



CEDEFOP

European Centre for the Development
of Vocational Training



Identifying Barriers of LLL and their Removal: European VET on the Move

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Figures to think about in 2010...

Despite all progress:

- 74.1 million low-skilled in Europe
- Although 23 million unemployed (unemployment rate 9.8%), but around 3.3 million vacancies not filled)
- Only 9.3 % of adults participating in LLL (2009)
- 14.4 % early school leavers (2009)
- Impact of crisis/recovery



What might be the future look like?

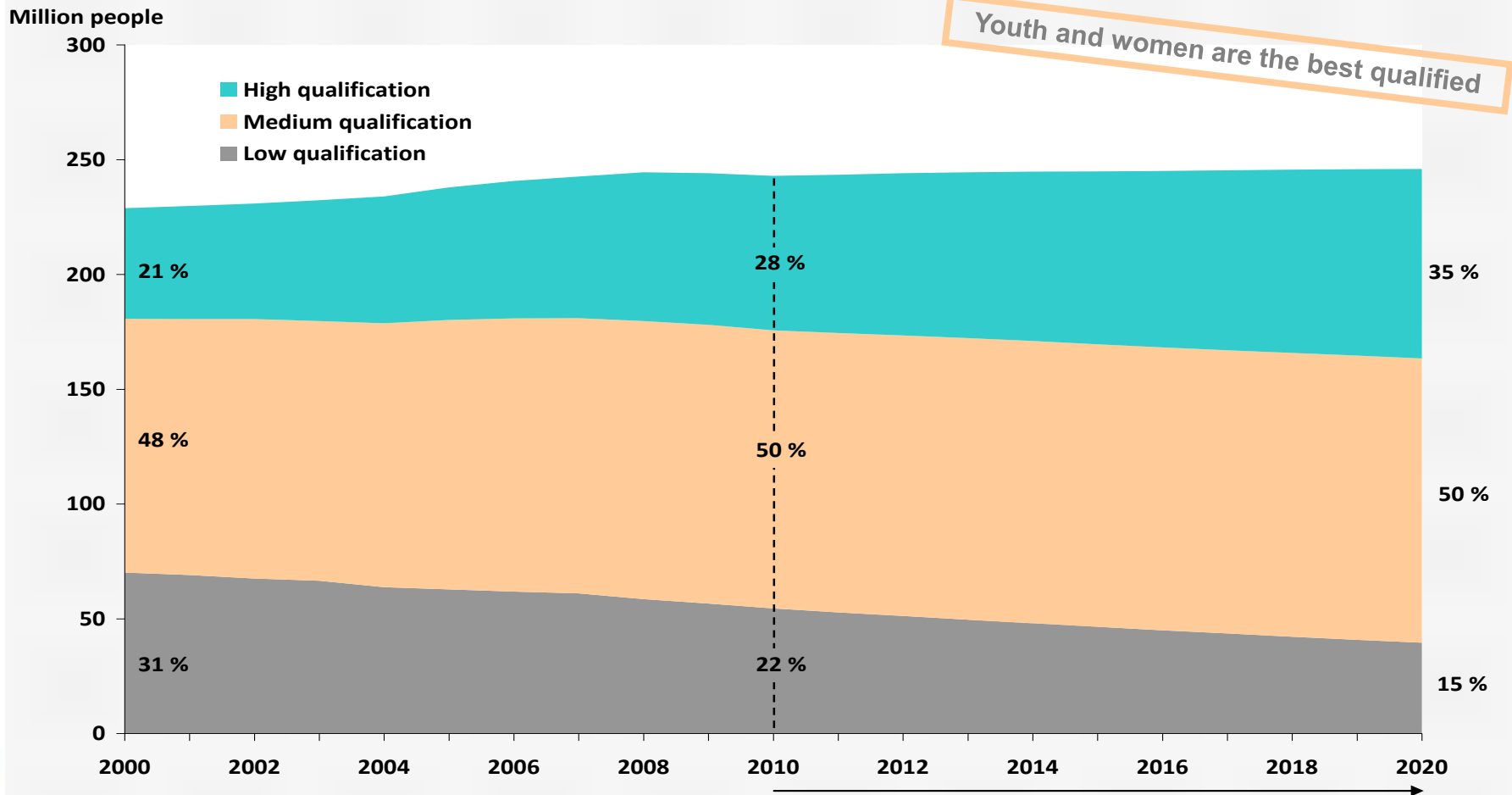
2020 – skills race?

- a new focus on skills and employment
- policy based on anticipation and matching skills with jobs
- **Europe 2020**
 - ‘Youth on the move’
 - Early school leavers under 10 % and 40 % of younger generation with tertiary degree
 - ‘An agenda for new skills and jobs’
 - Employment rate at least 75 % (Employment guidelines)
- **ET 2020**
 - At least 15% of adults participating in LLL



Better (higher) qualifications needed by 2020

Supply trends 2000 - 2020: Labour force by qualification (EU-27 + NO and CH)



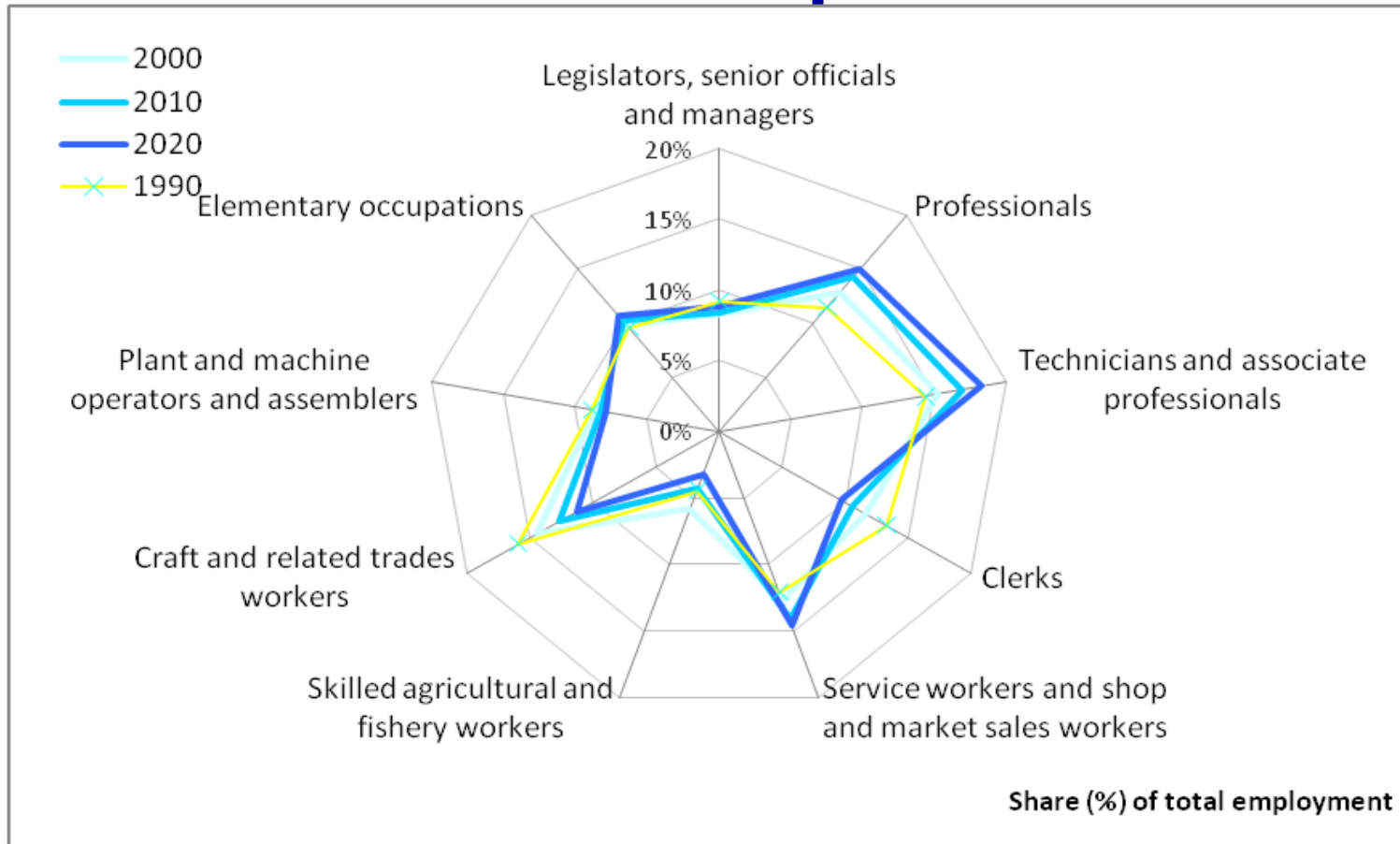
Source: Cedefop 2010

NB: Labour force aged 15 years and older

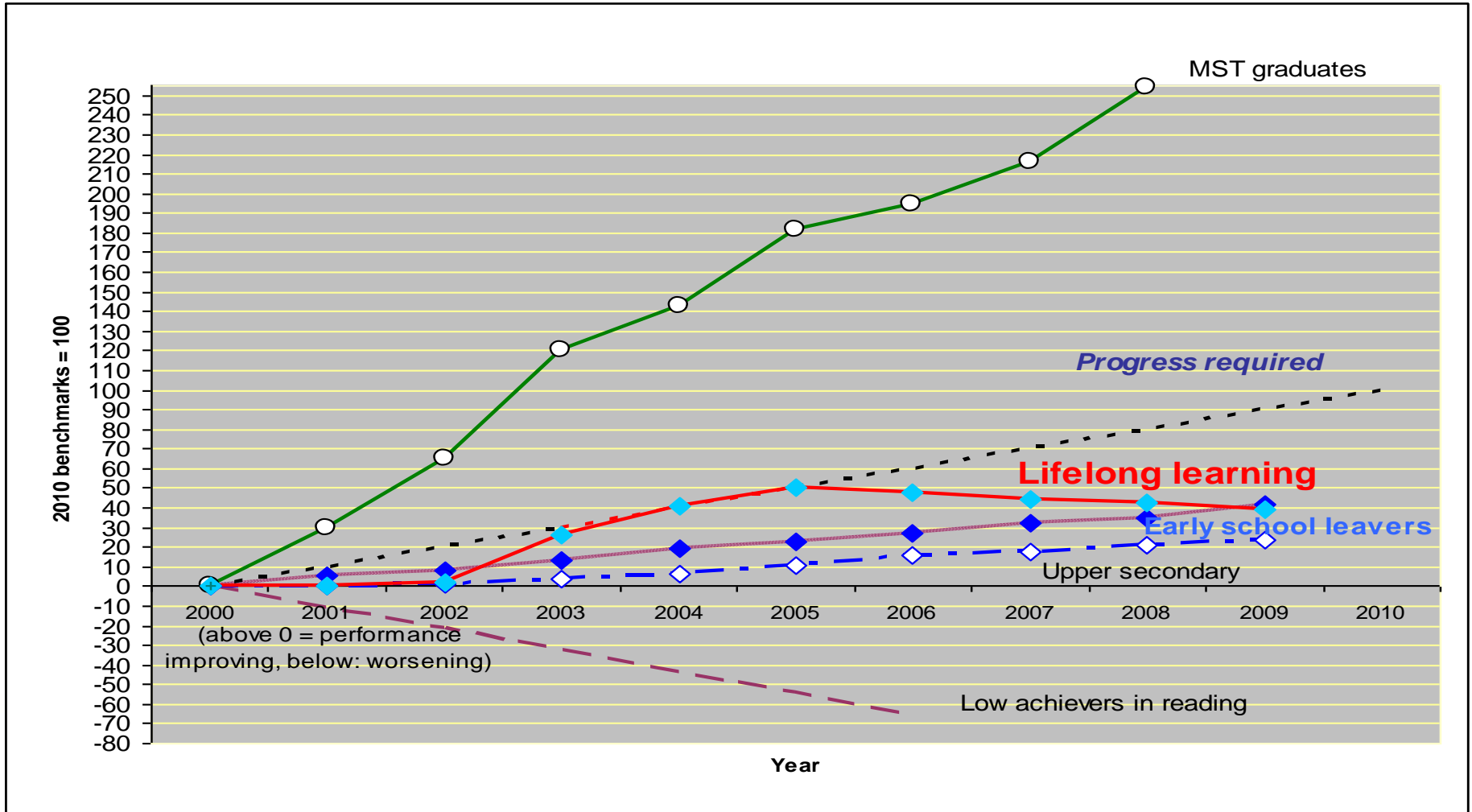
Forecast



Shift to more knowledge and skills intensive occupations



Zooming in on 2020: Much more progress needed to reach the educational benchmarks

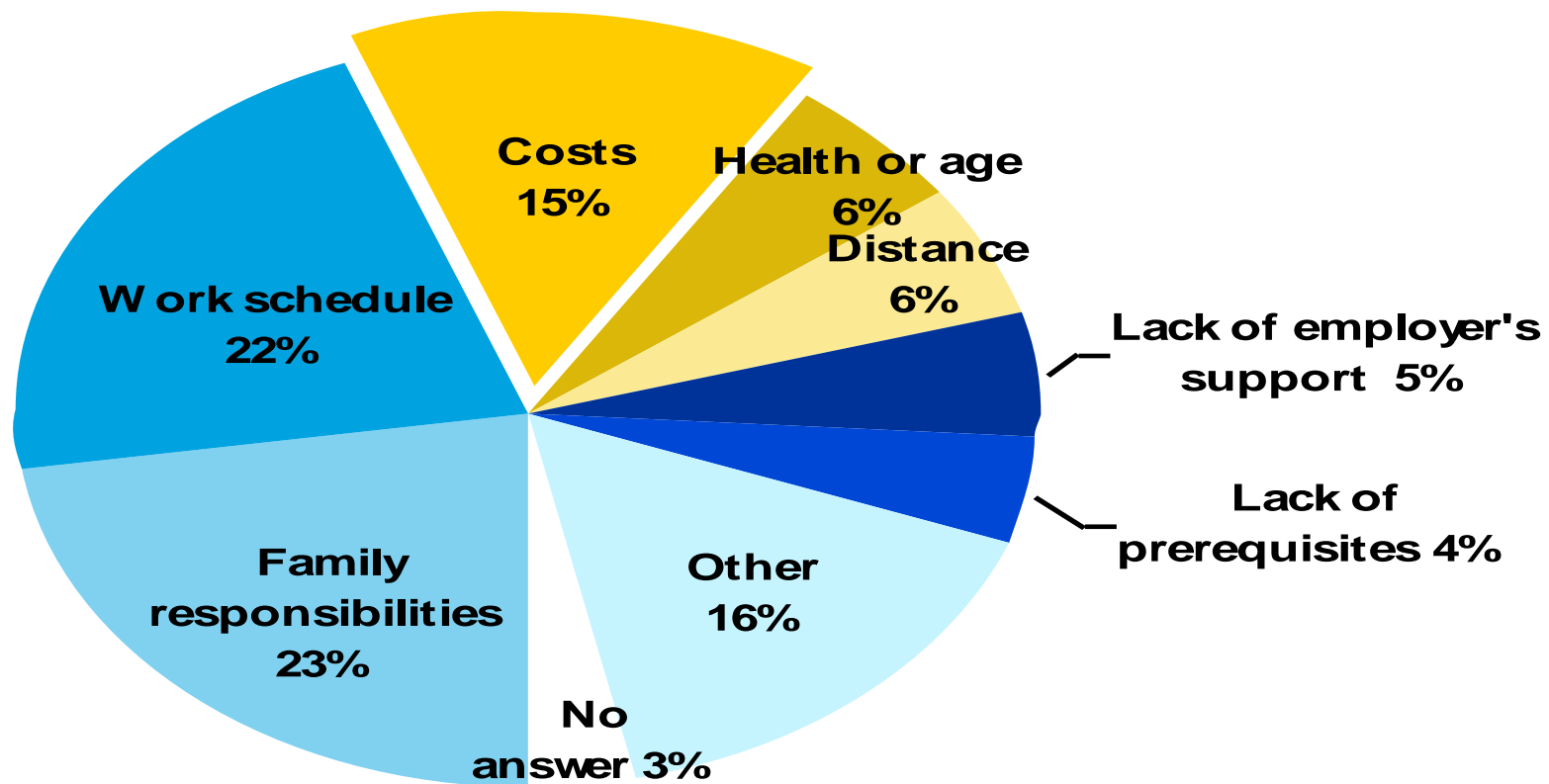




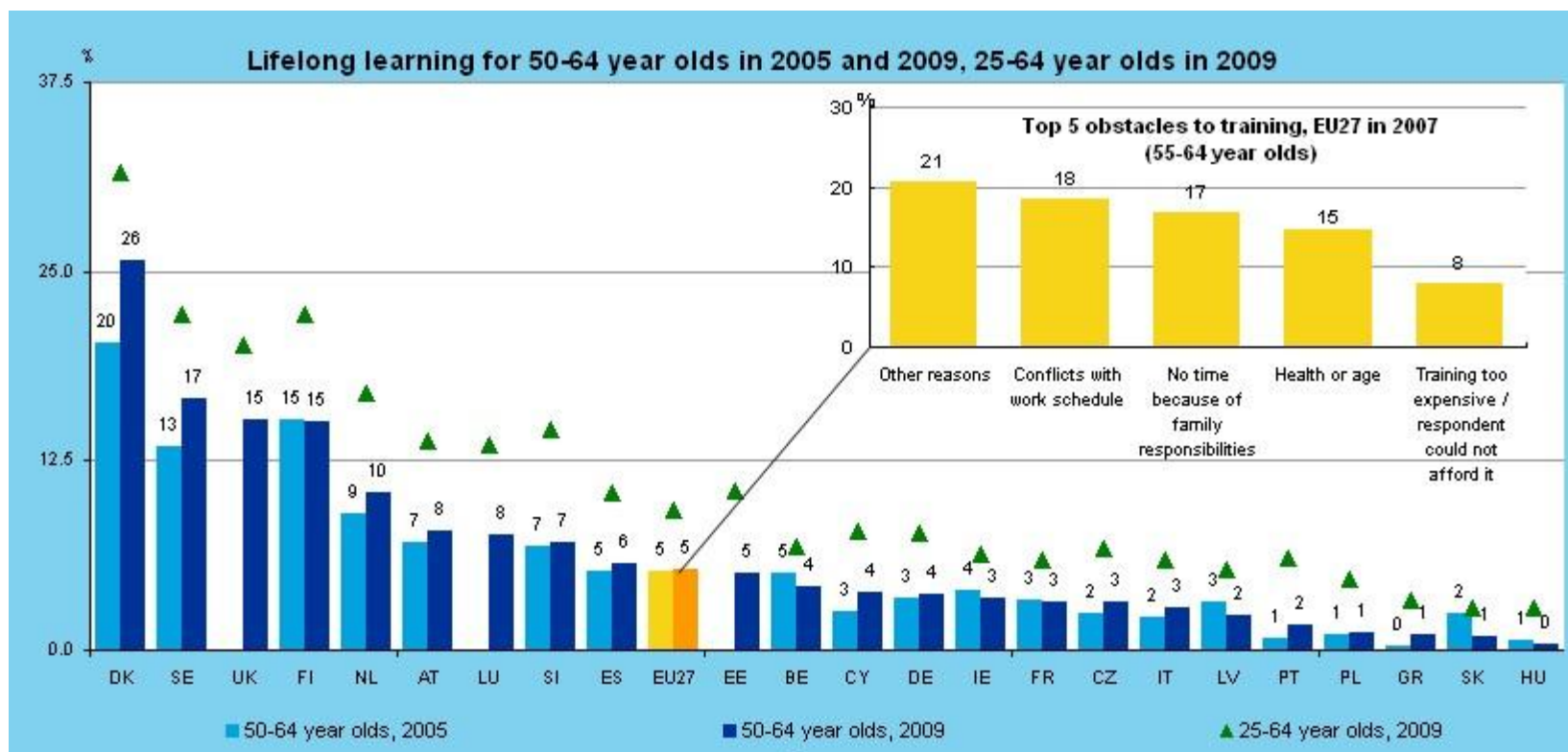
Barriers for higher participation in LLL

- **Institutional barriers** (provided courses, lack of child care, high fees, no access for disabled, no guidance)
- **Situational barriers** (rural or remote areas, disability, belonging to other disadvantaged groups)
- **Dispositional barriers** (LLL considered as a waste of time, preferring to spend free time in other ways, incl. informal learning)

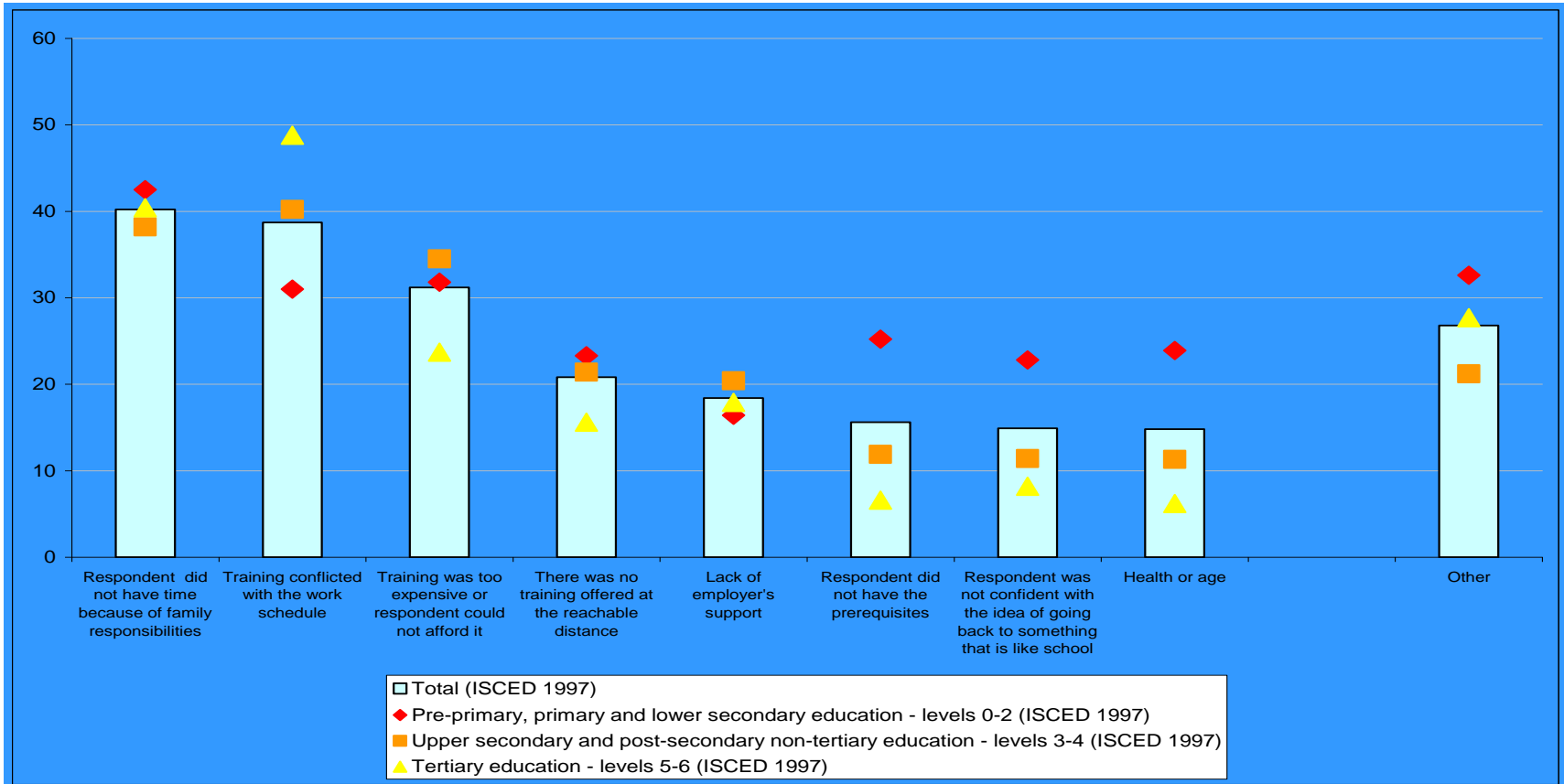
Main obstacles for participation of adults in LLL



Kind of barriers to LLL: age matters



Kind of barriers to LLL: educational attainment level matters



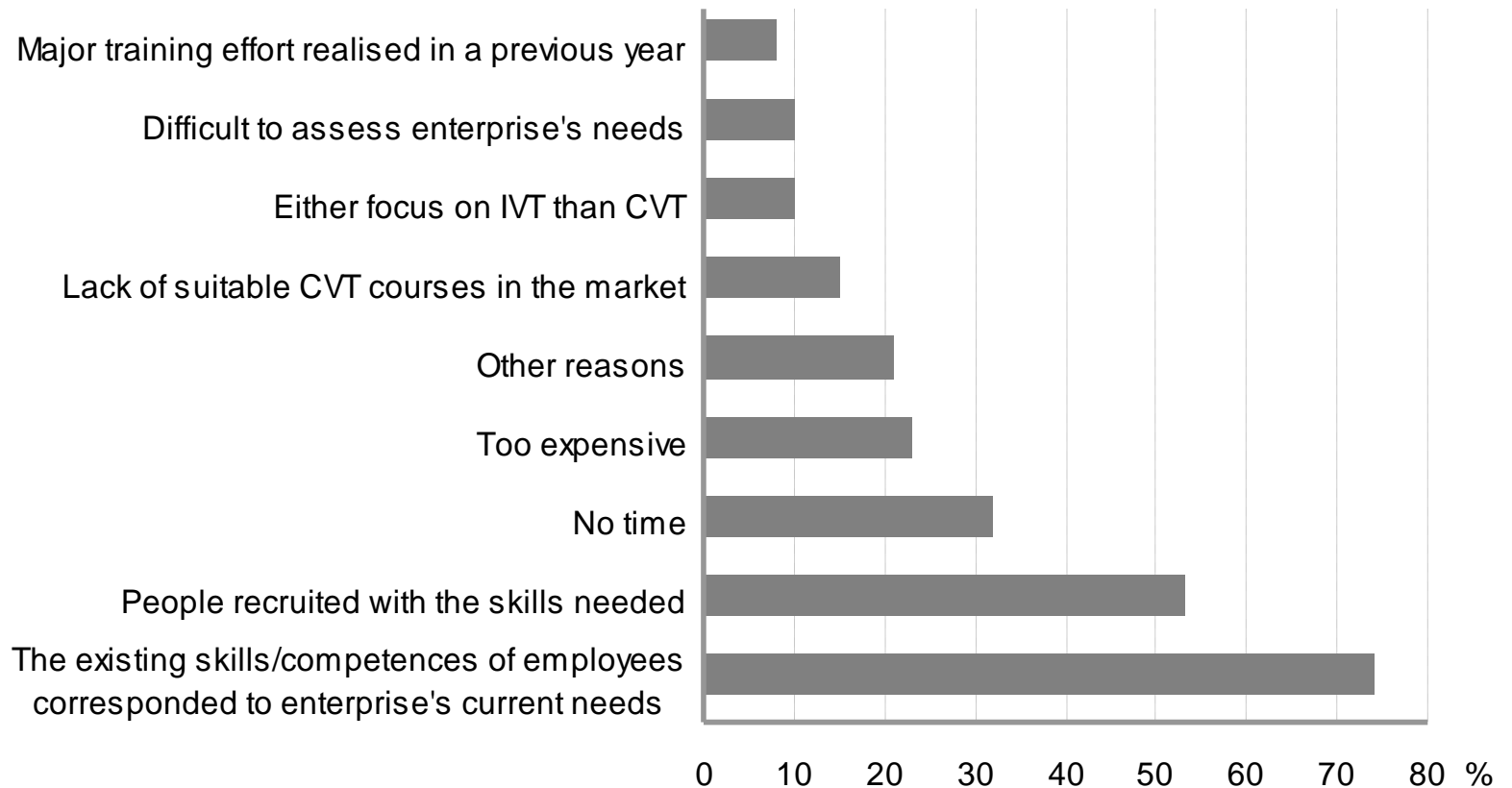


Why low skilled do not participate more in LLL?

- Bad experience at school
- Lack of confidence in their ability to learn
- Difficulties arising from poverty
- Lack of opportunities to participate in employer financed training
- Lack of money to finance on their own

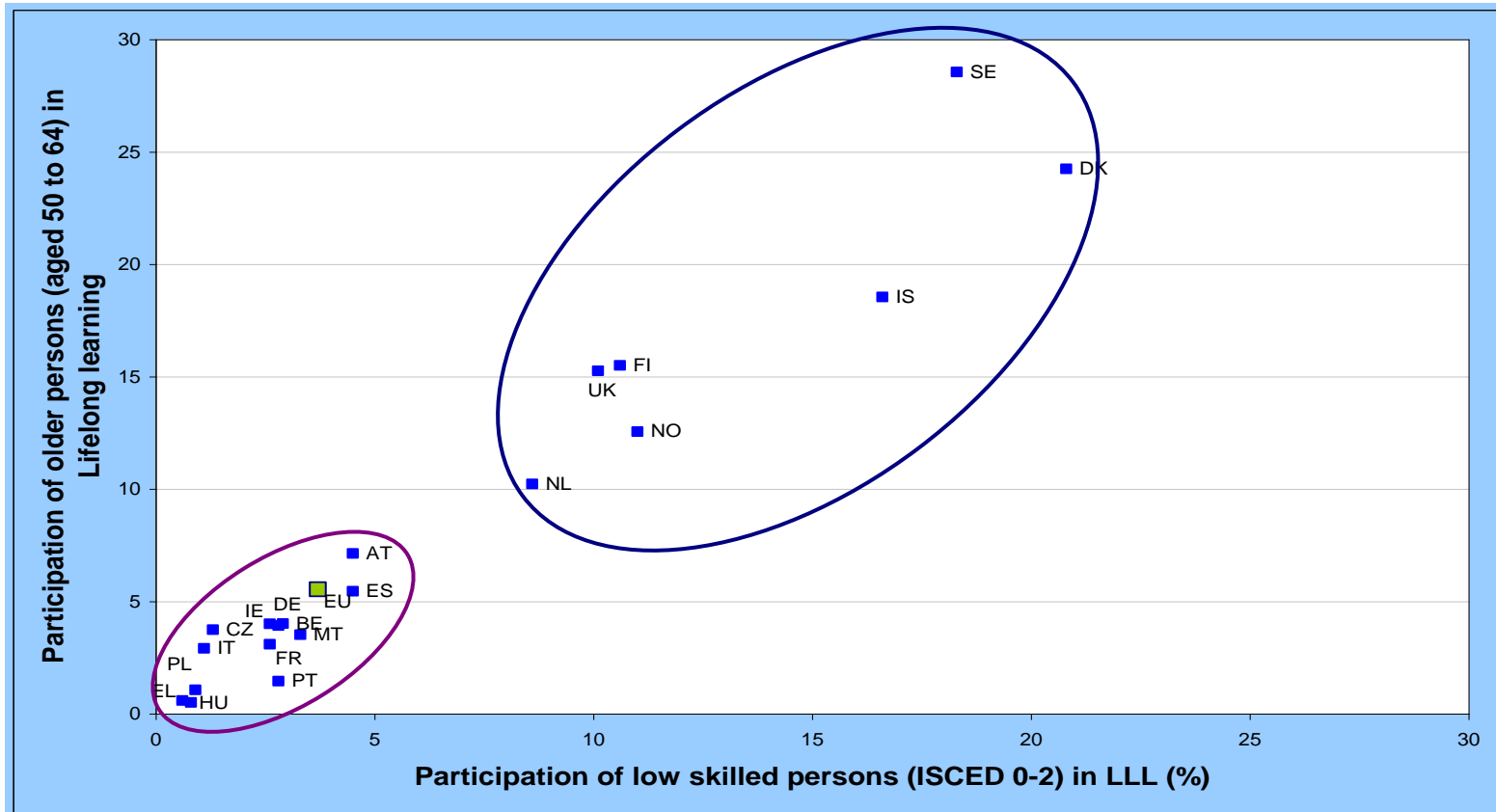


Why enterprises do not provide more training to their employees?





Good news: some systems manage it





Policies to improve the access to and participation in LLL

- Better match of E&T with labour market needs
- Increasing quality and attractiveness of VET
- Higher flexibility and permeability of E&T systems
- More workplace based training



Policies to improve the access and participation LLL – cont.

- Adaptation of curricula – also less academically demanding programmes
- Inclusive policies towards students with special education needs
- Validation of non-formal and informal learning
- Educational and vocational guidance as „file rouge”



VET financing: cost sharing and struggle for efficiency

- Financial incentives for individuals and enterprises
- Cost-sharing mechanisms spreading more widely, mainly to increase private investment
- Financing more targeted to weaker groups in the LM
- Decentralisation, autonomy of VET institutions; merging VET providers, partnerships
- ESF contribution to VET



Main weaknesses of implemented policies

- The approach not comprehensive enough, a holistic approach needed
- Lack of coordination between various policies
- Legal frameworks established, but implementation lagging behind



Remaining challenges

- Cuts of public budgets and insufficient resources in companies
- Persisting unequal access to Education & training
- Low skilled and older workers
- Motivation of individuals

critical importance
to seek innovative solutions for efficient allocation,
equitable distribution and
sustainability of E&T funding

Thank you very much.

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