Framework of Actions on the lifelong development of competencies and qualifications

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EU social dialogue outcomes

1 - Framework agreements transposed into EU directives
   - Agreements on parental leave, 14/12/95 + 18/06/09
     (Directives 96/34/EC, 10/18/EC)
   - Agreement on part time work, 06/06/97 (Directive 97/81/EC)
   - Agreement on fixed term contracts, 19/03/99 (Directive 99/70/EC)

2 - Framework of Actions to be implemented by EU SP
   - on lifelong development of competencies and qualifications, 14/03/2002
   - on gender equality between men and women, 01/03/2005

3 - Framework agreements to be implemented by EU SP
   - Agreement on telework, 16/07/02
   - Agreement on work-related stress, 08/10/04
   - Agreement on harassment and violence at work, 21/04/07
   - Agreement on inclusive labour markets, 25/03/10
Presentation outline

- Framework of Actions for Lifelong Learning
  - context negotiations
  - content
  - final evaluation
- Future perspectives
Framework of Actions on lifelong development of competencies and qualifications – Context negotiations

- 2000: New Lisbon Strategy for Growth and Jobs
- 2001: Start of negotiations
- 2002 (14 March): Adoption of Framework of Actions on the lifelong development of competencies and qualifications by ETUC, BUSINESSEUROPE, UEAPME and CEEP
- 2002: Presentation at European Council in Barcelona
Content

1. Challenges
2. Social Partners‘ approach
3. Definitions
4. Four Priorities
5. Actions and follow-up
Challenges:
- Increased pace of change > necessity for companies and workers to adapt
- Competence development is key to companies competitiveness and workers’ employability

Social Partners’ approach:
- highlights the joint responsibility of employers and employees in the workplace for the development of competences and qualifications in Europe
- acknowledges need for cooperation with public authorities, as well as training institutions at all levels
3. Definitions

- Competencies: knowledge, skills and know-how applied and mastered in a given work situation;

- Qualifications: formal expression of vocational or professional abilities of the employee; recognised at national or sectoral level.
Content
4. Four priorities

- identifies 4 priority areas for actions to be promoted by social partners in Member States:
  
i. Anticipation and identification of competence and qualification needs;
  
ii. Recognition and validation of competences and qualifications;
  
iii. Information, support and guidance;
  
iv. Mobilising resources.
i. Anticipation and identification of competence and qualification needs

- At enterprise level:
  - Identification of competence needs & ways to address them by employer and employees
  - Individual competence development plan

- At national or sector level:
  - Analysis of competence needs & their evolution
  - Developing vocational qualifications
ii. Recognition and validation of competences and qualifications

- **Aims**: improve transparency and transferability of qualifications, facilitate workers’ mobility

- **Means**: develop tools for recognition and validation taking into account non-formal and informal learning
iii. Information, support and guidance

- Creation of information and guidance facilities for enterprises and employees, e.g. one-stop-shop facilities (incl. support for SMEs)
- Importance of career evaluation
- Tailored to labour market needs
iv. Mobilising resources

- Joint responsibility of public authorities, social partners, enterprises and employees

- Social partners’ shared responsibility for mobilising and optimising resources

- Promotion of co-investment (funding, time and human resources)
Commitment by EU SP members to promote FoA at all appropriate levels

Follow-up:
- implementation according to national social dialogue practices and priorities
- 3 annual reports on national actions (including new Member States in 2005)
- final evaluation report in 2006
Final evaluation report

- Over 350 good practices during 2002-2005 (incl. 70 company cases)

- Examples of national SP joint actions:
  - joint translations and dissemination of the European text
  - creating / adapting fora to discuss national labour market and education policies with public authorities
  - launching / relaunching national social dialogue on LLL
  - European events to share good practices between SPs

- National level: novelty encouraging targeted actions / awareness raising in most countries

- European level: influenced EU policy developments
Future perspectives

- Key challenges remain reinforced by crisis: upgrading skills/reskilling & increasingly **skills mismatch**

- New EU SP work programme 2012-2014:
  - reaffirms shared interest and responsibility for employers, employees and public authorities to continuously develop competencies and acquire qualifications

  - 4 priorities remain valid & identification of two new emerging issues since 2002 to take action on:
    1. **skills needs in greening economies**
    2. update and upgrade older workers skills (longer working lives)
Thank you!