



# Upskilling adults in a changing world of work: the European policy framework

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**CEDEFOP**

European Centre for the Development  
of Vocational Training

# Investing in skills pays off: The economic and social cost of low-skilled adults in the EU

Low skilled adult **Vulnerable** segment of the population: low skills associated with **negative consequences**;

**Empowering** low skilled adults by means of promoting their **upskilling** and/or **re-skilling** is associated with large **social** and **economic benefits**;

**Heterogeneous** group: low skilled **subpopulations**;

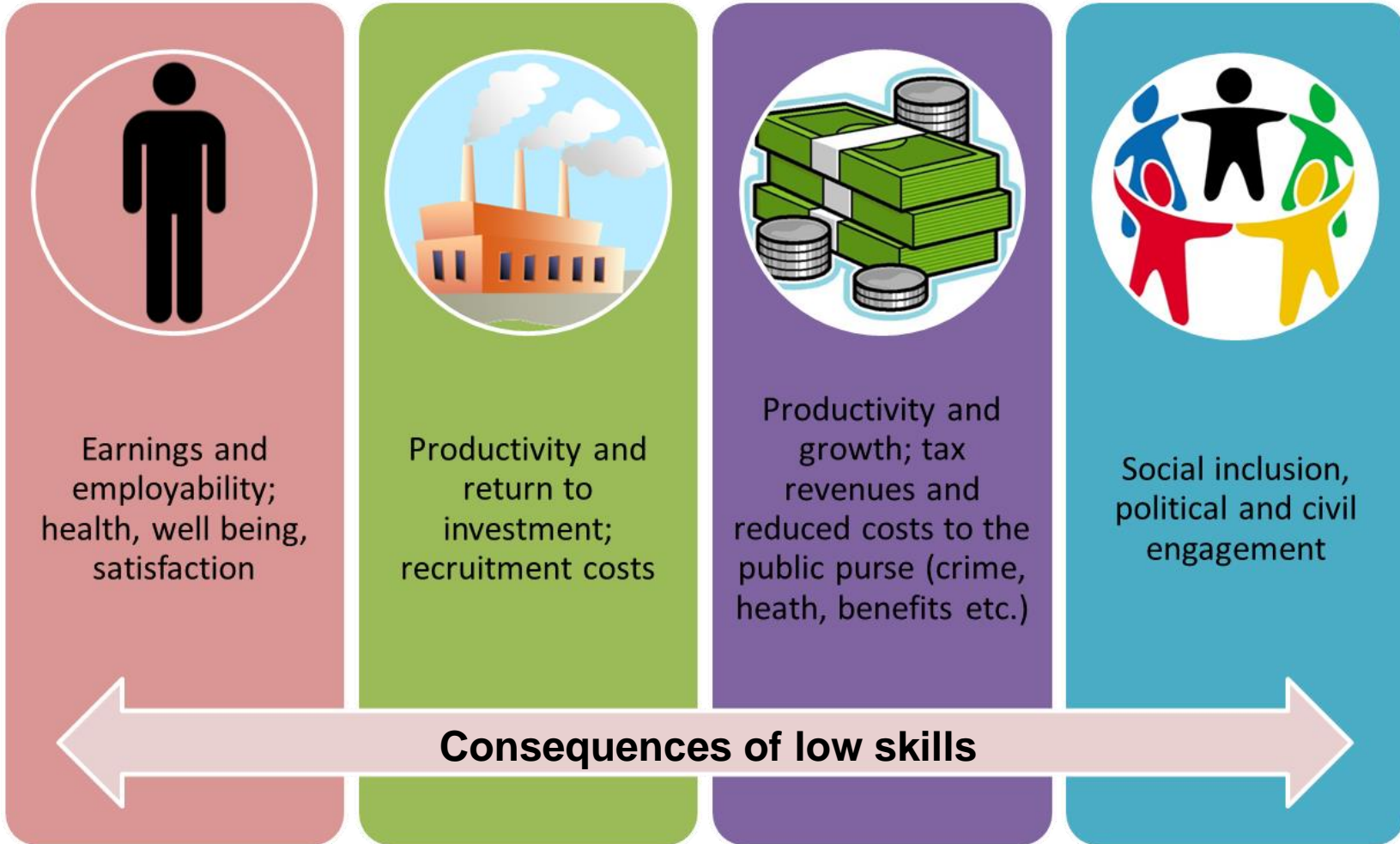
Effective policy actions need to **recognise** and **target** the different **needs** and **characteristics** of the low skilled.



Investing in skills pays off:  
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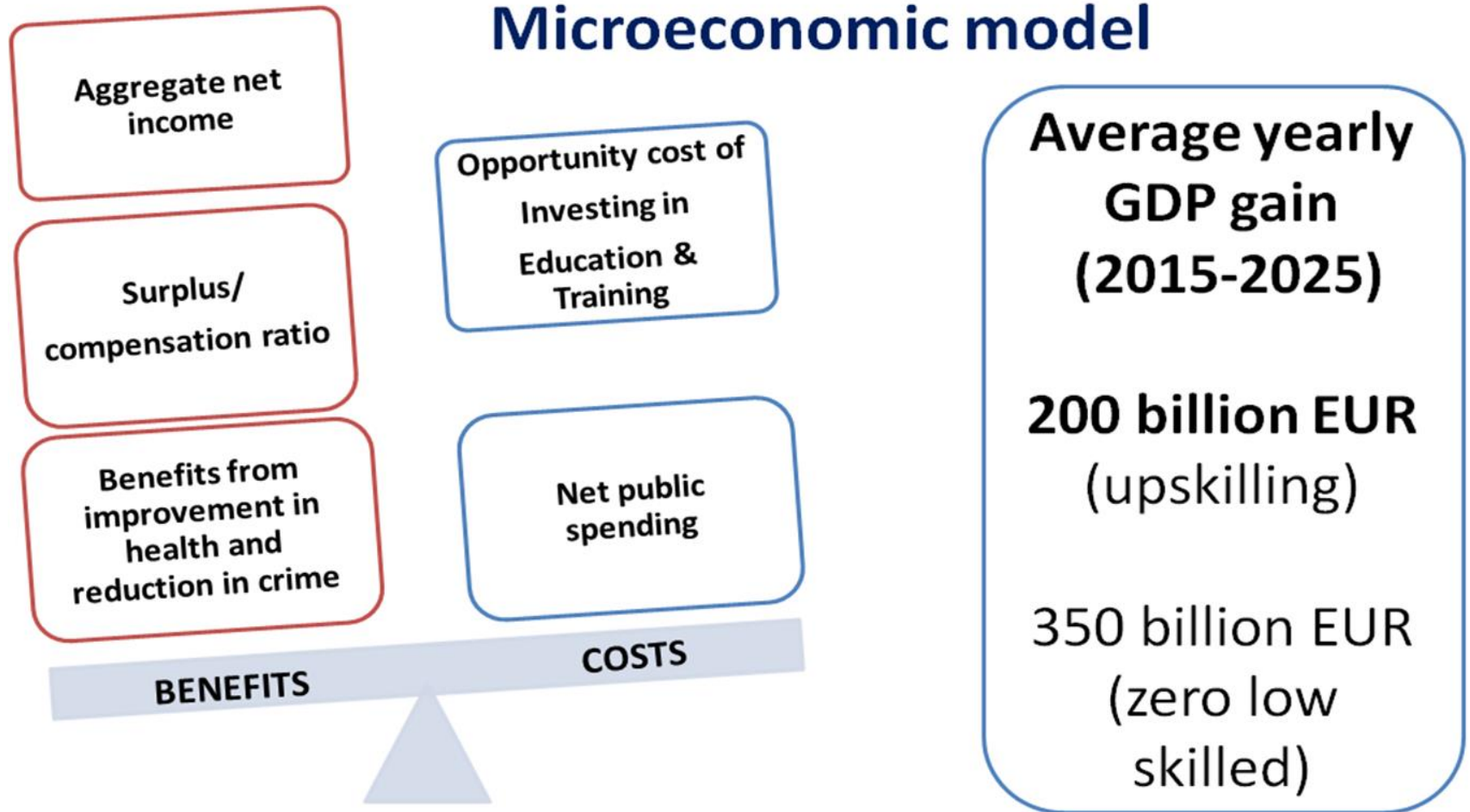
<http://www.cedefop.europa.eu/en/publications-and-resources/publications/5560>

# Why investing in upskilling and reskilling matters?



# Investing in upskilling and reskilling: benefits

## Microeconomic model



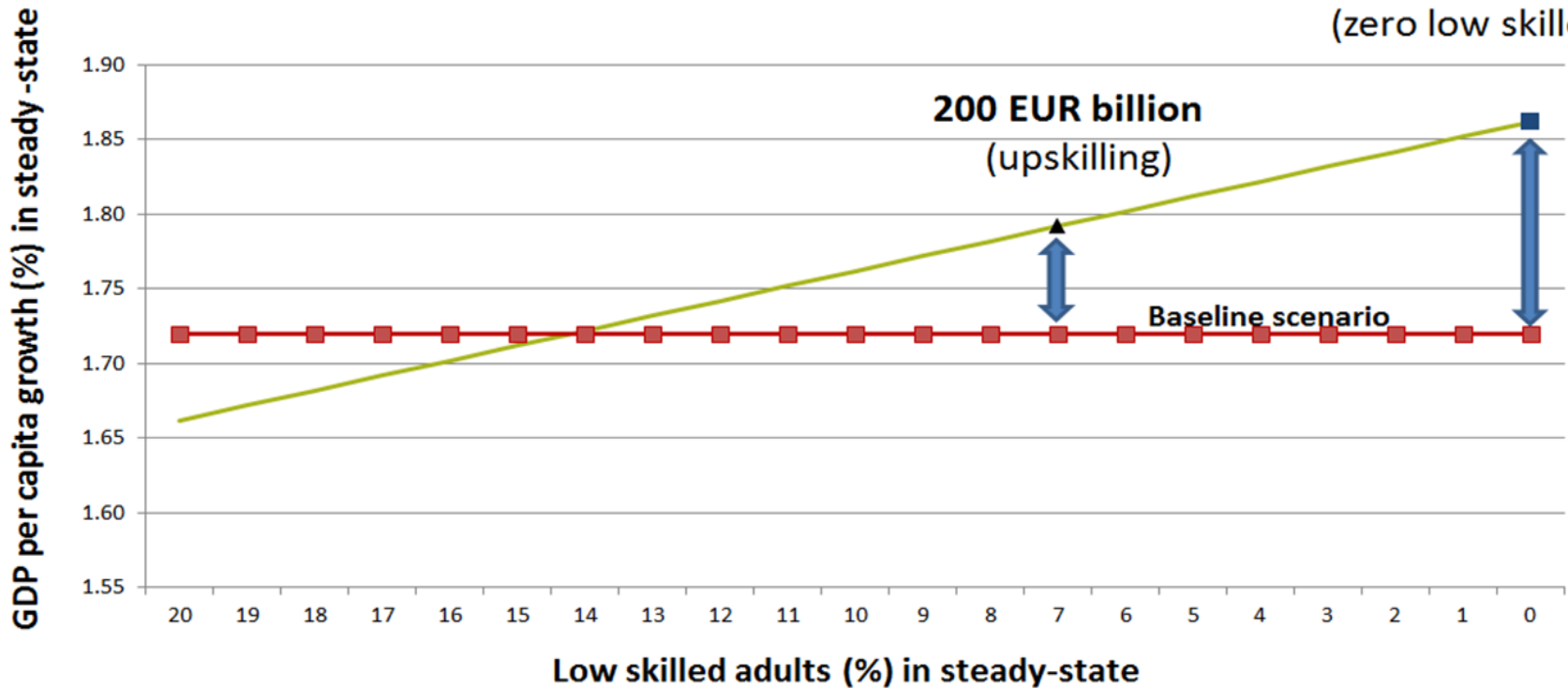


# Investing in upskilling and reskilling: benefits

## Macroeconomic model

Average yearly GDP gain 2025-2050

410 EUR billion  
(zero low skilled)



# Low skilled adults: a comprehensive analysis



Education

Digital skills

Literacy

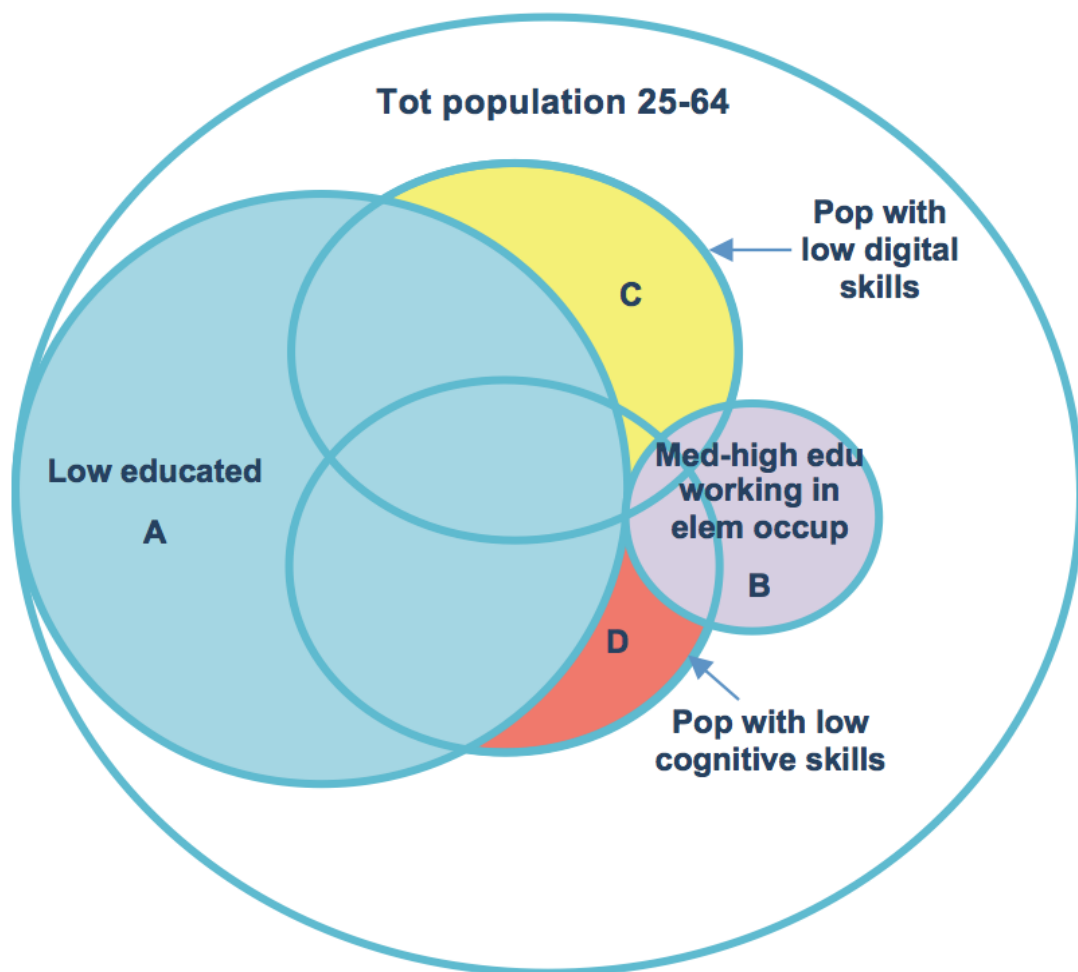
Numeracy

# Mapping low skilled adult populations: further analysis

## Skills domains:

- Educational attainment (LFS 2016);
  - Computer and digital skills (CSIS 2015)
  - Cognitive skills (numeracy, literacy, PIAAC 2012 & 2015)
- +
- adults with medium or high qualifications but working in elementary occupations (ISCO 88 - 09) as a proxy for skills obsolescence/skill loss.

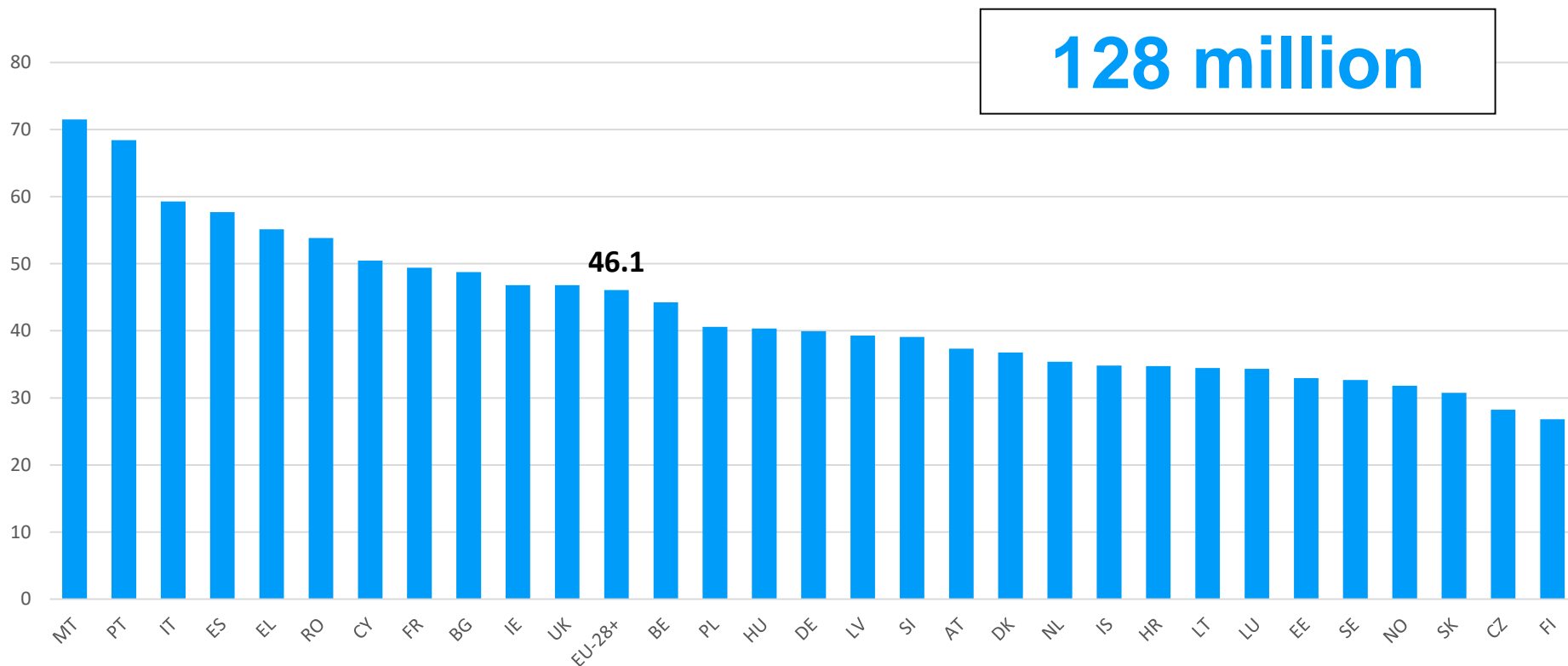
# Estimation of the magnitude of the adult population in need of upskilling



1. Low educational attainment **(A)**
2. Medium- high qualified (ISCED 3-8) adults 25-64 working in elementary occupations (ISCO 88 -09) **(B)**
3. Low digital skills **(C)**
4. Low cognitive skills **(D)**



# Estimated adult population in potential need of upskilling by country (%), EU-28+ (\*)



(\*) EU-28+ = EU-28 + IS, NO

Source: Cedefop calculation on LFS 2016, CSIS 2015, OECD PIAAC 2012, 2015.

# Risk of being low skilled

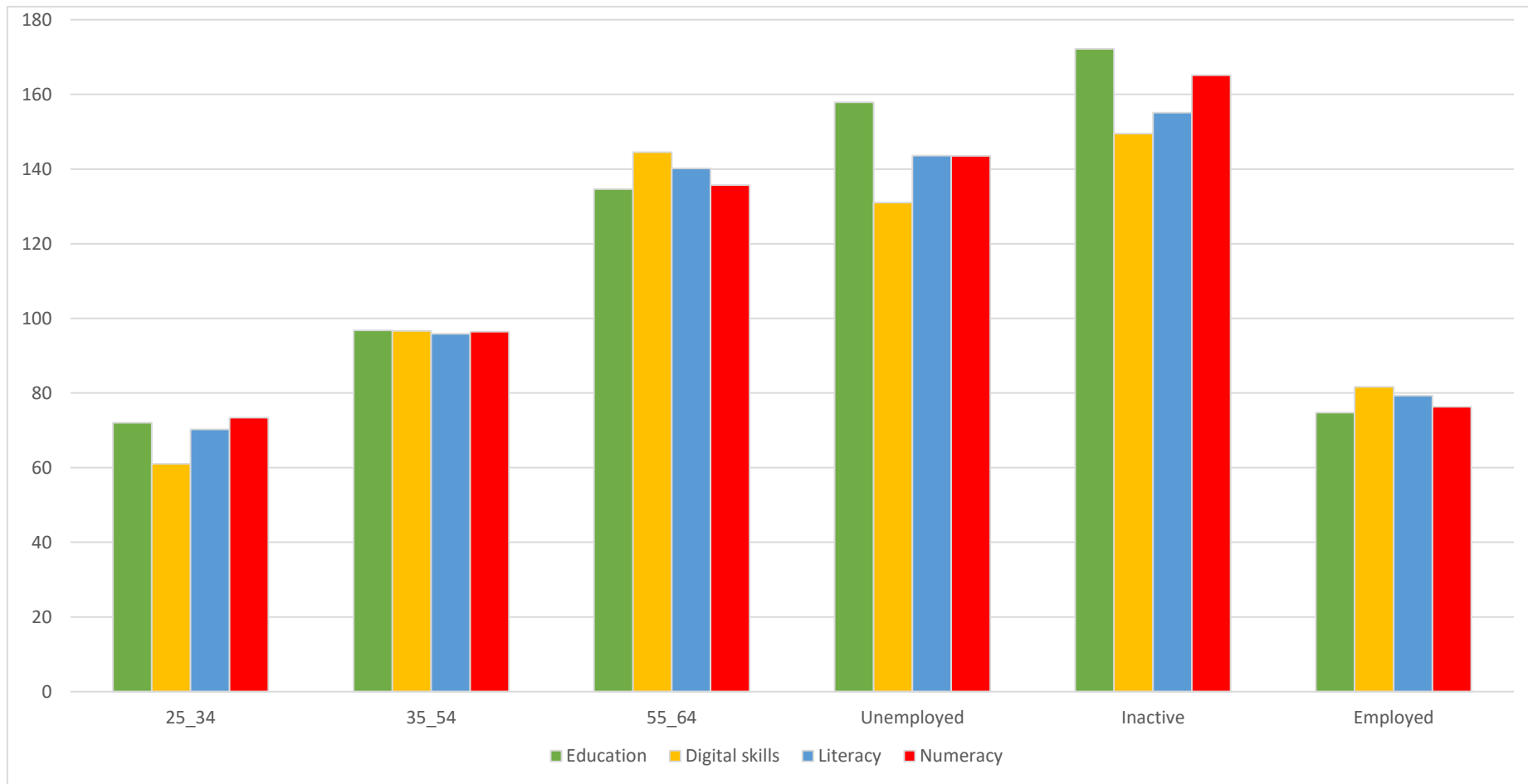
<b>Age</b>	<b>25-34 Employed</b>	<b>25-34 Unemployed</b>	<b>25-34 Inactive</b>
	<b>35-54 Employed</b>	<b>35-54 Unemployed</b>	<b>35-54 Inactive</b>
	<b>55-64 Employed</b>	<b>55-64 Unemployed</b>	<b>55-64 Inactive</b>
<b>Labour market status</b>	<b>25-34 Employed</b>	<b>25-34 Unemployed</b>	<b>25-34 Inactive</b>
	<b>35-54 Employed</b>	<b>35-54 Unemployed</b>	<b>35-54 Inactive</b>
	<b>55-64 Employed</b>	<b>55-64 Unemployed</b>	<b>55-64 Inactive</b>

**Gender**

**Nationality**



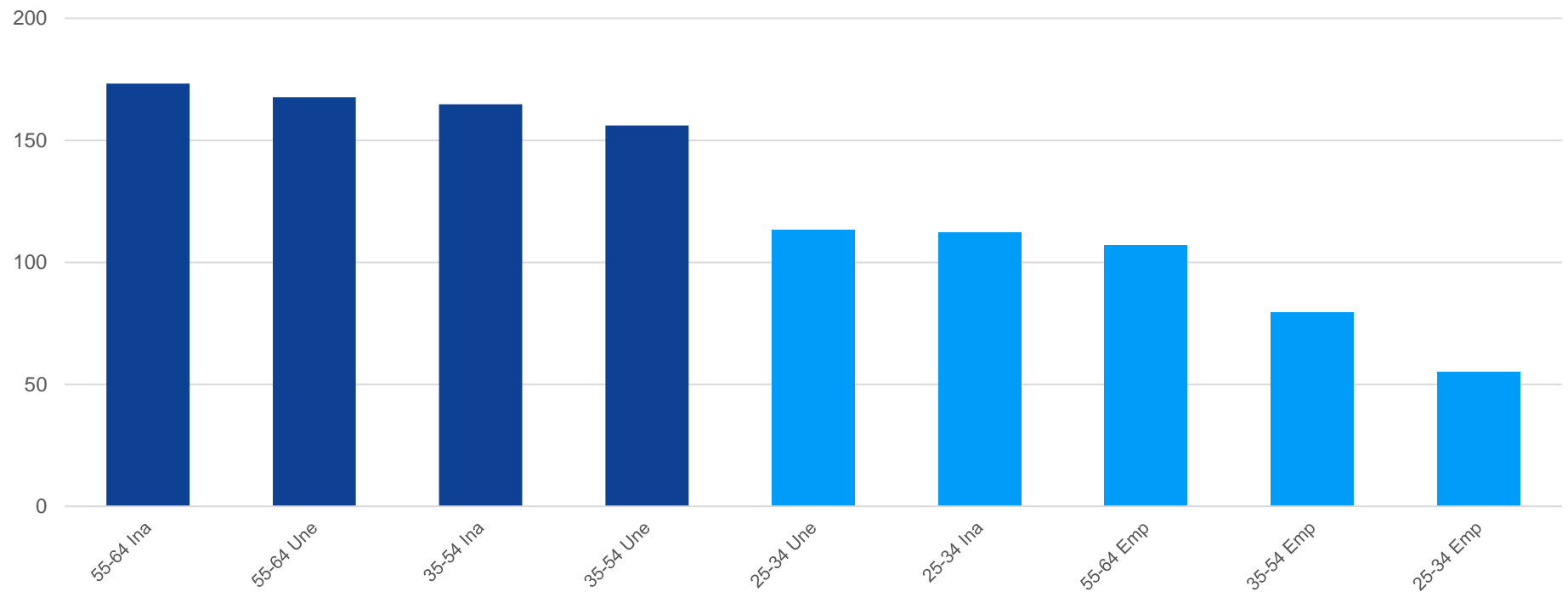
# Risk of being low skilled



Note: European average: EU28+ for education; EU28 and NO for digital skills, PIAAC countries for literacy and numeracy.

Source: *Cedefop calculation on LFS 2016, CSIS 2015, OECD PIAAC 2012, 2015*

# Risk of being low skilled, composite index (\*), EU-28+



Note: (\*) Low skilling composite index: calculated as the unweighted average of the relative risk of being low skilled in four domains: education, digital skills, literacy and numeracy.

Source: Cedefop calculation on LFS 2016, CSIS 2015, OECD PIAAC 2012, 2015.



# Risk of being low skilled by skill dimension



**Education**

25-34  
Employed

35-54  
Employed

55-64  
Employed



**Digital skills**

25-34  
Unemployed

35-54  
Unemployed

55-64  
Unemployed



**Literacy**

25-34  
Inactive

35-54  
Inactive

55-64  
Inactive



**Numeracy**

25-34  
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# Cedefop analytical framework for developing upskilling pathways for adults:

## Aims

- Support stakeholders to develop **strategic** and **coordinated** approaches to upskilling pathways for adults
- Ongoing basis for discussion and a tool for countries to identify **key areas for action**

# Cedefop analytical framework for developing upskilling pathways for adults:

## Methodology

- Extensive literature review and good practice analysis aimed at identifying important **systemic features** for developing a coordinated and coherent approach to upskilling pathways for adults
- Features are organised around **10 key areas** of the policy process



## **Decision-making level**

- Integrated approach to upskilling pathways for adults
- Identification of target groups
- Governance (Multilevel/Multi-stakeholder)
- Monitoring evaluation

## **Support level**

- Financial and non-financial support
- Outreach
- Lifelong guidance system

## **Implementation level**

- Skills assessment
- (A) Tailored learning offer leading to a formal qualification
- (B) Tailored learning offer with work-based learning
- Validation and recognition of skills and competences

# Cedefop Policy Learning Forum on Upskilling pathways for adults: a vision for the future



CEDEFOP

European Centre  
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of Vocational Training



*European Economic and Social Committee*



**A VISION  
FOR THE FUTURE**

SECOND POLICY LEARNING FORUM

**on upskilling  
pathways**

**20-21 May 2019**

EESC | JDE building | Rooms 60, 61, 62 | Rue Belliard 99, Brussels

<http://www.cedefop.europa.eu/en/events-and-projects/events/second-policy-learning-forum-upskilling-pathways-vision-future>



# Cedefop resources and tools

## supporting implementation of upskilling pathways



**Resources for  
guidance**



**European database on  
validation of non-formal and  
informal learning**



**Financing adult learning  
database**



**VET toolkit for  
tackling early leaving**



**European database on  
Apprenticeship schemes**

For more information see [Cedefop's analytical framework for developing upskilling pathways for adults](#) and the briefing note [Preventing low skills through lifelong learning](#)

More information on Cedefop research and access to publications:

[Adult learning and continuing vocational training](#)

[Lifelong guidance](#)

[Early leaving from education and training](#)

[Financing training](#)

[Validation of non-formal and informal learning](#)

[Apprenticeships in work-based learning](#)



# Thank you

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events-and-projects/projects/adult-learning](http://www.cedefop.europa.eu/events-and-projects/projects/adult-learning)

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