



# **DOyourMOB 2016**

## **New Skills Agenda for Europe European policies for transparencey and mobility**

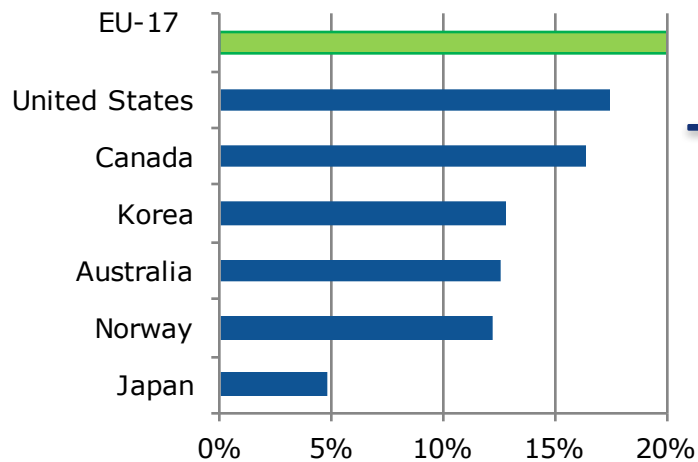
**DG Employment, Social Affairs and Inclusion  
Vocational Training, Apprenticeship and Adult Learning**

- **Almost one in four adults (65.7 million) is low-qualified:**
  - 53% are employed (34.5 million)
  - 11% are unemployed (7 million)
  - 36% are inactive on the labour market (23.9 million)
- **One in five adults has very low level of literacy.**
- **One in four adult Europeans has only the lowest level of skill in numeracy**
- **Two in five of the EU population has an insufficient level of digital skills.**

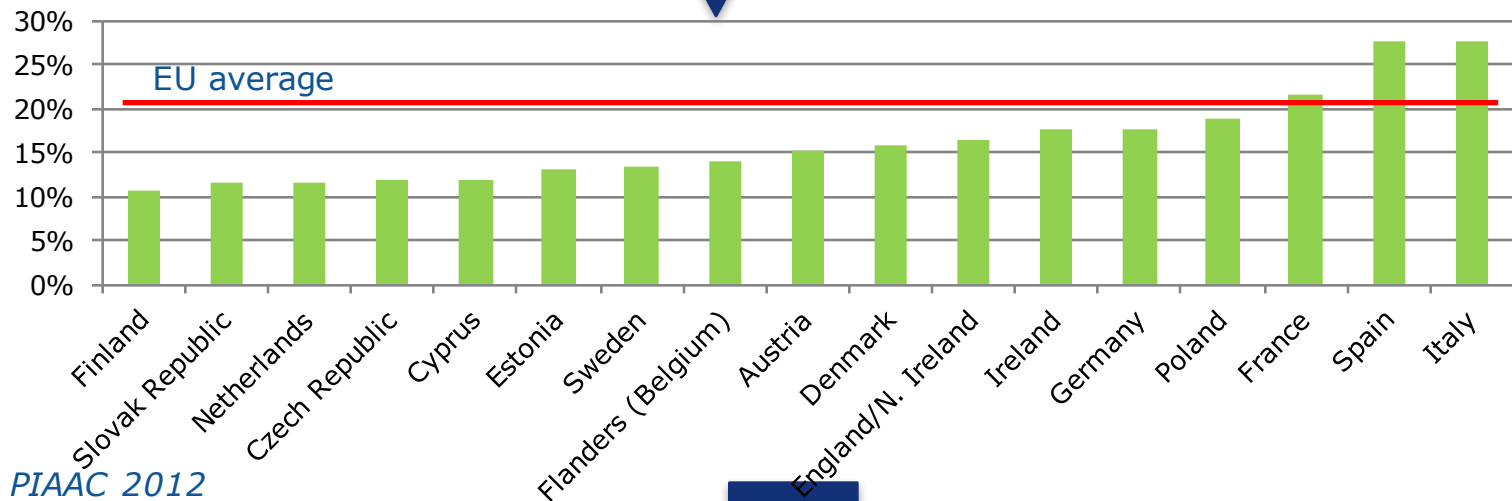
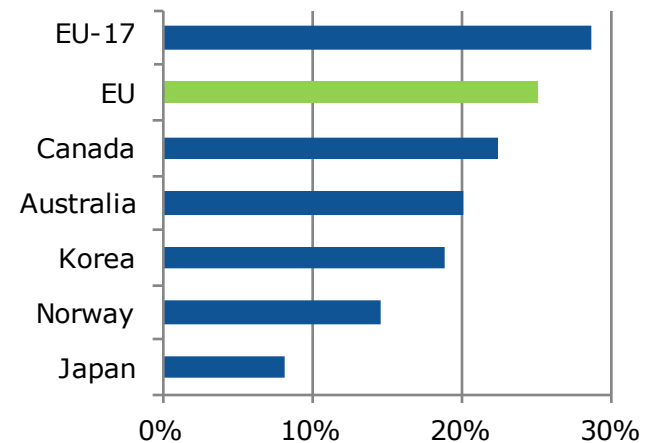
**Education systems are delivering poor outcomes in literacy, numeracy and digital skills**

# Europe vis-à-vis its competitors

## Low literacy skills



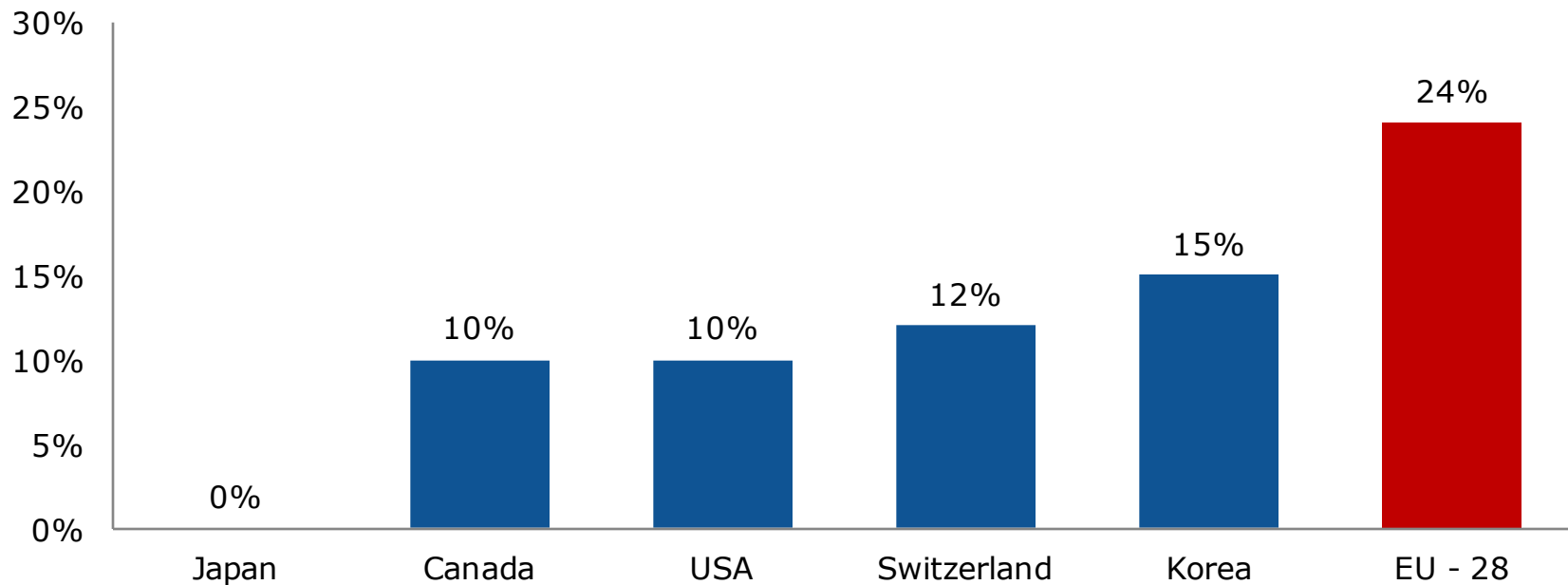
## Low numeracy skills



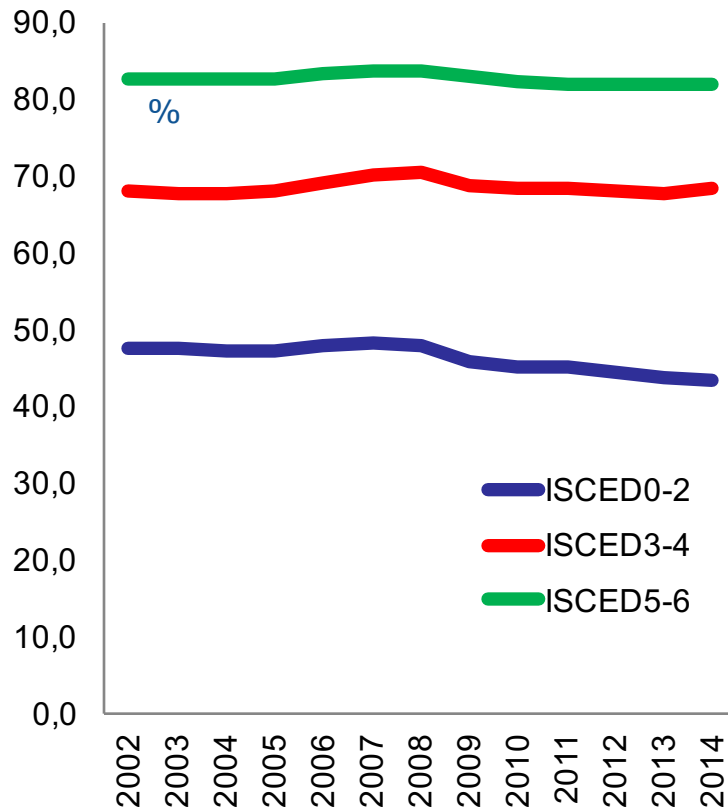
## *What about qualifications?*

More than 65 million European adults without upper secondary education.

Percentage of adult Europeans without upper secondary education



## *Employment rates by qualification level, EU-28*



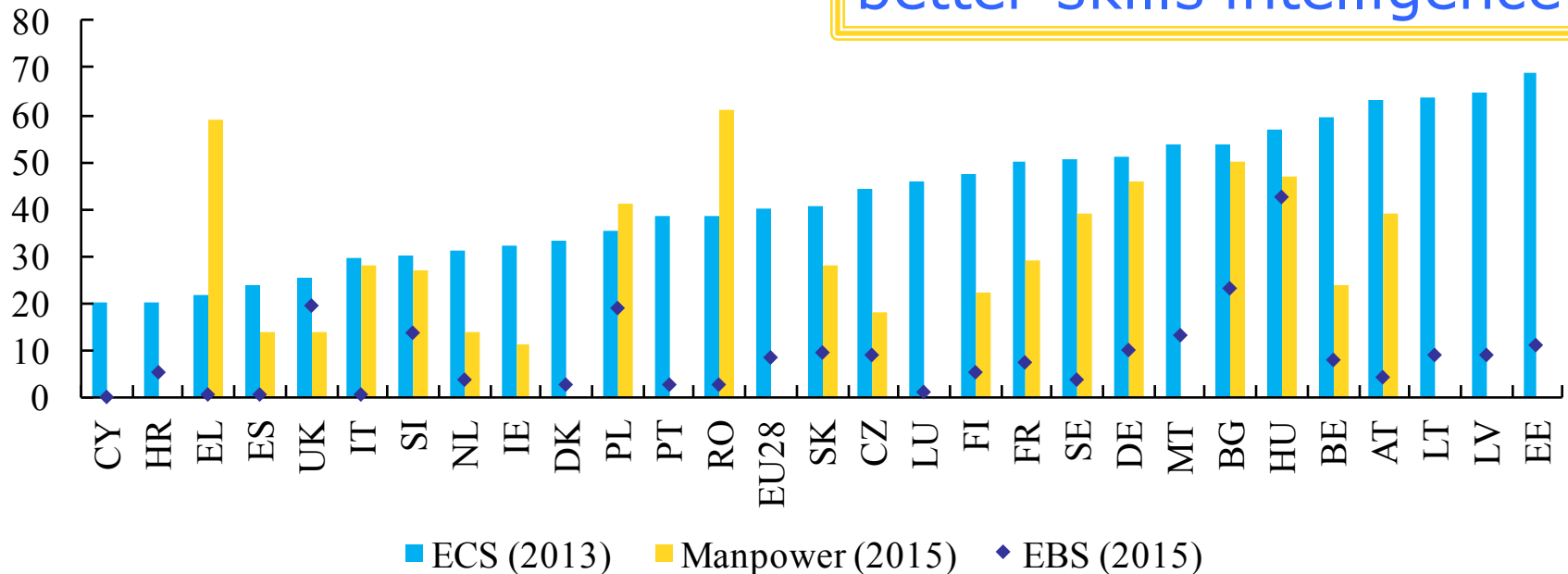
***Education levels correlate with...***

- ***Productivity***
- ***Employment rates***
- ***Health outcomes***
- ***Participation in society***
- ***Less crime***

Source: EUROSTAT

## Skills shortages, various surveys

Symptoms of skills shortages but need for better skills intelligence



Even in countries where there is broad alignment between qualification levels and labour market needs, employers may experience difficulties in recruiting specific profiles. However, available data has its limitations: they may also reflect unattractive working conditions or inefficient recruitment systems.

# Main drivers



**Digital transformation**

**Skills mismatches**

**EU workforce ageing and shrinking**

**Quality of education and training varies in EU**

**Perceptions not rooted in reality (e.g. VET)**

**Importance of learning outside the formal system**

# Key features



**Strong (but not exclusive) focus on low-skilled**

**Impact of digitisation mainstreamed across all actions**

**Closer involvement of business and trade unions as key stakeholders**

**Closer to economic reality and sectoral dimension**

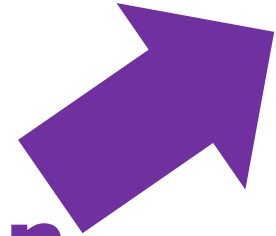


# 10 Key Measures

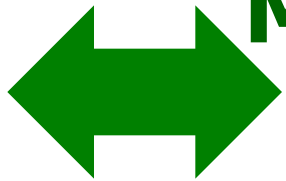


## in three Priority Areas:

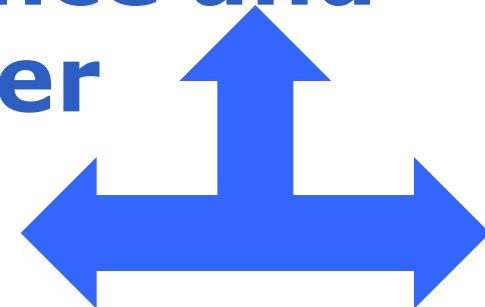
**Improving the quality and relevance of skills formation**



**Making skills and qualifications more visible and comparable**



**Improving skills intelligence and information for better career choices**





# **I. IMPROVING THE QUALITY AND RELEVANCE OF SKILLS FORMATION**

- 1. Proposal for a Skills Guarantee - adopted**
- 2. Proposal for the review of the Key Competences - 2017**
- 3. Proposals on making VET a first choice 2017-2018**
- 4. Digital Skills and Jobs Coalition – end 2016**

# A Skills Guarantee – FOR WHOM? WHAT?



**No upper secondary  
education**

**Not eligible for support  
under the Youth  
Guarantee**

→ **literacy, numeracy, digital skills**

and/or

→ **EQF level 4 or equivalent**

# A Skills Guarantee = How?



**Cooperation and  
Partnership**



**Outreach,  
Guidance and  
Support  
Measures**



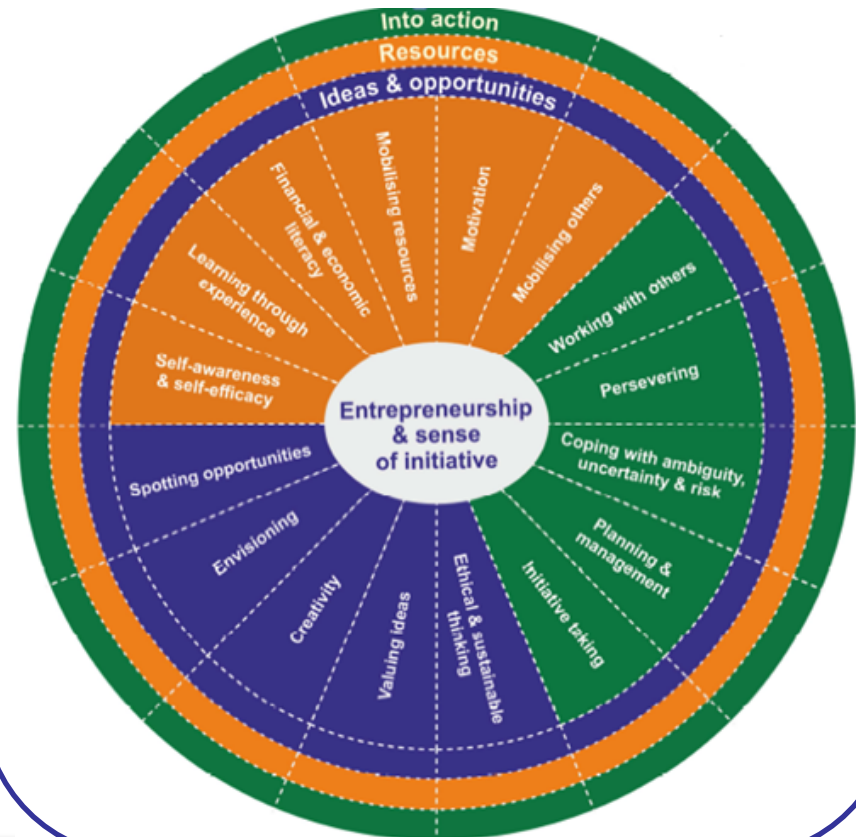
**Monitoring and  
Evaluation**

## Two competence frameworks already exist

### Digital Competence Framework for Citizens



### Entrepreneurship Competence Framework





## **II. MAKING SKILLS AND QUALIFICATIONS MORE VISIBLE AND COMPARABLE**

- 5. Proposal for the revision of the EQF -  
adopted**
- 6. Skills Profile Tool for Third Country  
Nationals – end 2016**

# EQF Revision

**Commitment to  
regular update of  
referencing of  
NQFs**



**Common  
principles for  
quality  
assurance and  
credit systems**



**Encourage  
use of EQF**



**Coordination  
with Third  
Countries**





### **III. IMPROVING SKILLS INTELLIGENCE AND INFORMATION FOR BETTER CAREER CHOICES**

- 7. Proposal for the revision of the Europass Framework – adopted**
- 8. Blueprint for Sectorial Cooperation on Skills - ongoing**
- 9. Analysis and sharing of best practice on brain drain - 2017**
- 10. Proposal on Graduate Tracking - 2017**



# Revision of Europass

**Tools for documenting  
personal information in a  
variety of formats + self-  
assessment**



**Open standards**

**ESCO** European Classification of  
Skills/Competences,  
Qualifications and Occupations

**Information on skills  
and qualifications,  
including skills trends,  
guidance, recognition  
practices and  
information on career  
opportunities**

**SKILLS PANORAMA**

*Inspiring your choices on skills and jobs in Europe*



**EUROPEAN YOUTH PORTAL**





## **Blueprint for Sectorial Cooperation on Skills**

### **> Action launched:**

**Six sector platforms being established:  
automotive, defence, maritime technology,  
space, textile, tourism**

**to be supported through Erasmus+ (Sector  
Skills Alliances)**

**call to be published in December**

### **Initiative on graduate tracking > 2017**

#### **Preparatory phase:**

**HE: longitudinal European graduate study**

**VET: mapping study launched**

**1957 Treaty of Rome...**

**2009 Treaty of Lisbon**



## ***1957 Treaty of Rome***

### ***Article 127***

*The Community shall implement a vocational training policy ...*



## ***2009 Treaty of Lisbon***

### ***Article 166***

*The Union shall implement a vocational training policy ...*

# 2015 Riga conclusions on VET



## VET deliverables 2015-2020



**Work-based learning** in all its forms (including Apprenticeships)



**Quality assurance**, feedback loop between LM outcomes and VET provision



Access to training and qualifications for all in a LLL perspective (**C-VET**)



Strengthen **key competences** in both I- and C-VET




Professional development of **VET teachers and trainers**

# Skills Agenda

## VET a 1<sup>st</sup> choice



### Possible revision of ECVET and EQAVET



**ecvet**  
European Credit system for Vocational Education & Training



**EQAVET**  
European Quality Assurance in Vocational Education and Training

### Increase work-based learning opportunities



**VOCATIONAL SKILLS**  
in High Demand Today

SOURCE: In.gov / Payscale.com

- Health Care and Social Assistance
- Construction
- Manufacturing
- Trucking
- Bookkeeping, Accounting and Auditing
- Food Services
- Computer Support
- Dental Care
- Hair Styling and Cosmetology
- Auto Servicing
- Information Technology

*...Business-education partnerships*

*...boost VET mobility*

### Higher level VET Skills

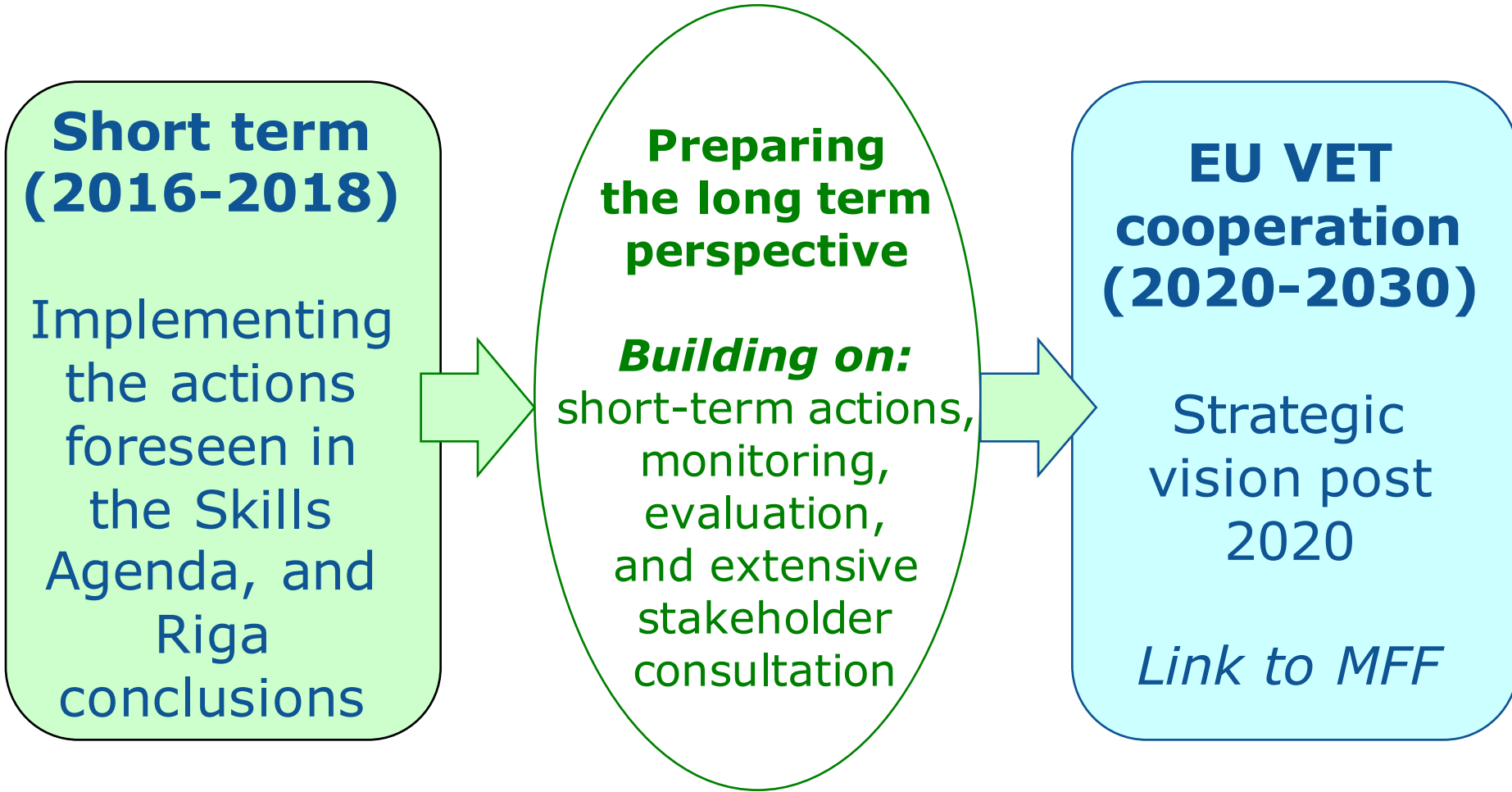


### European Vocational Skills Week



### Streamlining governance for cooperation on VET







**Riga priorities**

**Skills Agenda**

**Key areas of European VET policy**

**Work-based learning**  
**EQAVET** ⇒ quality assurance  
**ECVET** ⇒ flexible VET pathways  
**VET learner mobility**  
**High level** vocational skills  
**Attractiveness** of VET

*Better use of EU financial instruments to support policy objectives*



## Work-based learning/Apprenticeships

- Re-boost EAFA (*Malta Presidency conference*)
- Implement EAFA "Support services"
- National/Regional Apprenticeships Coalitions
- Increasing supply - Possible WBL benchmark
- Focused support through Erasmus+ KA3 calls
- Quality

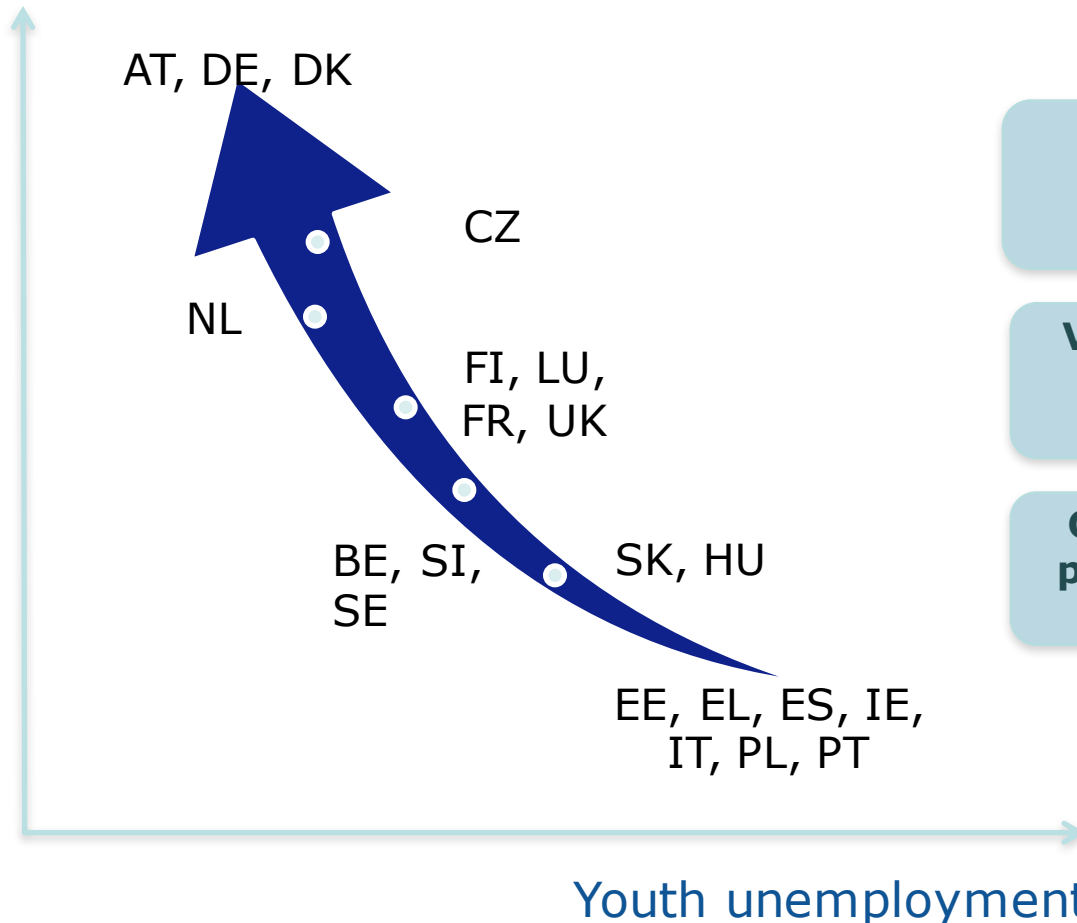


# Youth unemployment and WBL



## Apprenticeships lead to jobs

Work-based learning in VET



**MS with more work-based learning have less youth unemployment**

**VET graduates tend to find a job faster than those with general education\***

**Graduates of work-oriented programmes spend less time without work\***

Illustration based on a comparison of the level of youth unemployment (4<sup>th</sup> quarter 2011) in relation to the share of students participating in work based learning at ISCED 3 level programmes (Cedefop)

\*Quotes from Cedefop publication "From education to working life", 2012



### **Building on ECVET for more flexible VET pathways**

- Improve Learning Agreement for quality **VET mobility**
- Peer learning on the use of **units of learning outcomes** and modular provision

### **Building upon EQAVET for better quality**

- Mapping study on VET graduate tracking
- Further developing existing indicators and descriptors
- Addressing external evaluation recommendations



### Support VET learners' mobility

- EP Pilot project on long term mobility of apprentices
- Quality framework for apprenticeships
- Initiative to increase long apprenticeship placements abroad (within Erasmus+ until 2020)
- Reinforce Erasmus+ budget to address demand
- Pilot project on “VET Summer camps/academies” for targeted development

**CWP  
2017**



**Raise the  
attractiveness of VET**  
**By showcasing  
excellence and  
quality**

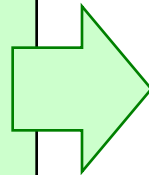


**DISCOVER  
YOUR TALENT!**

**European Vocational Skills Week  
2016**

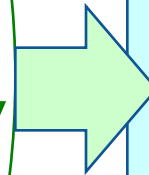
## Short term (2016-2018)

Implementing  
the actions  
foreseen in  
the Skills  
Agenda, and  
Riga  
conclusions



## Preparing the long term perspective

***Building on:***  
short-term actions,  
monitoring,  
evaluation,  
and extensive  
stakeholder  
consultation



## EU VET cooperation (2020-2030)

Strategic  
vision post  
2020

*Link to MFF*

**Thank you for  
your attention**



**[Carlo.Scatoli@ec.europa.eu](mailto:Carlo.Scatoli@ec.europa.eu)**