



Mapping low skilled adults in the EU: identifying target groups and addressing their needs

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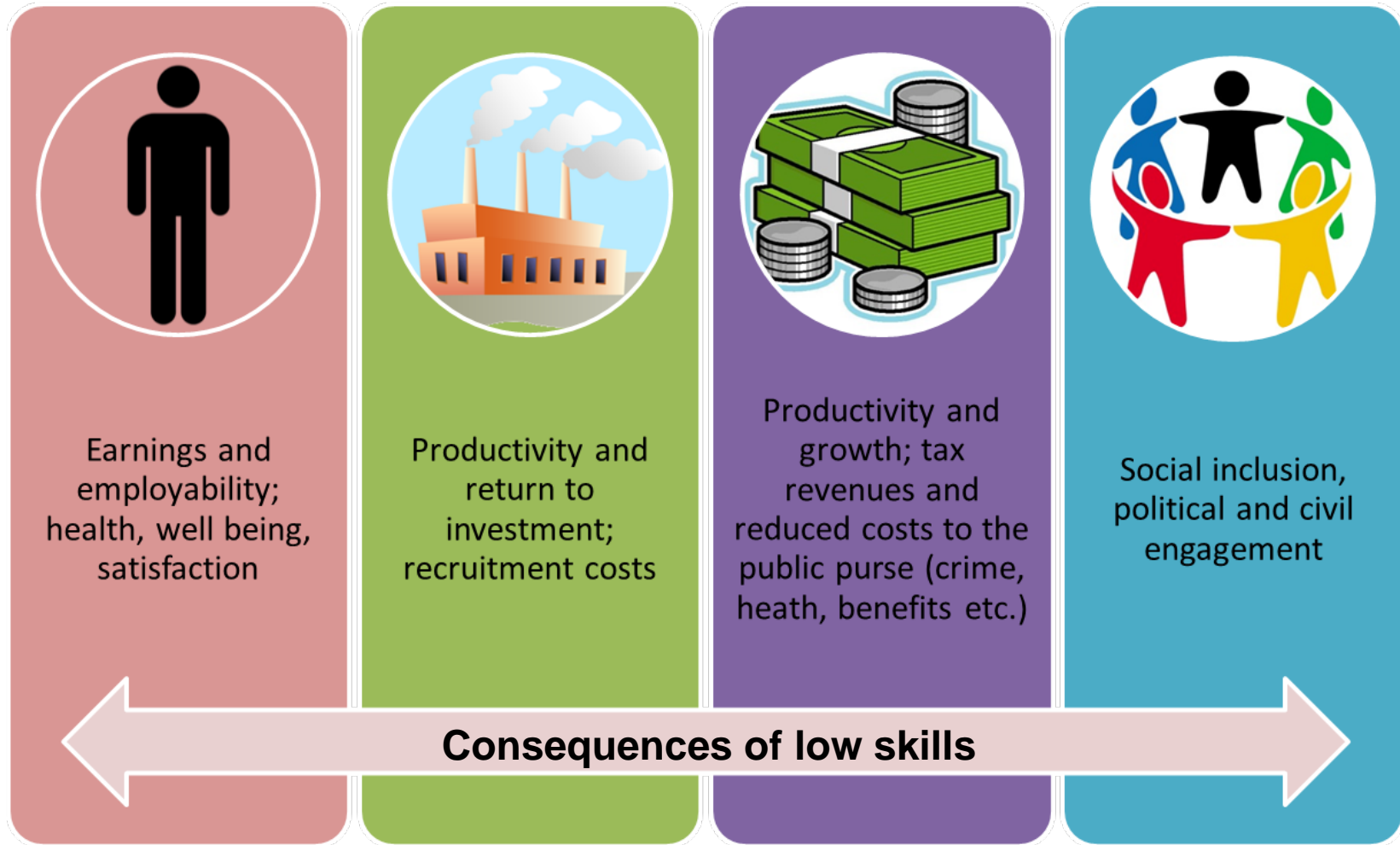
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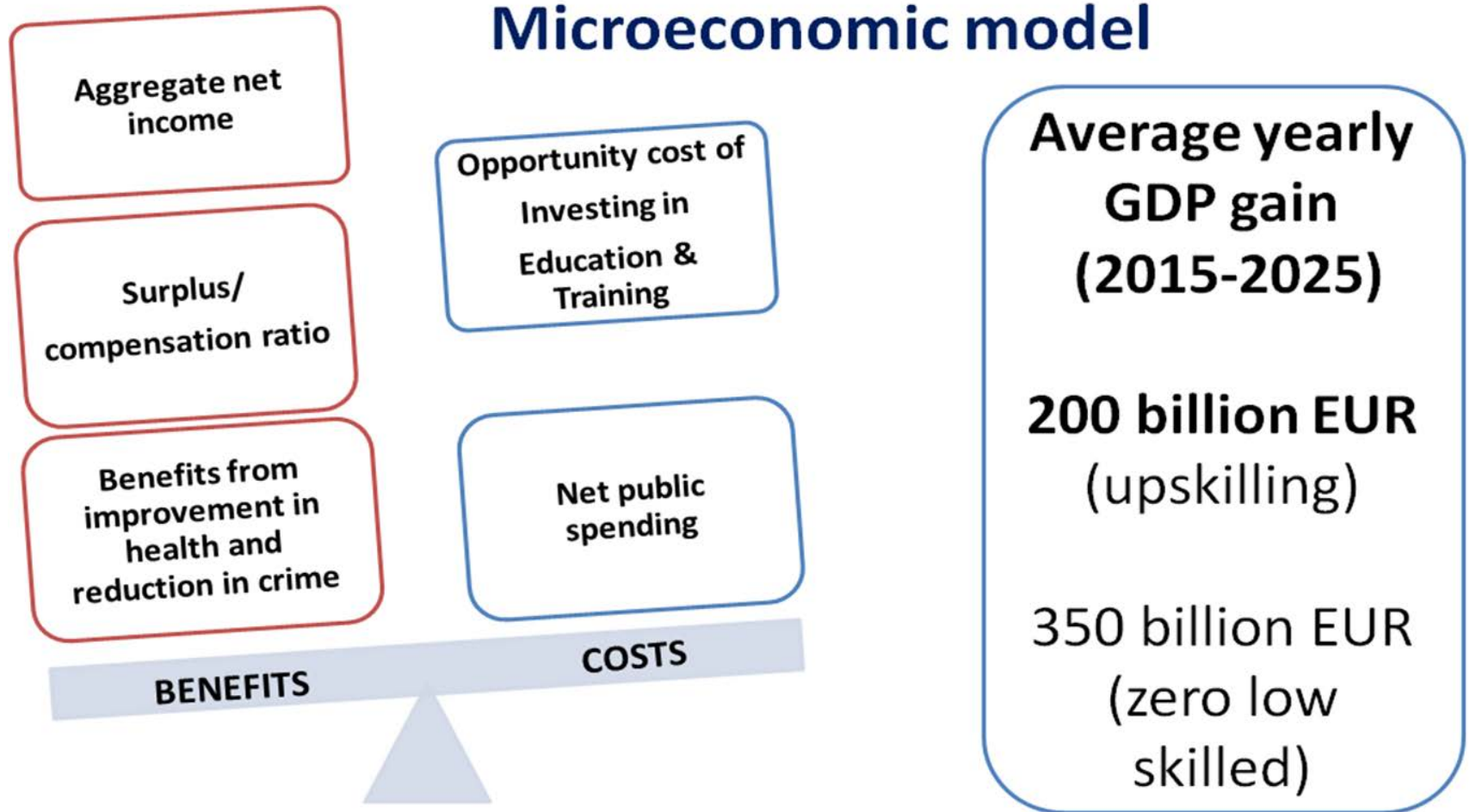
European Centre for the Development
of Vocational Training

Why investing in upskilling and reskilling matters?



Investing in upskilling and reskilling: benefits

Microeconomic model

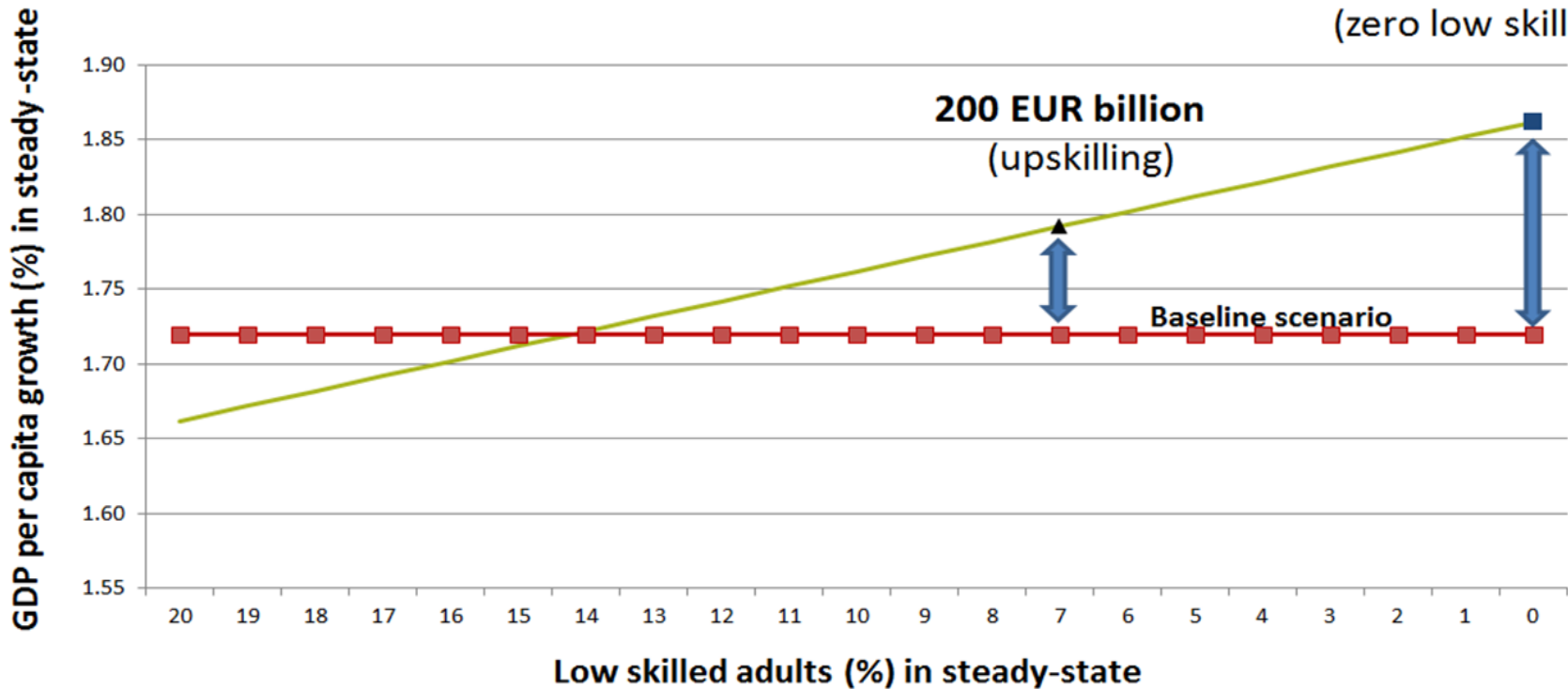


Investing in upskilling and reskilling: benefits

Macroeconomic model

Average yearly GDP gain 2025-2050

410 EUR billion
(zero low skilled)



Investing in skills pays off: The economic and social cost of low-skilled adults in the EU

Low skilled adult **Vulnerable** segment of the population: low skills associated with **negative consequences**;

Empowering low skilled adults by means of promoting their **upskilling** and/or **re-skilling** is associated with large **social** and **economic benefits**;

Heterogeneous group: low skilled **subpopulations**;

Effective policy actions need to **recognise** and **target** the different **needs** and **characteristics** of the low skilled.



Investing in skills pays off:
the economic and social
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in the EU

<http://www.cedefop.europa.eu/en/publications-and-resources/publications/5560>

Low skilled adults: a comprehensive analysis



Education

Digital skills

Literacy

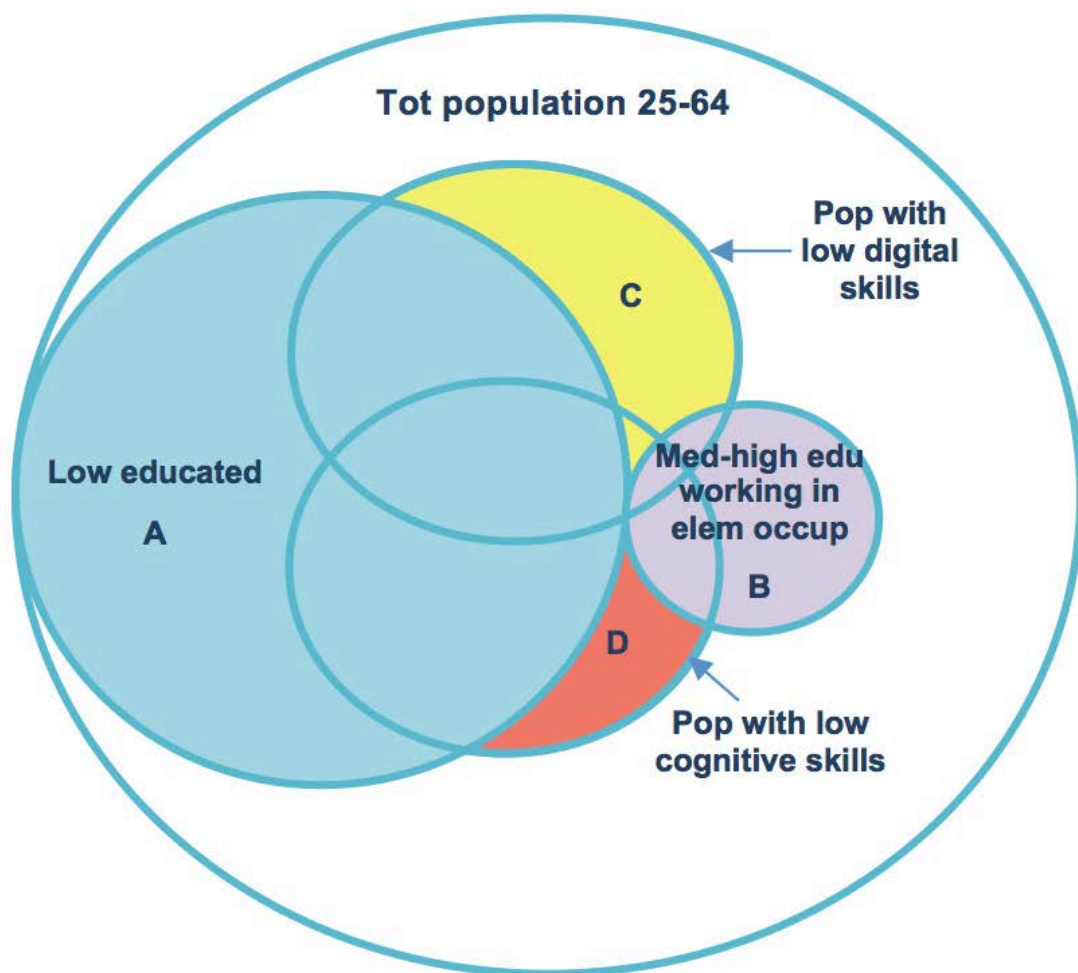
Numeracy

Mapping low skilled adult populations: further analysis

Skills domains:

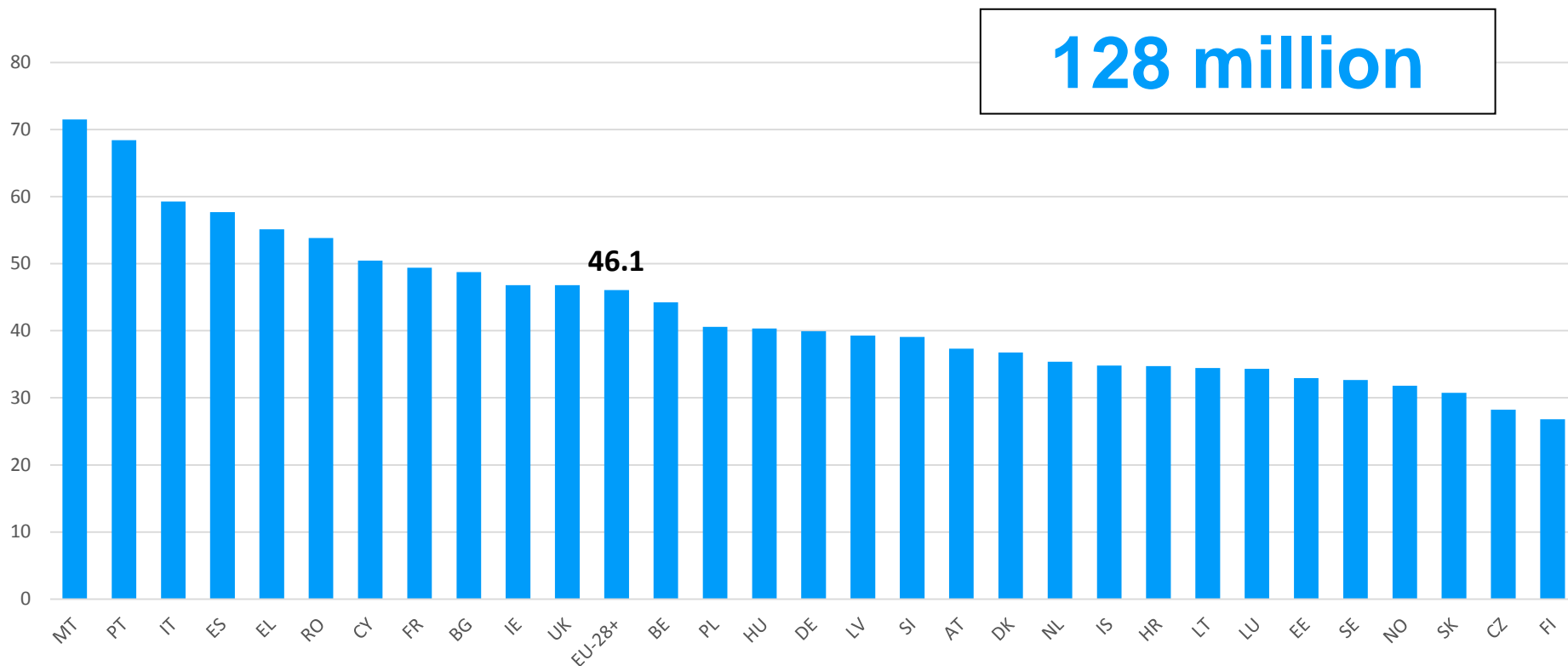
- Educational attainment (LFS 2016);
 - Computer and digital skills (CSIS 2015)
 - Cognitive skills (numeracy, literacy, PIAAC 2012 & 2015)
- +
- adults with medium or high qualifications but working in elementary occupations (ISCO 88 - 09) as a proxy for skills obsolescence/skill loss.

Estimation of the magnitude of the adult population in need of upskilling



1. Low educational attainment (**A**)
2. Medium- high qualified (ISCED 3-8) adults 25-64 working in elementary occupations (ISCO 88 -09) (**B**)
3. Low digital skills (**C**)
4. Low cognitive skills (**D**)

Estimated adult population in potential need of upskilling by country (%), EU-28+ (*)



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

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

Risk of being low skilled

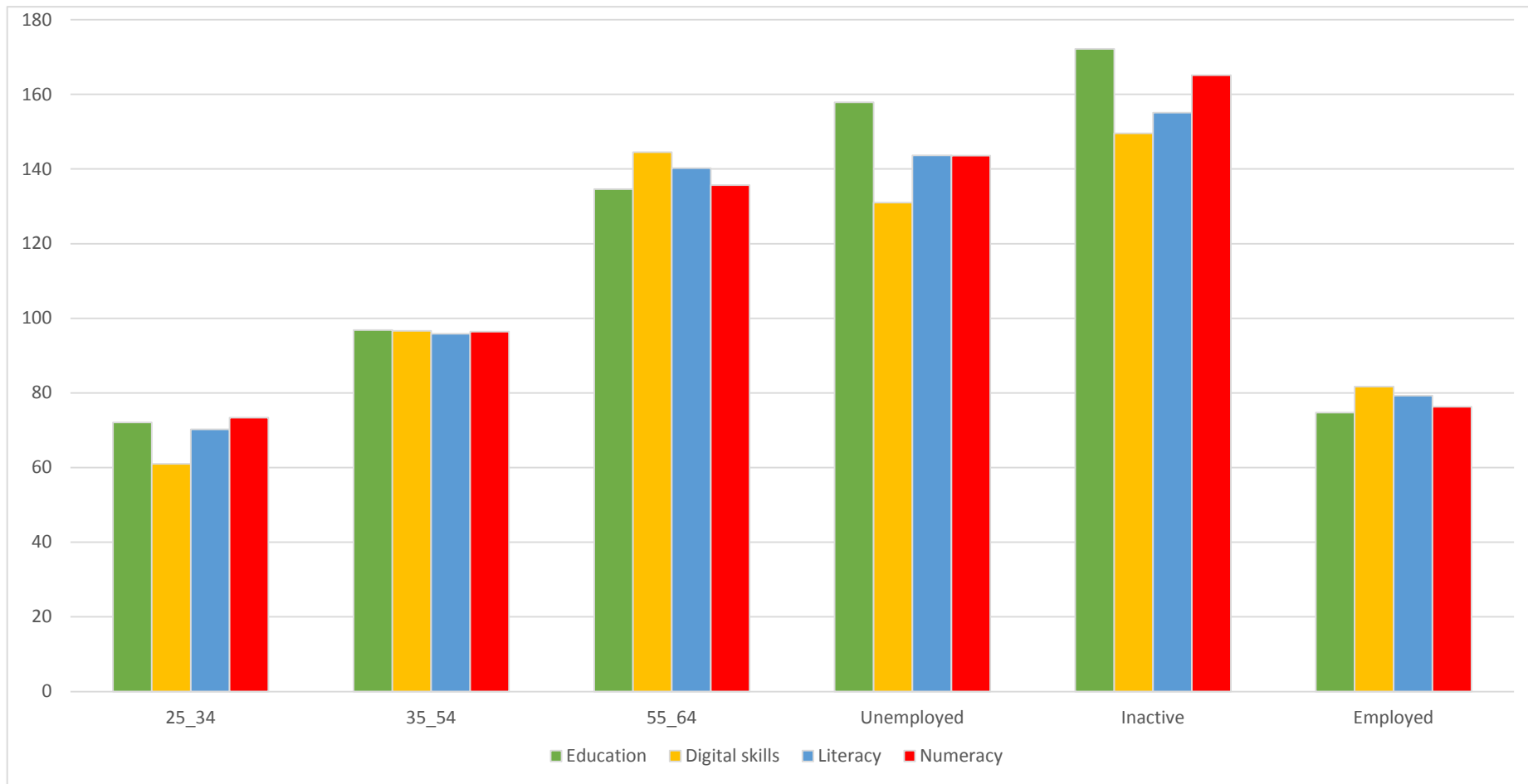
Age	25-34 Employed	25-34 Unemployed	25-34 Inactive
	35-54 Employed	35-54 Unemployed	35-54 Inactive
	55-64 Employed	55-64 Unemployed	55-64 Inactive
Labour market status	25-34 Employed	25-34 Unemployed	25-34 Inactive
	35-54 Employed	35-54 Unemployed	35-54 Inactive
	55-64 Employed	55-64 Unemployed	55-64 Inactive

Gender

Nationality



Risk of being low skilled

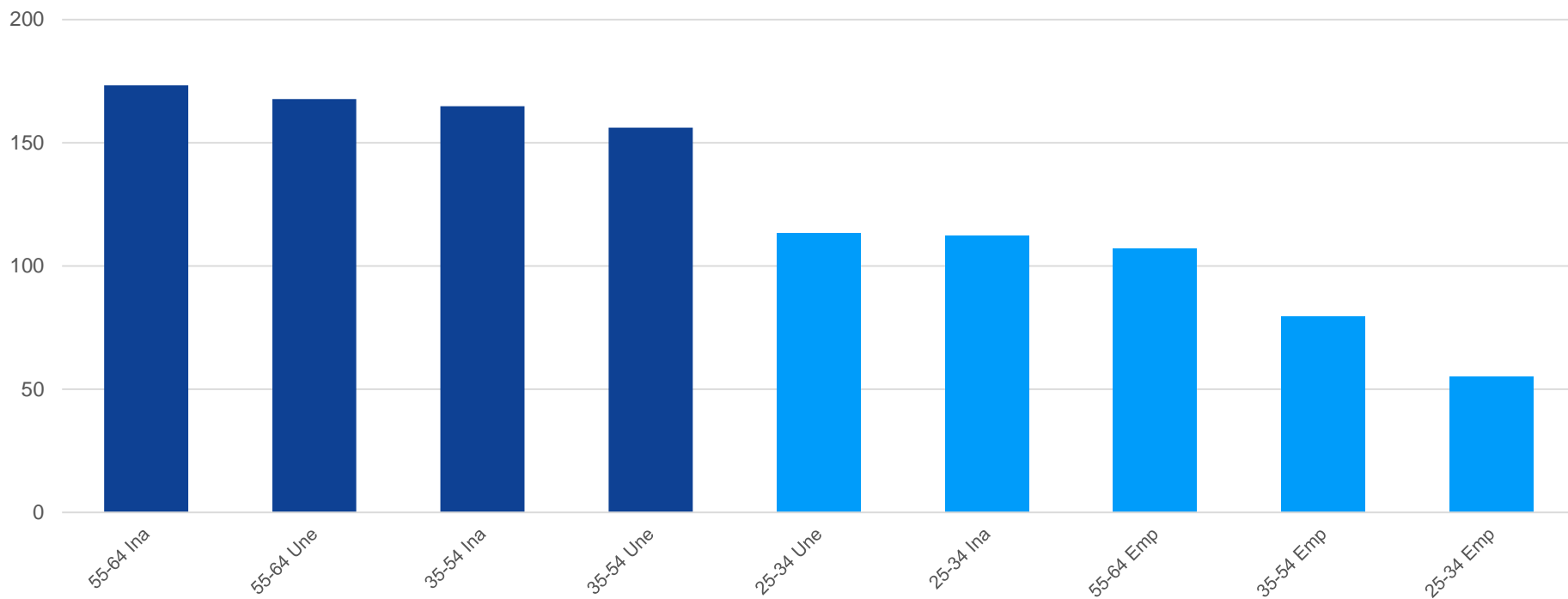


Note: European average: EU28+ for education; EU28 and NO for digital skills, PIAAC countries for literacy and numeracy.

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



Risk of being low skilled, composite index (*), EU-28+



Note: (*) Low skilling composite index: calculated as the unweighted average of the relative risk of being low skilled in four domains: education, digital skills, literacy and numeracy.

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

Risk of being low skilled by skill dimension



Education

25-34
Employed

35-54
Employed

55-64
Employed



Digital skills

25-34
Unemployed

35-54
Unemployed

55-64
Unemployed



Literacy

25-34
Inactive

35-54
Inactive

55-64
Inactive



Numeracy

25-34
Inactive

35-54
Inactive

55-64
Inactive

Risk of being low skilled by skill dimension



Education

25-34
Employed

35-54
Employed

55-64
Employed



Digital skills

25-34
Unemployed

35-54
Unemployed

55-64
Unemployed



Literacy

25-34
Inactive

35-54
Inactive

55-64
Inactive



Numeracy

25-34
Inactive

35-54
Inactive

55-64
Inactive

Risk of being low skilled by skill dimension

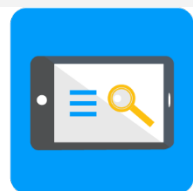


Education

25-34
Employed

35-54
Employed

55-64
Employed



Digital skills

25-34
Unemployed

35-54
Unemployed

55-64
Unemployed



Literacy

25-34
Inactive

35-54
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55-64
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Numeracy

25-34
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Risk of being low skilled by skill dimension



Education

25-34
Employed

35-54
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Digital skills

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Literacy

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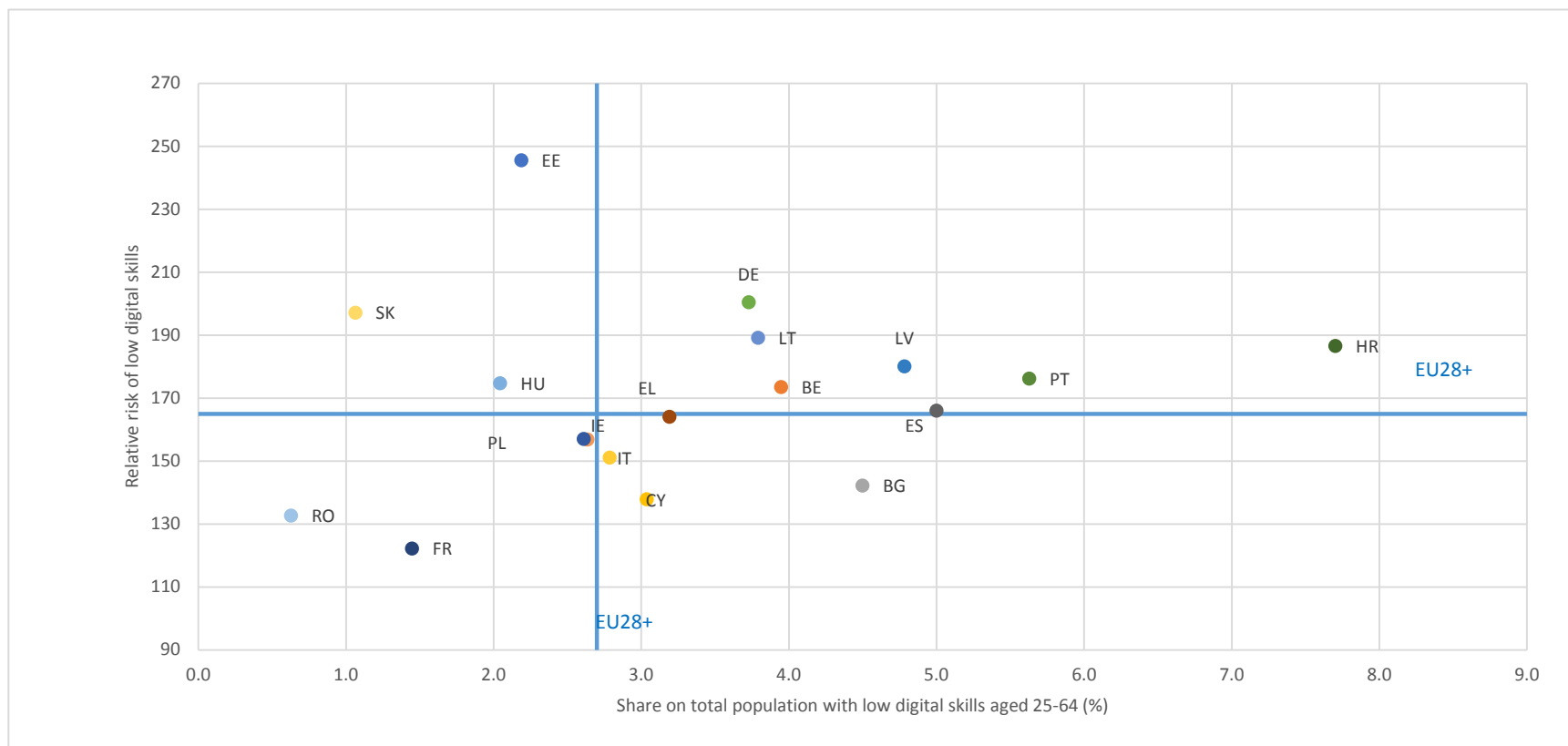
Numeracy

25-34
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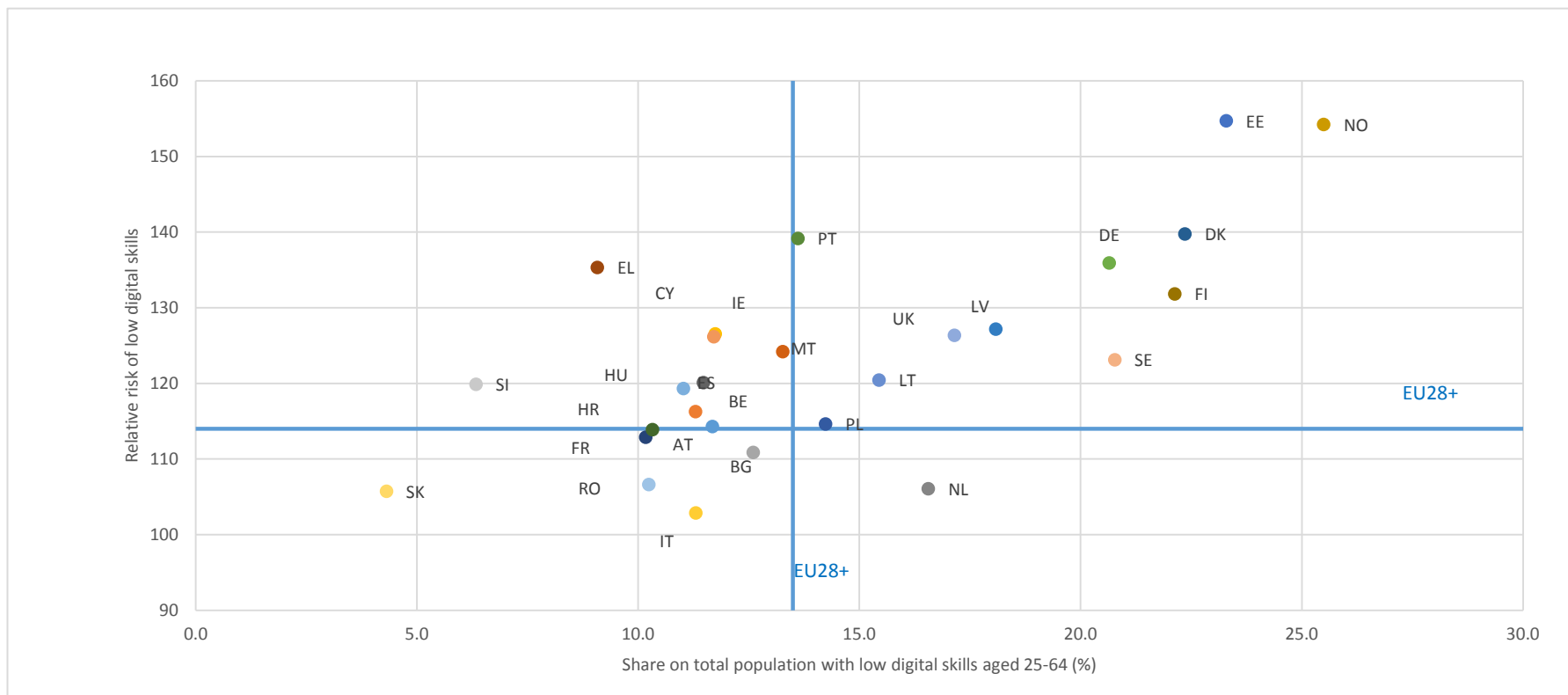
Cross-country comparison of low digital skills among unemployed aged 55-64



Note: unreliable data for AT, DK, FI, IS, LU, MT, NL, NO, SE, SI, UK

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

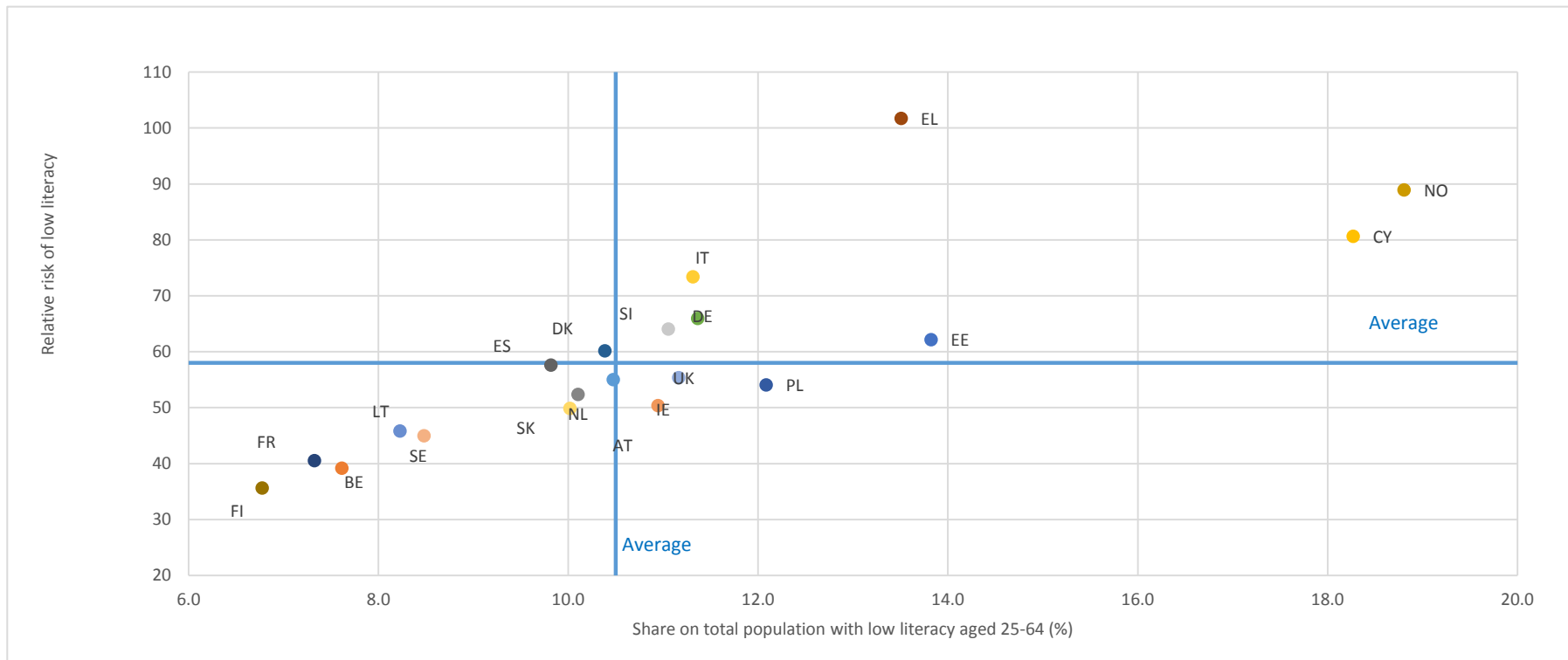
Cross-country comparison of low digital skills among employed aged 55-64



Note: unreliable data: IS, LU

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

Cross-country comparison of low literacy among employed aged 25-34



Note: No data: BG, HR, HU, IS, LU, LV, MT, PT, RO.

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

Risk of being low skilled among adult women, EU-28 +

Females aged 25-64	Low education	Low digital skills	Low literacy	Low numeracy
Absolute risk of low skilling among fem 25-64 (%)	23.2	45.1	20.6	27.2
Relative risk of low skilling: total fem 25-64	100 (50.2)	105 (52.9)	99 (49.7)	112 (56.2)
Relative risk: unemployed fem 25-64	142 (4)	125 (5.8)	126 (3.9)	135 (4.2)
Relative risk: inactive fem 25-64	176 (24)	156 (20.7)	148 (21.4)	170 (24.5)
Relative risk: employed fem 25-64	66 (22.1)	81 (26.3)	74 (24.3)	84 (27.3)

(in brackets: incidence of low skilled females 25-64 on total low skilled population in %)

Main messages from the mapping exercise:

- Magnitude of low skills of particular concern: 46.1% of the EU28+ population aged 25-64 (**128 million adults**) in potential need of upskilling
- Data limitation do not allow us to investigate the full extent of low skills – more comparable data needed;
- **Older unemployed** and **inactive** adults are at particular risk of being low skilled in all the skills dimensions considered;
- **Employed** adults of all the age groups considered show relatively lower risks of low skilling;
- **Digital** skills remain particularly scarce among **older** adults aged 55-64 - even when employed;
- Significant **differences** exist among EU28+ countries – more on the national contexts in the Cedefop country factsheets.





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