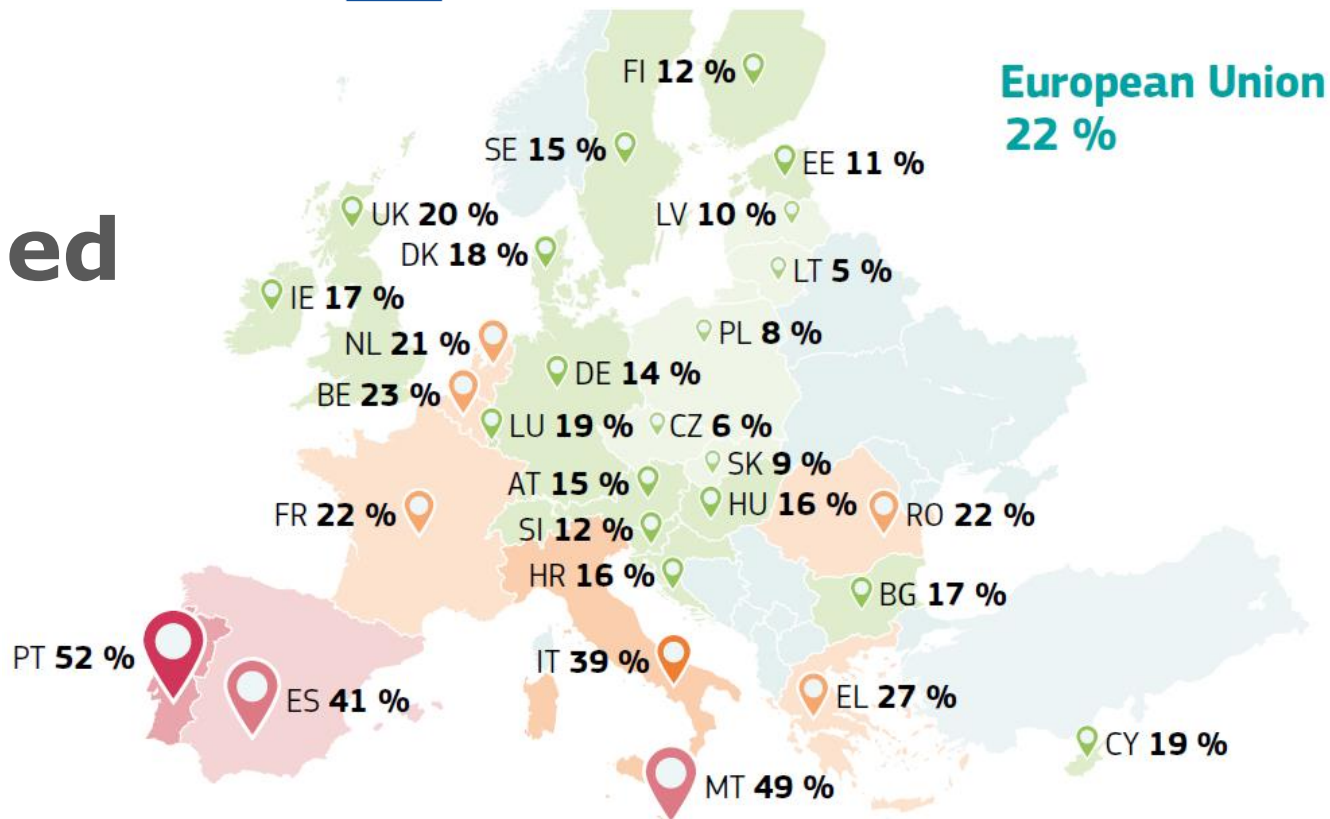




Council recommendation on Upskilling Pathways: New Opportunities for Adults (2016/C 484/01)

These slides accompany the explanation of the acquis to Albania and North Macedonia and can only be used for that purpose. Their content is subject to further development of the acquis and interpretation by the Court of Justice of the European Union

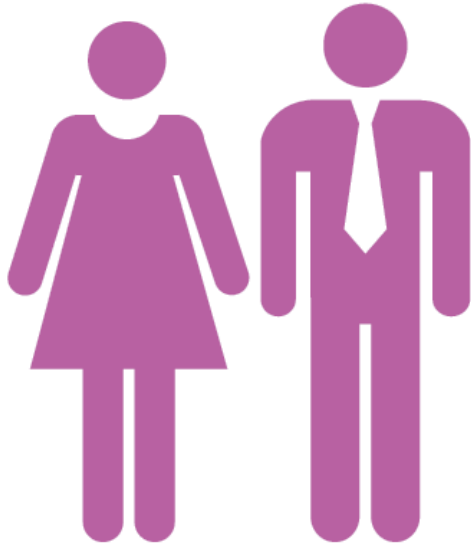
Share of low-qualified adults in the EU



Upskilling Pathways: New Opportunities for Adults

Help **adults** acquire a minimum level of **literacy, numeracy and digital skills** and/or acquire a broader set of skills by progressing **towards an upper secondary qualification or equivalent** (level 3 or 4 in the European Qualifications Framework (EQF) depending on national circumstances).

Who is it for?



Adults with a **low level of skills**, e.g. those without upper secondary education and who are **not eligible for Youth Guarantee support**.

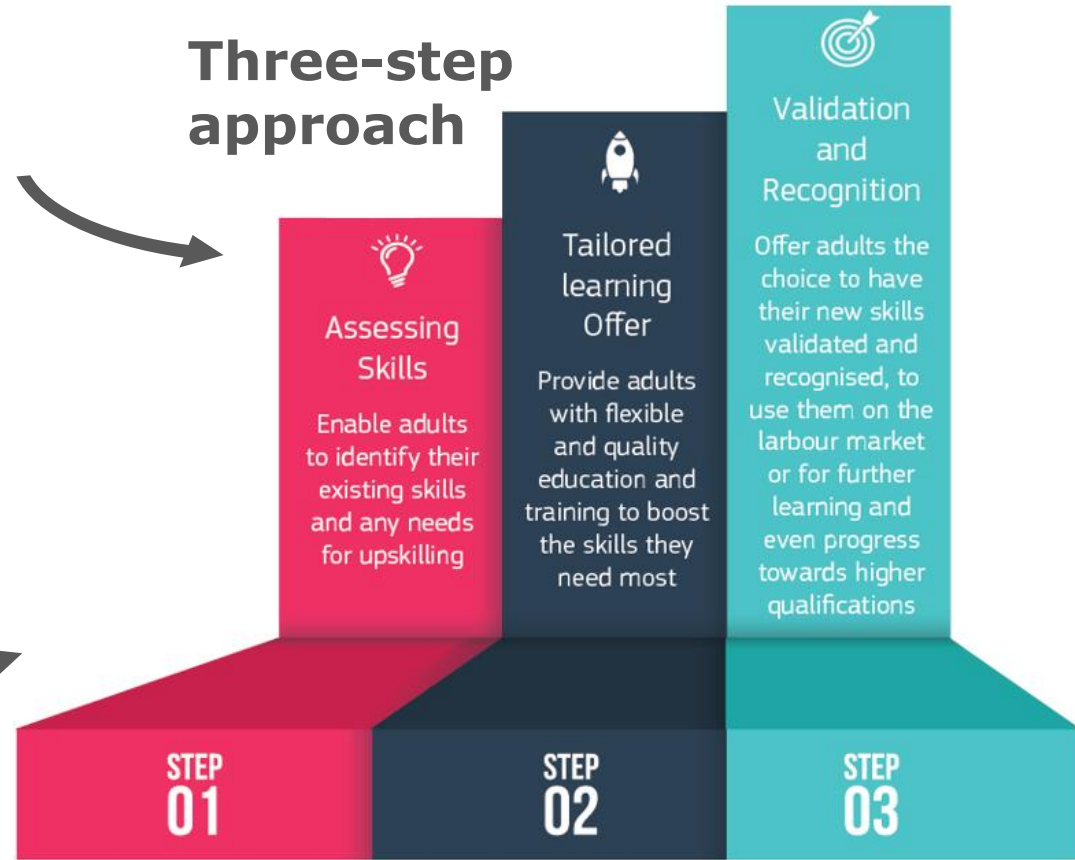
They may be in employment, unemployed or economically inactive, with a need to strengthen basic skills.

Member States may define priority target groups for this initiative depending on the national circumstances.

Upskilling Pathways

Three-step approach

Enablers



Enablers



Guidance



**Effective
outreach**



**Support
measures**



**Financial
support**



**Coordination and
cooperation**



**Evaluation and
monitoring**

TO DO LIST

- ❑ Set the aim and priorities:
 - ❑ Target groups
 - ❑ Type of skills/ competences/ qualifications
 - ❑ Expected outcome
 - ❑ Make sure it is in line with national strategies/needs
- ❑ Identify body responsible for implementing the Recommendation (with the mandate to coordinate and involve other institutions)
- ❑ Map existing support (guidance, outreach, training, assessment) and gaps in the system
- ❑ Plan implementing measures involving all relevant stakeholders (build on existing structures)
- ❑ Ensure sustainable financial support
- ❑ Implement the three steps
- ❑ Monitor and evaluate the policy and if necessary improve



Upskilling Pathway webpage

<https://ec.europa.eu/social/main.jsp?catId=1224>

Report – Staff Working Document

https://ec.europa.eu/info/publications/implementation-report-upskilling-pathways_en



Council Recommendation on a European Framework for Quality and Effective Apprenticeships (2018/C 153/01)

Member States should, in accordance with national legislation and in close cooperation with stakeholders, ensure that **apprenticeship schemes** are **responsive to labour market needs** and **provide benefits to both learners and employers**, by building on the criteria for quality and effective apprenticeships set in the Recommendation.

For the purposes of this Recommendation apprenticeships are understood as formal vocational education and training schemes that:

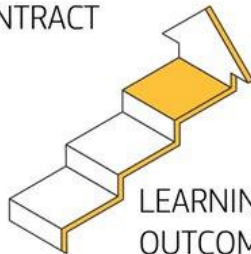
- combine learning in education or training institutions with substantial work-based learning in companies and other workplaces,
- lead to nationally recognised qualifications,
- are based on an agreement defining the rights and obligations of the apprentice, the employer and, where appropriate, the vocational education and training institution, and
- with the apprentice being paid or otherwise compensated for the work-based component.

APPRENTICESHIPS

Criteria for working and learning conditions



WRITTEN
CONTRACT



LEARNING
OUTCOMES



PEDAGOGICAL
SUPPORT



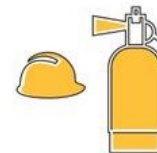
WORKPLACE
COMPONENT



PAY AND/OR
COMPENSATION



SOCIAL
PROTECTION



WORK, HEALTH
AND SAFETY
CONDITIONS

APPRENTICESHIPS

Criteria for framework conditions



REGULATORY
FRAMEWORK



INVOLVEMENT OF
SOCIAL PARTNERS



QUALITY
ASSURANCE
AND GRADUATE
TRACKING



TRANSPARENCY



SUPPORT FOR
COMPANIES



CAREER
GUIDANCE
AND
AWARENESS
RAISING



FLEXIBLE PATHWAYS
AND MOBILITY

TO DO LIST

- ❑ Set the aim and priorities:
 - ❑ Target groups
 - ❑ Expected outcome
 - ❑ Make sure it is in line with national strategies/needs
- ❑ Identify body responsible for implementing the Recommendation (with the mandate to coordinate and involve other institutions)
- ❑ Map existing situation and what is missing in the system compared to the criteria in the Recommendation
- ❑ Plan implementing measures involving all relevant stakeholders (build on existing structures)
- ❑ Ensure sustainable financial support
- ❑ Implement the revised system
- ❑ Monitor and evaluate the policy and if necessary improve



Thank you!