

Foreword

The world of work is changing rapidly. Digitalisation, globalisation, demographic change, the transition to a low-carbon economy and the fall-out from the COVID-19 pandemic are having a profound impact on jobs and the skills required to perform them. The extent to which individuals, companies and whole economies can reap the benefits of these changes will depend on the readiness of adult learning systems to help people develop and maintain relevant skills over their working careers.

Enterprises are a key provider of education and training for adults across OECD countries. While much has been written about firm-provided training, there remains a lack of detailed qualitative evidence on why, how and for whom enterprises provide learning opportunities. This study aims to complement existing large-scale quantitative enterprise surveys on employee training, such as the European Continuing Vocational Training Survey and the European Company Survey. It sheds light on the issue of enterprise training with new qualitative evidence from 100 case studies of enterprises in Austria, Estonia, France, Ireland and Italy. In opening the black box of training provision in enterprises, going beyond quantifying whether training is provided or not, it supports the design and implementation of effective policy interventions that aid enterprises in providing more and better training for their employees.

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