

1 Adult learning in the EU: key facts and figures

Growing need for up - & reskilling

Megatrends (green and digital transition, globalisation, ageing societies) are affecting skill needs

- Need to reskill displaced workers
- Need to address skill shortages
- Need for transversal skills

Increasingly difficult access to training

New labour dynamics are excluding more and more people from training opportunities

- Rise in non-standard work
- Shorter job tenure and less linear career paths
- Longer working lives with the growing risk of skills obsolescence

State of adult learning participation in the EU



37,4%

of adults participated in training over the last 12 months¹

50%

objective of the European Commission for 2025

But there are significant differences between member states:²

Sweden

58,8%

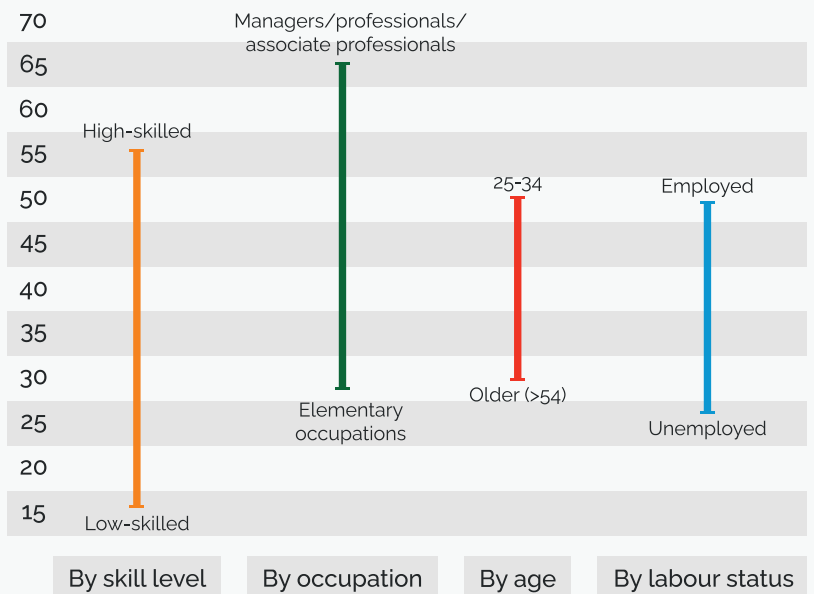
Romania

5,8%

1. & 2. Eurostat. Adult Education Survey (2016) excluding guided on-the-job training

The groups **most in need** of new or additional skills **engage the least in training**:

Participation of different groups of adults in adult learning
% EU population aged 25 to 64 (2016)



Source: Own elaboration based on data from the 2016 Adult Education Survey (for formal and non-formal education). Data on participation by skill level excludes guided on-the-job training.

Reasons for not training

80% of non-learners do not train because they are unwilling to do so, and more specifically because they do **not believe there is a real need for them to further train**.

For those who would like to train but don't, the three main barriers are: **time, money and family**. For the low-skilled, money is the main obstacle.



Adult learning systems in the EU: current shortcomings

1

Lack of **broad-based coverage** and **inclusiveness**

2

Misalignment with **labour-market needs** and **quality issues**

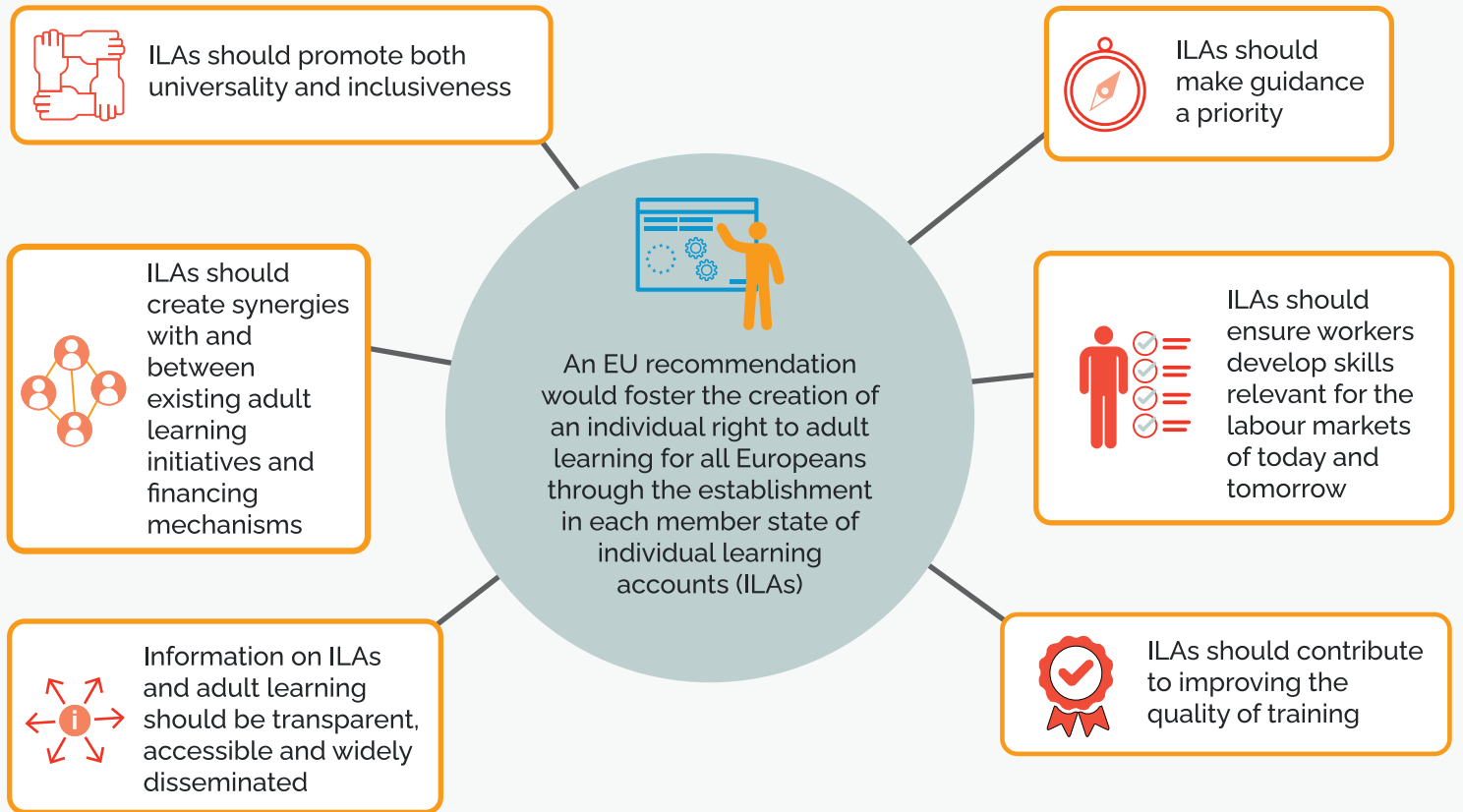
3

Insufficient investment and **uncoordinated governance**



2 An EU recommendation for individual learning accounts (ILAs) in each member state

Common challenges demand for joint EU action that will contribute to build a real culture of lifelong learning across the Union



3 The road towards a European individual learning account

