



Taking Stock of the implementation of the Council Recommendation on Upskilling Pathways: New Opportunities for Adults

DG Employment, Social Affairs and Inclusion

Methodology and data sources

1Q 2018

the Commission
request to MSs

2Q 2018

MSs outline
implementation
measures

3&4Q 2018

Drafting the stocktaking report
by the Commission based on the
MSs responses, National Reform
Programmes and UE and OECD
statistics

1Q 2019

Publication of the
report and a set of
factsheets

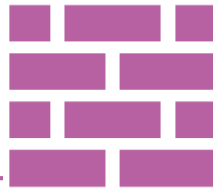
Overview of implementation plans



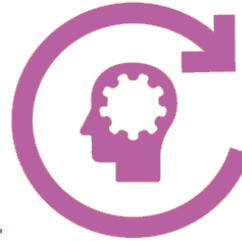
Plans embedded into
wider strategies

e.g. Portugal –
Qualifica
Programme

e.g. France –
Skills
Investment Plan
2018-2022



Building on measures
already in force



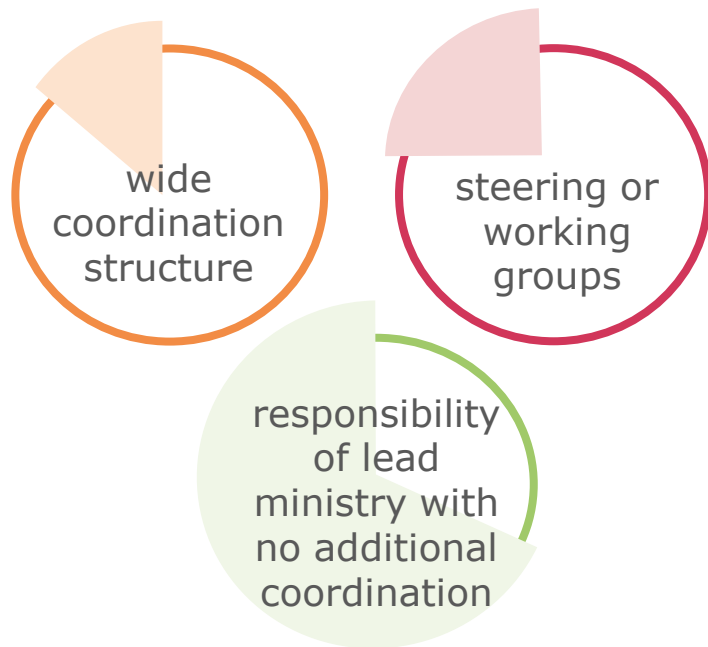
Dedicated pilot
projects and initiatives

e.g. the
Netherlands –
national reform
plan
e.g. Czechia – pilot
project to create a
systemic
environment for
upskilling



Setting new ambitious
agendas

Coordination of implementation measures



Target groups

- all adults who lack basic skills
- citizens at large
- young adult NEETs
- unemployed people with low levels of qualification
- people in employment, including people employed in small and medium-sized enterprises
- older people – employed or unemployed
- non-EU migrants
- people not actively seeking employment
- prisoners
- Roma people
- women
- people with disabilities
- adult education staff
- tutors, coordinators and managers

3-step approach

Skills assessment

- skills profiling
- skills screening
- identify gaps in basic skills (literacy, numeracy, digital skills)

e.g. AT, EL, HR, IT

Tailored learning offer

- a set of parallel measures (e.g. LU, SI, CZ)
- improving flexibility of system (e.g. IT, BG, EE, HR, MT, PL, RO, CY)
- modularisation of programmes (e.g. DK, HU, IE, PL)

Validation and recognition

- validation and recognition of non-formal and informal learning
- validation to agreed industry standards
- strengthening links to NQFs and EQF

almost all countries

Support measures



Awareness and promotional campaigns, often through traditional media and social media networks



Guidance, often offered by Public Employment Services



- European Social Fund
- Pilot projects
- National resources (limited mentions)



Conclusions

Positive developments

- A number of countries are setting in motion new ambitious agendas
- Pilots to support implementation are taking place
- ESF supports many of the implementing measures
- Validation is the measure around which many of the actions evolve
- Digital skills are prioritised



Conclusions Remaining challenges

- Increase the **scale** of the action
- Embed more strongly **basic skills** into skills assessment and training offers targeting low skilled adults
- Improve **outreach, guidance and support measures**
- Strengthen **coordination** and **partnerships** between providers and other stakeholders
- Ensure long-term **systemic approach** accompanied by appropriate **funding** resources and mechanisms



Thank you!

Upskilling Pathway webpage

<https://ec.europa.eu/social/main.jsp?catId=1224>

Report – Staff Working Document

https://ec.europa.eu/info/publications/implementation-report-upskilling-pathways_en