



# Upskilling pathways: development and challenges in Europe

**Lidia Salvatore**  
Cedefop expert

19 November 2019

# 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  
cost of low-skilled adults  
in the EU

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

# Low skilled adults: a comprehensive analysis



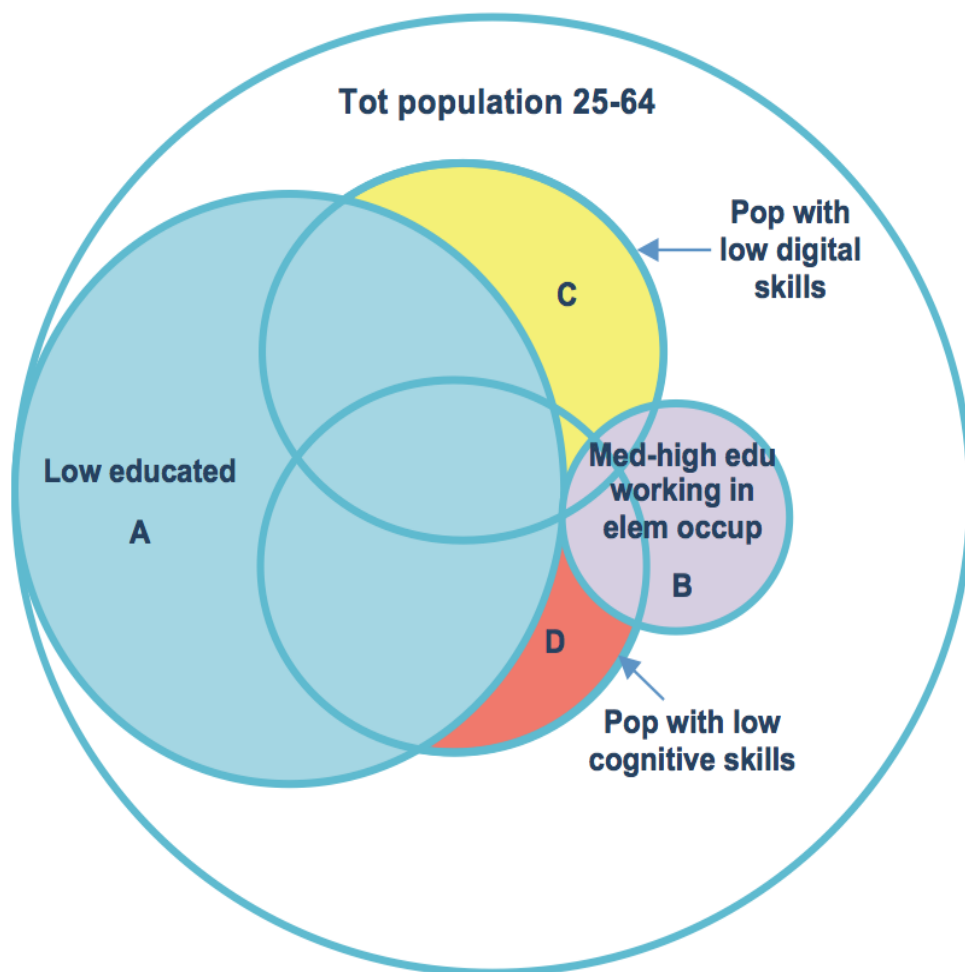
Education

Digital skills

Literacy

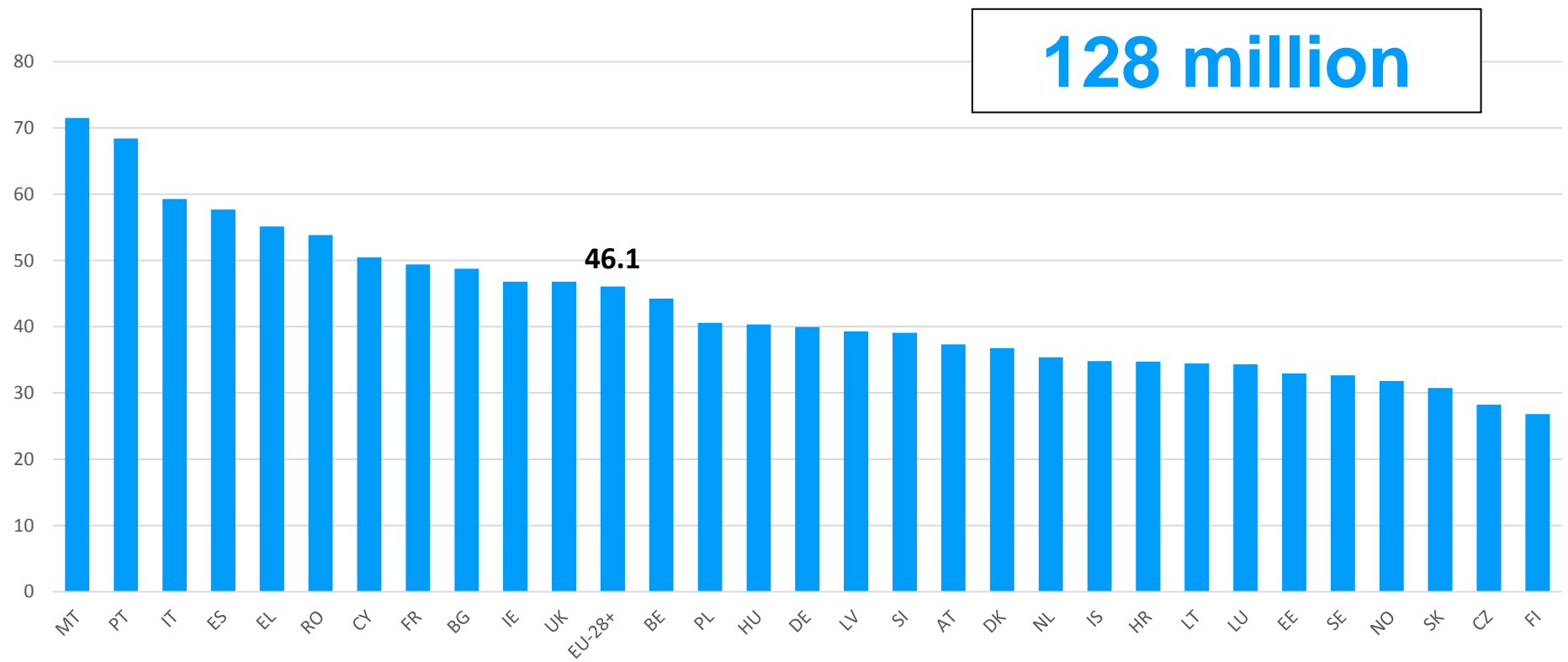
Numeracy

# 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 with potential for upskilling and reskilling by country (%), EU-28+ (\*)

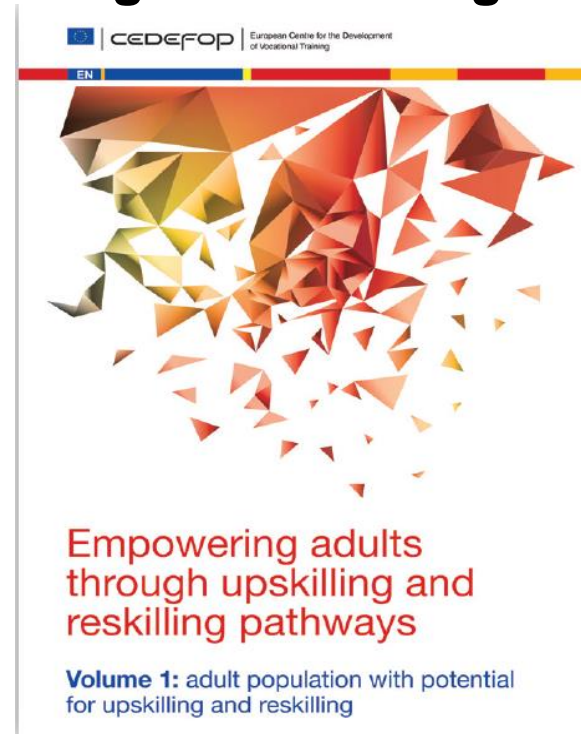


(\*) EU-28+ = EU-28 + IS, NO

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

# Empowering adults through upskilling and reskilling pathways: Volume 1 adult population with potential for upskilling and reskilling

- **128 million adults** in the EU28+ population aged 25-64 (46.1%) with potential for upskilling and reskilling;
- **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 skills;
- **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.
- Data limitation do not allow us to investigate the full extent of low skills – more comparable data needed



Out in December at:  
<https://www.cedefop.europa.eu/en/publications-and-resources/publications/3081>

# Empowering adults through upskilling and reskilling pathways



Challenge:  
Bringing together existing policies and services in a **coordinated** manner and within a **coherent strategy**.

## Renewed approach to upskilling and reskilling

- Comprehensive, systematic and coordinated;
- Brings together various resources and exploits synergies across exiting policy measures

# Cedefop analytical framework for developing upskilling pathways for adults:

## Aims

- Support stakeholders to develop **strategic** and **coordinated** approaches to upskilling pathways for low skilled adults
- Ongoing basis for discussion and a tool for countries to identify **key areas for action**

# Cedefop analytical framework for developing upskilling pathways for adults:

## Methodology

- Extensive literature review and good practice analysis aimed at identifying important **systemic features** for developing a coordinated and coherent approach to upskilling pathways for adults
- It is the result of Cedefop expertise and outcomes of a process of stakeholder consultation (Second Policy Learning Forum on Upskilling Pathways)

# Stakeholders consultations

- Tested in five countries (FR,IE,IT,RO,SE)
- Second Policy Learning Forum on Upskilling Pathways



 **CEDEFOP**  
European Centre  
for the Development  
of Vocational Training

  
*European Economic and Social Committee*

**A VISION  
FOR THE FUTURE**

**SECOND POLICY LEARNING FORUM**  
**on upskilling  
pathways**

**20-21 May 2019**  
EESC | JDE building | Rue Belliard 99, Brussels

<https://www.cedefop.europa.eu/en/events-and-projects/events/second-policy-learning-forum-upskilling-pathways-vision-future>

## Decision-making level

- Integrated approach to upskilling pathways for adults
- Identification of target groups
- Governance (Multilevel/Multi-stakeholder)
- Monitoring evaluation

## Support level

- Financial and non-financial support
- Outreach
- Lifelong guidance system

## Implementation level

- Skills assessment
- (A) Tailored learning offer leading to a formal qualification
- (B) Tailored learning offer with work-based learning
- Validation and recognition of skills and competences

## Decision-making level

- Integrated approach to upskilling pathways for adults
- Identification of target groups
- Governance (Multilevel/Multi-stakeholder)
- Monitoring evaluation

## Support level

- Financial and non-financial support
- Outreach
- Lifelong guidance system

## Implementation level

- Skills assessment
- (A) Tailored learning offer leading to a formal qualification
- (B) Tailored learning offer with work-based learning
- Validation and recognition of skills and competences

# How does it look like?

- Features are organised around **10 key areas** of the policy process;
- Definition;
- Rationale;
- Key features;



 It is being refined and enriched with **inspiring policy examples**

# Developing coordinated and coherent approaches to upskilling pathways:

- **Shift in mindset** grounded on a **shared vision** around the idea of a joined up, accessible and flexible learning pathway for empowerment in society and in the labour market;
- Strong **political commitment**, infused with strong **stakeholder engagement, cooperation** and **partnerships** at all levels;
- Change in service culture to **proactive career guidance service**;
- All learning and training are **valued, promoted** and made **visible**;



# Developing coordinated and coherent approaches to upskilling pathways:

- **Broad, transitional and flexible training offers (F&NF)** based on **individual needs**
- Targeted and effective **communication strategies** to engage both companies (especially SMEs) and individuals (learning opportunities, funding opportunities and benefits of learning)
- **Appropriate level of funding** based on cost-sharing mechanisms and specific support for SMEs
- **Overarching monitoring and evaluation** approach informed by a comprehensive and integrated data collection system linked to quality assurance.

# Next steps:

Empowering adults through upskilling and reskilling pathways  
Volume 2: *Developing coordinated and coherent approaches to upskilling pathways for adults*

**THIRD POLICY  
LEARNING  
FORUM**  
**on upskilling  
pathways**

**5 and 6  
May 2020  
Brussels**



**A VISION  
FOR THE FUTURE**

**#UpskillingPathways**

# Cedefop resources and tools supporting implementation of upskilling pathways



**Resources for  
guidance**



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



**Financing adult learning  
database**



**VET toolkit for  
tackling early leaving**



**European database on  
Apprenticeship schemes**



# Thank you

[www.cedefop.europa.eu](http://www.cedefop.europa.eu)

[www.cedefop.europa.eu/  
events-and-projects/projects/adult-learning](http://www.cedefop.europa.eu/events-and-projects/projects/adult-learning)

**Lidia Salvatore**

**Cedefop expert on adult learning**

[Lidia.Salvatore@cedefop.europa.eu](mailto:Lidia.Salvatore@cedefop.europa.eu)

Follow us on social media:



**CEDEFOP**

European Centre for the Development  
of Vocational Training