



EAfA Live Discussion on Remote Learning: Challenges and Opportunities for the VET Sector posed by the COVID-19 pandemic

Date: 17 June 2020
Location: Online

Employment,
Social Affairs
and Inclusion





EAfA Live Discussion on Remote Learning: Challenges and Opportunities for the VET Sector posed by the COVID-19 pandemic

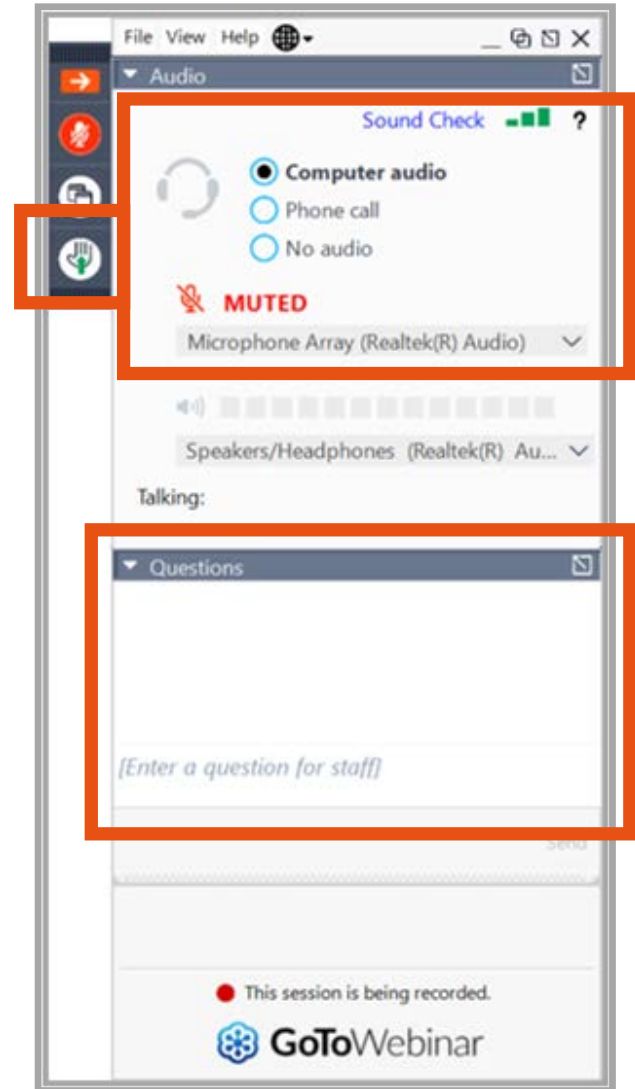
Organiser: AppSS Webinars | **Presenter:** AppSS Webinars

Audio: Use your microphone and speakers (VoIP) or call in using your telephone.

Netherlands: +31 207 941 383

Access Code: 202-904-234

Audio PIN: 101



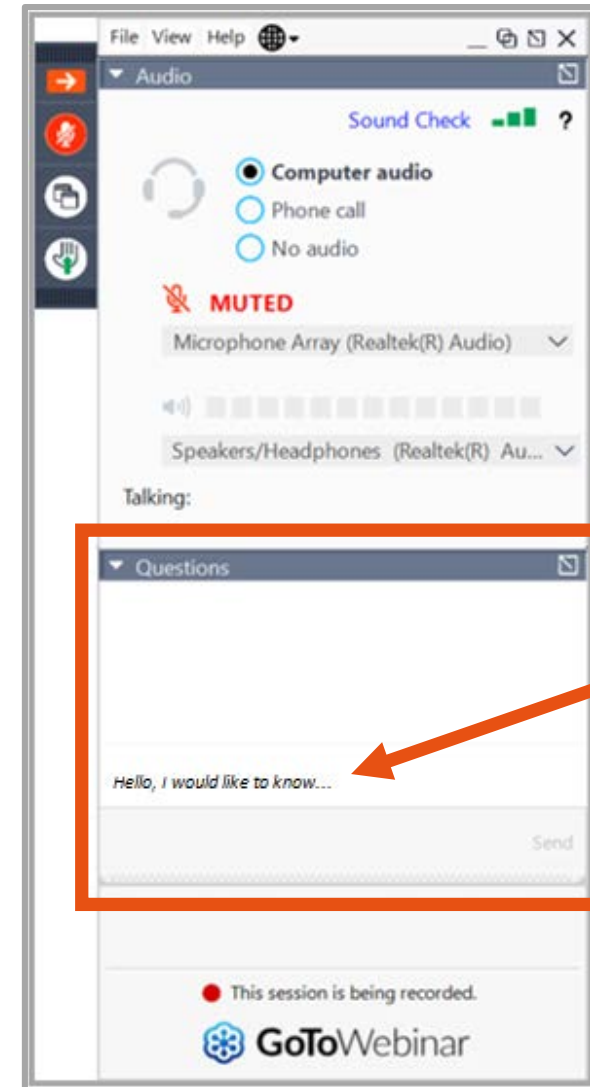


EaFA Live Discussion on Remote Learning: Challenges and Opportunities for the VET Sector posed by the COVID-19 pandemic

Organiser: AppSS Webinars | **Presenter:** AppSS Webinars

Audio: Use your microphone and speakers (VoIP) or call in using your telephone.

Netherlands: +31 207 941 383
Access Code: 202-904-234
Audio PIN: 101



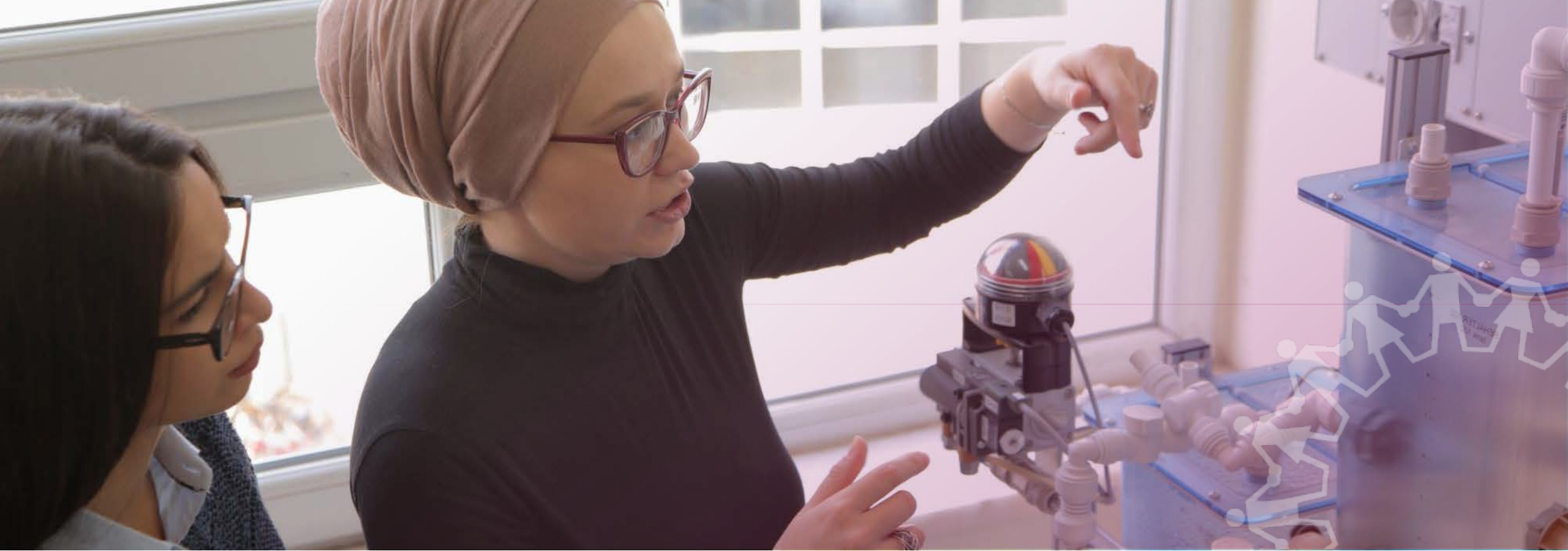


EAfA Live Discussion on Remote Learning: Challenges and Opportunities for the VET Sector posed by the COVID-19 pandemic

Date: 17 June 2020
Location: Online

Employment,
Social Affairs
and Inclusion





Our Panel

Andrew McCoshan – Moderator

Ashwani Aggarwal – International Labour Organization (ILO)

João Santos – DG Employment, Social Affairs and Inclusion

Manuela Prina – European Training Foundation (ETF)

Nazrene Mannie – Global Apprentices Network (GAN)

Ramona David – European Centre for the Development of Vocational Training (CEDEFOP)



<https://www.shutterstock.com>

Global Survey on the Impact of COVID-19 on training of employees, apprentices & interns

Led By

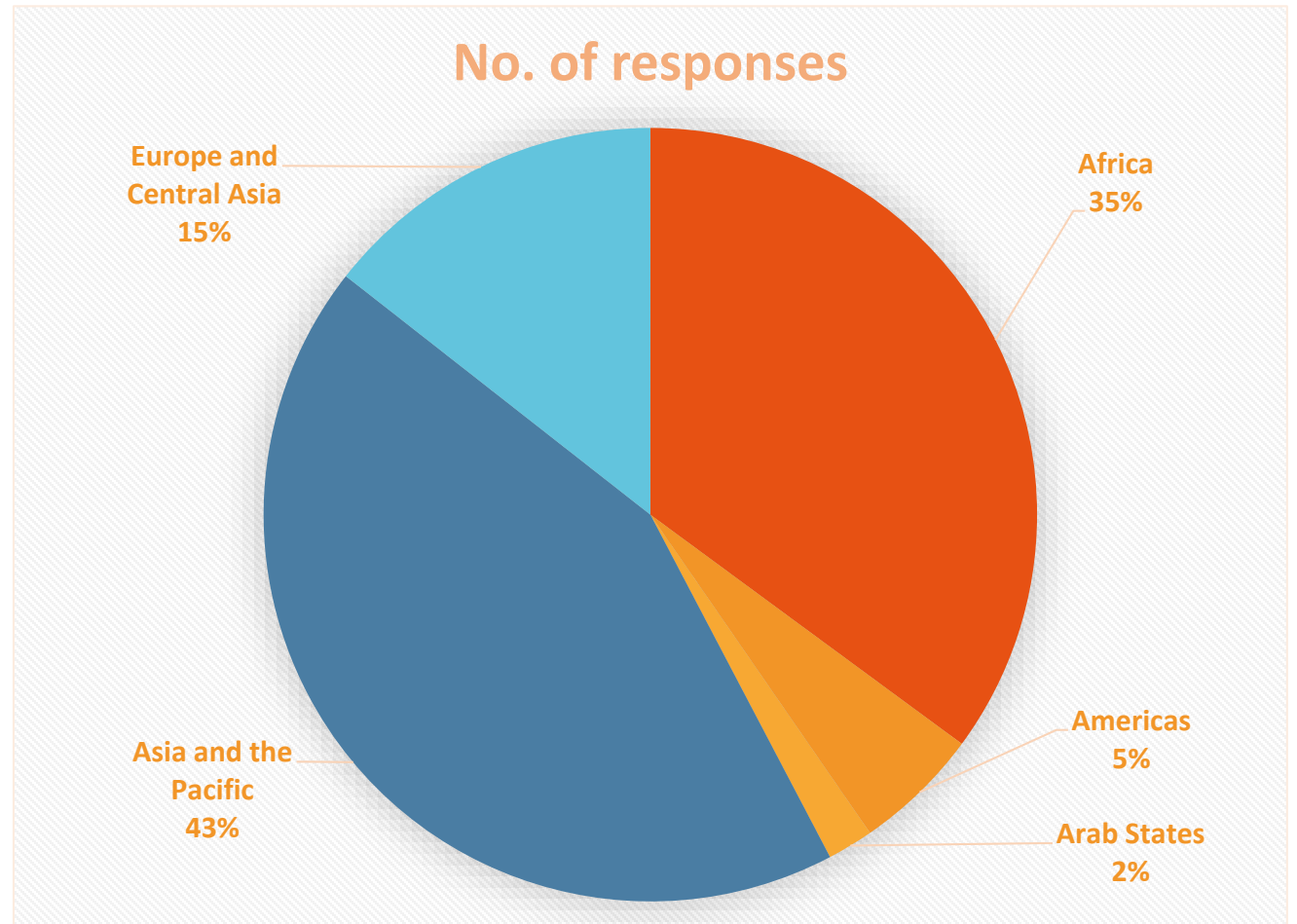


Main objectives

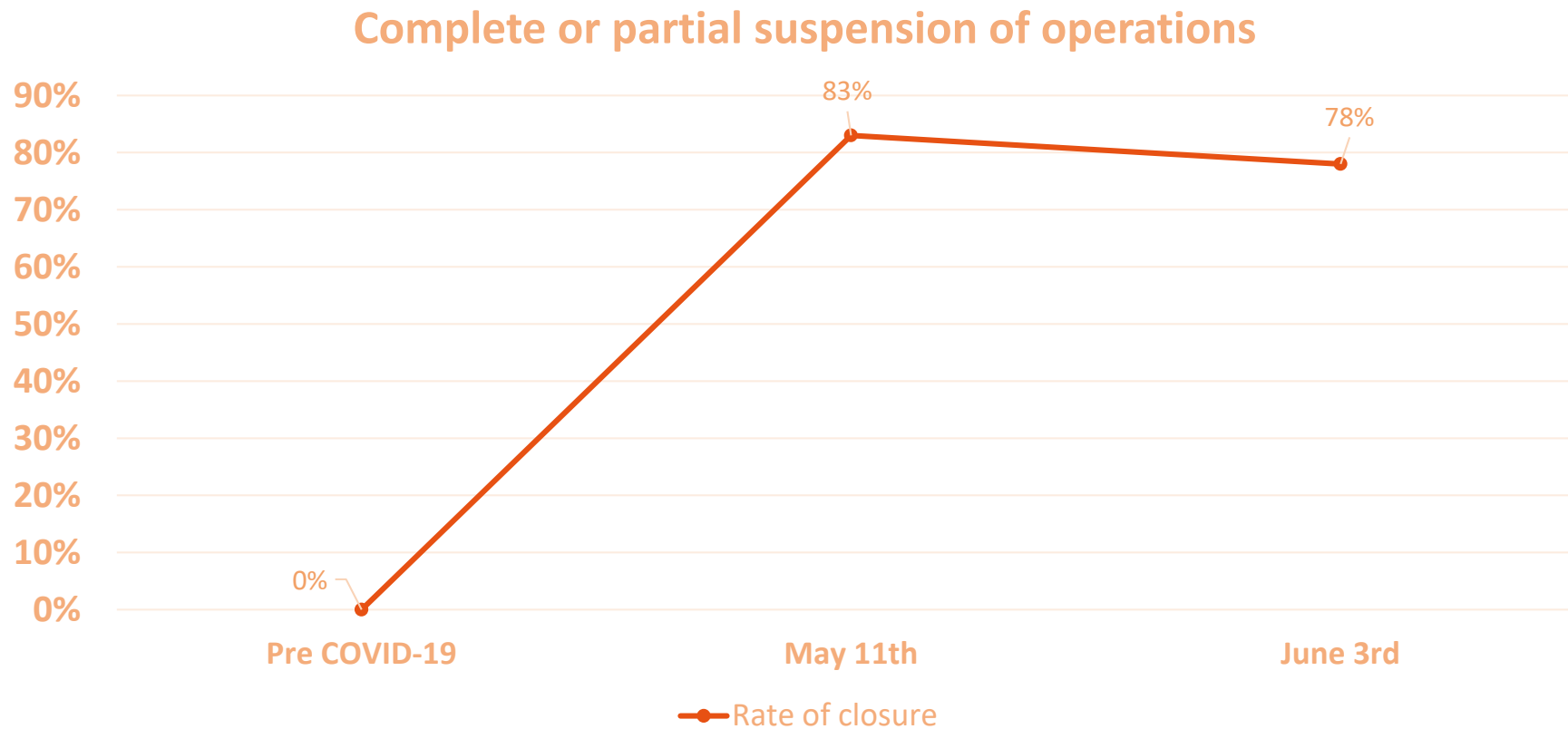
- Understand the impact of the COVID-19 pandemic on the training and development of employees, apprentices and interns
- Good practices and innovative solutions undertaken by various enterprises mitigate the challenges
- Policy recommendations to address such challenges

Data collection

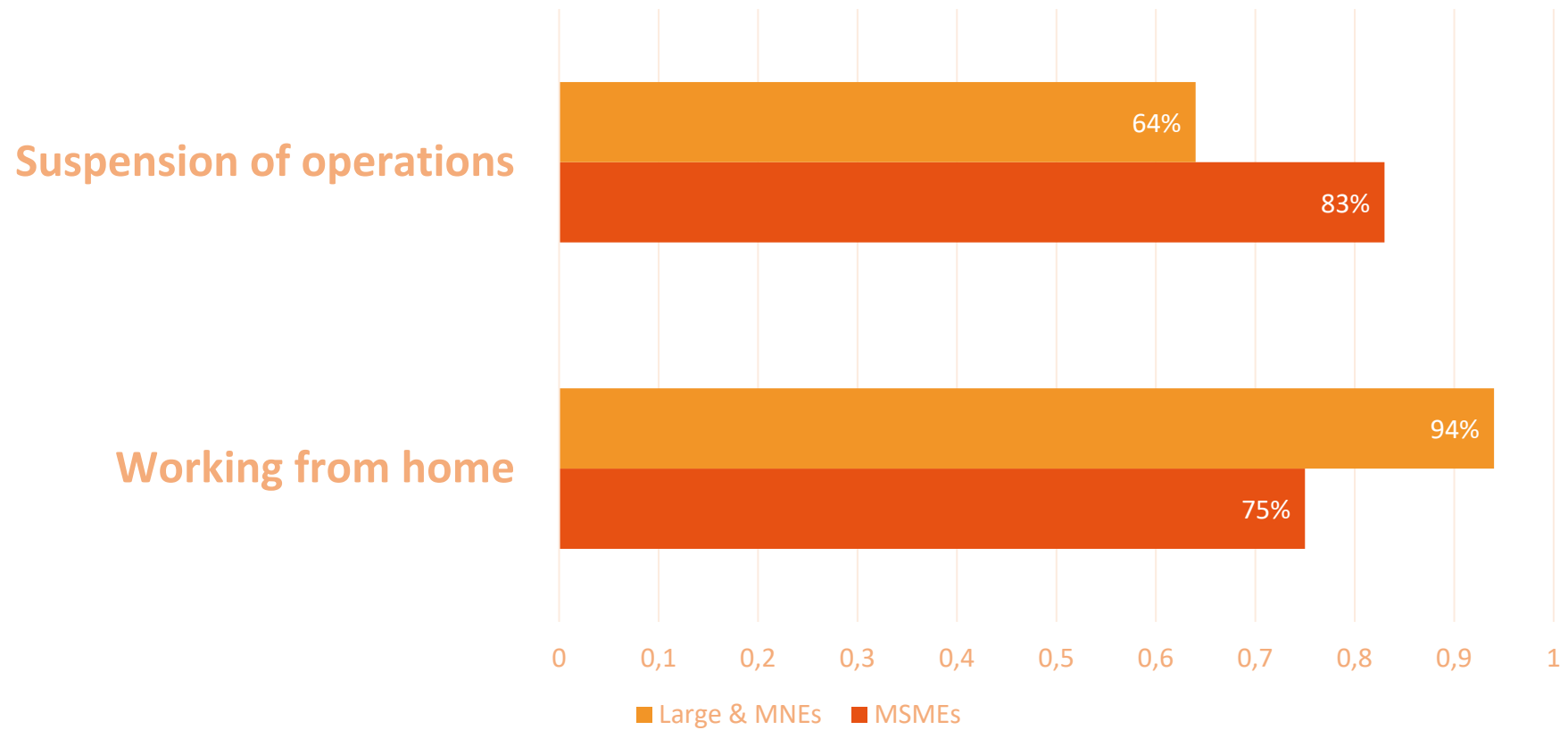
- Around 900 responses received from 110 countries (from all regions)
- About 33% responses from MSMEs and 20% from large and MNE's



The pandemic has seriously disrupted skill development around the world



Impact on MSMEs is bigger than on large and MNEs



A worrying issue

36% of surveyed enterprises stopped payment of wages and/or stipend to apprentices and interns



Measures to address the impact of the pandemic

- 36% of enterprises adjusted the training period for apprentices and interns
- Exemptions to summative assessment/online examinations
- A paradigm shift to online learning (60%)

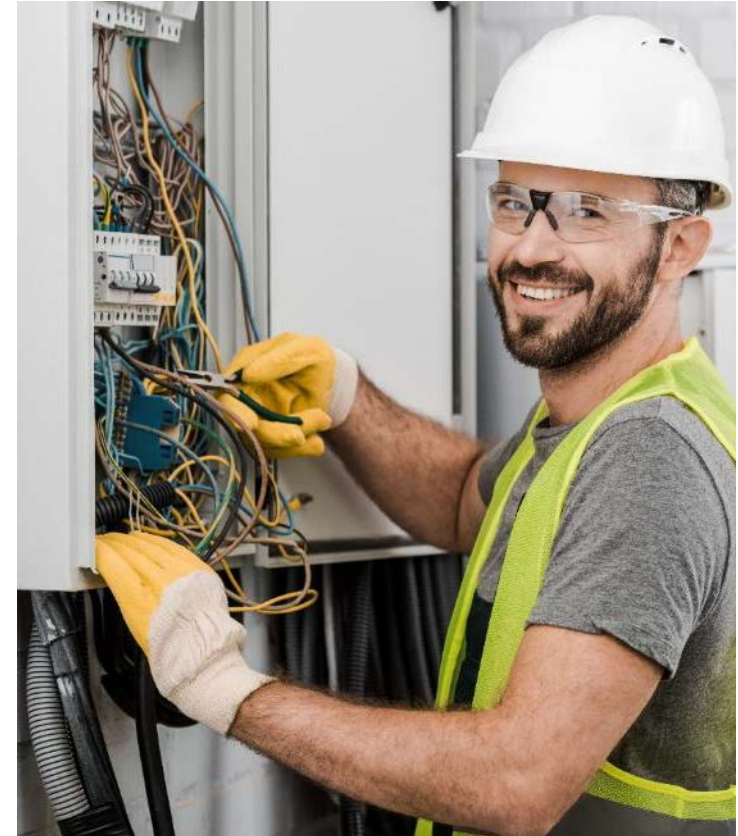
Challenges to Online Learning

While many countries have created or adapted digital platforms to replace face to face learning, they are encountering many challenges such as

- Instructors not being properly trained to deliver online courses
- Difficulties in adapting TVET curricula to online formats
- Lack of access to the internet and ICT equipment to carry out training and learning
- Many learners are unable to access the online training because they were not familiar with online platforms

The biggest challenge?

How to provide practical or on-the-job training online!





<https://www.shutterstock.com>

GAN Global Skilling Solutions: COVID-19 and Beyond

Our members and partners



JPMORGAN CHASE & Co.



OUR AMBITION

A future of work that provides decent and sustainable work opportunities for all segments of the workforce.

OUR PURPOSE

We empower people and businesses by promoting and advocating for the *uptake of work-based learning*, including apprenticeships, as a way to address the mismatch between the skills people have and the skills employers want.

What have GAN members done?

Driving the acceleration of WBL by businesses

Shape policies with our Networks & members to create an enabling environment

Evaluation and analysis of policies & programmes

Shift to different learning methods,

Build partnerships to develop enabling policy frameworks

Ongoing engagement with GAN's Board members to champion WBL

WBL solutions for decision makers

Enable learning and sharing through peer2peer exchanges online, face to face

Research, innovations and engagement

Programmes and activities that create opportunities for ongoing training, job creation and labour market linkages

Examples

Microsoft: Access to multiple courses offered for free and partnership with UNESCO's Global Education Coalition providing hardware, software and connectivity solutions for learners and institutions. [Microsoft Community Training](#) is an azure powered platform that supports personalised learning for a large-scale mobile-based community. It is affordable, easy to manage and provides robust security and privacy protection. Learn more [here](#).

The Adecco Group: Research the top trends on how COVID-19 has impacted the workplace. This includes virtual summer internships on Wall Street and higher youth unemployment: <https://www.adeccogroup.com/futuhreinsight/our-weekly-top-5-trends-from-the-world-of-work/>

Accenture: Extensive work done on building workforce resilience. In the midst of the COVID-19 crisis, many organizations are reducing their workforces, while others cannot fill jobs fast enough. Accenture has launched the [People + Work Connect analytics-based platform](#) which brings organizations together to help get people back to work faster and provides new ways to keep people employed. This global initiative platform was created by chief human resource officers from Accenture, Lincoln Financial Group, ServiceNow and Verizon.

Zurich Insurance: Studies conducted on *Future proofing people protection including impact on the workforce*. Leading apprenticeship programme innovations in the US

Firmenich: Recently announced a commitment to offer hundreds of graduate and apprenticeship opportunities over the next 12 months: https://www.linkedin.com/posts/firmenich_wearefirmenich-forgoodnaturally-activity-6674278879189856256-fkny

Updates and achievements

Highlights

- Growing interest in GAN's work and work-based learning throughout Latin America, Africa and Asia;
- Dual education and apprenticeship considered key to addressing present and future skills shortages in key economic sectors and regions;
- Private sector and good practise influence on diversifying talent pipelines.

Updates and achievements

Updates and achievements to date

Research

- Business contributions to SDG realisation (in particular on SDG 8) and training workshop for executives and CSR technicians
- Local development through STEM careers as a tool for regional development
- Labour integration programs in deprived neighbourhoods: A quali-quantitative evaluation of work-readiness programme in Barrio 31, Buenos Aires, intended to stimulate formal employment for vulnerable groups including an evaluation of the programme

Other

- Advising government and business in Costa Rica on the implementation on the dual education law and analysis of the policy framework
- Focus on STEM and Digital Skilling interventions
- Global events and symposiums focusing on WBL (African Union event., Participation in IOE Global events, TED X Zapote, Latinity conference, working world: resume and interview workshop, Capacitar Summit etc.)
- Shaping policies through the ILO, World Bank and UNESCO
- Set up of a programme to advance the reflection and knowledge about WBL programmes for small and medium sized enterprises (SMEs)
- TVET systems and curricula mapping

In the pipeline

- Skills Anticipation Study in the Creative Industry in Mombasa County implemented by the Global Development Incubator
- Thrive@Work Programme implemented by the African Managers Institute
- Study on skills and work-based learning programmes in Colombia.
- In-depth study of the existing legislation in Guatemala and Lebanon with the aim of creating a toolkit that will help employers set up WBL programmes
- Training of trainers for representatives of SMEs to offer on-the-job learning for vulnerable youth.

Way Forward

Bringing about the kind of needed change requires scale and collaboration across sectors and disciplines and businesses have a significant role to play. **We need more business champions who are committed to the development of the workforce, understand that skills and competencies are the ultimate differentiator for business sustainability and growth in an era of continuous rapid change, and recognize the need for business leadership on skills-building through work-based learning.**

By building more synergies and leveraging the experience and expertise of diverse businesses and game-changers, we'll be able to scale-up learning and sharing among companies and countries and create a larger positive impact

Nazrene Mannie
GAN Executive Director

GAN
GLOBAL

E-mail: mannie@gan-global.org

Phone: +41 782 434323

Twitter: @GAN4Skills

Facebook.com/ GAN4Skills





Discussion - What is happening or should happen now?



<https://www.shutterstock.com>

Global Survey on the Impact of COVID-19: Beyond the Covid-19 Pandemic

Beyond the COVID 19 pandemic



52% of surveyed companies are intending to reduce investments in staff training due to financial constraints (61% of MSMEs and 51% of large and MNEs)

Beyond the COVID 19 pandemic

75% will make adjustments to training after the pandemic, such as:

- Increase investment in distance learning, especially web conferencing, online courses and podcasts
- Introduce or intensify blended training methodologies
- Capacitate their staff to deliver distance and online training by acquiring equipment, software and training relevant staff.

Challenges

The offer of new apprenticeships and internships and staff training is likely to be lower even after lockdown measures are lifted:

Switzerland: 20 %

Australia:

30% in 2 years

50% increase in NEET youth

- Digital divide could increase the exclusion of disadvantaged groups

Questions?



EC Resources

- **School Education Gateway: [European national websites for online and distance learning during school closures](#)**
- **Erasmus+:**
 - [Funding opportunities](#)
 - [Programme guide](#)
- **European Commission [Survey](#)**



Look out for our upcoming activities:

- 3rd Live Discussion– 15th July

Keep the conversation going in the EAfA LinkedIn Group.

Thank you for participating!