



Adult learning Spotlight on investment

Brussels, 12 - 13 December 2012



DRAFT AGENDA

ON THE EVE, 11 DECEMBER 2012

19.00 Dinner with speakers, moderators, CEDEFOP, DG EAC (at Tasso restaurant)

1ST DAY – WEDNESDAY, 12 DECEMBER 2012

09.30-10.00 Registration

PLENARY SESSION

10.00-10.20 **Welcome and introduction**

- Jan Truszczyński, DG-Education and Culture, European Commission
- Christian Lettmayr, Cedefop

10.20-10.40 **Workplace training: Facts, Problems and PoliciesG**

- Giorgio Brunello, Member of EENEE, University of Padova, Italy

10.40-11.50 **Why invest in adult learning?**
Panel discussion

Chair: Geoff Fieldsend, GHK

- Carolyn Medel-Anonuevo, Unesco Institute for Lifelong Learning
- Gregory Wurzburg, OECD senior economist - retired
- Andy Green, Institute of Education, University of London, UK
- Giorgio Brunello, Member of EENEE, University of Padova, Italy

11.50-12.30 **Financing and benefits of education and training for adults in Europe**

- Patrycja Lipińska, Cedefop
- Giovanni Russo, Cedefop

12.30 – 14.00 Lunch

14.00 – 17.00 **Parallel workshops**
(including coffee break)

19.00 **Dinner (at HUSA Hotel)**

2ND DAY – THURSDAY, 13 DECEMBER 2012

PLENARY SESSION

9:00 – 11:30 Parallel workshops

11.30-12.00 Coffee break

12.00 – 13.15 **Future challenges and necessary steps**
A panel discussion and wrapping up the workshops

Chair: Pascaline Descy, Cedefop

- Dana Bachmann, DG Education and Culture, European Commission
- Albert Tuijnman, the European Investment Bank
- Karen Roij, BusinessEurope
- Rossella Benedetti, ETUC
- Leila Kurki, European Economic and Social Committee
- Gina Ebner, European Association for the Education of Adults

13.15 – 13.30 **Closing speech**

- António Silva Mendes, DG Education and Culture, European Commission

13.30 – 14.30

Lunch

WORKSHOPS

1ST DAY – WEDNESDAY, 12 DECEMBER 2012

WORKSHOP 1: Benefits of training for companies and individuals

Description: This workshop will focus on the direct benefits of training for individuals and firms. The focus will be on the wider benefits from training (non-monetary benefits such as health status and satisfaction with different facets of life) because monetary returns are generally well understood. The workshop will also investigate the extent to which benefits of training arising from improved interaction among workers (and between workers and management) could be harnessed to deliver productivity gains.

Moderator: Giovanni Russo, Cedefop

Rapporteur: Ernesto Villalba-García, Cedefop

14.00-17:00

Benefits of training for individuals

Ricardo Sabates, International Education & Development, University of Sussex, UK

Benefits of training for companies

Terence Hogarth, Institute for Employment Research, University of Warwick, UK

Country example: Austria

Petra Völkerer, Chamber of Labour, Vienna

WORKSHOP 2: Adult learning funded by public authorities

Description: This workshop will have a look at adult learning funded by public authorities with a specific view on the provider side, second chance provisions and low skilled and older workers. The focus will be on key data relating to public funding of adult learning and national policy trends and developments on financing adult learning.

Moderator: Geoff Fieldsend, GHK

Rapporteur: Nicholas Fox, consultant, UK

14.00-17:00

Financing Adult Learning - a systemic perspective with a specific view on learning providers and second- chance education

Dieter Dohmen, FiBS, Institute of Education and Socio-Economic Research (FiBS), Germany

Country example: Slovenia

Emma Perme, Ministry of Education, Science, Culture and Sport

The role of ESF in promoting participation of low-skilled and older workers

Sigfried Caspar, DG Employment, Social Affairs and Inclusion, European Commission

WORKSHOP 3: Heterogeneity of cost-sharing systems – structures and objectives

Description: This workshop will look at composition of cost-sharing instruments (such as training funds, tax incentives, loans, vouchers, grants, payback clauses and training leave) in different European countries. It will discuss how (through existing financial and regulatory arrangements) countries support employers' training needs and individuals' learning needs.

Moderator: Susan Densley, GHK

Rapporteur: Simonas Gausas, Visionary Analytics, Lithuania

14.00-17:00

Cost sharing arrangements in EU countries

Ramona David Craescu, Cedefop

Country example: France

Pierre Courtioux, EDHEC Business School

Country example: Italy

Luisa Daniele, ISFOL

WORKSHOP 4: Levying and leveraging private financial resources in the newer EU Member States

Description: This workshop will discuss the prevailing mechanisms in the newer EU Member States in increasing private investments in education and training: national training funds and grants for companies. It will examine the ESF's role of ESF in shaping the financial arrangements.

Moderator: Kim Stafford, GHK

Rapporteur: Donatas Pocius, Public Policy and Management Institute, Lithuania

14.00-17:00

Patterns of investment in newer EU Member States

Rimantas Dumcius, Public Policy Management Institute, Lithuania

Country example (training fund, levy-grant scheme): Cyprus

George Panayides, Human Resource Development Authority

Country example (grants): Slovakia
Juraj Vantuch, Slovak National Observatory of VET

2ND DAY –THURSDAY, 13 DECEMBER 2012

WORKSHOP 5: Benefits of learning

Description: This workshop will consider different types of non-monetary benefits at country level (macro level). It will explore various ways in which VET generate such benefits. Country level is relevant for policy because its total value of benefits (value of benefits for the whole society) is larger than the sum of benefits accruing to individuals investing in VET. Innovation is a case in point.

Moderator: Giovanni Russo, Cedefop
Rapporteur: Ernesto Villalba-Garcia, Cedefop

9:00-11:30

Social benefits of learning
John Preston, Cass School of Education and Communities, University of East London, UK

Innovation: workplace organisation and training
Ernesto Villalba-Garcia, Cedefop

WORKSHOP 6: Training funds

Description: This workshop will discuss the look at heterogeneity of training funds in terms of organisational models and methods of disbursement of financial resources. It will look at consider effectiveness of training funds in overcoming the barriers to investment and participation in education and training (such as poaching).

Moderator: Kim Stafford, GHK
Rapporteur: Peter Szovics, The Institute of Banking Education of the National Bank of Slovakia

9:00-11:30

Training funds in Europe, with a focus on Spain
Iñigo Issusi, IKEI, Spain

Training funds Efficiency: and impact
Philip Ammerman, Navigator Consulting Partners LLP, Greece

Country example: the Netherlands
Arjan van der Meijden, Center for Expertise in Vocational Education and Training (ECBO)

WORKSHOP 7: Paid educational/training leave and payback clauses - Regulations and practices

Description: This workshop will discuss the potential of two regulatory instruments: paid educational/training leave and payback clauses. First, it will look at the role of paid educational/training leave in overcoming time and financial constraints – the main barriers preventing adults from participating in education and training. It will also investigate different forms of implementing the right to paid training leave depending on national conditions. Second, it will reflect on the role of payback clauses in reducing companies' uncertainty about returns to their investment in training their employees. However, it will look at the instrument not only as a safeguard for employers (preventing poaching) but also for employees (who through contractual retention period may feel more secure about continuity of employment after training).

Moderator: Geoff Fieldsend, GHK
Rapporteur: Nicholas Fox, consultant, UK

9:00-11:30

Paid educational/training leave and payback clauses in Europe
Patrycja Lipińska, Cedefop

Country example (paid training leave): Austria
Robert Jellasitz, Federal Ministry of Labour, Social Affairs and Consumers Protection

Country example (payback clauses): UK
Nicholas Fox, consultant, UK

WORKSHOP 8: Subsidy-based schemes and loans – Empowering individuals

Description: This workshop will investigate two mechanisms targeted at individuals: subsidy-based mechanism (such as vouchers, individual learning accounts) and loans. The session will discuss how effective vouchers are in reaching different groups underrepresented in education and training. Further, it will discuss how to increase the role of loans for continuing education and training of adults.

Moderator: Susan Densley, GHK
Rapporteur: Ingo Rollwagen, Deutsche Bank Research, Germany

9:00-11:30

Vouchers and loans in Europe
Ramona David Craescu, Cedefop

Country examples (vouchers/ILA): Austria
Michael Tölle, Chamber of Labour, Vienna

Country example (loans): UK
Mick Fletcher, consultant