pillar supports teacher, instructor, evaluator, and specialist training. It promotes learner and trainer mobility, incentives for vulnerable groups, and the development of quality assurance systems for training providers.

The strategy also foresees that green and digital skills will be embedded in all training programmes and occupational standards, with an expanded provision of these programmes.

The action plan(s) will support the implementation of the strategy.

2024 Implementation

The 2024 action plan was approved by the Minister for Labour and Social Solidarity, focusing on improving the legal framework for sectoral committees, ensuring regular data collection from training institutions, and piloting individual learning accounts.

The plan also foresees a national study on career management systems, the use of transferable credits, improved career guidance, counselling, skills evaluation, and tailored training for individuals with low or no formal education as well as other initiatives.

In 2024, the legal frame for the National Council for Adult Vocational Training (Law 132/1999) was submitted to the Parliament. Individual learning accounts (ILA) implementation project's fiche was submitted to the Ministry of Investments and European Projects for evaluation.

Training was organised for farmers (3 796, digital skills and best practices), for the national employment agency employees (counselling, career guidance, empowering adults, (up)skilling measures), and for adults, including low skilled-adult to help them find jobs (literacy, numeracy, digital and green skills).

2025 Implementation

The 'Making adults empowered by skills training in Romania (MAESTRO)' Erasmus+ project was launched in 2024. The project has raised awareness among stakeholders about the need for lifelong learning, current trends, and opportunities in adult training. This was achieved through national and regional conferences involving ministries, adult training agencies, providers, social partners, and non-governmental organisations.

Bodies responsible

- Ministry of Labour and Social Solidarity
- Ministry of Education
- National Centre for TVET Development (CNDIPT)
- National Qualifications Authority (ANC)
- National Agency for Employment (ANOFM)
- Ministry of Economy, Entrepreneurship and Tourism
- Ministry of Agriculture and Rural Development
- Ministry of European Investments and Projects
- National Institute for Scientific Research in the Field of Labour and Social protection (INCSMPS)

Target group

Learners

Young people (15-29 years old)
Young people not in employment, education or training (NEETs)
Learners with migrant background, including refugees
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

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)
National, regional and local authorities

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies
Engaging VET stakeholders and strengthening partnerships in VET

Transparency and portability of VET skills and qualifications

Using EU transparency tools (EQF, Europass, ESCO, ECTS, ECVET principles)
Learners' possibilities of accumulation, validation and recognition of learning outcomes acquired non-formally and informally

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning
Providing for individuals' re- and upskilling needs
Lifelong guidance
Ensuring equal opportunities and inclusiveness in education and training

European and international dimensions of VET

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Subsystem

CVET

Further reading

Government, & Ministry of Labour and Social Solidarity. (2023). National strategy for adult training 2024-27, (based on Government Decision No. 1341/23.12.2023)

Government Decision No 1341_December 29, 2023, Approval of the National Strategy for Adult Training 2024-27

Government, & Ministry of Labour and Social Solidarity. (2023). National Strategy for Adult Training 2024-27 - plan of action

Romanian Parliament. (2023). Law no. 132/1999 - (*republished*) on the establishment, organisation and functioning of the National Council for Adult Vocational Training

Related policy developments

2025 Design

Individual learning accounts

The pilot implementation started in the construction sector.

 ROMANIA

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

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.

 ROMANIA

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

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

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.

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Type of development

Regulation/Legislation

Subsystem

IVET CVET

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

2025 Design

Developing a methodology for quality assurance in CVET

Since 2017, the labour ministry has taken over the coordination of authorising vocational training providers and started drafting the legislation on quality assurance in adult learning.

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Type of development

Regulation/Legislation

Subsystem

CVET

“ ... ” **Cite as**

Cedefop, & ReferNet. (2026). National strategy for adult training 2024-27: 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/47440>