Qualifications databases for increased transparency to help address skill challenges in Europe

Launch of the Latvian Qualifications Database
Riga, 27 October 2016

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DG Employment, Social Affairs and Inclusion
WHY DO WE CARE
Why is attention for skills so important?

1. EU workforce ageing and shrinking

2. Digital transformation

3. Persistent levels of low skilled

4. Important influx of refugees, asylum seekers & migrants

5. Skills mismatches

6. Perceptions not rooted in reality (e.g. VET)
In the near future, 90% of jobs will require some level of digital skills
DIGITALISATION AND AUTOMATION

Source: ESDE 2015 - EU-LFS, SES (own calculations).
Yet, 40% of the EU population has insufficient digital skills, 22% has none at all...

Source: Commission services based on Eurostat data
and 32% of the EU workforce has insufficient digital skills, 13% has no digital skills at all.
By 2025, **46% of the job openings will require high qualifications**
What about qualifications?

More than 65 million EU adults without upper secondary education

Percentage of adults without upper secondary education
(lower secondary is the highest acquired educational attainment level)

Source: Eurostat 2015, OECD 2014
Persistent levels of low skilled

**BASIC SKILLS** *Europe vis-à-vis its competitors*

**Low literacy skills**

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<th>Country</th>
<th>EU-17</th>
<th>United States</th>
<th>Canada</th>
<th>Korea</th>
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**Low numeracy skills**

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**Low digital skills**

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*Source: PIAAC 2012, Digital Agenda Scoreboard 2015*
Persistent levels of low skilled

**Employment rates by qualification level, EU-28**

Source: EUROSTAT
2015 influx of asylum seekers

1,321,600 asylum applications

307,620 positive asylum decisions
People migrate to the EU for different reasons (15-64) – 2014 data

- 52% Family reasons
- 19% Employment but no job found before migrating
- 7% Study
- 6% Employment and found job before migrating
- 6% Other
- 3% Unknown
- 7% International protection or asylum

Source: DG EMPL calculations based on EU-LFS 2014 module
% employers reporting difficulties in finding employees with the right skills
SCHOOL TO WORK TRANSITIONS

Employment rates by orientation of education qualification

Source: Eurostat
How can we overcome the skills gap?

– Intra-EU mobility
– Job matching based on skills
– Transparency to support recruitment, validation and recognition
– Bridge the communication gap between education and employment
– More VET
– Better labour market intelligence
How does the Commission address these issues?
New Skills Agenda for Europe
Proposal: 10 Key Measures in 3 Priority Areas:

I. Improving the quality and relevance of skills formation

II. Making skills and qualifications more visible and comparable

III. Improving skills intelligence and information for better career choices
PRIORITY 1: IMPROVING THE QUALITY AND RELEVANCE OF SKILLS FORMATION
Skills Guarantee

Skills assessment

Tailored E&T offer

Validation and recognition

Cooperation and Partnership

Outreach, Guidance and Support Measures

Monitoring and Evaluation
Digital skills at different life stages

- Digital skills for everyday life
  - Youth
  - Workforce
  - Senior citizens

- ict basic user skills for work
- ict advanced user skills for work
- ict specialist skills
PRIORITY 2: MAKING SKILLS AND QUALIFICATIONS VISIBLE AND COMPARABLE
Skills Profile for Third Country Nationals
EQF Revision

Commitment to regular update of referencing of NQFs

Common principles for quality assurance and credit systems

Encourage use of EQF

Coordination with Third Countries
to improve transparency, comparability and understanding of qualifications held by individuals;

• to improve dissemination and communication of the EQF;

the proposal invites Member States to make the results of the referencing process publicly available after referencing. *Member States should further ensure that information on qualifications and their learning outcomes is accessible and published.* To this purpose, elements for a common format for describing qualifications are proposed ....
PRIORITY 3: IMPROVING SKILLS INTELLIGENCE AND INFORMATION FOR BETTER CAREER CHOICES
✔ Blueprint for Sectoral Cooperation on Skills

✔ Real time labour market data + big data
Revision of Europass

Tools for documenting personal information in a variety of formats + self-assessment

Information on skills and qualifications, including skills trends, guidance, recognition practices and information on career opportunities

Open standards

ESCO: European Classification of Skills/Competences, Qualifications and Occupations
EU Tools and Services: User Experience

- Different brands/organisations/locations
- Different interfaces/websites
- Tools developed/updated separately
- Different communication/information
- No clear links/interoperability
- Overlap in information
- Incomplete information

*Low Awareness  *Low Use  *Poor User Feedback
Goals of the new Europass Decision

- Dynamic Platform
- Interoperability
- Integrated/User-Friendly
- Flexibility to adapt
- Digital/Online
Main elements of the proposal/1

- E-portfolio
- Dynamic document tools
- Self-assessment tools
- Store and manage personal info e.g. open badges

- Real time LMI data
- Information on guidance services
- and recognition decisions
- Learning opportunities
- Qualifications
- Validation

- Open Standards for job vacancies, learning opportunities
- Supports web-crawling and use of big data
Main areas of change

• From mere documentation to provision of **wider services**

• Increased synergy with other existing tools and services

• **Opening to current technology and media, and future-proof solutions**

• Governance
DELIVERING THE AGENDA
Thank you