



GOOD PRACTICES: FOSTERING ADULT LEARNING

Samuel Kim, Project Leader/Analyst
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Opportunities

- **Opportunity 1:** Raising awareness about adult learning
- **Opportunity 2:** Reducing barriers to participate in adult learning
- **Opportunity 3:** Expanding provision of adult learning opportunities
- **Opportunity 4:** Raising the quality of adult learning opportunities



Opportunity 1

Raising awareness about adult learning



Recommendations for Opportunity 1

- Raise awareness about adult learning value among adults, employers and general public through communication strategies
- Provide guidance and counselling about adult learning opportunities, the associated benefits and how to participate



Raising awareness about adult learning in Portugal



Context:

- The introduction of the Qualifica Programme in Portugal which aims to reboot Portugal's strategy to upgrade the education and skills of adults

Aspect of interest:

- Real life stories about adult education
- Good way to popularize lifelong learning

Who is responsible:

- Government of Portugal



Provide guidance and counselling in Finland



Context:

- Everybody in Finland is entitled to guidance and counselling services

Aspect of interest:

- From well guided students to well guided adults
- School participation in counselling and guidance
- External development office participation in counselling and guidance

Who is responsible:

- Municipalities, Ministry of Education and Culture, Ministry of Economic Affairs and Employment, Education and training institutions, Employment and Economic Development Offices

Guidance and counselling services in Employment and Economic Development Offices

■ Educational and vocational information services

In charge of guidance and counselling:

- education advisers

Methods:

- individual guidance
- information and guidance in groups
- self-study facilities

■ Vocational guidance and career planning

In charge of guidance and counselling:

- vocational guidance psychologists

Methods:

- individual guidance
- in groups
- psychological assessments
- work and education try-outs

■ Employment service

In charge of guidance and counselling:

- employment advisers and counsellors

Methods:

- individual employment service
- jobseeking information
- self-study facilities
- in groups

■ Vocational rehabilitation

In charge of guidance and counselling:

- special employment advisers
- rehabilitation advisers (for disabled jobseekers)
- vocational guidance psychologists (for all individual clients)

Methods:

- individual guidance on employment and rehabilitation
- individual vocational guidance and career planning
- health checks and aptitude tests
- specialist consultations
- work and education try-outs

Guidance and counselling services in educational institutions

■ Comprehensive school (9 years)

In charge of guidance and counselling:

- class teachers
- subject teachers
- guidance counsellors

Methods:

- in classes
- study excursions
- workplace visits
- individual guidance
- web-based and distance guidance

■ (Upper) Secondary education (3 years)

General upper secondary school

In charge of guidance and counselling:

- teachers
- group advisers
- guidance counsellors

Vocational college

In charge of guidance and counselling:

- teachers
- group advisers
- guidance counsellors
- workplace instructors

Methods:

- workplace visits and study excursions (general upper secondary school)
- in groups
- integrated into teaching
- individual guidance
- web-based and distance guidance
- on-the-job learning (vocational institution)

■ Higher education (polytechnics and universities) (3–5 years)

In charge of guidance and counselling:

- specialist counsellors
- teachers

Methods:

- individual guidance
- integrated into teaching
- careers and recruitment services
- study affairs guidance
- web-based and distance guidance

■ Adult education institutions

In charge of guidance and counselling:

- teachers
- guidance counsellors

Methods:

- individual guidance
- integrated into teaching
- web-based and distance guidance



Portugal:

- <https://www.oecd-ilibrary.org/docserver/9789264298705-en.pdf?expires=1558352723&id=id&accname=ocid84004878&checksum=427806EB88F4E34BB06F0119ED238E4D>
- <https://www.qualifica.gov.pt/#/>

Finland:

- <https://www.euroguidance.eu/guidance-system-in-finland>
- http://www.cimo.fi/instancedata/prime_product_julkaisu/cimo/embeds/cimowwwstructure/25493_Lifelong_guidance_in_Finland.pdf



Opportunity 2

Reducing barriers to participate in adult learning



Recommendations for Opportunity 2

- Support adult learning participation through reducing participation cost.
- Engage employers to enable adult learning participation for employees
- Provide complementary social policies to make adult learning feasible for those with family responsibilities
- Ensure access to suitable adult learning programmes



Reducing barriers to participate in lifelong learning in Scotland



Context:

- Individual Training Accounts were launched in Scotland in 2017. This targeted funding aims to support employability by focusing funds on those actively seeking employment and those who are currently in low paid work and want to progress professionally. Up to 200€ for a course.

Aspects of interest:

- Establishment of national skills body
- Working with external partners to recognize future skill needs
- Clearly defined curriculum areas

Who is responsible:

- Skills Development Scotland, Employers, Scottish Ministers
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Reducing barriers to participate in lifelong learning in Flanders



Context:

- To improve the accessibility of adult education and training, a national law on “Workable work” (2017) (Werkbaar werk) introduced the obligation for employers to provide an average of five days of training per year
- Previously, private employers were legally obliged to spend at least 1.9% of their wage cost on training for employees

Aspect of interest:

- Yearly trainings for employees
- Better qualified work force

Who is responsible:

- Employers, Federal Government



Links

Scotland:

- <https://www.skillsdevelopmentscotland.co.uk>

Flanders:

- <http://www.werkbaarwerk.be/>
- <https://www.oecd.org/skills/nationalskillsstrategies/OECD-Skills-Strategy-Flanders-Executive-Summary-English.pdf>



Opportunity 3:

Expanding provision of adult learning opportunities



Recommendations for Opportunity 3

- Expand access for adult learners in vocational schools
- Expand access for adult learners in higher education



Parallel Competence System in Denmark



Context:

- The Adult and Continuing Education (ACE) system was introduced in 1996 as parallel system to the regular education system

Aspects of interest:

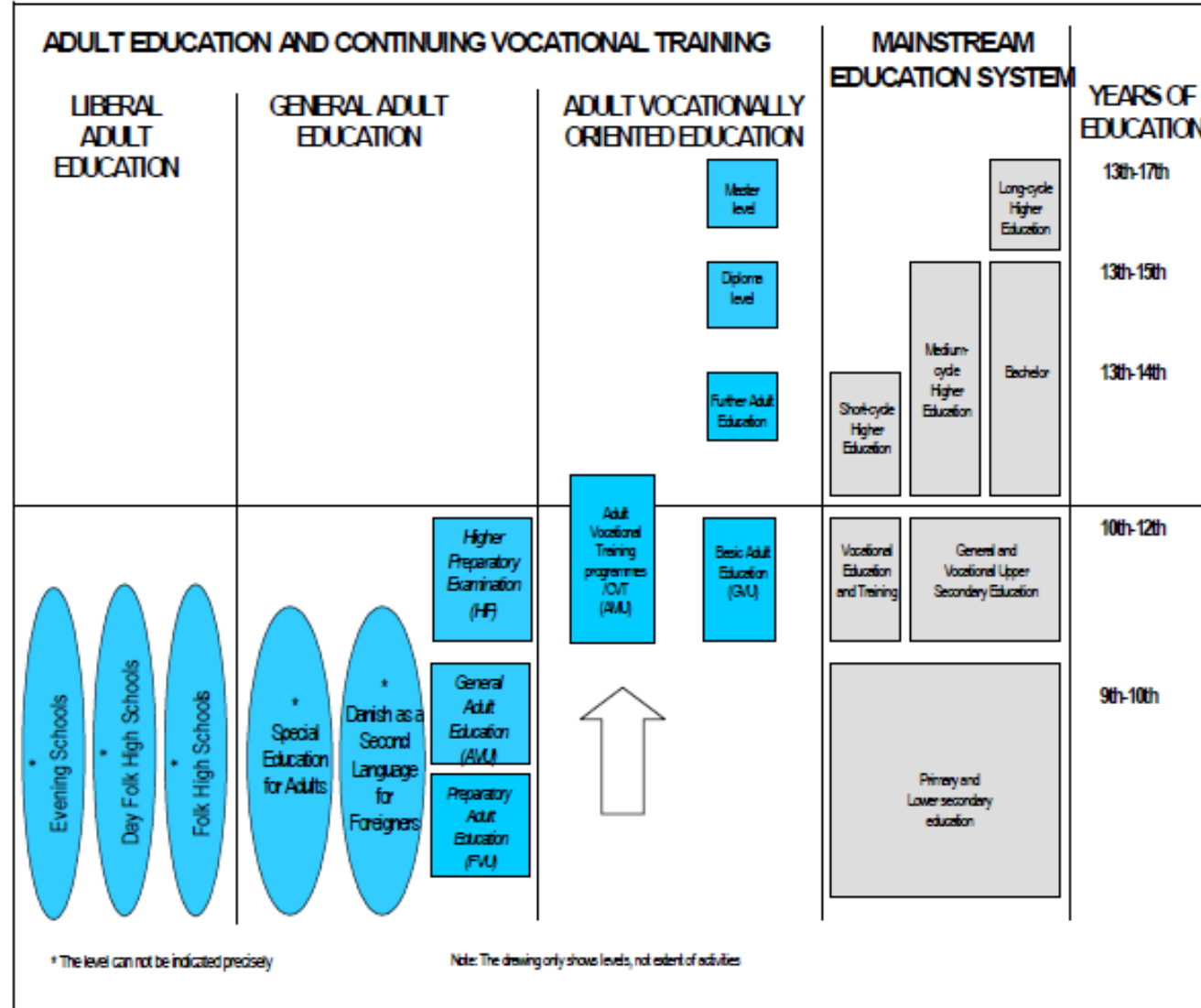
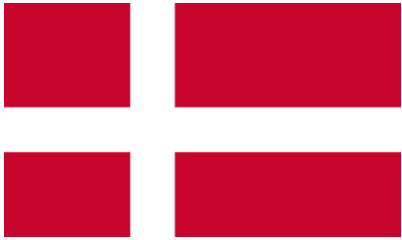
- A parallel system where education program levels correspond with levels in ordinary education system
- Single, coherent, transparent adult learning system

Who is responsible:

- Government, Council for Adult and Continuing Education (ACE)
- 



Parallel Competence System in Denmark





Links

Denmark:

- <https://www.daea.dk/>
- https://www.daea.dk/media/335952/vux_utb_dk_eng_2011.pdf



Opportunity 4

Raising the quality of adult learning opportunities



Recommendations for Opportunity 4

- Involve employers in adult learning provision
- Introduce quality standards and monitoring of adult learning
- Ensure a sustainable funding model for adult learning



Quality Assurance in Adult Education and Training in Ireland



Context:

- Skillnet is Ireland's national publicly funded agency dedicated to workforce learning and Skillnet programmes are subject to an annual evaluation conducted by an independent agency

Aspect of interest:

- assess the alignment of activities and outcomes of the Skillnet programmes with the requirements of the National Training Fund, ensuring the best use of public funds
- Qualitative (consultations, surveys), quantitative (data from statistical office)
- Examine inputs, activities, outcomes and impacts

Who is responsible:

- Ministry of Education, Slovenian Institute for Adult Education (ACS), The National Examinations Centre (RIC)



Involving employers in the provision of adult learning opportunities in Denmark



Context:

- Danish VET funding system is shared between the state and employers
- The Employers' Reimbursement Fund reimburses the company for the apprentice's wages

Aspect of interest:

- Companies take part in funding education
- Companies provide trainees with hands on experience

Who is responsible:

- Ministry of Employment, Companies
- 




Involving employers in the provision of adult learning opportunities in Denmark



- **Results:**

In 2010, a total of DKK 4 160 million (EUR 560 million) was paid to AER by employers. These funds were distributed as follows:

- DKK 2 671 million (EUR 360 million) were spent in wage reimbursement. This amount was distributed between 24 115 employers offering training placements to a total of 89 713 students
 - DKK 2 241 million (EUR 300 million) was paid out in the form of employer award schemes, for example for establishment of new training placements
 - DKK 1 039 million (EUR 140 million) formed a contribution to the government's wage reimbursement to employers for employee participation in AMU
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Links

Ireland:

- <https://www.skillnetireland.ie/foi/information-about-skillnet-ireland/>

Denmark:

- <https://www.apprenticeship-toolbox.eu/financing/funding-arrangements/45-funding-arrangements-in-denmark>