



Rome, 19th September 2019

3rd CareersNet meeting

National developments in support to adults' careers

Guidance and the Italian adult upskilling policy



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Within an integrated upskilling adult policy, a **lifelong guidance system is crucial**

- to keep adult people participating upskilling initiatives: it can overcome the lack of motivation and engagement that many low-skilled, including, unemployed lowskilled adults, may feel;
- It can make upskilling goals clear, providing support to low skilled adults in achieving their goals.

Preconditions (*main, not exhaustive list...*):

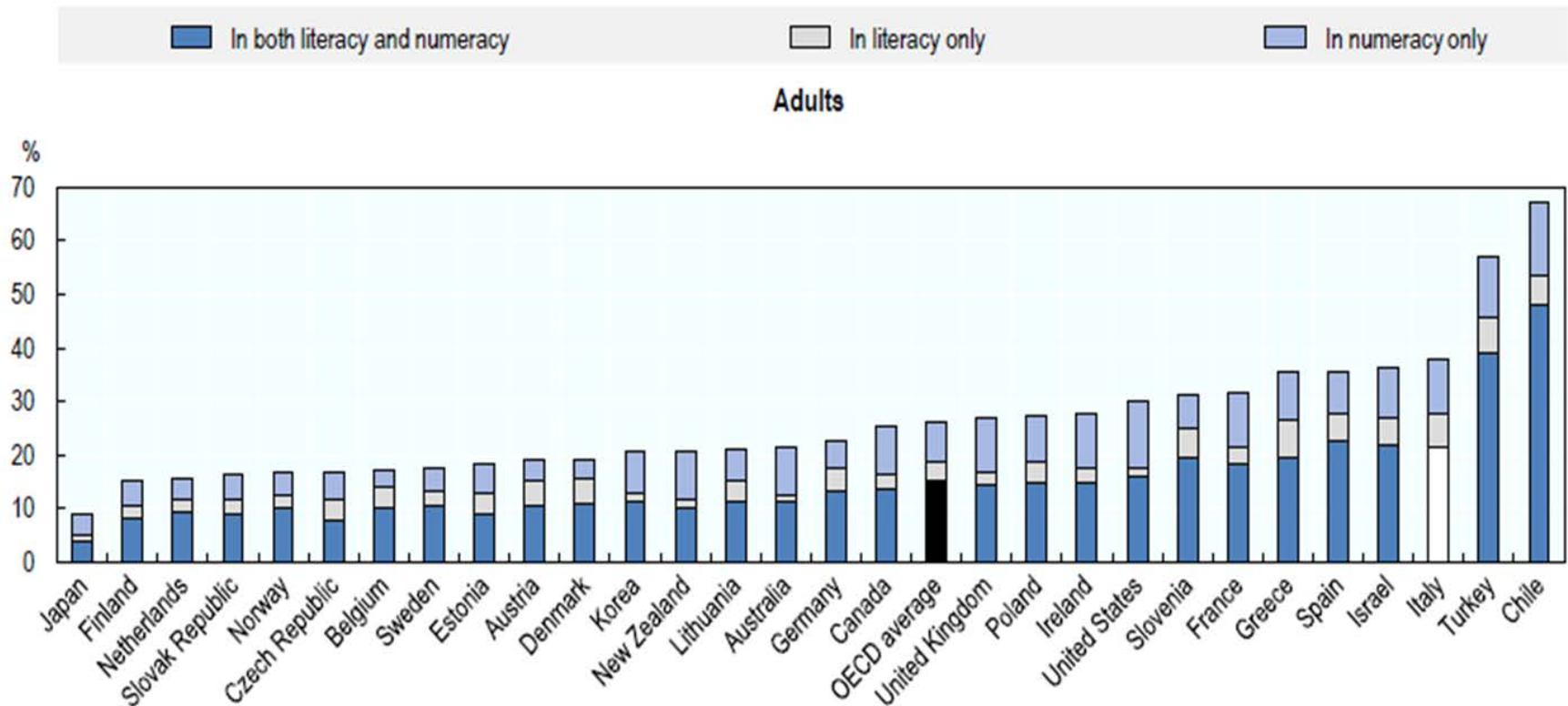
- Lifelong guidance is provided according to the different target groups of low skilled adults.
- Adoption of appropriate and empowering guiding methodologies for adult low skilled people.
- Quality of counsellors
- Integrated with outreach strategies
 - I. Involving the different key stakeholders that are best positioned to reach out specific target groups in outreaching activities
 - II. Linking the development of outreaching strategies with the active involvement of the target group

Italy remains one of the countries across Europe where the need to upskill is both great and most challenging

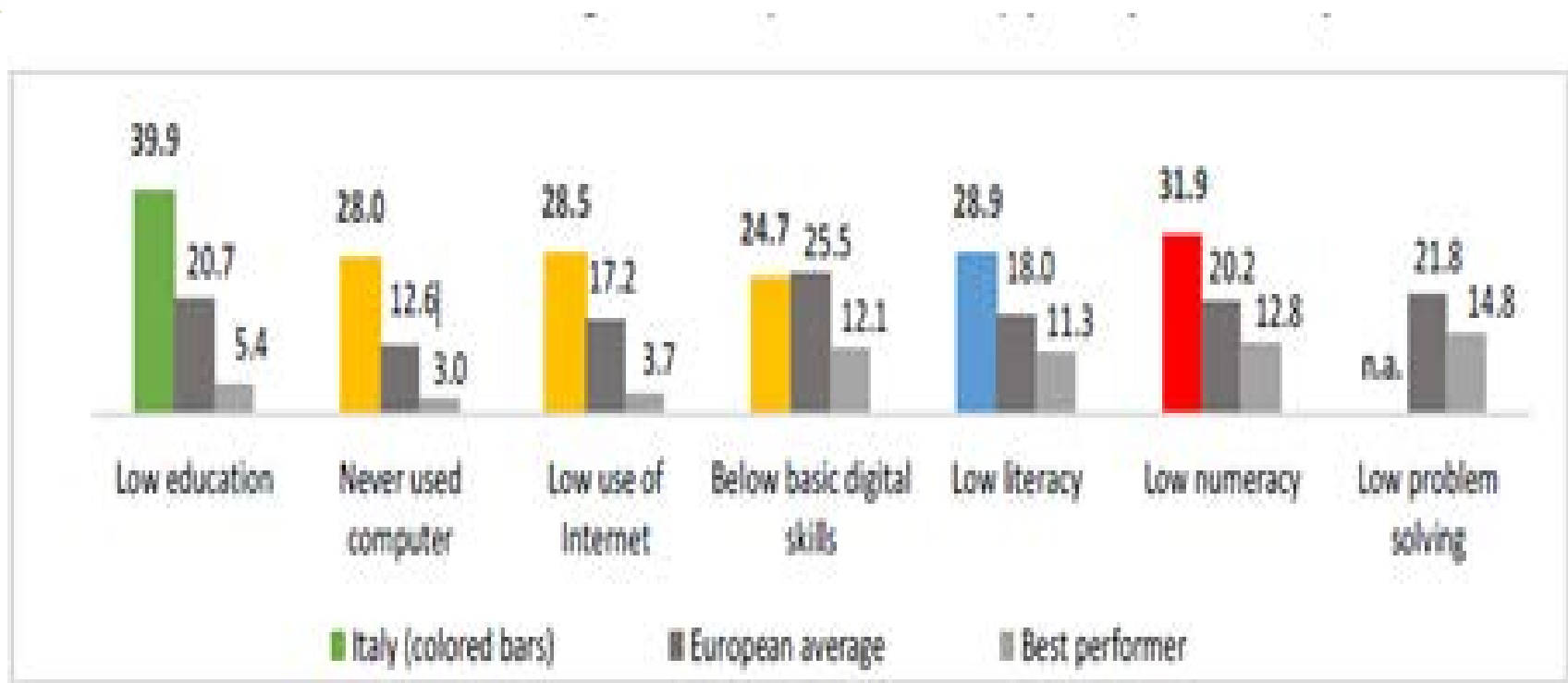
- according to PIAAC Survey, the percentage of adults scoring at or below level 1 in **literacy** is **27.7%** (*19.9% at EU-level*); in **numeracy** the result is **31.7%** (*23,6% at EU-level*);
- the percentage of individuals **without basic digital skills** is **57%** of the population aged 16-74 (*31% at EU level*);
- the participation rate in education and training of people aged 25-64 increased up to 7.5% in 2015, **Italy ranks 15th in the EU** and is still below the EU average (10.6%);
- regarding the share of population with either less than primary or primary and lower secondary education (ISCED levels 0-2), **Italy ranks 4th with 40.1%, above both the EU (23.5%) average.**

- Among low skilled people there are not only people with low qualifications, but also those with medium-high levels of education and low digital skills and/or literacy/numeracy, or working in low-skilled jobs (risk of obsolescence).
- Taking these categories into account, adults with upskilling need are in Italy between 17.5 and 19.5 million people: between 53% and 59% of the adult population (25-64)(Sources: LFS 2016; CSIS 2015; PIAAC 2012,2015).
- The incidence of low skilled people is higher than the average among the over-55s (employed and non-employed), and among the unemployed and inactive 35-54 years (especially for digital skills).

Low skilled adults (PIAAC) – The functional literacy needs of the Italian adult population



Incidence of low-skilled among adults (25 -64 years) by type of competence

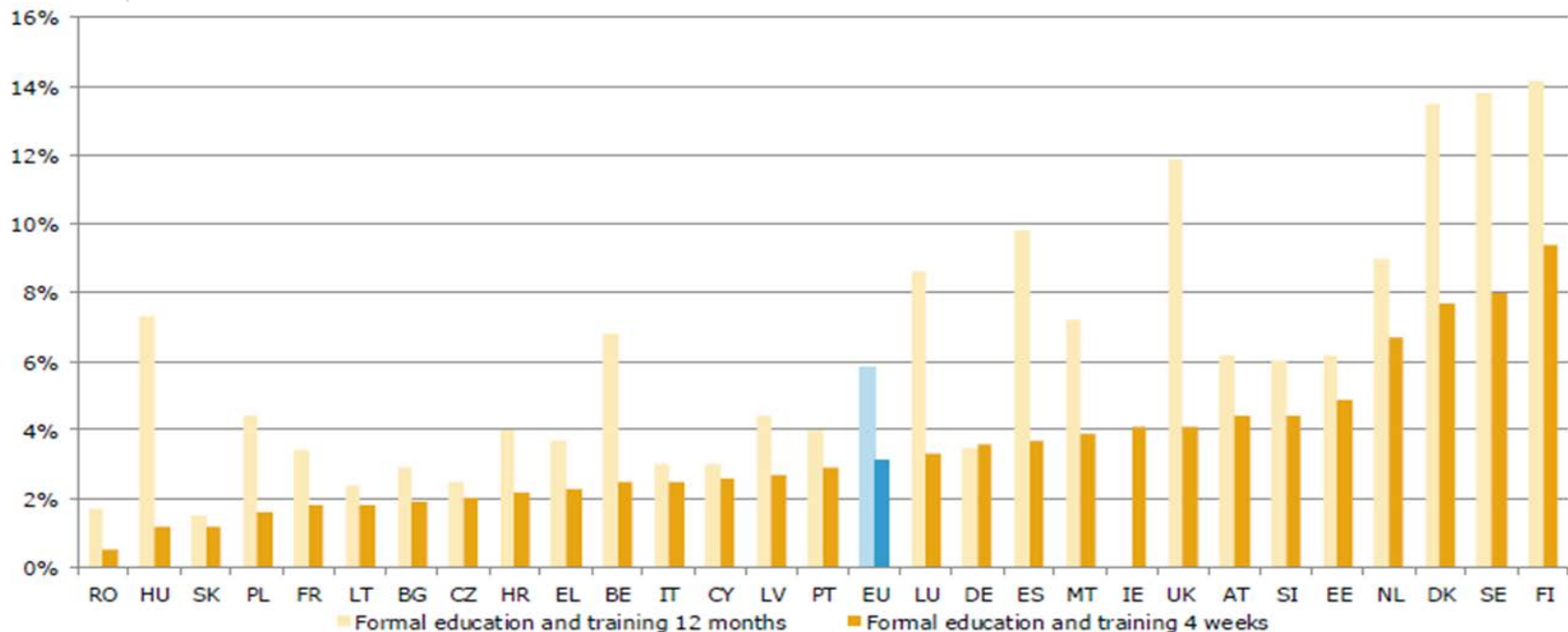


Adult learning activities are predominantly non-formal

In 2016, using the four-week reference period, **10.8% of adults participated in formal and/or non-formal learning, while only 3.1% participated in formal learning.**

In the same year, using a reference period of 12 months, 45.1% of adults said they had undertaken formal or non-formal learning, but only 5.8% said they had done formal learning during the year.

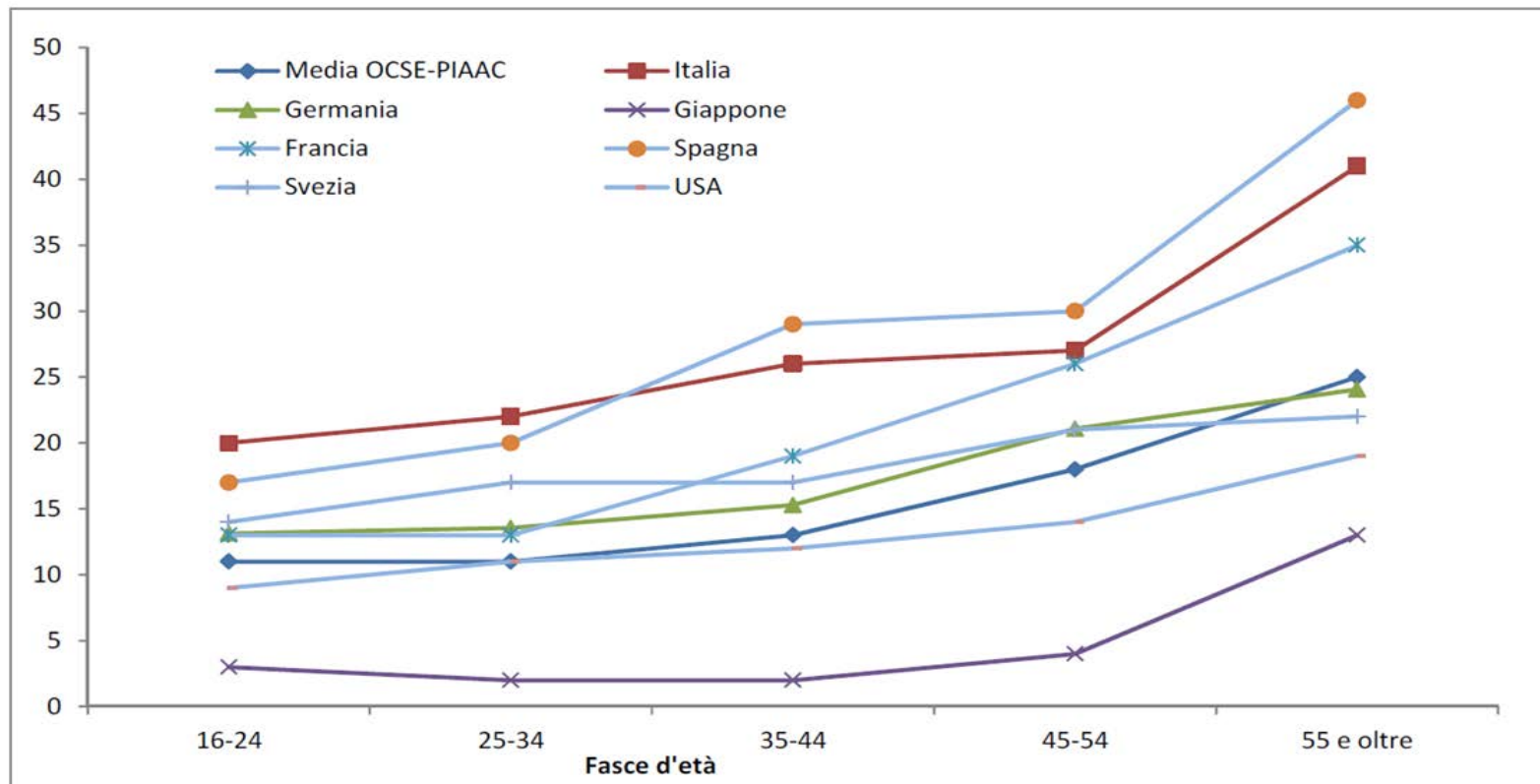
Share of adults participating in formal education and training, 2016



Percentage of low skilled people within age groups: international comparison

Among citizens aged 55 to 65, representing 20.5% of the Italian population, low skilled people are over 41%.

If you look at the over-55s, on average one in four citizens (OECD-PIAAC average) is low skilled: Spain has the highest percentage, 47% of which 16% below level 1, while the lowest value is that of Japan (12% of which only 1% below level 1)



Fonte: elaborazione Inapp su dati OCSE-PIAAC 2012

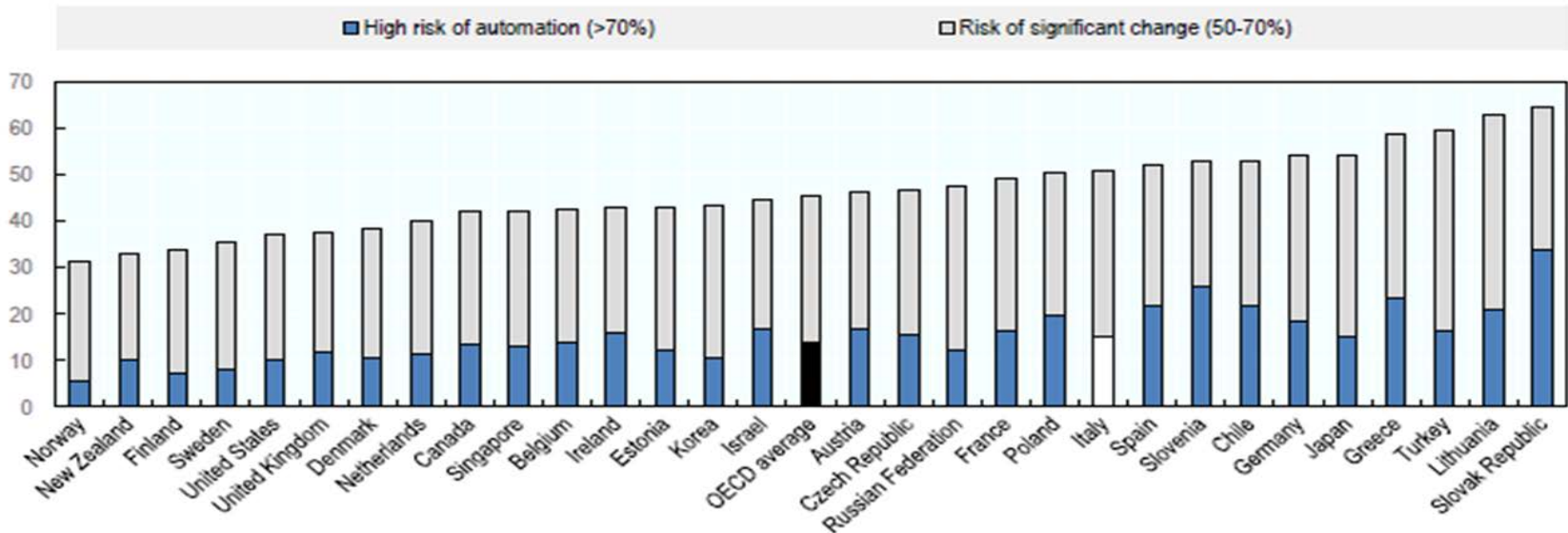
Occupations at risk of automation and/or significant changes

New technologies are changing jobs and skills needs, both in Italy and elsewhere in the OECD.

OECD suggests that 15.2% (14% OECD) of jobs in Italy are at high risk of automation and a further 35.5% (31.6% OECD) could undergo significant changes.

This puts considerable pressure on the adult learning system in Italy.

Percentage of jobs at risk by degree of risk



The groups at greatest risk

The unemployed, the retired people and those who carry out unpaid domestic and care activities

unemployed are the category that has a lower average score compared to the employed and to the "non-labor force" (which includes students). Among individuals outside the labor market, retirees and people engaged in domestic and care activities are, on average, the most disadvantaged categories from the point of view of the possessed skills.

the age variable must also be taken into consideration. Among the unemployed 16-24 year olds, the low skilled are about 24%, they exceed 27% in the 25-34 year-olds, they are around 40% among the 35-54 year-olds: among the unemployed over 54 the low skilled are more of 60%.

Employees who carry out low value-added work

The quality of the work performed is the discriminating factor for skills.

The low skilled risk for workers with low occupational qualifications increases in relation to the possession or not of a diploma. In fact, on average, in Italy, workers employed in jobs defined as *elementary or semi-skilled* who have not completed upper secondary education, present a risk five times greater than being at the lowest levels of competence, compared to workers employed in occupations high-skilled holding a diploma.

The groups at greatest risk

People with disadvantaged socio-cultural backgrounds

86% of low skilled people come from families in which both parents have lower educational qualifications, while only 2,4% have at least one parent degreed.

Migrants

among migrants, low skilled in literacy are 43,3%, compared to an average OECD PIAAC which is around 24%.

Early school leavers

The Italian 16-24 year olds who left school early are on average at level 1 in literacy, a level of skills that is really insufficient and alarming for this age group. It should be also emphasized that not even the work seems to favor skills, as, usually it, is the case: in 16-24 year olds the status of employed is not associated to better skills, as happens for all other age groups, but to the highest percentage of low skilled.

NEET

The probability of staying at level 2 or at a lower level on the literacy competence scale, in Italy, for NEETs of 16-24 year olds is five times greater than for peers who are studying or in training. Among the very young Italian NEETs, in fact, almost one out of three is low skilled (32,6%). The situation worsens in the following age group: among the NEETs aged between 25 and 34, the low skilled are 33,2%.

Adult participation in educational activities: growing, but still very low

Despite the high number of low-skilled people, the participation of adults, and in particular the less educated, in training and education activities is much lower than the European average.

However, the LFS and AES surveys show an increase in adult participation in (especially non-formal) training activities over the last decade and an increase in the supply of training by companies.

LFS data (2017): Overall adult participation in training activities in the last 4 months increased from 6.3% in 2008 to 7.9% in 2017 (EU 10.9%) 1.1% to 2% among the least educated (EU 4.3%)

EU AES data confirms that adult participation in the 12 months prior to the survey has been growing over the past decade, even among the least educated, although still below the EU average and concentrated in non-formal training.

Low skilled and training: the reasons for non-participation

Which of the following reasons prevented you from participating in education and training? Point out the most important reason.

I didn't have the requirements	12,0%
Education or training was too expensive/I couldn't afford them	9,5%
Lack of employer support	6,5%
I was too busy with workp	32,4%
The course or study activity was offered to me at an unfavorable time or location	11,0%
I didn't have time because I had to take care of the children or for family responsibilities	15,9%
An unforeseen event prevented me from participating in the education or training course	1,9%
Other	10,8%

Implementation of Upskilling Pathways Recommendation in Italy

A favourable legal framework, covering the main elements of the three steps strategy

interinstitutional dialogue: new focus on adult learning

Growing active and relevant participation of social partners

The third sector important role

More and more effective tools (Atlante and Professions portal)

Labour Market Intelligence intensified and reliability of data

Massive campaign of teachers and trainers retraining foreseen and in course

Strengthening of PES (HR and info tools)

Significant policy efforts are being carried out to address these challenges.

However:

- there is a continuing need to strengthen employment services capable of promoting upskilling tailored on individuals' needs;
- there is a need to better address the negative intertwining between fragility in terms of adult skills and high unemployment rates forcing many people out of employment or out of the labour force through labour market relevant upskilling.
- the reform of Provincial Centres for Adult Learning (hereafter PCAL, DPR 263/2012) introduced key innovations that are pertinent to the UP but may need further emphasis towards full implementation;
- Multilevel and multiactor governance remain a challenging exercise

THANK YOU FOR THE ATTENTION



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