

Session 1 Objective setting

- **Lidia Salvatore**, Expert on Adult Learning and Continuing Vocational Training, Cedefop
- Chair: **Antonio Ranieri**, Head of Department for Learning and Employability, Cedefop

THIRD POLICY
LEARNING FORUM

on upskilling pathways

5 and 6

November 2020 Virtual event

EUROPEAN VOCATIONAL
SKILLS WEEK 2020

A VISION
FOR THE FUTURE
#UpskillingPathways

Session 1 Objective setting

Objectives:

1. identify and share **lessons learnt on** upskilling pathways **implementation**;
2. translate the **analytical framework** into **practice** and;
3. discuss the **future** of upskilling pathways.

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Agenda – DAY 1

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10.00-10.15 CET **WELCOME**

Chair: Antonio Ranieri, *Head of Department*, Cedefop

Lech Pilawski, *President of the EESC Labour Market Observatory*

Jürgen Siebel, *Cedefop Executive Director*

10.15-10.30 CET **SESSION 1: OBJECTIVE SETTING**

Chair: Antonio Ranieri, *Head of Department*, Cedefop

Cedefop work on empowering adults through upskilling and reskilling pathways

Lidia Salvatore, *Expert*, Cedefop

10.30-11.30 CET **SESSION 2: TOWARDS SUCCESSFUL IMPLEMENTATION: EXPERIENCES FROM INDIVIDUAL COUNTRIES**

Chair: Lidia Salvatore, *Expert*, Cedefop

Finland

Tiina Polo, *Senior Ministerial Advisor*, Ministry of Education and Culture

Ireland

Mary Lyons, *Director of Enterprise, Employees and Skills*, SOLAS

Netherlands

Lise Weerden, *Policy Adviser*, Ministry of Education, Culture and Science

11.40-13.00 CET

**PARALLEL WORKSHOPS:
IN-DEPTH DISCUSSIONS OF COUNTRY EXPERIENCES**

Participants will be pre-assigned to three breakout rooms

FINLAND

Tiina Polo, *Senior Ministerial Advisor*, Ministry of Education and Culture

Anna Toni, *Senior Specialist*, Ministry of Economic Affairs and Employment

Moderators:

Raimo Vuorinen, *Project Manager*, Finnish Institute for Educational Research, University of Jyväskylä

Cynthia Harrison, *Support expert*, Cedefop

Ernesto Villalba, *Expert*, Cedefop

IRELAND

Noreen Fitzpatrick, *Manager*

Mary Lyons, *Director*

Louise MacAvin, *Assistant Manager*, Enterprise, Employees and Skills, SOLAS

Moderators:

Lisa Rustico, *Expert*, Cedefop

Lidia Salvatore, *Expert*, Cedefop

NETHERLANDS

Lise Weerden, *Policy Adviser*, Ministry of Education, Culture and Science

Moderators:

Ramona David, *Expert*, Cedefop

Patrycja Lipinska, *Expert*, Cedefop

11.30-11.40 CET **VIRTUAL COFFEE BREAK**

Agenda – DAY 2

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10.00-12.00 CET

SESSION 3: FUTURE OF UPSKILLING PATHWAYS

Chair: Lidia Salvatore, *Expert*, Cedefop

(Virtual coffee
break 11.05-
11.15)

EU policy developments

Chiara Riondino, *Head of Unit, DG Employment, Social Affairs and Inclusion*, European Commission

Portugal's approach to upskilling pathways

Maria João Alves, *Head of the Division of Qualifica Centres*
Alexandra Teixeira, *Head of the Department for Adult Qualification*

Brainstorming on the future of upskilling pathways and next steps

12.00-13.00 CET

CONCLUSIONS: THE WAY FORWARD

Chair: Mara Brugia, *Deputy Director*, Cedefop

Panel discussion

Tatjana Babrauskiene, *VET and Adult Education expert of ETUC*, EESC member
Martina Ni Cheallaigh, *Senior expert*, DG Employment, Social Affairs and Inclusion, European Commission
Carina Lindén, *Deputy Director*, Swedish Ministry of Education and Research and Deputy Chairperson Governments' Group, Cedefop Management Board
Laurențiu Plosceanu, *President*, EESC, Section on Employment, Social Affairs and Citizenship (SOC)
Robert Plummer, *Senior Adviser*, BusinessEurope

**A VISION
FOR THE FUTURE**

#UpskillingPathways



Cedefop work on empowering adults through upskilling and reskilling pathways

Lidia Salvatore

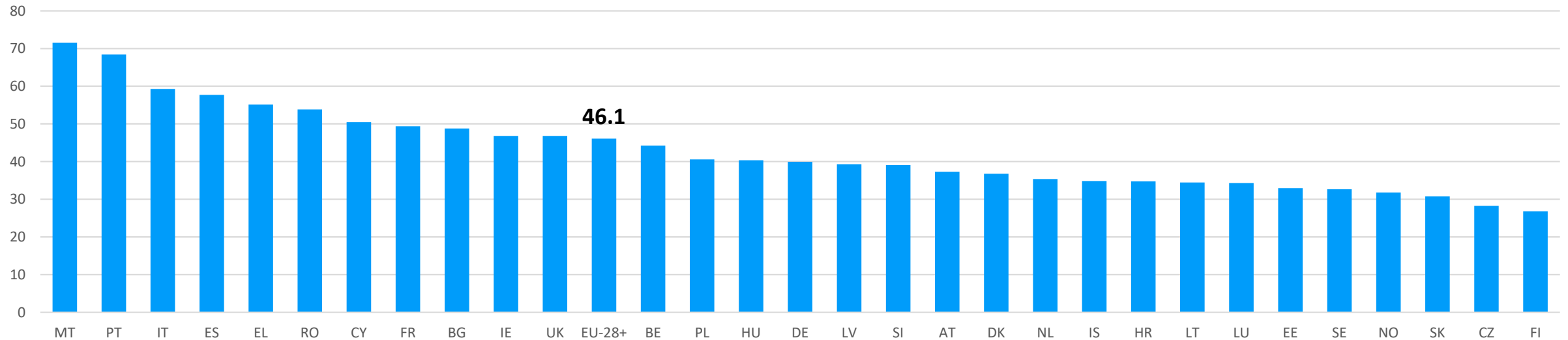
Expert on Adult Learning and Continuing Vocational Training



CEDEFOP

European Centre for the Development
of Vocational Training

128 million adults in the EU-27, Iceland, Norway and the UK are in potential for upskilling and reskilling



(*) EU-28+ = EU-28 + IS, NO

Source: Cedefop calculation on LFS 2016, CSIS 2015, OECD PIAAC 2012, 2015.



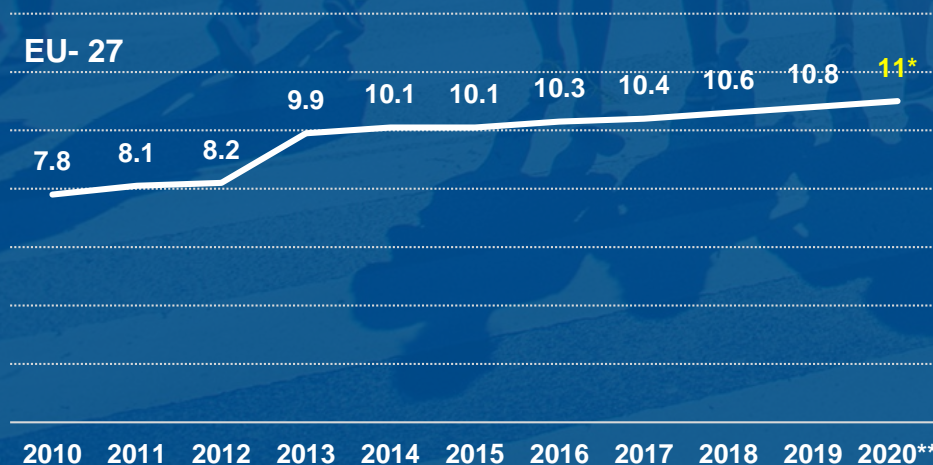
Need for a systematic approach to upskilling and reskilling of the adult population

Adults are aware of the importance of participating in learning

OPINION SURVEY ON AL and CVET

- The potential demand for continuing learning is high
- There is a clear demand for policy-makers to prioritise investment in this area
- **However**, difficult to translate needs in actual demand

ET2020 target by 2020:
'an average of at least 15 % of adults
should participate in lifelong learning'



Targets by 2025: (EUROPEAN SKILLS AGENDA)

INDICATORS (in %)	OBJECTIVES FOR 2025	CURRENT LEVEL (last year available)	INCREASE (in %)
Participation of adults aged 25-64 in learning during the last 12 months	50%	38% (2016)	+32%
Participation of low-qualified adults 25-64 in learning during the last 12 months	30%	18% (2016)	+67%
Share of unemployed adults aged 25-64 with a recent learning experience	20%	11% (2016)	+82%
Share of adults aged 16-74 having at least basic digital skills	70%	56% (2016)	+25%

A systematic approach to upskilling low-skilled adults: Cedefop analytical framework



grounded in a
**lifelong learning
perspective** and
focused on
**individual
empowerment**



important
**systemic
features** needed
for a **coherent**
and **coordinated**
approach

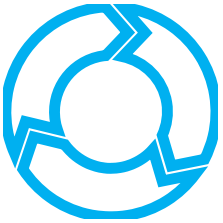


unlocks **synergies**
and fosters
complementarities



continuous
iterative
process:
live document

A systematic approach to upskilling low-skilled adults: 10 key areas of the policy process



Decision-making

Integrated approach to upskilling pathways
Strategy for identification of target groups
Governance (Multilevel/Multi-stakeholder)
Monitoring and Evaluation



Support

Financial and non financial support
Outreach
Guidance



Implementation

Skills assessment
Tailored learning offer
Validation and recognition

Cedefop resources and tools

supporting implementation of upskilling pathways



Resources for
guidance +
Inventory of lifelong guidance
systems



European inventory on
**validation of non-formal
and informal learning**



Database on
Financing adult learning



VET toolkit for
**tackling early
leaving**



European database on
**Apprenticeship
schemes**

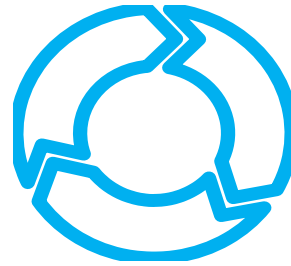


Database on
Financing apprenticeships

Next steps and future directions



Thematic Country
Reviews on
upskilling pathways



Support a **systematic**
approach
to **continuous learning**
for adults
in a lifelong learning
perspective



VET **toolkits** for
empowering NEETs
and for **low-skilled**
adults

Thank you



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of Vocational Training

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