



Manifesto on the future of work and skills

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FUTURE OF WORK AND SKILLS
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- website:
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INTRODUCTION

Digitisation and other forms of technological progress are increasingly affecting our lives and work. New technologies and consequently a different organisation dictate changes in tasks, responsibilities and ways of working. As a result, the extinction of some professions and the emergence of others is occurring. In addition to the digital transformation, we are also affected by demographic challenges and the green transformation of society and the economy; therefore, coordinated and sustainable approaches to learning and working are needed.

BASIC RECOMMENDATIONS

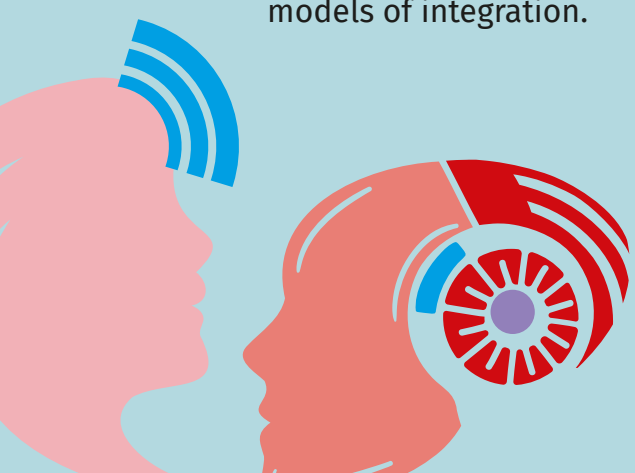
- In an increasingly complex and uncertain world, we need to learn (and act) faster, more effectively, more skillfully. The reproduction of what is already known is obsolete; what is required is (inter)action, project-based learning and continuous (self)questioning to research what new we can achieve with our constantly upgraded knowledge and skills.
- Regardless of age and living circumstances, each of us must develop new skills because otherwise, we quickly lag behind the prevailing socio-economic current.
- At the same time, we need to strengthen permanently relevant and valuable skills. Among these, in the first place, are basic skills and those that concern creativity, teamwork, critical thinking, entrepreneurship, as well as empathy, ethics and morality.
- We are all on the move, but individuals with comparatively low skill levels are all the more at risk, as they do not know, cannot or do not want to learn and adapt to new challenges. As a rule, employers see no reason to invest in improving their knowledge and skills. However, we should focus precisely on the learning and education of this population group. They need to be motivated for lifelong learning and strengthened for the challenges of modern times. As a society, we will only be as strong as our weakest link.

- Dealing with the unemployed alone is not enough. By focusing on employees, we provide long-term solutions. We are all vulnerable, and the state has a crucial role in ensuring justice.
- Upskilling Pathways – new opportunities for adults is a European strategy that has been paying close attention to this issue since 2016. It brings awareness to the importance of raising the level of education (at least up to the secondary school level) while also drawing attention to the importance of general, soft skills. It should be implemented in a more targeted and coordinated manner at the national level.
- Formal – both general and vocational education provides initial knowledge and skills. Only an integrated and lifelong approach, including non-formal and informal (experiential) learning, enables us to successfully face the challenges of modern times.





Appeals

1. Forecasting the skills needed and managing them in constantly changing socio-economic circumstances should be coordinated at the national level while considering various stakeholders' competence, creativity and innovation.
 2. The Career platform for short- and long-term forecasting of labour market conditions should, among other things, eliminate disparities between existing skills and those for which there is the most demand.
 3. The labour market's stability and poverty prevention should be a high imperative, and its realisation should be based on constant and equal investment in people.
 4. All components of the education and training system should be effectively and timely adapted to technological development and other related trends, thus making the use of new technologies high quality and responsible.
 5. The constant connection of learning environments with future employers is also essential, so the latter should be an active partner in these processes.
 6. Key success factors should be flexibility, individualised approaches, guidance and evaluation of previously acquired knowledge and raising awareness of the benefits that lifelong learning brings for life and work. But, above all, we need to think broadly, go beyond established approaches and build new models of integration.
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