

Foundation Seminar Series 2011-2012

Session Two:

Improving working conditions: contribution to active ageing

Isfol, 28 May 2012

LEARNING, SUPPORTING ACTIVE AGEING
Evidence from Eurostat and Isfol-INDACO surveys

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LLL plays a central role in promoting active ageing

- Relation between investment in human capital and deferred returns (Becker, Hashimoto)
- Investment in education and training not only during an initial period but also later in life or lifelong learning
- Depreciation of human capital over time, obsolescence of skills, maintenance of skills
- Demographic trends make it necessary for individuals to work longer and adapt to change.
- LLL allows people to maintain high levels of participation in economic and social life. Access to learning activities is essential when working life is extended. However, despite the increasing need for learning later in life, participation and access to learning decrease with age.
- How is it possible to improve access to learning for older workers?

LLL, competencies and active ageing: key issues

Maintenance of skills, Adapting to change

- Economic and social participation
- Adaptation to / acquisition of targeted skills to the workplace context
- Improvement of employability of older people through better skills
- Enhancement of the aged population
- Improvement of working conditions

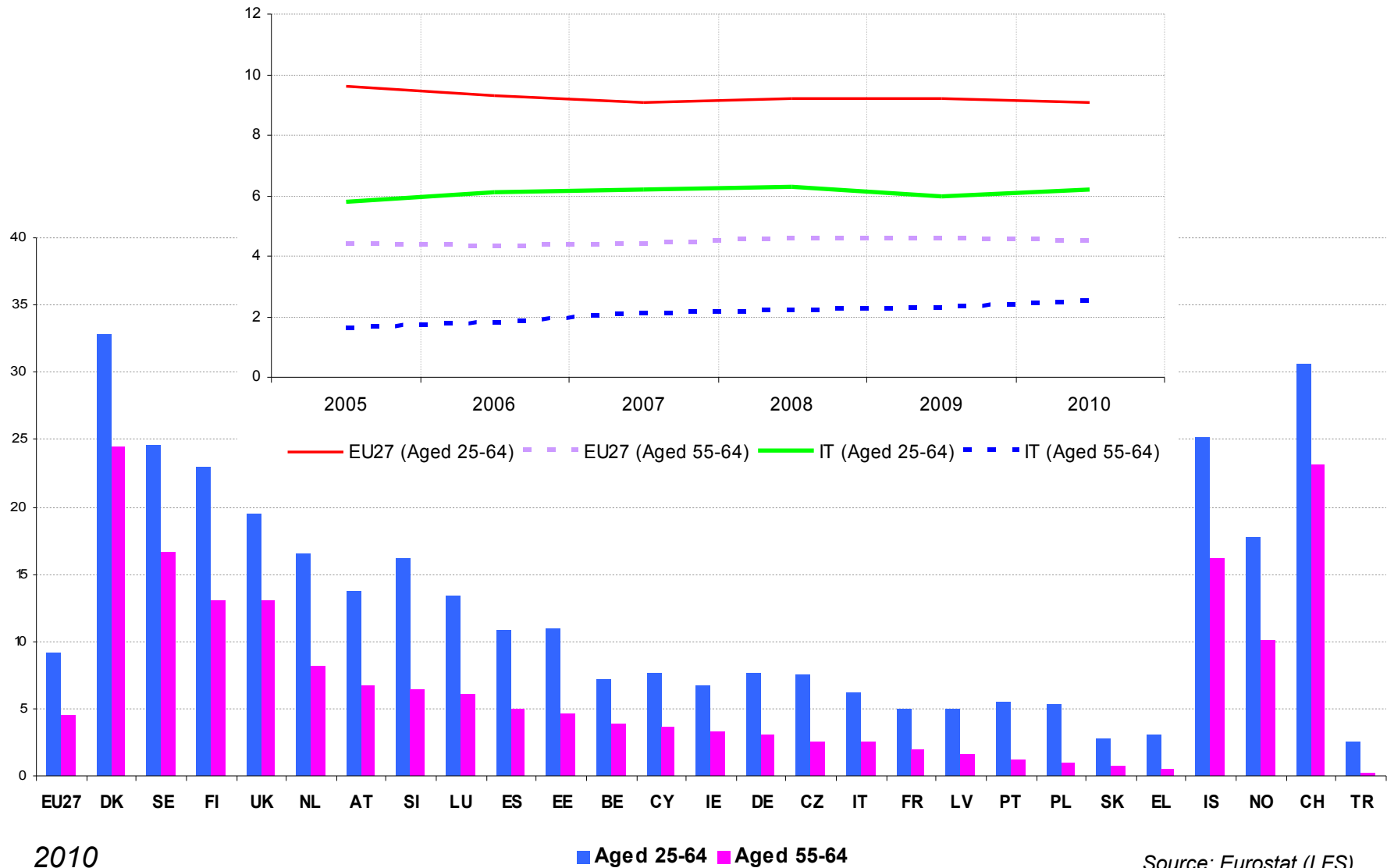
Which competencies for active ageing?

- Competencies for work / for life

Demographic trends and the possibility of skills mismatch

The decline of skills ?

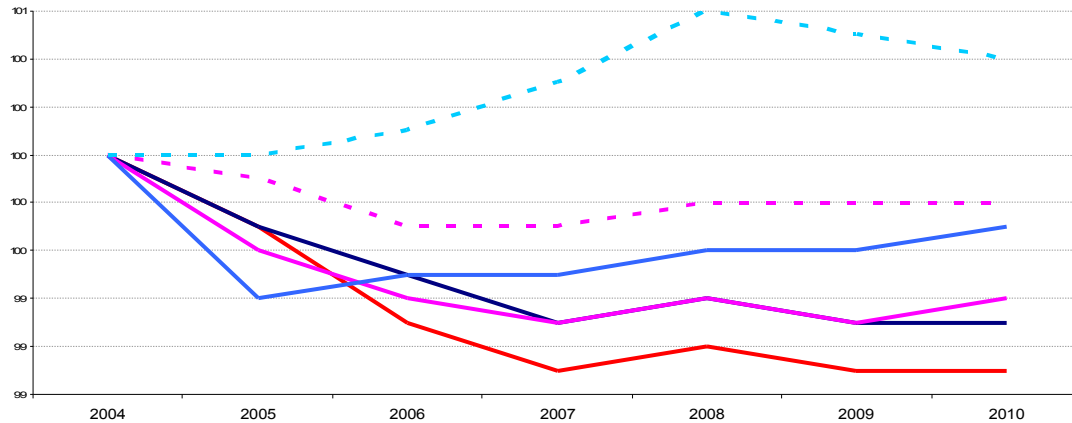
Age gap in education and training participation in EU



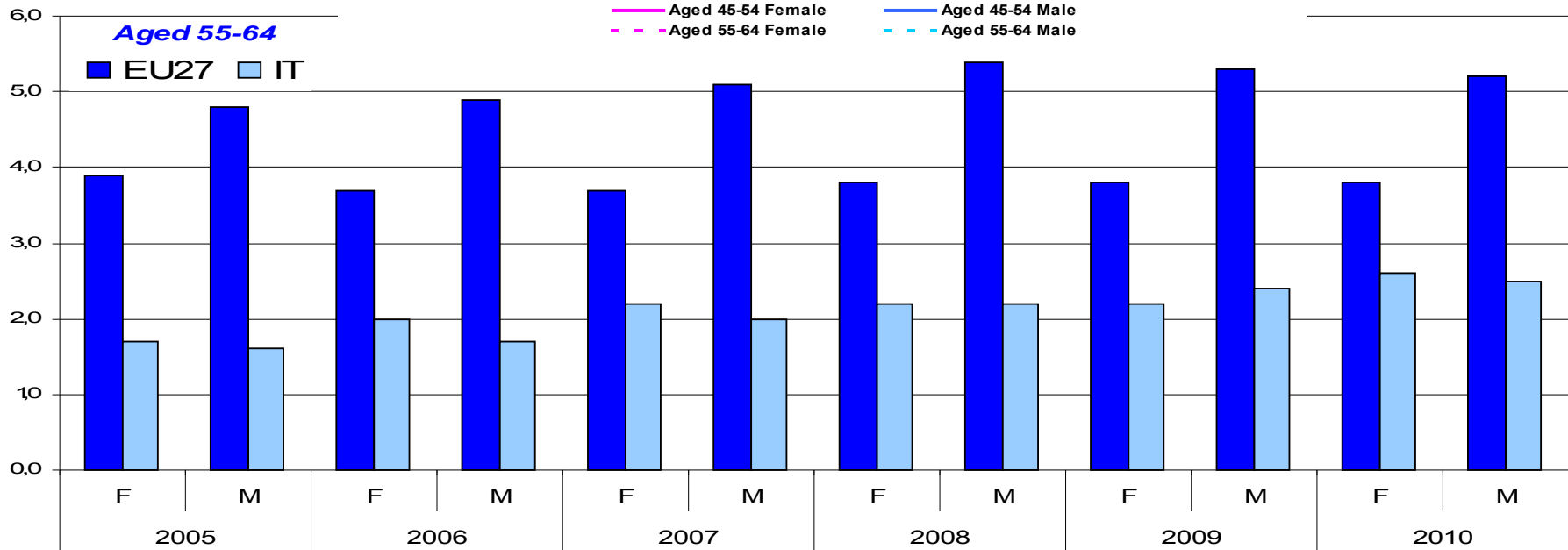
2010

Source: Eurostat (LFS)

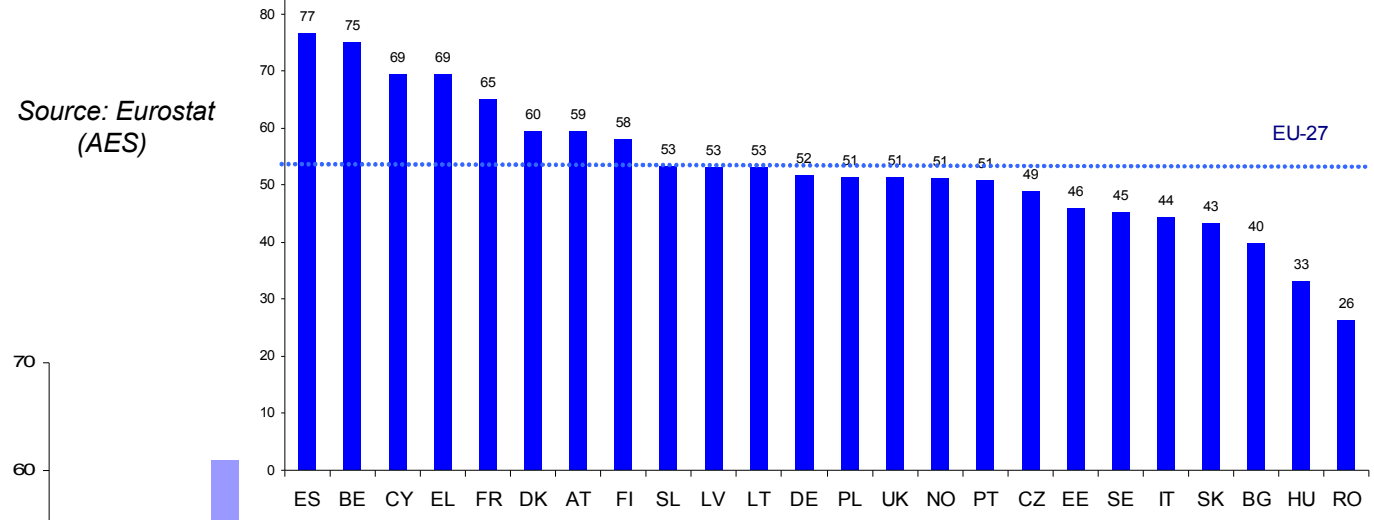
Age & Gender gap in training participation in EU



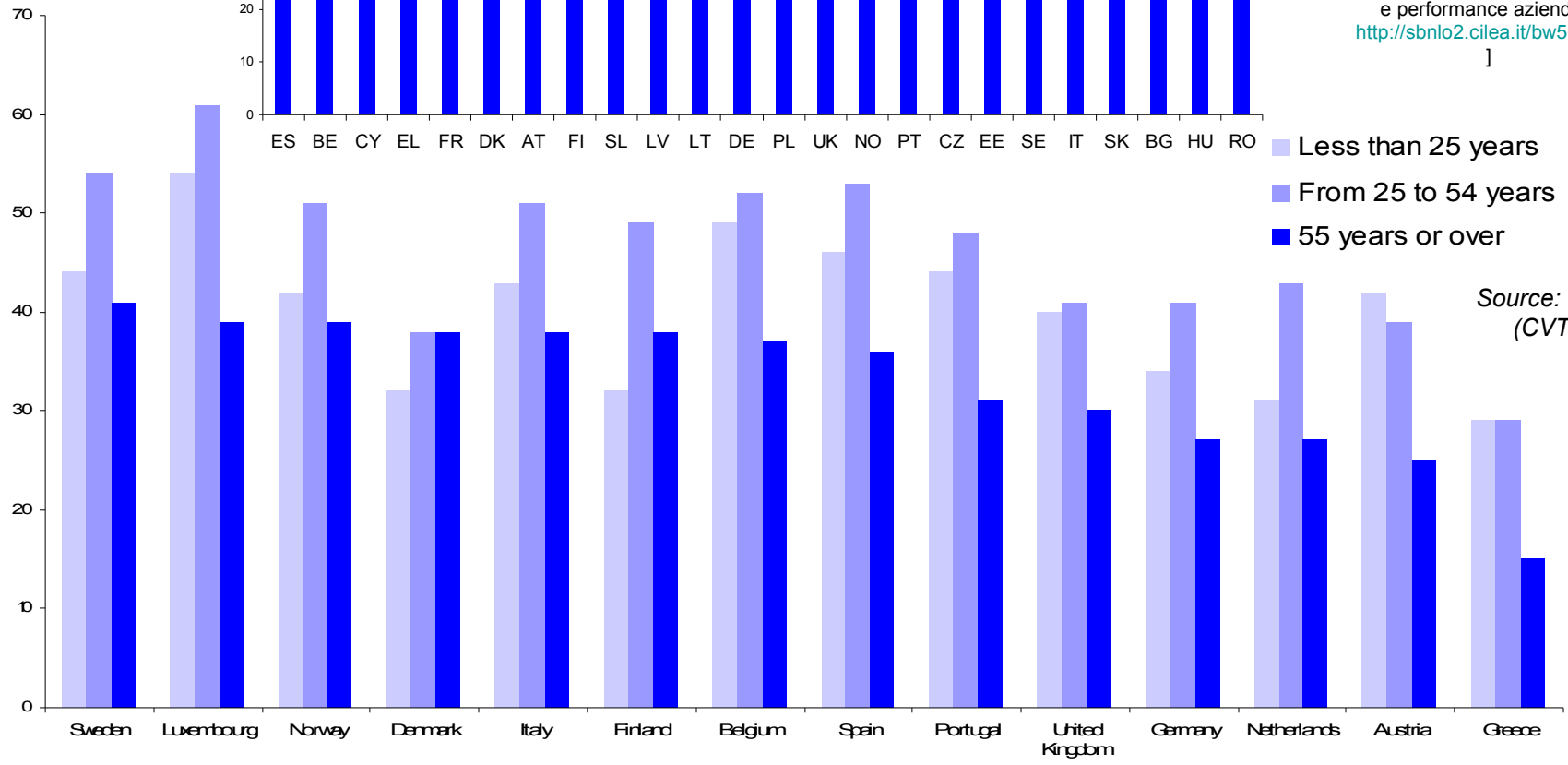
Source:
Eurostat
(LFS)



Age gap in participation and intensity of learning



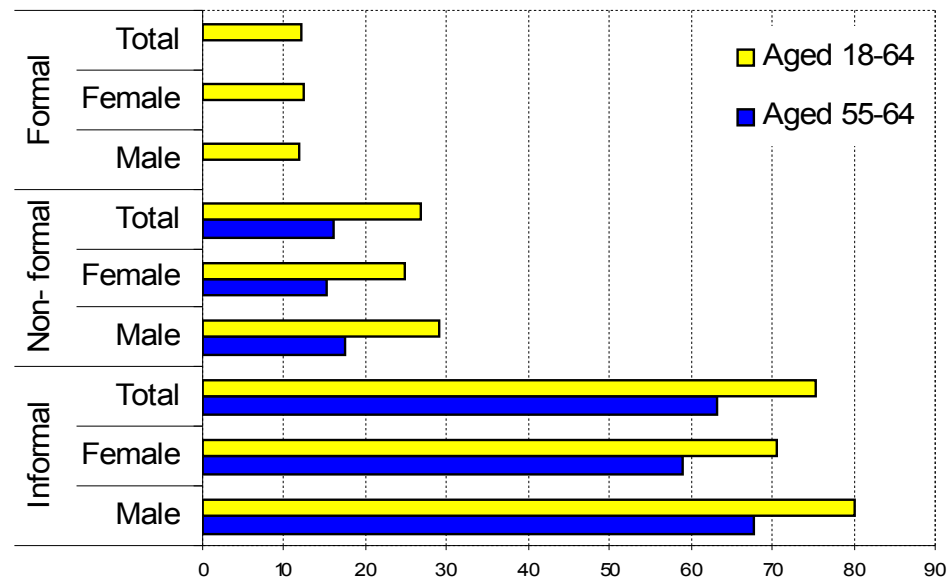
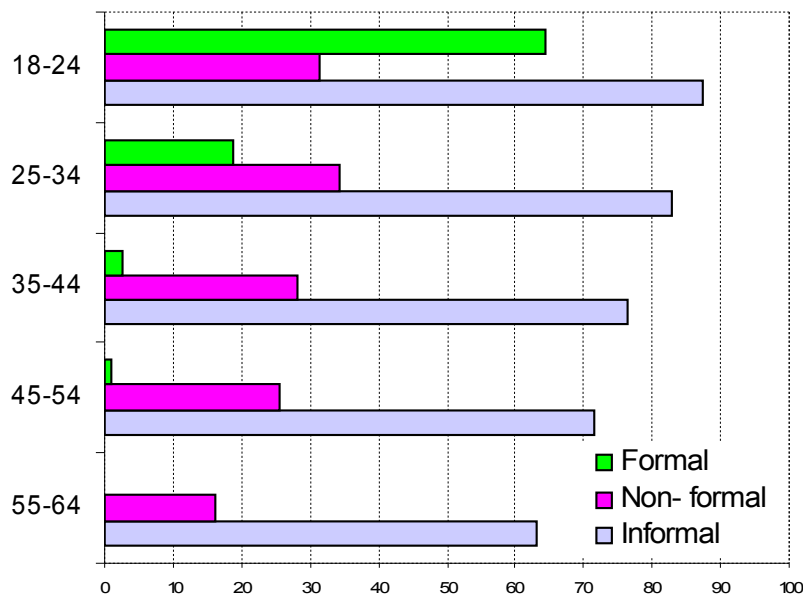
An increase of 10% in training hours generates an increase in productivity of EUR 7,900 per worker
 [Investimenti in formazione e performance aziendali <http://sbnlo2.cilea.it/bw5ne2/o>]



Participation in learning in Italy

INDACO-Adults survey

Participation in education and training in Italy by type of training and age groups, 2011 - %



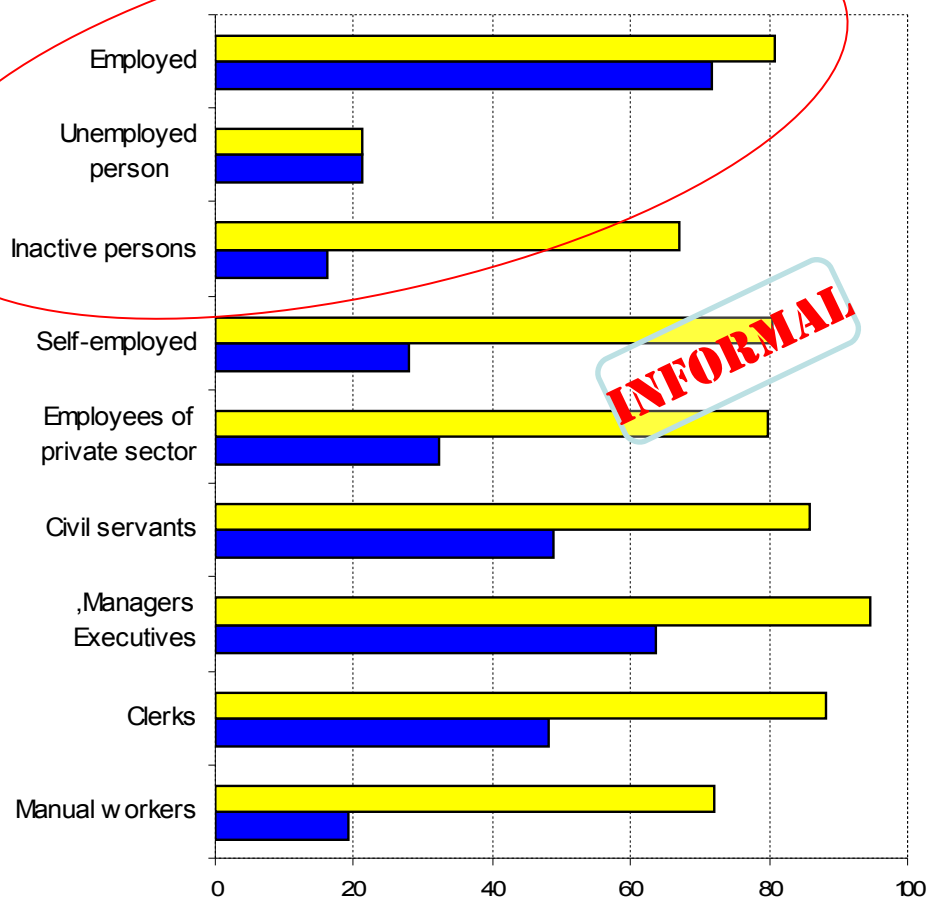
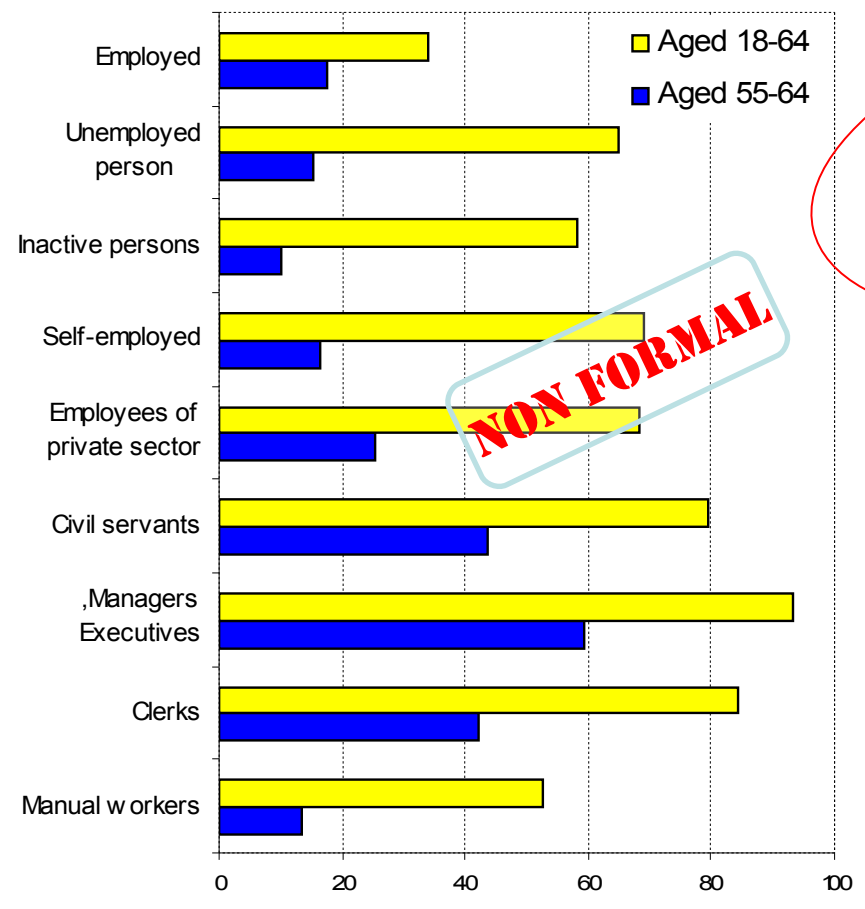
Age gap in education and training in Italy by type of training and gender, 2011 - %

Source: Isfol (INDACO-Adults 2011)

Participation in learning by employment status in Italy

INDACO-Adults survey

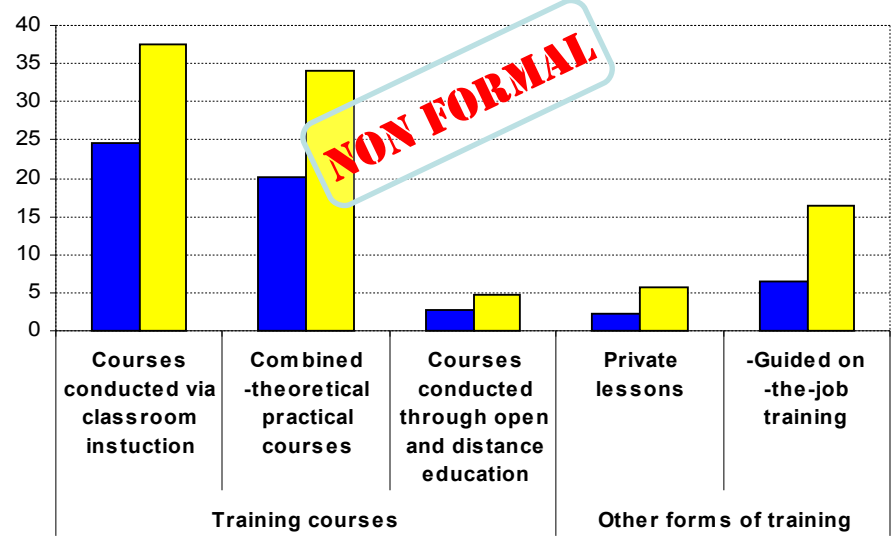
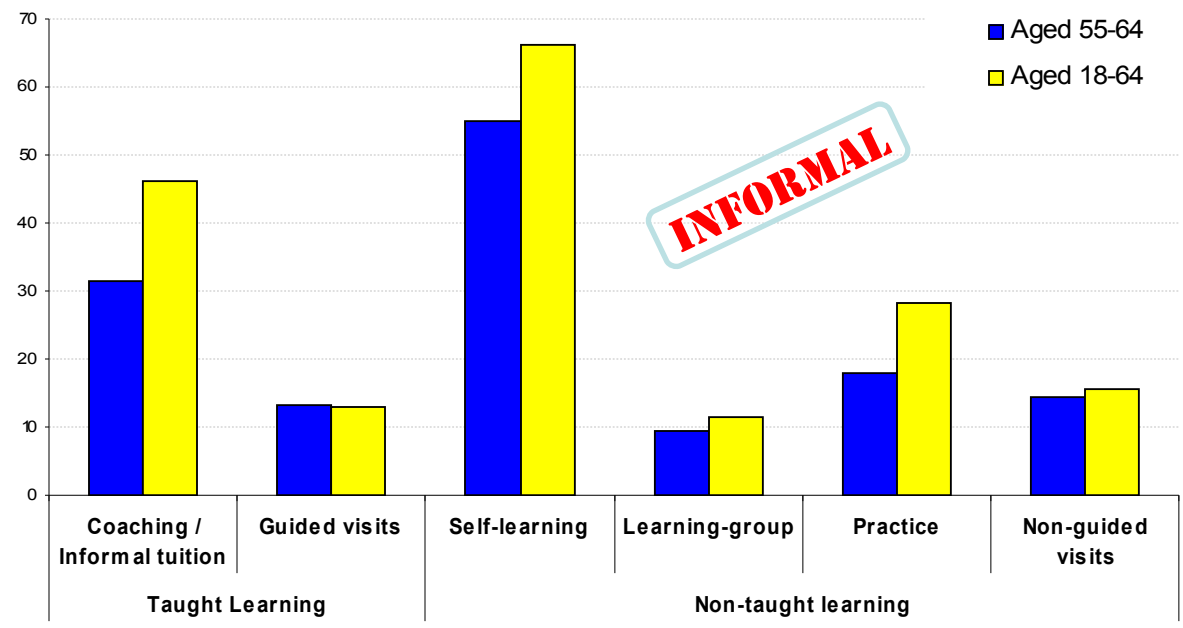
Source: Isfol (INDACO-Adults 2011)



Age gap by Learning Activities in Italy

Participation in Non Formal training in Italy by type of training and age groups, 2011 - %

Source: Isfol (INDACO-Adults 2011)



Participation in Informal learning in Italy by type of training and age groups, 2011 - %

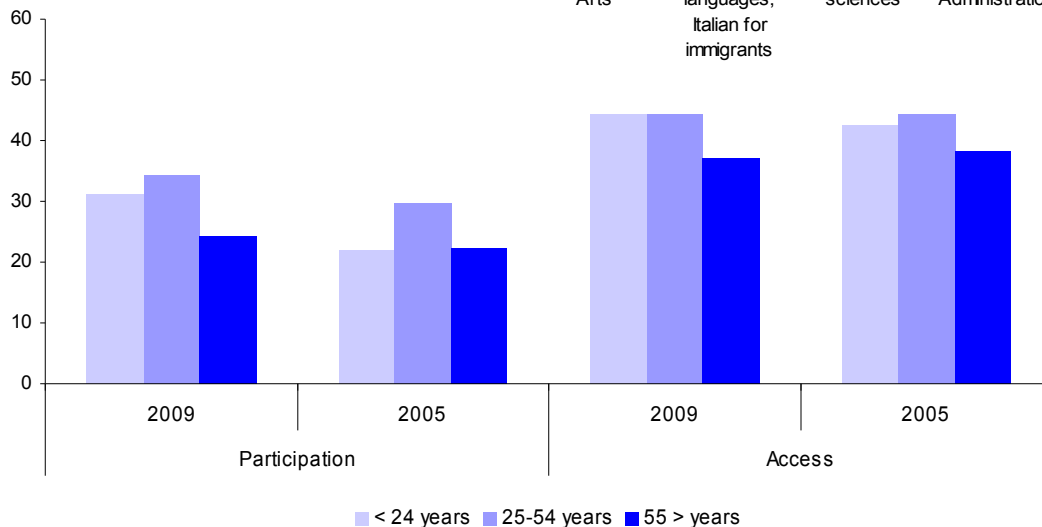
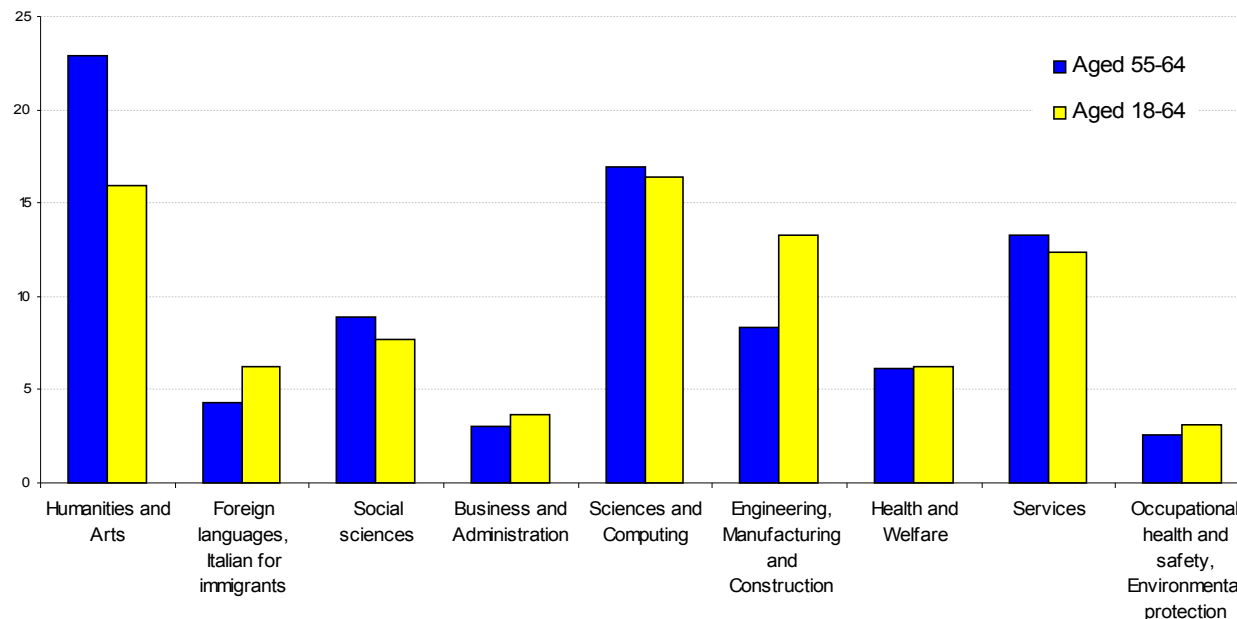
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 Classification of Learning Activities

Age gap in NF training: Fields of Training in Italy

INDACO-Adults / Enterprises & CVTS surveys

*More Computing,
 Services, Humanities
 and Arts
 Less foreign languages
 and work related
 contents*

Source: Isfol (INDACO-Adults 2011)

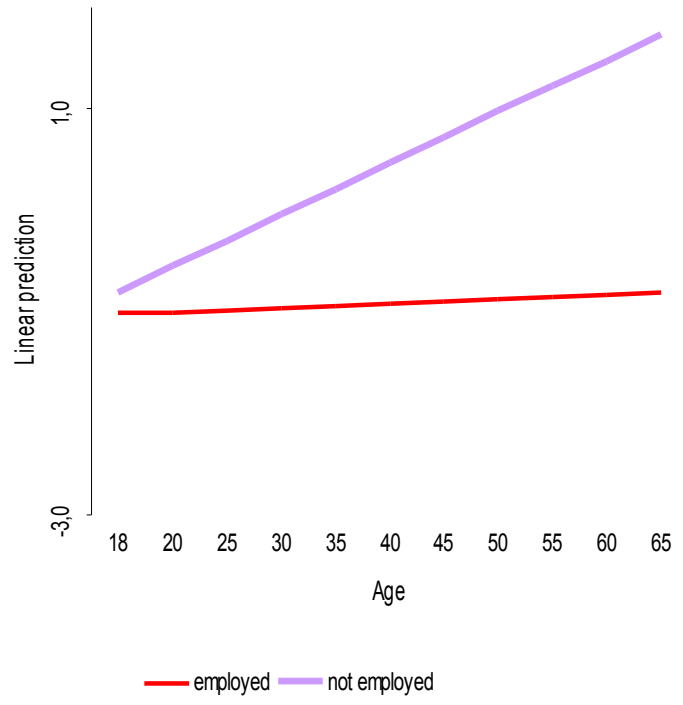


Percentage of employees participating in CVT courses offered by the enterprises in Italy (Participation and access), by age groups, 2005 and 2009 - %)

Source: Isfol (INDACO / CVTS 2009 – CVTS3)

Probability of non-participation in training by employment status and age (18-54, 54-65) in Italy

INDACO-Adults survey

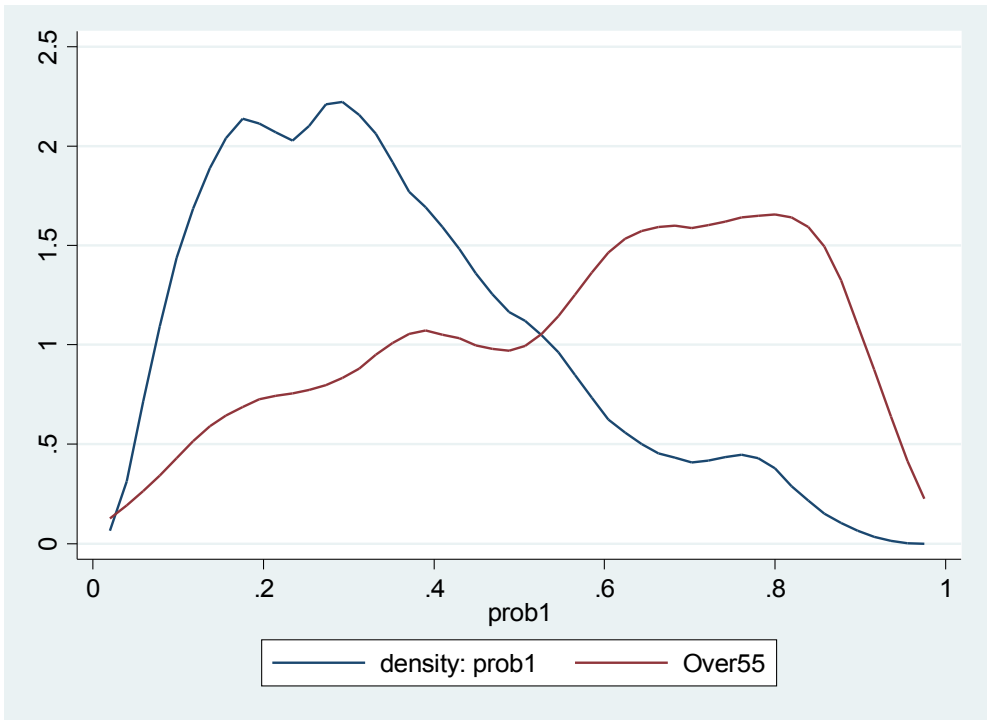


Lower probability for individuals:

- Women, with children
- Not employed
- Aged over 54
- ISCED 0-2
- not sought information on training
- do not know a foreign language

Aged 18-54 always have probability values lower than over 55

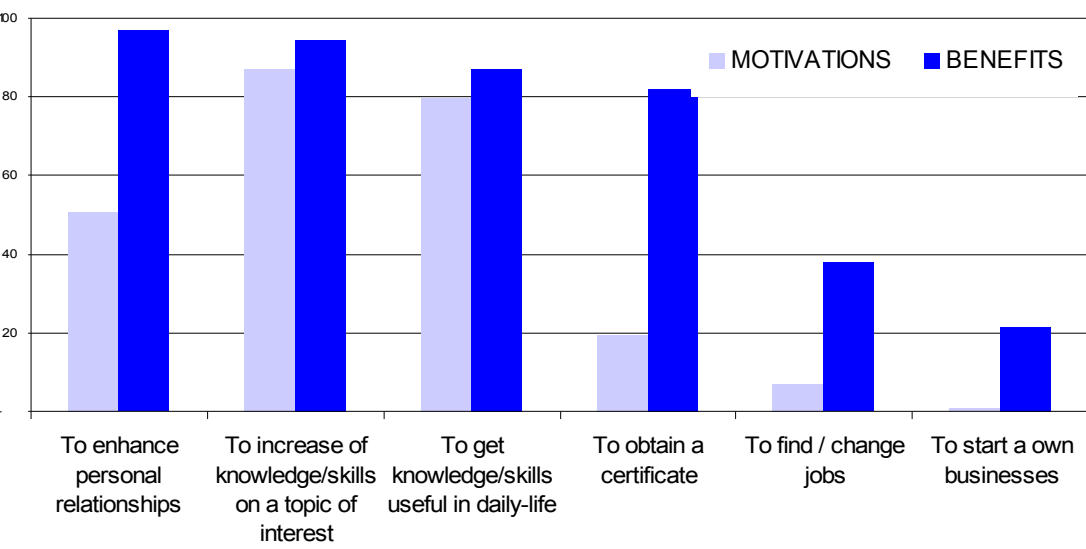
The probability of not being trained increases with age, especially for unemployed and inactive people... Over 54 not in employment are about 7 times less likely to participate in training



Source: Isfol (INDACO-Adults 2011)

Benefits of participation in training among the Italian employees (aged 55-64), 2011

Source: Isfol (INDACO-Adults 2011)

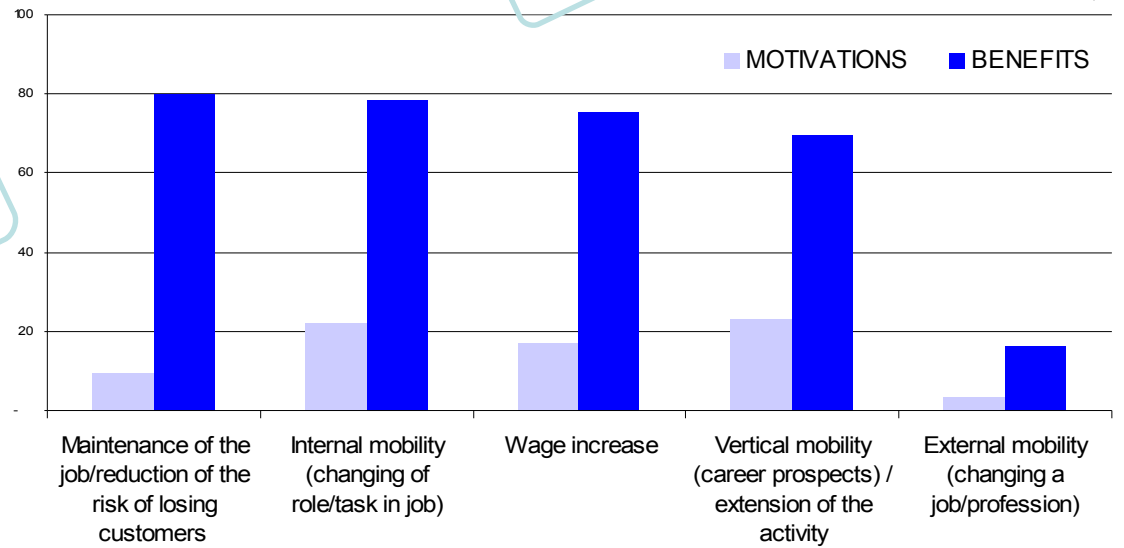


Motivations and material benefits of participation

IN WORK RELATED TRAINING ACTIVITIES

Motivations and benefits

FOR PERSONAL REASONS



Conclusions

- The role of learning in support of active ageing and for the achievement of objectives related to labour market
- The quality of work supports the development of skills as well as LLL and skills support the quality of work
- Training produces an increase in productivity of labour
- There is a widespread age gap in participation in learning and a higher probability of not being trained for older people
- The benefits of learning adds quality to the work and life

Key issues:

- Increasing participation and access to learning to develop skills and labour productivity
- Increasing awareness of the benefits of learning
- A working environment in support of skills: the different forms of learning, the work organization

Thanks for your attention

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