



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

Content

1. Challenges

2. Social Partners' approach

- 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

Content

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. Mobililising 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)

Content

5. Actions and follow-up

- 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!



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