

# The challenge of RESCALE

**Reskill Employees by  
Stimulating Connection  
between Actors of Labor  
market & Education**



*Prof. Dr. Maurice de Greef*

# Research expertise

## More than 150 studies:

- Among 200 circa communities / institutions
- Among 12.500 learners (pre-test & post-test)
- And interviews among more than 300 learners
- In several countries

## With a focus on:

- Impact of learning among vulnerable learners (adults with a low proficiency in literacy / low level in education, migrants, youngsters at risk, older people)
- Success factors of learning
- Cost benefit analysis

# Target groups of learners

*(European Commission, 2014)*

1. Learners with disabilities
2. Learners with health problems
3. Learners with educational difficulties
4. Learners with cultural differences
5. Learners with economic obstacles
6. Learners with social obstacles
7. Learners with geographical obstacles

**Besides: older learners!!**

# Do you know this feeling: 'I'm the king of the world!'



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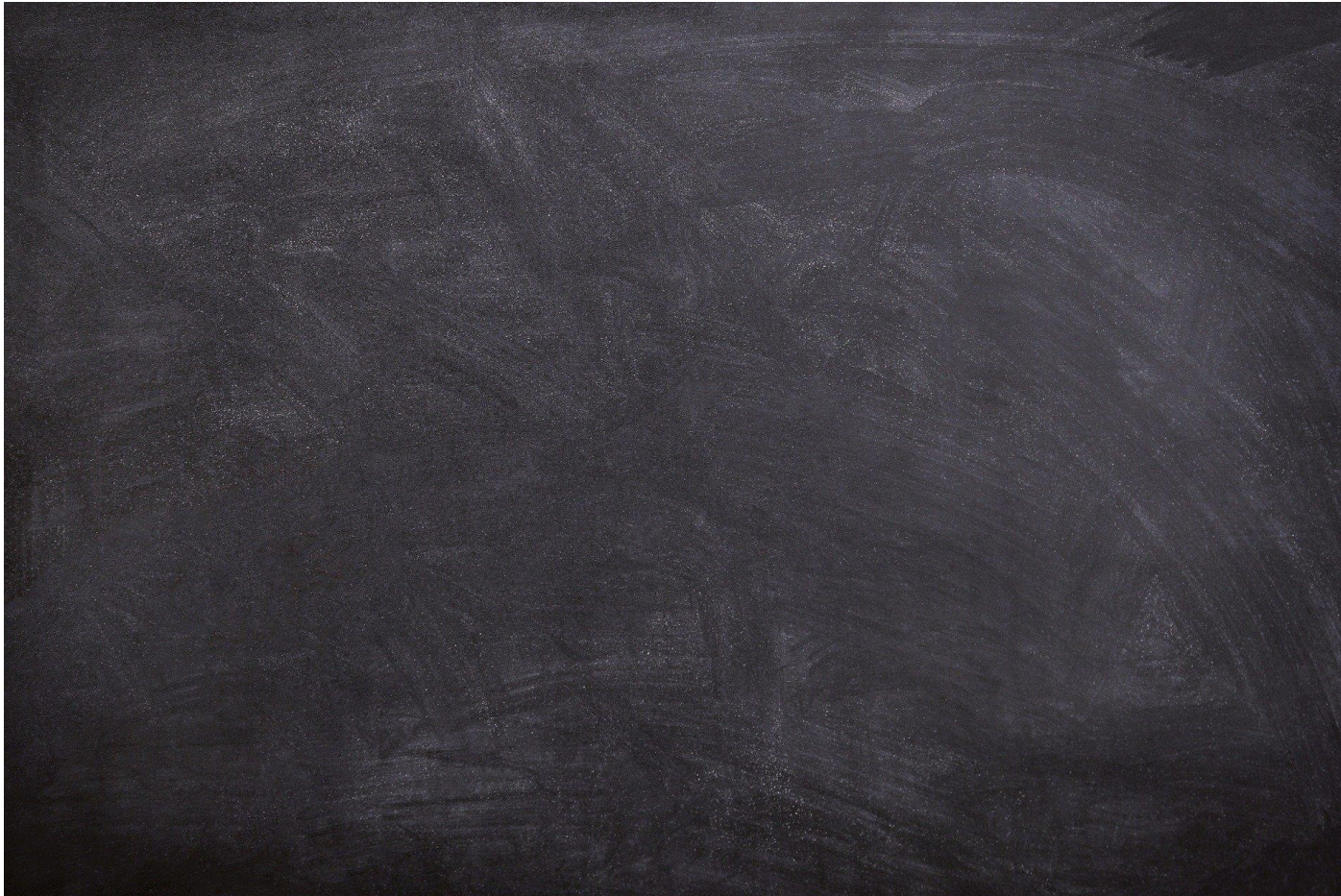
# And do you know this?



© Pexels



# For some it starts like this...



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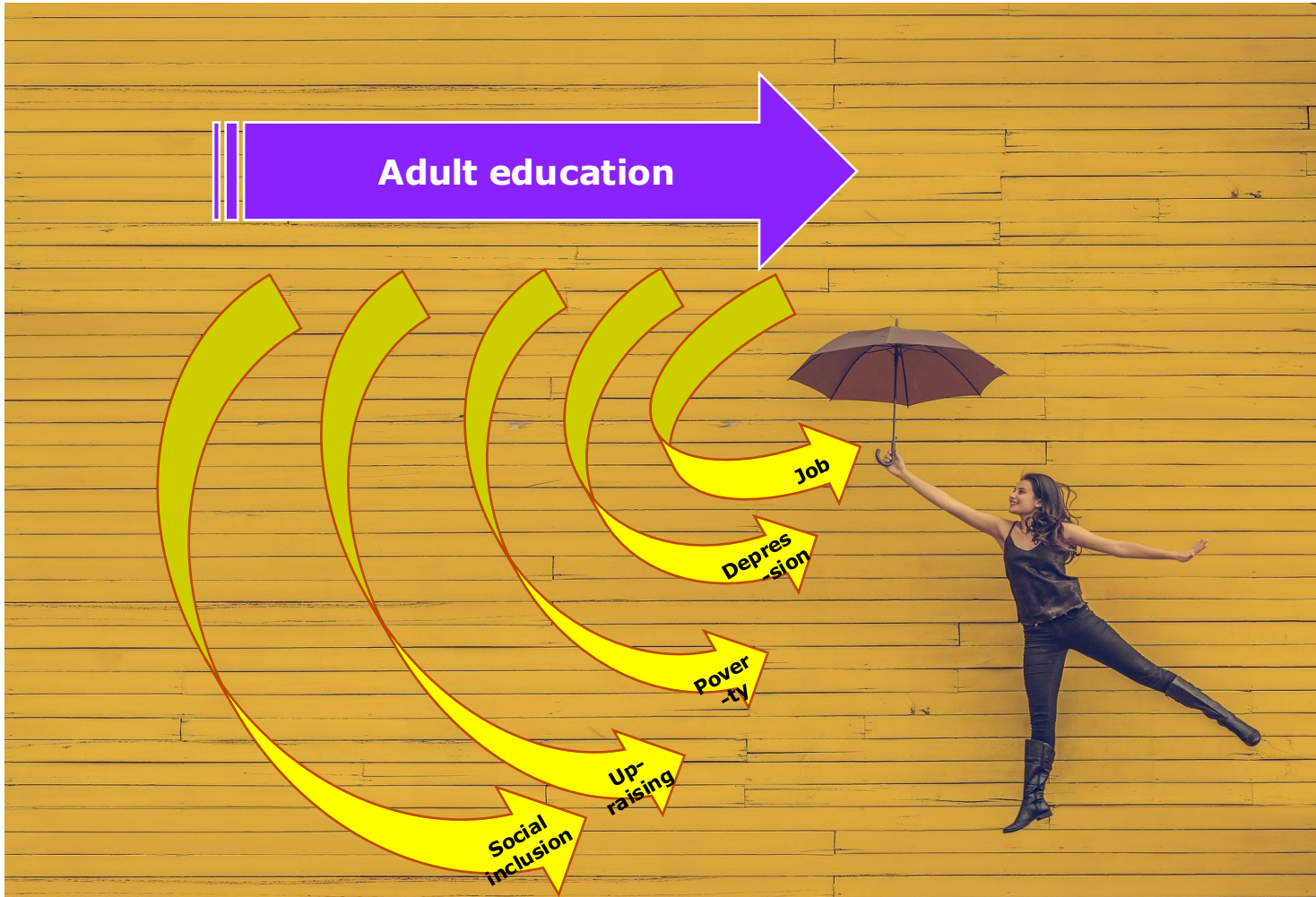


# But it became like this... by education



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# More than 100 studies among more than 12.500 learners show the impact of adult education





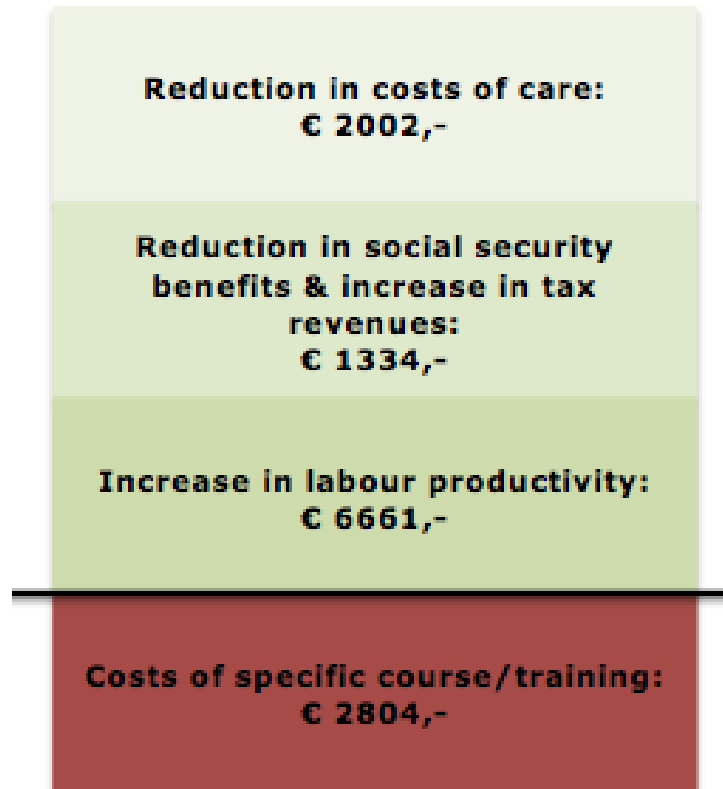
# Impact of learning on several life-domains (1)

Percentage participants experiencing increase of social inclusion by program of L&S

Social inclusion variable	TVHL 2014	National study 2012	EDAM- Belgium	EDAM Italy
National language skills	71	58	53	34
Digital language skills	66	51	31	42
Assertiveness	66	54	47	30
Labour- and upbringing skills	48	42	36	24
Meeting & attempting	58	49	41	30
Being active in nature and sports	57	49	47	23
Preventing loneliness	51	45	41	21
Physical health	39	-*	-*	-*
Psychological health	53	-*	-*	-*
Paid job	21	20	-*	-*
Voluntary work	28	21	-*	-*
Apprenticeship	26	7	-*	-*
Searching for a job	36	20	-*	-*
Paid job with guidance	28	14	-*	-*

# Impact of learning (2)

## Societal cost benefit analysis



### *Efficiency:*

**€9997,- - €2804,- =  
€ 7193,- per participant**

### *E.g.: At 1000 participants:*

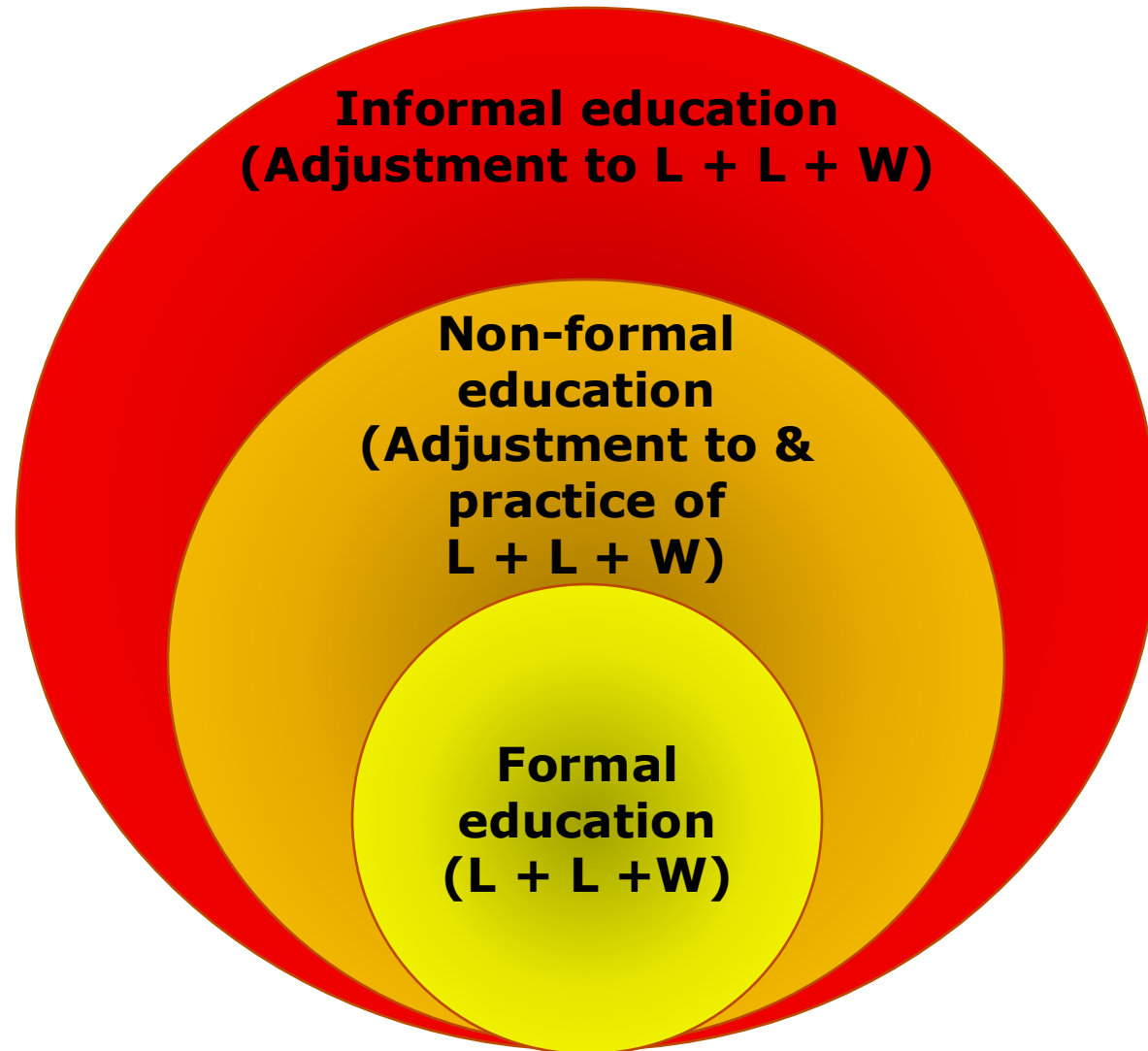
**€ 7.193.000,-**

### *Per invested*

**Euro an average benefit of €2,56.**

**Social economic efficiency of 257%.**

# Realisation by cooperation in different forms of learning





# But the system doesn't always work for in-transition workers, unemployed or inactive adults



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# Therefore innovation is needed: 'Reskilling Labs'



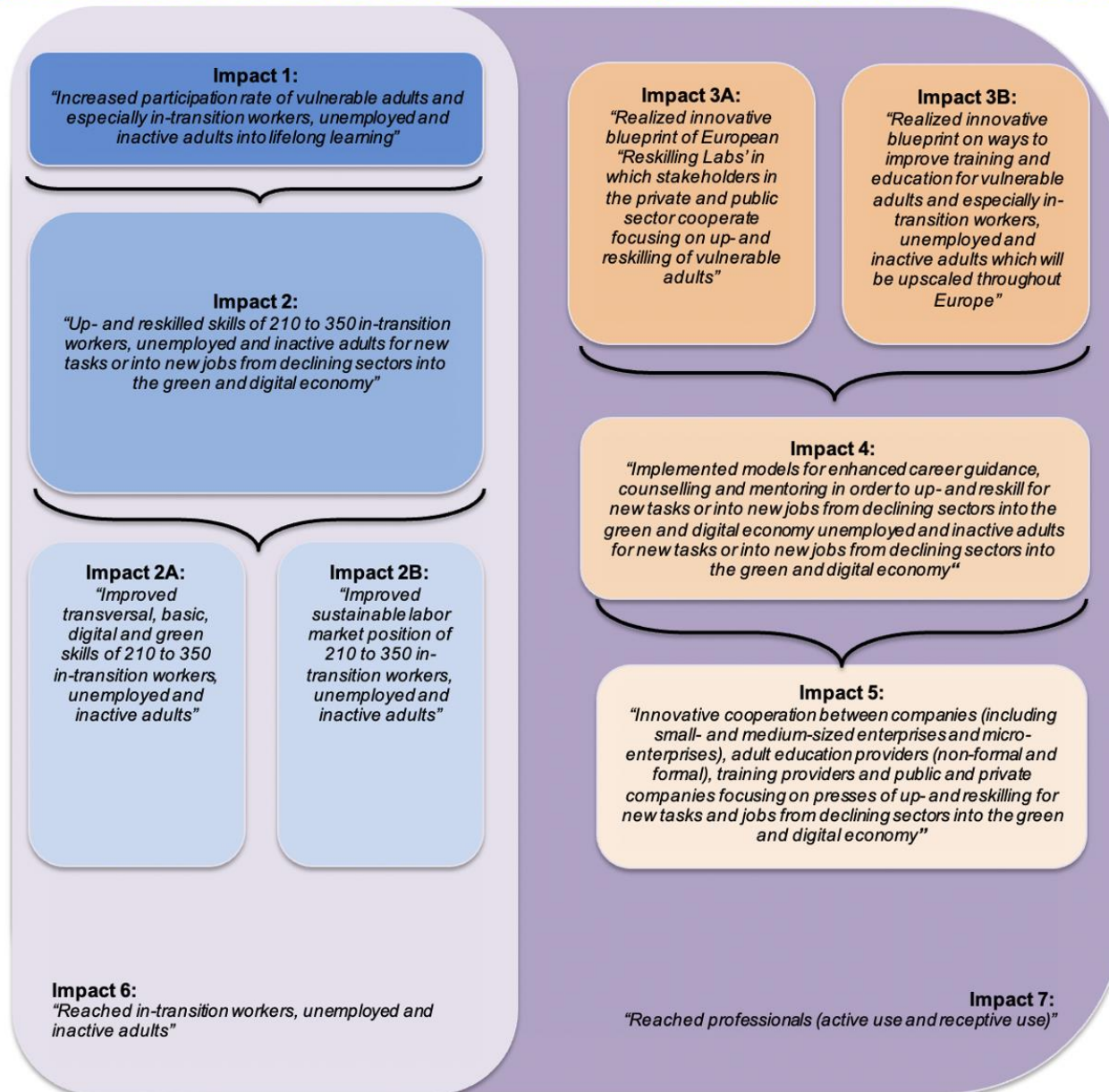
# Impact of RESCALE



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**Figure 5: Overview of and coherence between expected impact of RESCALE project**



# Milestones of RESCALE



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# 1. Online assessment tool for skills

Vak-Monitor 

Start

Log in

Registreren

Start

Welkom bij de VAK-Monitor (Vvaardigheden & AachtergrondKennis).





## 2 Blueprint for learning model, coaching model and training materials



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## 3. 7 'Reskilling Labs' (210 – 350 participants)



© *This is engineering*

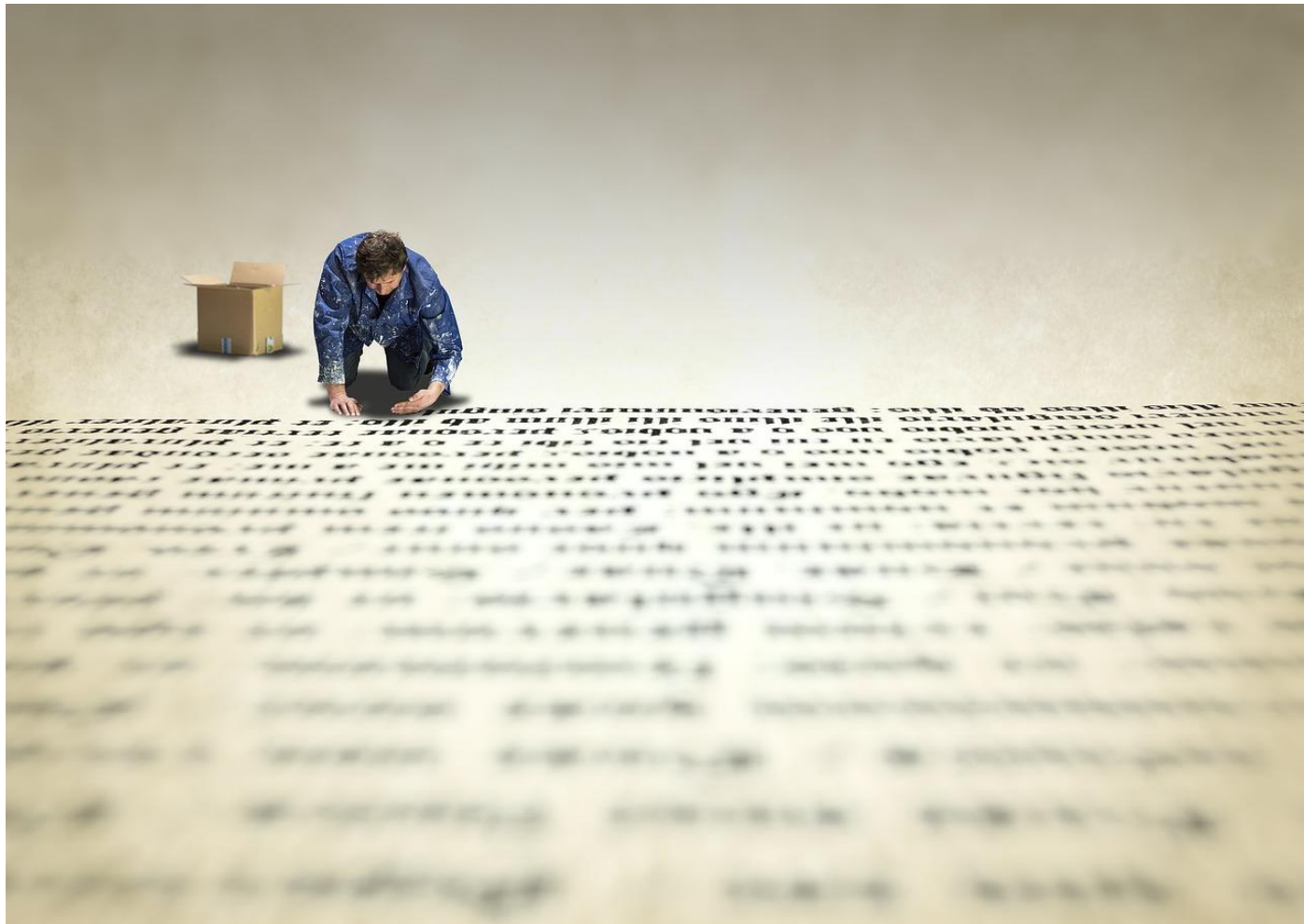
# 4. Scientific impact analysis



© Arek Socha



# 5. Manual for professionals



© Jan Mesaros

## 6. Business model for policy makers



© Kevin Schneider

**Let's give every citizen  
a 'swinging' life  
although initial education couldn't provide this**



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# Questions?



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