

# A FEW FACTS ABOUT DENMARK

 5.4m inhabitants

 A modern welfare state

- Social welfare financed through taxes
- Free public services in many areas
- High living standards

 The Danish labour market model

- Based on the flexicurity model
- Tripartite co-operation
- High employment
- Gender balanced



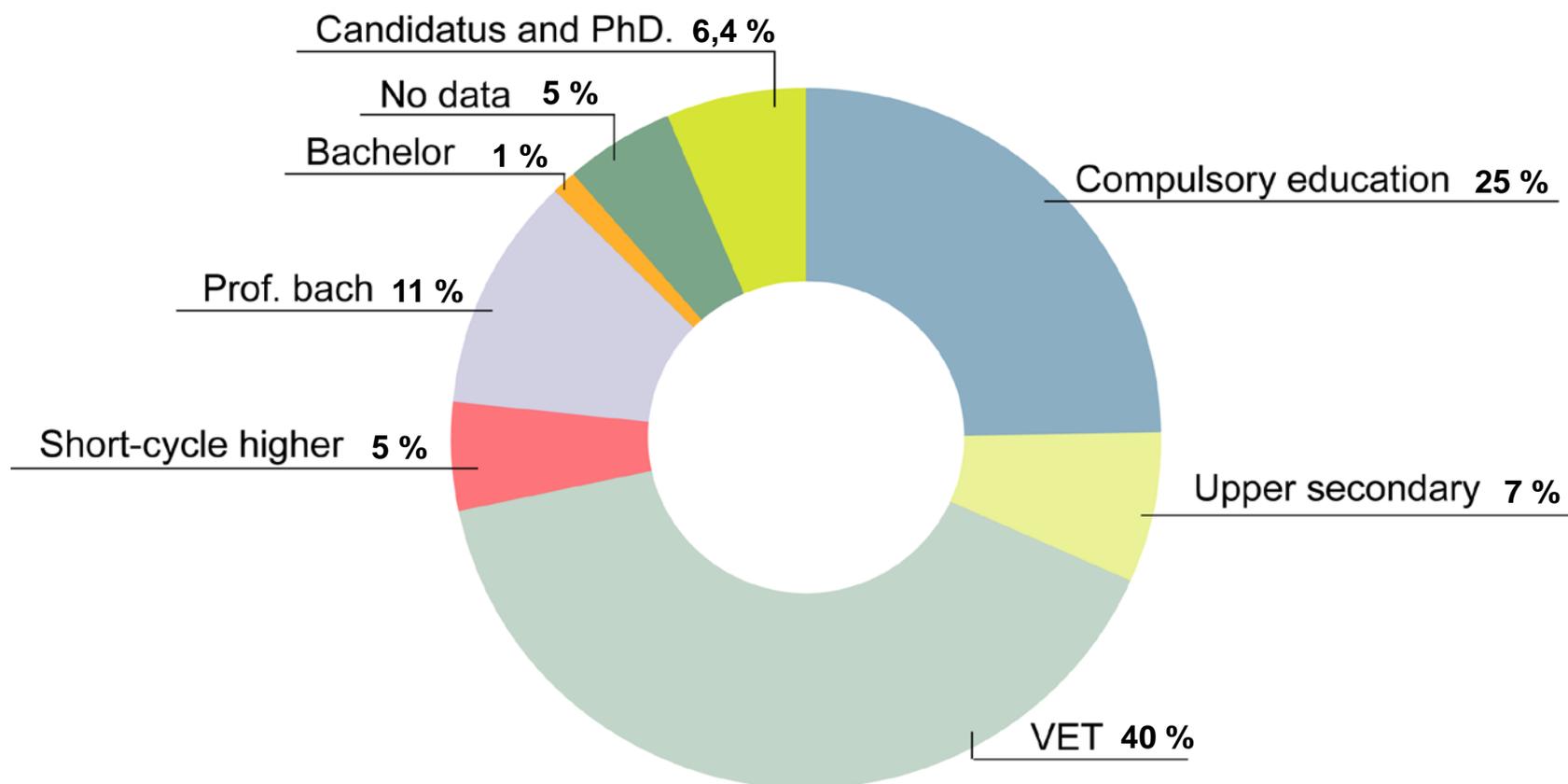


# FACTS ABOUT THE LABOUR MARKET

-  The Danish labour force constitutes about 2.9 million people
-  A high participation rate of 78%
-  The unemployment rate is 5.5%
-  Men make up only slightly more than half of the labour force  
I.e. 52.5%
-  About 23% of all employed people work in public companies,  
whereas 68% work in private companies



# THE EDUCATIONAL COMPOSITION OF THE LABOUR FORCE





# KEY PRINCIPLES OF THE DANISH EDUCATION SYSTEM



Education for all



International outlook



Flexible pathways



Guidance



Lifelong learning



Active participation



High-quality education



Partnerships



# Key figures on E&T in DK

-  95% of all children attend pre-school
-  82% of a youth cohort completes upper secondary general or vocational E&T (38% completes VET)
-  44% of a youth cohort completes HE
-  25% of the labour force participated in public adult E&T and 60% of the labour force participated in private or public CVT in 2005
-  Total state expenditure on E&T was 123 billion – 7.5% of GDP in 2006



# Life long learning for adults in Denmark

- Long standing tradition on adult learning - folkhigh-schools goes back to 19.century
- Adult vocational training system introduced in 1960
- Adult general education established by law in 1972
- A parallel system for adult further education was introduced by a reform in 2000-2001
- Government strategy for lifelong learning in 2007





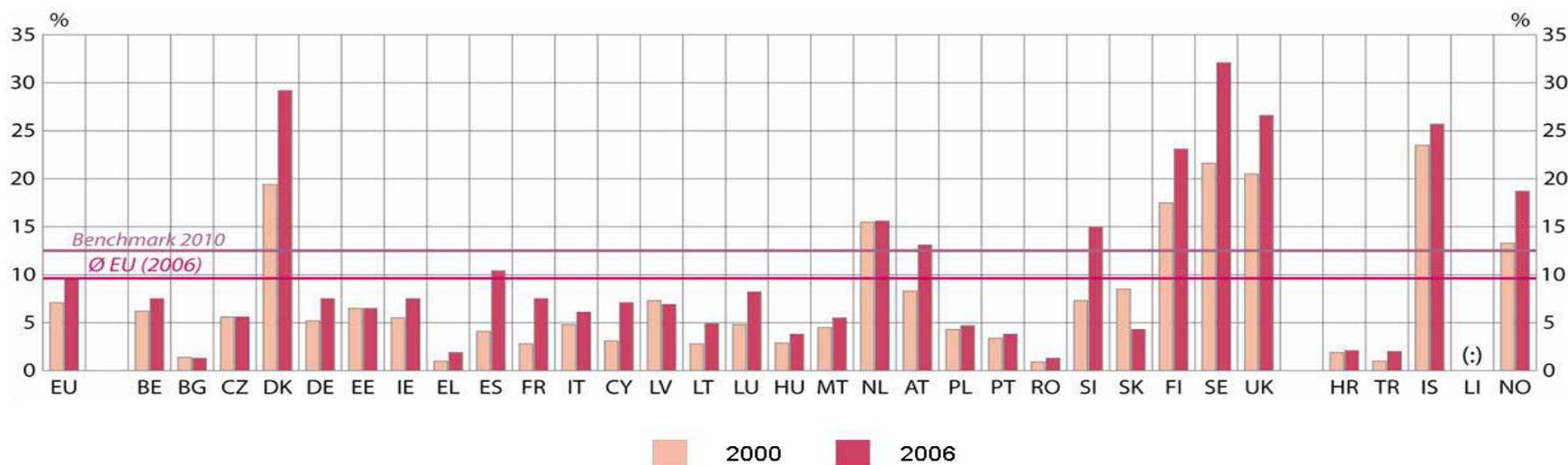
# POLICY OBJECTIVES in ADULT E&T:

-  Provision of a coherent and publicly funded education and continuing training system for adults at all levels
-  Ensure access for all – not least low skilled
-  Ensure possibilities of skills and competence development (general, academic and work-related adult E&T)
-  Ensure recognition of skills and competencies through formal, non-formal and informal learning

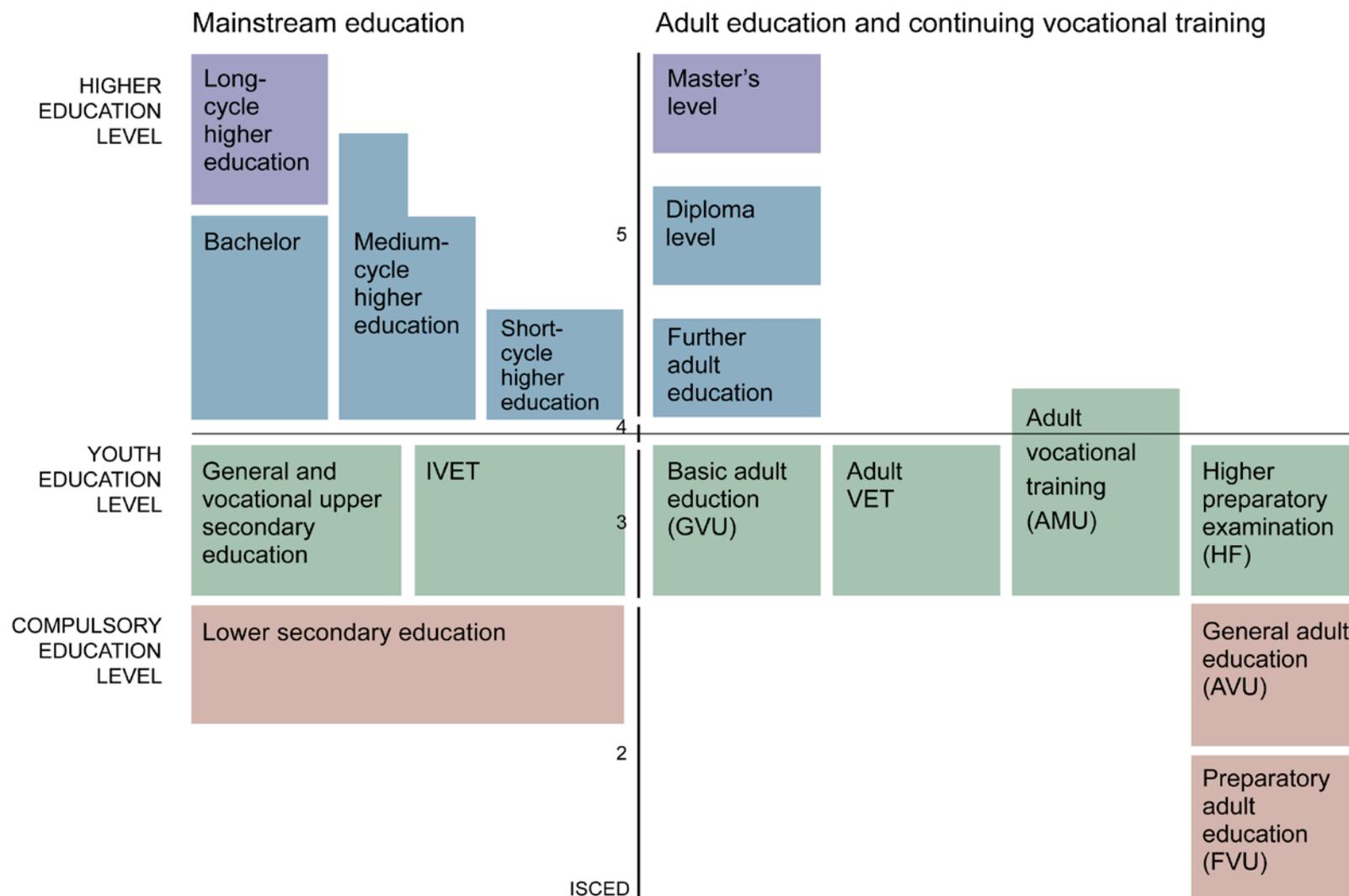


# EU -PARTICIPATION IN LIFELONG LEARNING

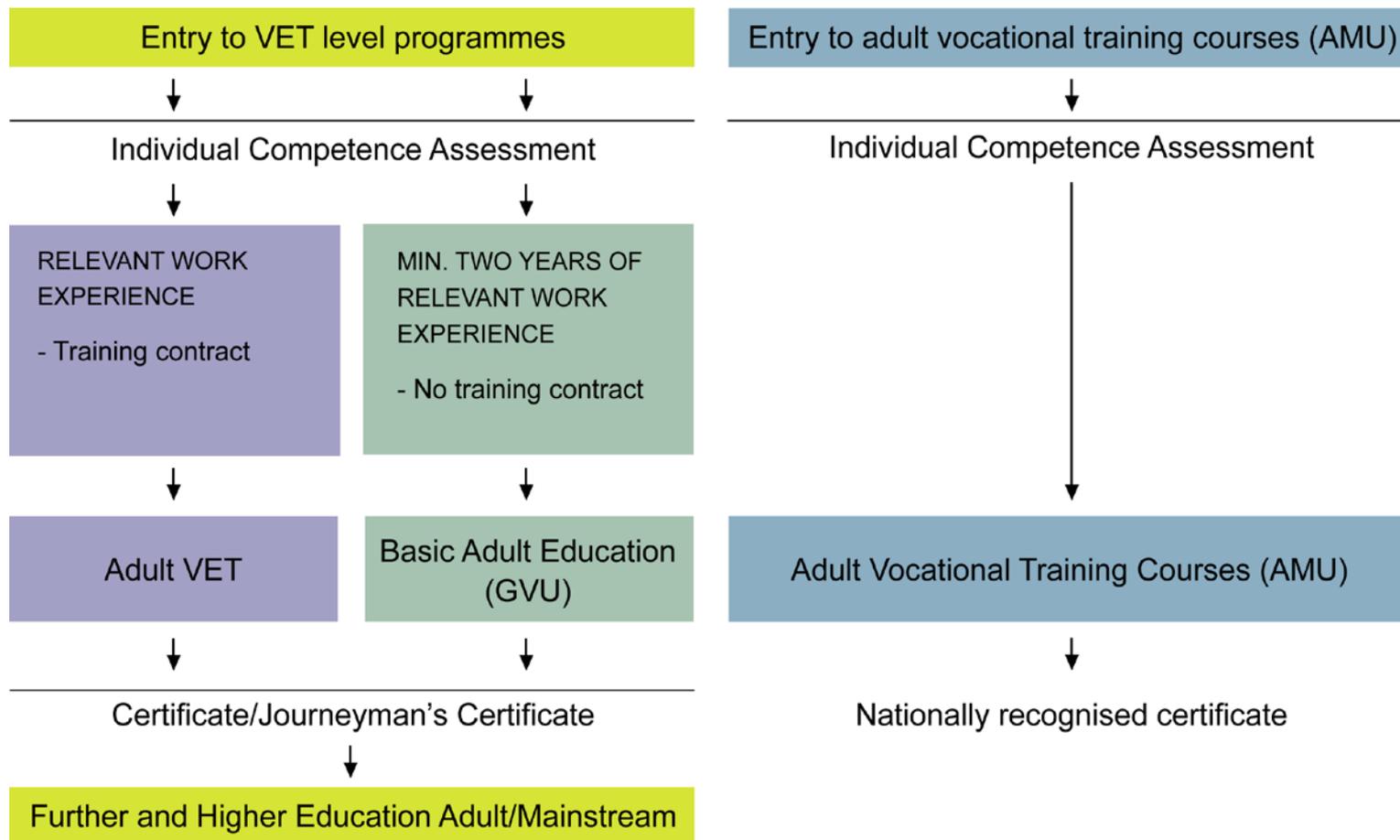
## Population aged 25-64 participating in education and training 2000-2006



# DK -EDUCATION AND TRAINING SYSTEM



# VOCATIONAL ADULT EDUCATION AND TRAINING for low- skilled and skilled labour



# ADULT VOCATIONAL TRAINING (AMU)

Main objectives:

-  To provide, maintain and improve vocational skills and competences of participants in accordance with the demand of the labour market
-  To solve restructuring and adaptation needs in the labour market
-  To contribute to lifelong upgrading of skills and competences in the workforce





# ADULT VOCATIONAL TRAINING (AMU)

-  Target group: Unskilled and skilled employed workers (more than 600.000 participants pr year in courses)
-  Duration: Each programme lasts from one day to six weeks
-  More than 3000 programmes ( in 120 dif. competence areas)
-  Each year, approximately 500 programmes are developed or changed due to changed needs on the labour market
-  Nationally recognised certificate upon completion of a course
-  More than 100 providers: colleges, training centres and private providers



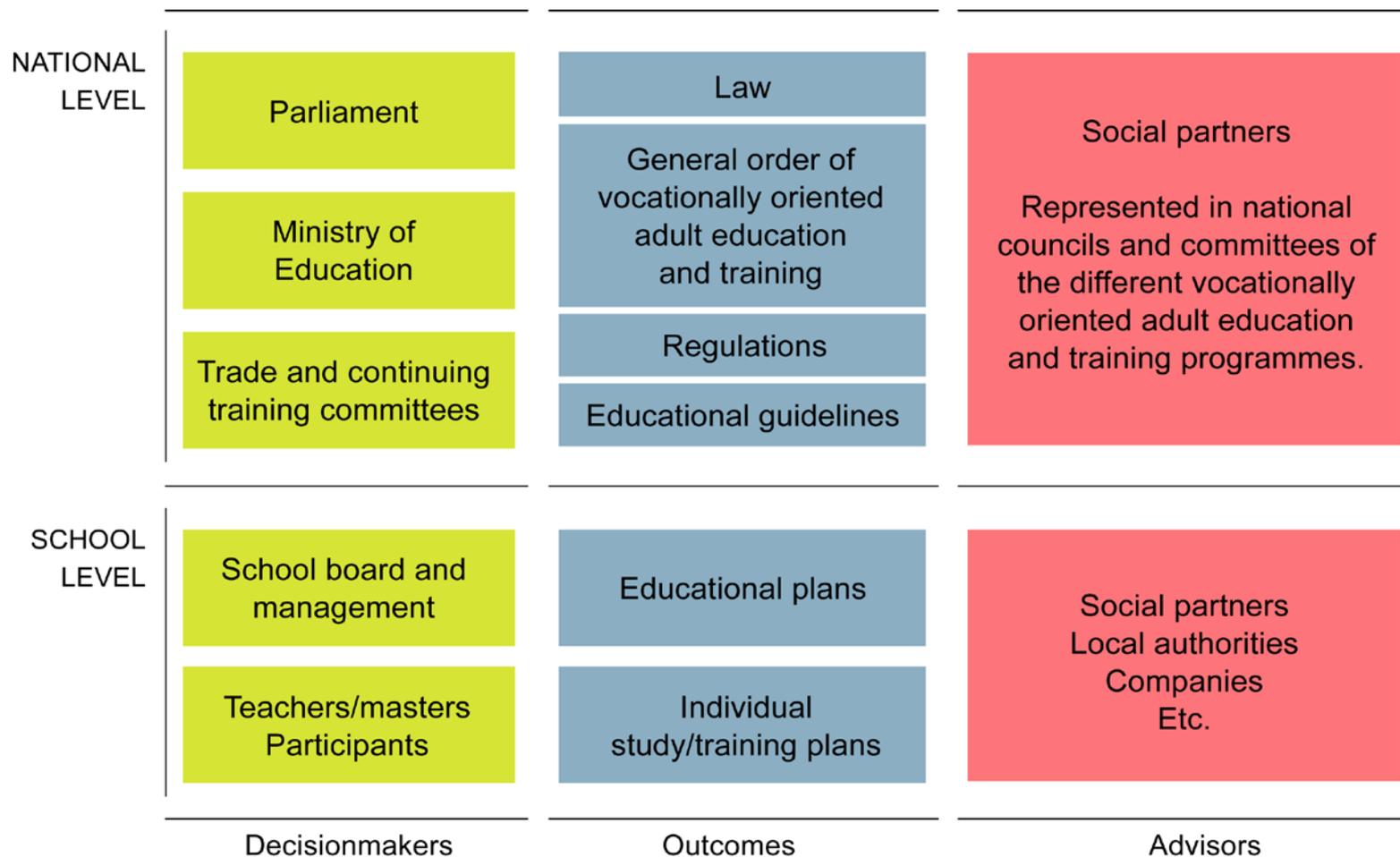


# FINANCING:

-  Public provision and taximeter funding of approved education activities
-  Co-financing by participants or employers through graduated tuition fees favouring low-skilled, certain offers being free
-  Publicly/company financed support/allowance schemes for forgone earnings during trainee leave (qualifying courses only)
-  Training for unemployed purchased by Public Employment Service



# STAKEHOLDER INVOLVEMENT AND MANAGEMENT



# General adult education programmes:

- **Preparatory adult education**
  - All adults of at least 18 year can improve their literacy, numeracy and IT-skills by attending preparatory adult education courses
  - Courses free of charge
- **General adult education**
  - All adults of at least 18 year have the right to attend competence based courses within general subjects at lower secondary school level
  - Tuition fees for participants
- **Higher preparatory examination**
  - All qualified young and older people have the right to attend general higher preparatory courses at the level of upper secondary education
  - Tuition fees for participants. Lowest fees for low skilled.
- **Participants may receive a state financed educational grant**
- **Courses are offered by Adult Education Centres (VUC) and others**



# Adult further education – three levels

- Further adult education (VUU)
- Diploma level programmes
- Master level programmes
- The aim of all higher education programmes for adults is to develop job competences
- All programmes are one year programmes (60 ECTS)
- Participants attend on a part time basis while holding a job
- All programmes requires min. 2 years relevant work experience
- All programmes corresponds to levels of higher education
- Programmes are offered by higher education institutions



# DK – strategy for lifelong learning

- Political background:
  - Gov. strategy on globalisation, 2006
  - Tripartite agreement on CVT in 2006 and 2007
- Main challenges to be addressed
- Overall aim: World class education and skills upgrading for all
- Comprehensive strategy – all levels of E&T
- Transversal aims and actions
- Increased funding for E&T: 2 billion euro 2007-12



# Government objectives:

-  At least 85% of a year group should complete a youth education in 2010, and 95% in 2015
-  At least 45% of a year group should complete a higher education programme in 2010, and 50% in 2015
-  Everyone should engage in lifelong learning



# Transversal aims and actions:

- Better guidance and counselling
- Increased recognition of prior learning
- Improved cohesion and transparency in E&T
- Global perspective in E&T
- Stronger professional E&T institutions
- Partnerships with key actors (social partners and regions)



# Government and social partner agreement 2006

## **Adult education and training is a shared responsibility:**

1. Individuals are responsible for developing their competences.
2. Companies must ensure the competence development of employees in line with company and labour market needs.
3. The social partners role is to contribute to work force development and learning in the companies.
4. The authorities role is to provide a good framework, relevant programmes and intensives to ensure that everyone has equal opportunities to participate in adult learning.

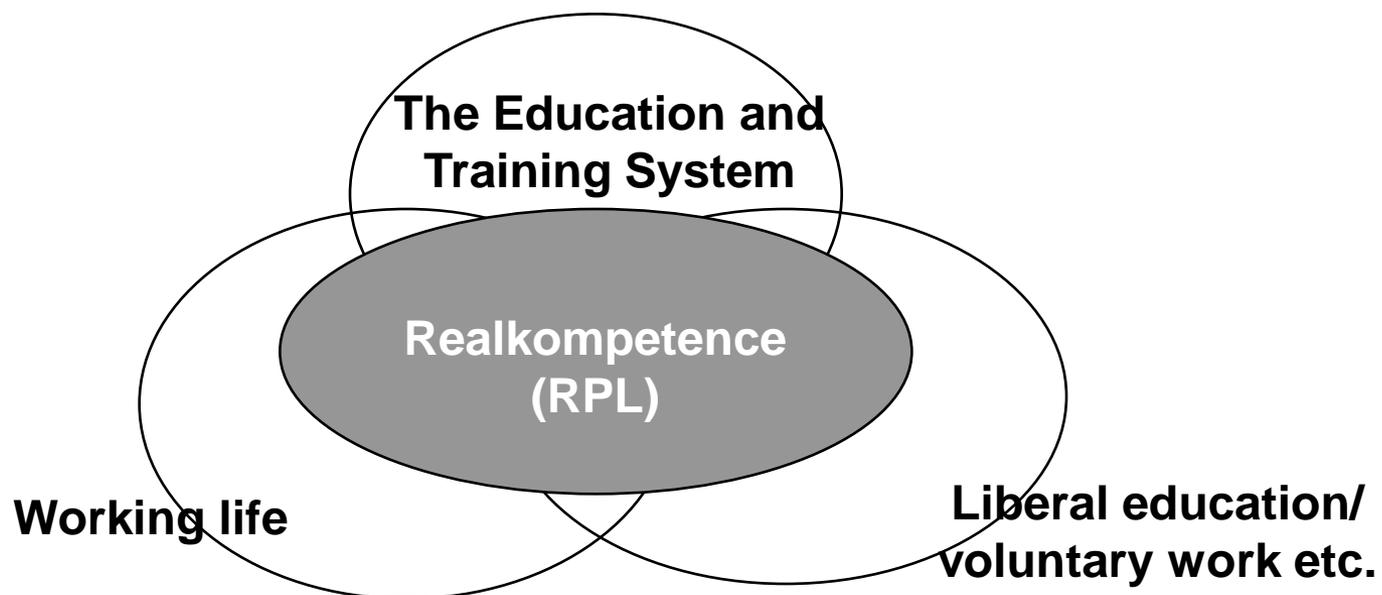


# Key actions to promote adult learning:

- More effective and flexible oriented programmes – focus on low skilled
- Increased public funding to promote adult vocational training (150 mil. Euro) – Requires financial co-responsibility by social partners/companies
- Increased number of adults in basic skills courses and adult VET-programmes
- Better guidance and counselling to adults and companies
- Assessment and recognition of prior learning in all adult E&T programmes
- Better language courses for immigrants and refugees
- New models for fees and allowance schemes in adult voc. training



# Realkompetence - RPL



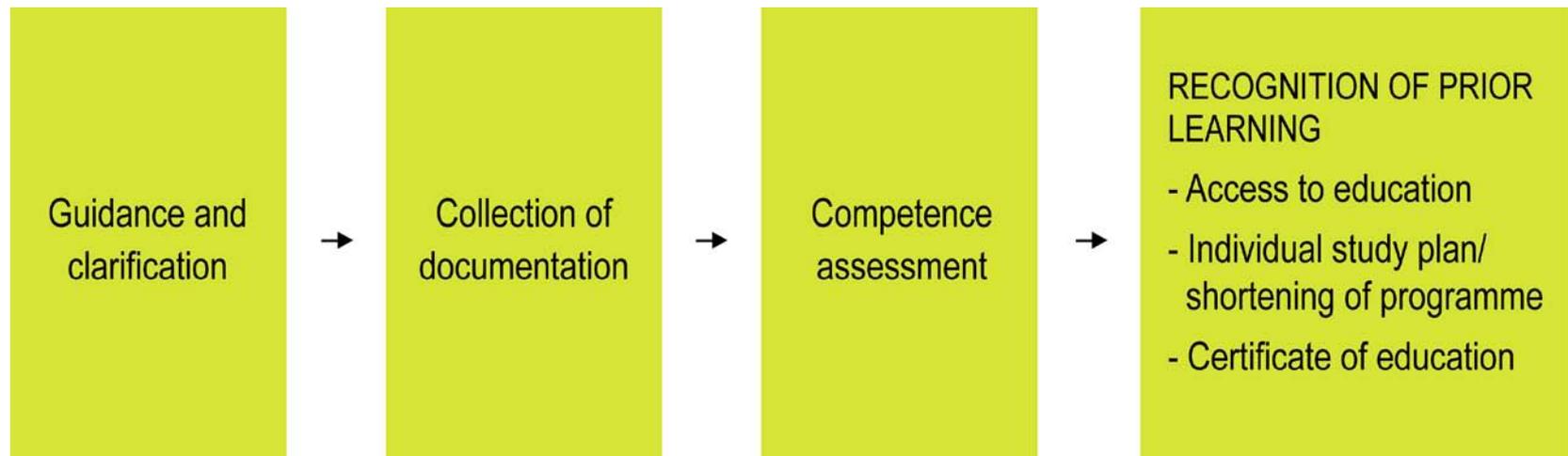
# RPL –legislation in Adult education and training 2007

- Individuals have a right to assessment of prior learning
- They must contribute to documentation
- Assessment is free of charge for low skilled
- E&T institutions responsible for RPL
- Assessment references are objectives/requirements for concrete education programme
- Assessment results are to be documented
- Quality assurance is essential, including right of appeal





# RPL – process and outcome



# DK- qualification framework on life long learning

CERTIFICATES AND DEGREES		SUPPLEMENTARY QUALIFICATIONS	
1	> Primary and lower secondary certificates	1	> General adult education certificates
2		2	> Preparatory adult education certificates
3		3	> Basic VET courses and single subject VET certificates
4	> Upper secondary certificates	4	> Higher preparatory single subject certificates > Supplementary upper secondary certificates
5	> Academy Profession and VVU degrees	5	> Adult vocational training certificates
	3 > VET certificates 4 > Other vocational certificates		
6	> Bachelor and Diploma degrees	6	
7	> Candidatus and Master degrees	7	
8	> PhD	8	



Thank you for your attention

More information can be found on  
[www.uvm.dk](http://www.uvm.dk)

