



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



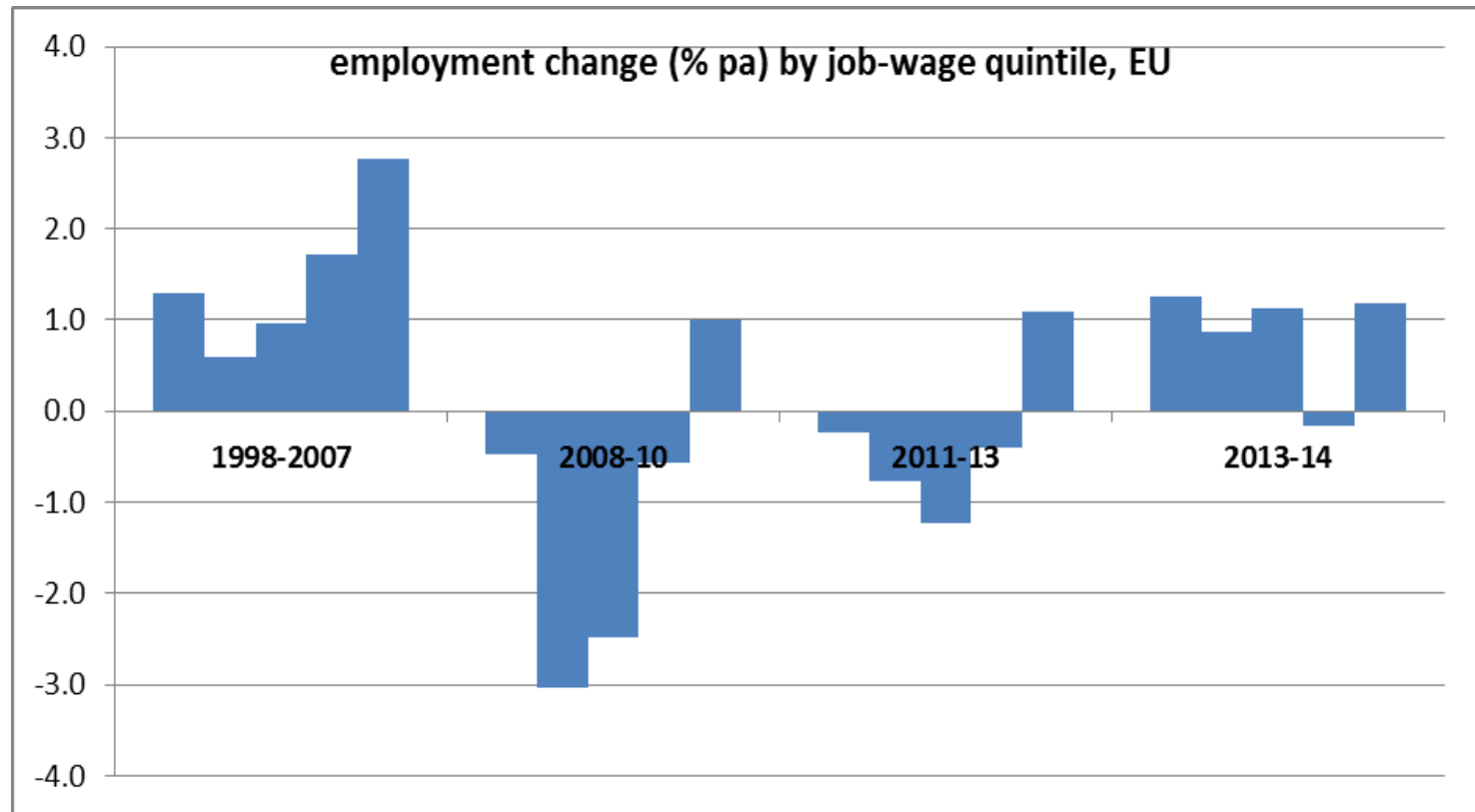
Why is attention for skills so important?

- 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

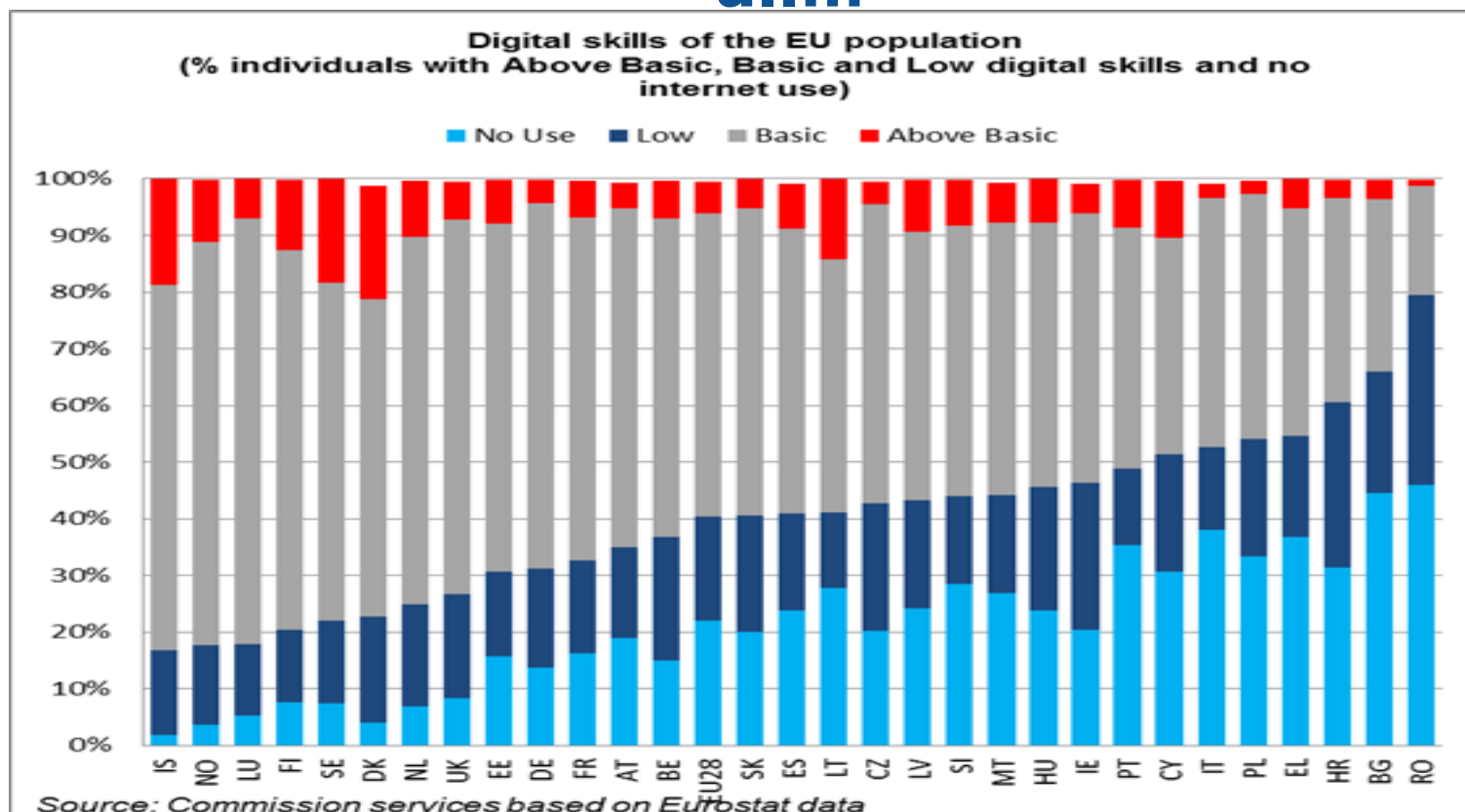


DIGITALISATION AND AUTOMATION

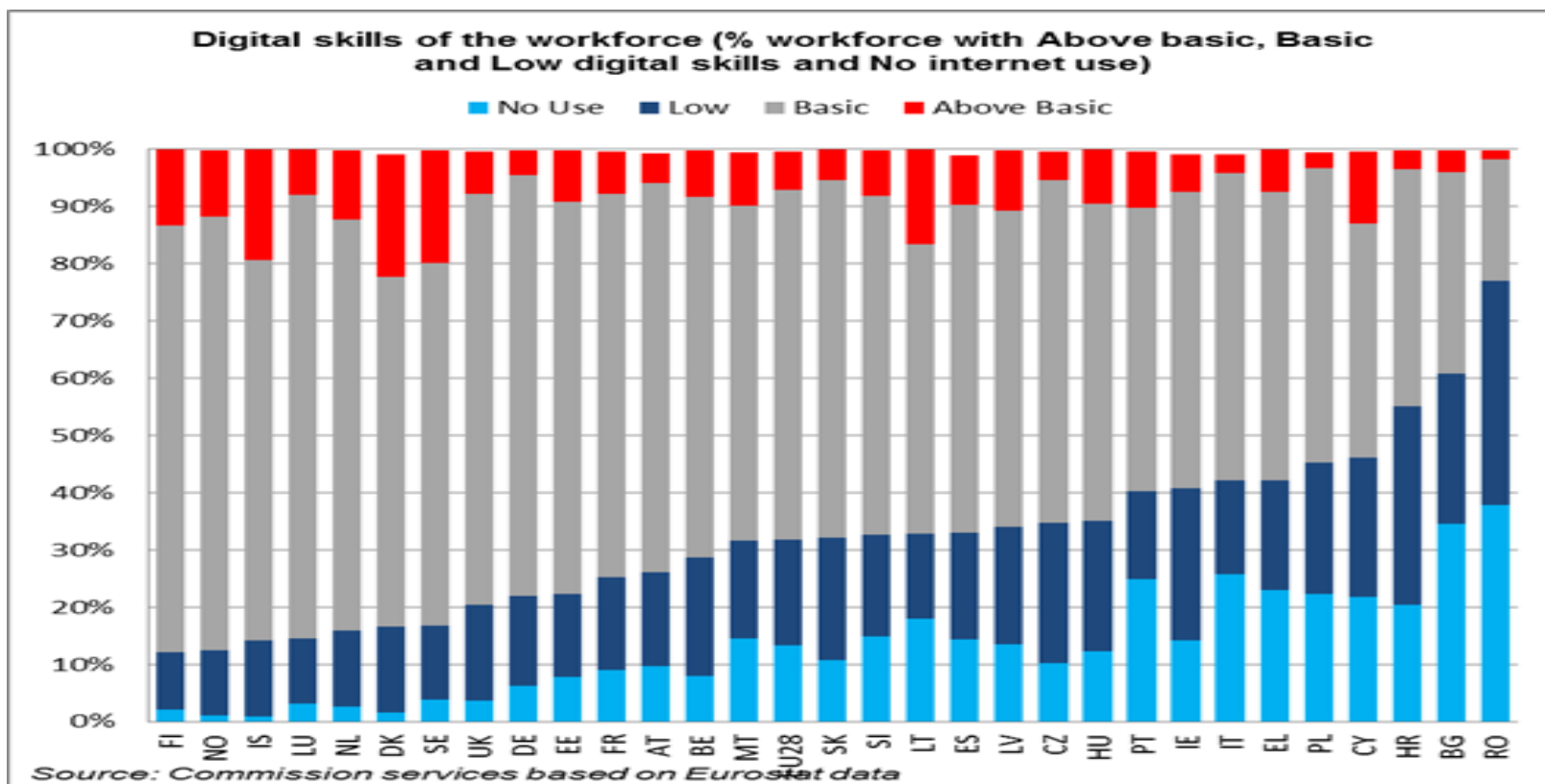


Source: ESDE 2015 - EU-LFS, SES (own calculations).

Yet, 40% of the EU population has insufficient digital skills, 22% has none at all...



and **32%** of the EU workforce has insufficient digital skills, **13%** has no digital skills at all.



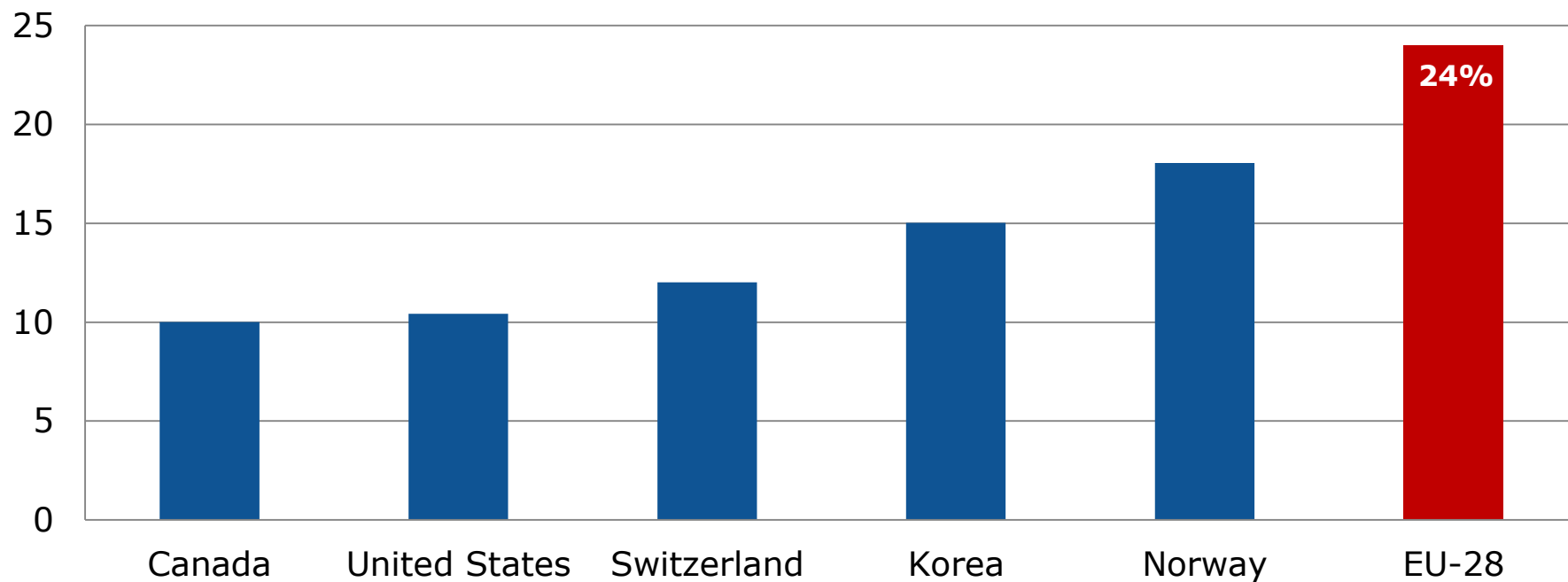
By 2025, 46% of the job openings will
require high qualifications



What about qualifications?

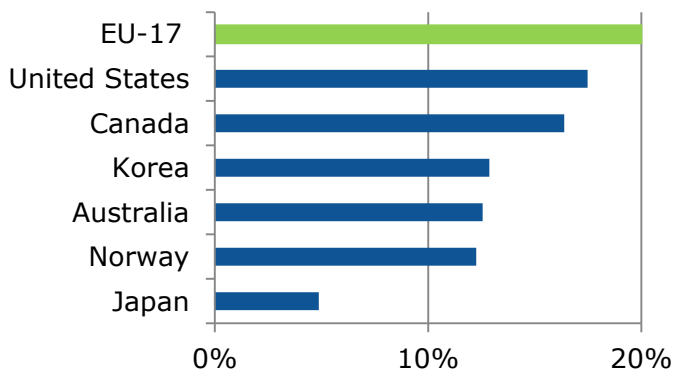
More than **65 million EU adults** without upper secondary education

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

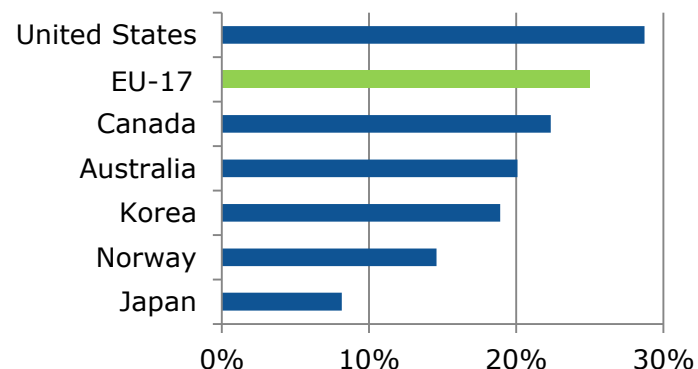


BASIC SKILLS *Europe vis-à-vis its competitors*

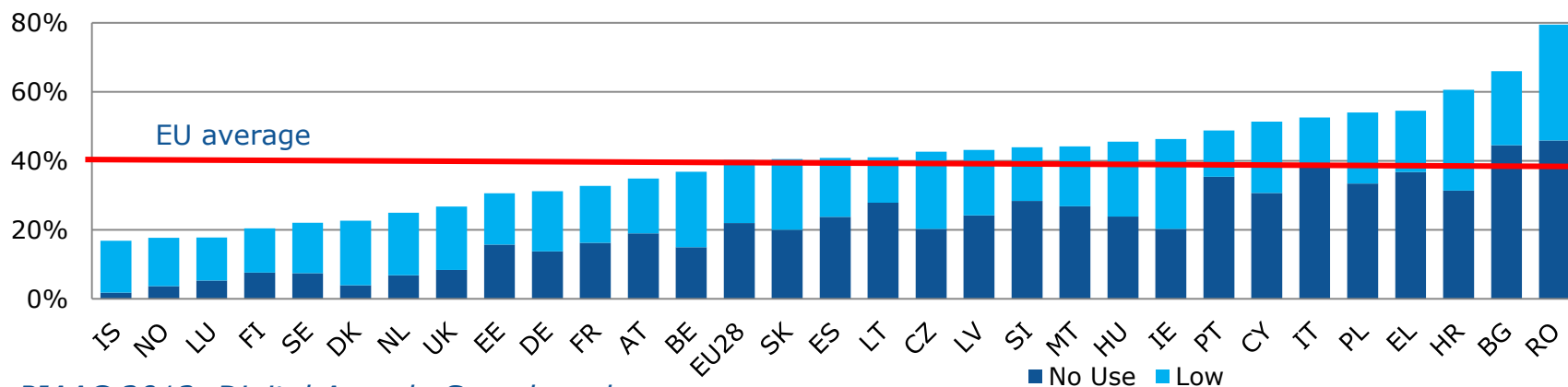
Low literacy skills



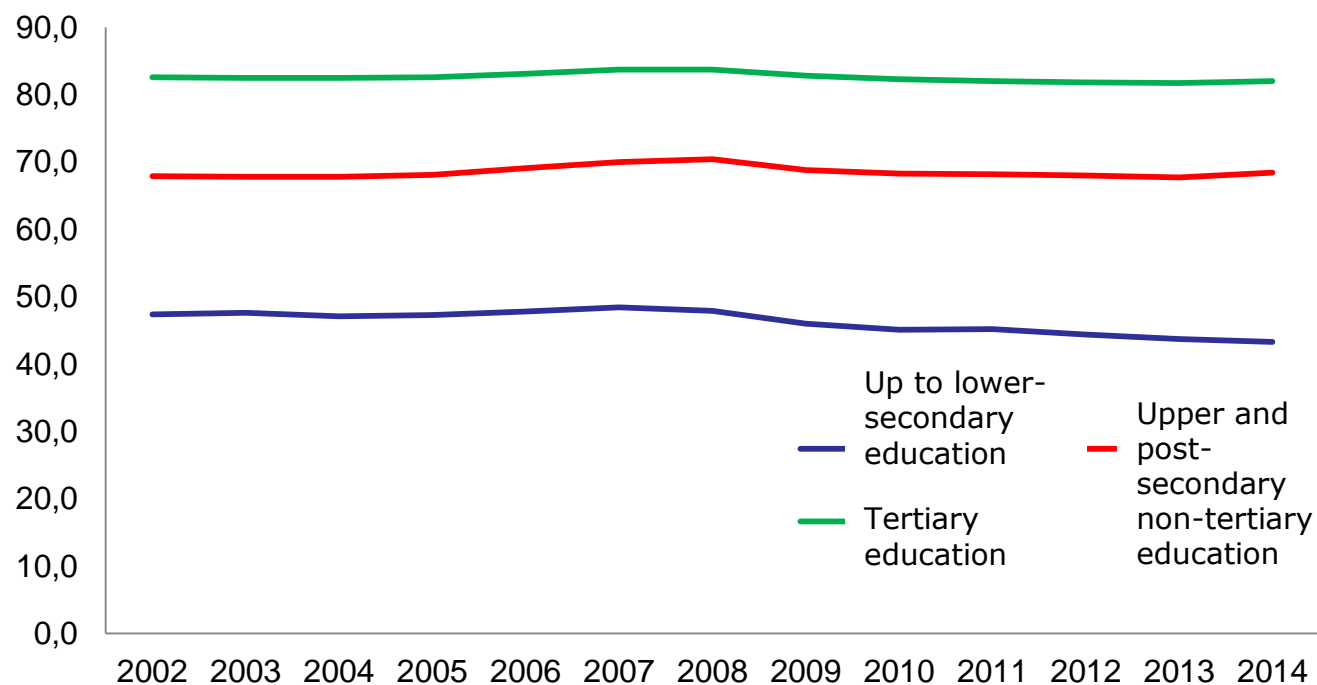
Low numeracy skills



Low digital skills



Employment rates by qualification level, EU-28



Source: EUROSTAT

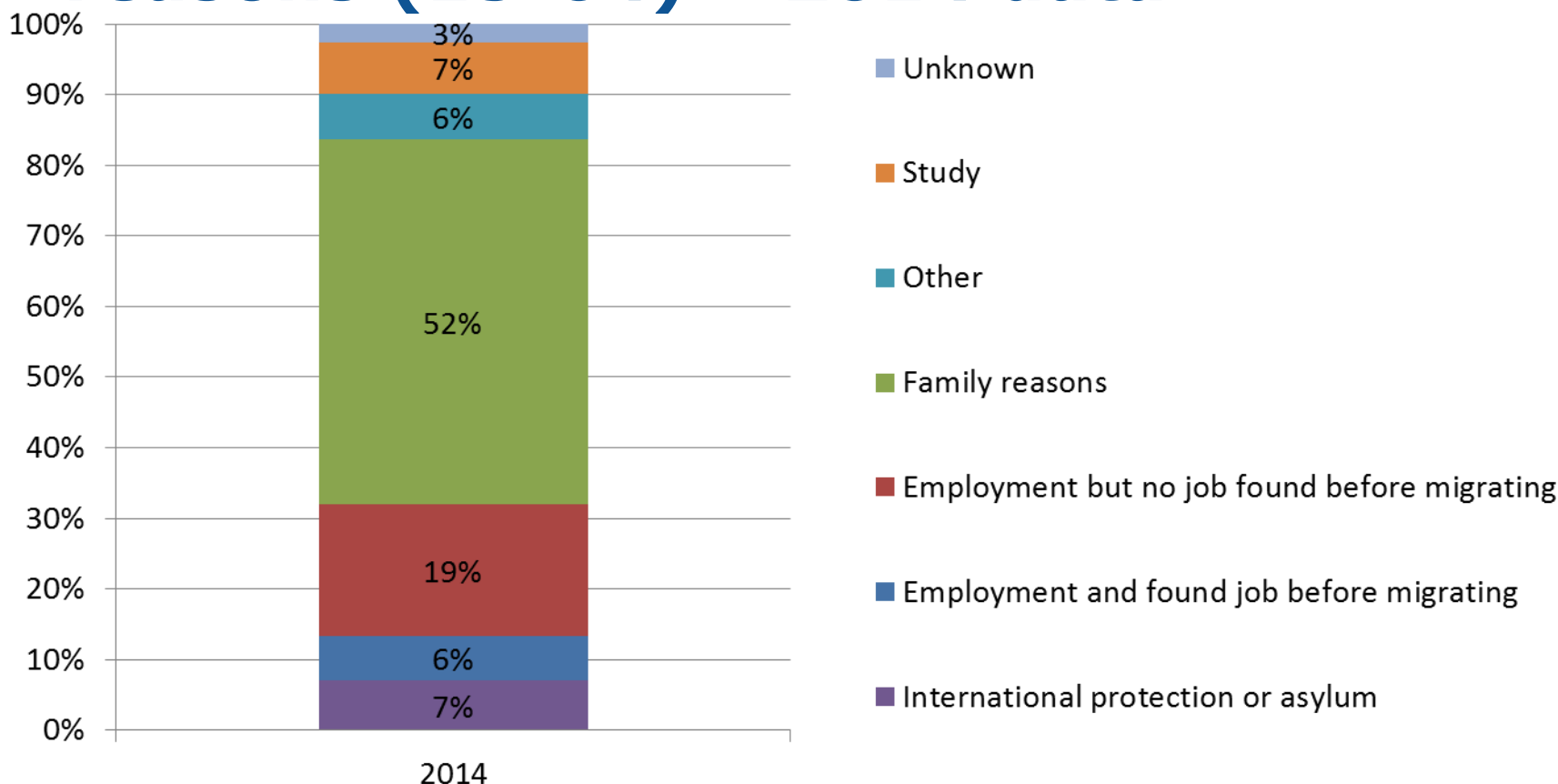
2015 influx of asylum seekers

1,321,600 asylum applications

307,620 positive asylum decisions

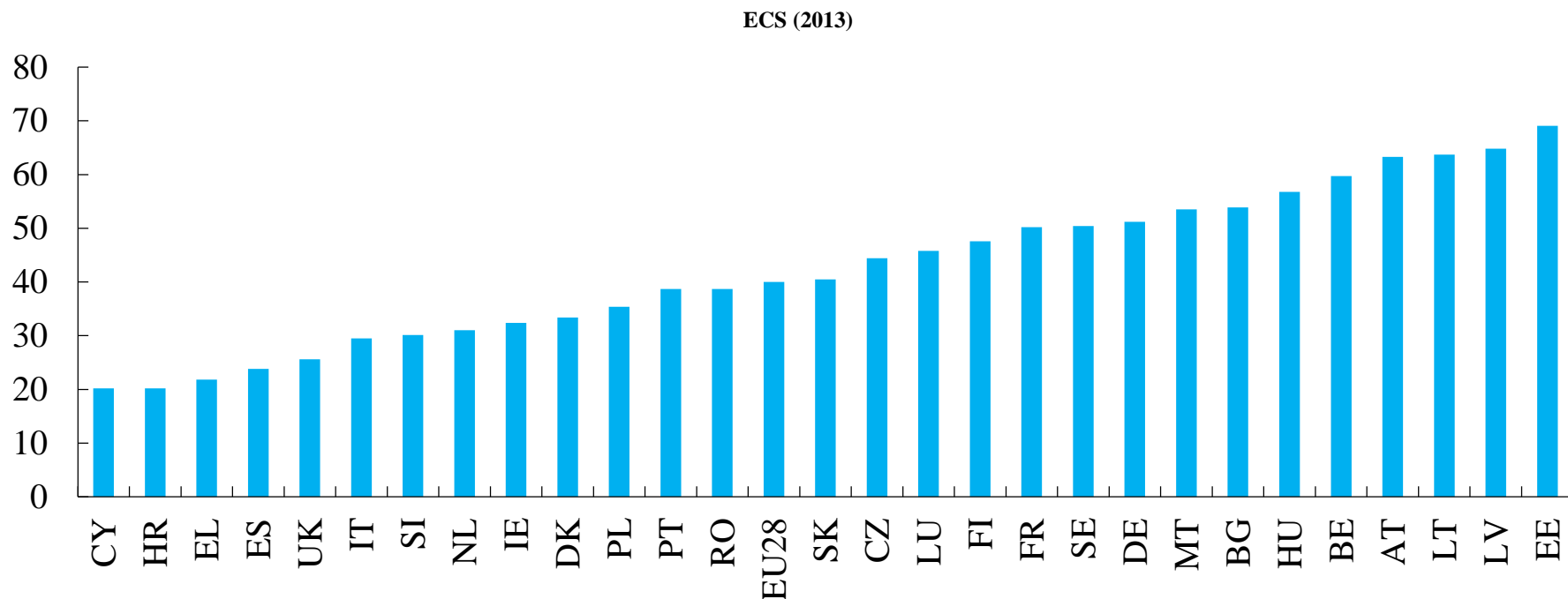


People migrate to the EU for different reasons (15-64) – 2014 data



Source: DG EMPL calculations based on EU-LFS
2014 module

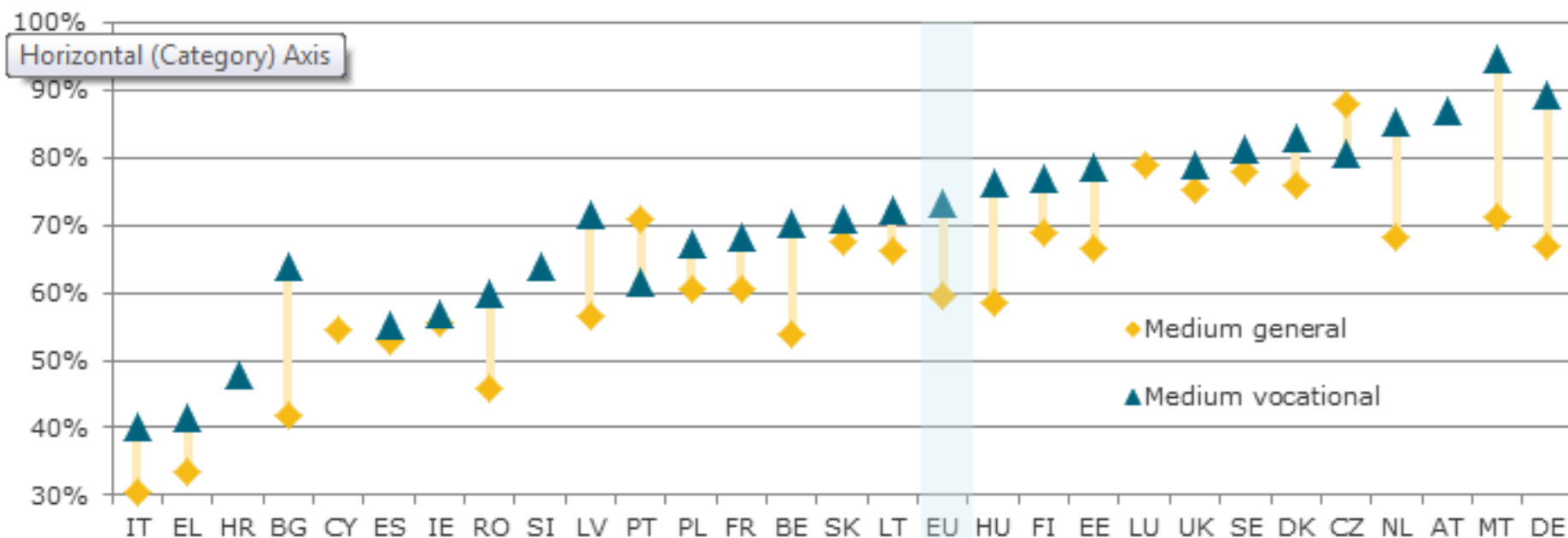
% employers reporting difficulties in finding employees with the right skills



European Company Survey

SCHOOL TO WORK TRANSITIONS

Employment rates by orientation of education qualification



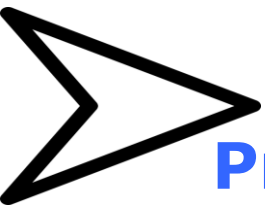
Source: Eurostat

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

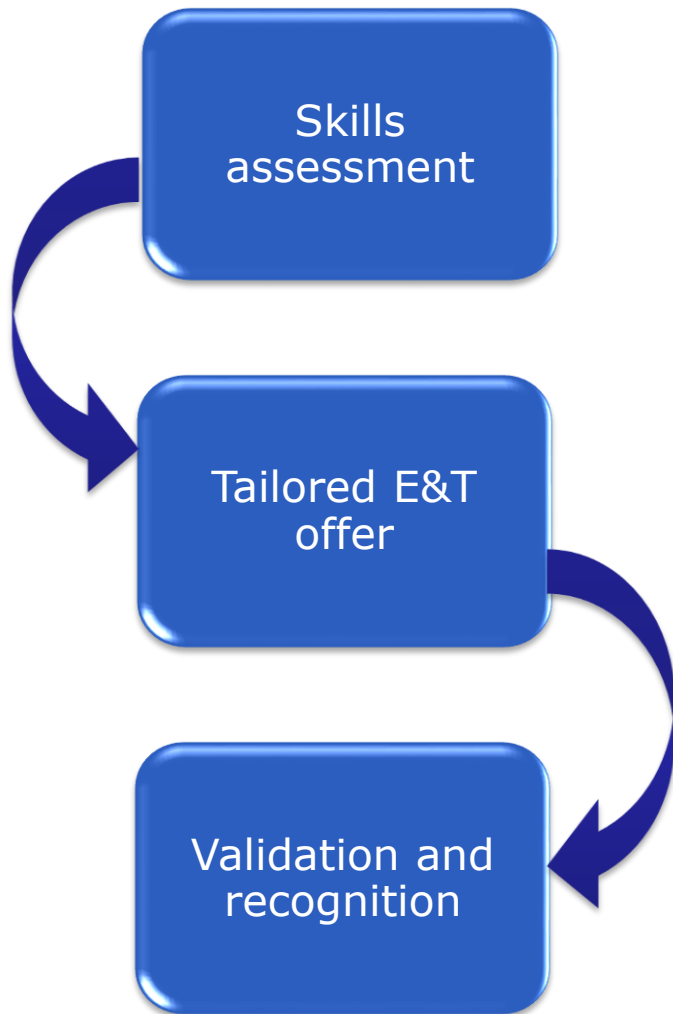
Proposal: 10 Key Measures in 3 Priority Areas:

- 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



Cooperation and
Partnership

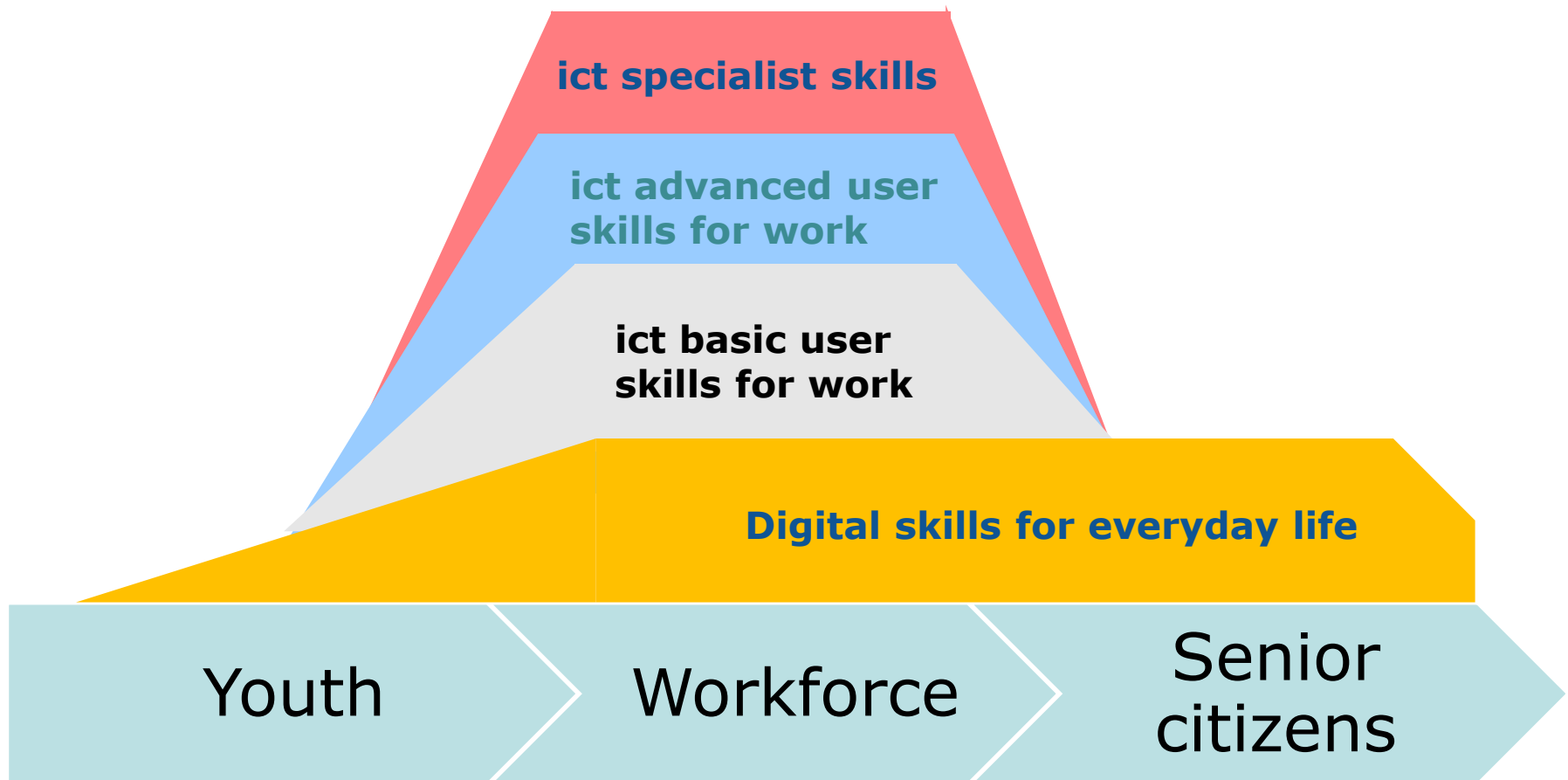


Outreach, Guidance
and Support
Measures

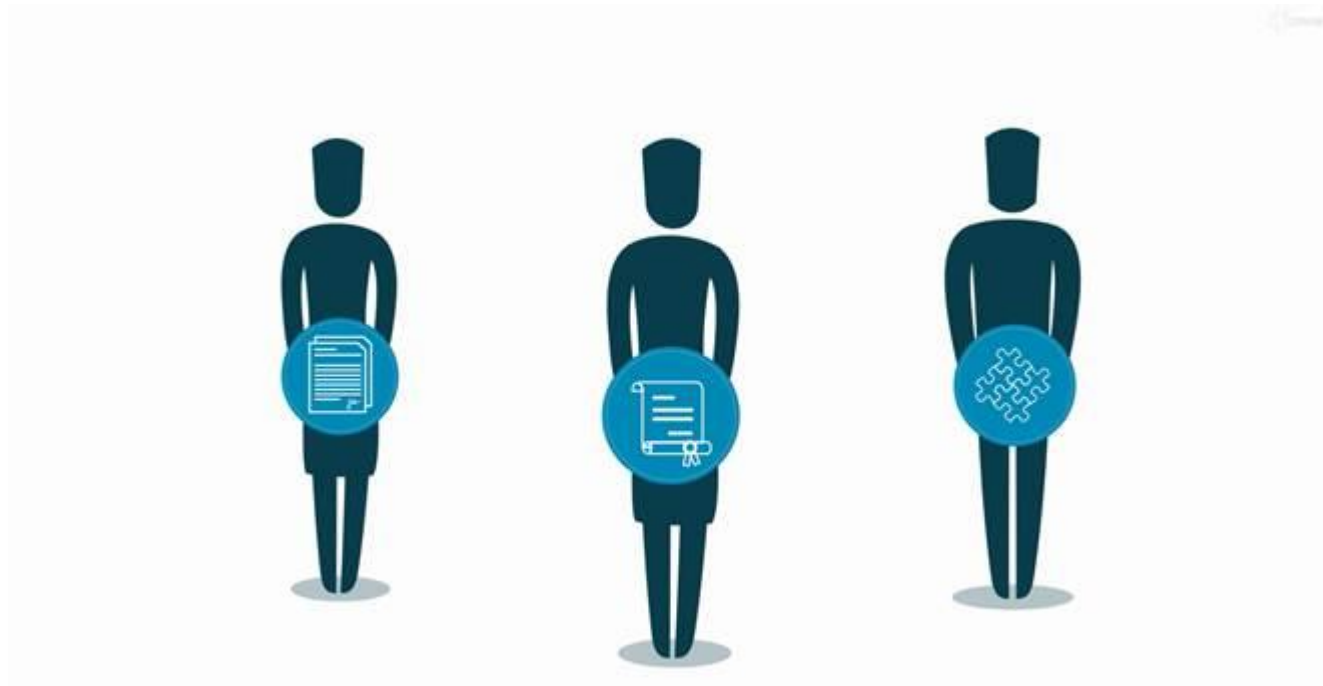


Monitoring and
Evaluation

Digital skills at different life stages



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**



EQF Revision, quotes from the proposal

- 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



Open standards

ESCO European Classification of Skills/Competences, Qualifications and Occupations

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

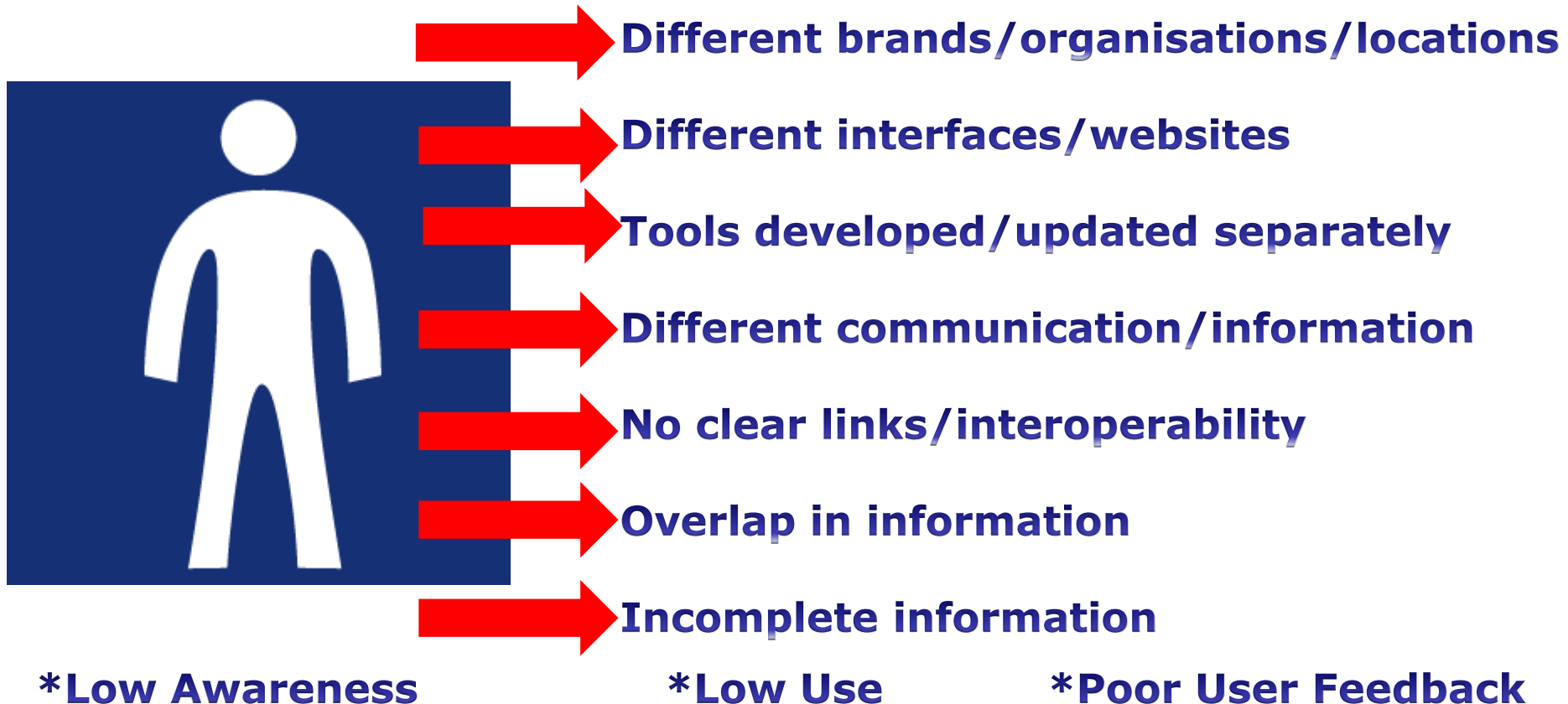
SKILLS PANORAMA
Inspiring your choices on skills and jobs in Europe



EUROPEAN YOUTH PORTAL



EU Tools and Services: User Experience



Goals of the new Europass Decision



Dynamic Platform



Interoperability



**Integrated/
User-Friendly**

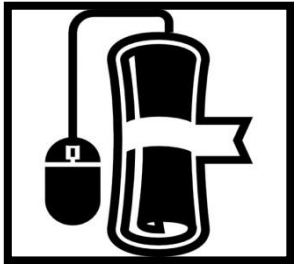


Digital/Online



Flexibility to adapt

Main elements of the proposal/1

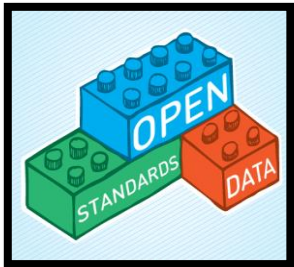


- **E-portfolio**
- **Dynamic document tools**
- **Self-assessment tools**
- **Store and manage personal info e.g. open badges**



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

*Specific Information
for Migrants*



- **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