



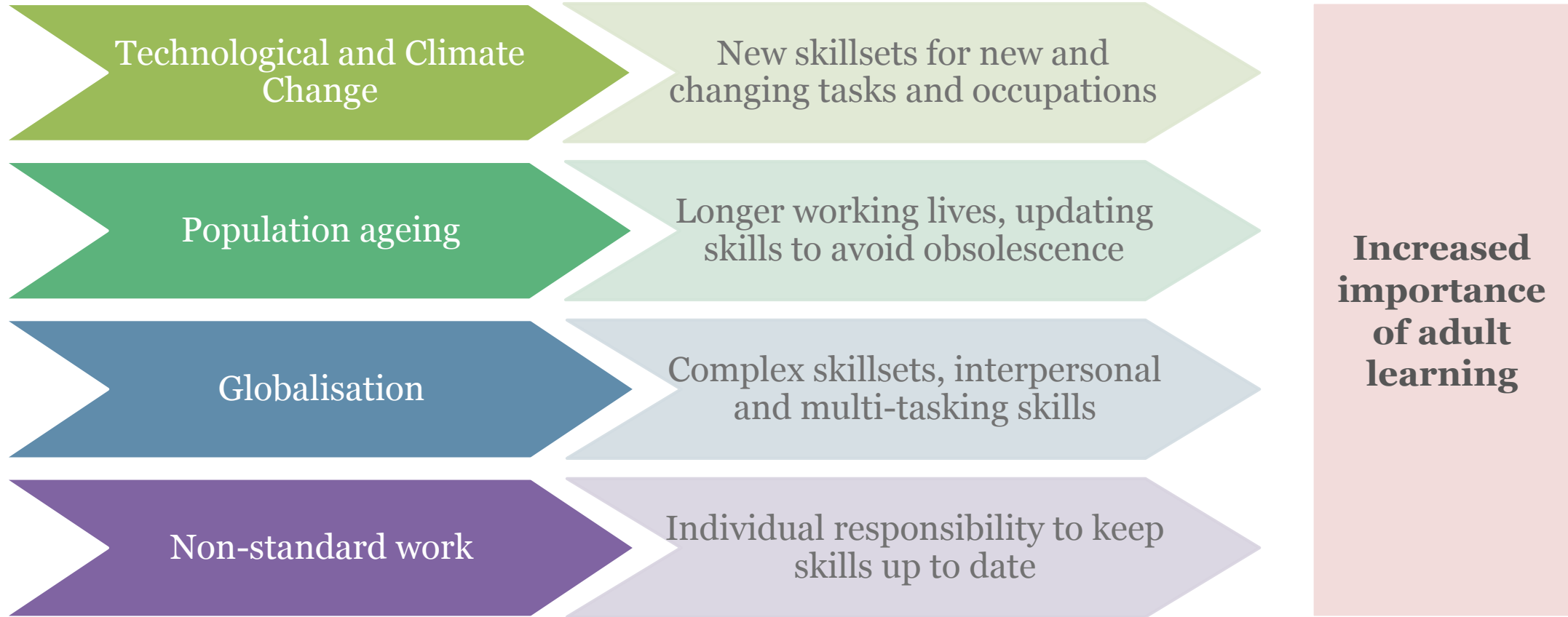
INCLUSIVE AND RESPONSIVE ADULT LEARNING OPPORTUNITIES FOR A JUST TRANSITION

Marieke Vandeweyer
Labour Market Economist – Skills and Employability
Directorate for Employment, Labour and Social Affairs

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Sustainable Economies and Societies for All, 6 June 2019, Geneva



Megatrends affect the world of work

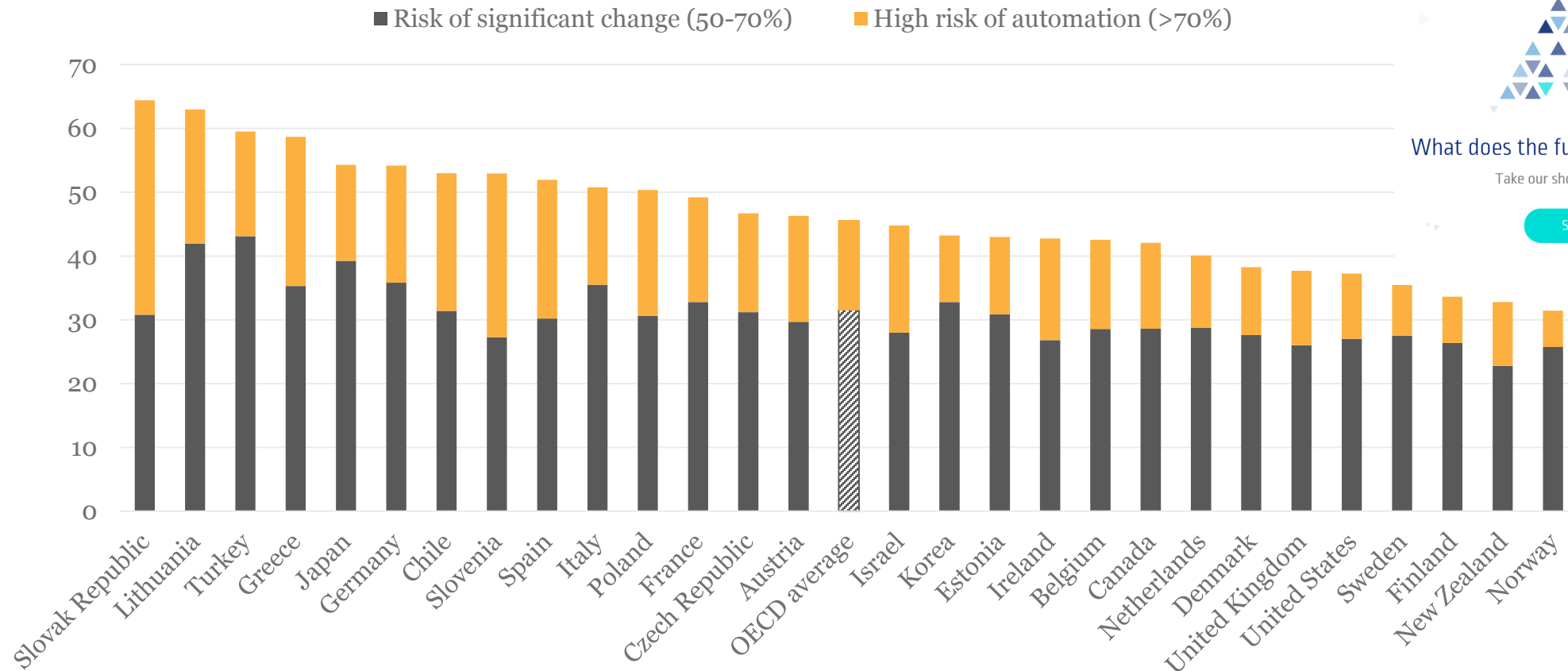




Skill needs are changing - Automation

Large shares of jobs are at risk of automation or significant change

% of jobs at risk, by degree of risk



What does the future hold for your job?

Take our short survey to find out.

[START NOW](#)



Skill needs are changing – Green economy

Green increased demand

- Insulation Workers
- Environmental Scientists and Specialists
- Bus Drivers

Green enhanced skills

- Urban and Regional Planners
- Automotive Specialty Technicians
- Refuse and Recyclable Material Collectors

Green new and emerging

- Chief Sustainability Officers
- Climate Change Analysts
- Wind Turbine Service Technicians



OECD Priorities for Adult Learning Dashboard



Urgency of investing in adult learning



High coverage



Alignment with skill needs



Inclusive participation



Training that has the desired impact



Flexibility & guidance



Adequate financing



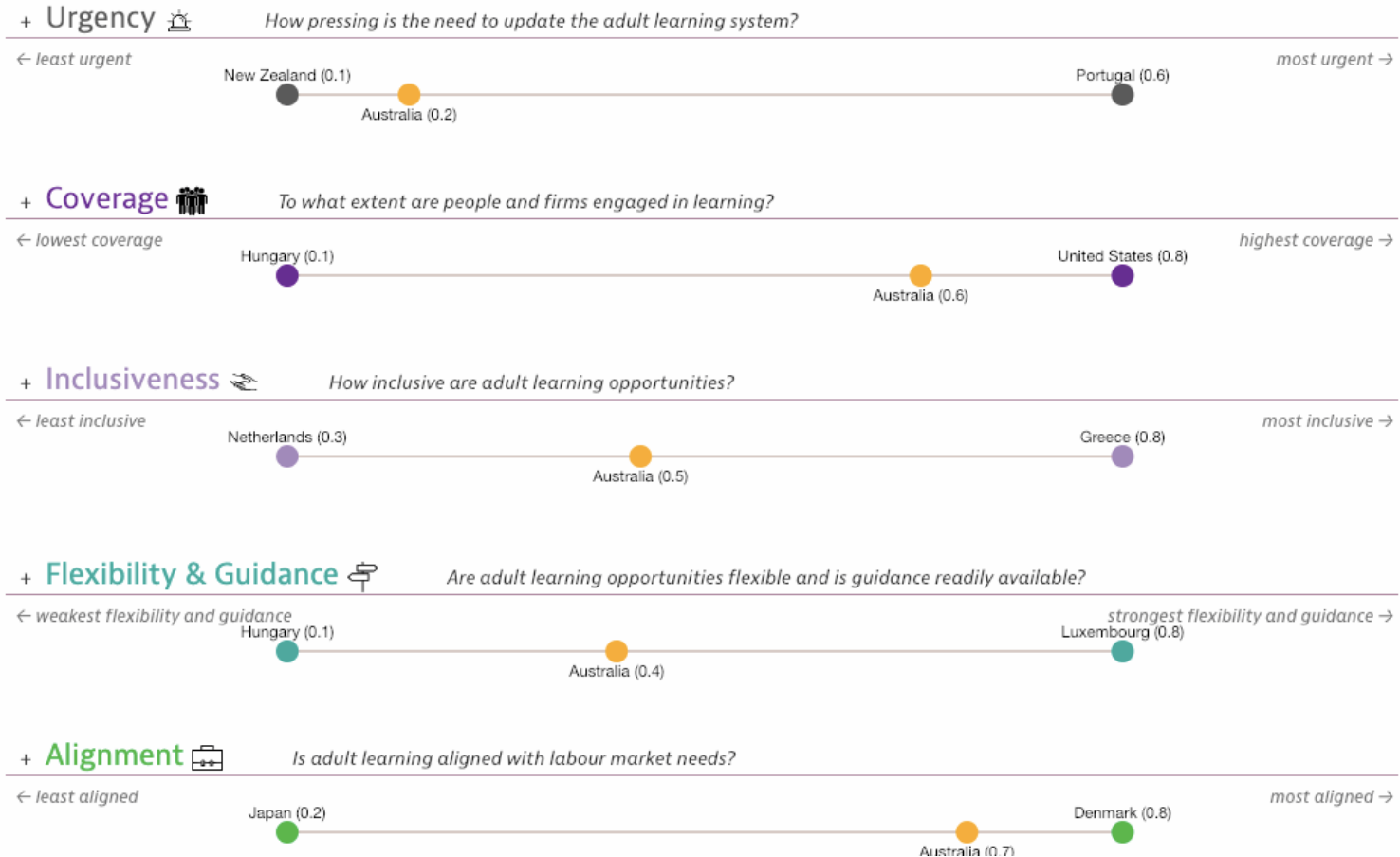
OECD Priorities for Adult Learning Dashboard

Country results

Dimensions

Dashboard

Select a country: Compare its performance to this country:



- OECD countries
- 52 indicators in 7 dimensions



OECD Priorities for Adult Learning Dashboard



Urgency of investing in adult learning

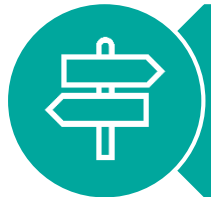
SOCIAL



High coverage



Inclusive participation



Flexibility & guidance

ECONOMIC & ENVIRONMENTAL



Alignment with skill needs



Training that has the desired impact

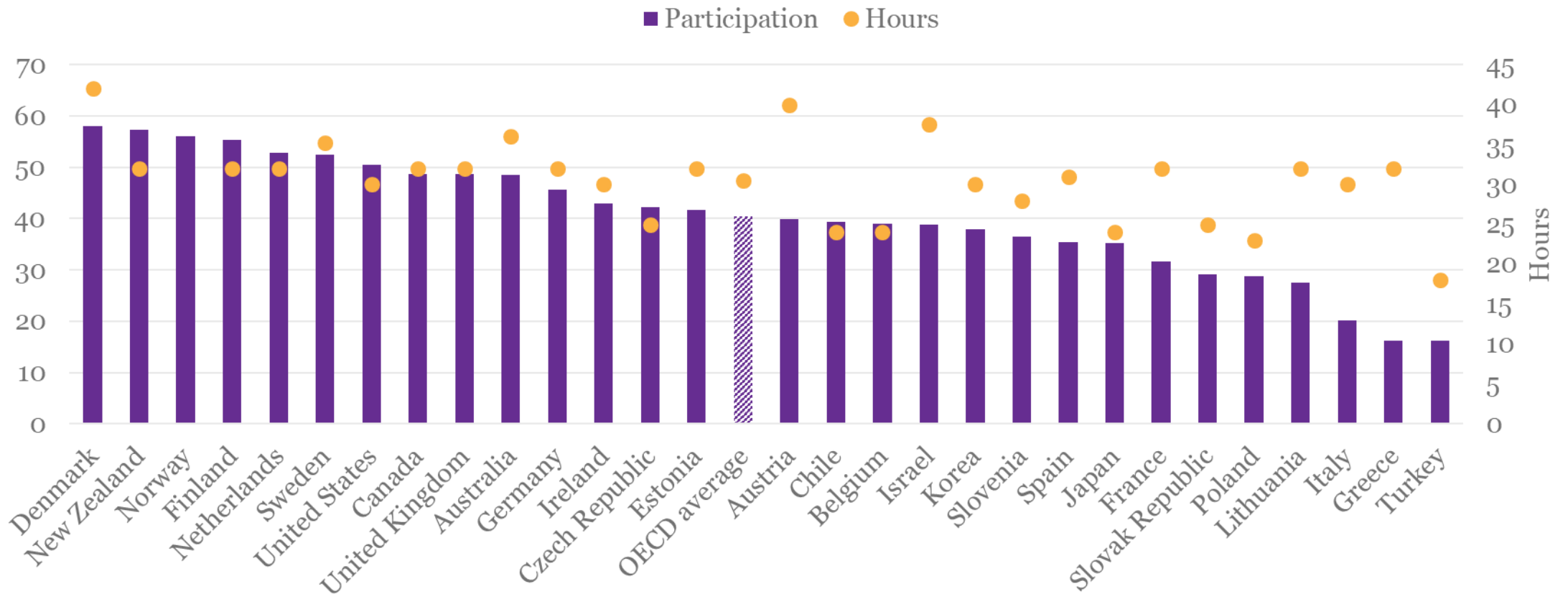


Adequate financing



Too few adults participate in adult learning

Participation in formal and non-formal job-related training (in past 12 months)
% of adults & median hours of training





Increasing coverage of adult learning systems

- Enabling adults to make good choices about education and training
- Addressing barriers to participation
- Encouraging employers' engagement

France: Workers accumulate training credits on their **Personal Training Account** (*Compte Personnel de Formation*)

Portugal: *Qualifica Centres* provide services related to **information, guidance**, as well as the **recognition, validation and certification** of skills free of charge

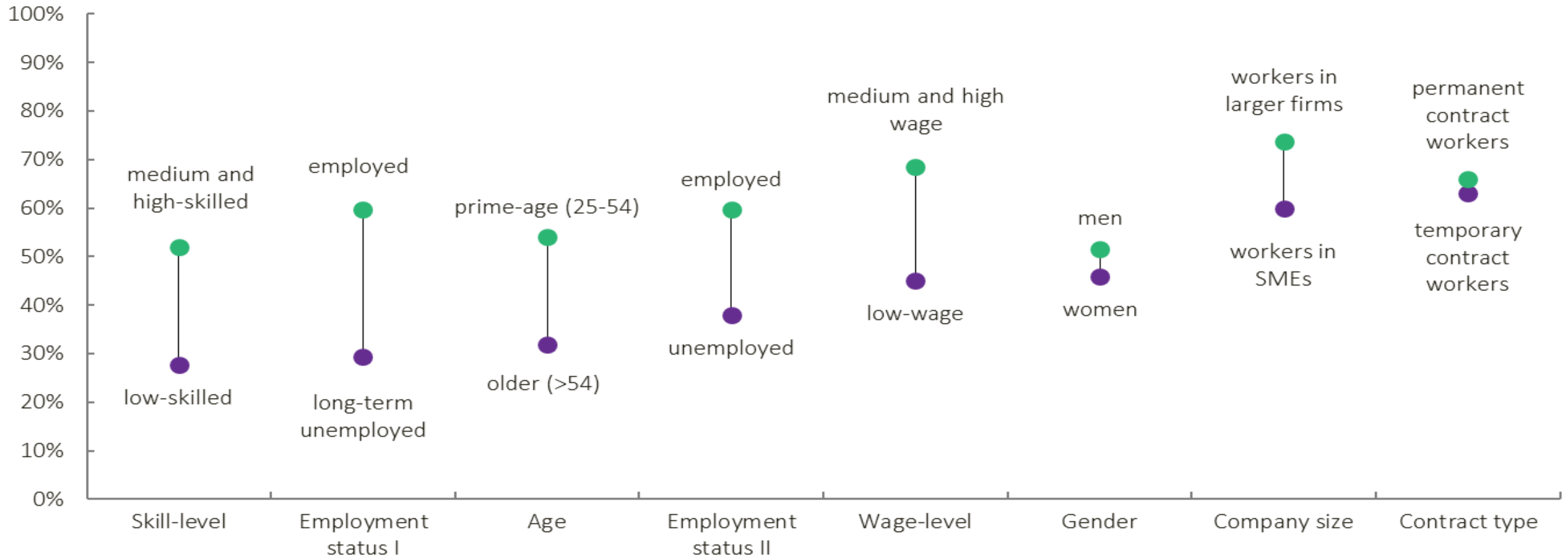
Korea: the *CHAMP* programme facilitates **collaboration** between SMEs and large companies in providing training.



Access to learning opportunities is unequal

Certain groups participate much less in training

% of adults participating in job-related training

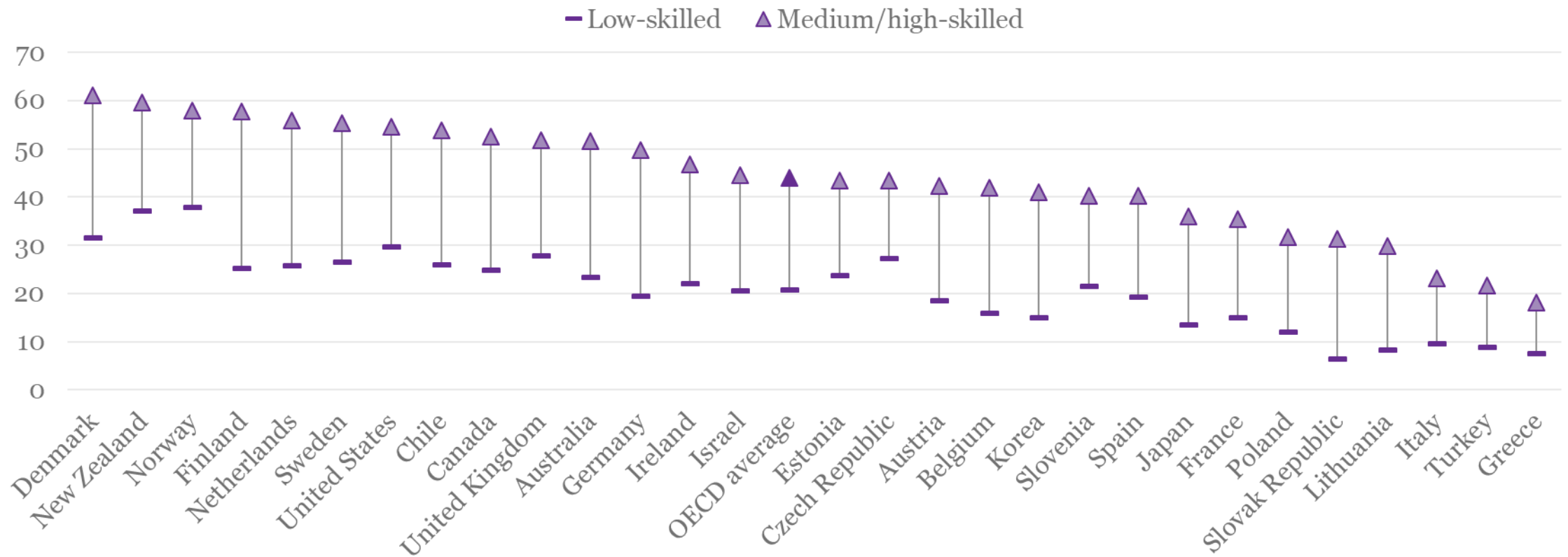




Access to learning opportunities is unequal

Adults with low cognitive skill levels participate much less in training

% of adults participating in job-related training, by skill level





Making adult learning systems more inclusive

- Outreach activities and targeted career guidance
- Targeted support and incentives for under-represented groups

Ireland: *Women ReBOOT* supports **inactive women** in developing the skills and self-confidence to re-enter the technology sector after a career break

Netherlands: **Guidance** activities (*Ontwikkeladvies*) for **workers aged 45+**.

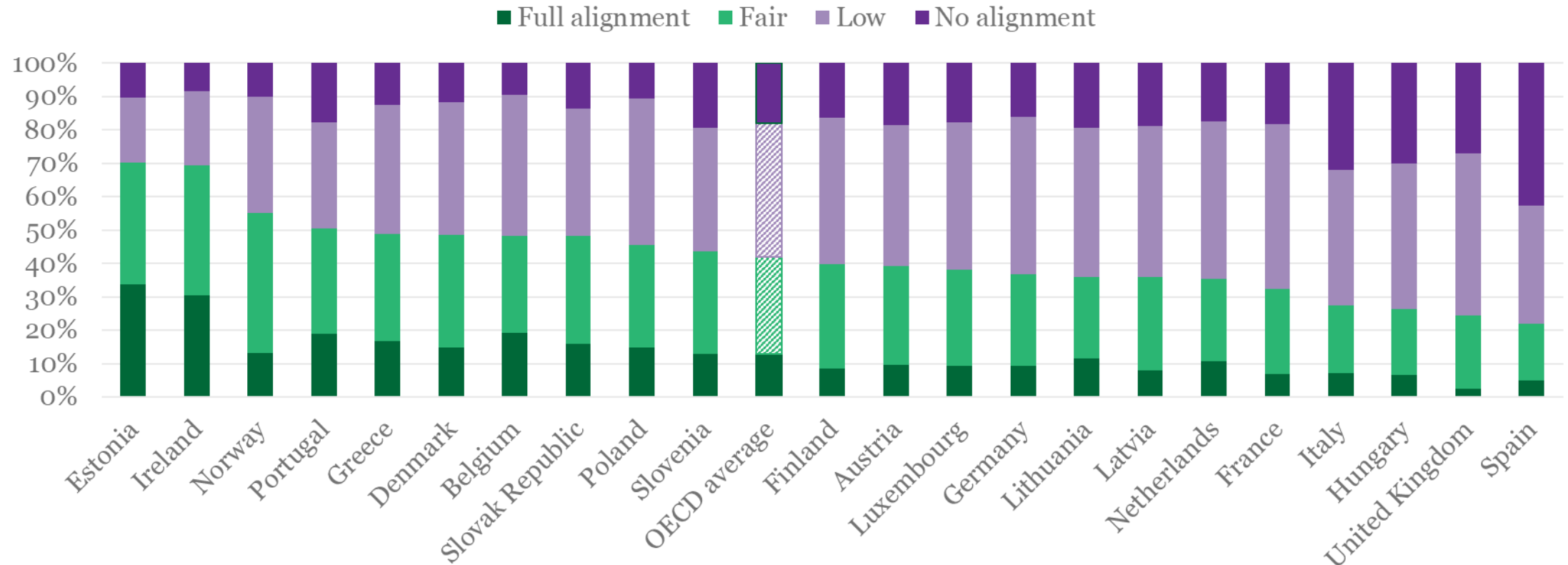
United Kingdom: *Unionlearn* supports **trade unions to help workers acquire skills** to improve their employability.

Belgium: a **mobile information centre** (*Formtruck*) is put on the streets of Brussels to engage job-seekers, the low-qualified and young people not in employment, education and training in adult learning.



Training is not well aligned with skill needs

Firms do not train for the skills they identify as priorities % of firms at different degrees of alignment

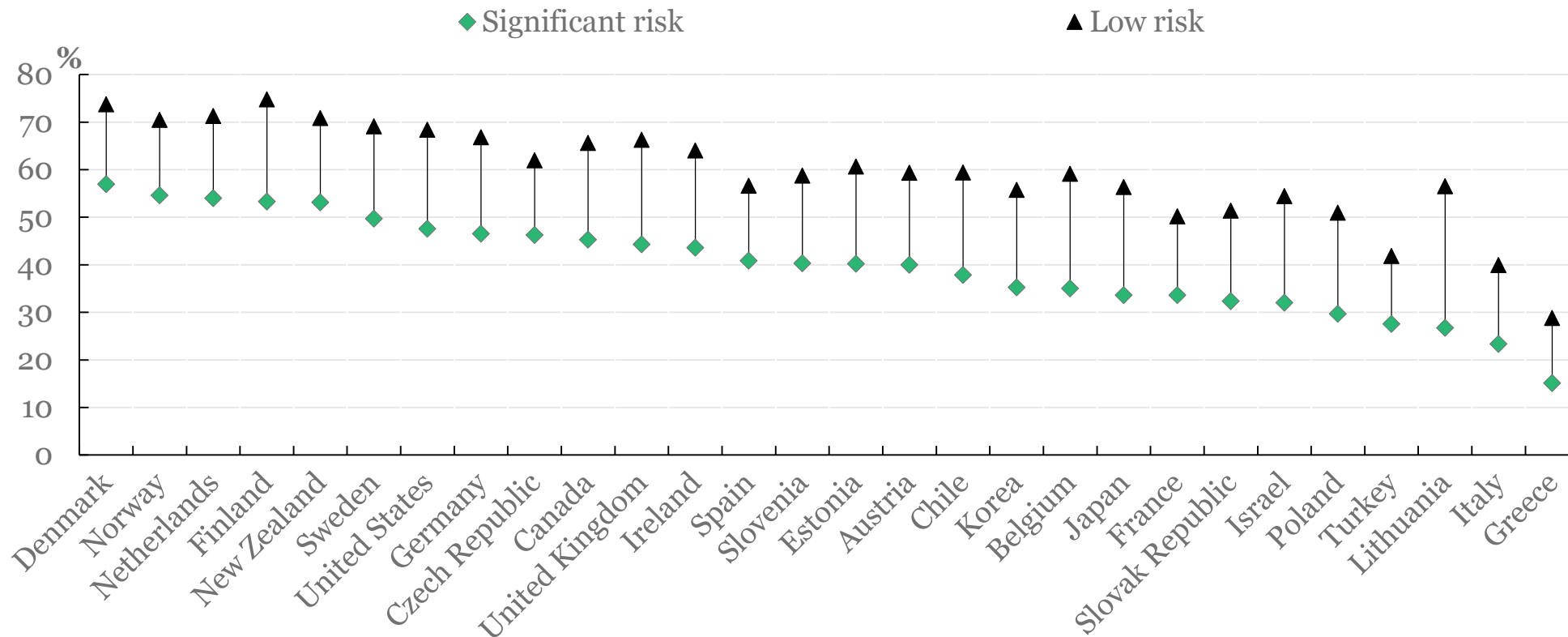




Training is not well aligned with skill needs

Adults in jobs with significant risk of automation participate less in training

% of adults participating in job-related training, by risk of automation





Better aligning training with skill needs

- Collecting and using high quality skills assessment and anticipation information
- Focus training programmes and incentives on identified needs
- Designing targeted programmes for adults whose skills will become obsolete

Estonia: Employers can receive a *Recruitment Training Grant* when hiring and training job-seekers for certain occupations that are in **shortage** and of **growing importance** in the labour market

Australia: *Structural Adjustment Packages* assist employees in **areas with low future employment prospects**.

Sweden: *Job Security Councils* provide support services for workers **at risk of collective dismissals**, in an effort to manage transitions to other jobs. The Councils are run by social partners and exist in all sectors.

Thank you

Contact: Marieke.vandeweyer@oecd.org

Website: <http://www.oecd.org/employment/skills-and-work.htm>

