

„Razvoj kompetenc in kvalifikacij na izbranih področjih poklicnega izobraževanja in usposabljanja“

1. Dostop ogroženih skupin do poklicnega izobraževanja in usposabljanja: rezultati raziskovalnega projekta EVALVET

2. ESCO projekt EC DG Zaposlovanja

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Naložba v vašo prihodnost
OPERACIJO DELNO FINANCIRA EVROPSKA UNIJA
Evropski socialni sklad

EVALVET – knowledge about barriers to vocational education and training for disadvantaged people

DURATION

36 months = Jan 2010 - Dec 2012

PARTNERSHIP

- Fondazione Giacomo Brodolini (IT) – Coordinator
- Marchmont Observatory, University of Exeter (UK)
- I.Zone Knowledge System (PT)
- University Babes-Bolyai (RO)
- Institute for Sociology of the Slovak Academy of Sciences (SK)
- Social Economy and Regional Development in Scandinavia - SERUS Ek.För. (SE)
- Academy of Humanities and Economics in Lodz - AHE (PL)
- Servicio Andaluz de Empleo, SAE (ES)

FUNDING

Lifelong Learning Programme - Sub-programme “Policy cooperation and innovation (KA1)

EVALVET – Objectives

OBJECTIVES

- It tested tools and methodologies to analyse the access of the main disadvantaged groups to VET in eight European countries (Italy, Spain, Portugal, Slovakia, Poland, Romania, Sweden and United Kingdom), taking into account the point of view of the companies as well as of the beneficiaries of the training.
- It aimed: (i) at reducing the weaknesses in evaluating the effectiveness of VET systems to better cope with the needs of the main disadvantaged groups and (ii) at collecting new data to analyse VET involving the main disadvantaged groups in the labour market.
- The groups of disadvantaged people taken into consideration were disabled people, immigrants and minorities, low skilled workers, **early school leavers** and older workers.

ESL barriers to VET

- Low educational attainment (poor academic performance)
- Negative experiences with education system
- Low motivation
- Difficult personal or family situation: carers or lone parents
- Behavioural problems
- Job opportunities
- Financial barriers (once people have left the education and training system)
- Poor social environment

EVALVET – Main Products 1

- **80 good practices** were collected and gathered in a knowledge database to establish connections and ensure the collaboration with national stakeholders.
- **Eight “Background Analysis Reports”** described the national VET systems with specific reference to the groups at risk of social exclusion, the actions undertaken and their consistency with the set goals. A **qualitative survey** targeting key national actors was carried out in order to explore how national issues were perceived.
- Finally, a **common set of detailed criteria** (*Governance procedures,, Financing, Monitoring and evaluation, Quality of the actions, Certification, etc*) were used to evaluate the practices collected and to compare national experiences of vocational training for disadvantaged groups.

EVALVET – Main Products 2

- An in-depth analysis was performed on the effectiveness and attractiveness of vocational training activities for people at risk of social exclusion. **Two surveys** were carried out in each country on a **sample of entrepreneurs and VET beneficiaries**:
- Questionnaires (translated in 8 languages) focused on:
 - analysing the **quality and effectiveness of vocational training** to increase employability, improve the social inclusion and reduce the risk of inactivity and
 - on identifying what companies really take into consideration, efforts and (private and public) investments required to train the most disadvantaged groups to boost the employability and to increase the productivity of their work in businesses.

EVALVET – Companies

The companies to be interviewed were randomly sampled from the lists of the Chambers of Commerce or similar institutions; data as weighed on the type and composition of companies at the national and macro-region levels.

Surveys on companies: Italy, Spain and Poland extracted a sample of 400 enterprises, while other EVALVET partner countries extracted a sample of about 200 enterprises. Small and micro-sized companies (1 to 49 employees) represented 51.0%, medium-sized companies (50 to 250 employees) are 30.3% and those with over 250 employees are 18.6%.

8 Survey Reports from all project countries

EVALVET - VET Beneficiaries

- Regional samples of people belonging to the main groups at risk of social exclusion were taken from the lists of participants in vocational training designed for disadvantaged groups. The selection of the courses, initiatives and programs reviewed tried to give a comprehensive overview on the type and quality of training at the national level.
- 8 Survey Reports from all project countries**

Composition of the national samples of vocational training beneficiaries per countries. Number of completed questionnaires at the EVALVET classification of the type of disadvantage

	Italy	UK	Sweden	Spain	Slovakia	Romania	Portugal	Poland	Total
Disabled	31	72	88	82	134	98	87	74	666
Immigrants- Minorities	111	88	171	76	2	122	121	5	696
Early school leavers	31	82	60	54	5	25	82	43	382
Low skilled	91	0	40	54	73	68	79	124	529
Older workers	90	0	128	42	162	68	68	97	655
Other	161	258	13	71	117	125	87	157	989
Total	515	500	500	379	493	506	524	500	3.917

EVALVET – Results

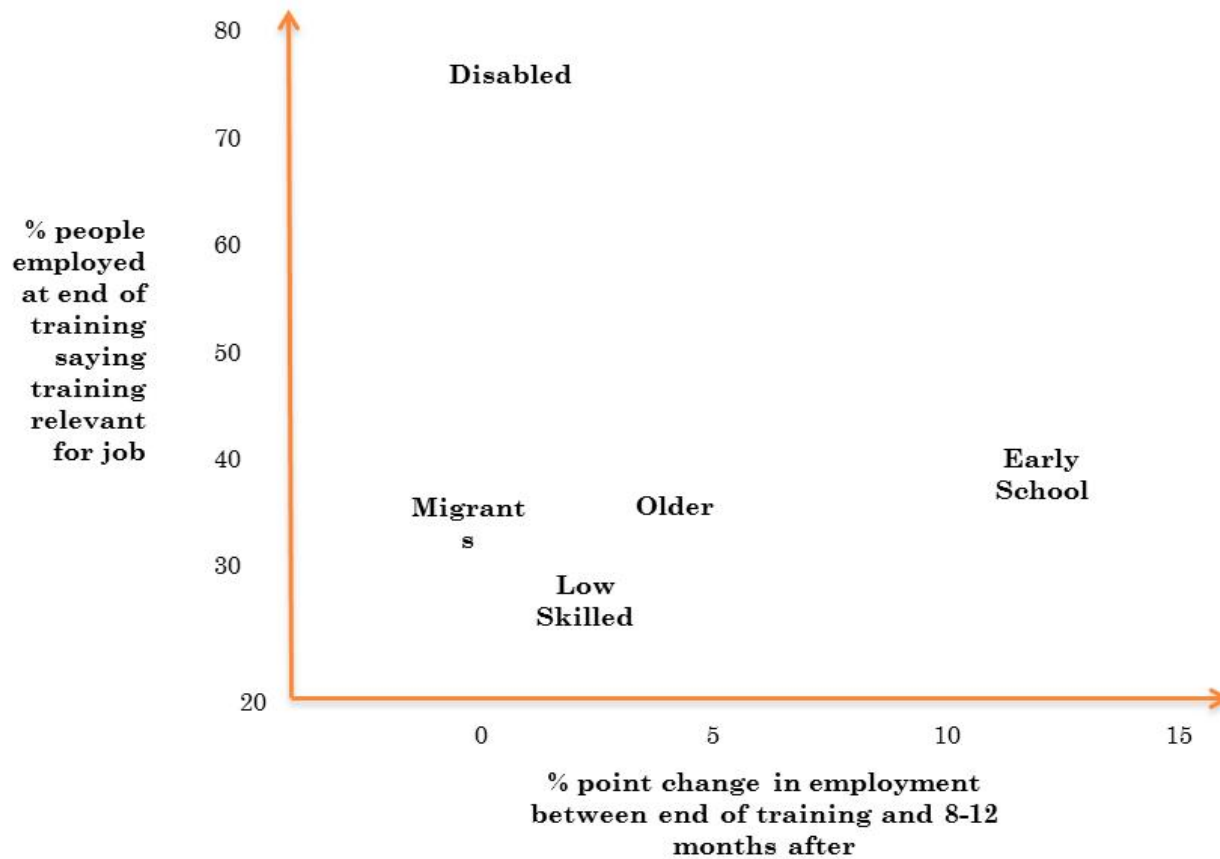
- being a **woman** rather than a man reduces the probability of being employed after being trained
- **older workers** have a higher probability of being employed after being trained compared to younger workers
- workers being disadvantaged because of characteristics linked to the market (**low skilled and early school leavers**) show a higher probability of being employed after being trained compared to the group of workers having migrant or minority background

EVALVET – Results

- **Low skilled individuals and early school leavers**, who by definition would need to increase their skills, seem to point out less to this aspect in relation to the training they attended. Implicitly, this would seem an indicator of **poor quality of training and lack of customization to the needs** of these participants.
- Positive effects of training on employability
- The likelihood to participate in tailored training is higher when older workers, low skilled workers and early school leavers are considered.

EVALVET – Results

RELEVANCE OF TRAINING TO JOB COMPARED TO MEDIUM-TERM CHANGE IN EMPLOYMENT



Policy recommendations - 1

1. Developing the workplace component of vocational training (***42% of training is classroom-based; need to expand the availability of learning in the workplace***)
2. Developing social capital through vocational training (***Finding contacts and socialising are highly valued***)
3. Improving the fit between training and employment opportunities (***Only a minority judged their training to be relevant to their job, except for disabled people***)
4. Improving the long-term impact of vocational training (***Most employment gains take place at the end training rather than later on; Focus training on competences for sustainable employment***)

Policy recommendations - 2

1. Widening the availability of training tailored to the needs of disadvantaged people (***Only one in 5 enterprises that provide training tailor it to the needs of disadvantaged people; But such enterprises are more likely to believe it is beneficial***)
2. Adopting a differentiated approach to stimulating the involvement of enterprises (***Large, dynamic service sector enterprises train most; small company cooperation***)
3. Ensuring training covers the full range of content (***Training to disadvantaged people does not always cover all the content needed***)

Framework Contract for Services relating to the development, management and dissemination of the ESCO classification

The assignment is aimed at providing services for the development, management and dissemination of the European classification of Skills/Competences, qualifications and Occupation (ESCO).

Task 1: Terms formulation in the ESCO languages

Formulation and validation of preferred terms and non preferred terms (synonyms) in 22 languages.

Task 2: Translation services in the ESCO languages

Occasional translations requested by the ESCO Secretariat for proposals received from the stakeholders regarding including/changing specific terms during ESCO's revision process.

Task 3: Consulting on linguistic/terminological aspects of classification management

Semantic experts draw up syntactic rules issuing general terminological guidelines; semantic experts coach translators draft specific terminological guidelines and syntactic rules.

Thanks for you attention!

Giancarlo Dente

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