VET 4.0 - Scenarios for the future skills
Thematic Team 26.11.2021 Berlin
Why VET 4.0

In a world of accelerating change, continuous learning is the most important long-term investment we can do together.

It’s time to reset the old approach and rethink the way we view vocational education and training, and how it’s delivered.

The more flexible the training solutions we can develop, and the more systematically we anticipate the future of work at different levels, the better we can respond to the ever-changing skills and competence needs in the world of work.
Five Subjects-Trends

- Learning Technology
- Resiliency
- Climate
- Industry X.0
- Wellbeing
VET 4.0 scenarios

**Extended College**

Public funders procure training services for various target groups through tenders. The implementers may be different national or international organizations, and implementation is not subject to permits.

Byers determine what, to whom, how much, where, when, how long and in what way the training is obtained.

**Global College**

The training markets are global and main producers are large international companies. The international training materials and systems have been localized to the needs of different countries and cultures, and the training is mainly carried out through digital channels, but physical training units have also been located in most important places in terms of customer volumes.

Learners can use a socially supported “personal learning account” for tuition fees.

**Public Funding**

**Local College**

Vocational training is based on an existing network of educational institutions, and their main task is to produce experts for the labor market. The form of identification of competence are different kind of vocational qualifications. National education authorities give out the licenses to provide training for obtaining qualifications.

Teaching takes place in different learning environments, which are managed by educational institutions. There are also learning environments in geographical locations that are not optimal in terms of student volume.

In addition to producing knowledge, educational institutions have other responsibilities including a strong social responsibility for disadvantaged learners.

**Company College**

Companies train employees for their own needs in their own academies. The content, implementation methods, durations and other characteristics of the training are inextricably linked to the needs of the company and the industry.

“General studies” have been eliminated from the studies and the focus of the activities is on getting a skilled workforce to work in the company. Business schools do not have a social function, but people who have the prerequisites to work in company jobs have access to studies.

Companies have their own training programs and degrees that help them get jobs in the company and through which they can move from one job to another within the company. Qualifications are widely recognized.
Four scenarios

Local College

Organisations and teaching mainly as have been. Based on qualifications, public funding and face to face education.

Extended College

The college's own competence and resources are strengthened with competitive external competence.

Company College

Companies set up their own academies to ensure continuous learning. Basic education is still at public colleges.

Global College

Training markets are global and the main providers are big edu-companies through their advanced platforms.
Challenges

Need for skilled personnel
Demographic change is one of the most important megatrends affecting the labor market.

Disruptive Technology
Disruptive technology is a completely new one, the practical application may not have been proven yet.

Networking and collaboration
There's no networking without interactions. There's no real collaboration without common needs and targets.
Priorities for action

**Awareness**
Human and technology as the engine of sustainable and smart development. Increasing skills and competence - continuous learning.

**Achieving**
Organisation's confidence and commitment. Improve the attractiveness of the VET sector in your domain.

**Activation**
Coordinating, preparing, and launching development and education activities for the new future VET.
... for the better future of vocational education and training ...