Learning, supporting active ageing
Evidence from Eurostat and Isfol-INDACO surveys

Roberto Angotti, Training Systems Department, ISFOL
LLL, competencies and active ageing: key issues

Maintenance of skills, Adapting to change
• Economic and social participation
• Adaptation to / acquisition of targeted skills in the context of the workplace
• Improvement of employability of older people through better skills
• Enhancement of the ageing population
• Improvement of working conditions

Which competencies for active ageing?
• Competencies for work / for life

Demographic trends and the possibility of skills mismatch
The decline of skills?
Age gap in education and training participation in EU

Source: Eurostat (LFS)
Session Two: Improving working conditions: contribution to active ageing

Age & Gender gap in training participation in EU

Source: Eurostat (LFS)
Age gap in participation and intensity of learning

An increase of 10% in training hours generates an increase in productivity of EUR 7,900 per worker

[Investimenti in formazione e performance aziendali http://sbnlo2.cilea.it/bw5ne2/opac.aspx?WEB=ISFL]

Source: Eurostat (AES)

EU-27

Less than 25 years
From 25 to 54 years
55 years or over

Source: Eurostat (CVTS3)
Participation in learning in Italy
INDACO-Adults survey

Participation in education and training in Italy by type of training and age groups, 2011 - %

Age gap in education and training in Italy by type of training and gender, 2011 - %

Source: Isfol (INDACO-Adults 2011)
Participation in learning by employment status in Italy
INDACO-Adults survey

Source: Isfol (INDACO-Adults 2011)
Participation in Non Formal training in Italy by type of training and age groups, 2011 - %

Source: Isfol (INDACO-Adults 2011)
Age gap in NF training: Fields of Training in Italy

More Computing, Services, Humanities and Arts
Less foreign languages and work related contents

Source: Isfol (INDACO-Adults 2011)

Percentage of employees participating in CVT courses offered by the enterprises in Italy (Participation and access), by age groups, 2005 and 2009 - %

Source: Isfol (INDACO / CVTS 2009 – CVTS3)
The probability of not being trained increases with age, especially for unemployed and inactive people…

People over 54 not in employment are about 7 times less likely to participate in training.

Lower probability for individuals:
- Women, with children
- Not employed
- Aged over 54
- ISCED 0-2
- do not request information on training
- do not know a foreign language

Aged 18-54 always have probability values lower than over 55.

Source: Isfol (INDACO-Adults 2011)
Benefits of participation in training amongst Italian employees (aged 55-64), 2011

Motivations and material benefits of participation

Source: Isfol (INDACO-Adults 2011)

MOTIVATIONS

BENEFITS

Maintenance of the job/reduction of the risk of losing customers
Internal mobility (changing of role/task in job)
Wage increase
Vertical mobility (career prospects) / extension of the activity
External mobility (changing a job/profession)

Motivations and benefits

FOR PERSONAL REASONS

WORK RELATED TRAINING ACTIVITIES
Conclusions

- The role of learning in support of active ageing and for the achievement of objectives related to labour market
- The quality of work supports the development of skills as well as LLL and skills support the quality of work
- Training produces an increase in productivity
- There is a widespread age gap in participation in learning and a higher probability of older people not being trained
- The benefits of learning adds quality to work and life

Key issues:
- Increasing participation and access to learning to develop skills and labour productivity
- Increasing awareness of the benefits of learning
- A working environment which supports up skilling: a range of learning platforms, enhanced work organisation
Thanks for your attention

Roberto Angotti (r.angotti@isfol.it)
Stefania Belmonte (s.belmonte@isfol.it)