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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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)*

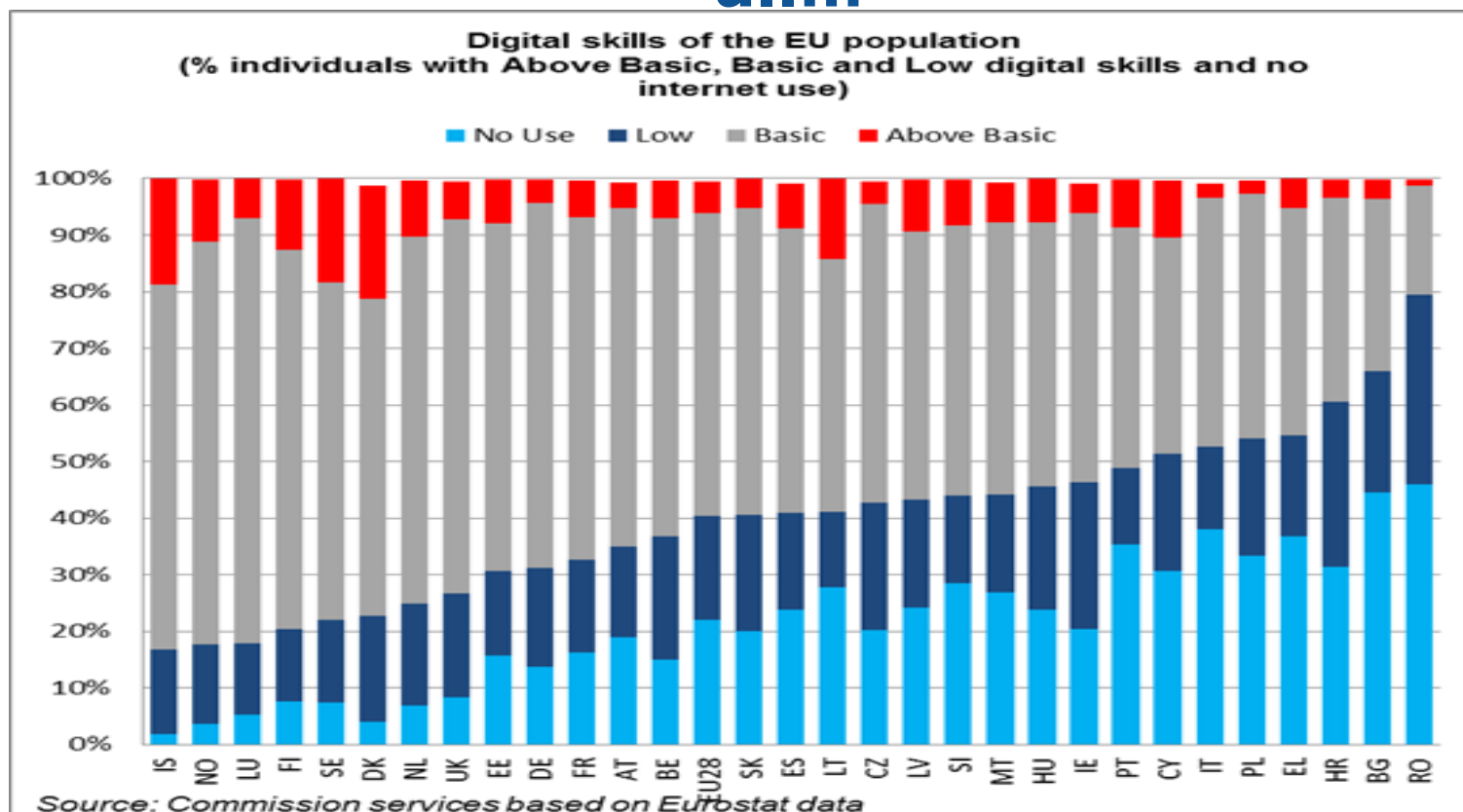In the near future, 90% of jobs will require some level of digital skills
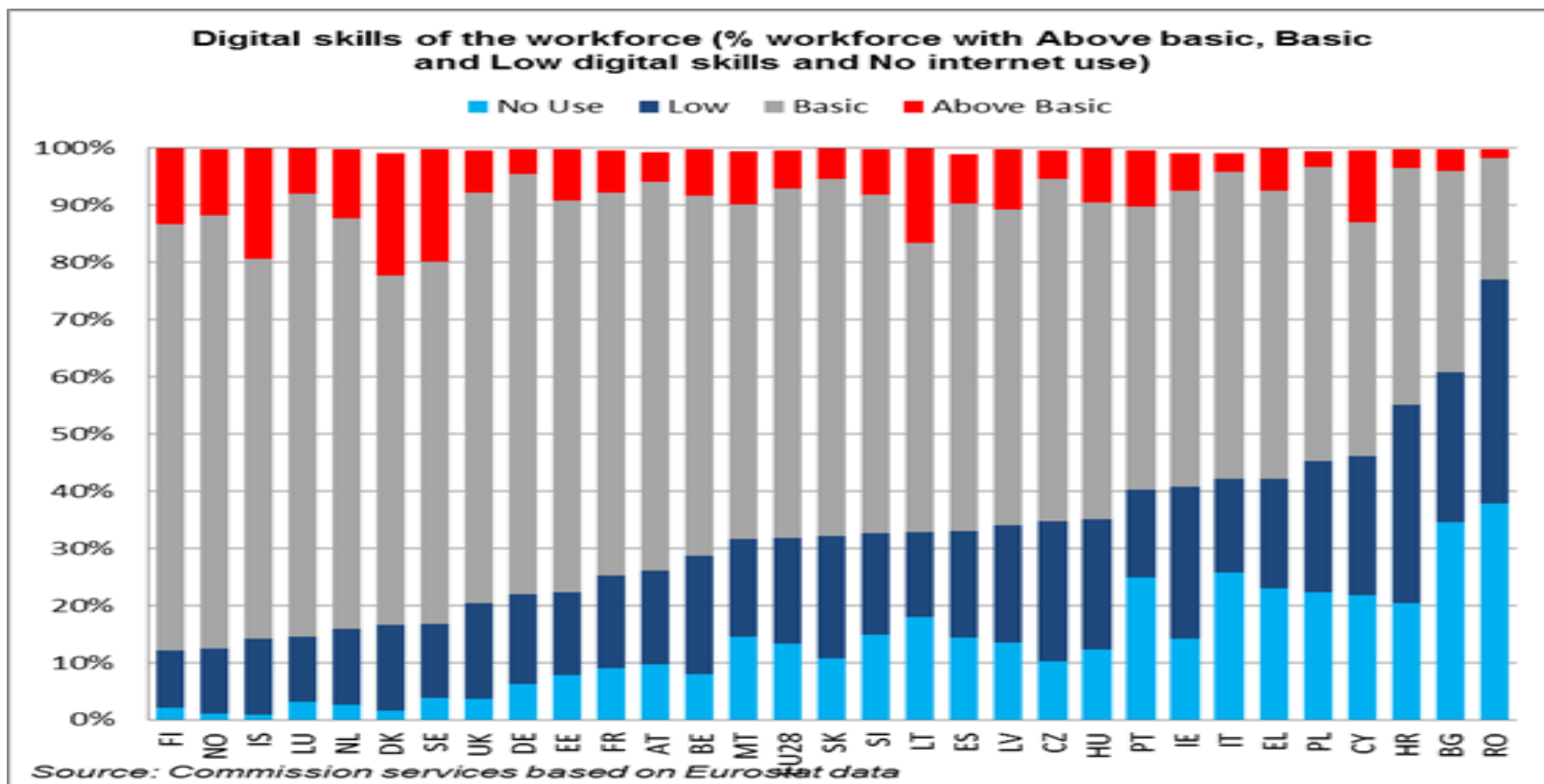
DIGITALISATION AND AUTOMATION

employment change (% pa) by job-wage quintile, EU
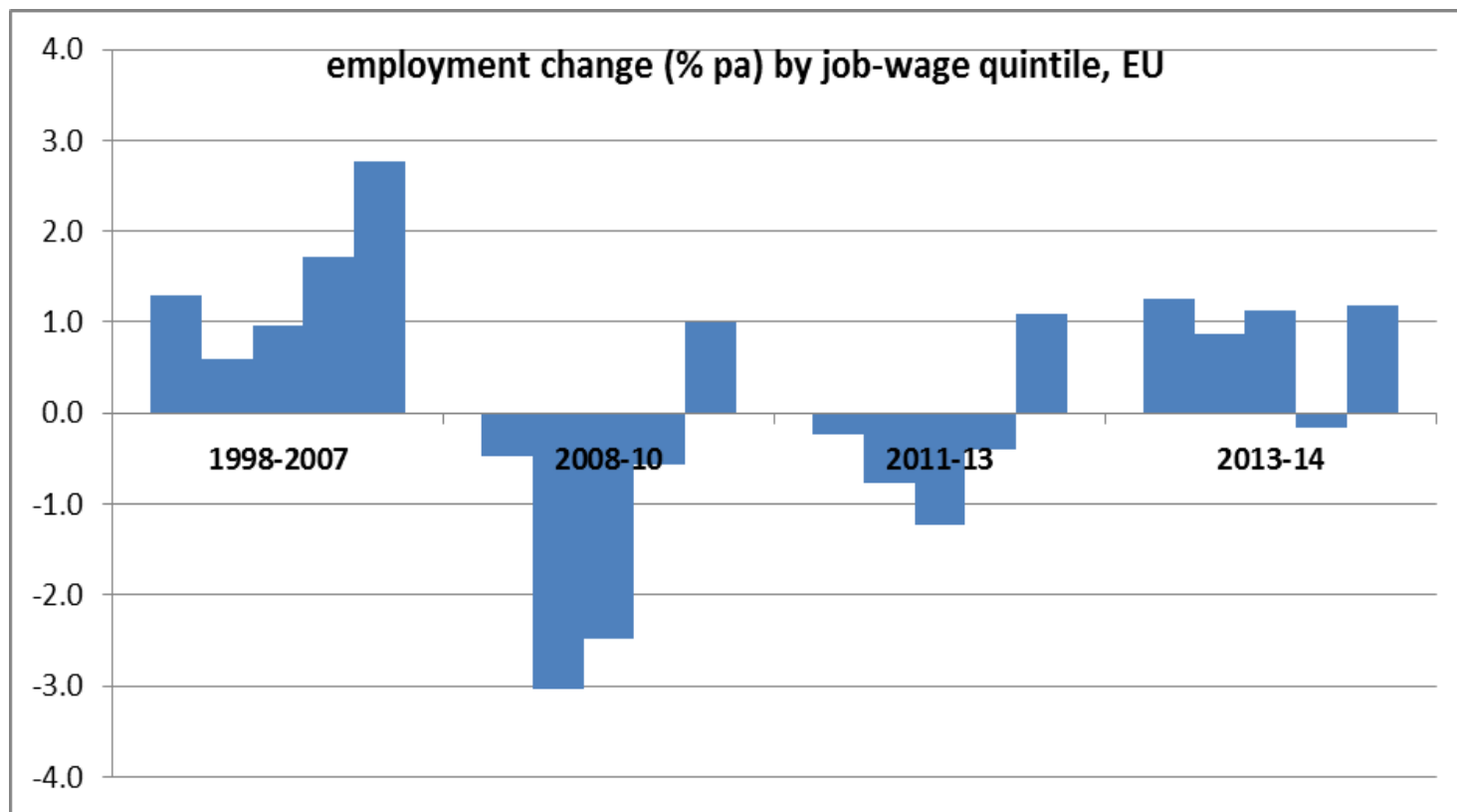
Source: ESDE 2015 - EU-LFS, SES (own calculations).

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

Digital skills of the EU population
(% individuals with Above Basic, Basic and Low digital skills and no internet use)

■ No Use   ■ Low   ▨ Basic   ■ Above Basic

Source: Commission services based on Eurostat data

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

Digital skills of the workforce (% workforce with Above basic, Basic and Low digital skills and No internet use)

■ No Use   ■ Low   ■ Basic   ■ Above Basic

Source: Commission services based on Eurostat data

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

European Commission

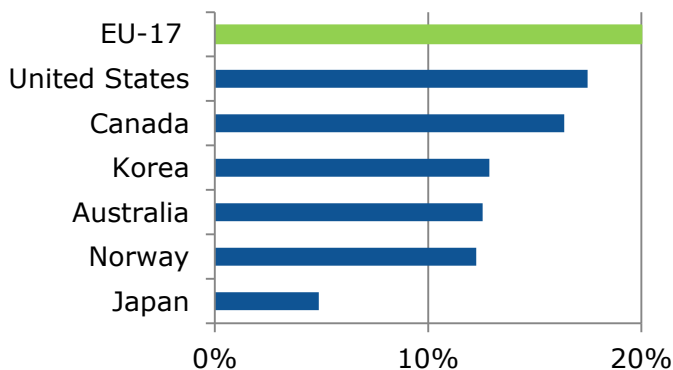## *What about qualifications?*

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)

Bar chart showing percentage of adults without upper secondary education:
- Canada: 10
- United States: ~10.5
- Switzerland: 12
- Korea: 15
- Norway: 18
- EU-28: 24%

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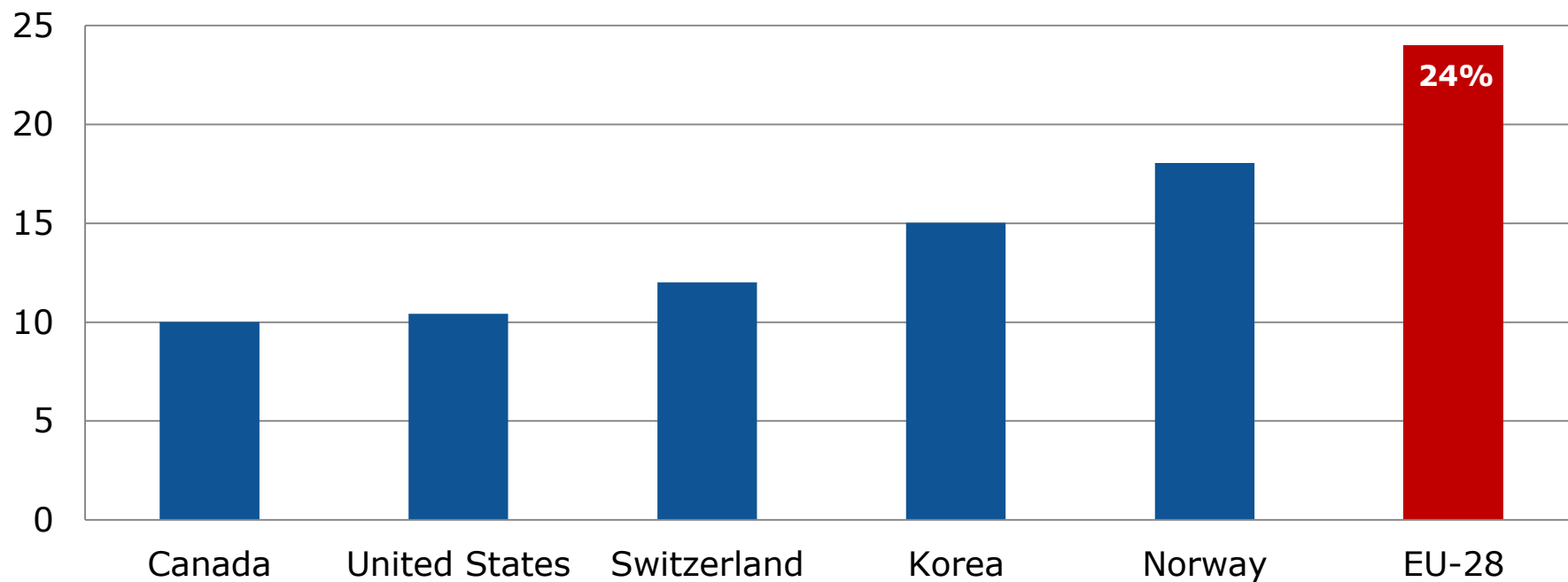
BASIC SKILLS *Europe vis-à-vis its competitors*

Low literacy skills

Low numeracy skills

Low digital skills

EU average

No Use   Low

Source: PIAAC 2012, Digital Agenda Scoreboard 2015
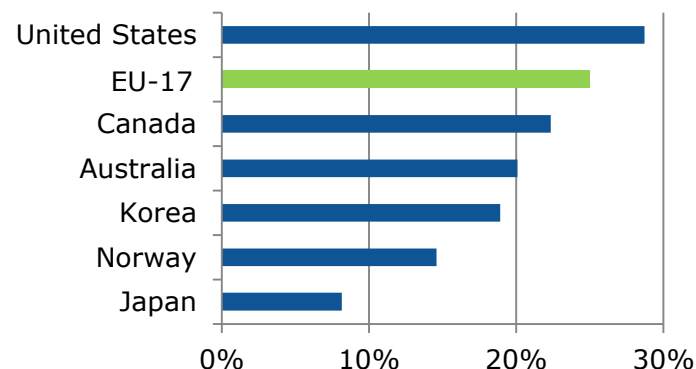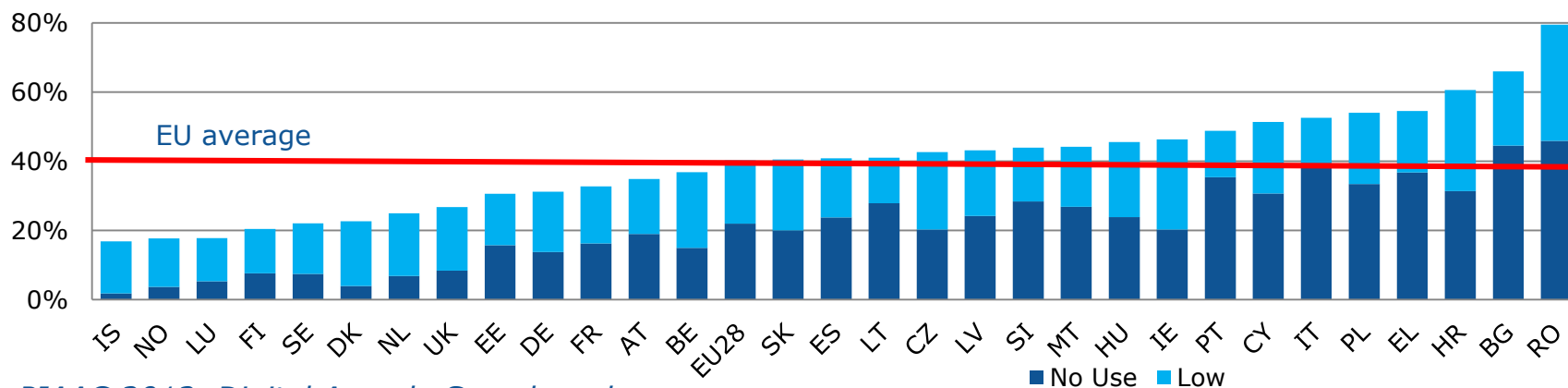
Employment rates by qualification level, EU-28
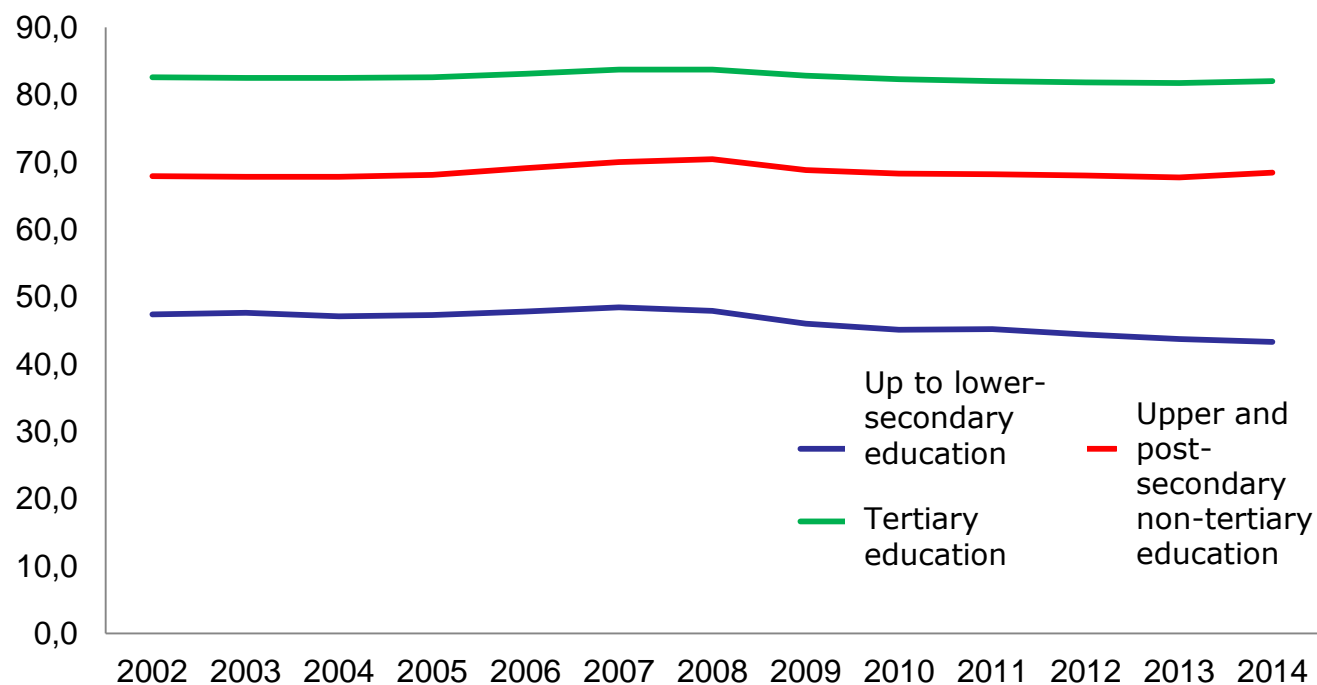
Source: EUROSTAT

2015 influx of asylum seekers

**1,321,600** asylum applications

307,620 positive asylum decisions

European Commission

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

Legend:
- Unknown
- Study
- Other
- Family reasons
- Employment but no job found before migrating
- Employment and found job before migrating
- International protection or asylum

Chart values (2014): 3%, 7%, 6%, 52%, 19%, 6%, 7%
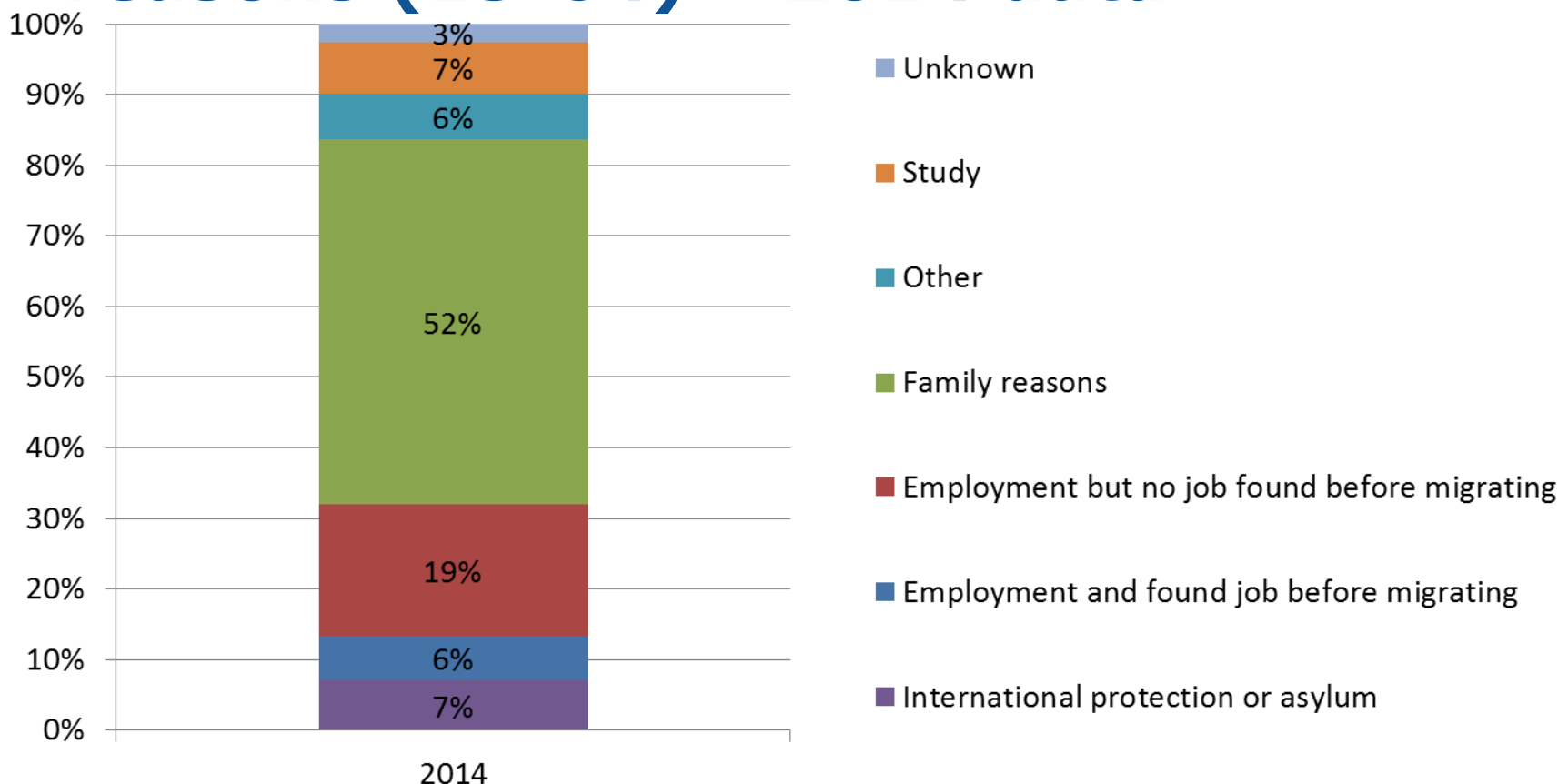
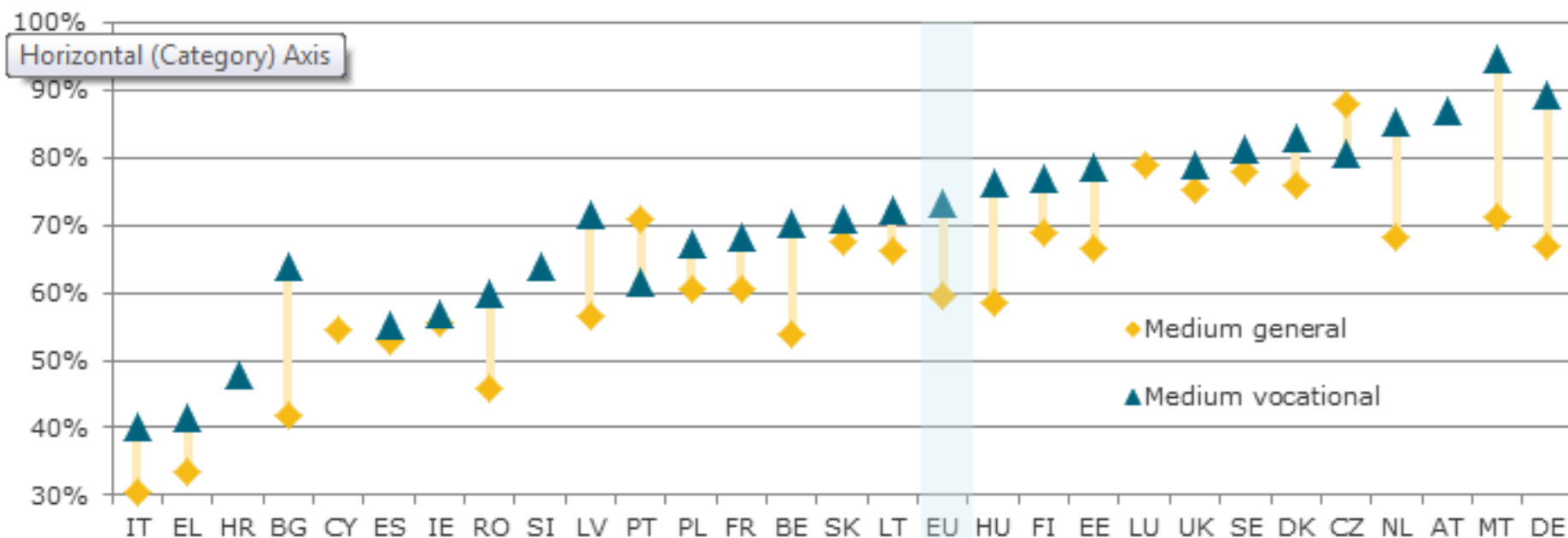Source: DG EMPL calculations based on EU-LFS 2014 module

% employers reporting difficulties in finding employees with the right skills

ECS (2013)
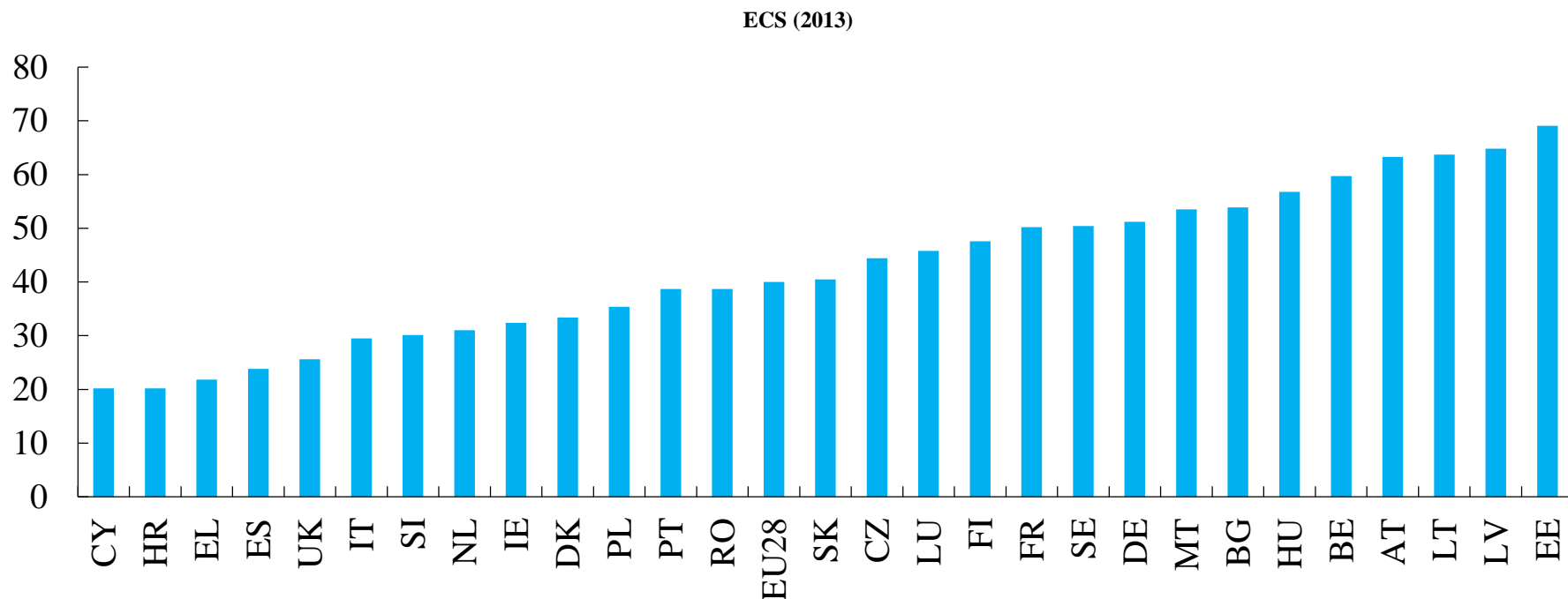
European Company Survey

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?
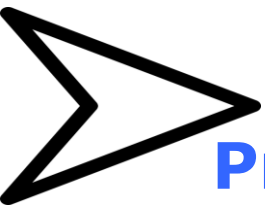
New Skills Agenda for Europe

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

Skills assessment
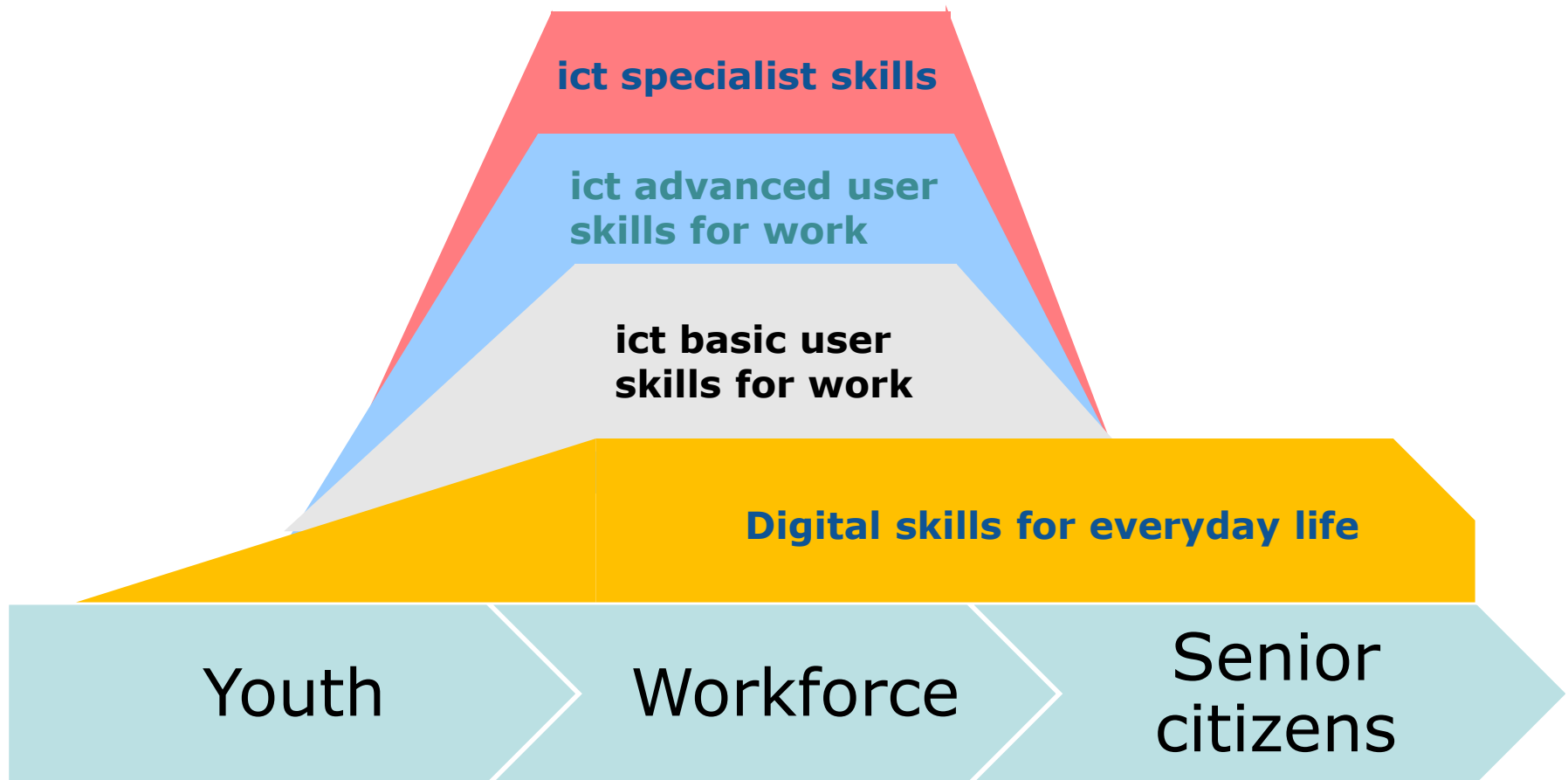
Tailored E&T offer

Validation and recognition
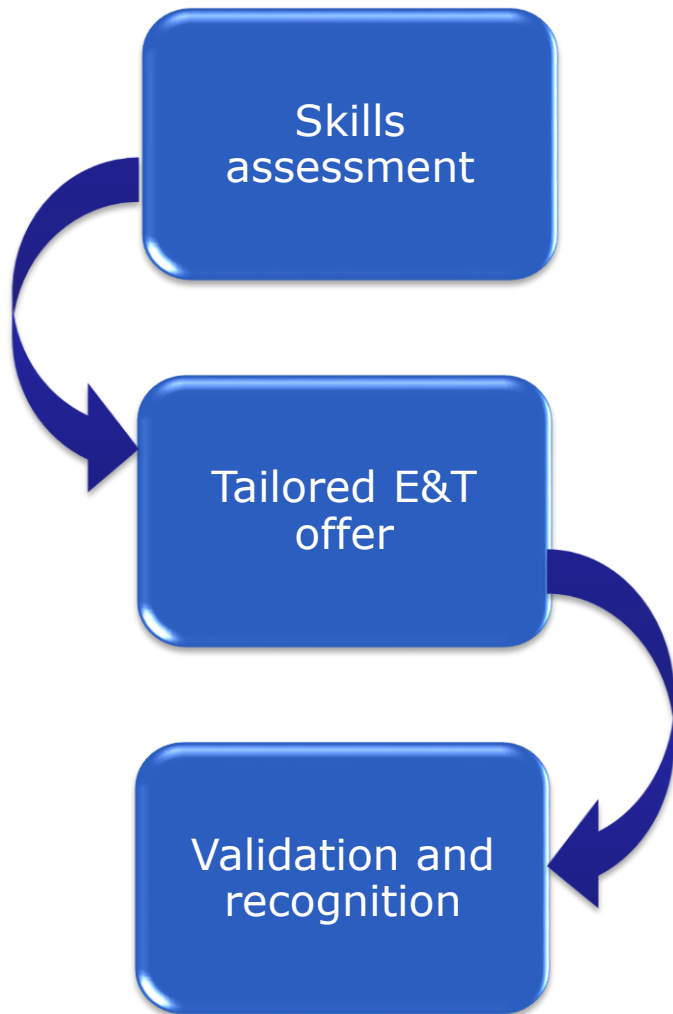
Cooperation and Partnership

Outreach, Guidance and Support Measures

Monitoring and Evaluation

PRIORITY 2: MAKING SKILLS AND QUALIFICATIONS VISIBLE AND COMPARABLE
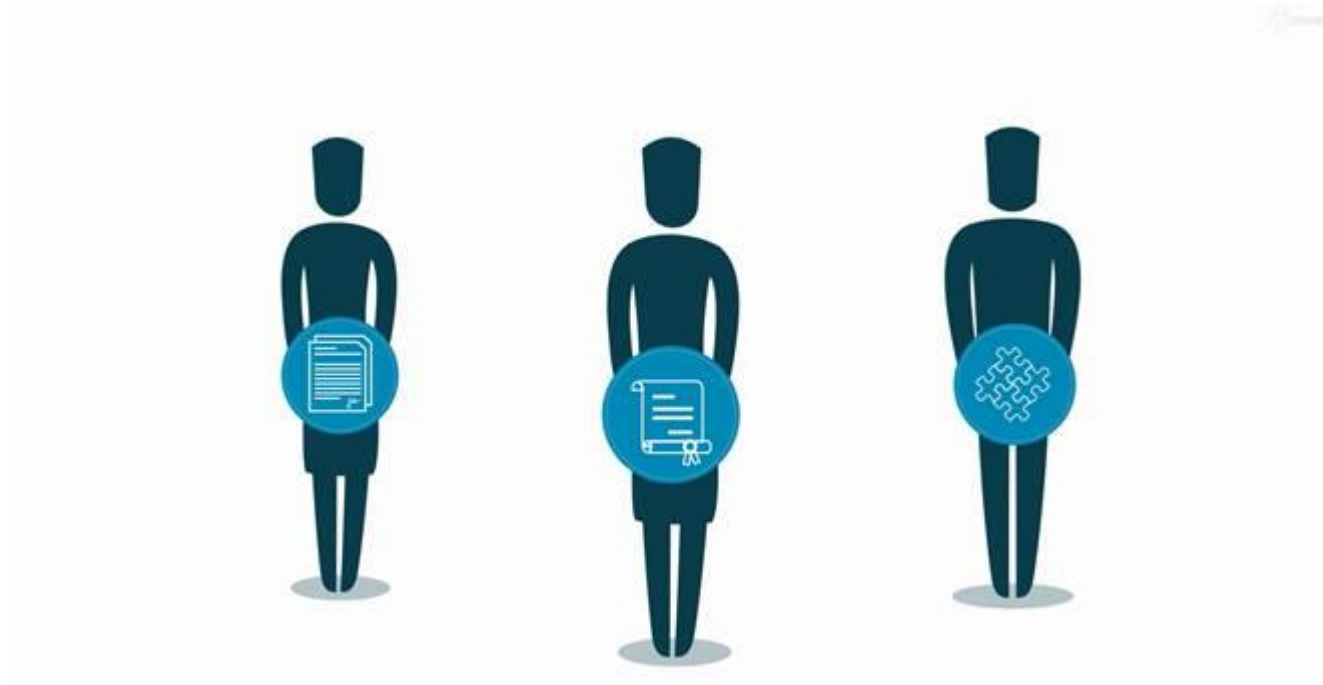
Skills Profile for Third Country Nationals

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

Better skills intelligence

✓ **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
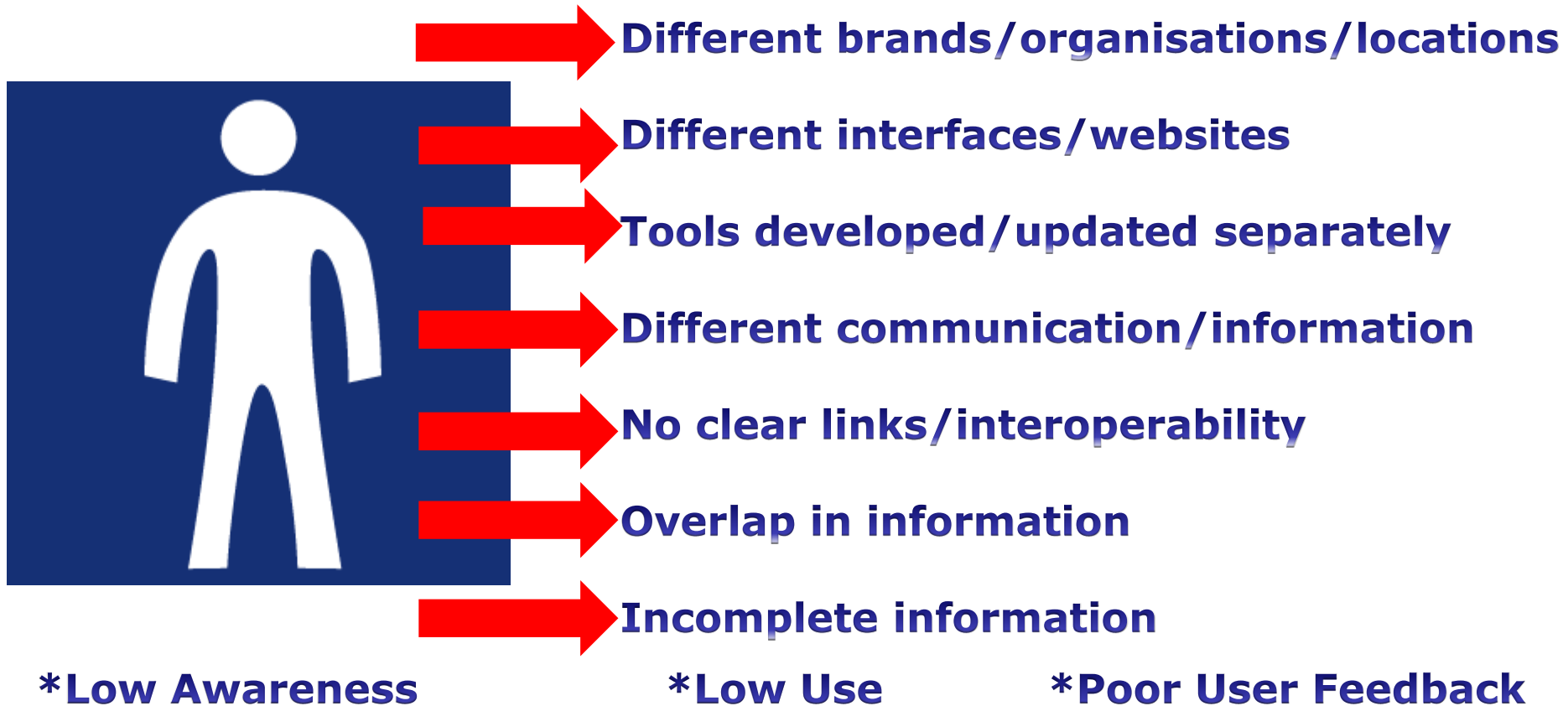
Online editor
europass
2005 - 2015

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

EURES

European Qualifications Framework

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
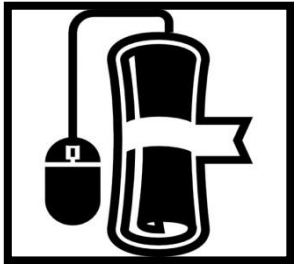
**Integrated/
User-Friendly**

Digital/Online

Flexibility to adapt
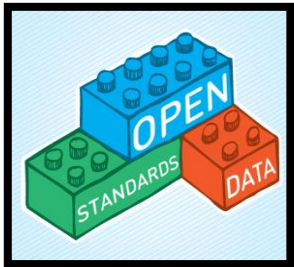
Main elements of the proposal/1

- **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