

EMSAAL – Initiative

European High-level meeting on skills anticipation in adult learning

<http://emsaal.itcilo.org/>

September 12–14 2012,

International Training Centre of the ILO (ITC-ILO), Turin, Italy

DRAFT AGENDA

Wednesday, 12.09.2012

Morning session: 09:30 – 12:30

09:30 Participants' registration, informal welcome & participants' presentations

10:00 Official Opening:

- Antonio Graziosi, Director of the Training Programmes, ITC-ILO
- Jeanette Shalabi, EMSAAL Project Director – Chief, Programme Development and Regional Cooperation, ITC-ILO
- Ramunas Kuncaitis, EACEA Executive Agency

10:45 INTRODUCTION TO THE EVENT: Alessandra Molz

SESSION 1: Exploring the challenge

11:00 KEYNOTE PRESENTATIONS: Exploring the challenge

Leading questions: What is at stake? What are the developments that could lead to skills obsolescence and mismatch? What are the changes that might occur and what are the driving forces behind those changes?

- Topics: During this session, some of the general labour market challenges for the adult workforce will be explored, such as: demographic developments, ageing workforce, technological, economic and social changes, drivers of change and the resulting risk of skills obsolescence and skills mismatch among the adult workforce.
- Speakers:
 - **Christian Friedrich Lettmayr, Cedefop (tbc):** Ageing workforce and Adult Learners: new challenges for the European Agenda, lifelong learning and Adult Learning
 - **Olga Strietska-Ilina, ILO:** The challenge of establishing meaningful skills anticipation processes and systems: a global view and messages emerging from the G20 Training Strategy

- Exercise: Participants formulate challenges and questions they would like to discuss during this event
- Clustering of these challenges (during lunch break)

12:30 – 13:30 Lunch break

Afternoon session 13:30 – 17:00

SESSION 2: Defining the objectives

Review of the questions presented before lunch break

Leading questions: Where are the problems, challenges, gaps in keeping adult learning up to date? What does the overall picture look like? How does the situation present itself in the case of single countries?

KEYNOTE PRESENTATION: Defining the Objectives

- Topics: During this session, some of the aforementioned topics will be refined and criteria for the analysis during the event will be developed. Findings of an “analytical mapping” will be presented.
- Speakers:
 - **Consultant ITC-ILO:** outcomes of the “analytical mapping”. Practices in linking adult learning to skills anticipation: Characteristics, tendencies, gaps, recent developments.
 - **Aviana Bulgarelli, ISFOL:** Case of Italy: Areas of interventions to prepare our adult workforce for current and future labour market challenges: Role and contribution of ISFOL and present and future challenges to make adult learning more responsive to labour market needs and linking it with skills anticipation mechanisms.

Short Quiz on “Employability

EXCHANGE SESSION: Exploring the challenge (World Café)

- Q 1: Defining the drivers of change: what is changing on the labour market? What are the main drivers of change in our countries?
- Q 2: In how far will these changes influence on the employability of the adult workforce? What skills are likely to become obsolete?
- Q 3: What is the capacity of our adult learning systems to adapt to these changes? How can we deliver adult learning that helps people to maintain their employability?
- Discussions in small groups

FEED-BACK SESSION

- Presentation & discussion of results in plenary
- Feed-back by a subject matter specialist

Informal cocktail

Thursday, 13.09.2012

Morning session: 9:00 – 12:30

SESSION 3: Anticipation: how and what?

Leading questions: What do we know and what we need to know from the “demand” side? What are the current practices in identifying employers’ skills needs so far? Are there specific systems for addressing the area of adult learning? What kind of information do we need to know in order to make the provision of adult learning (in terms of quantity, quality and coverage) more responsive to labour market needs?

KEYNOTE PRESENTATIONS:

- Topics: The keynote speakers will open the morning discussions by looking at ways to assess labour market, employers’ and enterprise’s skills needs: In a context of an ever changing environment, what kind of anticipation approaches and methodologies can be applied? In how far can we make use of them to feed them back into adult learning?
- Speakers:
 - **Konstantinos Pouliakas, Cedefop:** Skills anticipation mechanisms, the challenge of skills obsolescence and forecasting in the context of adult learning in EU Member States
 - **N.N.:** Skills Anticipation in the European Union and its relevance for contributing to the Development of CVET and Adult Learning.

EXCHANGE SESSION:

Anticipation skills needs and up-dating adult learning

- Systems, methodologies, institutional set-ups for anticipation:
- What information is already available?
- What kind of information is needed to make adult learning programmes more responsive to skills needs and keep an ageing labour force longer and actively in the labour market?
- Is information being collected in sufficient quantity, quality and detail to be useful for updating adult learning programmes?
- Are there gaps - and where are those gaps?
- Identification of good practices: Anticipation for adult learning (possibly representing 2-3 different national ‘models’)

FEED-BACK SESSION

- Presentation & discussion of results in plenary
- Feed-back by a subject matter specialist

12:30 – 13:30 Lunch break

Thursday, 13.09.2012

Afternoon session 13:30 – 17:00

SESSION 4: Ageing labour force: who do we need to cater for?

Leading questions: What are the learning needs of the adult workforce (supply side)? What are the characteristics of the groups we would like to attend? In how far are adult learners, in all their diversity and with their different learning needs, being effectively addressed by adult learning systems and programmes? What are the links to skills anticipation in order to ensure pertinence of adult learning? What needs to be improved in terms of anticipation order to attend adult learners' needs more effectively?

KEYNOTE PRESENTATIONS:

- Topics: This session will look more specifically at the different challenges adult learners face in order to maintain their employability and the way adult learning systems are responding – or should respond to help a diverse adult workforce to adapt for current and existing labour market challenges? Speakers:
 - **Michele Pellizzari, OECD:** PIAAC survey: Adult learning levels in the European Union and in the global context
 - **Maria Todorova, Sofia University, Bulgaria:** Gender perspective on Adult Learning: are gender concerns and the disadvantages arising from gender inequalities being taken into account in adult learning programmes? What needs to be improved in order to increase gender equality and equality of opportunities within an actively aging workforce?

EXCHANGE SESSION:

- Skills demands and skills gaps of adult learners in EU countries: responding to learner needs?
- Institutional linkages between anticipation mechanisms and adult learning skills
- Is information being effectively being translated into adult learning programmes and curricula? Are there gaps - and where are they?
- Identification of good practices (possibly representing 2-3 different national 'models')

FEED-BACK SESSION

- Presentations & discussion of results in plenary
- Feed-back by a subject matter specialist

Official Dinner

Friday, 14.09.2012

Morning session: 9:00 – 12:30

SESSION 5: The way ahead

Leading questions: What way forward? How can anticipation become more pertinent for adult learning? How can gaps be filled? What kind of action is needed at national and European level? What kind of collaboration between countries could help to increase effectiveness and filling the gaps? What experiences do exist so far? Can they be capitalised on?

KEYNOTE PRESENTATION

- Topic: This session looks at exploring the future: how to make adult learning more responsive to labour market changes and to cater effectively for the present and future adult workforce in the context of increased cooperation in the EU
- Speakers:
 - **Ramunas Kuncaitis, EACEA:** Capitalizing on European Projects: Examples from past experiences
 - **David Lopez, EAEA: Capitalising on existing networks in EU Member States**
 - **Alessandra Molz, Robin Poppe/Tom Wambeke, ITC-ILO:** Capitalizing on the experience: networking, knowledge management & sharing and transfers, (virtual) communities of practice, formal & informal collaboration mechanisms, social & alumni networks, social network analysis, lifelong e-learning, learning link, etc.

EXCHANGE SESSION:

Using the "Open Space Methodology", participants will determine themselves the topics they want to discuss within the scope of the "Leading Questions" and they will develop ideas for making adult learning more responsive to labour market needs and for further European Cooperation: Challenges, possibilities, opportunities for knowledge transfers and institutions links on national and international level, the potential role and increased use of existing structures and networks between EU Member States.

FEED-BACK SESSION

- Presentation & discussion of results in plenary
- Debriefing by a subject matter specialist

CLOSING REMARKS

- **Ramunas Kuncaitis, EACEA**
- **Alessandra Molz, ITC-ILO**

12:30 – 13:00 Evaluation and closure

13:00: Lunch

Participants' return travel

NOTE ON METHODOLOGY:

Throughout the event modern adult learning methodologies will be used to actively engage participants and to guarantee an effective exchange of experiences and mutual learning. The exchange sessions will be based on discussions and analysis in small groups. A continuous re-composition of group members in different discussion rounds, according to country, institutional background and based on participants' interest, will guarantee richness of exchange and a high level of participation and knowledge sharing.

The Exchange sessions will be initiated with a keynote presentation, to set the scene, followed by participants' breakup into small groups. After each discussion round outcomes will be clustered and displayed, as to allow identifying tendencies, and drawing conclusions, while subject matter experts will provide feedback on the results of discussion groups.

All findings of discussion groups will be recorded in a report of proceedings and shared after the event.

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