EPALE Resource Kit

Reskilling and Upskilling are crucial to unlocking the potential of the European workforce and translating opportunities into action. New skills bring fresh opportunities for individuals and can ease their participation in both the labour market and society.

In 2023, in line with the European Year of Skills, EPALE decided to dedicate a full focus to these key topics.

How can we increase the ability to acquire skills that are essential for tackling labour shortages and mastering the green and digital transitions? What skills are most relevant to match people’s aspirations with real opportunities in the job market?

Follow the path that we have traced in this Resource Kit, to see how the EPALE community has interpreted and discussed these crucial questions.
1. A changing labour market

The twin green and digital transitions have big implications for the workforce. While experiencing significant labour market transformations, many new jobs will require fresh skills and education enhancement.

To set the scene, let’s start with some data: a recent Flash Eurobarometer on Skills shortages and recruitment in SMEs, and the report European Skills Panorama look, from different perspectives, at the most relevant skills for the present and future labour market.

Now, if you want to get some insights on how policymakers can address the problems of skills mismatch and the changing skills needs, read the blog post Changing skills needs: how people can become employable? You’ll find out, not surprisingly, that lifelong learning can have a decisive role here.

Finally, the huge economic changes we are currently experiencing also require us to reflect thoroughly on professional transitions, and how to accompany them through upskilling and reskilling. A good way to do so is by reading this interview with Vincent Donne, head of the professional training and skills project at France Stratégie.
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The workplace should become, more and more, a learning place, to strengthen skills and acquire new ones. Only in this way, can workers unleash their full potential.

New technologies can also come at hand, to make learning experiences more engaging:

- The project Time4IT developed an immersive platform with training program modules allowing learners to train in an authentic environment.
- LifeX uses virtual reality to support the development of life skills in the workplace.

2. Workplace learning

First of all, how can and should learning be promoted in the workplace? This blog post provides some ideas to foster a workplace learning culture.

Putting in place collaborative methods is key, if we want learning processes to succeed.

- Read the blog post Learning communities at the workplace: a community of practice, to see learning as a constructive process.
- Then have a look at this one, which highlights how group mentoring offers a holistic learning experience.

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Micro-credentials are increasingly prominent in discussions around education, training and labour market policy.

The OECD’s publication Micro-credentials for lifelong learning and employability sheds light on their potentials, as well as on their limitations.

The policy paper Short courses, micro-credentials, and flexible learning pathways, from the International Institute for Educational Planning – UNESCO, offers a blueprint for micro-credentials policy development and explores the topic in detail.

Key policies on micro-credentials and individual learning accounts can also help adults with basic skills challenges find their way back to learning and their place in the labour market. Listen to this podcast to have a closer look at relevant initiatives addressing social inclusion, employment, and skills to see how they can empower adults with low-, (or no) qualifications.

Finally, to get to know some of the many practical applications of these concepts, check out these reflections stemming from the MIC4VET project, an initiative aiming to develop a system for validating micro-credentials across EU countries, focusing on life-skills.

3. Empowering individuals

If we want to enhance learners’ labour market participation and outcomes, we need to empower them, and facilitate their upskilling and reskilling possibilities. Flexible and learner-centred forms of education can have a strategic value.