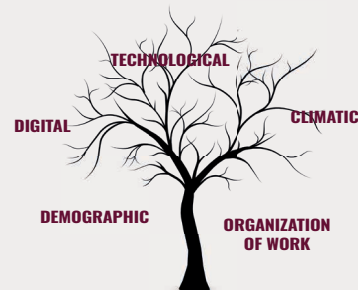


LIFELONG LEARNING AND THE FUTURE OF WORK: CHALLENGES AND OPPORTUNITIES

MEGA-TRENDS IMPACTING TODAY'S WORLD OF WORK PRESENT NEW CHALLENGES AND OPPORTUNITIES

“MANY OF TODAY'S SKILLS WON'T MATCH TOMORROW'S JOBS, AND SKILLS ACQUIRED TODAY MAY QUICKLY BECOME OBSOLETE.



WHAT IS LIFELONG LEARNING?

“LIFELONG LEARNING IS ALL LEARNING ACTIVITIES UNDERTAKEN THROUGHOUT LIFE FOR THE DEVELOPMENT OF COMPETENCIES AND QUALIFICATIONS.

- The concept of lifelong learning has been around for decades.
- The ILO has adopted numerous normative instruments and policies related to lifelong learning.

WHO DOES LIFELONG LEARNING APPLY TO?

“LIFELONG LEARNING AFFECTS US ALL. IT IS CENTRAL TO MANAGING THE TRANSITIONS WE FACE OVER THE LIFE CYCLE- FROM EARLY CHILDHOOD AND BASIC EDUCATION, TO ADULT LEARNING AND UPSKILLING AND RESKILLING TO TAKE ADVANTAGE OF CHANGE.

“LIFELONG LEARNING IS A GLOBAL CONCEPT- IT APPLIES TO DEVELOPED AND DEVELOPING ECONOMIES.



WHAT ROLE DO GOVERNMENTS, EMPLOYERS AND WORKERS PLAY IN SUPPORTING LIFELONG LEARNING?

GOVERNMENTS

- ENHANCING INSTITUTIONS, POLICIES, EMPLOYMENT SERVICES AND TRAINING

EMPLOYERS

- ANTICIPATING FUTURE SKILLS NEEDS AND DELIVERING SOLUTIONS

WORKERS

- ANTICIPATING FUTURE SKILLS NEEDS AND PROACTIVELY LEARNING AND TRAINING



HOW DO WE ADAPT LIFELONG LEARNING TO OUR NEW REALITY?

“THERE'S NO ONE SIZE FITS ALL STRATEGY, BUT THERE ARE THINGS WE CAN DO...

DEVELOP FOUNDATIONAL AND CORE WORK SKILLS...

FOUNDATIONAL SKILLS

- NUMERACY
- LITERACY, INCLUDING ENVIRONMENTAL AND DIGITAL

CORE WORK SKILLS

- COMMUNICATION
- LEARNING TO LEARN
- TEAMWORK
- PROBLEM SOLVING



DEVELOP COHERENT AND AFFORDABLE FINANCIAL AND NON-FINANCIAL INCENTIVES...

- LEARNING ACCOUNTS
- INCENTIVIZE BUSINESS
- PUBLIC PRIVATE PARTNERSHIPS
- INDIVIDUAL CREDITS
- TAX BREAKS

IMPROVE VOCATIONAL GUIDANCE AND LABOUR MARKET DATA...

- VOCATIONAL GUIDANCE
- CAREER GUIDANCE
- TIMELY AND RELEVANT LABOUR MARKET DATA

RECOGNIZE BOTH FORMAL AND INFORMAL SKILLS LEARNING...

- TRANSFERRING CREDITS AND DETERMINING EQUIVALENCE OF QUALIFICATIONS
- RECOGNISING FORMAL AND INFORMAL LEARNING
- IMPROVING PATHWAYS BETWEEN DIFFERENT TYPES OF PROGRAMMES

IMPROVE COORDINATION...

- COORDINATION AT NATIONAL, LOCAL AND SECTORAL LEVELS
- IMPROVED TRIPARTITE GOVERNANCE
- HORIZONTAL AND VERTICAL COORDINATION

ENSURE EQUITABLE ACCESS TO LEARNING

- UNDERSERVED GROUPS AS A PRIORITY
- DIVERSE LEARNING METHODS



TODAY, THERE IS RENEWED INTEREST IN LIFELONG LEARNING. IT'S A MAJOR GOAL OF THE UNITED NATIONS 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT.

"SUSTAINABLE DEVELOPMENT GOAL 4: ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL."



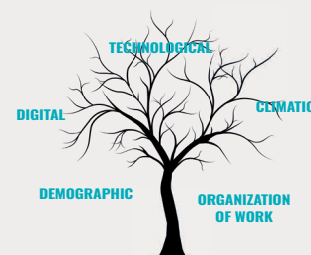
AND THE GLOBAL COMMISSION ON THE FUTURE OF WORK HAS CALLED FOR FORMAL RECOGNITION OF AN ENTITLEMENT TO LIFELONG LEARNING.

"WE CALL FOR FORMAL RECOGNITION OF A UNIVERSAL ENTITLEMENT TO LIFELONG LEARNING AND THE ESTABLISHMENT OF AN EFFECTIVE LIFELONG LEARNING SYSTEM."



ULTIMATELY, LIFELONG LEARNING IS THE KEY FOR PEOPLE TO BE ABLE TO BENEFIT FROM NEW WAYS OF WORKING.

AND IT WILL LIGHT THE PATH ON OUR JOURNEY TO A BRIGHTER FUTURE OF WORK.



For more information
Skills and Employability Branch (SKILLS)
Employment Policy Department



International Labour Organization
www.ilo.org
www.ilo.org/skills