



CEDEFOP

European Centre for the Development
of Vocational Training

SHAPING LEARNING AND
SKILLS FOR EUROPE



EU priorities in VET

From Osnabrück to Herning
and beyond

Cedefop virtual get-together

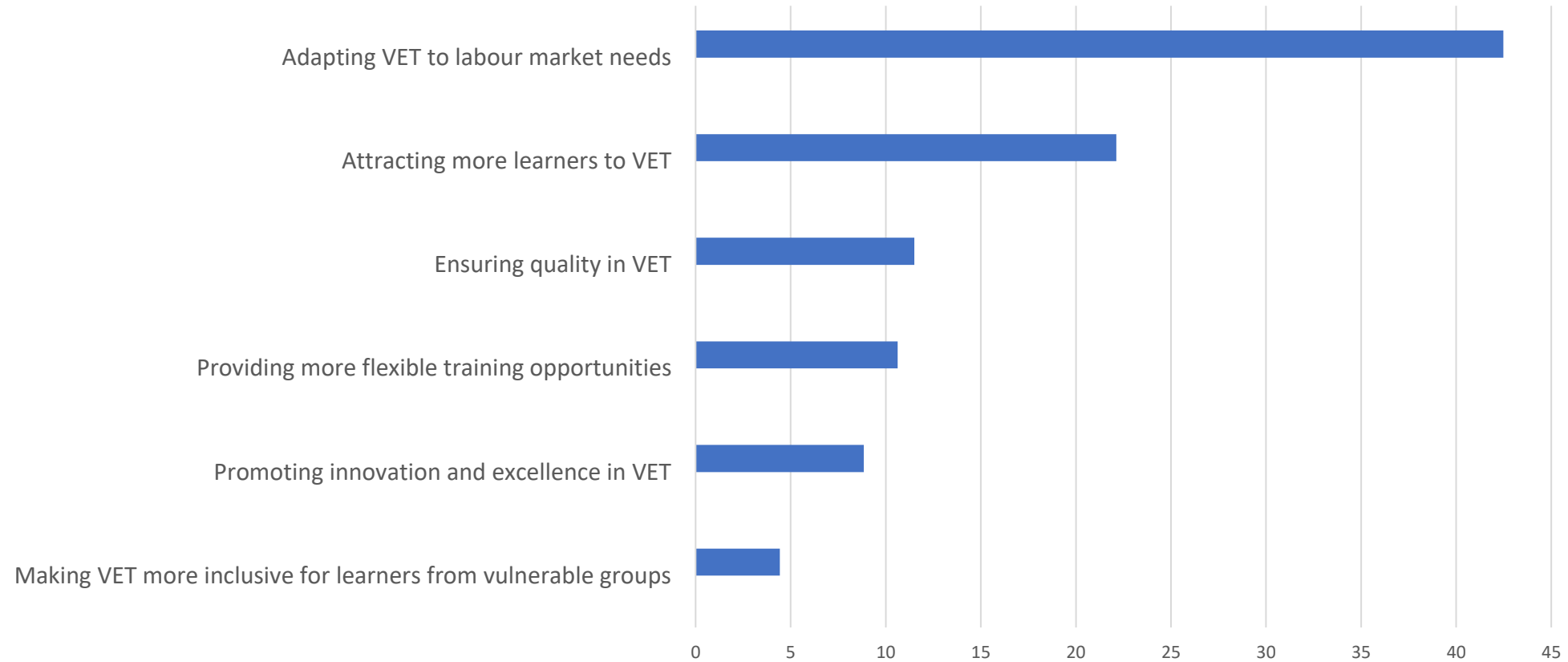
09 October 2025

14.00-15.30 CET





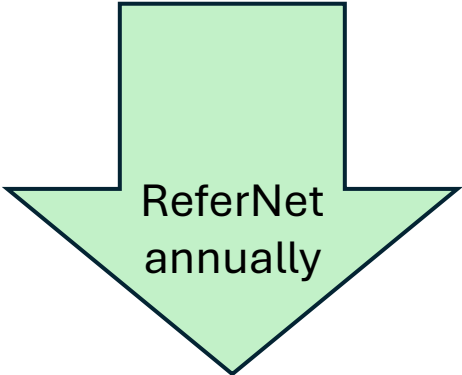
In your opinion, what is the top priority for vocational education and training in your countries?
(N=113)



EU priorities in VET 2021-25				
VET Recommendation			Osnabrück Declaration	
Agile in adapting to labour market	Flexibility and progression	Driver for innovation and growth preparing for digital and green transitions	Resilience and excellence through quality, inclusive and flexible VET	Establishing a new lifelong learning culture – relevance of CVET and digitalisation
Attractive choice based on modern and digitalised provision of training/skills	Promoting equality of opportunities	Underpinned by a culture of quality assurance	Sustainability and a green link	European Education and Training Area and international VET

National implementation plans - EU, Norway and Iceland

- Measure A
- Measure B
- Measure C
- ...



239 interviews with national stakeholders



- Policy development A
- Policy development B
- Policy development C
- ...





Main trends in VET (2021–25)

Progress Overview

- **Steady progress** from design (2021) to **implementation** (2023–2025)
- Measures often address **multiple interrelated priorities**

Achievements

- **Strong progress** in agile (**top priority**), flexible, and excellent VET
- **Less progress** in inclusive, attractive, and quality-assured VET

Positive Developments in

- Modernisation of **VET standards and curricula**
- **Reskilling and upskilling** the workforce
- Strengthening **lifelong guidance**
- Supporting **vulnerable learner groups**
- Embracing **digitalisation** and integrating **technology**, including **AI**
- **Stakeholder involvement a consistent priority** and still a **challenge**

Persisting Challenges

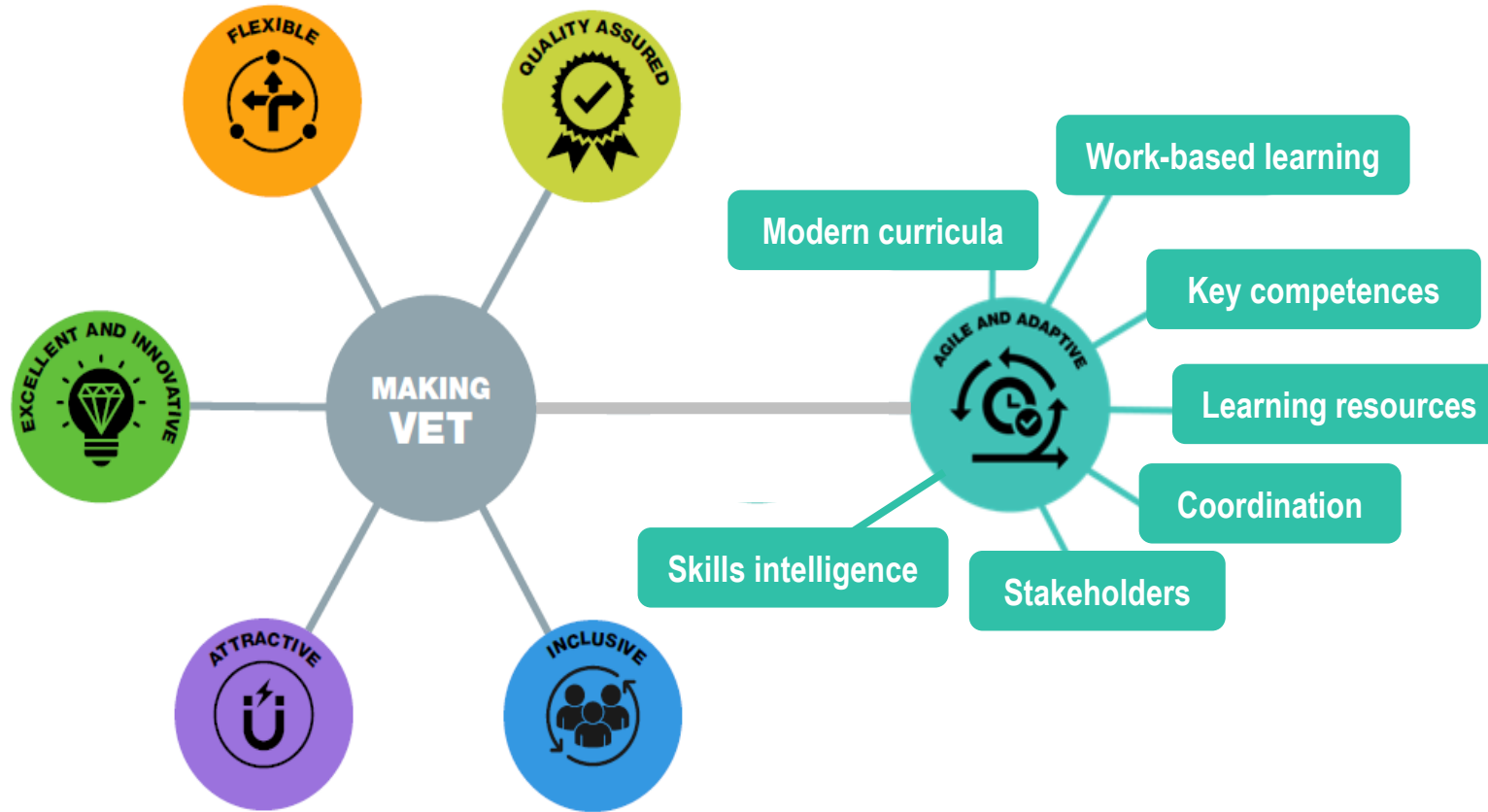
- **Continuing VET**: boosting **participation**, implementing **validation**
- Data gaps: need for better data to support **evidence-based policymaking**
- **Stakeholder engagement** at all levels
- **Teacher** motivation and professional development

Looking Ahead

- From Osnabrück to Herring: sustaining effort and ensuring **continuity is key**.



Agile and Resilient VET – Shaping the Diamond





Curricula updates



Training regulations and strategies



Supporting projects with additional funding



Digital



STEM



Literacy



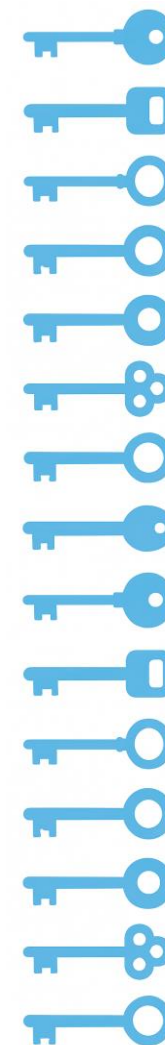
Entrepreneurship



Citizenship



Sustainability

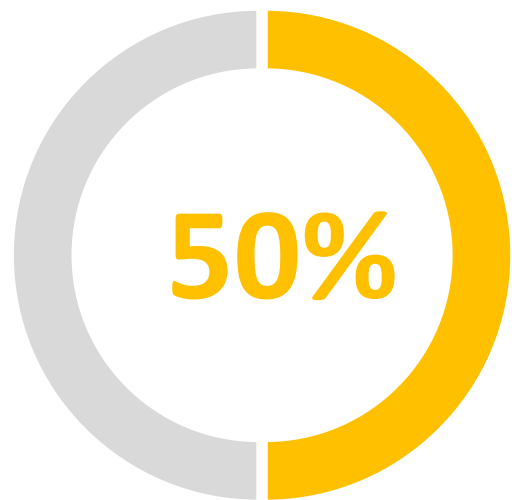


2020-24

21 countries

58 measures

1/2 significant progress / completed



of countries set QA in VET as a priority in their national plans



Significant progress



New strategies on IVET and CVET



Self-assessment



External evaluation



Graduate tracking



Aligning with EQAVET



Engaging stakeholders



Accreditation of non-formal and informal VET provision

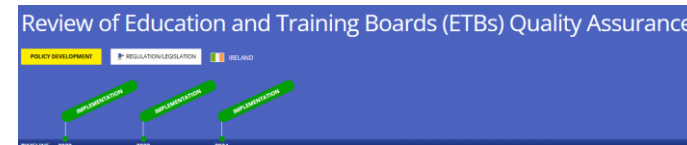


Specific measures for work-based learning

Quality assurance in formal CVET – stay tuned!



- Analytical framework
- Macro, meso, micro level
- 12 countries
- 3 sectors



*Micro-credentials | partial qualifications |
badges | units of learning outcomes*

*Comparability across Europe and beyond
Europass | EQF | ESCO | ECVET principles*

**EU transparency
tools**

**Qualifications smaller
/shorter than full**

*Accumulate credits | validate skills |
make skills visible*

**Recognition of non-formal
and informal learning**

*Access | participation |
completion | engagement*

**Diversifying
modes of learning**

**Flexible
VET**

**Incentives for learners,
providers, companies**

*Grants | vouchers | tax incentives
Individual learning accounts - ILA
Mentoring | technical support for SMEs*

**LO-based approaches
& modularisation**

*Qualifications | Programmes |
| Curricula | NQFs*

**Optimising
VET funding**

**focusing on individuals'
re- and upskilling needs**

*Adult learners | priority sectors
Outreach | tailored CVET*

*funding mechanisms | transition programmes |
EU funds | financial instruments*





Inclusive VET



Target groups

- people with disabilities,
- migrants and ethnic minorities,
- low-skilled or low qualified individuals,
- people from disadvantaged socioeconomic backgrounds.



Focus areas

- increasing access and participation for vulnerable groups,
- facilitating transitions from education or unemployment to employment,
- combating early school leaving,
- promoting gender equality.



Main approaches

- modular training and flexible learning pathways,
- awareness raising and targeted counselling and guidance measures,
- financial incentives,
- preparing teachers to better support learners with special needs.



STRATEGIC APPROACHES TO MAKING VET MORE ATTRACTIVE

Most popular areas among EU countries

Areas with fewer reported developments



Good practice example: Lithuania on permeability promotion



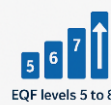
measures on raising the attractiveness of the teaching professions



measures on mobility of learners and staff



measures on permeability



measures on the expansion of VET programmes to higher qualification levels



measures on promotion of strategies and campaigns for VET and LLL

Areas with significant progress



Teaching professions attractiveness



Teacher & staff mobility



Expansion to EQF 5-8

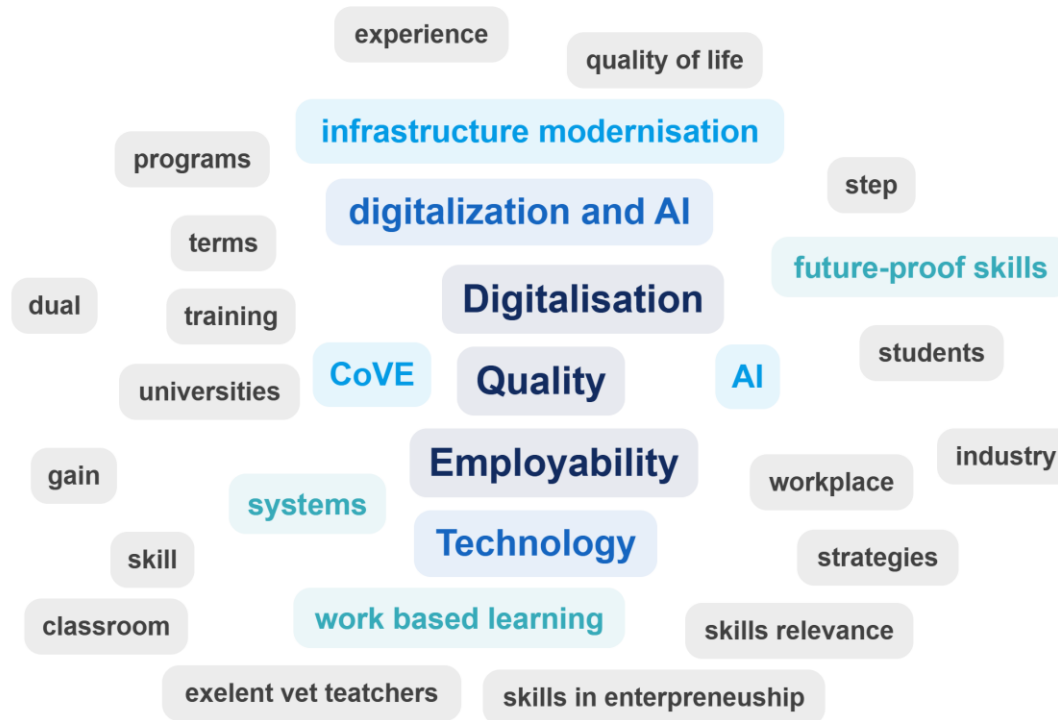


measures on promoting lifelong guidance

- **Since 2023:** general education students can take individual VET modules
- **Aim:** make VET more accessible
- **How?** learners gain professional competences while staying in general education
- **VET Participation almost doubled:** 1 642 in 2023 → 2 889 in 2024



What comes to mind when you think of VET excellence and innovation?



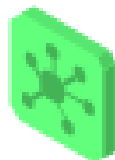
slido



VET Excellence and Innovation – EU MONITORING FRAMEWORK

KEY FOCUS AREAS

- Modernisation of VET infrastructure
- Centres of Vocational Excellence or national equivalents



HUNGARY'S APPROACH

- Physical infrastructure modernisation
- Digital infrastructure improvement
- Sustainable & green VET institutions

VET MOBILITY: PRACTICE → EU FRAMEWORK → IVET MOBILITY SCOREBOARD

Practice — concise snapshots

- Internationalisation widening but recognition & staff mobility remain uneven.
- Denmark (OPU): recognition and links to green transition.
- Germany (VET Worldwide): global placements for apprentices & staff

EU framework — why this matters now


- Council Recommendation 'Europe on the Move' (13 May 2024).
- All sectors & actors
- Physical, blended & virtual formats
- Inclusion and sustainability priorities

What is the IVET Mobility Scoreboard?

- Cedefop's public, online policy-monitoring tool for IVET mobility.
- Qualitative, policy-focused methodology
- Decision-support (not participant headcount).
- Being revamped as per the Recommendation

Your gateway to evidence

Online tools




Timeline of VET policies in Europe

- ✓ 1000+ policies & practices
- ✓ 27 EU member states, Norway, Iceland
- ✓ Visual path from design to completion
- ✓ View by country, thematic category, target group
- ✓ Download and share on social media

Launched 2023

Last update 06/2025



VET in Europe database

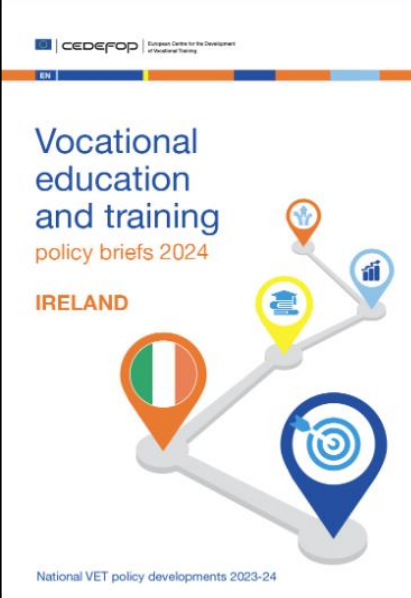
- ✓ showcase 35 VET systems
- ✓ generate more than 2500 pages of data
- ✓ data structured by theme
- ✓ compare by country and by theme
- ✓ national VET system diagrammes
- ✓ download national reports

Launched 2019

Last update 09/2024

Reference years 2019, 2021, 2023

Publications



Vocational education and training policy briefs 2024

IRELAND

National VET policy developments 2023-24



IMPLEMENTING EUROPEAN PRIORITIES IN VET

Making national VET agile, flexible, innovative, attractive, inclusive and quality assured

ITALY

CEDEFOP REFERNET THEMATIC PERSPECTIVES



Towards EU priorities in VET

2021-25 progress: insights from monitoring and analysis

POLICY BRIEF



EU priorities in VET

From Osnabrück to Herning and beyond

09 October 2025
14.00-15.30 CET
**Cedefop virtual
get-together**



Thank you for your participation

Your opinion matters to us!



[#ReferNet#VETnationalplans](#)