



# **EU Policy Update including on European Agenda for Adult Learning**

**Dana-Carmen Bachmann**  
**Head of Unit, VET, Apprenticeships & adult learning**  
**DG EMPL**  
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- 1) THE NEW COMMISSION 2019-2024**
- 2) THE UPDATED SKILLS AGENDA**  
*Empowering people to master transitions*
- 3) EUROPEAN AGENDA FOR ADULT LEARNING**
- 4) *UPSKILLING PATHWAYS AND EURYDICE REPORT***

# Political guidelines for the Commission 2019-2024



## A European Green Deal

*I want Europe to strive for more by being the first climate-neutral continent*

## An economy that works for the people

*I want Europe to strive for more when it comes to social fairness and prosperity*

## A Europe fit for the digital age

*I want Europe to strive for more by grasping the opportunities from the digital age within safe and ethical boundaries*

## Promoting our European way of life

*I want Europe to strive for a Union of equality and diversity, building consensus on migration and enhancing resilience to hybrid threats*

## A stronger Europe in the world

*I want Europe to strive for more by strengthening our unique brand of responsible global leadership*

## A new push for European democracy

*I want Europe to strive for more in nurturing, protecting and strengthening our democracy*



- Strengthen Europe's social dimension and ensure those in work are supported to earn a living and those out of work are supported to find a job and **gain the skills** they need.
- Deliver the **European Pillar of Social Rights** and its principles.
- **Update skills agenda**, focusing on identifying and filling skills shortages and **supporting reskilling** as part of the just transition.
- Explore the idea of **individual learning accounts** for people of working age, enabling adults **to accumulate training entitlements** and use them for quality-assured training.

# A Strong Social Europe for Just Transitions



## Reinforcing Social Europe

*To fit the opportunities and challenges of today and tomorrow and ensure just transitions for all*

## Equal Opportunities and Jobs for all

*Quality education, training, skills; professional mobility; more jobs; equality*

## Fair Working Conditions

*Minimum wage; platform workers; health and safety; social dialogue*

## Social Protection and Inclusion

*High social protection; poverty and exclusion*

## Promoting European values in the world

*To foster social fairness in the world; Protecting labour rights in trade agreements*

## Working together

*Dialogue with all authorities and partners to jointly build an Action Plan*

*The Communication was adopted on 14 January 2020*



## *Empowering people through quality education, training and skills*

**Update of the Skills Agenda (Q1), including  
proposal on Vocational Education and  
Training**

**Individual learning accounts (2021)**

**Developing the  
European Education Area (Q3)**

**Update of the  
Digital Education Action Plan (Q2)**

**Reinforcement  
of the Youth Guarantee (Q2)**



Youth unemployment in  
European regions  
ranges from 62% to 4%



1 15 year old in 5  
has trouble  
reading, writing  
and problems in  
math & science



Only 1 out of 25 low  
skilled workers  
benefits from Life  
Long Learning



## Supporting professional mobility and economic reconversion

The **Sustainable Europe** Investment Plan –  
14/01/2020

### **Just Transition**

Mechanism, including a dedicated Just Transition Fund – 14/01/2020

Modernisation Fund

European **Globalisation Adjustment Fund**

## Creating more jobs

- **Industrial strategy – Q1**
- **Specific strategy for small and medium-sized enterprises – Q1**
- The European Regional Development Fund, the European Social Fund Plus, and the Cohesion Fund
- Action plan for the social economy – 2021



Small and medium enterprises employ 2 out of 3 workers

#EUSkillsAgenda





**Ensuring that everyone in Europe is able to master the green and digital transitions**

**The individual in the spotlight**



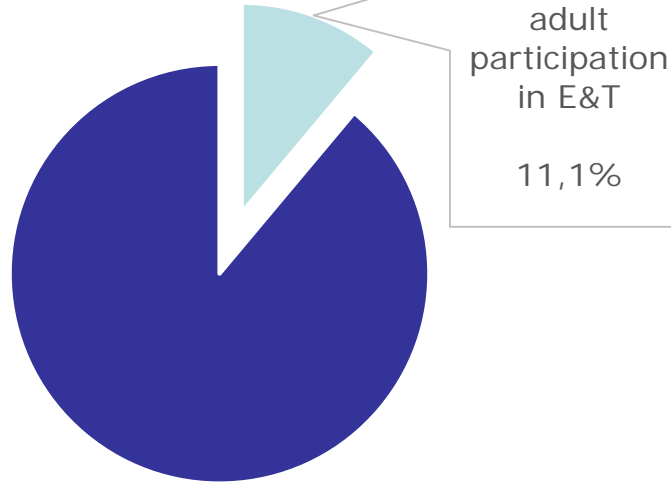
**A collective responsibility**





1. Empowering workers to up/reskill
2. Addressing skills mismatches
3. Strengthening collective leadership
4. Modernising Vocational Education and Training

# Empowering workers to upskill and reskill



**12.8%** of low-qualified adults received guidance and counselling

**4.3%** of Europeans with lower secondary qualifications participated in E&T

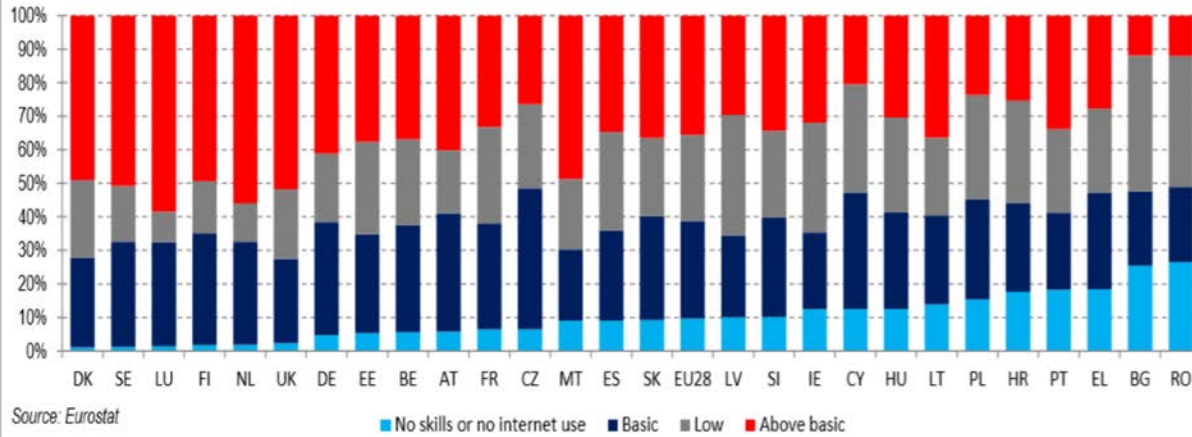
**>50%** of current employees require upskilling in next 5 years

- ✓ Provide **incentives** to individuals to participate in further learning
- ✓ Support individuals' **transition** between different sectors and employment types
- ✓ Improve **transparency** and relevance of training offer
- ✓ Improve **access** to career-long quality guidance and validation opportunities

# Addressing skills mismatches



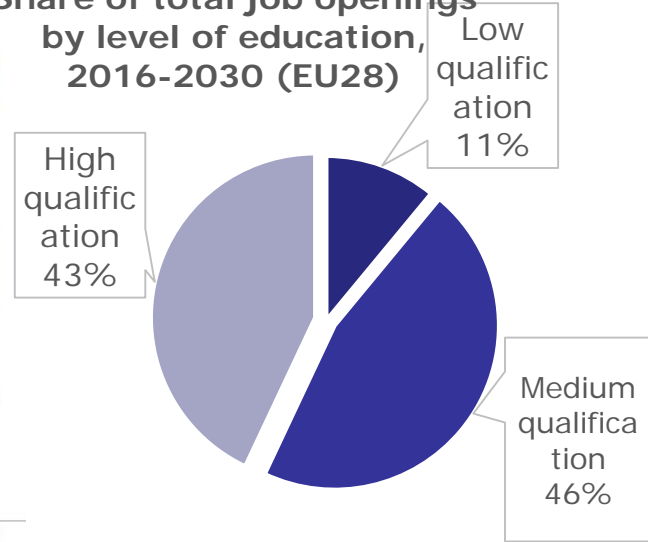
Digital skills of the EU labour force, 2017 (% individuals, by skills level)\*



Source: Eurostat

\* Data not available for Italy

Share of total job openings by level of education, 2016-2030 (EU28)



- ✓ Ensure strong alignment to **regional smart specialisation** strategies and **local skills ecosystems** (*Centres of Vocational Excellence*)
- ✓ Better understand current **supply of skills** in EU, including regional dimension
- ✓ Ensure good dissemination and use of **skills intelligence** to help stakeholders to better identify future skills needs

# Strengthening collective leadership



34% of enterprises not offering training

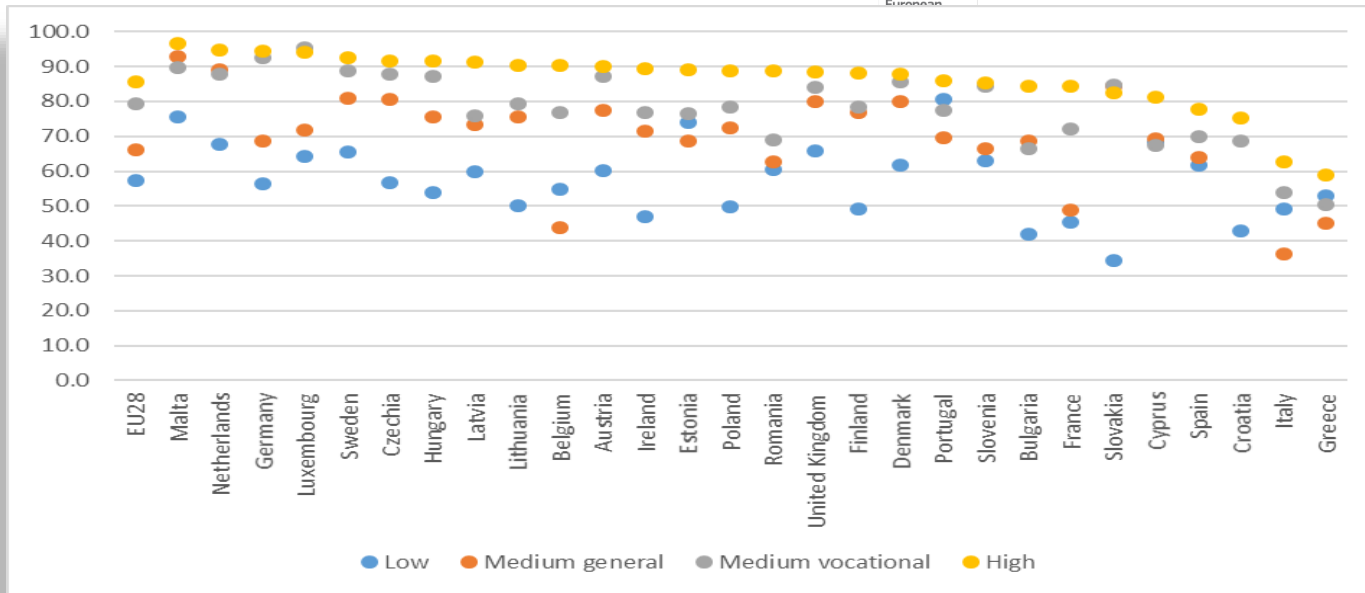


- 4.5% of GDP - average investments in education and training
- Only 0.5% of GDP in adult learning

*A need to increase investments and mobilise all actors:*

- ✓ skills governance - whole-of-government approaches with all relevant stakeholders
- ✓ stimulate investments by employers and individuals - a mix of financial and non-financial incentives

# Modernising Vocational Education and Training



Employment rates of recent graduates (20-34, 2018)

- ✓ Increase attractiveness and quality of VET
- ✓ Focus on adults as well as young people
- ✓ Address digitalisation and transition to carbon-neutral economy



# European Agenda for Adult Learning



Governance



Supply and  
take up



Flexible and  
wider access



Quality



## Developments in governance of adult learning

- **Changes in legal frameworks**
  - amendments of VET acts
  - updates of the adult education law
  - National Qualification Frameworks
  - specific strategies
- **Changes in the funding schemes**
- **Setting up coordination mechanism**
  - National Coordinators for adult learning
  - Steering Groups
  - Partnerships and networks





## Developments in supply and take up of provision in adult learning

- **Focus on basic skills**
  - Upskilling Pathways
  - Second chance education
- **Importance of digital skills**
- **Specific measure for migrants, refugees and asylum seekers**
- **Training for employment**
  - Unemployed people
  - Employees
- **More outreach and wider access**
  - Strengthening guidance



## Developments in access to adult learning

- **Improving equity in access for all**
  - Training free of charge
  - Financial incentives
  - Open school infrastructure also to adults
- **Flexibility of education pathways**
- **Use of digital learning**
- Dedicated training for adults
- Special training for the trainers
- **Learning while working**
  - Increased cooperation with employers
- **Recognition of prior learning**



## Developments in quality assurance for adult learning

- **Improvement of the quality assurance of the offer**
  - Quality standards
  - Certification process for the training organisations
- **Initial and continuing education of adult educators**
  - E-learning
- **Monitoring and responsiveness to the labour market need**
  - Skills intelligence systems
  - Skills anticipation tools



## The Key messages from the stocktaking

- At EU level - initiatives that supported EAAL priorities
- Increased attention of policy makers
- An increased need for functioning adult learning systems that respond to national and EU challenges
- In the Member States, developments have taken place in line with the EAAL priorities ...
- ... still, the participation rate of adults in learning has not significantly increased over this period
- The current indicator not fully captures the effects of major policy reforms



# Enabling conditions: what structures and systems need improvement?

Further development of a learning culture in the economy and society, and making everyone aware of the benefits of learning. To progress in this direction, attention post-2020 needs to be given to:

- Financing
- Coordination
- Engagement with employers
- Professionalisation of adult learning staff and institutions

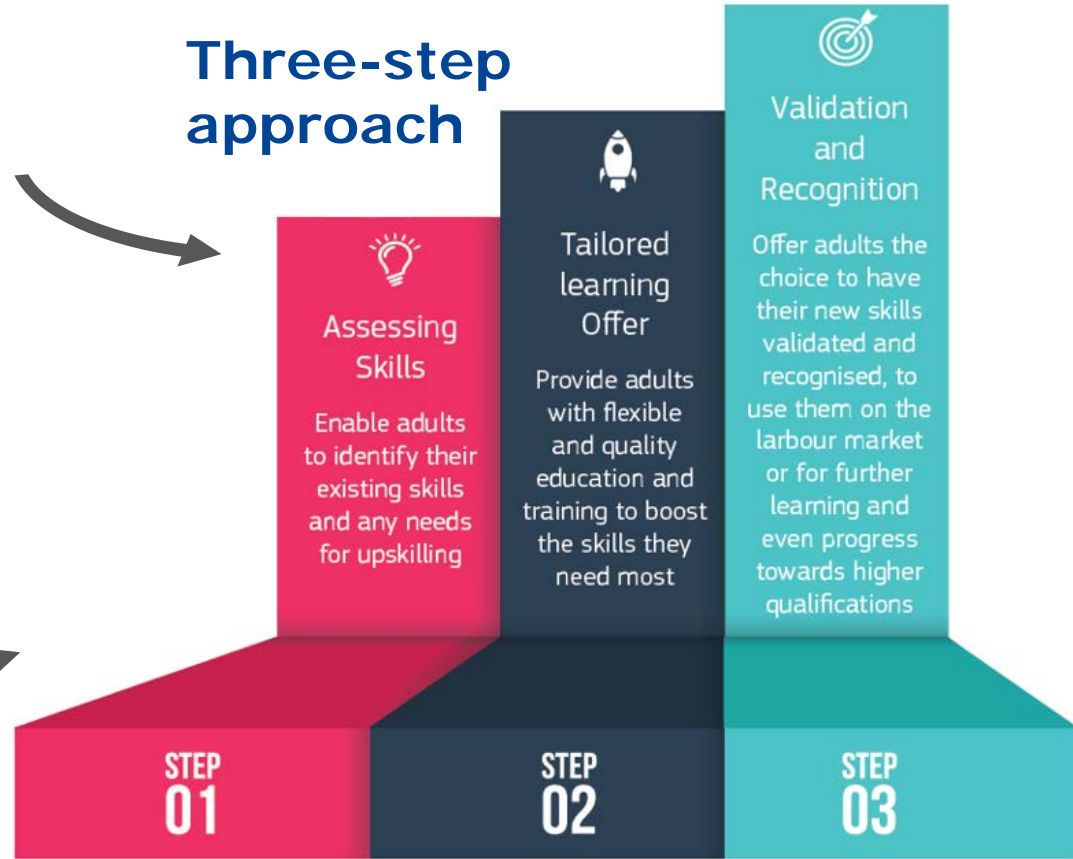
# Upskilling Pathways



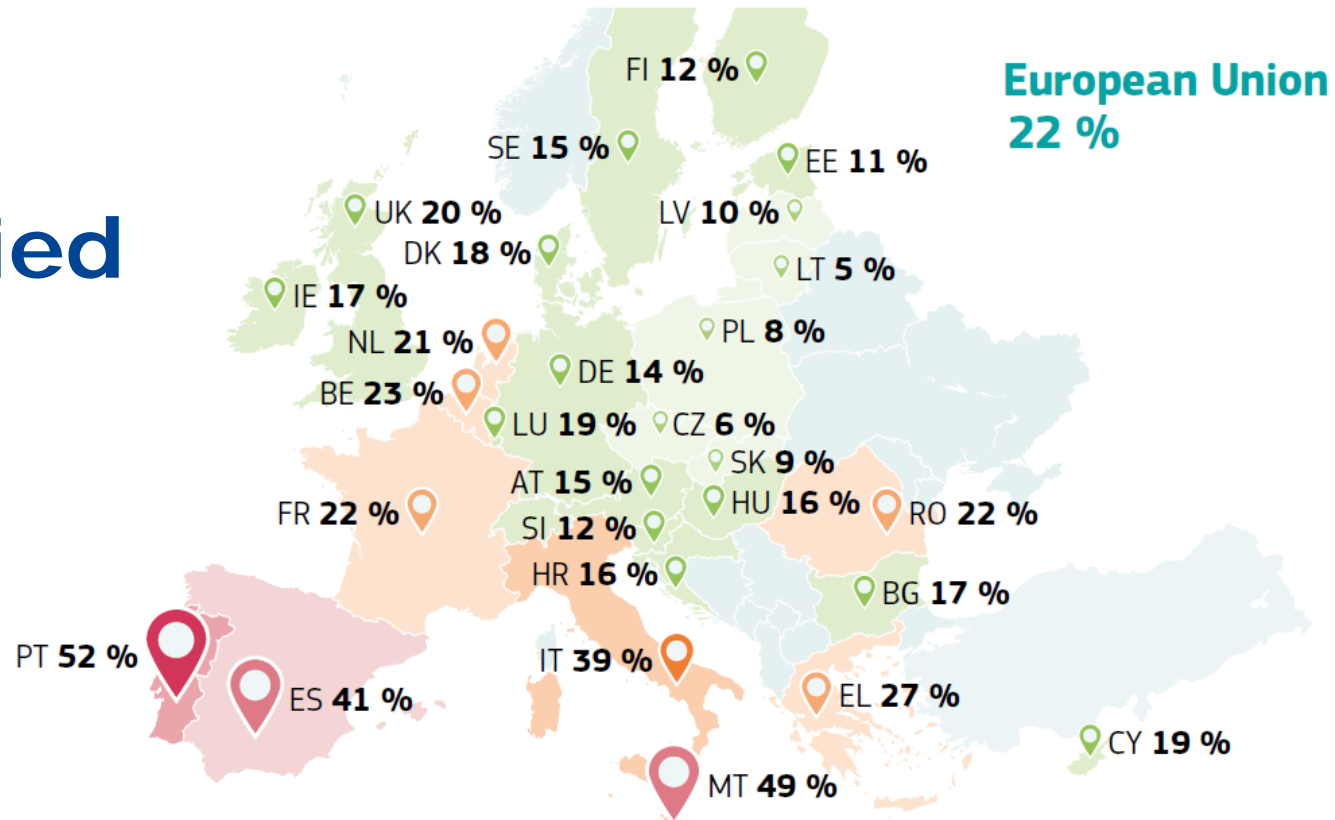
## Enablers



## Three-step approach



# Share of low-qualified adults in the EU





## 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 implementing measures
- Validation is the measure around which many of the actions 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

Council Conclusions, May 2019





- Eurydice report in 2015 on adult education and training in Europe
- Focus on vulnerable groups
- Issues of Flexibility and Progression, Outreach and Guidance, Targeted financial support

## Scope of new report:

*factual mapping and comparative overview of the existing policies and measures across Europe that aim to increase access to upskilling for adults with a low level of basic skills as well as for those with low or no qualifications.*



- New report capturing change since 2015
- Feeding into the forthcoming evaluation of the Upskilling Pathways recommendation



- Other work done or supported by the EC:
  - [An in-depth analysis of adult learning policies and their effectiveness in Europe](#), 2015, EC
  - [Improving policy and provision for Adult learning in Europe](#), an ET2020 working group 2014-2015 report, EC
  - [Automation, skills use and training](#), 2018, OECD
  - [Adult learning policy and provision in the Member States of the EU](#), DG EMPL adult learning expert network, 2019, EC
  - [Promoting adult learning in the workplace](#), an ET2020 working group 2016-2018 report, EC
  - [Returns to different forms of job-related training](#), 2019, OECD



# Thank you!

**Report – Achievements under the Renewed European  
Agenda for Adult Learning**

<https://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8260&furtherPubs=yes>