



# Skills for life and work

## *Strengthening vocational education and training and apprenticeships in Europe*

Presentation at the  
**Leather is my job! Final conference**  
Igalada, Spain, 8 June 2017

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Employment,  
Social Affairs  
and Inclusion





- 1. The Skills challenge in Europe**
- 2. European Alliance for Apprenticeships**
- 3. ErasmusPRO – long duration mobility**
- 4. European Vocational Skills Week**



# Industry 4.0

The digital revolution



# The skills gap



Basic literacy skills

25%

Basic numeracy skills

20%

Basic digital skills

40%

Upper secondary education

24%

Graduates prepared for work

38%

Companies' access to skilled workers

40%

■ Yes ■ No

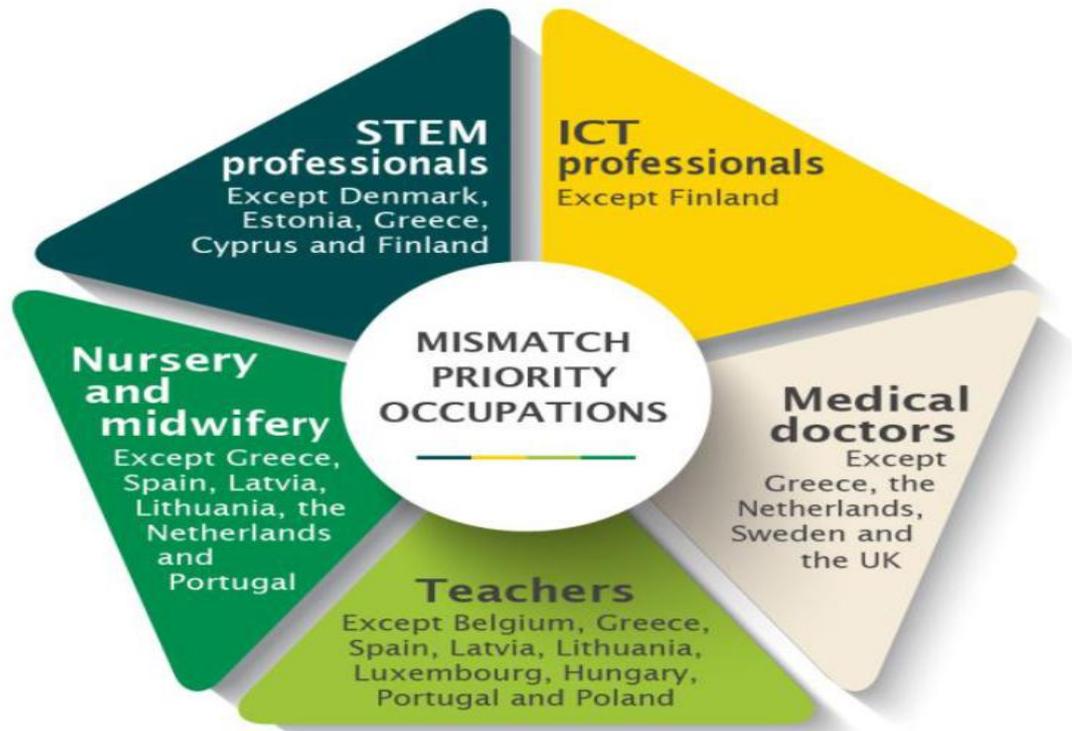


# Europe skill needs

## The challenge: skills mismatch



FIGURE 1: TOP 5 MISMATCH PRIORITY OCCUPATIONS: SHORTAGES, EU-28



Source: Cedefop





**Future**





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



**Quality assurance,**  
*feedback loop: Labour market and VET provision*



**Access to training and qualifications for all**  
*in a LLL perspective (c-VET for upskilling + reskilling)*



**Strengthen key competences**  
*both in initial and continuing VET*



**VET teachers and trainers**  
*initial and continuous professional development*

VET  
priorities  
2015-2020  
(Implementation at  
national level)

# The Skills Agenda (2016)

*A new step forward*



## Quality & relevance

1. Upskilling Pathways

2. Key Competences Framework

**3. VET as a first choice  
(EQAVET+ECVET revision)**

4. Digital Skills and Jobs coalition

## Visibility & comparability

5. Revision of European Qualifications Framework

6. Skills profile tool for 3rd country nationals

## Skills intelligence

7. Revision of EUROPASS

8. Analysis of brain drain

9. Blueprint for Sectoral Cooperation on Skills

10. Initiative on graduate tracking

# The European Alliance for Apprenticeships



# What is an Apprenticeship?



**Learning in  
school**



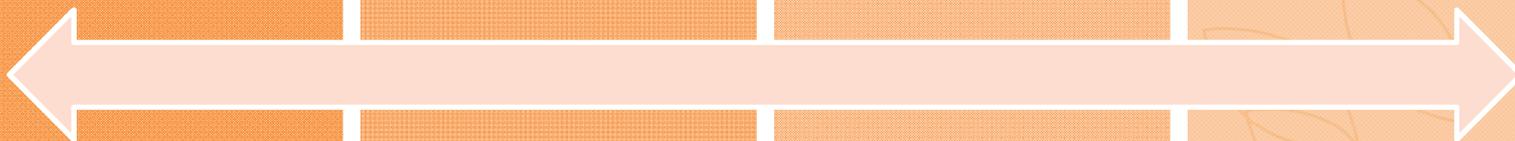
**Training in  
company**



**Certified &  
recognised**



**Work  
contract  
(ideally)**





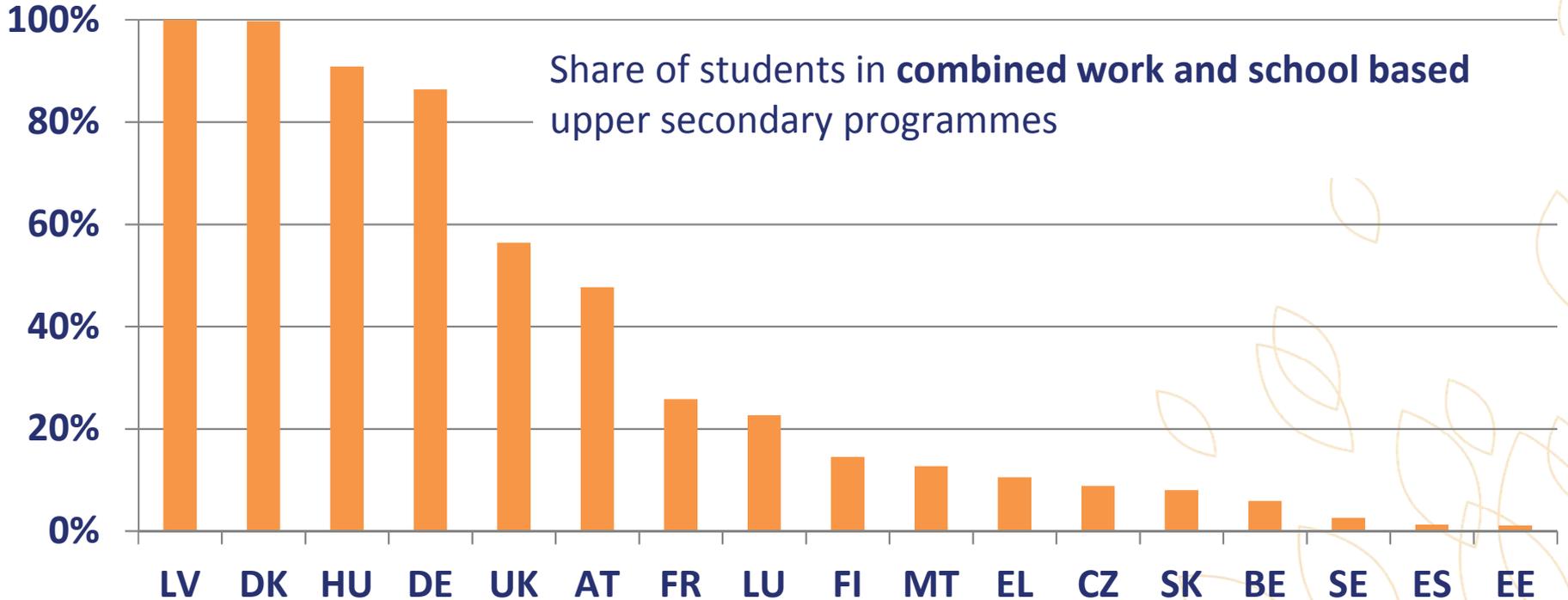
### Addressing the challenge - *What we know:*

Member States with well-developed VET Apprenticeship systems and other forms of WBL, are usually characterised by low youth unemployment levels and high economic competitiveness.



- Although **youth unemployment** has decreased from more than 24% in January 2013 to 17% in February 2017, it is still too high, with peaks of more than 40% in several MS
- In 2015, more than **6,6 million** young people (aged 15-24 years) were neither in employment nor in education or training (**NEETs**) in the EU.
- In February 2017, around **3,9 million** young people (aged 15-24 years) were **unemployed**
- Long-term youth unemployment is still **at record highs**.
- In 2017 youth unemployment rate is still **more than double** overall 8% unemployment rate

# Work-based learning ... is still an exception



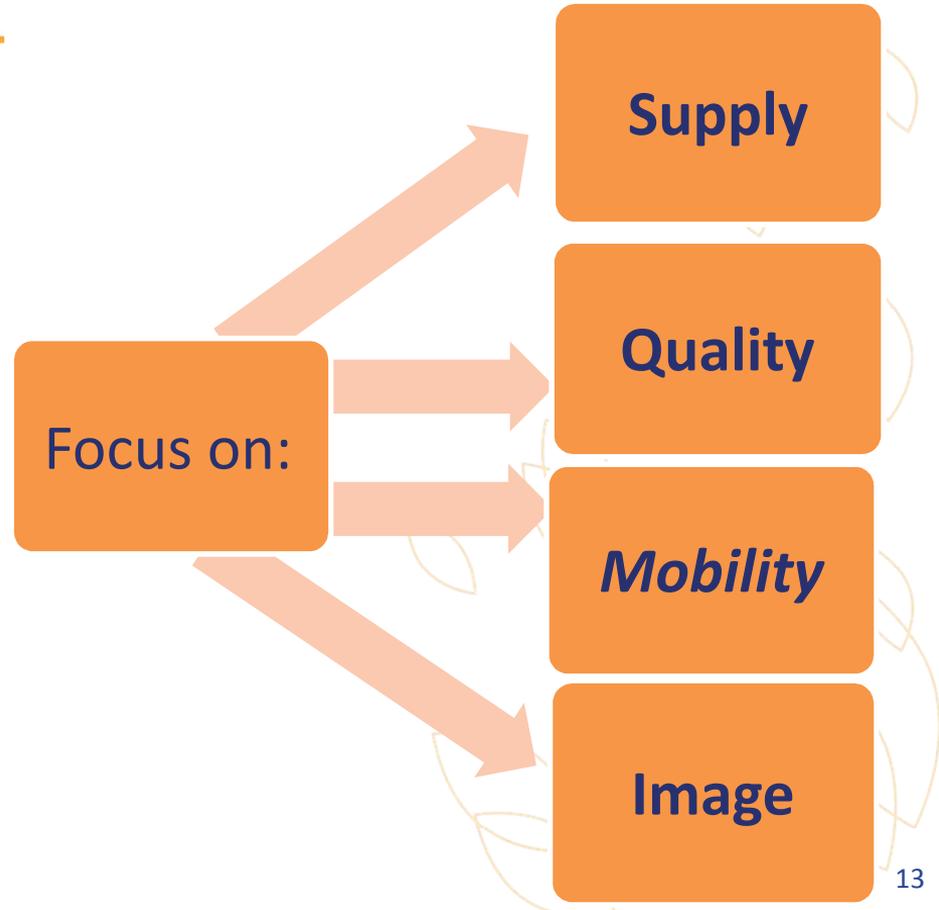
**Source:** Eurostat (UOE, 2014), online data code *educ\_uae\_enrs04*. Combined school and work-based programmes are programmes in which less than 75% of the curriculum is presented in the school environment or through distance education. Data for IT, NL and PL are missing. Working question non applicable for BG, IE, HR, CY, LT, PT, SI; definition differs in RO.

# What is the European Alliance for Apprenticeships?



*A multi-stakeholder platform,  
supporting its members through:*

- **Networking**  
*Network of apprenticeship experts*
- **Learning**  
*Sharing experiences and best practices*
- **Tools**  
*Guidelines, practical tools and resources*
- **Information**  
*News, reports, events and funding*
- **Visibility**  
*Focus on apprenticeships*





### *The Alliance has so far mobilised:*

- **35** EU, EFTA and Candidate countries have made national commitments
- **208** stakeholders have pledged to take action
- **2** trans-national alliances
- **More than 700,000** training and job opportunities through Business pledges



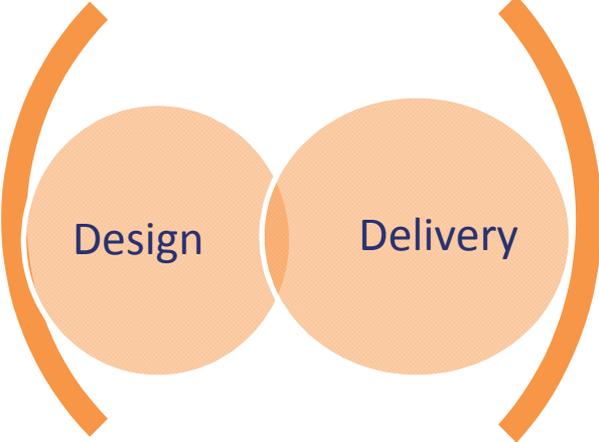
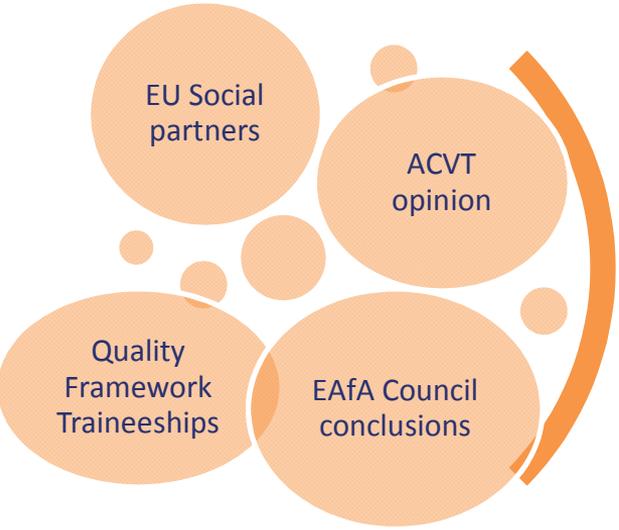
# In Malta last week



# Framework for Quality and Effective Apprenticeships



## Input



## Follow-up



## Quality & Effectiveness





## Learn

"Knowledge Hub"

Bring together key toolkits, guidelines, studies, best practices, etc. that can serve for knowledge clustering at the European level

## Connect

"Networking Hub"

Facilitate networking and develop communities of practice between stakeholders with similar interests, challenges and actions

## Act

"Bench-learning"

Demand driven support through expert advice and enhanced mutual learning

# ErasmusPRO

*supporting long duration mobility*



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# Proven benefits of Long duration mobility



## For Learners

- Promote sense of European **citizenship**
- Develop foreign language and professional **skills**
- Develop general soft skills, adapting to new **challenges**, improve **self-confidence**, inter-cultural awareness, communication
- Facilitates **school to work transition**
- Boost **Employability** - First "job Experience"
- Readiness for labour market **mobility**

## For Society

- European **citizenship**
- Free **movement** of citizens - learner and labour mobility
- Higher employability rates
- **Competitiveness and innovation**

## For Companies

- Access to foreign **skills** and **know-how**
- Opportunity to **influence VET curricula**
- Involvement of **SME** as sending/receiving organizations
- **Internationalization** of enterprise activity

## For VET Institutions

- **Internationalization** of institutions and qualifications
- Trigger to **innovation** and improving teaching methods and learning materials
- **Development** of methods for transfer of knowledge and skills
- Recognition of learning outcomes (acquired abroad)
- Greater **involvement** with companies and VET institutes abroad
- Raise the **attractiveness** of VET schools and qualifications
- VET Professionals/Teachers continuous professional development

# Facts on current use of Erasmus+ VET Mobility (Ka1)



## Duration of mobility Registered participants (Erasmus+ VET KA1 2014-2016)

Duration	No. of mobilities	%
Less than 1 month	192.816	71.5%
1 to 3 months	58.200	21.6%
3 to 6 months	16.383	6.1%
6 months and more	2.224	0.8%
<b>Total</b>	<b>269.623</b>	

Average duration: **32 days**

- compared to **139 days** in Higher Education



Median (and mode) age: **18 years**

- compared to **21** in Higher Education



**Objective** (as described in the "Communication on Investing in Europe's Youth"):

Increase the number of long-duration VET mobility

(**6** to 12 months) in **work-placements** abroad

**How will ErasmusPRO be supported by EU funding:**

A proposal for a specific activity within Erasmus+ VET Key Action 1

- **Not** a new programme

**Target participants:**

VET learners, Apprentices and recent VET graduates  
(less than 12 months after graduation)



- 27-28 June 2017** Discussion of Commission proposal at Erasmus+ Programme Committee
- October 2017** Publication of General call for Erasmus+ (including ErasmusPRO)
- February 2018** Deadline for presentation of applications for ErasmusPRO
- June 2018** First VET Learners/apprentices in ErasmusPRO long-duration mobility

**VERY IMPORTANT →**

Mobilize companies and VET providers to make use of this opportunity



# The European Vocational Skills Week



**DISCOVER  
YOUR TALENT!**

European Vocational Skills Week  
20 to 24 November 2017



# What do the Europeans think of VET ?



## THE POSITIVE



**7 in 10** EUROPEANS know what VET is

Finding a job is the **No 1 REASON** among Europeans for choosing VET

**2 in 3** EU CITIZENS (**68%**) have a positive opinion of VET

**87%** of VET STUDENTS are happy with the work-related skills they developed

**60%** of VET STUDENTS found their first long-term job before or within a month of finishing their studies

**40%** of RESPONDENTS would recommend VET to young people, while only **27%** would recommend general education



## THE NOT-SO-POSITIVE



**84%** of EU CITIZENS agree that general education has a more positive image than vocational education in their country

**3 in 4** EUROPEANS think that students with low grades are directed towards vocational education in their countries

**1 in 3** EU CITIZENS do not think that VET leads to well-paid or highly regarded jobs

**40%** of EU CITIZENS were not given information about VET when making a decision about their upper secondary education

**1 in 4** GENERAL EDUCATION STUDENTS were advised against taking VET when making a decision about their education

**Source:** Cedefop's opinion survey on VET,, exploring European citizens perceptions of VET. Based on 35.646 interviews



## The challenge

84% of EU citizens agree that  
general education has a more positive image  
than vocational education in their country



## Showcase VET **Excellence** and **Quality**

VET as a "**smart**" choice for both young and adults,  
with benefits for **learners, companies, and society**





- ✓ **1000 events & activities**
- ✓ **800,000 participants** in national events & activities
- ✓ **1500 attendees** in Brussels, plus **1000 views** online
- ✓ **70 million** reached through **social media**
- ✓ **3 million** reached through **print media**
  - ✓ Nearly **300 online + print media** items in 37 countries



- ✓ **72%** of national activities organised as a **result of the Week**
- ✓ **91%** of respondents said the Week had **improved image of VET**
- ✓ **90%** of Brussels participants said their **expectations were met or exceeded**
- ✓ **93%** of VET-Business Forum participants said they **would do something different** on VET as a **result of the Week**
- ✓ **Small budget** for communication: **high leverage** of local events without direct financial support from the Commission



**When:** 20 to 24 November 2017

(all local events taking place from September to December 2017 can be registered as part of the Week)

**Where:** Local, local and local  
... with parallel events in Brussels

**VET Awards:** Set of category of awards as "symbols" of VET excellence

**Ambassadors:** Network of Ambassadors, as role models and mobilisers

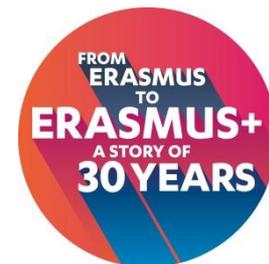
**Thematic approach:** Mobility, Partnerships, Sector approach to skills

# Find out more...



The New Skills Agenda for Europe

<http://ec.europa.eu/social/main.jsp?catId=1223>



European Alliance for Apprenticeships:

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

Erasmus+

[http://ec.europa.eu/programmes/erasmus-plus/node\\_en](http://ec.europa.eu/programmes/erasmus-plus/node_en)

Vocational Skills Week:

<http://ec.europa.eu/social/VocationalSkillsWeek>

