

#UpskillingPathways

# A VISION FOR THE FUTURE

## Policy Learning Forum **ON UPSKILLING PATHWAYS**

**7-8 February 2018**

EESC | JDE building Rooms 60, 61, 62 | Rue Belliard 99, Brussels



**CEDEFOP**

European Centre  
for the Development  
of Vocational Training



**European Economic and Social Committee**

## 9.00-10.00 Registration

### 10.00-10.20 Room 62

#### Welcome and introduction

- Carlos Trindade, President of the EESC Labour Market Observatory (LMO)
- Antonio Ranieri, Head of Department for learning and employability (DLE), Cedefop
- Dana Bachmann, Head of Unit, VET, Apprenticeships and Adult Learning, European Commission

### 10.20-11.15 Room 62

#### Setting the scene: evidence from Cedefop's work

Chair: Antonio Ranieri, Head of Department for learning and employability (DLE), Cedefop

- Mapping low-skilled adults in the EU
- Prevention and early intervention
- Outreach and guidance
- Upskilling adults through work-based learning
- Validation and recognition of all learning

## 11.15-11.45 Coffee break

### 11.45-13.00 Room 62

#### Defining upskilling pathways – Different perspectives

Chair: Tatjana Babrauskienė, Chair of Cedefop's Governing Board

Presentations by:

- Erik Hess, Assistant Head of Division, Federal Ministry of Education and Research, Germany (BMBF)
- Christa Schweng, Vice-president of the EESC Section for Employment, Social Affairs and Citizenship (SOC) (Employers' Group, Austria)
- Agnes Roman, Adviser, European Trade Union Confederation (ETUC)
- Gina Ebner, Secretary General, European Association for the Education of Adults (EAEA)

*Plenary discussion on the vision and approach to upskilling pathways in participants' national context*

## 13.00-14.30 Lunch

### 14.30-18.00 (including coffee break at 16.30)

Parallel sessions:

#### Challenges in design and implementation of upskilling pathways

Participants will be divided into three groups (1, 2, 3) to discuss each of the three upskilling pathway steps. Each session (A, B, C) will include a country case presentation.

The three groups will rotate through each parallel session for an hour. At the end of the sessions, all groups should have discussed all three upskilling pathway steps. Group numbers can be found on participant badges and list.

**Parallel session A**

Outreach, guidance and skills assessment

**Room 60**

**Group 1: 14.30 – 15.30**

**Group 2: 15.30 – 16.30**

**Group 3: 17.00 – 18.00**

Chair: Pedro Moreno da Fonseca, Cedefop

Rapporteur: Alexia Samuel, European Commission

Presentation: Hester Smulders, Senior researcher, ecbo, the Netherlands

**Parallel session B**

Tailored training and work-based learning

**Room 61**

**Group 2: 14.30 – 15.30**

**Group 3: 15.30 – 16.30**

**Group 1: 17.00 – 18.00**

Chair: Ramona David Craescu, Cedefop

Rapporteur: Lidia Salvatore, Cedefop

Presentation: Kurt Schmid, Senior researcher, ibw, Austria

**Parallel session C**

Validation and recognition

**Room 62**

**Group 3: 14.30 – 15.30**

**Group 1: 15.30 – 16.30**

**Group 2: 17.00 – 18.00**

Chair: Ernesto Villalba, Cedefop  
Rapporteur: Irene Psifidou, Cedefop

Presentation: Sveinn Aðalsteinsson, Managing Director, and Fjóla María Lárusdóttir, Project manager, Education and Training Service Center, Iceland

## Thursday, 8 February 2018

**9.00-9.30**

**Registration**

**9.30-11.15**

**Room 62**

**Summary of parallel sessions and discussion on connecting the three steps**

Chair: Martina Ni Cheallaigh, European Commission

- Alexia Samuel, European Commission
- Lidia Salvatore, Cedefop
- Irene Psifidou, Cedefop

Plenary discussion on connecting the three steps

**11.15-11.45**

**Coffee break**

**11.45-12.45**

**Room 62**

**Upskilling pathways for adults from a global and local perspective**

Chair: Indre Vareikytė, EESC, Member of the European Economic and Social Committee (Various Interests Group representative, Lithuania)

Presentations by:

- Gianni Bocchieri, Director General and Giuseppe Di Raimondo Metallo, Deputy Director, Directorate General for Education, Training and Labour, Lombardy Region
- Margarete Sachs-Israel, Chief Programme Coordinator, UNESCO Institute for Lifelong Learning

Plenary discussion on the next steps

**12.45-13.00**

**Room 62**

**Closing remarks**

- James Joachim Calleja, Cedefop Director
- Pavel Trantina, President of the EESC Section for Employment, Social Affairs and Citizenship (SOC)



## JOACHIM JAMES CALLEJA

*Director of the European Centre for the Development of Vocational Training (Cedefop)*

James Calleja has been involved in vocational education and training since 2001. Before his appointment as Director of Cedefop in October 2013, he served as Permanent Secretary of the Ministry of Education and Employment (2011-13) in his native Malta.

In 2005 he was entrusted with the setting up of the Malta Qualifications Council where he served as Chief Executive up to December 2010. He is an Associate Professor and served as Council member of the University of Malta.

Mr Calleja is a graduate of the Universities of Malta, Padua (Italy) and Bradford (UK). Since 2001, he has been an accredited commercial mediator with CEDR (London).

In 2001, he was appointed Administrative Director of the Malta College of Arts, Science and Technology and in 2004 he moved to the European Training Foundation in Turin. He started his working life at the Foundation for International Studies of the University of Malta (1986-95) followed by other upward career moves to the United Nations International Institute on Aging (1995-1998) and to the Ministry of Economic Services Malta (1998-2001). He represented Malta on the EQF Advisory Group, on Cedefop's Governing Board and on the Bologna Follow-Up Group. A prolific writer, Mr Calleja has published books and articles and has edited various publications. He is the co-author of the Malta referencing report of the Malta qualifications framework to the EQF and EHEA. He has participated in international events in various countries in Europe, North America, South-East Asia, Australia, Canada, Africa, South Africa, the Middle East and the Mediterranean region.



## PAVEL TRANTINA

*President of the Section for Employment, Social Affairs and Citizenship (SOC), European Economic and Social Committee (EESC)*

Pavel Trantina has been the President of the EESC's Section for Employment, Social Affairs and Citizenship since 2015 and a Member of the European Economic and Social Committee (EESC) since 2006 (Various Interests Group, Czech Republic). Between 2011 and 2015, he was also Vice-President of the EESC's Various Interests Group.

Born in 1975 in Czechoslovakia, Pavel Trantina studied history and political science at the Faculty of Arts of the Charles University in Prague.

He currently works as a freelance trainer, translator and project manager, and EU relations and project manager at the Czech Council of Children and Youth. His previous positions include political analyst in the Office of the President of the Czech Republic, Director of the Department of EU Affairs at the Ministry of Education, Youth and Sports, President of the European Alliance for Volunteering, Chairman of the Czech Council of Children and Youth and Vice-President of the EESC's Various Interests Group.



## CARLOS MANUEL TRINDADE

*President of the Labour Market Observatory (LMO), European Economic and Social Committee (EESC)*

Carlos Trindade has been the President of the Labour Market Observatory (LMO) of the European Economic and Social Committee (EESC) since 2015 and a Member of the EESC (Workers' Group, Portugal) since 2011.

He is a Member of the Executive Committee and the National Council of the Portuguese General Workers' Confederation (CGTP-IN). He is also Chairman of the Board of the General Assembly of the STAD Trade Union. Carlos Trindade is also member of the Permanent Council of Social Dialogue of Portugal, of the Commission for Equality and Against Racial Discrimination of the High Commissioner for Immigration, of the Immigration and Anti-Racist Working Group of the ETUC – European Trade Union Confederation.

Carlos Trindade holds a degree in sociology and a master's degree in modern and contemporary history, specialising in international relations, from the University Institute of Lisbon (Instituto Universitário de Lisboa).

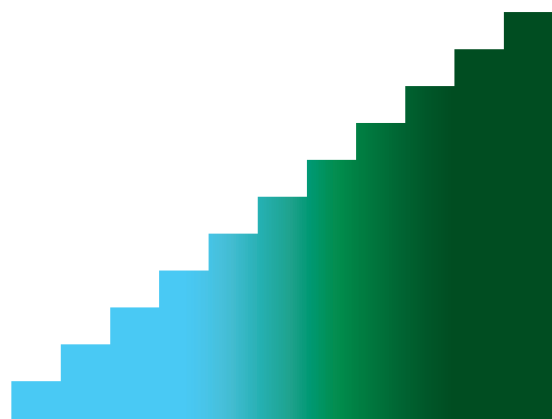


## ANTONIO RANIERI

*Head of Department for learning and employability, Cedefop*

Antonio Ranieri manages a team of European experts working on VET policy analysis and research. The mission of the department is to support the development and implementation of VET policies aimed at increasing attractiveness, effectiveness and inclusiveness of vocational education and training in EU Member States.

An economist by training, Antonio has taught regional economics at the University of Rome since 2002. As Head of Area at CLES in Rome, an independent centre of studies on labour market and economic development issues, he coordinated research projects in design, monitoring and evaluation of public investment and policies.





## DANA BACHMANN

*Head of Unit, VET, Apprenticeships and Adult Learning, European Commission*

Dana Bachmann joined the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission in January 2015. As head of unit in charge of VET, apprenticeships and adult learning she is responsible for working together with Member States, social partners and stakeholders to develop and implement policies that help empower citizens with the skills they need, so they can play an active role in society, and improve the effectiveness, quality and attractiveness of vocational education and training and adult education. Part of the mandate includes coordination and management of relations with the Centre for the Development of Vocational Training, Cedefop.

Prior to joining DG Employment, she served as head of unit in DG Education and Culture, being responsible for the same policy areas.

Before joining the Commission in December 2011, she worked as a lawyer at the European Court of Human Rights (2008-11), the European Court of Justice (2007-08) and she managed regional projects in the field of environmental law in central and eastern Europe (2000-07).

Born in Romania, Dana Bachmann has a bachelor degree in European Law from the University Paris I, France and a bachelor degree in law from the University of Bucharest. She also obtained a masters degree in international relations, conflict analysis and resolution and a postgraduate degree in international relations.



## TATJANA BABRAUSKIENĖ

*Chair of Cedefop's Governing Board*

Tatjana Babrauskienė is working and representing trade unions in the field of VET and AL since 2004.

Besides work experience she was nominated and participated in a great range of national and international VET boards and held roles as an executive board member, supervisor and vice president.

At national level: chair of National Committee on CVET, a member of Tripartite Council on VET, National ReferNET.

At European level: an external VET and AE expert of the European Trade Union Confederation (ETUC) and the European Trade Union Committee for Education (ETUCE). Member of the ETUC Education and training working group, member of the Advisory Panel of ETUCE and ETUCE representative to ET 2020 working groups on AL and VET.

Since 2004 — member of the Governing Board of Cedefop, Thessaloniki.

Since 2005 — member of the EC Advisory Committee on Vocational Education (ACVT).

Since 2015 — member of European Economic and Social Committee (EESC). Co-rapporteur on SOC/546 — New skills agenda, SOC/552 - Erasmus+ mid-term evaluation, Member for SG on SOC/570 — Future of work/skills, President for SG on SOC/569 Quality and Effective Apprenticeships.

At global level: member of the Education International (EI) VET Task Force (2012 -)



## ERIK HESS

*Assistant Head of Division, Federal Ministry of Education and Research, Germany (BMBF)*

A trained sociologist, Erik has been working in the Division 'Basic Policy Issues of Initial and Continuing Vocational Training' at the Federal Ministry of Education and Research (BMBF) in Germany since 2013.

From 2010 to 2013 he worked as a seconded national expert in the European Commission in Brussels, where he was responsible for ECVET, the European credit system for vocational education and training. Prior to this Erik held the position of Deputy Managing Director of the National Agency at the Federal Institute for Vocational Education and Training implementing the EU programmes Leonardo and Erasmus+.

Erik worked earlier in his career for several years as a visiting lecturer at universities in Berlin and also ran European vocational training projects for a big training provider.



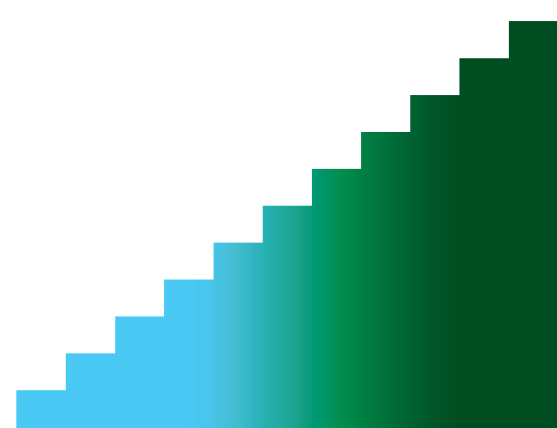
## CHRISTA SCHWENG

*Vice-president of the EESC Section for Employment, Social Affairs and Citizenship (SOC)*

Christa Schweng is Vice-President of the EESC's Section for Employment, Social Affairs and Citizenship (SOC). She has been a member of the European Economic and Social Committee (Employers' Group, Austria) since 1998 and was President of the Labour Market Observatory of the EESC between 2013 and 2015. She is currently senior advisor to the Social Policy Department of the Austrian Federal Economic Chamber (since 1994).

Her other positions include: alternate member of the Advisory Committee on Safety and Health at Work, member of the Bureau and Governing Board of the European Agency for Safety and Health at Work (Bilbao) (since 1994) and chair of the latter's Governing Board in 2001, 2004, 2007, 2010, 2013 and 2016. She is also a member of the Social Affairs Committee of the European Association of Craft, Small and Medium-sized Enterprises (UEAPME).

Christa Schweng holds a master of law from the University of Vienna and speaks German, English, French and Spanish.





## AGNES ROMAN

*Adviser, European Trade Union Confederation (ETUC)*

Agnes obtained her university diplomas in literature, history and Hungarian as second language in Budapest between 1998 and 2006. She published essays on literary theory. She was an adult learning and secondary school teacher of the Hungarian language in Hungary and in the UK. In 2009, she obtained another master degree on European studies and international relationships at the Institut Européen des Hautes Etudes Internationales (IEHEI) concluding it with a master thesis on adult learning policies and regional development. After working for the adult learning unit of the European Commission, in 2010 she became a coordinator on education policy issues at the European Trade Union Committee of Education (ETUCE), while she has also been advising the European Trade Union Confederation (ETUC) on lifelong learning and VET policy since 2012. She is representing the European trade unions in several bodies and groups of the European Commission and agencies, e.g. Cedefop's Governing Board, ACVT, DGVT, EQF, EQAVET, ECVET.



## GINA EBNER

*Secretary General, European Association for the Education of Adults (EAEA)*

Gina Ebner is Secretary General of the European Association for the Education of Adults. She worked as a language trainer in adult education and as a pedagogical manager for a vocational training institute in Austria. In Brussels, she was a project manager at EUROCADRES (Council for European professional and managerial staff). She is also Secretary General of the European Civil Society Platform on Lifelong Learning. The EAEA represents non-formal adult education with 142 member organisations in 44 countries. It promotes adult learning and access to, and participation in, non-formal adult education for all, particularly groups currently under-represented.





## PEDRO MORENO DA FONSECA

*Expert, Department for learning and employability, Cedefop*

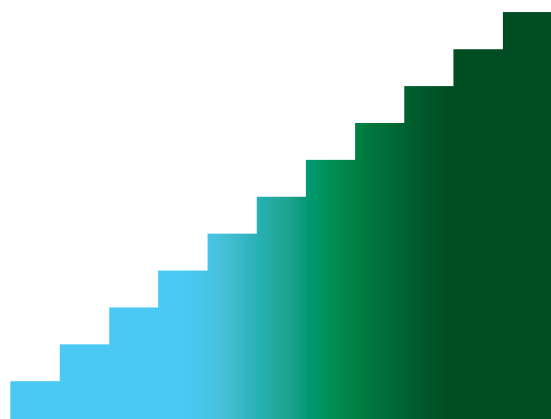
Pedro Moreno da Fonseca is Cedefop's Lifelong Guidance expert and the manager of CareersNet, Cedefop's network for guidance and career development. Previous to Cedefop, he developed EU level work in European policy networks in the fields of employment and guidance. He has developed and managed research in lifelong guidance systems, educational transitions, migrations, technological innovation and organisational learning. He has worked in the development of national systems in employment, VET/education, guidance and technological innovation for the Portuguese ministries of education, labour and economics. He has also been a university lecturer in the fields of education and economics. He holds a PhD in sociology of education.



## ALEXIA SAMUEL

*Policy assistant, European Commission*

Alexia Samuel is currently working in the adult skills team within the Unit VET, Apprenticeships and Adult Learning of the European Commission's Directorate General for Employment, Social Affairs and Inclusion. Previously she notably worked at the Lifelong Learning Platform, a European civil society organisation, and in the Université Libre de Bruxelles. She has a master degree in European affairs from the Institute of Political Sciences of Bordeaux, France.





## HESTER SMULDERS

*Senior researcher, ecbo (Centre for expertise in VET)*

Hester Smulders is a senior researcher at the Centre for expertise in vocational education and training (ecbo) in the Netherlands. She has more than 15 years of experience in research in the vocational education sector for Ministries, VET-colleges and intermediates. Her expertise lies in the field of regional and sectoral partnerships between vocational education, business communities and other regional stakeholders. Recent research subjects also include excellence in VET, craftsmanship and responsiveness of VET to the labour market. In 2013 she prepared and supervised a study by the OECD into the Dutch system of vocational education and post-initial training. She is also member of the European network ReferNet, part of Cedefop Her work also includes knowledge dissemination in and about VET by organising debates, lectures and courses on VET for different stakeholders.



## RAMONA DAVID CRAESCU

*Expert, Department for learning and employability, Cedefop*

Ramona David Craescu has worked at the European Centre for the Development of Vocational Training (Cedefop) since 2008. Her main areas of research are apprenticeships and migration with special focus on refugee support and integration through VET, skills and qualifications.

Prior to working for Cedefop, she worked as a consultant on various international development projects for economic and social development.

She holds a master degree in international relations from the University of Bucharest, Romania.



## LIDIA SALVATORE

*Expert, Department for learning and employability, Cedefop*

Lidia Salvatore is an adult learning and continuing vocational training expert at Cedefop. She was responsible for Cedefop publication and research conducted under the economic and social cost of low-skilled adults in Europe project (Investing in skills pays off: the economic and social cost of low-skilled adults in the EU) and is currently responsible for managing and carrying out analysis and research on the potential of work-based learning in developing upskilling pathways for adults.

Lidia holds a BA in political science and a master in EU economics and politics from the University of Bologna in Italy; she also studied in Australia at the University of New South Wales and the University of Sydney. Prior to Cedefop, Lidia worked for five years as a research officer at Eurofound, the European Union agency for the improvement of living and working conditions, where she contributed to designing, initiating and carrying out research and comparative analysis in the field of youth employment policies.



## KURT SCHMID

*Senior researcher, ibw*

Kurt Schmid was born in 1962 in Austria. Master degree in national economy (University of Vienna). Since May 1998 researcher at ibw Austria – Research & Development in VET. Senior researcher and project manager.

Author of numerous studies, articles and reports in IVET & CVET. Conducting applied research with respect to:

- apprenticeship systems in an international comparative systems perspective
- comparative research of IVET and CVET systems
- relevance of soft skills for recruitment and tasks
- relevance of internationalisation and digitalisation for tasks and therefore skills/competencies/ qualifications needed by employees
- educational choice
- benefits of CVET
- school governance in international comparison

For details see publication list: <http://www.ibw.at/en/about-us/management-and-team/102-schmid>.

Additionally, expert in various know-how transfer projects to foster apprentices' training and work-based learning (e.g. in Slovakia, Hungary, BiH, Serbia, Croatia) as well as on EU-level, e.g. 'Policy learning and support promoting apprenticeship under European alliance on apprenticeship (EAFA)', expert for the Donor Committee for Dual Vocational Education and Training (DC dVET) whose members are the national development agencies of Austria (ADA), Germany (BMZ), Switzerland (SDC) and Liechtenstein (LED).



## ERNESTO VILLALBA

*Expert, Department for learning and employability, Cedefop*

Ernesto Villalba has been an expert at the European Center for the Development of Vocational Education and Training (Cedefop) since 2011. He is responsible for the area of validation of non-formal and informal learning, where he works together with the Commission in the follow-up of the Council recommendation of 2012, as well as in the updating of the European inventory and the European guidelines. He has also participated in the design, development and analysis of the first Cedefop opinion survey on vocational education and training. Before joining Cedefop he worked as a scientific officer at the Center for Research on Lifelong Learning (CRELL) at the Joint Research Center of the European Commission, Ispra, Italy, contributing to the education and training monitoring (former, progress report towards Lisbon objectives) and carrying research in the area of transversal skills and their measurement. Ernesto has served in different committees and working groups of the OECD, UNESCO and the European Commission. He holds a PhD in international and comparative education from Stockholm University. He is on the editorial board of the Journal of Business Creativity and the Creative Economy and an editorial correspondent at the European Journal of Education.



## IRENE PSIFIDOU

*Expert, Department for learning and employability, Cedefop*

Irene Psifidou joined Cedefop in 2004 and is responsible for Cedefop projects on social inclusion and labour market integration and early leaving from education and training; she is the creator of Cedefop's new VET toolkit for tackling early leaving.

She has worked for over 16 years as an expert on education and training policies (curriculum, teachers and trainers, EQF, learning outcomes, pedagogies, inclusive education, etc.). She is a member of high-level thematic working groups set up by the European Commission, the European and International Comparative Education Societies. Before joining Cedefop, she worked as education consultant at the World Bank, Washington DC, where she focused on preparing its strategy on secondary education and managed education development and research projects in transitional Balkan countries.

Irene holds a PhD in comparative education policy from the Universidad Autónoma de Barcelona (UAB) in Spain and two MSc. diplomas on international studies and developmental cooperation for the alleviation of poverty (University of Barcelona) and applied linguistics (UAB). Irene has published widely in peer-reviewed academic journals and international handbooks.



## SVEINN ADALSTEINSSON

*Managing Director, Education and Training Service Centre (ETSC)*

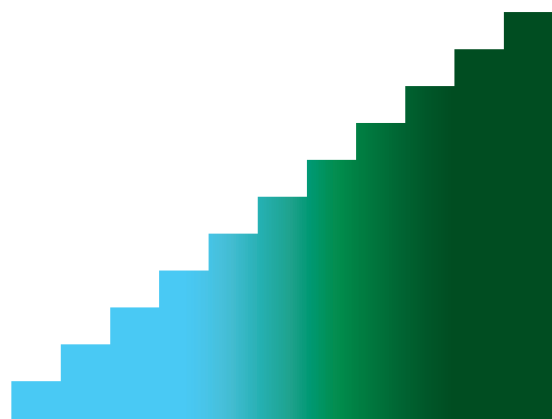
Sveinn Adalsteinsson is Managing Director for the Fræðslumiðstöð atvinnulífsins (Education and Training Service Centre, ETSC) in Iceland (2016-current). He has been active in adult education for a long time, first as a teacher and supervisor at college and university level, then as director for a horticultural college. He was managing director for the Starfsafl Vocational Training Fund (2006-16), which supports and develops workforce training programs. He has led and participated in several EU projects. His main interests are company in-situ workforce training, and benefits of training to company operational parameters f.ex. ROI.



## FJÓLA MARÍA LÁRUSDÓTTIR

*Project manager, Education and Training Service Centre (ETSC)*

Fjóra María Lárusdóttir works as a project manager and specialist at the Fræðslumiðstöð atvinnulífsins (Education and Training Service Centre, ETSC) in Iceland and has been actively involved since 2003 in the development of career guidance for people with little formal education, and a national strategy and methods for validation of prior learning. Fjóra has been a member of specialist networks on adult guidance (2005-12) and validation of prior learning (2005-current) through the Nordic network of adult learning and has been involved in various European projects linked to both fields.





## MARTINA NÍ CHEALLAIGH

*Senior expert, European Commission*

Martina Ní Cheallaigh is a senior expert in the VET, apprenticeships and adult learning unit, at DG Employment, Social Affairs and Inclusion. Since 2008, she has been working on European policy in the field of adult learning. Before that, she worked for many years on different aspects of lifelong learning and VET, both at the European Commission and at Cedefop (European Centre for the Development of Vocational Training).



## INDRE VAREIKYTĖ

*Member of the European Economic and Social Committee (EESC)*

Indre Vareikytė has been a member of the European Economic and Social Committee since 2010, working in the fields of education and training, digital agenda, gender equality and media freedom.

Prior to this position she led one of the largest non-governmental organisations in Lithuania. For her achievements, Indre was awarded with the Lithuanian Youth Leader of the year 2008 and Lithuanian Youth Ambassador of the year 2010 awards, and received an Award by the Decree of the President of the Republic of Lithuania for her contribution to the Lithuanian Presidency of the Council of European Union in 2013.

She holds degrees in educational sciences, journalism and social media technologies, and uses every lifelong learning opportunity to increase her competences further.



## GIANNI BOCCHIERI

*Director General of Education, Training and Employment Directorate of the Lombardy Region*

Gianni Bocchieri's priorities activities are: active labour market policies and innovative tools and programmes aimed at promoting placement success. In addition, he designs vocational education and training services enabling young people to work even during training, in order to improve their employability.

He is also a member of the management board of the National Institute for Public Policy Analysis and of the National Museum of Science and Technology 'Leonardo da Vinci' in Milan.

He is a professor of labour market policy at the University of Bergamo.



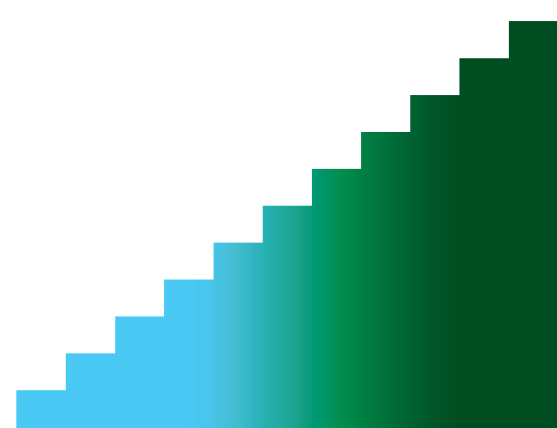
## GIUSEPPE DI RAIMONDO METALLO

*Deputy Director of the Directorate-General for Education, Training and Labour of the Lombardy Region*

Since 2013 Giuseppe Di Raimondo Metallo has been involved in the planning and management of active and passive labour policies, measures for the integration of young people (Youth guarantee) and continuous training for companies.

He is responsible for Axis 1 of the FSE POR 2014-2020, dedicated to employment, he is also line manager of the Eures Network in the Lombardy Region.

In past legislatures he dealt with negotiated planning, housing policies and external relations for the Presidency.





## MARGARETE SACHS-ISRAEL

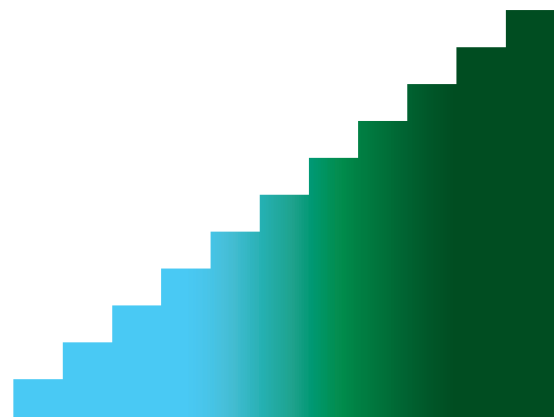
*Chief Programme Coordinator, UNESCO Institute for Lifelong Learning (UIL)*

Margarete Sachs-Israel directs UIL's three main programmes and is responsible for the management and provision of intellectual leadership and guidance to the Institute's teams in policy development, research and training, capacity building and networking in the field of lifelong learning, with focus on adult and continuing education, literacy and non-formal basic education.

Margarete is an educationist and has long-standing knowledge of and international experience in, basic education and youth and adult literacy, as well as educational planning. She holds two postgraduate degrees in psychology from University Paris VII and University Paris V as well as a bachelor of liberal arts, majoring in education from New York State University. Margarete has been working for UNESCO since January 1989 in the areas of family, health and nutrition education; educational architecture; literacy and non-formal education; non-formal education policy, planning and management; foresight and research; and education for all. Her work has included various management positions at UNESCO, including Head of the United Nations Literacy Decade (UNLD) Coordination Unit from 2006 to 2009 and team leader of the Education research and foresight programme at UNESCO Bangkok from 2011 to 2013. She was the focal point for the development of the Education 2030 agenda and the Education 2030 framework for action at UNESCO Paris from 2013 to 2015.



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**CEDEFOP**

European Centre for the Development  
of Vocational Training

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[visit our portal www.cedefop.europa.eu](http://www.cedefop.europa.eu)



*European Economic and Social Committee*