

SME and innovation perspective in lifelong learning (LLL) and adult education (AE)

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Emerging flagship initiative «BSR Smart Life»

Focus on the lifelong learning (LLL) and adult education (AE) in the Baltic Sea region that is closely linked to the concept of smart specialization (knowledge-based economy; regional needs).

Aims to:

- Strengthen transnational cooperation
- Create a common platform
- Achieve dissemination of successful methods
- Inspire to new initiatives and projects



BSR countries SWOT analyses: *strength**

- Results of the last Adult Education Survey, implemented by EUROSTAT at 2016, shows increasing rates of participation in non-formal education in EU and BSR countries
- Modern digital technology is used for learning and teaching more effectively and efficiently
- Co-operation between stakeholders and providers of AE is widening
- Growing attention is paid to education for seniors

* *Findings and conclusions in the analyses done within BSR SMART LIFE*



BSR countries SWOT analyses: *weaknesses*

- Considerable difference by the education and training system and what the labour market (entrepreneurs) needs exists in all countries
- Less frequent participation in lifelong learning of non-skilled and lower-skilled people
- There is a lack of monitoring and strategic coordination of LLL and AE systems in a range of countries
- Low quality and efficiency of lifelong learning guidance services in the new EU member states
- Lack of systemic approach in utilization of the state budget funds in AE in a range of countries (sectoral and territorial approaches are not balanced)

BSR countries SWOT analyses: *opportunities*

- Close cooperation between training providers and other stakeholders for more dynamic response to learners' individual demands
- Validation of prior competences acquired in an informal or non-formal learning and systemic support to individual learning pathways
- Piloting of new patterns for inclusion of youth and seniors in active working life
- Efficient use of public funds for LLL and AE, including elaboration of strategic documents, coordination of governance and funding, monitoring and evaluation

BSR countries SWOT analyses: *threats*

- Insufficient digital, ICT skills of residents
- Lack of public and individual awareness on AE and LLL, including employers and their HR managers;
- Too slow response of AE and LLL to demands of ageing population;
- Unused potential of asylum seekers, refugees and workforce from Eastern neighbouring countries.

SMEs needs

- SMEs have higher skills deficiencies than large companies (OECD, 2017)
- SMEs often have challenges to attract and retain talent
- Lack of skills limits SMEs to use advantages of digitalization and fragmentation of production processes

Supply or Demand focus



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Ability to create demand for digital skills?

- Duration of the education necessary to reach entry level in the new field?



Return on investment in HR

- What if person leaves?
- How is it co-funded by state support system?



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Thank you for the attention!

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