



EU policies in Vocational Education and Training and Adult learning

The 8th European Economic Forum

Lodz, 28 September 2015

Helen Hoffmann, European Commission, DG EMPL



Youth (15-24) unemployment 20.4%

- 4.6 million young unemployed
- 1 in 3 long term unemployed
- 7 million young NEETs (neither in employment nor in education or training)

>40%

Greece, Spain, Italy, Croatia

≤10%

Germany, Denmark, Austria

Overall policy framework

- **Vision and objectives of Bruges Communiqué valid until 2020**
- **Part of ET 2020 Strategic Framework**
- **22 June 2015 (Riga): Adoption of 'Riga Conclusions' including 5 new medium-term deliverables for the period 2015-2020:**

With a view to develop high quality, labour market relevant vocational skills and qualifications, based on the learning outcomes approach:

1. work-based learning in all its forms

2. quality assurance and feedback loops to Initial VET and Continuous VET

For people's informed choice of pathways and long-term employability and adaptability to evolving skills needs:

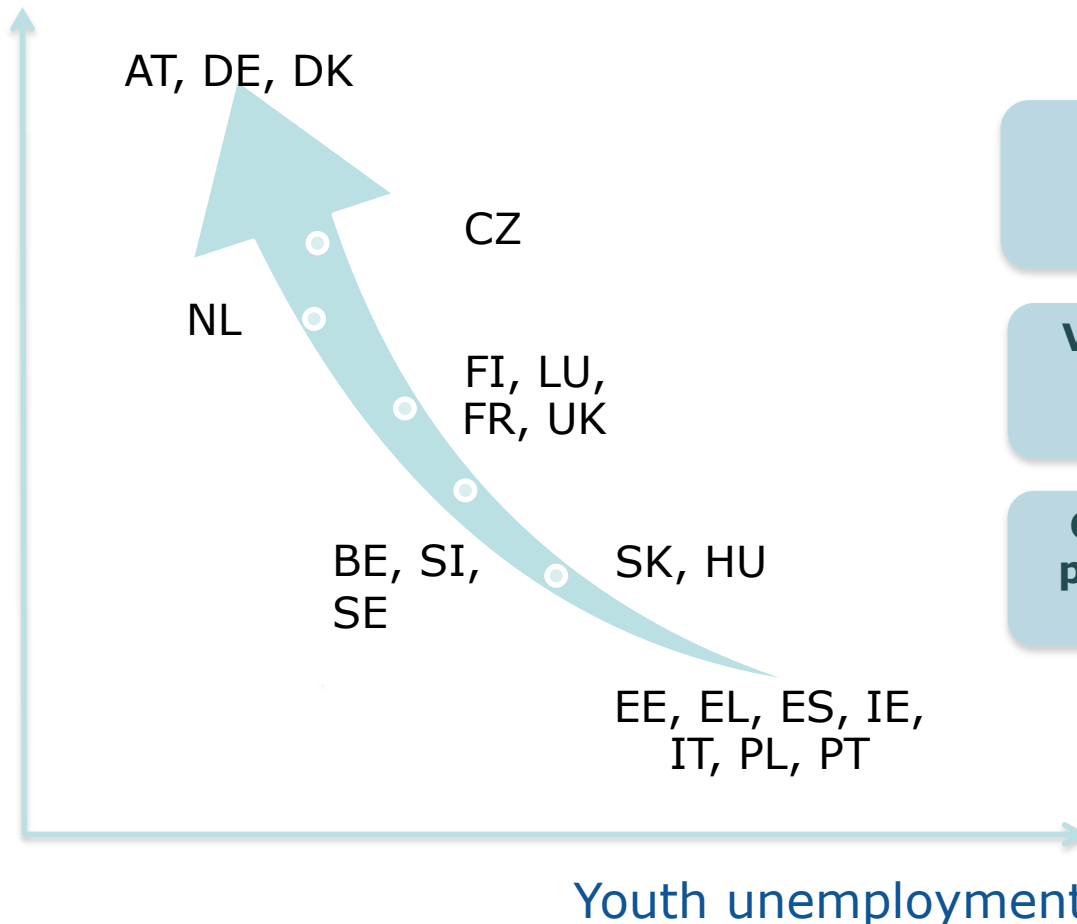
3. access to VET and qualifications for all

4. key competences in both initial and continuous CVET

In support of reforms to raise quality and efficiency of VET:

5. professional development of VET teachers, trainers and mentors

Work-based learning in VET **Apprenticeships lead to skills that lead to jobs**

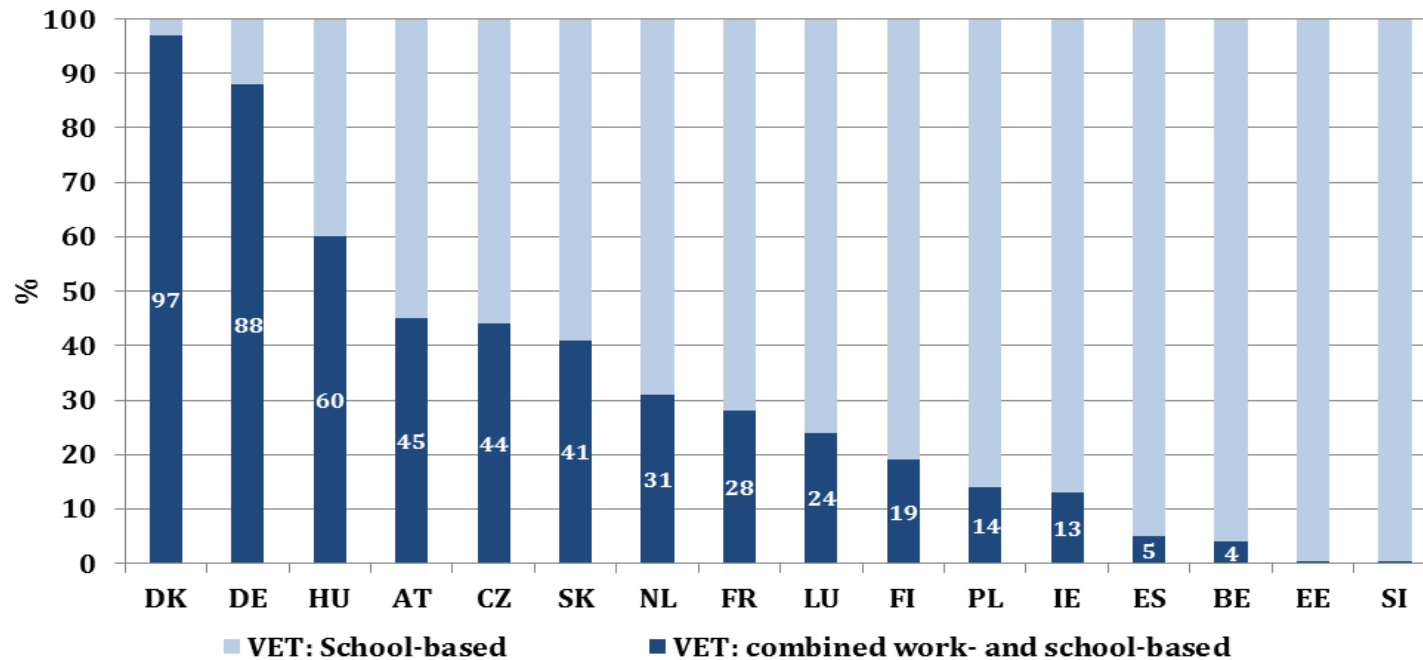


MS with more work-based learning have less youth unemployment

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

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

Work-based learning is still an exception



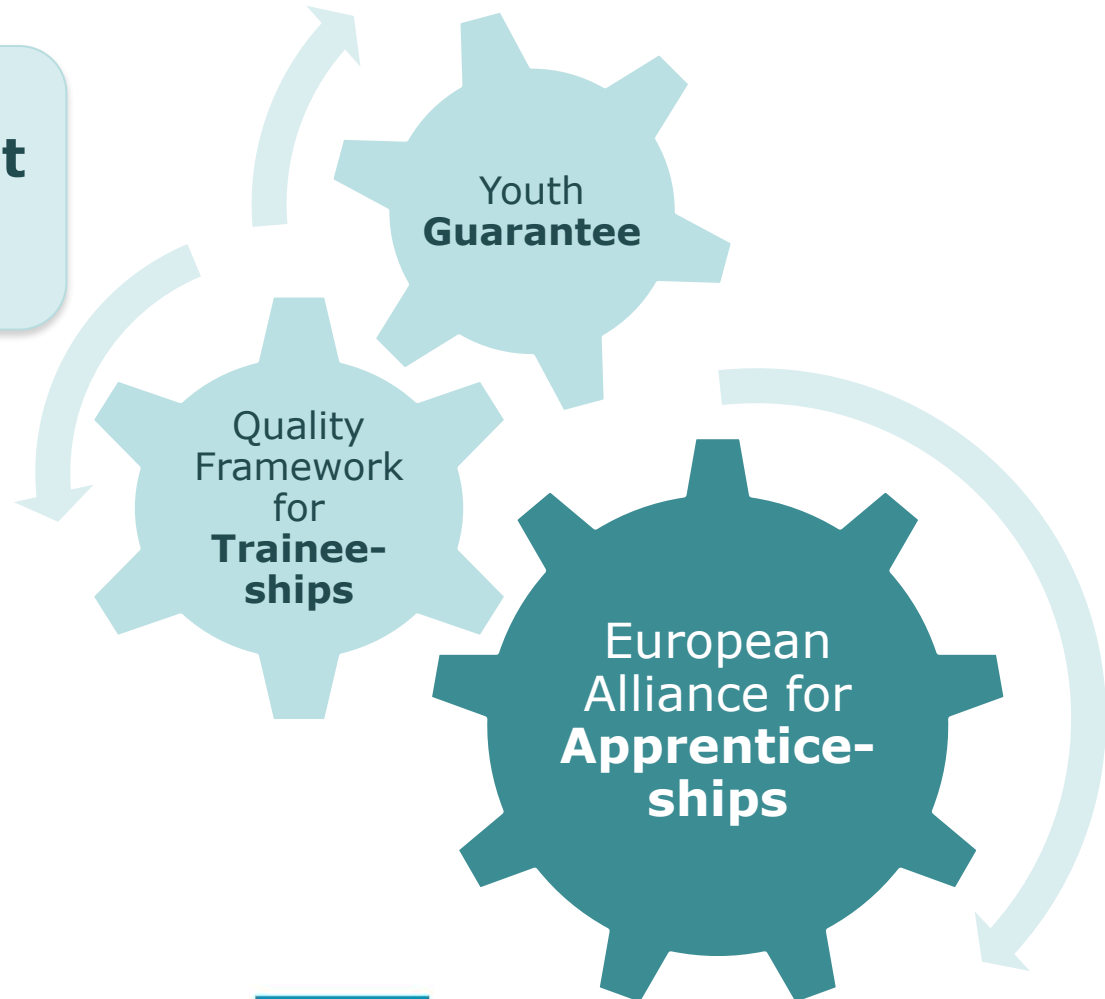
Proportion of VET students enrolled in combined work- and school-based VET, as a % of all students in upper secondary VET (2010)



European
Commission

Background

Part of the
**Youth Employment
Package**
December 2012





European Alliance for Apprenticeships (EAfA)

- **Joint Declaration:** European level social partners, the Commission and the Lithuanian Presidency (02.07.2013)
- **Aim: promote supply, quality, image of apprenticeships - mobility**
- **Multi-stakeholder initiative at EU level**
... Companies, Professional Organisations, VET providers, Chambers, Think Tanks, Youth Organisations...
- **Council Declaration** on EAfA (15.10.2013)
- **26 national commitments** (except PT, UK) **and 5 EFTA/candidate countries**
- **87 pledges from stakeholders**
- **Regular stakeholder meetings**

Definition

What is an apprenticeship?



Benefits of apprenticeships

- Skills
- Pay and independence
- Work experience
- Shorter way to employment

Learners

Companies

- Recruitment
- Influence on curricula/skills
- Contribution to production
- New ideas and innovation
- Reputation

- More youth employment
- Skills in line with labour market needs
- Connecting education with work

Society

New boost to the European Alliance for Apprenticeships

High Level Presidency event (Riga, 22 June 2015)

Engaging with businesses/SMEs

Mobilise companies SMEs and monitoring progress

Redesigned EAfA webpage

Kick-off event with exhibition space and networking

Real-time exchange of apprenticeship offers

New on-line platform
Common space for public and private stakeholders to advertise their offers
Tool for young people to find apprenticeship opportunities

Operating framework

Steering role of the Commission
Strengthened support by Cedefop
Enhanced involvement of social partners
Annual Presidency events

Review of support mechanism

Increased support of cooperation, partnerships and alliances at sectoral and at policy levels
Increased mobility of apprentices
Through ESF, EASI, Erasmus+, EIB loans

VET reforms in Member States

- All 28 MS have submitted **Youth Guarantee** Implementation Plans including measures on apprenticeship. They should provide good-quality offers (job, apprenticeship, traineeship or continued education) for all young people under 25
- **In Germany**, ministries, social partners, chambers and the public employment services have formed the Alliance for Initial and Further Training 2015 – 2018 with the goal to increase the number of apprenticeships and to give everyone a chance to experience in-company training.
- **In France**, the President, government, social partners and regions agreed on ambitious measures to promote apprenticeships and to increase the number from 420 000 to 500 000 apprentices by 2017.
- **European Semester**: Yearly country-specific recommendations (CSRs) from the Commission
- **Education and Training Monitor**: Yearly publication by the Commission with country factsheets
- **Country reviews** of apprenticeship systems by Cedefop (Malta, Lithuania (2014-15) Greece, Slovenia and Italy (2016-17) and ILO Latvia, Portugal and Spain (2015-16)

Challenges adult learning

- **70 million adults with low skills in Europe**
 - **1/5 EU adults lack literacy and numeracy skills**
 - **1/4 EU adults lack ICT problem-solving skills**
- **Heterogeneous target group (employees, migrants, retired...)**
- **Low skills trap: people with high level of literacy 2.5 times more likely to participate in learning than those with low level of literacy (PIAAC)**
- **Fragmented Member States' policy and provision for adult learning (e.g. different providers, diverse goals)**
- **Barriers to engage in learning (lack of motivation, access, funding, etc)**

**Adult
Learning
priorities
2015-2020**



Governance



Supply and take up



Flexibility and access



Quality



Next steps in 2015

- **NetWBL event (1-2 October, Vilnius)**
- **Erasmus + call on apprenticeships in SMEs**
- **Cedefop SME conference (9-10 November, Thessaloniki)**
- **Guidance framework on apprenticeships produced by ET2020 WG on VET (November)**
- **EC study to monitor EAfA progress (launch in late 2015)**
- **ET 2020 WG on upscaling skills of workforce (2016-17)**
- **Skills Agenda 2016**

European Alliance for Apprenticeships

<http://ec.europa.eu/apprenticeships-alliance>

European Adult Learning Agenda

http://ec.europa.eu/education/policy/adult-learning/adult_en.htm