Challenge 2 – Minimize skills mismatch

Case of Qualiland

Challenge to be tacled:

- Ensuring everyone to acquire right skills at all levels of education in line with specific labour market needs and capacble of flexibly adapting to rapidly changing conditions and contexts

Three I Model

Identification

Integration

Implementation

Implementation

Identification

Integration
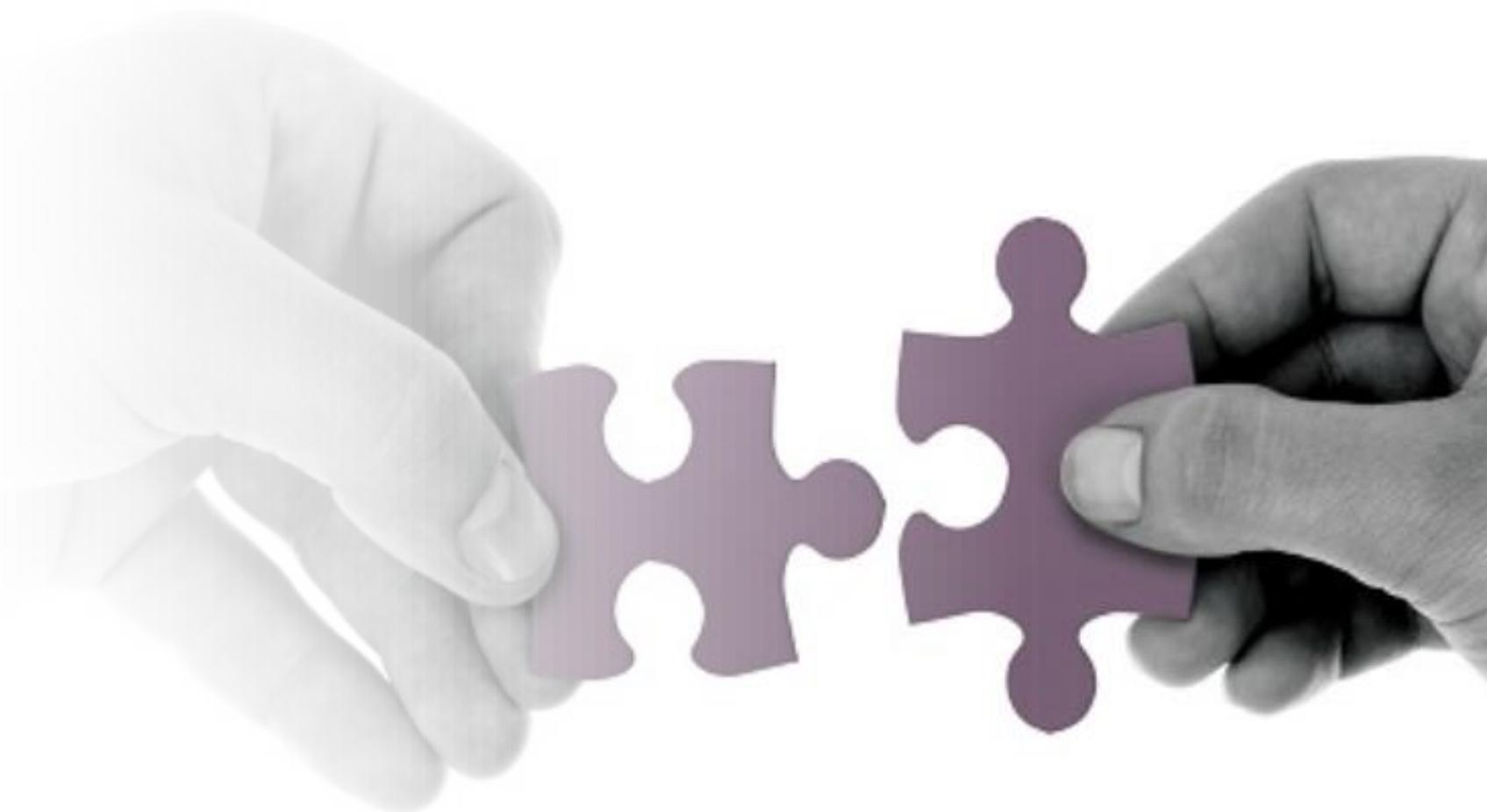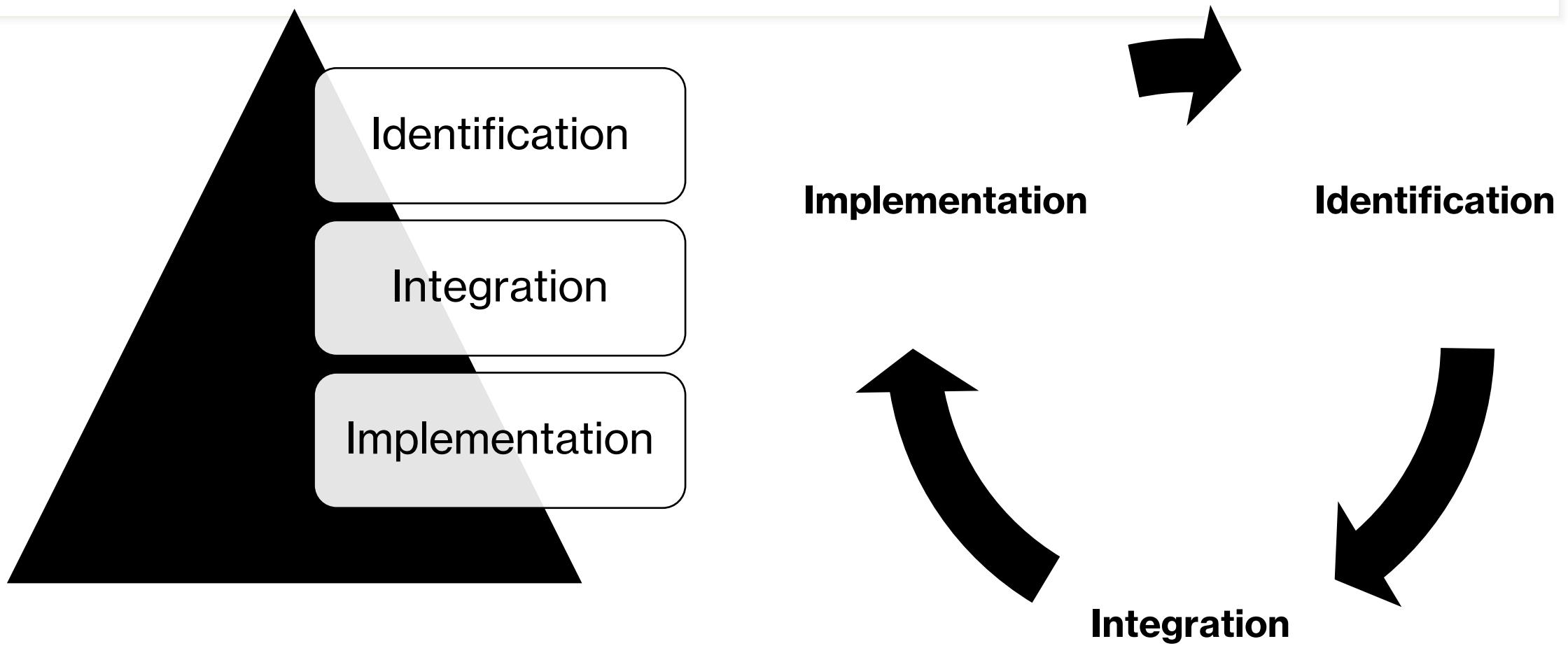
Skills intelligence

- Labour market information and labour forcasting (LFS, Establishment surveys, sector studies, administrative data, big data analysis of job vacancies, sector innovations, etc; Skills Observatory, tracer studies);

- National economic development strategies/forward looking skills development

- Sector skills councils/curriculum groups, graduate and employer satisfaction surveys, impact evaluation, spaciliized surveys (e.g. school to work transition)

- User-friendly labour information – O'Net, ESCO like systems

Skills integration

- Partnerships/employer participation during/for Qualification/Curriculum development (e.g. employers participation in curriculum groups, Develop your own module)

- Work-based learning/practical training (incentivise employers financially, technically, informationally)

- Flexibility of curriculum/providers (30% curriculum decided locally)

- T-shaped qualifications (Key skills + specilization)

- interdisciplinarity, product space concept in qualification development, Enterpreneurship skills, lerning to learn

Delivery

- Career guidance support system (LLL), based on behavioural science (tailored to needs)

- Education system (esp. VET&HE) with multiple entry and exit points (initial and further education, ALMPs, Individualized learning pathways...) in LLL perspective (skilling, reskilling, upskilling)

- Modularization/microcridentials and WBL/ practical training, RPL/VNFIL

- Online/electronic/blended learning, MOOCs

- Incentising and empowering learners to take up more learning (e.g. credit banks, learning accounts, study vouchers, training available within ten minutes walk, asynchronous learning)

- Availability+Accessibility (removing barriers like lack of language and digital skills, providing – phycological, financial, material support informational literacy)