



TCR France - Solutions

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#UpskillingPathways

 **CEDEFOP**
European Centre for the Development
of Vocational Training


European Economic
and Social Committee

Policy area #1 - Outreach

- Encourage and diversify approaches that 'reach out' to the less qualified adults and enable them to express a desire and/or ability to undertake UP.

Outreach trends observed for low-skilled adult jobseekers :

- **Social/welfare practices are spreading into training/employment areas of public actions** (and vice versa)
- **“going towards”** the most isolated publics and potential beneficiaries
 - Pro-active practices based on **spatial and relational proximity**
 - Seek solutions to **everyday or urgent problems** (remove external barriers)
- **Stimulate personal motivation** to join and engage in UP.
 - Start from **persons' demands and wishes**, help develop **empowerment**
 - Guidance along personalised pathways always includes a formative dimension



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Policy area #1 - Outreach

Outreach trends observed for adult workers :

- **Outreach is more indirect and intermediated by companies**
 - The actual target is **companies** ...
 - ... but there is **a lack of resources** to reach out them widely and in greater depth (e.g. through OPCOs action)
 - Little is known about relaying and passing on information to (low-skilled) employees
- **Career Development Counselling service (CEP)** key service for upskilling pathways and career development
 - A service aimed at support workers for **career evolution** and upskilling/reskilling aspirations
 - No tailored service offer for low qualified workers



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Policy area #2 – UP Professionals, professionalism and professionalisation

- Maintaining the skills of the professionals involved in upskilling support and guidance. Encourage the complementarity nature of professions and disciplines
 - ❑ Complementarity of tasks and multidisciplinary in the support process (in networks or within the same structure)
 - ❑ Build on two categories, generalists and specialists, at different stages of the pathway.
 - ❑ Encourage forms of recognition for professionals involved in *upskilling*. Validation of add-on skills, consider their commitment and value the qualitative results

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Policy area #3 - funding

- Design flexible UP instruments dedicated the less qualified groups, regardless of their labour market status
 - ❑ Flexible funding channels and procedures to provide support tailored to identified needs.
 - ❑ Create bridges between jobseekers and employees' ecosystems
 - ❑ Privilege medium-term financing (SGEI model) enabling service providers to ensure continuity of service and improve working conditions
 - ❑ Support small structures to access resources

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Policy area #4 - companies commitment in UP

- Encourage companies to take part in UP programmes targeted to less qualified employees as well as jobseekers.
 - ❑ Work hand in hand with social partners and public stakeholders.
 - ❑ Provide more resources to raise companies' awareness and responsibility in *upskilling* programmes.
 - ❑ Train and support companies in order to get them "on board"
 - ❑ Let joint bodies (re)gain room for manoeuvre they need to set up bottom-up projects to meet expressed needs

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Policy area #5 - Governance

- Ensure multi-stakeholder governance (State, regional and local authorities, social partners) at the most appropriate territorial level
 - ❑ Emphasise the **national level** in defining policy guidelines and the **sub-regional level** in implementing strategies.
 - ❑ Provide multi-stakeholder governance bodies with the necessary **resources** (HR and financial) and **decision-making power** giving a balanced voice to all (authorities and social partners)

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Policy area #6 - public policy and UP

- Designing UP policies addressed to all the less qualified groups, considering a broad definition of successful UP
 - Policies targeting individuals with low-skilled adults **regardless of their status** on the labour market. A more holistic conception (in France overcome the separation between the two ecosystems)
 - Design UP policies coherent **with the European Recommendation** means to enable adults not only to "access and progress in the labour market", but also to "realise their full potential", to "learn throughout life" and to "play an active role in society".

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Thank you

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