

# Integrating validation policies and practices

How can cooperation between labour market stakeholders, social partners, and the world of education better support VPL for efficient transitions, re- and up-skilling in the labour market?

Moderator: Ida Thomson, Sweden

# Labour market reforms in Sweden – what role will VPL play?

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# Improved flexibility, adaptability and security in the Swedish labour market

- In January 2022, the Swedish Government decided on a historic transition package to improve flexibility, adaptability and security in the labour market:
  - Reformed labour law
  - Transition and skills support
  - Finance scheme for transition and retraining
  
- Why?
  - Increasingly rapid changes in labour market (and society) due to digital transformation, the green transition, etc,
  - People need to be able to develop their skills throughout their working lives through lifelong learning
  - Making it significantly easier for people in mid-life and with work experience to re- and/or upskill

# Transition and skills support

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Workers will have the opportunity to take part in basic transition and skills support to strengthen their future position in the labour market.

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Support in the form of guidance will facilitate the transition to a new job or training both for those employed and for individuals whose employment contract is about to expire or be terminated.

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Employers who finance transition and skills support be compensation



# Finance scheme for transition and retraining



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A new publicly funded student finance scheme for transition and retraining will be introduced to strengthen the employees' position in the labour market.

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Everyone who has worked for more than 8 years will be given the opportunity to study for up to 1 year with student finance (grants and loans) providing at least 80 percent of their previous income (up to a pre-defined maximum amount)

# Increased demand for VPL?



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The reform is foreseen to increase the demand for VPL in Sweden and the government has initiated a number of support measures to strengthen the up-take of VPL in Sweden

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Social partners are pushing for VPL and see it as a key component of the reform

# Policy & budget measures to facilitate VPL



**YH-flex:** Piloting a VPL based flexible learning pathway to a Higher Vocational Education qualification for permanent implementation in HVE system

3 years, 90 M SEK



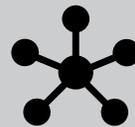
**Sector Industry VPL:** Government grant for social partners in cooperation for developing sectoral qualifications and VPL models for vocational roles within a specific sector

Annually 10 M SEK



**VPL in municipal adult (vocational) education (komvux):** new government grant for municipalities in cooperation to work with competence mapping and validation

3 years, 140 M SEK



**Regional cooperation and coordination for VPL:** Government grant to support regions working with sustainable structures for VPL at local and regional levels

3 years, 63 M SEK

# Thank you!

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# Our panel

- Þorsteinn Víglundsson, CEO, Hornsteinn
- Pedro Moreno da Fonseca, Technical Specialist on Lifelong Learning, SKILLS Branch, International Labour Organization (ILO)
- Gina Ebner, Secretary General of the European Association for the Education of Adults (EAEA)
- Ernesto Villalba-Garcia, Expert, European Center for the Development of Vocational Education and Training (Cedefop)

# Questions for reflection

- How can the use of VPL for the purpose of (efficient) re- and upskill increase?
- How can enhanced cooperation between the world of work and the world of education support the uptake of validation, in general, and specifically for up- and reskill of the workforce
- What needs to happen for VPL to be a win-win-win (individual/worker – company/employer – society)?