

# POSITION PAPER ON THE EUROPEAN SKILLS AGENDA

22 July 2020 – Brussels

## CONTEXT

The *European Skills Agenda for sustainable competitiveness, social fairness, and resilience* (hereafter: “Skills Agenda”) proposes 12 concrete actions to implement Principle 1 of the European Pillar of Social Rights, which states that “everyone has the right to quality and inclusive education, training, and lifelong learning in order to maintain and acquire skills that enable them to participate fully in society and manage successfully transitions in the labour market”.

The European Mentoring & Coaching Council (EMCC) is fully committed to achieving this objective together with other social partners in Europe, especially in the challenging context of the twin digital and green transitions, demographic change, and the disruptive consequences of the COVID-19 pandemic. The EMCC advocates for inclusion and wants to foster people's readiness for change through coaching and mentoring.

As the EMCC holds lifelong learning, ethics, and common standards in high regard, in part through its accreditation system, it can play a supportive role in the implementation of the Skills Agenda. The EMCC believes that the Skills Agenda should put more emphasis on mental readiness and intrinsic, bottom-up preparedness for re- and upskilling in a fast-changing society via coaching and mentoring.

## KEY POLICY MESSAGES OF THE EMCC

1. The EMCC calls on the European Commission **to underline the importance of the practice of leadership, coaching, and mentoring in the Pact for Skills to ensure an inclusive transition of the European workforce**. The EMCC is committed to contribute to the co-creation of the Charter in the framework of the Pact for Skills (Action 1 of Skills Agenda).
2. The EMCC calls on EU Member States **to include the added value of the coaching, mentoring, and supervision (of coaching and mentoring) professions** in the Council Recommendation on Vocational Education and Training for sustainable competitiveness, social fairness, and resilience (Action 4 of the Skills Agenda).
3. The EMCC's **methodology for accreditation should serve as a benchmark** in the validation of formal, non-formal, and informal learning via coaching, mentoring, and supervision programmes practice (Action 9 and 10 of the Skills Agenda).



## 1. The Pact for Skills to ensure an inclusive transition of the European workforce

Action 1 of the Skills Agenda calls for the establishment of a Pact for Skills, which will bring together stakeholders that share the objective of up- and reskilling the European workforce to enable people to participate in the twin transitions. The EMCC believes that the **Skills Agenda should acknowledge the essential role of the coaching, mentoring, and supervision professions** in stimulating an inclusive transition of the workforce.

The EMCC is a wide network of national associations, local representatives, and strategic partners, that contributes to inclusive twin transitions by endeavouring every European individual has access to high-quality coaching and mentoring. EMCC accredited providers of training programmes, and EMCC accredited leaders, coaches, mentors, and supervisors (of coaching and mentoring) can contribute to bottom-up preparedness of the workforce for the twin transitions, in line with Action 6 of the Skills Agenda. **The EMCC therefore aims to contribute to the launch of the Pact and represent the coaching, mentoring, and supervision professions during the European Vocational Skills Week in November 2020.**

## 2. Coaching, mentoring, and supervision in the Council Recommendation on Vocational Education and Training (VET)

In accordance with Action 4 of the Skills Agenda, the Commission proposes a Council Recommendation on VET for sustainable competitiveness, social fairness, and resilience. Accredited coaching and mentoring practices and programmes that adhere to best practice in line with global standards can take away mental barriers to overcome challenges and will prepare people to become more motivated to engage in VET, thereby indirectly contributing to the up- and reskilling of the workforce. **The EMCC welcomes the recommendation but urges EU Member States to include the role of coaching, mentoring, and supervision (of coaching and mentoring) practices in the recommendation.**

**Coaching** is the best methodology to create awareness about any resistance for change, and provides best tools to overcome on a personal level the barriers that would undermine the social change process. **Mentoring** has proven to be an effective catalyst for change, and for, the creation of an inclusive society, as it enhances mutual transformation for all parties involved through non-judgmental developmental dialogue. It's a great enabler for cultural transformation as a social equaliser, where members of society with a contextual wisdom, contribute for to the transformational development of mentees on selective domains. And **Supervision** (of coaching and mentoring) aims to ensure the best practice and the wellbeing of practitioners in both coaching and mentoring. **Capacity building in leadership through coaching and mentoring** should also be considered a valuable and rewarding professional development in many fields. Today's society and business life require timely and effective use of both coaching and mentoring knowledge, skills, attributes, and competencies, alongside dynamic perspectives using coaching and mentoring to promote lifelong learning. Therefore the best practice and the expectation of best practice in both coaching and mentoring for other critical professions will also play an important role to prepare Europe for dual transition.

### 3. The EMCC's methodology for accreditation as benchmark for validation

Action 9 and Action 10 of the Skills Agenda underline the importance of individual learning accounts and European standards for micro-credentials. The EMCC's methodology for accreditation serves as a benchmark to both the validation of formal, non-formal, and informal learning experiences and the creation of European standards for micro-credentials, especially in the field of mentoring, coaching, and supervision.

One of the lessons learnt from the evaluation of the 2012 Council Recommendation on Validation of non-formal and informal learning is that a closer co-operation and co-ordination is needed of validation and national qualifications frameworks. The EMCC's accreditation and methodology, which is harmonised via EMCC local and regional representatives and strategic partners' expertise, could serve as a framework to achieve close EU-wide co-operation and co-ordination in the field of mentoring, coaching, and supervision.

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## ABOUT EMCC

[EMCC](#) exists to develop, promote, and set the expectation of best practice in mentoring, coaching, and supervision on a global level for the benefit of society. EMCC promotes best practices in the field of, and ensures high quality accreditation for, mentoring, coaching, and supervision professions through its extensive network of national associations and partners.

## CONTACT

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