



Inclusive participation in CVET

Cedefop Brussels seminar
15 November 2021, 10.00-12.30 (CET), Brussels, Belgium

General information

Organiser Cedefop
In cooperation with The Slovenian Presidency of the Council of the EU

Venue Online

Participant profile Brussels-based stakeholders from the Permanent Representations of Member States to the EU, European Commission, the European Parliament, European business and sector associations, trade union and employee organisations

Working language English

Cedefop, together with the Slovenian Presidency of the Council of the EU, has the pleasure to invite you to the 11th Cedefop Brussels seminar. Organised in cooperation with the rotating EU Presidency, these seminars build on Cedefop's research and analyses and address issues relevant to European debates on vocational education and training (VET), skills and employment.

Focus of the seminar

The 11th Brussels seminar will present Cedefop's research activities related to the overarching theme of inclusive participation in skill development, with a special focus on continuing VET (CVET).

Inclusive participation in CVET

Participation in CVET, and lifelong learning more generally, remains too low, with the EU risking not reaching the new policy targets for 2030 set in the [New European skills agenda](#) and in the [European pillar of social rights action plan](#). Achieving high-quality and inclusive CVET has been recognised as one of the priority objectives of the next decade ⁽¹⁾, a policy objective called for by Cedefop and the ETF in their joint [position paper setting forward the key challenges and opportunities for the next decade](#). Ensuring that all adults have opportunities to update their existing skills continuously and acquire new ones, calls for a systemic and strategic approach to lifelong skill development sustained by well-functioning and modern CVET systems, which are able to reach out and engage all adults in CVET.

Translating needs into actual demand and participation for both individuals and companies remains challenging. On the individuals' side, Cedefop's latest opinion survey on adult learning (AL) and CVET shows that participation in AL and CVET is low, not because they are unattractive

⁽¹⁾ See: [Osnabrück Declaration on vocational education and training as an enabler of recovery and just transitions to digital and green economies](#), endorsed on 30 November 2020 and the [Council Recommendation of 24 November 2020 on vocational education and training \(VET\) for sustainable competitiveness, social fairness and resilience 2020/C 417/01](#).

learning options, but due to a lack of incentive, and difficulty for individuals to identify specific training needs and associate training with a concrete exchange value on the labour market.

Increasing participation in AL and CVET, therefore, relies on the capacity of CVET systems to engage with adults at individual level and offer them the right support and mix of incentives, leading to a training offer aligned with their interests and needs that is of value to the labour market. Participation also depends on a system's capacity to reach out to those who currently engage least in learning (those from poorer backgrounds, in vulnerable labour market positions, in old age and with lower educational attainment are particularly at risk of exclusion). Use of outreach, guidance, validation and non-financial and financial support in an integrated approach is becoming increasingly important against the challenge of attaining higher and inclusive participation in CVET and AL.

Efforts to increase individuals' participation in CVET and AL will not reach the desired results if employers' role – as both providers and consumers of CVET – is not properly acknowledged and encouraged. One of the implications of today's rapid technological, demographic and social changes, however, is that the internal benefits of VET (the private returns on training), are increasingly understated by workers and employers. It is usually the individual or the company who identifies a need for CVET but, in a rapidly changing economy and labour market, workers have little incentive to invest in new job-specific skills as they might need, or decide, to leave their current job soon. Employers also have little incentive as it may be less costly to automate jobs and tasks rather than train workers, or because once trained, employees may leave in pursuit of better career opportunities. It follows that inclusive participation in CVET cannot be realised without employers' participation and the right incentives.

Last but not least, in July 2021, the Slovenian Presidency of the Council of the EU put forward a new European agenda for adult learning until 2030 (NEAAL 2030), to be adopted on 29 November 2021 by the Education Ministers of the EU Member States. NEAAL 2030 takes a holistic approach to adult learning, aiming to cover all adult population and all types of knowledge, skills and competences, to support adults so they can thrive in the labour market and in society. This strategic document for adult learning emphasises the 60% EU-level target of adult participation in learning by 2030, and underlines the need for a holistic, inter-sectoral approach to adult learning through effective coordination at European, national, regional and local levels.

Seminar objectives

Drawing on Cedefop research, participants will learn more about NEAAL 2030 and discuss:

- trends and characteristics of participation of adult population in education and training in the EU, taking into account different national contexts and population groups;
- integrated support measures and incentives for individuals aimed at increasing inclusive participation in CVET;
- the role of employers in increasing inclusive participation in CVET: creating the necessary incentives for employers to invest and participate in skill development.

More information on Cedefop research and access to publications:

[Adult learning and continuing vocational training](#)

[2nd Cedefop opinion survey on VET](#)

[Lifelong guidance](#)

[Financing training](#)

[Validation of non-formal and informal learning](#)

[Apprenticeships in work-based learning](#)

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PROGRAMME
Monday, 15 November 2021

9.30-10.00 Accessing the event platform – technical check

10.00-10.30 Welcome

Moderator: Antonio Ranieri, Head of Department, Cedefop

- Nataša Kranjc - Director General, Upper secondary, short-cycle higher vocational and adult education, Slovenian Ministry of Education
- Jürgen Siebel – Executive Director, Cedefop
- Alison Crabb – Head of Unit, European Commission

10.30-11.00 Setting the scene: enabling adult participation in CVET

- New agenda for adult learning 2030 – Luka Živić, Chair of the Education Committee, Slovenian Presidency of the Council of the EU
- Lidia Salvatore - Expert, Cedefop

11.00-11.45 Towards integrated policies: enabling individual learning and supporting company training

Presentation of Cedefop research followed by Q&A and discussion involving the whole audience.

- Patrycja Lipinska, Ernesto Villalba-Garcia and Cynthia Harrison Villalba, Cedefop experts
- Q&A and discussion

-----10-minute break-----

11:55-12:30 Panel discussion with European stakeholders: the role of employers in increasing participation in CVET

Moderator: Mara Brugia, Deputy Director, Cedefop

- Robert Plummer, BusinessEurope
- Agnes Roman, ETUC
- Felix Rohn, European Commission

-----End of the seminar-----