



European  
Commission



# Employees training

*Dana Bachmann, Head of Unit E 3,  
Apprenticeships, VET and Adult learning,  
Directorate General for Employment, Social Affairs and Inclusion*

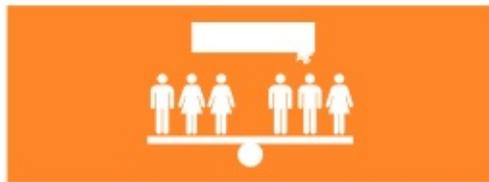


European  
Commission



# EUROPEAN PILLAR OF SOCIAL RIGHTS

#SocialRights



**Equal opportunities and  
access to the labour  
market**

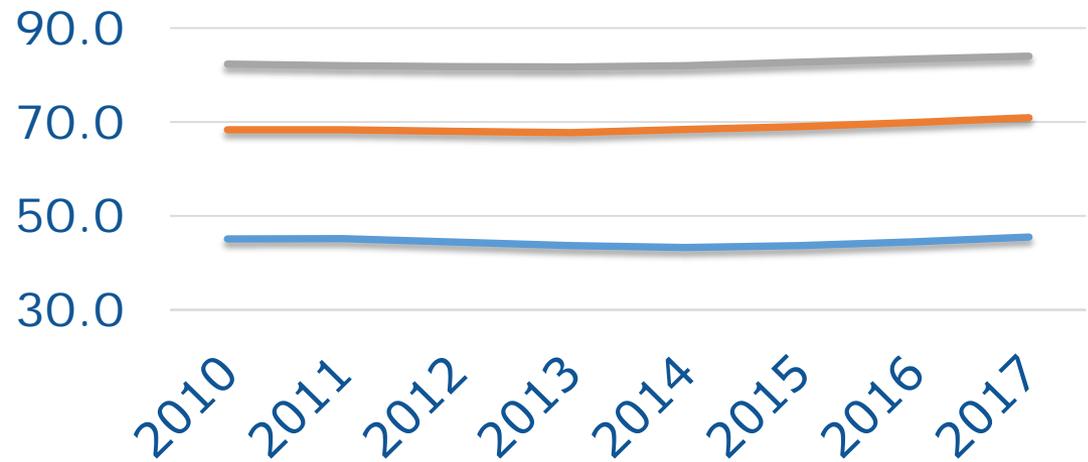
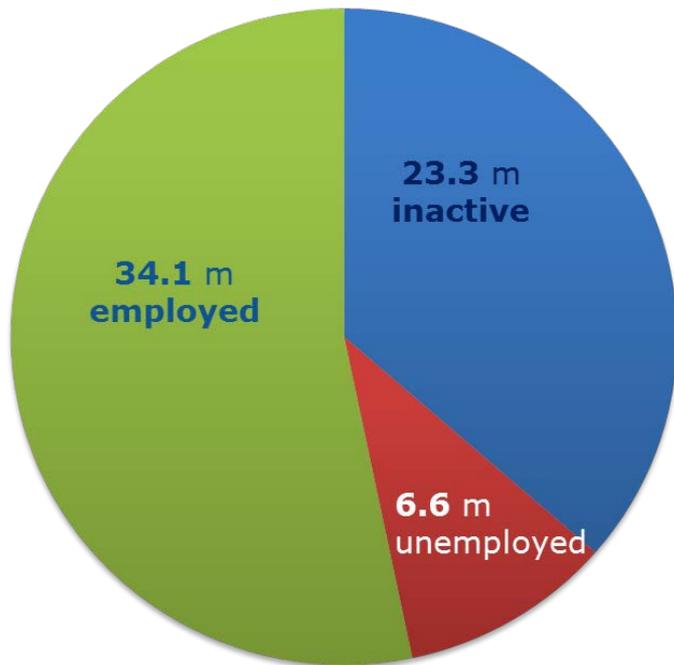


**Fair working conditions**

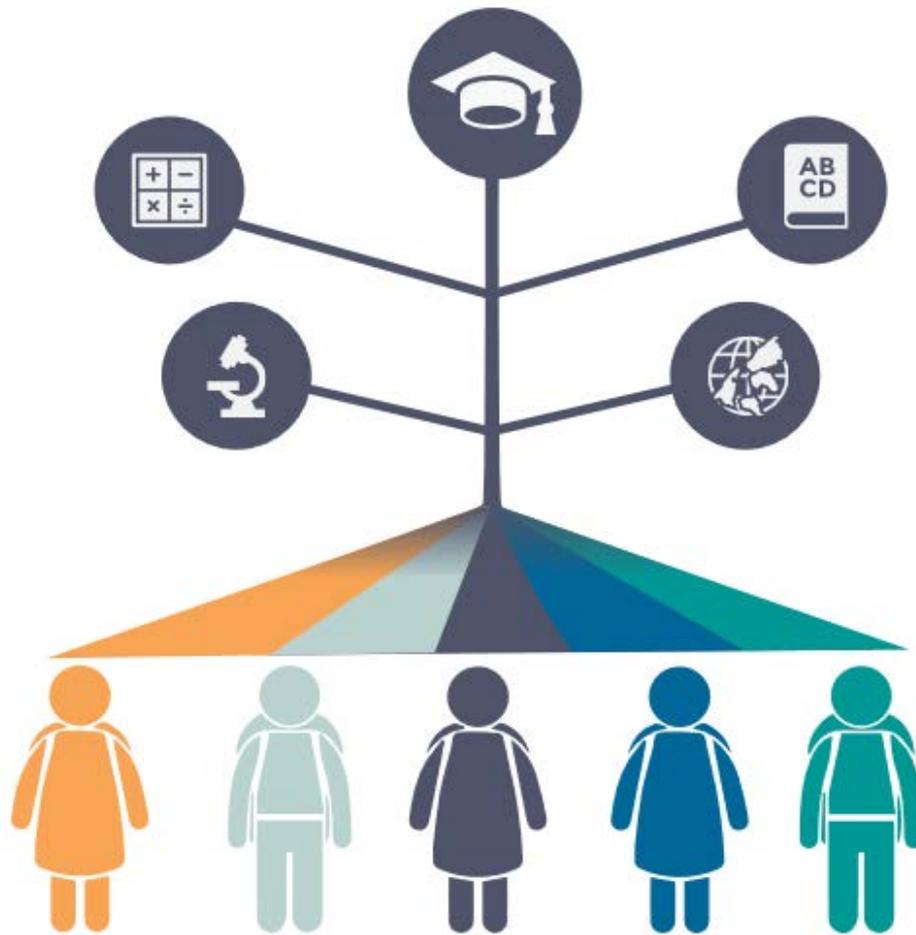


**Social protection and  
inclusion**

## Employment rate in EU-28 by educational attainment



— Less than primary, primary and lower secondary education (levels 0-2)



# Access for all!



# Training employees





## 1<sup>st</sup> Principle: Education, training and life-long learning

Everyone has the right to **quality** and **inclusive** education, training and life-long learning in order to maintain and acquire skills that enable them to **participate** fully in **society** and successfully manage transitions in the labour market.

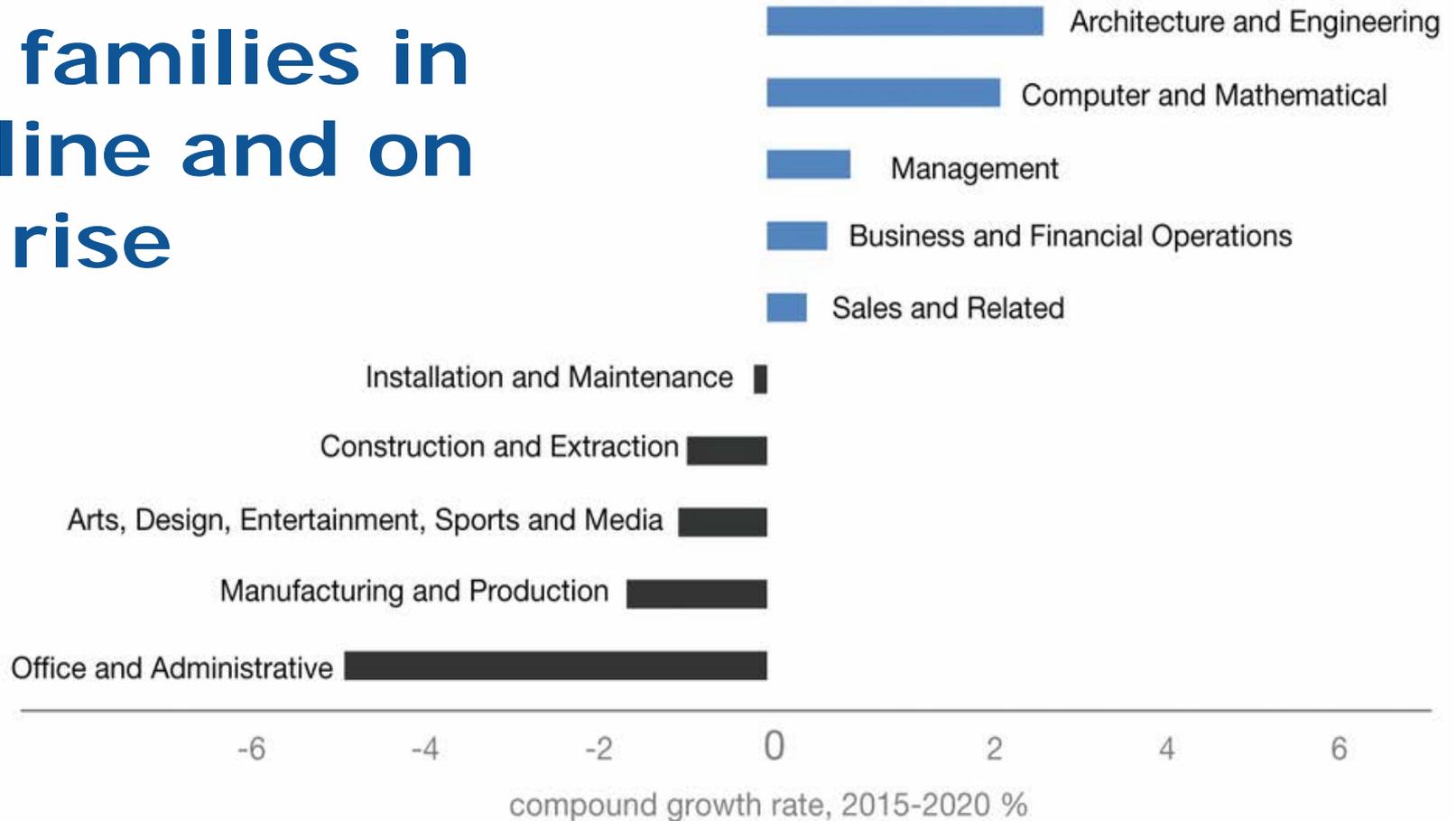
## 4<sup>th</sup> Principle: Employability and transitions

... everyone has the right to timely and **tailor-made assistance to improve employment or self-employment prospects**. This includes the right to receive support for job search, **training and requalification**. **Everyone has the right to transfer social protection and training entitlements during professional transitions.**

# Future of work



# Job families in decline and on the rise



Source: Future of Jobs Report, World Economic Forum

## Top 5 most common jobs in U.S. today



Retail salesperson



Cashier



Food and serving worker



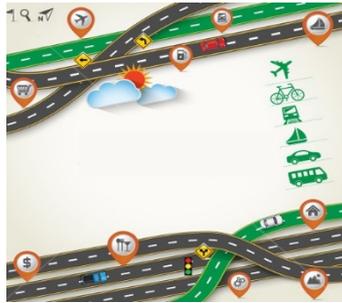
Office clerk



Registered nurse

## 5 common jobs of 2040

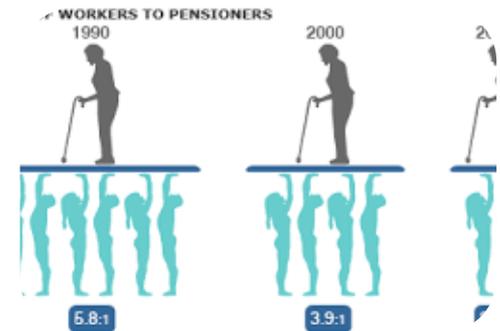
- ✓ **Robot Sherpas**  
maintenance, monitoring, operation techs, suppliers, programmers
- ✓ **Data Junkies**  
detective, frackers, analytics, monitors, ethicists, trust officers
- ✓ **Drone command crews**  
command center operators, traffic flow optimizers, maintenance and repair, aerial security teams
- ✓ **Personal health maestros**  
anti-aging practitioners, brain augmentationists, Nurses, aging assistants, Gene sequencers
- ✓ **AI-Enhanced Freelancers**  
AI freelance coaches and trainers, AI-enhanced artists, AI-enhanced cyber security experts



## Labour mobility and transitions



## Globalisation



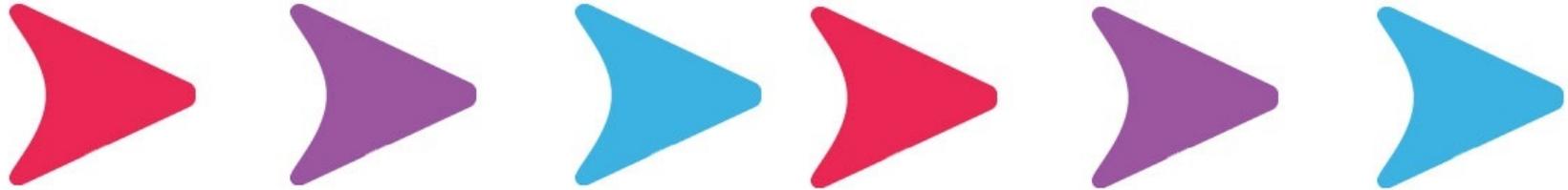
## Demographic ageing



## Outreach and guidance







**Priority 1:** Identify and anticipate the competences and qualifications needed

**Priority 2:** Recognise and validate competences and qualifications

**Priority 3:** Inform, support and provide guidance

**Priority 4:** Mobilise resources

**Anticipation** and identification of skills needs

Mobilising **resources**

Information, support and **guidance**

**Validation** of skills, competences and qualifications and recognition



# FAIR & BALANCED

## A new architecture for the future

In billion euro, current prices



### I. SINGLE MARKET, INNOVATION AND DIGITAL

- 1 Research and Innovation
- 2 European Strategic Investments
- 3 Single Market
- 4 Space



### II. COHESION AND VALUES

- 5 Regional Development and Cohesion
- 6 Economic and Monetary Union
- 7 Investing in People, Social Cohesion and Values



### III. NATURAL RESOURCES AND ENVIRONMENT

- 8 Agriculture and Maritime Policy
- 9 Environment and Climate Action



### IV. MIGRATION AND BORDER MANAGEMENT

- 10 Migration
- 11 Border Management



### V. SECURITY AND DEFENCE

- 12 Security
- 13 Defence
- 14 Crisis Response



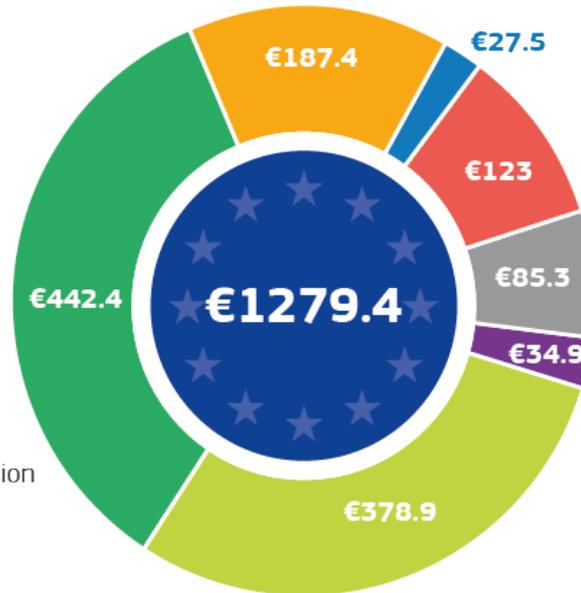
### VI. NEIGHBOURHOOD AND THE WORLD

- 15 External Action
- 16 Pre-Accession Assistance



### VII. EUROPEAN PUBLIC ADMINISTRATION

- 17 European Public Administration





# The ESF+ in the MFF 2021-2027



## II COHESION & VALUES

### 5 Regional Development & Cohesion

- European Regional Development Fund
- Cohesion Fund
- Support to the Turkish-Cypriot Community

### 6 Economic & Monetary Union

- Reform Support Programme including the Reform Delivery Tool and Convergence Facility
- Protection of the Euro Against Counterfeiting

### 7 Investing in People, Social Cohesion & Values

- European Social Fund + (incl. Integration of Migrants & Health)
- ERASMUS+
- European Solidarity Corps
- Justice, Rights & Values
- Creative Europe (incl. MEDIA)

European  
Solidarity  
Fund

European  
Investment  
Stabilization  
Function

Globalization  
Adjustment  
Fund



European  
Commission

**What's NEW?**



## ESF +

- ✓ Five funds together; EUR 101.2 bn
- ✓ Commitment to investing in people & implementing the European Pillar of Social Rights
- ✓ **Relevant Objectives:**
  - ✓ Quality, effectiveness and labour market relevance of education and training
  - ✓ Access to inclusive education and training
  - ✓ Lifelong learning
  - ✓ But also: improving access to employment, modernising labour market, active inclusion

What's NEW?



- Opening the international dimension to VET mobility
- Introducing mobility for people on the labour market (*continuing VET*), to support their upskilling and reskilling
- Rebalancing of the mix between long duration VET mobility (ErasmusPRO) and short duration mobility
- Support for the set-up of "Centres of vocational excellence"
- Introducing small-scale partnerships for small organisations by simplified access procedures (for both VET and AE)
- Broadening access to "Jean Monnet" actions
- Double budget: 30 billion



**Thank you!**

