

# Thematic Review on Adult Learning

April 2004

Newsletter no 9

## Topics Covered:

- The OECD Review visit to Germany
- The OECD Review visit to Korea
- The OECD Review visit to the Netherlands

## Who to contact

Education and Training  
Policy Division (EDU):  
beatriz.pont@oecd.org

Employment Analysis and  
Policy Division (ELSA):  
peter.tergeist@oecd.org

Assistant to the Activity:  
dianne.fowler@oecd.org  
Tel: +33(0)1 45 24 99 64  
Fax: +33(0)1 44 30 62 20

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[www.oecd.org/edu/adultlearning](http://www.oecd.org/edu/adultlearning)

## OECD review teams visit three more countries focusing on learning for low skilled adults

Between December 2003 and February 2004, OECD review teams visited three countries that had opted for the adult learning thematic review which focuses on low-skilled adults: Germany (December 2003), Korea (January 2004) and the Netherlands (February 2004). The review visits were enriching and revealed a number of interesting policies and practices.

The main purpose of the focused review is to show how participation of the low-skilled in adult learning can be improved. In particular, four broad themes are being tackled in each of the country reviews:

**1) Broad lines and key concerns of public policy regarding low-skilled adults:** Are there specific adult learning policies effectively addressing the needs of the low-skilled? In what ways are they embedded in more general adult education policies?

**2) Making learning more attractive to low-skilled adults:** Low-skilled adults face important barriers and constraints that hamper their learning participation (time availability; financial costs, etc.). What approaches are considered most fruitful in improving incentives to overcome these barriers?

**3) Quality and effectiveness of learning:** What kind of quality control and quality assurance mechanisms exist for learning programmes focused on the low-skilled? What kind of evaluation mechanisms have been established to measure performance and other outcomes?

**4) Policy integration and coherence:** Is learning provision for low-skilled adults effectively co-ordinated with other policies (employment, social, etc.)? How can co-ordination in policy development and delivery between governments and social partners be improved?

*Peter Tergeist*

OECD, Directorate for Employment, Labour and Social Affairs

## Calendar of events in 2004

**April 14<sup>th</sup> -16<sup>th</sup> 2004:** ELSA Committee Meeting

**May 24<sup>th</sup> -25<sup>th</sup> 2004:** EDU Committee Meeting

**June 18<sup>th</sup> 2004:** *"Rising expectations: New perspectives for the low-skilled"*, International conference organised in Copenhagen by the OECD-LEED Programme and the Danish Ministries of Education and Employment, in co-operation with the European Commission. For more information, see the website: <http://www.oecd.org/els/leed>

### TRAL 2 Country Visits

**March 18<sup>th</sup> - 26<sup>th</sup> 2004:** OECD review visit to Hungary

**April 26<sup>th</sup> - 30<sup>th</sup> 2004:** OECD review visit to the United Kingdom

**May 13<sup>th</sup> - 21<sup>st</sup> 2004:** OECD review visit to Poland

## German Visit: 8-12 December 2003

Qualified initial and continuing training is a prerequisite for entering the world of work, earning one's living, and participating in social life. Education policy therefore aims to create a framework which ensures the best possible education and training for all people. Efforts are made to offer adequate support and education programmes not only to high achievers but also to low achievers. Overcoming educational deficits and enabling low-skilled adults to take their final school examinations are therefore major tasks of continuing education, particularly for the over 25s.

Various measures to increase continuing education have already been developed, tested and implemented. It has, however, not always been possible to fully reach the target groups.

The Federal Republic of Germany is therefore pleased to take the opportunity of the OECD's Thematic Review on Adult Learning to again focus on this special issue. The Background Report provides detailed information on the current situation in Germany, not only highlighting examples of good practice but also pointing out the deficits. We expect that the view from outside taken by the visiting OECD Review Team and the comparison with other participating countries will provide us with new ideas and stimuli and help us learn from the experience gained by others.

Ms. Helga Reinhardt  
National Coordinator, Federal Ministry of Education and Research

## German Visit Programme

### Monday 8 December – Berlin

- 09.00 Round Table, Federal Ministry of Education and Research, Federal Ministry of Economics and Labour, DGB and DIHK
- 11.00 Presentation of QUEM – qualification development and management
- 13.30 *bbj-servis*, Berlin (public sector training institution specialising in modular qualifications)
- 16.00 *Lesen und Schreiben e. V.* (Reading and writing – literacy training initiative)

### Tuesday 9 December – Hamburg

- 11.00 Hamburg *Volkshochschule* (folk high school), Basic Education Centre
- 14.30 *Stiftung Berufliche Bildung* (public sector institution specialising in reintegration)
- 15.30 Roundtable with representatives of companies and the Free Hanseatic City government
- 17.00 Department of vocational training, Hamburg Chamber of Commerce

### Wednesday 10 December – Hamburg

- 08.00 *Fortbildungszentrum Hafen* (FZH - continuing training centre in the port of Hamburg), *Koordinierungsstelle Weiterbildung* (KWB - coordination office for continuing education)
- 09.00 *EUROGATE* company (cargo handling), personnel division and works council
- 10.30 "Hamburg Model" and consultants on continuing education
- 14.00 *Arbeit und Leben Hamburg e. V.* (adult education institution connected to the German trade union movement)
- 15.30 *Arbeitsamt* Hamburg (public employment service)

### Thursday 11 December – Bonn/Cologne

- 09.30 *Job-Börse Köln-Chorweiler* (non-profit institution for placement of long-term unemployed)
- 11.00 Job-Center Köln, assessment centre
- 15.00 *Tageskolleg Volkshochschule* Köln, project leading to final school exam

### Friday 12 December – Bonn

- 09.00 Researchers from the Federal Institute for Vocational Training (BiBB) and the German Institute for Adult Education (DIE)
- 12.00 Wrap-up meeting with National Steering committee: Presentation of preliminary findings by OECD Review team

#### Those involved:

##### German National Coordinator:

Ms Helga Reinhardt, Federal Ministry of Education and Research, Continuing Education Division

##### Background Report:

Dr Christoph Ehmman, German Institute for Adult Education

##### National Steering Committee:

Mr Reiner Adam, Ministry of Education, Hamburg

Mr Hans-Jürgen Braun, *Bundesagentur für Arbeit* (Federal Employment Agency)

Ms Gisela Dybowski, Head of Dept, Federal Institute for Vocational Training (BiBB)

Mr Christoph Ehmman, German Institute for Adult Education

Ms Beate Geiss, Federal Ministry of Economics and Labour

Mr Andreas Henkes, Federal Ministry of Economics and Labour

Mr Klaus Meisel, Director, German Institute for Adult Education (DIE)

Mr Bent Paulsen, Deputy-Head of the Department for vocational training, Federal Institute for Vocational Training (BiBB)

Mr Klaus Pehl, Head of Dept, German Institute for Adult Education (DIE)

Ms Helga Reinhardt, Federal Ministry of Education and Research

Mr Werner Steckel, *Bundesagentur für Arbeit* (Federal Employment Agency)

Mr Heinz Westkamp, Federal Ministry of Education and Research

##### OECD review team:

###### Rapporteur:

Mr Paul Ryan, Senior Lecturer, Faculty of Economics and Politics, Fellow of King's College, University of Cambridge. (From Jan 2004, Professor of Labour Economics, Management Centre, King's College, London)

###### OECD experts:

Ms Elena Arnal, Education and Training Policy Division, EDU

Mr Peter Tergeist, Employment Analysis and Policies Division, ELS

**Those involved :****Korean National Coordinator:**

Ms Youngsun Ra, Research fellow, KRIVET (Korea Research Institute for Vocational Education & Training)

Mr Namchul Lee, Director, International Studies & Cooperation Team, KRIVET

**Background Report:**

Ms Youngsun Ra, Research Fellow

Ms Jihee Choi, Research Fellow

Mr Sangho Kim, Researcher (KRIVET)

**National Steering Committee:***Ministry of Education & Human Resources Development*

Mr Jongsoo Jung, Director General, Lifelong Vocational Education Bureau

Mr Youngjun Kim, Director, Lifelong Education Policy Division

Ms Jinyoung Rho, Deputy Director, Lifelong Education Policy Division

*Ministry of Labour*

Mr Jongmyun Paik, Director General, Ability Development Office

Mr Segon Kim, Director, Training Policy Division

Mr Duhee Kim, Deputy Director, Training Policy Division

**OECD review team:****Rapporteur:**

Mr Gerhard Bosch, Professor for Sociology, University Duisburg-Essen and Vice President, Institute for Work and Technology.

**OECD experts:**

Mr Koji Miyamoto, Employment Analysis and Policy Division, ELS

Mr Patrick Werquin, Education and Training Policy Division, EDU

**Korea Visit: 26-30 January 2004**

Adult learning and training is important for improving national competitiveness in the knowledge-based economy. Although most of the labour force aged between 40 and 50 are very vulnerable to changes in the labour market, they have few opportunities for improving their employability through adult learning. With increased flexibility in the Korean labour market, the demand for high skilled and highly educated workers has grown significantly. At the same time, low -skilled and poorly educated workers have little job skills and little access to learning opportunities.

The adult learning and training sector in Korea is quite complicated in that it is governed by two separate ministries (Ministry of Education & Human Resources Development and Ministry of Labour). The compilation of the Korea Background report, which integrated policies and measures by the two ministries, turned out to be a very productive task and improved the communication between the different players.

The OECD Thematic Review on Adult Learning will be expected to provide concrete and realistic solutions to expanding learning opportunities for adults by analysing the status of adult learning in each country and conducting international comparative studies. We are looking forward with great interest to the Country note, which should help Korea to expand learning opportunities for its low- educated and low- skilled groups.

*Ms Youngsun Ra*

National Coordinator, Research Fellow, Korean Research Institute for Vocational Educational Training (KRIVET)

**Korea Visit Programme****Monday 26 January – Seoul**

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|-------|--|
| 10.30 | Lifelong Education Policy Division, Ministry of Education & Human Resource Development       |
| 15.00 | Center for Lifelong Education / Credit Bank, Korean Educational Development Institute (KEDI) |

**Tuesday 27 January – Seoul**

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|-------|--|
| 10.00 | Training Policy Division, Ministry of Labor  |
| 13.00 | Seoul Central Employment Security Center   |
| 15.00 | International Cooperation Office, The Human Resources Development Service of Korea (HRD Korea) |

**Wednesday 28 January – Incheon/ Annyang**

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|-------|--|
| 09.00 | Incheon Polytechnic College                                |
| 12.00 | Annyang Citizen's College (YMCA) - Social Education Centre |

**Thursday 29 January – Pyeongtaek/ Cheonan**

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|-------|--|
| 10.30 | Training Center, Volvo Construction Equipment Korea - Vocational Training Consortium for SMEs (Pyeongtaek) |
| 14.00 | Korea University of Technology and Education (Cheonan)   |

**Friday 30 January – Seoul**

- |       |  |
|-------|--|
| 10.00 | Research Planning & Coordination Office, Korea Labor Institute   |
| 13.00 | Wrap-up meeting with National Steering committee: Presentation of preliminary findings by OECD Review team, KRIVET Head Office |

## Netherlands Visit: 9-13 February 2004

### Motivation to participate in the adult learning review

Over the last decade, the attention of public policies to adult and lifelong learning has increased in the Netherlands. This has resulted in a wide variety of incentives and an increase in facilities to improve participation in lifelong learning at the level of enterprise, the different economic sectors and different population groups and individuals.

Although the attention on low skilled people has increased lately, they are the group with the lowest participation in education and training. Moreover they are one of the most difficult groups to reach, in terms of learning incentives. In accordance with European policies, the Netherlands will shift emphasis on lifelong learning policies from general stimuli to demand-driven stimuli focused on specific target groups. One of these target groups is that of low-skilled adults.

The participation of the Netherlands in the Thematic Review of Adult Learning (focused review) provides, on the one hand, an overview of available initiatives and policies to strengthen the participation of low skilled people on national, regional and local levels – and on the other, an analysis of the strengths and weaknesses of the Dutch approach and recommendations for improvement. In addition it also shows the relative position of the Netherlands on this specific issue compared to the other participating countries and may reveal inspiring practices.

*Mr Toon Janssen*

National Coordinator, Ministry of Education

## Netherlands Visit Programme

### Monday 9 February – The Hague

- 09.00 National Steering Committee and authors of the Background Report
- 10.30 Ministry of Education, Ministry of Social Affairs and Ministry of Economic Affairs
- 13.30 Ministry of Public Health & Welfare
- 15.50 Adult Education Department of the Regional Education Centre (ROC) *Mondriaan Onderwijsgroep*. Department for Illiteracy and Department for Immigrants receiving training in Dutch as a second language.

### Tuesday 10 February – Utrecht, Ede and Baarn

- 09.00 Local Community Centre (Utrecht)
- 11.30 Training Fund in the Food-processing Industry, SOL (*Stichting Opleidingsfonds Levensmiddelenindustrie*) (Ede)
- 13.00 *PERMAR* (labour market reintegration) (Ede)
- 15.30 Ruyter company (Food-processing firm) (Baarn)

### Wednesday 11 February – Tilburg

- 09.30 Local Regional Education Centre (ROC)
- 11.00 City councillor and local council staff
- 13.00 Tilburg city council, "Ambassadors" programme
- 14.00 Public Employment Service (CWI)

### Thursday 12 February – Groningen and Winschoten

- 09.00 ROC Noorderpoort College, the *Route* project (social activation and guidance of the long-term unemployed; immigrants) (Groningen)
- 11.00 RBO (training brokerage) (Groningen)
- 12.45 Sheltered Workplace *Synergion* (Winschoten)
- 15.00 Philips plant (electronics) (Winschoten)

### Friday 13 February – the Hague

- 10.00 Meeting with experts/researchers
- 14.00 Wrap-up meeting with National Steering committee: Presentation of preliminary findings by OECD Review team

### Those involved :

#### Dutch National Coordinator:

Mr Toon Janssen, Ministry of Education  
Ms. Anneke Westerhuis, Centre for the Innovation of Education and Training (CINOP)

#### Background Report:

Ms Sonja Jansen, Centre for the Innovation of Education and Training (CINOP)

#### National Steering Committee:

Mrs Lian Bastiaansen, Ministry of Social Affairs  
Mrs Sigrid Johannisse, Ministry of Economic Affairs  
Mr Arjen Ploegmakers, Federation of Trade Unions; FNV  
Mr Cees Hoogendijk, Federation of Employers organisations for SME's; MKB Nederland  
Mr Hans Koole, Federation of Employers organisations; VNO-NCW  
Mr Rijk Roelofse, Christian Federation of Trade Unions; CNV

#### OECD review team:

Rapporteur:  
Mr Ides Nicaise, Professor and Research Manager at Higher Institute for Labour Studies (HIVA), University of Leuven

#### OECD experts:

Ms Elena Arnal, Education and Training Policy Division, EDU  
Mr Koji Miyamoto, Employment Analysis and Policy Division, ELS