



# Lifelong learning in Romania and Slovakia



## General information:



Skilled human resources are essential to promote the competitiveness and performance of the economy.

Formal education is failing to keep pace with innovation.

Awareness of the functions and benefits of a lifelong learning (LLL) culture and participation are also weak.

Participation in LLL in Romania and Slovakia are less than 5%. The EU average in 2021 was 10.8%.

As COVID-19 has accelerated automation and digitalization, many workers find themselves in positions for which they do not have the appropriate skill set.

2021 **10.8%** ≥ **5%** 2023

## Participation in LLL:

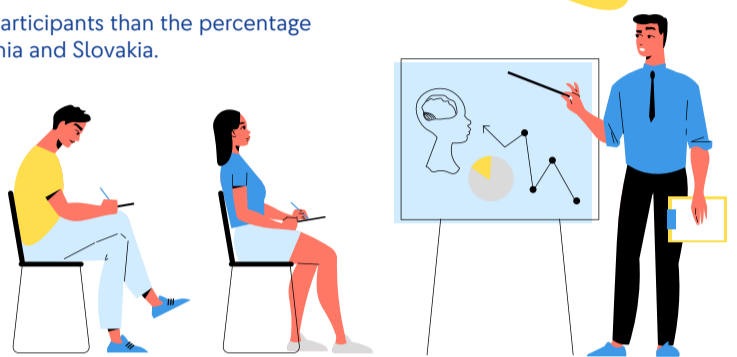
Survey data indicate a higher percentage of LLL participants than the percentage contained in official statistical data in both Romania and Slovakia.



**Romania 4,9%**  
official statistics

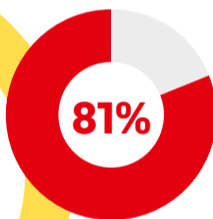


**Slovakia 4,8%**  
official statistics

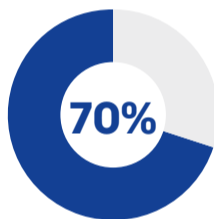


## Finance:

Romania – 81% respondents reporting that courses completed during work hours were free and 59% stating that courses taken during their free time were also free. In Slovakia, around 70% of courses were paid for by the employer.



**Romania**  
courses free of charge for employees completed during working hours



**Slovakia**  
courses free of charge for employees – paid by the employer

## Time to learn:

**Lack of time** is cited as the main reason for not participating in further education in both **Slovakia 38%** respondents & **Romania 62%** respondents.



## Training duration:

If respondents were engaged in training alongside employment, they preferred shorter courses. **Respondents preferred dedicating their time to education in terms of hours or days rather than longer durations.**



## Profile of the employee who participates in LLL:

- Typical LLL participant in Romania**
- 25–55 years old
  - lives in urban area
  - management job position
  - work in IT public administration or health sector
  - higher education
  - above-average income



- Typical LLL participant in Slovakia**
- universited-educated
  - banking sector
  - work in position with a predominance of brainwork
  - have been working in current employment for more than 5 years

## Educational institution:

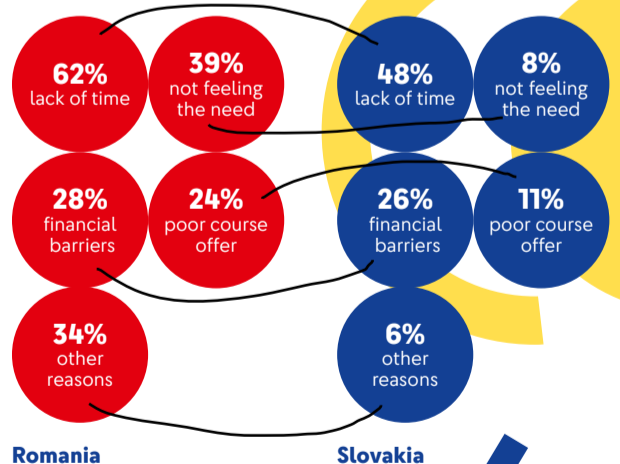
In Romania >50% of the courses were organized by the employer or an employer organization, in Slovakia almost 70%. **This result indicates the significantly diminished role (or perceived role) of educational institutions in providing lifelong learning.**

## Focus of education:



Given the opportunity to choose a training course, the greatest interest among respondents was in language training, with up to 30% of respondents opting for a language course and 19% choosing vocational training. Only 15% of respondents were interested in developing digital skills; of these, 32% said they would choose a highly specialized course (cybersecurity, programming, data analysis, etc.).

## Barriers:



## Online or offline?:



Respondents in both countries expressed a preference for at least a combined form of courses, as they are experiencing online fatigue. **The main advantage of face-to-face courses is direct contact with other participants, the opportunity to exchange on-site experiences from the same field, and to gain best practices from colleagues in the sector.**

## Recommendations

- Provide flexible learning opportunities
- Shorten training programs
- Raise awareness and education
- Break down financial and systemic barriers
- Ensure recognition of lifelong learning outcomes
- Align the LLL system with labor market needs