



European  
Commission

# Vocational education and training in Europe: Taking stock and looking ahead

Julius Raab (plenary) and parallel sessions in Julius Raab and in rooms 1,5,6,7,8 Austrian Federal Economic Chamber

Wiedner Hauptstraße 63  
1045 Vienna

**2018** | 7 and 8 November, 14:00-18:00 and 09:00-13:00

## EUROPEAN VOCATIONAL SKILLS WEEK



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Austrian  
Presidency  
of the  
Council of the  
European Union



CEDEFOP

European Centre  
for the Development  
of Vocational Training

**#DiscoverYourTalent #EU Vocational Skills**

Employment  
Social Affairs  
and Inclusion

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## The aim of the conference

The **Vocational education and training in Europe: Taking stock and looking ahead** conference aims to facilitate a reflection on the role of European vocational education and training in a time characterised by changing demographics, technologies and labour markets. A set of scenarios will be presented at the conference, stimulating a debate on future VET development paths, pointing to the challenges and opportunities ahead. The event will bring together policy-makers, stakeholders and researchers for a dialogue on the meaning of evidence-based policy-making in this area.

## Vocational education and training in Europe

The 7 and 8 November conference builds on the findings of Cedefop's project *The changing nature and role of vocational education and training (VET) in Europe (2016-18)*. Looking at developments in the 28 EU Member States as well as in Iceland and Norway, the project has analysed how vocationally oriented education and training has changed during the past two decades. The study took as its starting point the fact that vocationally oriented education and training is something more than the traditional VET delivered at upper secondary level (in the form of school-based education or training, apprenticeships, or combinations of these). Due to the requirements of lifelong learning, we are witnessing a diversification of VET, with new institutions and stakeholders involved. We also see an expansion of VET to higher education areas, through the reform of existing institutions and the emergence of new ones. This can be attributed to factors internal to the education and training system, as well as to external pressures linked to demographic, technological and economic changes. The project is divided into a number of thematic areas:

- the changing definition and conceptualisation of VET;
- the external drivers influencing VET developments;
- the role of traditional VET at upper-secondary level;
- VET from a lifelong learning perspective;
- the role of VET at higher education levels.

Working closely with VET researchers from across Europe, the lessons learned from the different thematic studies come together in a set of scenarios outlining possible VET development paths towards 2035. Clarifying the implications of different choices, these scenarios directly support policy-makers and stakeholders in making informed decisions on the future of VET.

For more information, visit the project's web page: <http://www.cedefop.europa.eu/en/events-and-projects/projects/changing-nature-and-role-vocational-education-and-training-vet-europe>

## DRAFT AGENDA – 7 November, 14:00 – 18:00

*Julius Raab and room 6 (listening room). Rooms 1, 5, 6, 7, and 8 for parallel sessions.*

14:00 - 14:30	<p><b>Welcome</b></p> <p><b>Mara Brugia</b> Acting Director, Cedefop</p> <p><b>Joost Korte</b> Director General, EC, DG Employment , Social Affairs and Inclusion</p> <p><b>Representative of Austrian Presidency</b></p> <p>Video message by Marianne Thyssen, Commissioner, DG Employment, Social Affairs and Inclusion</p>
14:30 – 15:30	<p><b>Setting the scene</b></p> <p>The future of VET in Europe – Main findings from Cedefop’s research</p> <p><b>Jens Bjornavold</b> Cedefop</p> <p><b>Jorg Markowitsch</b> 3S</p> <p>The future of VET – Looking beyond Europe</p> <p><b>Shyamal Majumdar</b> UNESCO-UNEVOC</p>
15:30 - 16.00	<p>Coffee break</p>

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## Thematic workshops: orientation and focus questions

The thematic workshops focus on six separate but closely related themes pointing to some of the key challenges facing VET in Europe today. Speakers representing a variety of experiences and backgrounds will feed into the discussion, allowing for a constructive exchange of suggestions regarding future policies and practices. Each thematic working group will work according to the following points:

- Presentation of the orientation of the thematic working group focus questions (Moderator; 15 minutes)
- Introductions (3 x 15 minutes)
- Discussion (50 minutes)
- Summary of discussions (Rapporteur 10 minutes)

16:00-18:00

## Thematic workshop 1: Initial VET under pressure? Digitalisation, job polarisation and the future of mid-level skills

Some European countries are experiencing a drop in the number of young people attending initial VET. This has been interpreted as a forewarning of a polarised labour market where the traditional skilled worker is becoming less relevant. Starting with an overview of the most recent IVET enrolment trends, this thematic workshop will provide an opportunity for reflection on the relationship between the future of work and the future of VET, focusing on the potential contradiction between automation and increased need for personal services.

### Key questions:

1. To what extent is initial vocational education under threat in Europe today?
2. How can IVET respond to a working life characterised by:
  - Digitalisation, automation?
  - An increasingly important service sector?
3. Do we face a “hollowing out” or a strengthening of medium level, vocational skills in Europe?

### Moderator

**Loukas Zahilas**

Cedefop

### Speakers

**Tine Andersen**

Danish Technological Institute (DTI), Denmark

**Riikka-Maria Yli-Suomo**

The Joint Authority of Education in the Espoo Region (Omnia), Finland

**Donald Storrie**

European Foundation for the improvement of living and working conditions (Eurofound)

### Rapporteur

**Mariya Dzhengozova**

3S, Austria

16:00 - 18:00

## Thematic workshop 2: Spotlight on continuing VET: the challenges posed by job transitions and longer working lives

The combination of an ageing society and rapid technological and social change means that countries increasingly need to develop operational and full-scale solutions to vocationally oriented lifelong learning. This requires potential reorientation of existing IVET provisions but also a stronger link to adult learning and continuing training taking place outside the formal education and training system. Given European countries' varied performance in this area, this thematic workshop will provide an opportunity for reflection on challenges and opportunities.

Key questions:

1. Which are the main challenges facing existing VET systems in addressing job transitions and longer working lives?
2. What needs to be done to support lifelong learning pathways (guidance, validation, recognition?)
3. What is causing the gap between European countries in terms of adult and lifelong learning focus?

Moderator

**Martina Ni-Cheallaigh**

European Commission

Speakers

**Veli-Matti Lamppu**

The Finnish Association for the Development of Vocational Education and Training  
AMKE, Finland

**Christophe Sadok**

National Association for Adult Vocational Training  
(AFPA), France

**Triin Roosalu**

Tallinn University, Estonia

Rapporteur

**Monika Auzinger**

3S, Austria

16:00 - 18:00

## Thematic workshop 3: Governing VET: finding the right balance between change and stability

VET's responsiveness to the changing requirements of the labour market and society is of key importance. Emphasis has been placed in recent years on the role of skills anticipation and intelligence in supporting the responsiveness of VET systems. In many countries there is also an ongoing discussion on how to balance central control and local autonomy, a balance that may influence the relevance and overall quality of provisions. This thematic workshop will provide an opportunity for reflection on key governance principles and challenges influencing European VET today.

### Key questions:

1. Can local autonomy and adaptation be combined with an increased focus on national (and international) standardisation?
2. Can the need for rapid labour market adaptation be balanced with the need for long term stability and predictability of VET provisions?
3. What is the role of skills intelligence in the governance of VET; which are the strengths and limitations?

### Moderator

#### **Vidmantas Tutlys**

Vytautas Magnus University, Lithuania

### Speakers

#### **Paul Oomens**

MBO Raad, Netherlands

#### **Terence Hogarth**

Fondazione Giacomo Brodolini FGB, UK and Italy

#### **Alena Zukersteinova**

Cedefop

### Rapporteur

#### **Eleonora Schmid**

Cedefop

16:00 - 18:00

## Thematic workshop 4: VET at higher levels: the tension between academic and vocational drift

VET's expansion to higher levels is gaining speed. Both inside and outside traditional universities we can observe an increased focus on employability, the role of practice and work-based learning, and the need to establish a closer dialogue with relevant labour market stakeholders. Striking a balance between a vocational/professional approach (focus on employability and work-based learning) and a traditional academic approach (focus on abstract, theoretical knowledge) is of crucial importance to higher education in general. This thematic workshop will provide an opportunity for reflection on recent developments and discussion of future approaches.

Key questions:

1. To what extent is European higher education characterised by 'academic or vocational drift'?
2. What are the main challenges faced by vocationally oriented education and training at higher levels?
3. What can be the role of higher VET in the coming decades?

Moderator

**Anastasia Pouliou**

Cedefop

Speakers

**Karin Luomi Messerer**

3S, Austria

**Raimund Hudak**

Duale Hochschule Baden-Württemberg, Germany

**Hans Daale**

Chain 5, Netherlands

Rapporteur

**Simon Broek**

Ockham-IPS, Netherlands



16:00 - 18:00

## Thematic workshop 5: Vocational learning in the 21st century: challenges for traditional pedagogies and learning methods

Important parts of vocational education and training take as their starting point a 'situated' perspective on learning, where the individual learns by interacting with others in a real working situation. Progression from the periphery to the core of a relevant activity signals the move from novice to expert. This thematic workshop will discuss whether the apprenticeship-based model can be extended beyond its current 'heartland' in initial VET and whether VET's practice-based orientation can be combined with the scientific, research-based approaches underpinning specialised disciplines. These issues are closely related to the challenge of organising for active and open VET learning in the decades to come.

### Key questions:

1. Can the apprenticeship-model be extended to a VET system expanding to higher levels as well as involving learners of all ages?
2. How can VET combine its traditional focus on practice-based learning with an increasing reliance on research-based knowledge?
3. Which are the key requirements for facilitating open and active VET learning?

### Moderator

**Antonio Ranieri**

Cedefop

### Speakers

**Petter Øyan**

Oslo Metropolitan University, Norway

**Rob O'Donell**

European Apprenticeships Network (EAN) (tbc)

**Svenja Zenz**

Worldwide Practice Enterprise Network, Germany

### Rapporteur

**Maarit Virolainen**

University of Jyväskylä, Finland

16:00 - 18:00

## Thematic workshop 6: European cooperation in VET: time to move up a gear in a globalised world

VET policy has been part of the European project since its very start in 1957. European VET consists of a variety of distinct systems adapted to national, regional and local circumstances, which are seen as a guarantee of relevance and response to local labour market needs. At the same time, these systems are under pressure to respond to globalisation of technologies, labour markets, industries and sectors. European policies and programmes support Member States in preparing for the impact of international and global environments on national VET provision. While Erasmus+ mobility prepares individuals to work globally, EU tools are improving transparency between systems and qualifications. This thematic workshop will discuss the challenges facing European VET cooperation in the years to come. Taking into account the experiences since the adoption of the Copenhagen declaration in 2002, the workshop will allow for a discussion on the overall orientation of future cooperation in this area.

### Key questions:

1. What has worked and what has not worked in European VET cooperation so far?
2. To what extent should European/international requirements (and standards) influence the content and delivery of national Vet systems?
3. What should be the focus of European VET-cooperation in the coming decade(s)?

### Moderator

**Dana Bachmann**

European Commission

### Speakers

**Jenny Shackleton**

World Skills

**George Kostakis**

Cedefop

**Thomas Mayr**

ibw Austria - Research & Development in VET, Austria

### Rapporteur

**Else Husa**

Cedefop

## DRAFT AGENDA – 8 November, 09:00 – 13:00

*Julius Raab and room 6 (listening room).*

09:00 - 9:20	<p>The future of VET – Key messages from the workshops</p> <p><b>Jens Bjornavold</b> Cedefop</p>
09:20 - 10:45	<p>The future of VET in Europe – Scenarios to 2035</p> <p>General introduction on the scenario approach</p> <p><b>Loukas Zahilas</b> Cedefop</p> <p><b>Jorg Markowitsch</b> 3S, Austria</p> <p>Scenario 1 – Pluralist VET</p> <p><b>Andrew McCoshan</b> UK</p> <p>Scenario 2 – Distinct VET</p> <p><b>Philippe Grollmann</b> BIBB, Germany</p> <p>Scenario 3 – Marginalised VET</p> <p><b>Anastasia Pouliou</b> Cedefop</p>
10:45 - 11:15	Coffee

11:15 - 12:30

## Panel discussion

Panel reactions to the presentation of the scenarios and the challenges/opportunities ahead.

### **Margarida Segard**

European Association for VET institutes (EVBB), Portugal

### **Cesare Onestini**

European Training Foundation (ETF)

### **Loukas Zahilas**

Cedefop

### **Frederic Piccavet**

European Apprentices Network

### **Robert Plummer**

BusinessEurope

### **Agnes Roman**

ETUC

12:30 - 13:00

## Conclusions – The way forward

### **Manuela Geleng**

Director, European Commission, DG Employment, Social Affairs and Inclusion

### **Jürgen Horschinegg**

Austrian Ministry of Education, Science and Research