

FUTURE-READY ADULT LEARNING SYSTEMS

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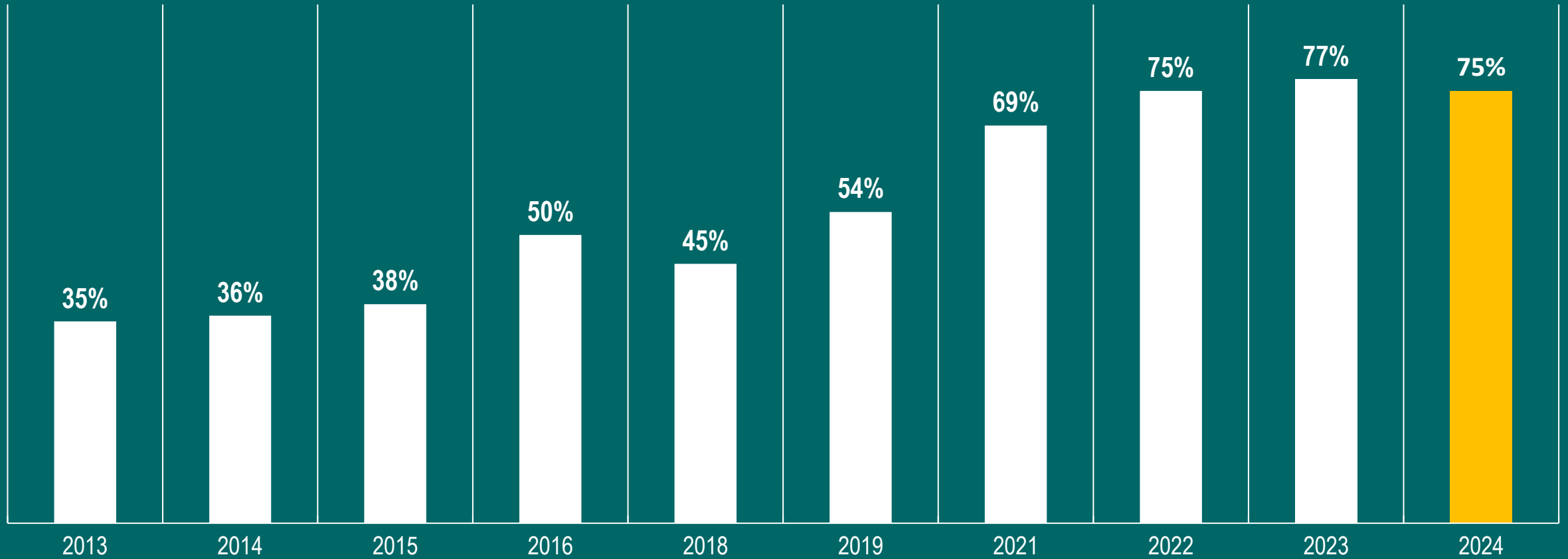
AI-generated image with prompt:
“Donald Trump and Barack Obama playing basketball”



Required skill level for neutral and new green-driven low-skill occupations



Employers reporting **difficulty** filling open roles



**So, what can we do to
make sure that our
adult learning systems
are **FUTURE-READY?****

**ANTICIPATE,
ANTICIPATE,
ANTICIPATE!**



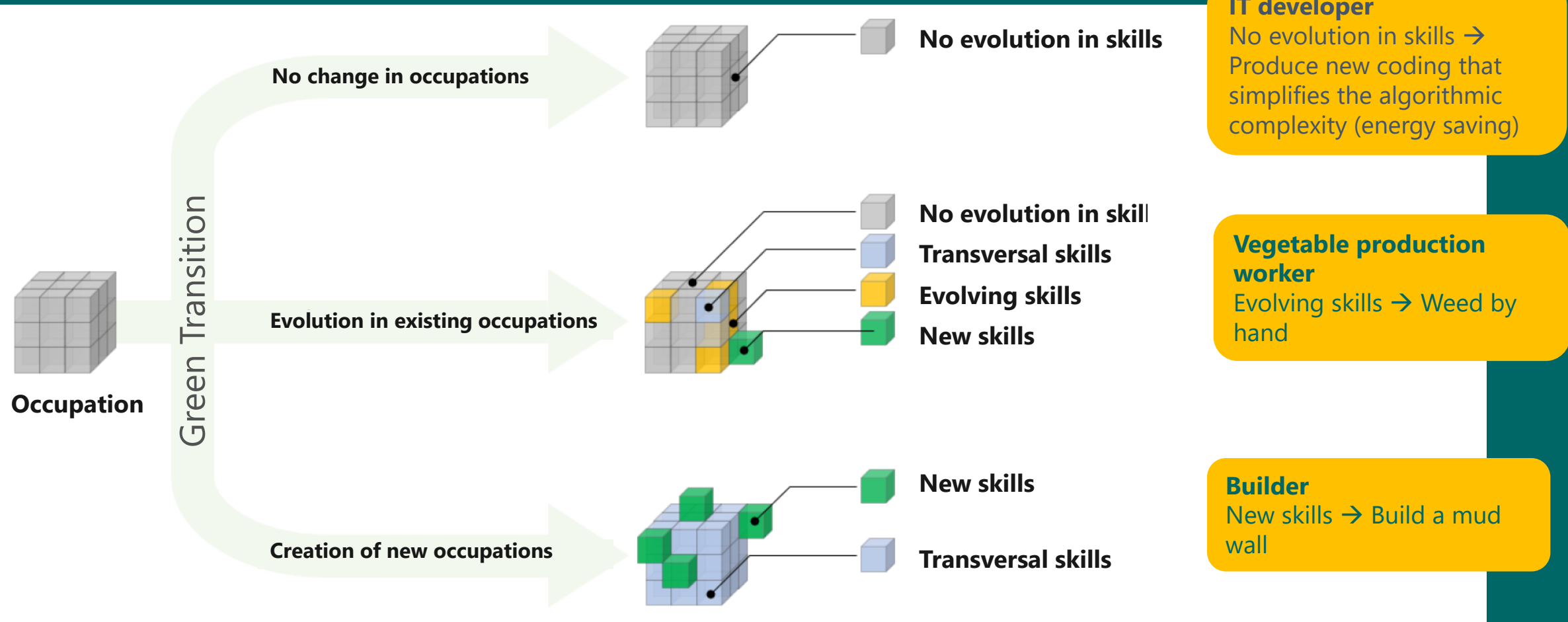
#skills analysis
#skills intelligence
#skills forecasting

Skills assessment and anticipation exercises (SAAs) are studies that generate information about the current and future skill needs of the labour market (skill demand) and the available skill supply



CASE STUDY

SAA to estimate the skill needs emerging from the green transition, commissioned by **France's** Ministry of Labour





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Jobs	Region	Evolving skills	New skills	Skills needs	Training availability
Building designer	Pays de la Loire	n/a	n/a	n/a	n/a
Energy engineer	Normandie	n/a	Carry out an energy audit	Knowledge of processes, materials, renewable energies	Engineering degree from the National Institute of Applied Sciences of Rouen,
Electrician	Normandie	Control airtightness	Master the specificities of photovoltaic connection	Knowledge of photovoltaics, notions of airtightness and regulatory standards	The study did not observe any training available in the region
	Pays de la Loire	Install double-flow controlled mechanical ventilation	Install photovoltaic panels on the roof		MC "renewable energy technician option A: electrical energy"

BE FLEXIBLE!



Barriers to participating in adult learning



Source: Survey of Adult Skills (PIAAC), 2012-15 | Note: % in parentheses represents the share of 25–64-year-olds who wanted to take part in (more) learning activities but did not start.

BE FLEXIBLE!

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Online learning
Micro-credentials
Part-time **Place-based learning**
Apprenticeships
RPL/VNIFL

CASE STUDY

Telecommunications company **Orange** created an e-learning platform offering employees flexible learning opportunities

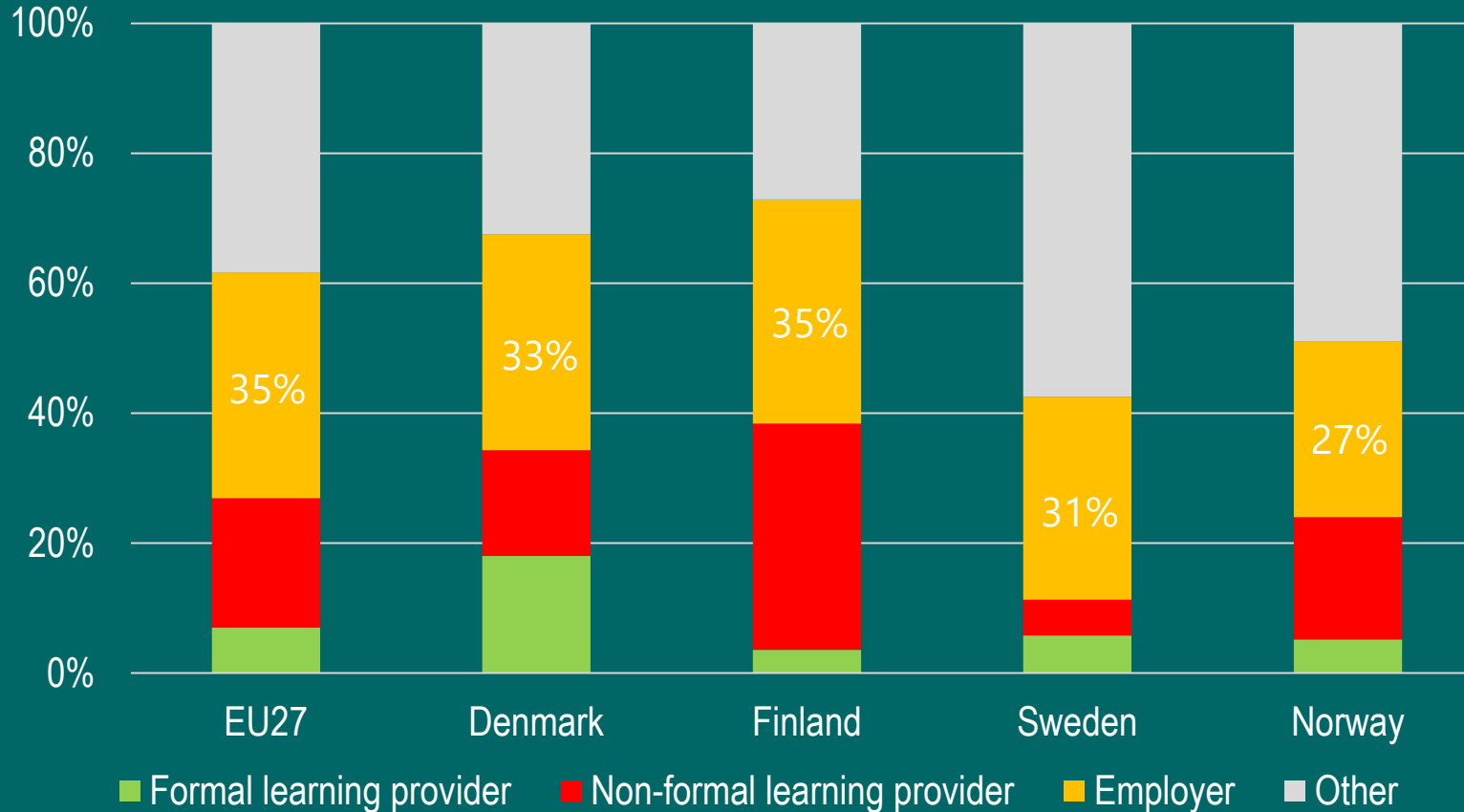
- Orange Campus offers employees courses on **data/AI, cybersecurity, management, and soft skills**.
- Participants can take basic or advanced modules that are **short** and can be attended **remotely** and **asynchronously**, but that can be **stacked up** leading to a certification or diploma.
- To help build a technology talent pipeline, Orange Campus is also available to **external users**.



EMPOWER EMPLOYERS!

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Distribution of non-formal learning by provider

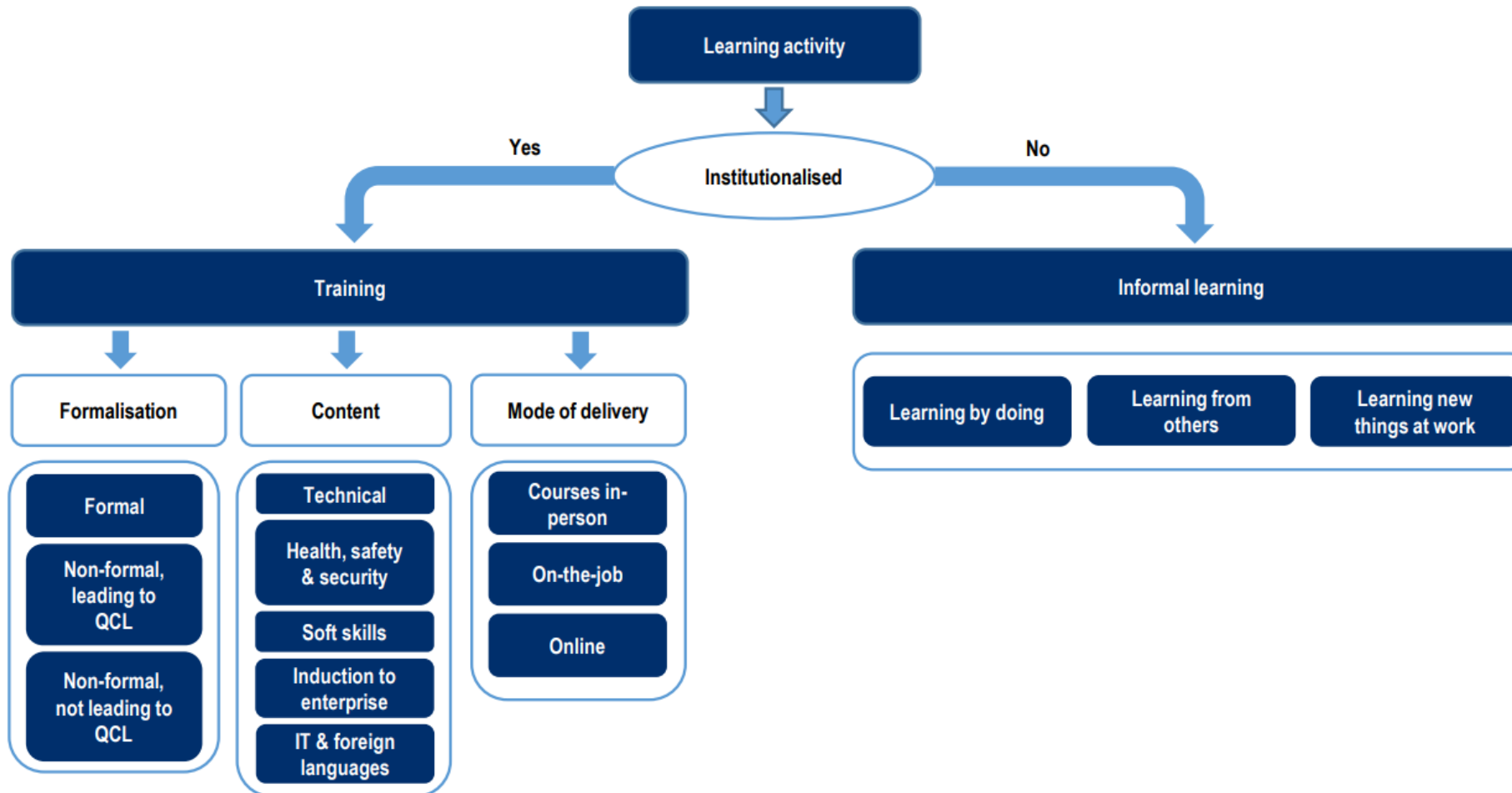


EMPLOYERS:
+11%
IN EU27
SINCE 2011

EMPOWER EMPLOYERS!

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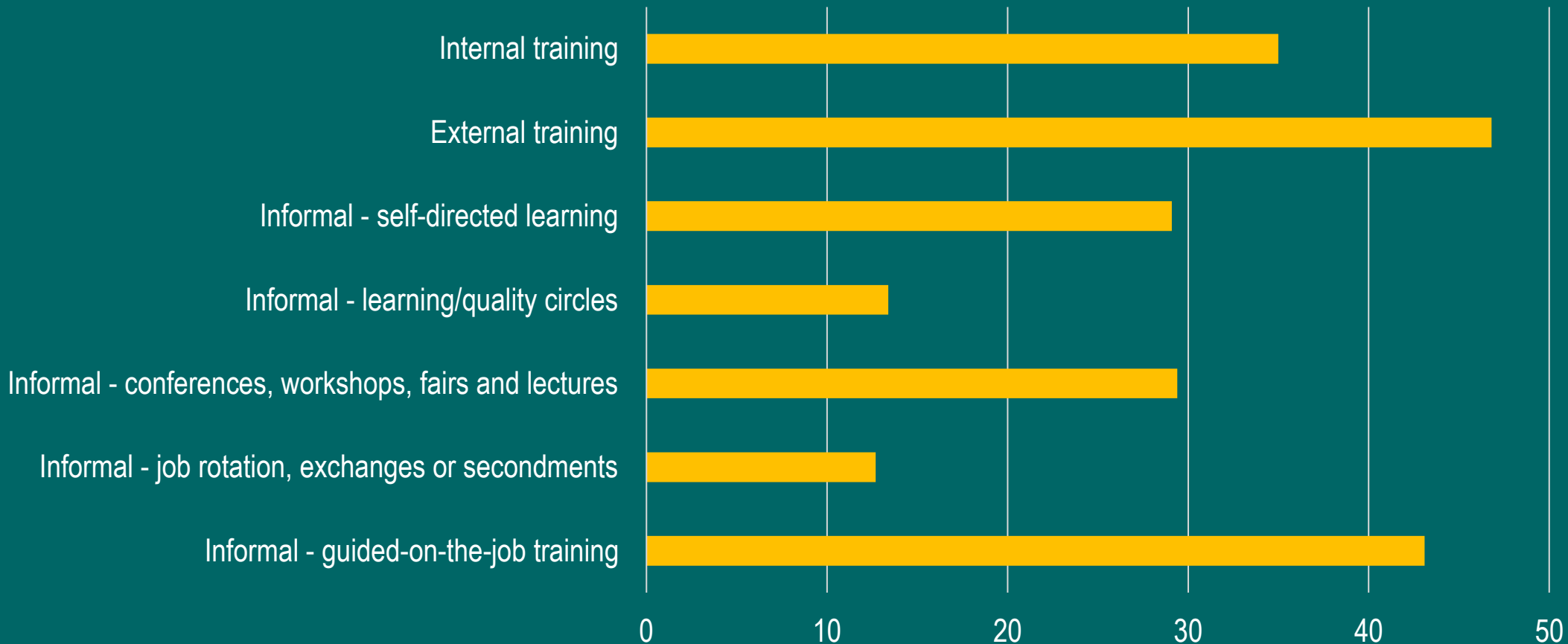
Overview of **learning opportunities** in firms



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% of firms offering **different types** of learning, EU27



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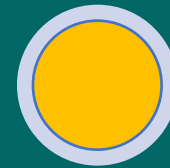
Targeting the right skills

- Diagnostic tools
- Information sharing



Building a learning culture

- Fostering management practices and skills
- Awareness raising
- Acquiring external expertise



Leveraging the ecosystem

- Learning networks
- Peer learning
- Industry-science cooperation

CASE STUDY

The Workplace Innovation Toolkit (**WIToolkit**) in Ireland

- Sponsored by the government, WIToolkit is an **online survey** of 25 questions enabling firms to examine performance in 4 areas:
 - ✓ Training + Employee engagement + Innovation + Productivity
- An **unlimited number** of employees can participate, and the process takes only a **few minutes**.
- The toolkit produces 2 reports:
 - ✓ A **personalised report** for each respondent suggests opportunities for training, job rotation, or mentorship based on the inputted skills, interests and experience.
 - ✓ A **company report** shows the average result for the firms, and it provides the basis to assess its strengths and weaknesses.

Thank you!

Find out more about our work at:

 <https://www.oecd.org/en/topics/adult-skills-and-work.html>

 https://twitter.com/OECD_Social

