



Where are we with the implementation of the 2016 Recommendation on Upskilling Pathways?

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Unit E3: VET, apprenticeship and adult learning



1st Principle

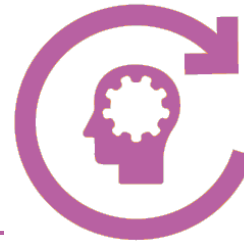
Education, training and life-long learning

Everyone has the right to quality and **inclusive education, training and life-long learning** in order to maintain and acquire skills that enable them to **participate fully in society and successfully manage transitions** in the labour market.

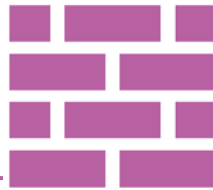
Overview of implementation plans



Plans embedded into
wider strategies



Dedicated pilot
projects and initiatives



Building on measures
already in force



Setting new ambitious
agendas

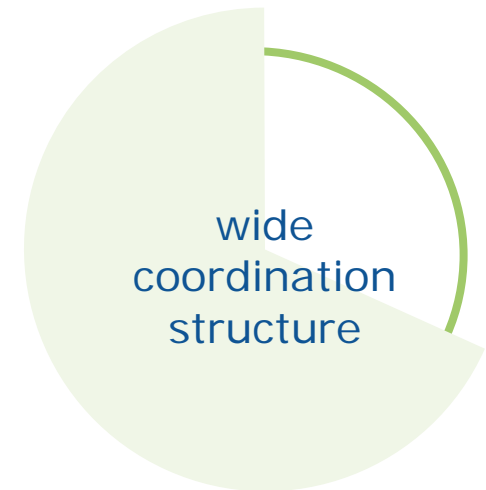
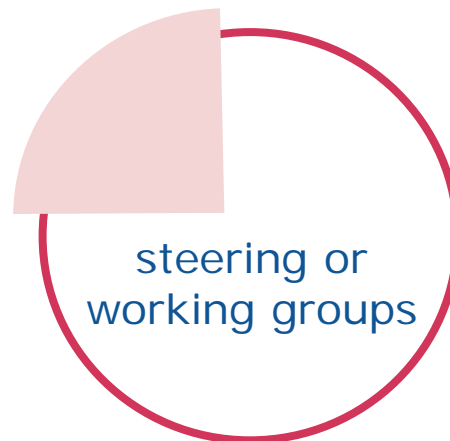
Partners

- *Ministries of Education and Labour*
- *Adult education centres*
- *Vocational education and training centres*
- *Municipal authorities*
- *Community or local education/knowledge/competence centres*
- *Public Employment Services*
- *Social Partners*
- *NGOs to a lesser extent*



Framework response: Integrated approach to upskilling pathways for adults

Coordination of implementation measures

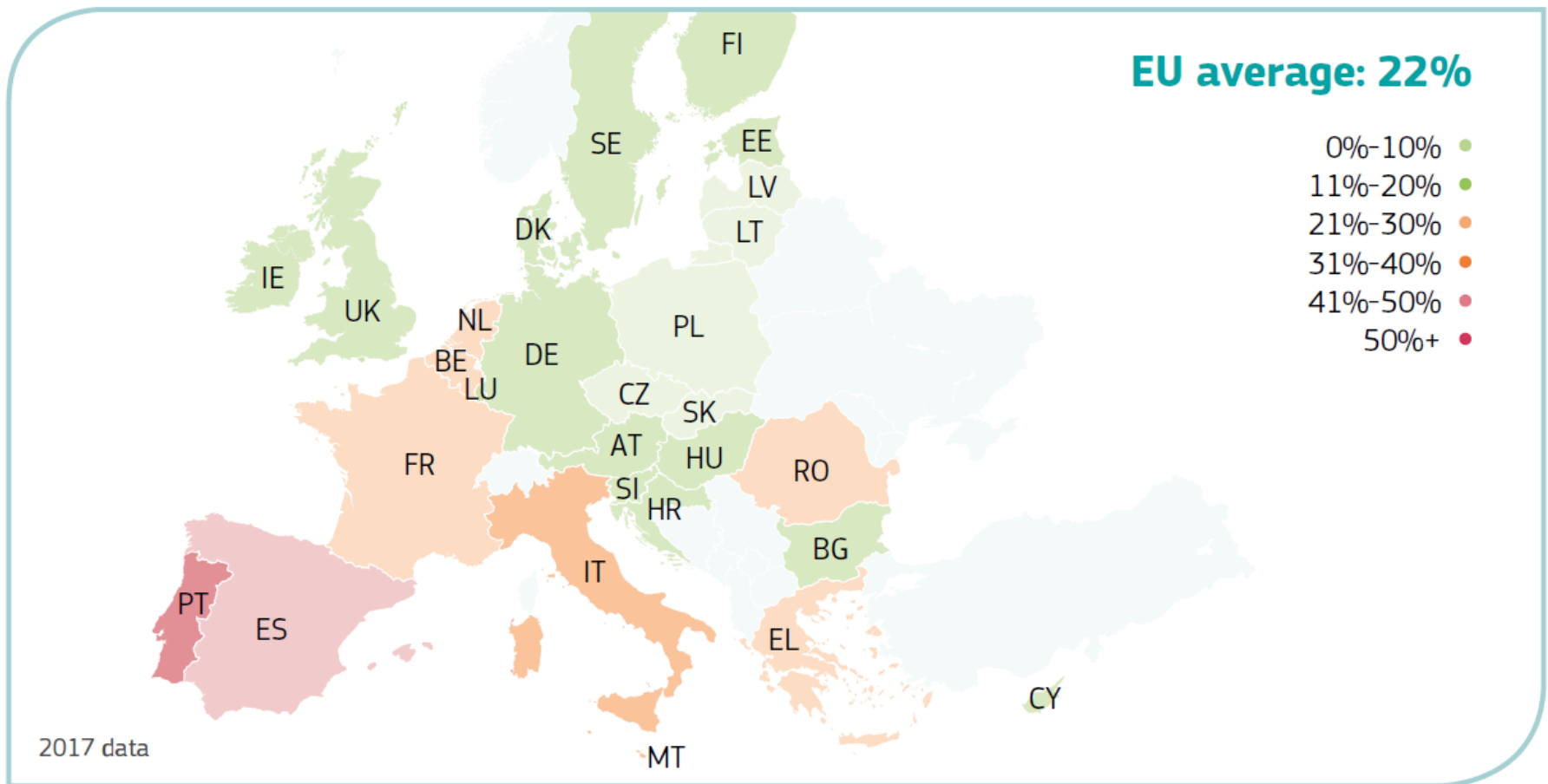




Framework response: Governance

Multi-level and
Multi-stakeholder

Share of low-qualified adults in the EU



Target groups being addressed

- 🔍 young adult NEETs
- 🔍 all adults who lack basic skills
- 🔍 unemployed people with low levels of qualification
- 🔍 people in employment, including people employed in small and medium-sized enterprises
- 🔍 older people – employed or unemployed
- 🔍 non-EU migrants
- 🔍 self-employed, specific age groups of employees
- 🔍 citizens at large
- 🔍 people not actively seeking employment
- 🔍 prisoners
- 🔍 Roma people
- 🔍 women
- 🔍 people with disabilities

Framework response: Identification of target groups





Enabling conditions: Financial and non-financial support

Financial resources



- *No dedicated EU funding*
- *Heavy reliance on European Social Funds*
 - **General support for low-skilled & disadvantaged**
 - **Active labour market policies, focus on unemployed**
 - **Some channelled to support basic skills programmes**
- *Limited national funding sources – grants, accounts, tax credits*
- *Funding for employees remains a challenge*

Reaching out to target groups











Awareness and
promotional
campaigns
through traditional
media
Increasingly
through social
media networks

Framework specifies: Outreach



Guidance

-  *Guidance targeting low-skilled adults*
-  *Lifelong guidance centres*
-  *One-stop shops*
-  *Built-in guidance provision*
-  *Guidance in adult education centres*
-  *PES a major player*
-  *Occupational and career guidance*
-  *Digital developments*



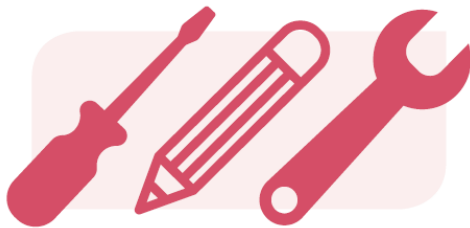


Framework specifies: Lifelong guidance system

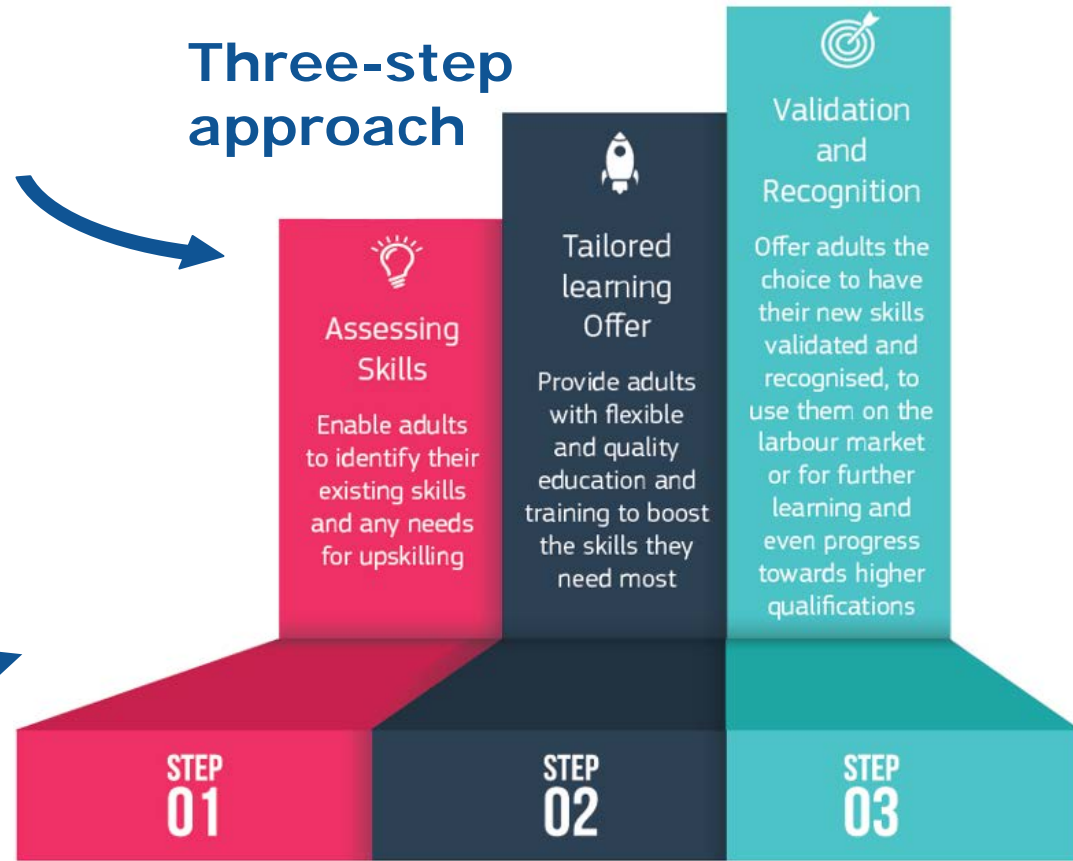
Upskilling Pathways






Enablers



Three-step approach



Framework underlines 3 step- approach

-  *Assess (screen, check)*
-  *Tailor (flexible but adapted to needs)*
-  *Validate, recognise*

Timeline for implementation and regular evaluation

2020

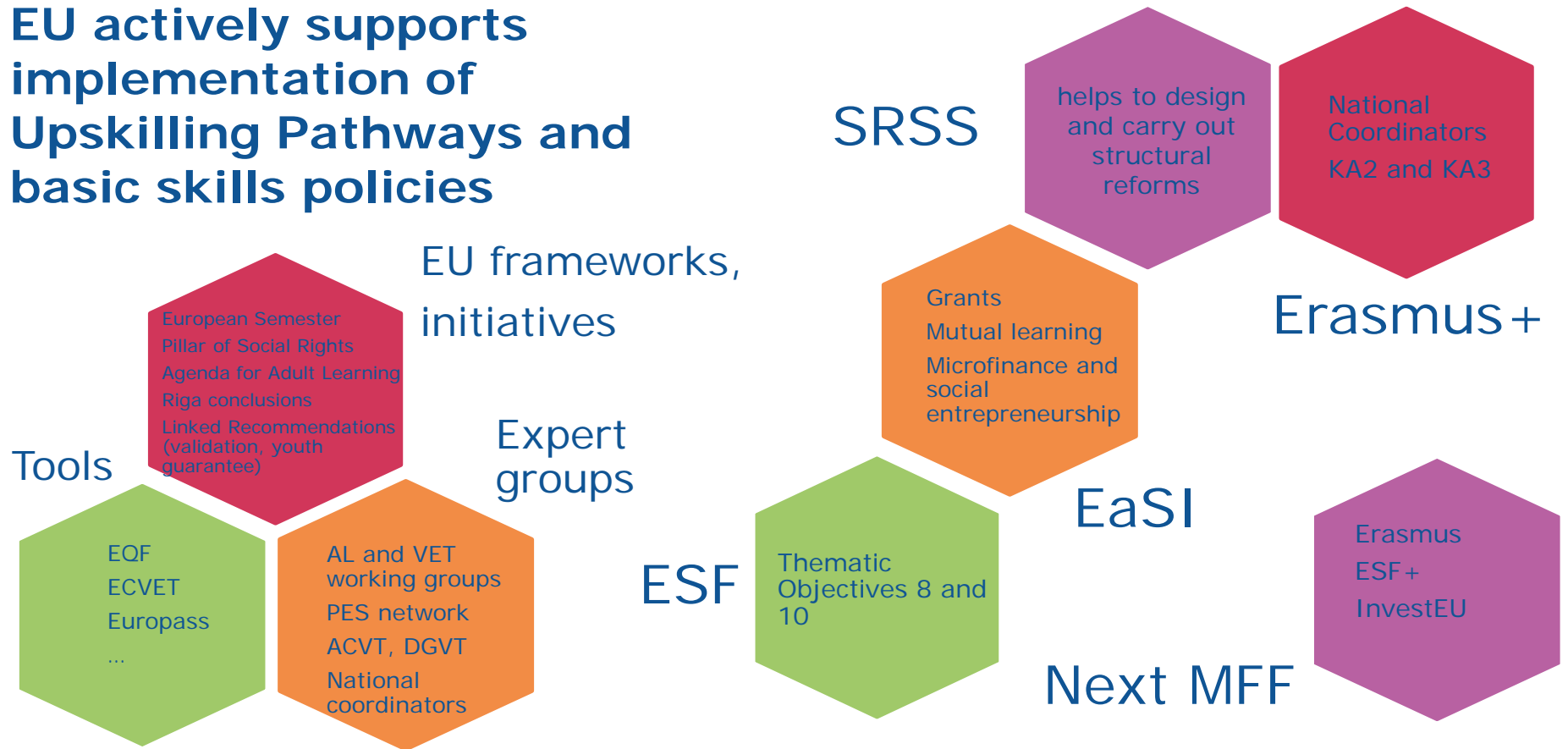


- Strong link with access to EU funding
- Short-term or pilot projects
- No obvious plans on how to sustain the measures beyond 2020



In majority of cases, evaluation by Member States is only mentioned in terms of the evaluation of EU-funded or individual national projects

EU actively supports implementation of Upskilling Pathways and basic skills policies



European Agenda for Adult Learning Priorities for 2015-20

Governance

- coherence with other policies; better coordination
- effectiveness, relevance (society, economy)
- investment

Supply and take-up

- increase supply, increase take up
- literacy, numeracy, digital skills
- effective outreach and guidance strategies

Flexibility and access

- more use of workplace learning and ICT
- skills assessments
- 2nd-chance opportunities leading to qualifications

Quality

- quality assurance,
- education of adult educators,
- better policy design, targeting and monitoring

Conclusions



Positive developments

- A number of countries are setting in motion new ambitious agendas
- Pilots to support implementation are taking place
- ESF supports many of the relevant measures
- Validation is the measure around which many of the actions may evolve
- Digital skills are prioritised



Remaining challenges

- Scale
- Three basic skills
- A coherent pathway with three steps
- Outreach, guidance and support measures
- Coordination and partnerships
- Sustainability



Thank you for your attention!



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