

## **VR's Education Policy 2023-2025**

VR emphasizes that VR members are guaranteed the opportunity to evolve in their work in the Icelandic labour market, whether it be basic or advanced studies, university studies, or other specialised education.<sup>1</sup> VR endeavors to give members the opportunity to increase their skills in line with technical advancements and digital development in Icelandic society. VR actively participates in Icelandic projects that are considered to the benefit of further education and competence of VR members.

Main focal points of VR's education policy in 2020-2022 are:

### **1. Increased skills of members**

- a. VR wants to promote increased education among members that have not completed formal education.
- b. VR emphasizes that members are always given the opportunity to strengthen their skills with continuing education.
- c. VR encourages their members to prepare for further changes and ways to deal with possible changes in future jobs.

### **2. Cooperation within the school community as a whole**

- a. VR is an active participant in the progression of education and education resources for its members.
- b. VR participates in projects at all school levels.
- c. VR promotes increased cooperation with continuing education centres.
- d. VR works with stakeholders to increase the skills of members.

### **3. Flow of information and updates to members**

- a. VR ensures clear access to information on further education for its members.
- b. VR informs members of possible changes in the labour market and their jobs.

### **4. Real skills assessment and employment counselling**

- a. VR promotes evaluation/registration of skills that a member has acquired.
- b. VR promotes accessible real skills assessment for general working skills.
- c. VR wants the real skills assessment to benefit members towards shortening of formal education.

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<sup>1</sup> In this context, formal education refers to a course of study that is designed as such, typically carried out in a classroom environment and which employees undertake purposefully to obtain an official confirmation of completion. Informal education, by contrast, can occur on-the-job, when employees purposefully seek out additional knowledge or competence while carrying out their regular duties.