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Workshop 5

THE UPSKILLING AND RESKILLING OF TODAY’S LABOUR FORCE

Moderator Mr João Santos, rapporteur Mr Raimo Sivonen
The role of the teacher should change (coach).
School as a concept should change.
The focus of schooling should be on creativity and development of personality starting at early age.
Two approaches to topic:

- **Organisational perspective**
  - individual perspective
    - providing a social secure background
    - innovative and motivating pedagogical methods
    - financing system must support individual choices, a voucher
  - companies perspective
    - how to keep competitive in market, skilled personnel. Cooperation with colleges and employees
    - training must be effective not to stop production
    - how to put small and big companies on same line, cooperation between companies
  - VET providers perspective
    - to find, to motivate and to support
    - to collaborate with working life, their needs. Working life does have a lot of different roles.
    - to recognize, to validate and to design individual paths
  - policy makers and governments perspective
    - role models themselves, public sector a positive example to others
    - promoting formal education strongly, less regulations, c
    - a strong public-private partnership. In funding the individual

- **Client based approach**
  - Initial education system will be ready to reach the clients. How to prepare all for LLL.
    - the role of the teacher should change, coach
    - school as a concept should change
    - the focus in creativity, development of personality starting at early age
  - Upskilling of low skilled persons
    - learning by doing, more life experience
    - meaningfulness of work, respect of the work
    - motivation through appreciation/promotion
  - High skilled workers, how to keep up the skills in changing world
    - continuous professional training, shared responsibility to all partners: VET – business
    - support to understand the needs of the labour market
    - equality: tailor made approach lower-higher skilled workers (soft skills. professional skills)
Topics we cannot forget

• Main players of upskilling and reskilling, group work. Three ideas from each group.
• Cooperation is the basic element, partnership also on sovity
• Co-funding with companies and government
• Roles of different partners
• Approach to new role
• Education as an opportunity
• Less regulation
• More individual response
• Individual freedom
• Equality
• Inclusion
• Paradigm shift of education, out from the box
• No boundaries between different study-levels, flexibility