

LEVEN

LANG

LEREN



**New skills, new jobs**

Anne Potters, [apotters@cinop.nl](mailto:apotters@cinop.nl)

@annetworks



## ***CINOP Internationaal Agentschap***

*LLP – Leonardo da Vinci  
Study Visits  
Euroguidance -ELGPN  
Europass  
NCP EQAVET  
NCP ECVET*

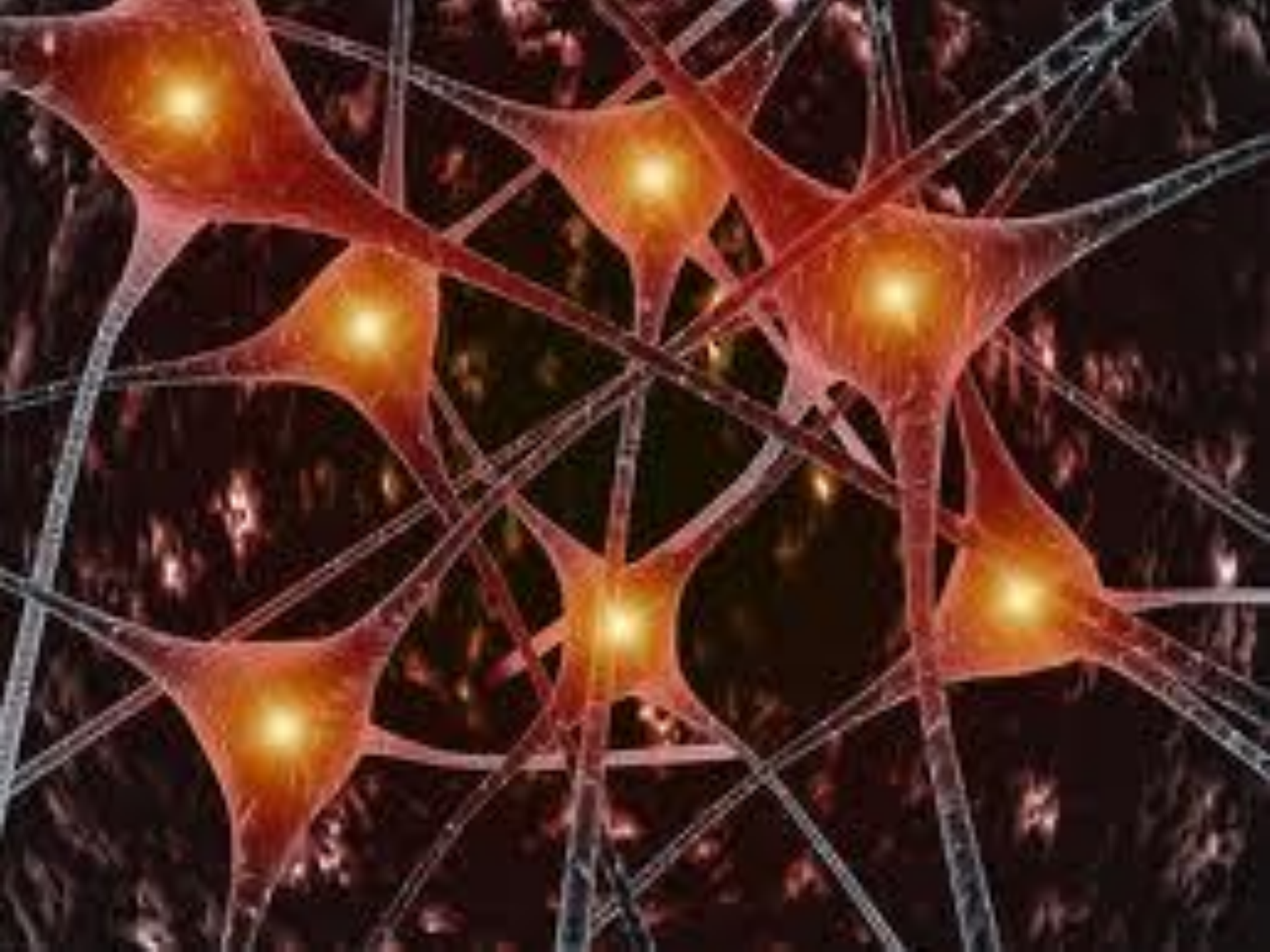
## ***Lifelong learning in Europe***

*New skills  
Transparantie  
kwalificaties en leren  
ECVET en mobiliteit*

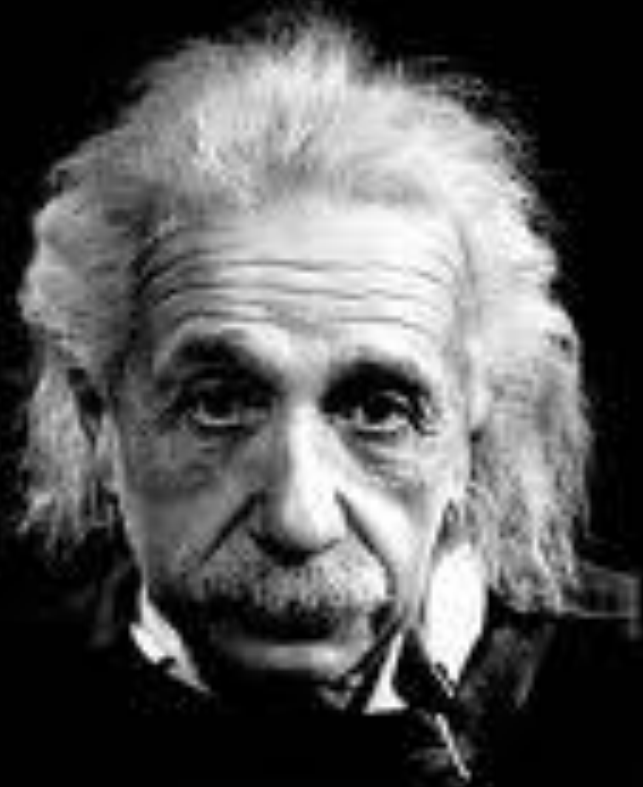


**CHANGE**

**AHEAD**



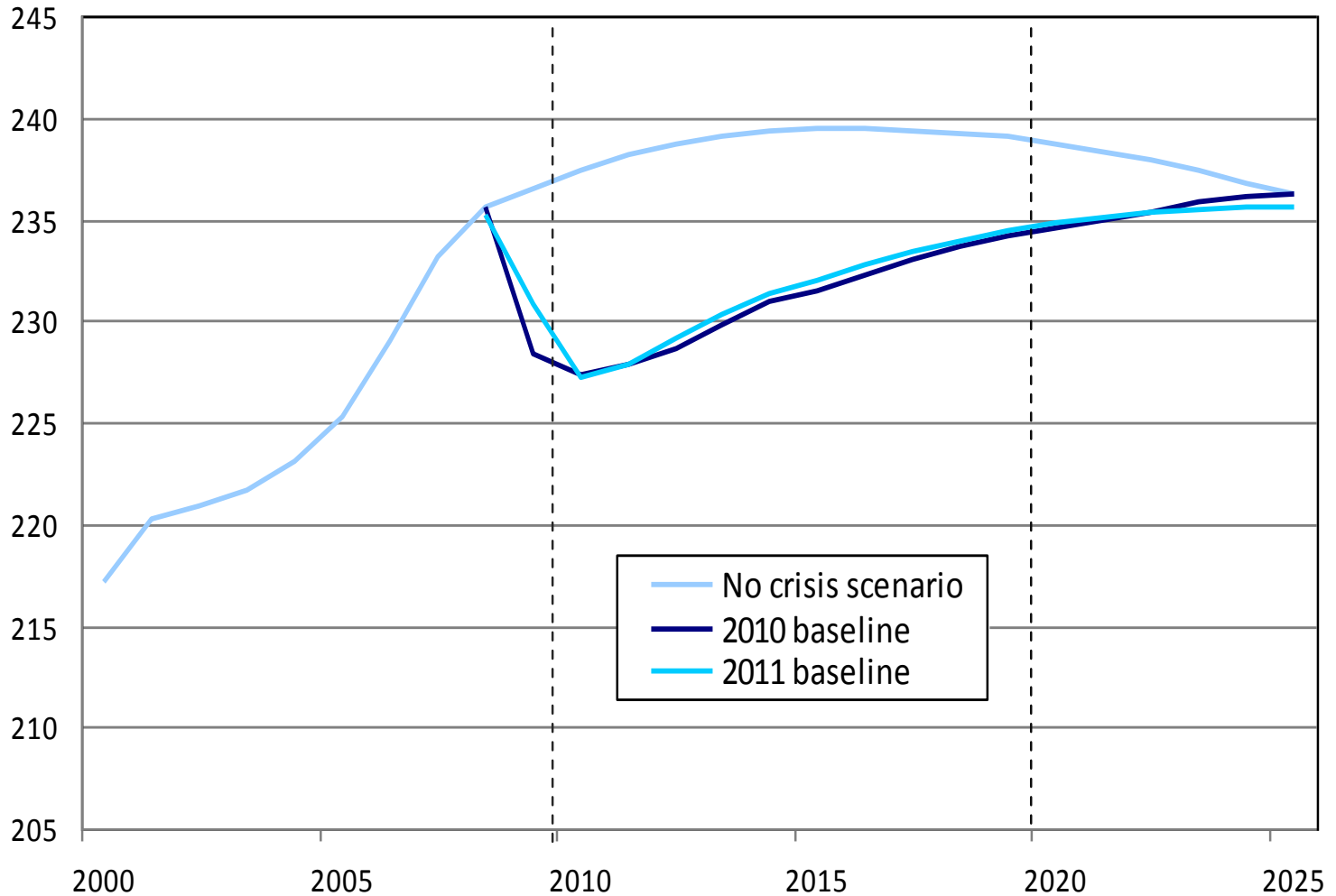




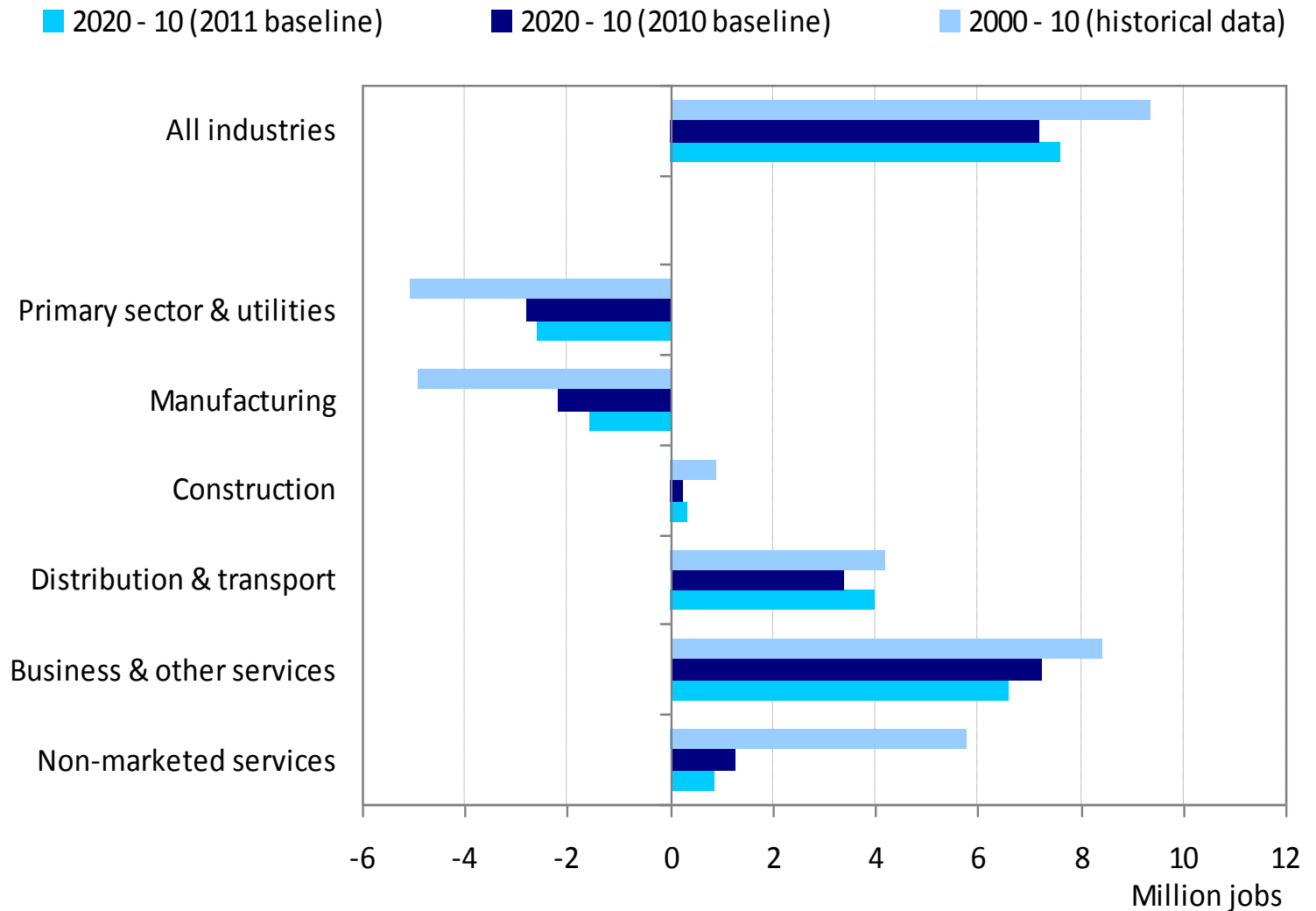
- ✓ Situatie Europa
  - Skills
  - Onderwijs
- ✓ Europese initiatieven
- ✓ Lifelong Learning Programme

# Crisis en werkgelegenheid

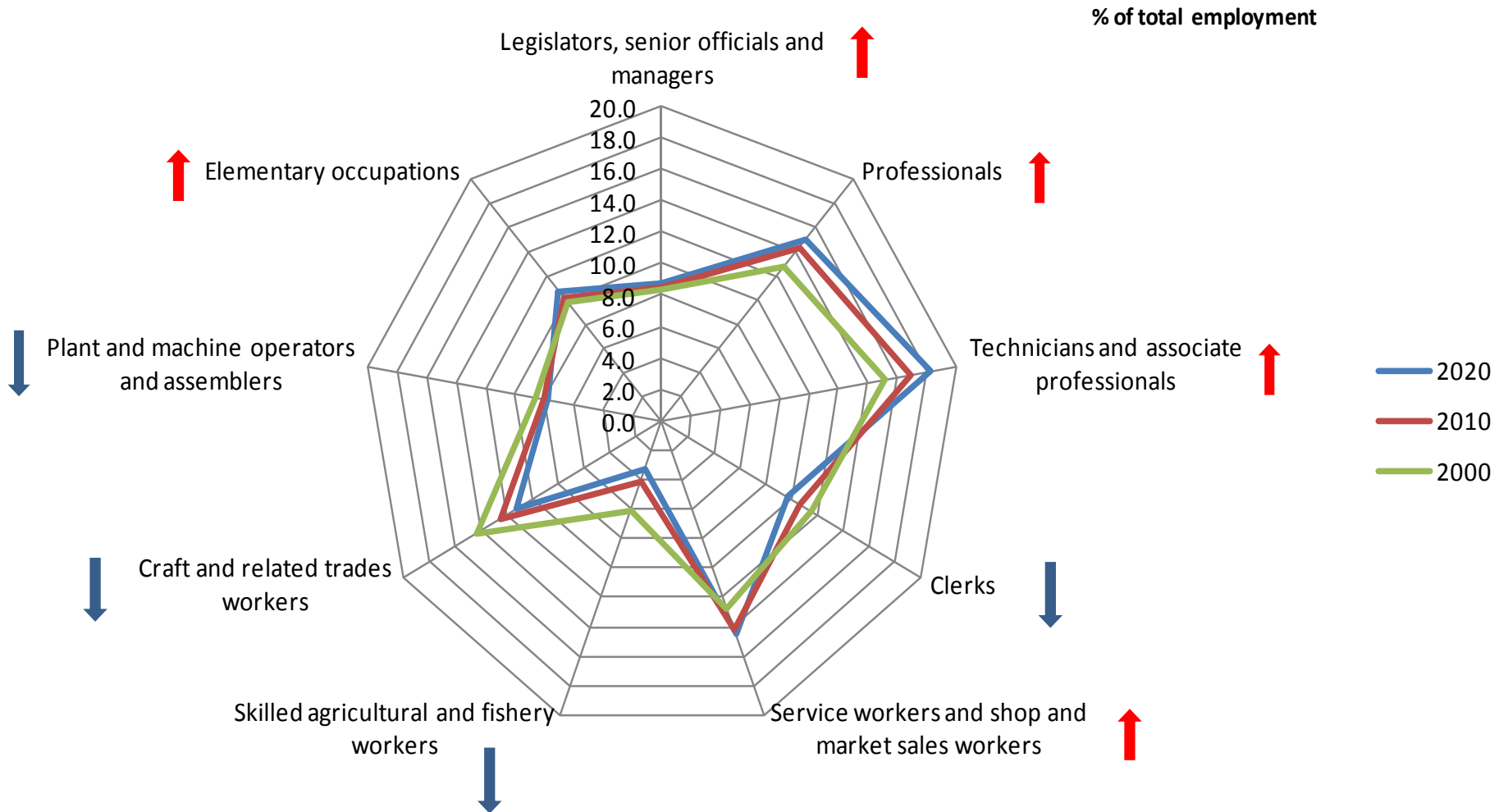
Million jobs



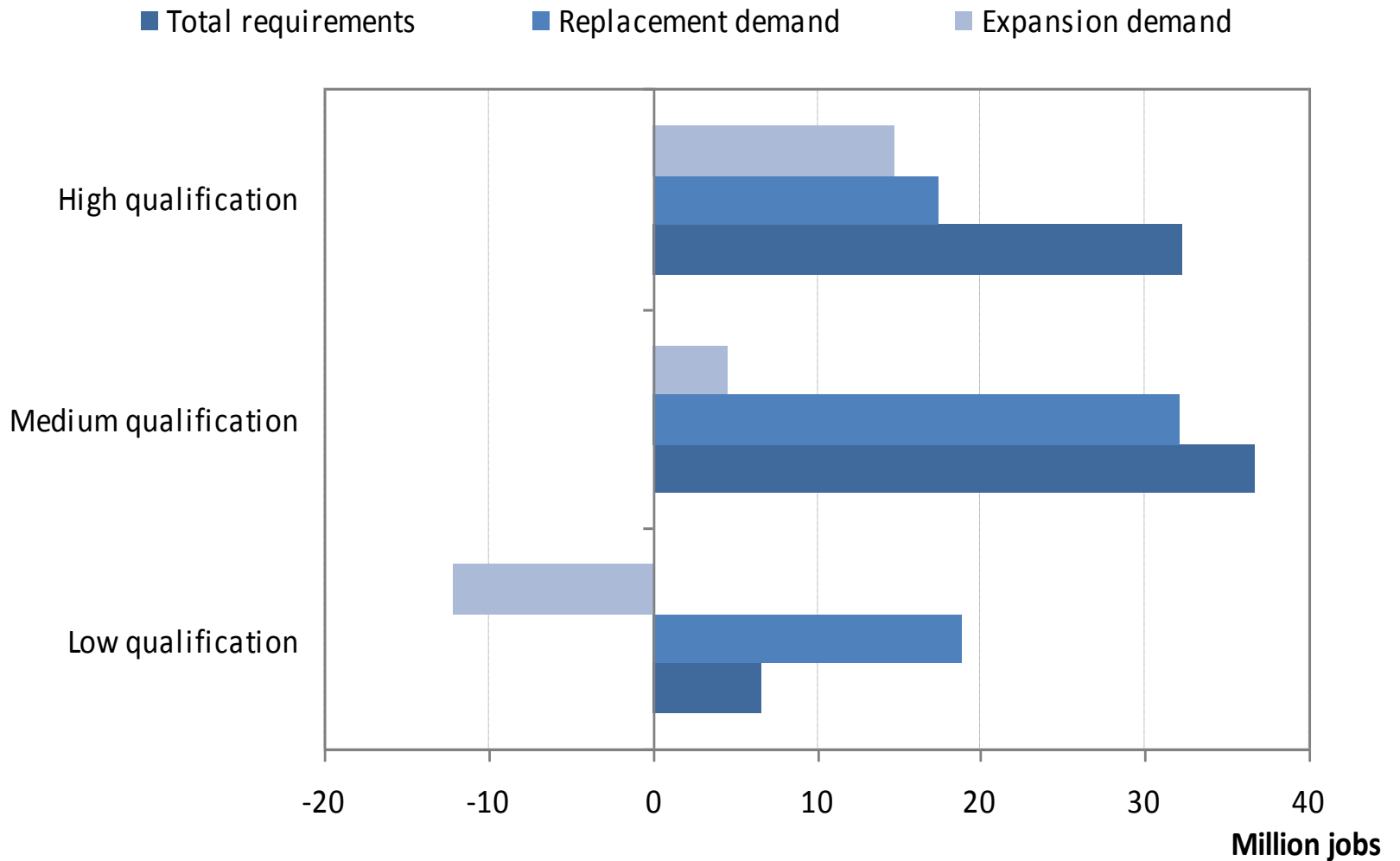
# Sectoral change



# Occupational change



# Demand for qualification level



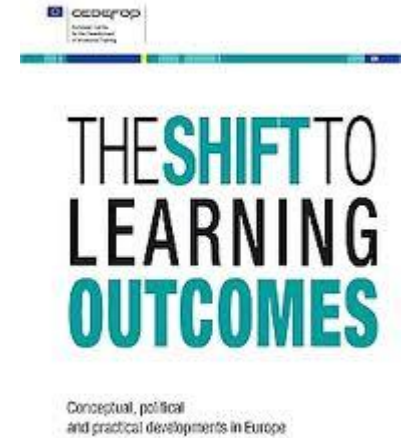
# Skills gaps and mismatches

- Gevolg - het vinden van de **juiste** medewerker voor bedrijven is moeilijk
  - Tekorten in beroepen
  - Verouderde skills, nieuwe skills
  - Banen vragen bredere skills basis
  - Te weinig bewustzijn van wat nodig is

# Arbeidsmarkt - wat is nodig?

- Meer data verzamelen in Europa en lidstaten
- Beter arbeidsmarkt informatie
  - Publiek toegankelijk (individu, bedrijf)
  - Loopbaanadvies en HRM
- Afweging - welke mix van skills?
- Responsief onderwijs
- Intensievere samenwerkingsmodellen

# Onderwijs

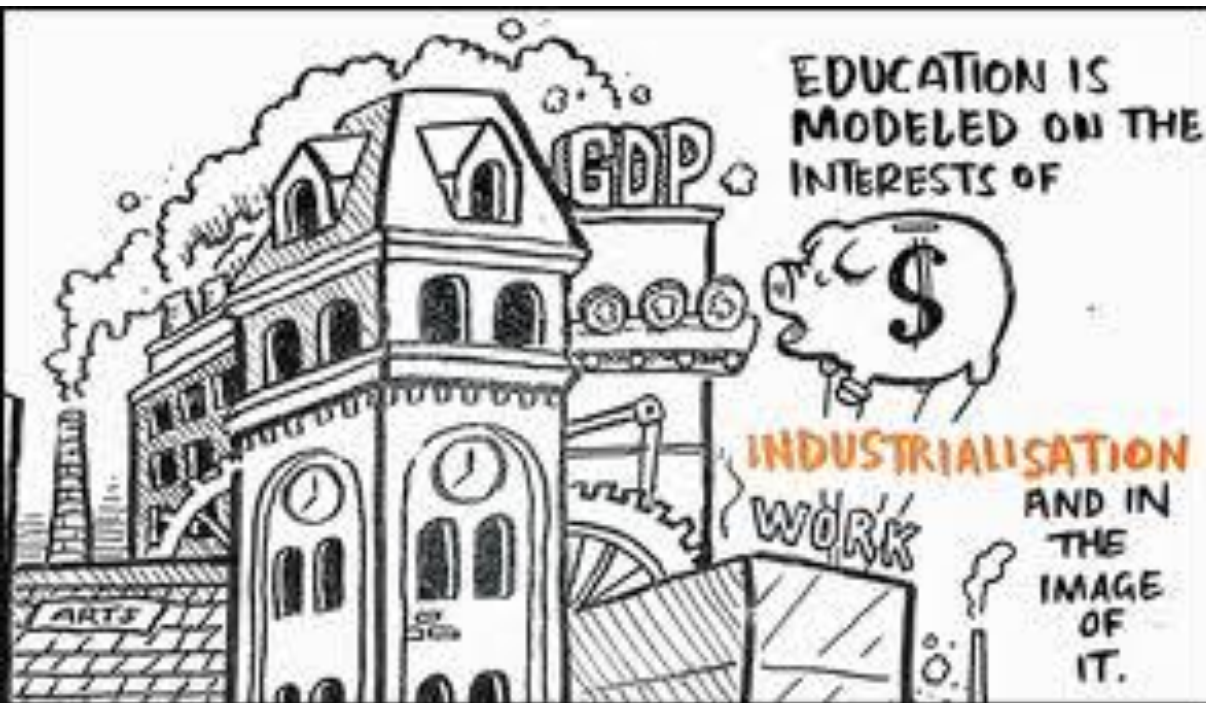


- Shift to Learning Outcomes
- Grotere druk op samenwerken met arbeidsmarkt
- Meer vraag naar Hoger Onderwijs
- Sommige regio's en sectoren en beroepen meer internationaal

# Wat is nodig?

- Meer investeren in onderwijs en training
- Meer responsieve onderwijssystemen
- Goede arbeidsmarktinformatie
- Kwaliteitszorg
- Transparantie van kwalificaties
- Professionalisatie docenten

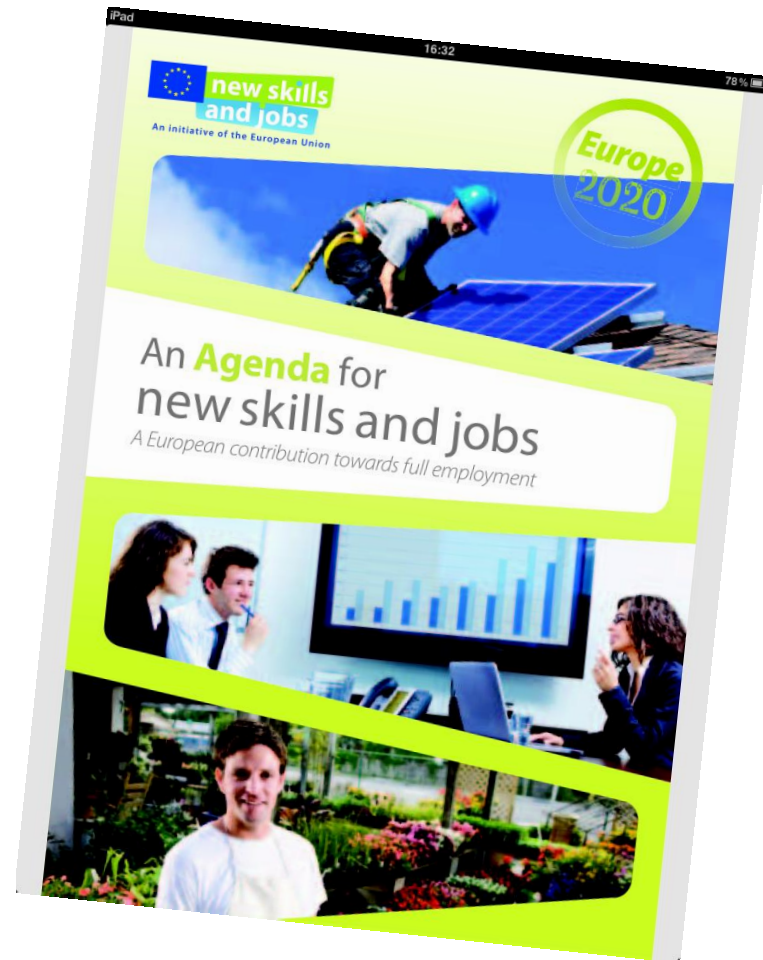
# Innoveren - voorbeelden



*Andy Hargreaves*

*Sir Ken Robinson*





# Agenda for new skills and jobs

- Flagship, part of Europe 2020
- 75% of the working-age population (20-64 years) in work
- *Broad range of actions*
  - *Stepping up reforms to improve flexicurity*
  - *Equipping people with the right skills*
  - *Improving the quality of jobs and working conditions*
  - *Improving conditions for job creation*



## New Skills for New Jobs **initiative**

- NSNJ Communication
- Road map 2010 work plan
  - Skills Agenda Integrated into Europe 2020
  - Empowerment through Lifelong Learning and through Acquisition of the Right Mix of New Skills
  - Anticipating Future Skills Challenges
  - Matching Skills and Jobs: Bridging the Gap between Education, Training and Employment
  - Open up to Talent: clear rules on transparency; exchange of skills shortage data

# A process started 4 years ago



# Key characteristics of EU Sector Councils

Decision, leadership and steering by European social partners

Involvement of representatives of education and training providers

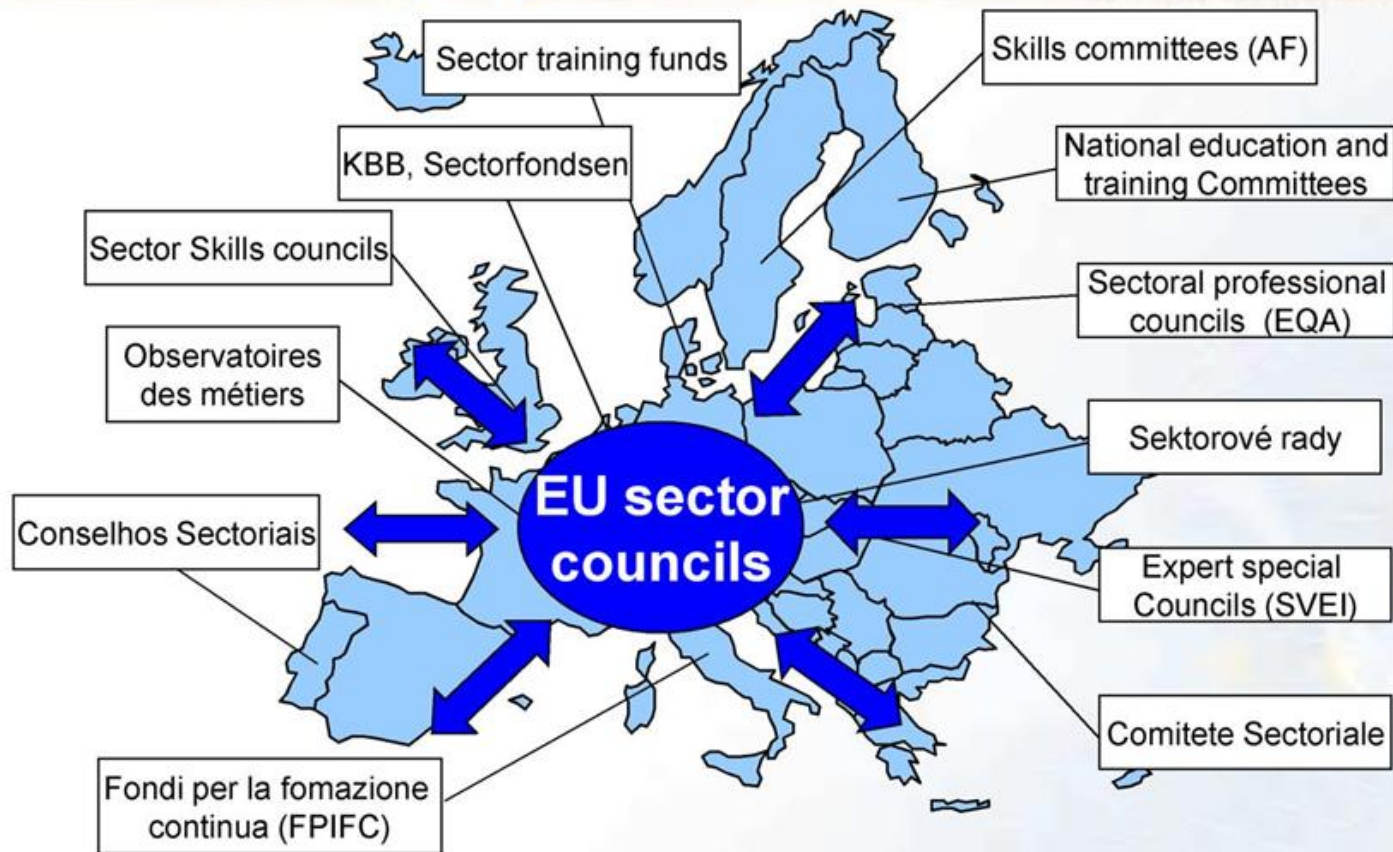
Initial scope: information exchange and dialogue

Cooperation with existing EU initiatives

Social Europe



# A network of existing observatories

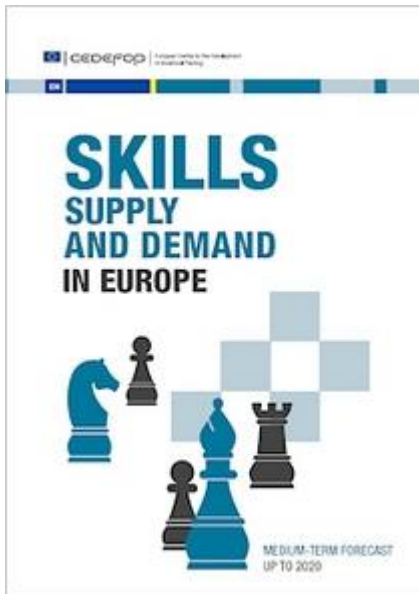


Social Europe



European Commission

# Cedefop – identifying skills needs



- Forecasting
- Identifying needs
- Skills mismatch
- Employers survey
- Green skills
- Sectoral analysis



## European "toolkit"



# Lifelong Learning Programme

- Projectsubsidie
- Samenwerking en innovatie
- Kennisuitwisseling
  - New Skills Network
  - Best Practice en Thematische Seminars

# Lifelong Learning Programme

- Develop strategies for **lifelong learning** and **mobility**
- Encourage **cooperation between the worlds of education, training and work**
- Support initial and continuous **training of teachers, trainers** and education and training institutions' managers
- Promote the acquisition of **key competences** throughout the education and training system
- Promote **social inclusion** and **gender equality** in education and training

# Lifelong Learning Programme

## Comenius

School  
education

Europees  
Platform

## Erasmus

Higher  
education &  
advanced  
training

Nuffic

## Leonardo

da Vinci  
Initial and  
continuing  
VET

CINOP IA

## Grundtvig

Adult  
education

Europees  
Platform

## Transversal programme

4 key activities –

Policy development;

Language learning;

ICT;

Dissemination

Executive Agency Brussel



## 1. Help to prepare companies (and managers) for change.

improve strategic planning in companies

provide incentives for companies

lifelong learning for managers



## 2. Use online technologies to facilitate skills development in the workplace.

low cost (use existing tools)

involve employers in tools development

promote “community” learning & communities of trust



## 3. Make VET more attractive to young people.

promote peer learning and teamwork

blend theory with “hands-on” practice

actively promote the skills required for certain jobs



## 4. Manage and extend the range of actors that are involved in apprenticeships.

quality of the hosting company

try to involve SMEs

encourage job rotation in companies



## **5. Produce “flexible” workers able to meet changing skills demands.**

make education relevant to the labour market

promote adaptability and transferability

anticipate demand and keep skills updated



## 6. Base all new qualifications on “learning outcomes”.

adopt a bottom-up approach (employer è policy)

create a common skills currency (education et al)

partnership working (education, companies, sectors)



## 7. Better promotion of a changing labour market.

different priorities for different audiences

improve awareness of “skills needs anticipation”

involve employers



## 8. Develop “t-shaped” employees.

balance ‘occupational’ and ‘soft’ skills

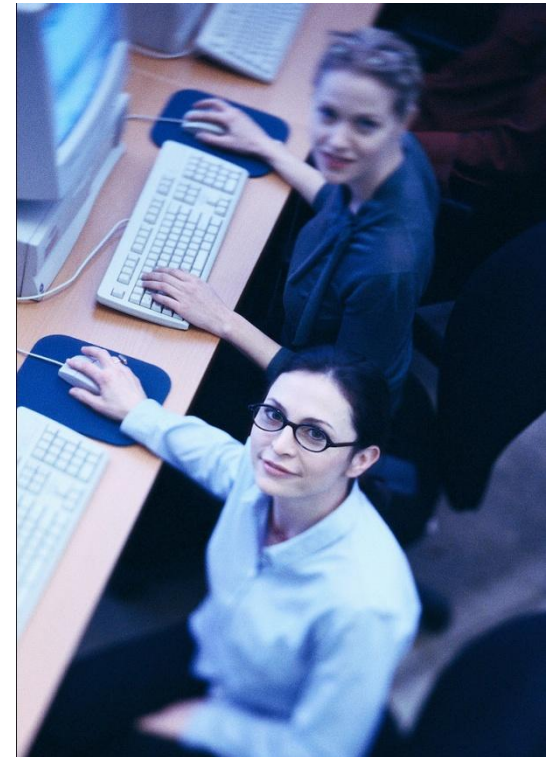
include learning beyond formal institutional settings

develop “t-shaped” curricula

# Needs Analysis for SMEs

Partners from 5 European countries targeted the transfer, updating and improvement of existing “training needs analysis” methods and practices.

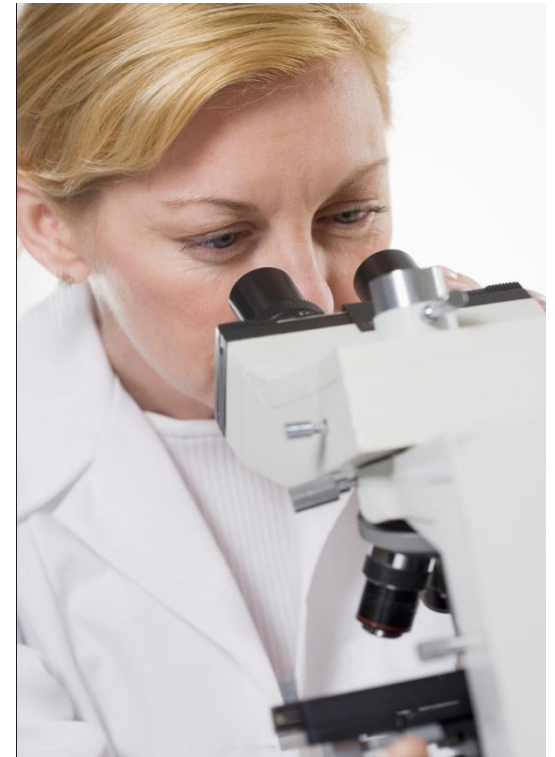
Covering both organisational and individual needs analysis, target beneficiaries were senior managers with specific responsibility for employee training provision.



# Biotechnology Skills

Targeting increased University-Industry cooperation, partners from 7 European countries worked together to develop a common skills profile for Biotechnology graduates.

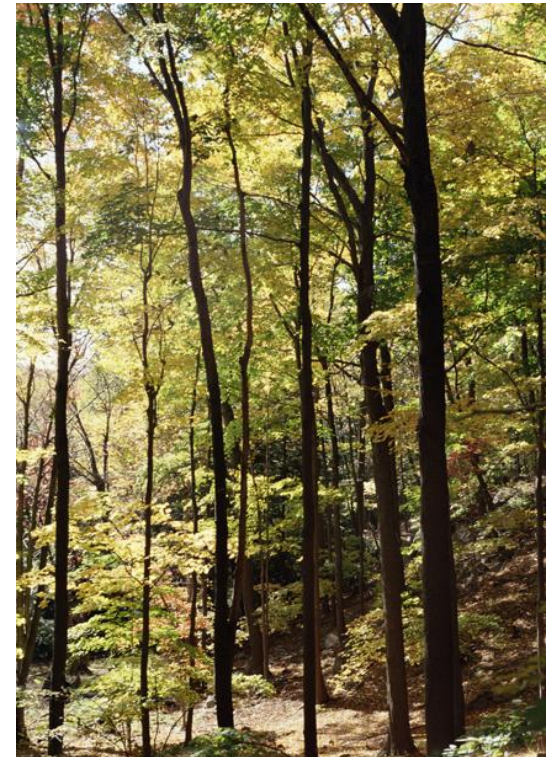
Incorporating both occupational and soft skills, the enhanced skills profile targeted improved responsiveness, in Higher Education, to the needs of industry and the future labour market.



# The Call of Nature

Targeting increased collaboration between VET and microenterprises working in rural and nature-based industries, partners from 7 European countries worked together to identify innovative examples of successful cooperation.

Identified examples are used as “success stories”, to promote continuing cooperation and joint skills development activity in the sector.



# Yebisu

Targetting gardening and landscaping sector.  
Partnership of mainly companies, a few VET institutions and national and European sectoral bodies. Working on continuous training and HRD in companies with a view to improve the quality of jobs in the sector.

Identified examples are used as “success stories”, to promote continuing cooperation and joint skills development activity in the sector.



## Agenda for New Skills and Jobs

<http://ec.europa.eu/social/main.jsp?langId=en&catId=958>

### Cedefop skills

<http://www.cedefop.europa.eu/EN/identifying-skills-needs/index.aspx>

### Education and Training 2020

[http://ec.europa.eu/education/lifelong-learning-policy/doc28\\_en.htm](http://ec.europa.eu/education/lifelong-learning-policy/doc28_en.htm)

### Lifelong Learning Programme EU

[http://ec.europa.eu/education/news/news3023\\_en.htm](http://ec.europa.eu/education/news/news3023_en.htm)

### Lifelong Learning Programme NL

<http://www.na-III.nl>

### New Skills Network

[www.newskillsnetwork.eu](http://www.newskillsnetwork.eu)

### CINOP Internationaal Agentschap

<http://www.internationaalagentschap.nl>

### CINOP Advies

[www.cinop.nl](http://www.cinop.nl)