

# Skills for the labour market: EU policies for VET and upskilling

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**Presentation to European  
Parliament Workshop**

**EMPLOYMENT AND SOCIAL  
AFFAIRS**

**ACHIEVEMENTS AND CHALLENGES  
AHEAD**

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# Presentation

- Trends in demand for skills – past and future
- Look at policy and practice:
  - the role of Vocational Education and Training (VET)
  - the contribution of upskilling / adult learning
- What needs to happen next (recommendations)

# The demand for skills

## Megatrends affecting skill demand

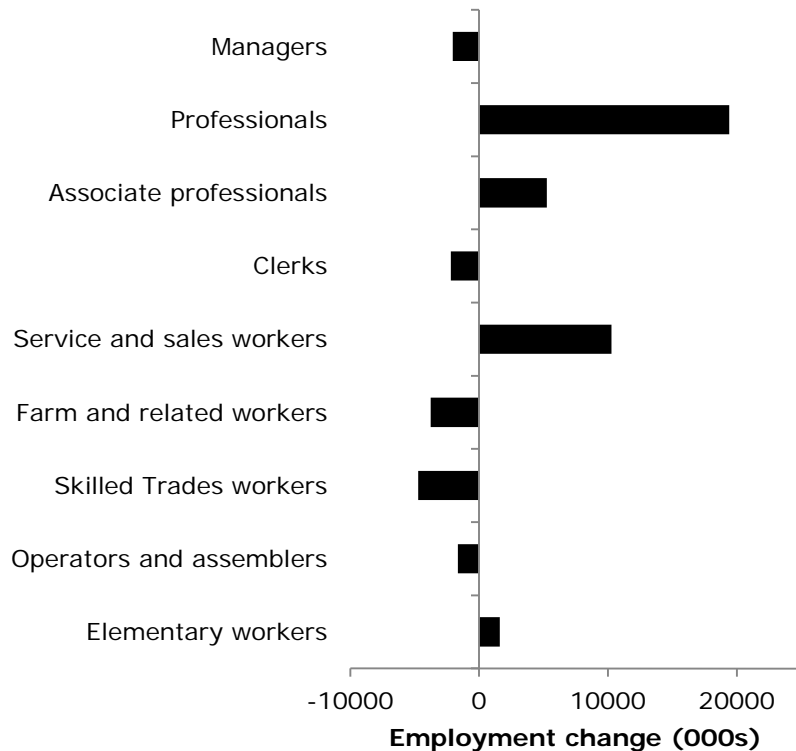
Technological change / digitalisation  
Globalisation  
Greening of the economy  
Demographic change

## Implications

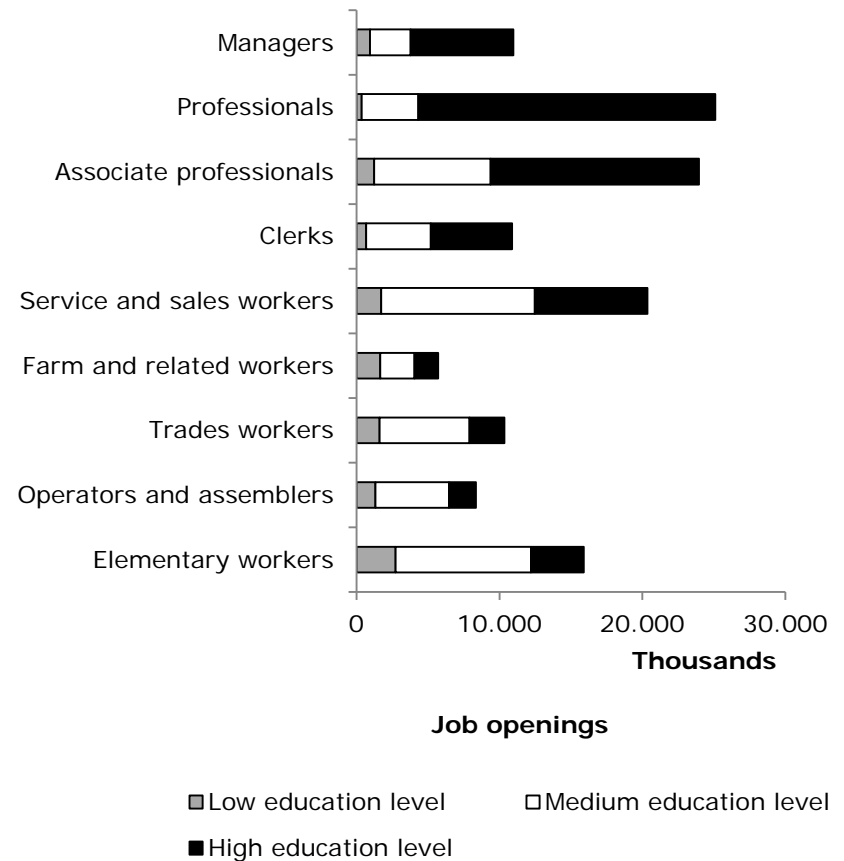
Increased demand for people with high skills  
Some evidence of polarisation  
Skills matching becoming more difficult  
Skills obsolescence is a problem, especially for low skilled people

# Past and future change

## Past change (2002-2018)



## Future change (2018-2030)



# VET and upskilling

## VET

- Effective means of training – especially workplace based elements
- Closely tied to the labour market
- Relatively good returns to VET graduates
- Attractiveness remains an issue

## Upskilling

- Skill levels have increased, but...
- ... basic skills proficiency a problem for many
- Longevity and the need for upskilling / reskilling

# Challenges: no easy solution to persistent challenges

## VET

- Making VET a first choice
- Blurring the boundaries between VET and general education
- Blurring boundaries between IVET and CVET / adult learning
- Skills matching – making supply responsive to demand
- Which skills to invest in?

## Upskilling

- Creating an environment of lifelong learning
- Finding the means to reach groups which by definition are hard to reach
- Upskilling before skills obsolescence or job loss

# EU policy

- **VET and upskilling**
- European Pillar on Social Rights / New Skills Agenda
- **VET**
- Work-based learning / high quality apprenticeships / Quality assurance / Strengthening key competences / Skills anticipation / Awareness raising / Cedefop and ETF
- **Upskilling**
- Agenda for Adult Learning / EPALE / Upskilling Pathways (New Skills Agenda)

# The Way Forward

Persistent / longstanding issues (lots of policy initiatives for learning lessons)

- **VET** – needs to be broad based / with input from social partners / IVET can serve adults / needs to be available at all levels
- **Upskilling** – empowering individuals / use of individual learning accounts, training leave and social partnership to promote access

**Continued need to monitor** emerging skill demand – use of cutting-edge methods (big data) – and its impact on employment

Past still a good guide to the future



**Thank you**

**Any questions?**

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