



# Fag- og yrkesopplæring

Direktoratet for sysselsetting, sosiale saker og integrering

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Policy officer

**European Commission**

DG EMPL – Directorate B: Skills and Jobs

B.3: Vocational Education and Training



# 1<sup>st</sup> Principle

## Utdanning, opplæring og livslang læring

Alle har rett til utdanning, opplæring og livslang læring som er inkluderende og av god kvalitet, for å tilegne seg og vedlikeholde ferdigheter som gjør alle i stand til å delta fullt ut i samfunnet og til å takle overganger i arbeidsmarkedet.

# Policy Framework

**YOUTH EMPLOYMENT AND SKILLS**

**UPSKILLING AND RESKILLING OF  
ADULTS**

**Youth Employment Support: A bridge  
to Jobs for the Next Generation**

**Council Recommendation on  
reinforced Youth Guarantee**

**European  
Skills Agenda**

**Council Recommendation on VET**

# Raadsanbefalingen fag-og yrkesopplaering



Automation and  
digitalisation



Greener economy



Lifelong learning



COVID-19



Recovery

# Osnabrück Declaration 2020 to 2025

Resilience through  
innovative and  
flexible VET

Establishing a  
lifelong learning  
culture – relevance  
of C-VET and  
digitalisation

Sustainability – a  
green link in VET

European  
education and  
training area and  
International VET

# Youth Employment Support: a Bridge to Jobs for the Next Generation

A Bridge to Jobs –  
reinforcing the  
Youth Guarantee

Future-proofing  
the EU's vocational  
education and  
training policy

A renewed impetus  
for apprenticeships

Additional  
measures  
supporting youth  
employment

Tens of billions of EUR powering the recovery plan for young people

Member States to prioritise investments for young people in the short and medium term

# Renewed impetus for Apprenticeships

Maintaining  
supply

Continuing  
reforms

Renewing  
EAfA

# Council Recommendation on the European Framework for Quality and Effective Apprenticeships

## Criteria for framework conditions



Regulatory framework



Involvement of social partners



Support for companies



Transparency



Career guidance and awareness raising



Flexible pathways and mobility



Quality assurance and graduate tracking

## Criteria for working and learning conditions



Social protection



Pay and/or compensation



Learning outcomes



Pedagogical support



Workplace component



Work, health and safety conditions



Written contract



# About EAfA



## What is EAfA?

The European Alliance for Apprenticeships (EAfA) is a multi-stakeholder platform for sharing experiences and learning from best practices



## Key aims:

- Strengthening the quality, supply and image of apprenticeships in Europe
- Promoting the mobility of apprentices



## Who can join?

Open to all EU, EFTA and candidate countries, and stakeholders from these countries.

Open to EAfA Partner Countries (Moldova and Israel)



## Members include:

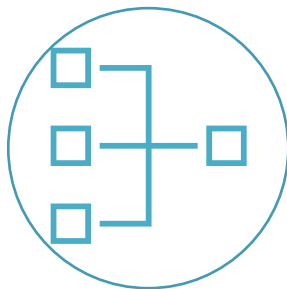
Companies and business organisations, chambers of industry, commerce and crafts, education and training providers, youth and non-profit organisations, **regional and local authorities**, social partners, professional bodies and networks, research institutes and think tanks.

# What kind of support do we provide?



## Knowledge-sharing

- Webinars
- Live discussions
- Online training modules
- Podcasts



## Networking

- Events
- LinkedIn group



## Benchlearning

- Tailored support to Member States



# EAfA Activities in 2022

## Online x 13



Podcast x 4



Webinar x 2



Live discussion x 3



Training module x 2



Info session x 2

## In person or hybrid x 4



Get together event x 1



High level event x 2



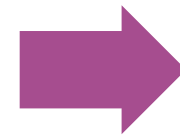
Seminar x 1

## EaFA activities hub



## Activities Hub for:

- Calendar 2022
- Online library
- Webinars
- Online training modules
- Live discussions



## Search activities based on:

- Activity
- Priority
- Objectives

# EaFA Priorities

1

## **Quality and effective apprenticeships**

Committing to quality and effective apprenticeships, and encouraging Member States and companies to do likewise, by fostering national apprenticeship coalitions

2

## **SMEs**

Incentivising support to SMEs in providing a stable supply of quality and effective apprenticeships

3

## **Regional and cities**

Mobilising local and regional authorities as catalysts for apprenticeships within the local business environment

4

## **Social dialogue**

Strengthening social dialogue through a more active involvement of national social partner organisations

5

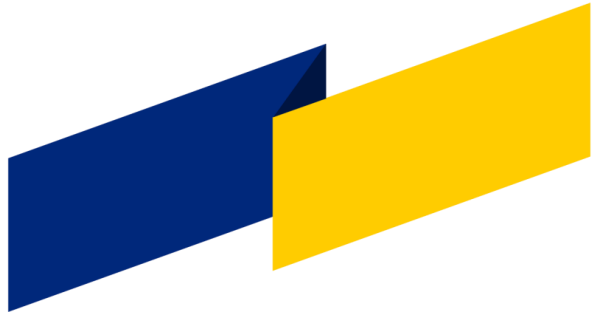
## **Sectoral social dialogue**

Proactively engaging European sectoral social dialogue committees in apprenticeships, with a view to agree on joint sectoral pledges

6

## **Apprentices representation**

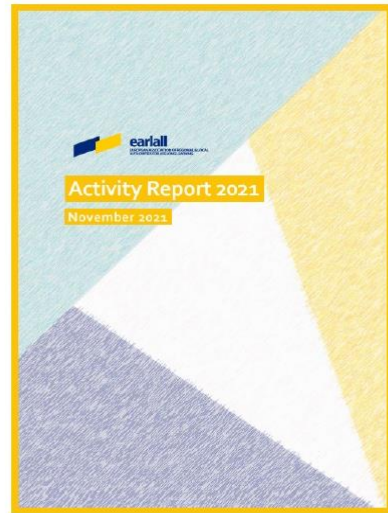
Supporting the representation of apprentices in Member States by relaunching the European Apprentices Network



# earlall

EUROPEAN ASSOCIATION OF REGIONAL & LOCAL  
AUTHORITIES FOR LIFELONG LEARNING

- ✦ EARLALL is the **only network** of regional and local authorities focused on lifelong learning. It offers its members the possibility to **interact, exchange best practices, create and develop actions**, and advocate for a more central role of regions and local authorities in designing and implementing strategies on lifelong learning.
- ✦ EARLALL believes that regions and local authorities have a **privileged role in designing and implementing strategies on lifelong learning**, since they are in **direct contact** with citizens, educational institutions and business environment.



Discover the achievements of EARLALL for 2021 and Work Plan for 2022



EARLALL Strategy aligned with EAfA's goals

- Building on previous successful cooperation – 2020 and 2021 (4 webinars and 1 high level event)
- Apprenticeships – transition from education to work.
- Context of Skills Agenda and Pact for Skills. Also, the Youth Employment Package
- Capacity of regions to mobilize players and react quickly – message reinforced from Pandemic experience
- Cities4Apprenticeships Network launched



# Trends in apprenticeships

## **View from regional and local authorities**

- Apprenticeships for Greener Societies
- Digital Support to Mobility and Digital skills and jobs
- Diversified cohort of apprentices
- Flexible provision
- From expanding to improving their quality & effectiveness

# Challenges in apprenticeships

## View from regional and local authorities

- International Mobility of apprenticeships, and notably:
  - Long term mobility
  - Legal constraints and diversity of legal systems
- Apprenticeships as a form of unpaid work
- Increasing participation of private sector
- Digital and Virtual apprentices – assessment of work- based learning



European Committee of the Regions

## The role of regions and cities in delivering high quality apprenticeships for all

Joint EAFA-CoR High Level Conference



Thursday 3rd June  
9:30-12:00 CEST




European Committee of the Regions

## The role of regions and cities in supporting apprenticeships, upskilling and reskilling in the health sector

EAFA virtual event



Tuesday 23rd March  
10:30 - 12:05 CET

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**Online meeting: The impact of COVID-19 on apprenticeships and the role of regions and cities**  
European Institute for Apprenticeship & European Committee of the Regions

19 September 2020

In the first of a series of three meetings leading to a high level conference on apprenticeships, the European Committee of the Regions (CoR) and the European Commission's European Alliance for Apprenticeship (EAA) organised a joint webinar with the support of the German Presidency of the EU Council, in close cooperation with the European Association of Regional & Local Authorities for Lifelong Learning (EARL), the German Association of Craft and the German Government. The live Q&A discussed structural measures aimed to support regional and local apprenticeship, to enhance the regional impact of the COVID-19 stimulus package, apprenticeship and informal education, and gathered stakeholders including members from the CoR and EARL, national cities, local partners, representatives from the European Apprenticeship Network and other regional stakeholders in the European vocational education and training (VET) sector.

**KEYNOTE PRESENTATION BY THE PRESIDENT OF THE EUROPEAN COMMITTEE OF THE REGIONS**

Apollonia Tziakou, President of the European CoR, highlighted the strong impact on apprenticeship by the crisis. Despite action in fields as high quality vocational and apprenticeship programmes need to be up scaled as part of the response to the economic challenge, apprenticeship are an invaluable resource to develop the skills and competences needed to ensure a green, digital and labour recovery throughout of European regions and cities.

Ms Tziakou emphasized the key role of local and regional authorities, taking responsibility on the front of delivering education and training in the spirit of the new European Skills Agenda for sustainable competitiveness, social fairness and resilience. Moreover, there is urgent to address the final component of the mission plan to support young people in their learning and their future. In taking CoR's mission, strong cooperation and collaboration among European partners will be crucial.

**PANEL DISCUSSION ON THE COVID-19 IMPACT AT LOCAL AND REGIONAL LEVELS**

The panel discussion moderated by Sarah Pappas, German Economic Institute, explored the current situation of local and regional levels, while reflecting on possible solutions to mitigate apprenticeship disruption across Europe and to ensure recovery from the socio-economic impact of the COVID-19 crisis. The panel discussion was followed by a Q&A session.



European Committee of the Regions

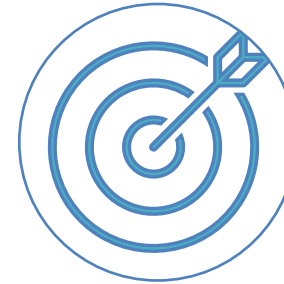
## Green and digital transition

### The role of Regions and Cities

Virtual event




# EaFA Awards 2022



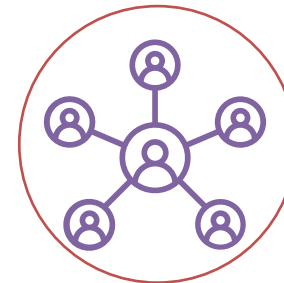
## Aim

1. Recognising achievements for outstanding achievements in promoting apprenticeships
2. Initiated in 2016



## Categories

1. Companies (Big enterprises and SMEs)
2. Apprentices



## Areas of Focus

1. Quality
2. Supply
3. Image
4. Mobility
5. The green transition



EUROPEAN **VOCATIONAL  
SKILLS WEEK** 2022

# European Vocational Skills Week 2022

**16-20 May 2022**



#EUVocationalSkills #Discoveryyourtalent





### **Share your VET Story**

Do you have an inspiring story linked to best practices in VET that you would like to share? Through your story, you can shine a light on how others can participate in VET to reach their potential: #DiscoverYourTalent.



### **Link your VET event to the Week**

Local, regional, and national organisations across Europe can link their events to the Week and host them anytime - prior, during or after the Week – whether in person, online or both. Benefit from co-promotional outreach. Register your event here.



### **National Contact Points**

Many National Contact Points around Europe are stepping up to partner with us, supporting local event organisers and helping spread the word about the Week and linked events and activities.



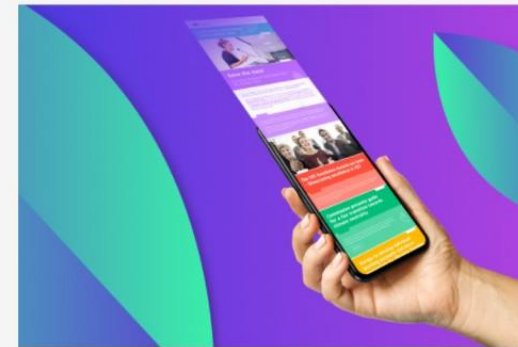
### **Spread the Word**

Promote the Week - VET and the Green Transition - alongside your linked event or activity through your networks. Get your message out.



### **VET Excellence Awards**

The flagship awards the European Commission organises after consultation with stakeholders will celebrate commitment to VET and recognise best practices across Europe. This year the annual ceremony will take place 18 May.



### **Stay in the loop**

Check out what's new through our monthly newsletters, latest press releases, media kits, interviews with key figures, and inspiring Webinars regarding the Week, best VET practices and more.

# Update on Centres of Vocational Excellence

*Projects selected in the Erasmus+ 2021 call*

Offshore Renewable Energy (T-SHORE, led by Belgium)  
Clean and sustainable energy (SECOVE, led by Greece)  
Sustainable energy (SEED, led by The Netherlands)  
Water sector (PoVE, led by The Netherlands)



Sustainability for business transformation (CATALYST, led by North Macedonia)  
Artificial Intelligence, Virtual reality, and Social innovation (EULEP, led by Belgium)

Dairy agri-food (AEDIL, led by Denmark)  
Multifunctional Agriculture (AgriNext, led by Slovenia)



Advanced manufacturing (LCAMP, led by Spain)  
Arts and Crafts (MOSAIC, led by France)  
Fashion, textiles and apparel industries (FEA-VEE, led by Greece)  
Health care (EUVECA, led by Denmark)  
Tourism (TOUR-X, led by Greece)



# European Skills Agenda

**strengthen  
competitiveness**

**ensure social  
fairness**

**build resilience**



# Building blocks

## Joining Forces

- A Pact for Skills including upscaling sectoral Blueprints

## Skilling for a job

- Strengthening skills intelligence
- National Skills Strategies and Public Employment Services
- Recommendation on VET
- European Universities
- Skills to support twin transitions
- STEM graduates, entrepreneurial and transversal skills
- Skills for Life

## Unlocking investment

- Framework to unlock Member States' and private investments in skills

## Tools for lifelong learning

- Individual learning accounts
- Micro-credentials
- Europass



# Update on the latest policy initiatives VET, adult learning, skills

European Commission  
Directorate General for Employment, Social Affairs and  
Inclusion  
Unit B3&B2

*Employment,  
Social Affairs  
and Inclusion*

Having a strong skillset is essential for professional development and enables job transitions to meet ever-changing labour market demand. It also improves social inclusion and is good for the competitiveness of the economy.

Across Europe, **too few people participate in regular learning after initial education.**

In 2016, only  
of adults participated  
in training

**37%**



EU-level target



At least

**60%**

of all adults should  
participate in training  
every year by 2030

For the low-qualified  
adults it was just

**18%**



# Individual learning accounts

**Individual learning accounts** are digital wallets with training entitlements. They are addressing the following bottlenecks for people to embark on training: motivation, time and funding.



Member States provide the entitlements to all adults of working age, whether they are in work or not, with higher amounts for people most in need of training. Employers and employment services can add more.



People spend their training entitlements on quality-assured and labour market-relevant training whenever they like, on long or short courses. They can save them up to use on a more costly or longer course when they need. They are in the driving seat.



With the individual learning accounts, Member States should also offer career guidance and paid training leave.



## Micro-credentials

**Micro-credentials** are the record people receive once they complete a small learning experience (e.g. short course or training) that certifies what knowledge, skill or competence they have acquired.



Micro-credentialed learning offers a flexible, targeted way to help people to develop the competences they need, and have those competences recognised.

Micro-credentials can be used for all levels, all types of learning and for all topics from the most academic to the most basic or technical ones:



The University of Gothenburg offers freestanding courses in a variety of subjects and levels that lead to micro-credentials. Lessons may be in the evening or day-time and can be distance-courses or on-campus.



Vilnius Vocational Training Centre of Technologies offers short module courses that lead to micro-credentials in high-demand subjects like engineering, IT and computing, business and financial, and visual technology.

- Support to those fleeing war
- National Implementation Plans
- Pact for Skills
- Structured dialogue on Digital Education and Skills
- Working groups on AL and VET and the green transition
- Green skills

# Pact for Skills –state of play

- Over **600 signatories** of the Charter, including close to a third with concrete commitments. Stakeholders committed to the Pact from all Member States and sectors and very different types: large multinational companies, SMEs, local training providers, chambers of commerce, social partners, **regional authorities**, sectoral clusters, national authorities and diverse kinds of networks and associations.
- The support services will facilitate **networking opportunities** to help build skills partnerships and cooperation among members.
- **Focus** now on the **regional dimension** of the Pact: new regional partnerships, more regional players in large-scale partnerships, more regional members.

# Pact for Skills-Support services

## Networking Hub

Support in finding partners and first meetings

Link with existing EU tools e.g. Europass, Skills Panorama

Promotion of the activities of the Pact members

## Knowledge Hub

Webinars, seminars, peer learning activities

Updates on EU policies and instruments

Information on projects, tools, instruments and best practices

## Guidance & Resources Hub

Access to information on relevant EU funding

Guidance to identify financial possibilities

Facilitation of exchange between the Pact and national/ regional authorities



# Further information available:

## **European Alliance for Apprenticeships**

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

## **Apprenticeship Support Services**

<https://ec.europa.eu/social/main.jsp?catId=1147&intPageId=5235&langId=en>

## **European Framework for Quality and Effective Apprenticeships**

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2873>

## **Erasmus+**

<https://ec.europa.eu/programmes/erasmus-plus/>

## **European Vocational Skills Week**

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

## **#ApprenEU**

<https://www.linkedin.com/groups/5026659/>