

#EU Vocational Skills
#EU Vocational Excellence



Individual Learning Accounts Empowering people for upskilling and reskilling

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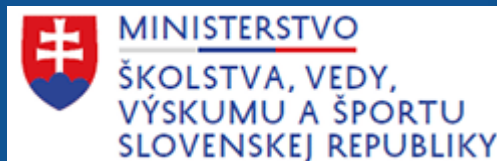
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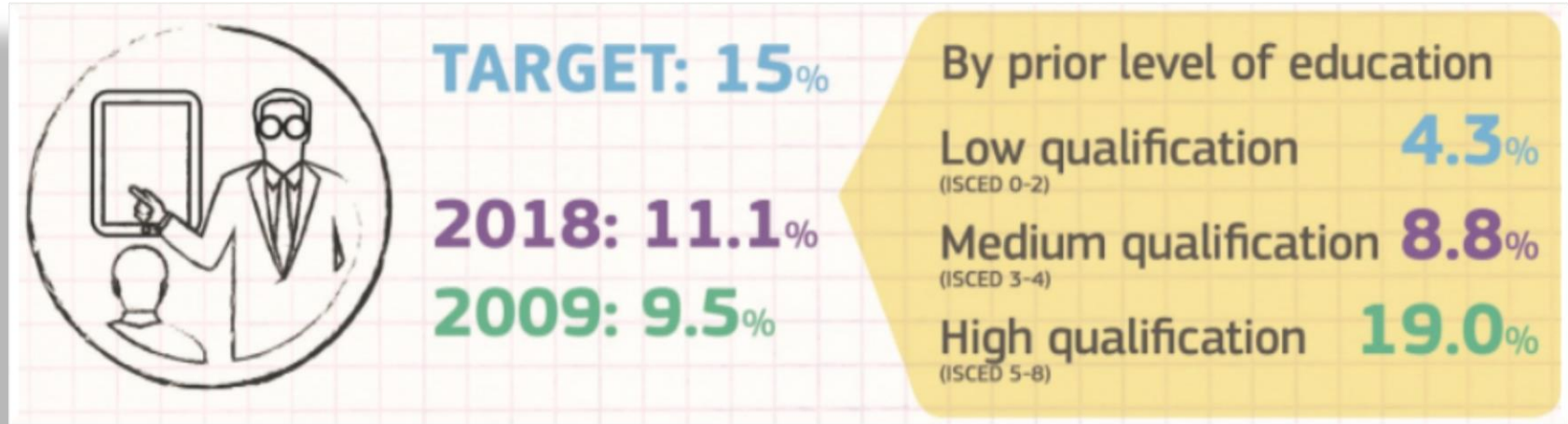


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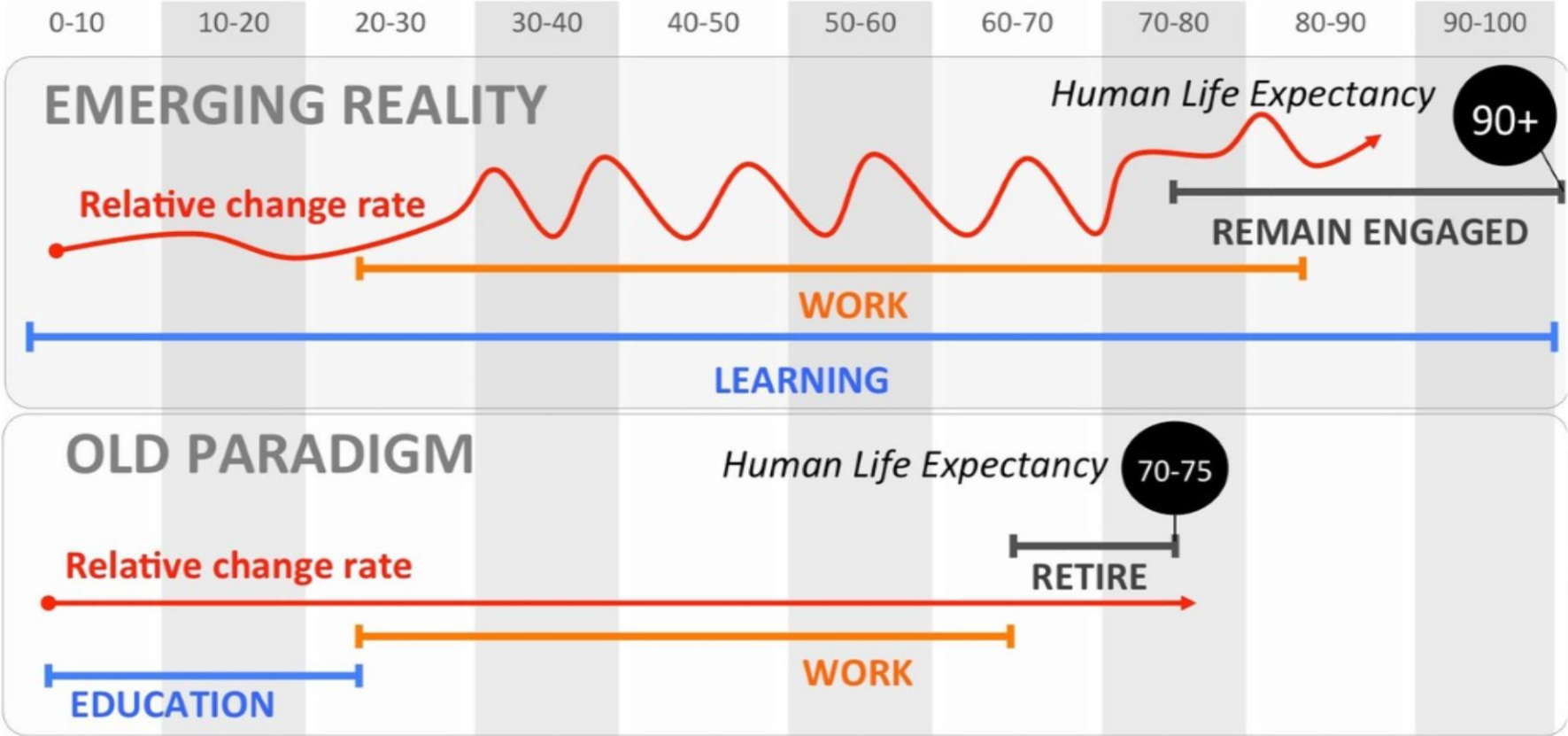


- ✓ Provide **incentives** to individuals to participate in further learning
- ✓ Support individuals' **transition** between different sectors and employment types
- ✓ Improve **transparency** and relevance of training offer
- ✓ Improve **access** to career-long quality guidance and validation opportunities

Moving from being “educate”, to lifelong learning “engagement”



@Heather McGowan



Everyone has the right to **quality and inclusive education, training and life-long learning** in order to maintain and acquire skills that enable them to participate fully in society and **manage successfully transitions** in the labour market.

Everyone has the right to timely and tailor-made assistance to improve employment or self-employment prospects.

This includes the right to receive support for job search, **training and re-qualification**. Everyone has the right to **transfer** social protection and **training entitlements during professional transitions**.

Young people have the right to **continued education, apprenticeship, traineeship** or a job offer of good standing within 4 months of becoming unemployed or leaving education.

A Strong Social Europe for Just Transitions



Reinforcing Social Europe

To fit the opportunities and challenges of today and tomorrow and ensure just transitions for all

Equal Opportunities and Jobs for all

*Quality education, training, skills;
professional mobility;
more jobs;
equality*

Fair Working Conditions

*Minimum wage; platform workers;
health and safety; social dialogue*

Social Protection and Inclusion

High social protection; poverty and exclusion

Promoting European values in the world

*To foster social fairness in the world;
Protecting labour rights in trade agreements*

Working together

Dialogue with all authorities and partners to jointly build an Action Plan

*The Communication was adopted on **14 January 2020***

Equal Opportunities and Jobs for All

By empowering people through quality education, training and skills

- *Update the **Skills Agenda for Europe***
- *A proposal for a **VET Recommendation**.*
- ***Explore innovative solutions** to allow people to control their own learning and careers, **such as an individual learning account for people of working age***

Equal Opportunities and Jobs for all (1/2)



Empowering people through quality education, training and skills

**Update of the Skills Agenda (Q1), including
proposal on Vocational Education and
Training**

Individual learning accounts (2021)

**Developing the
European Education Area (Q3)**

**Update of the
Digital Education Action Plan (Q2)**

**Reinforcement
of the Youth Guarantee (Q2)**



Youth unemployment in
European regions
ranges from 62% to 4%



1 in 5
15 year olds
has trouble
reading, writing
and problems in
math & science



Only 1 out of 25 low
skilled workers
benefits from Life
Long Learning

Individual Learning Accounts in the EU... and beyond



France: “Compte personnel de formation” (CPF)
500-800€/year, accumulates up to 5000/8000€

Netherlands: “Stimulans van de Arbeidsmarktpositie” (STAP)
1000€/year

Slovakia: Pilot program 2020-2027

Singapore: SkillsFuture Credit, S\$500 to all citizens over the age of 25, for a pre-approved list of courses

Croatia, Belgium (VL), Italy also interested in exploring ILA's

Important: *even with universal coverage, ILA does not mean giving the same support to everyone (e.g. French CPF)*

Objectives of the initiative on Individual Learning Accounts



- 1) Increase the **awareness, incentives and proactivity of individuals** in seeking training, to foster a **culture of lifelong learning**;
- 2) **Empower individuals to get the training** they need by reducing existing barriers in the access to training, in particular for **groups who are currently under-represented in training participation**. This include self-employed, non-standard employees, employees of SMEs and vulnerable groups such as those with low education or low income;
- 3) **Strengthen adult learning systems** in Member States, notably by increasing the range of training opportunities available to prepare for cross-occupational or cross-sectoral transitions and fostering coherent and durable governance systems to support adult learning.

EC working definition of Individual Learning Accounts



Universality - people of working age with right to work

Portability - of training entitlements (job transitions, possibly also across borders)

Type of training – with labour market relevance, based on **skills anticipation**

Integrated support:

- *Guidance and career management*
- *Validation*
- *Transparency and visibility of the training offer (integrated platforms)*

European level coordination - through EMCO, ACVT, link to Europass,...

National focus - Member States best placed to decide on:

- *Governance*
- *Source of funding (general tax revenues, social security, levy on firms,...)*
- *Amount, modulation and targeting of support*

The state of play of ILA

Preparatory work



- **Analysis of Member states mechanisms for funding and incentive quality training:**
 - **Literature review** on the effectiveness of incentive instruments for training, by EENEE
 - **Investment volumes in each MS**, by network of adult learning experts
 - **Mapping of financial instruments** in each MS, by network of adult learning experts
 - **Existing instruments** and ILA enabling conditions, by network of adult learning experts
- **Erasmus+ KA3 call on European Policy Experimentations, focused on “Funding mechanisms for upskilling and reskilling, including schemes similar to Individual Learning Accounts”, open until 21 April 2020**
- **High level Forum on Individual Learning Accounts**, Brussels 4 May 2020
- **Study to support Impact Assessment on ILA**, and *ESF study on “Simplified Cost Options”, also covering some elements related to ILA*
- **Public consultation** as well as targeted consultations
- **Impact Assessment on the possible EC proposal**
- **EC possible proposal on ILA in 2021**

“Ecosystem” improvements

- Expansion of **non-formal training** and **Quality assurance**
- **Guidance for all** (including employed, self-employed)
- **Validation for all** (NQF)

*Consistent with “**Upskilling Pathways**” but for a broader target group*

Fully fledged Individual Learning Account

- **Setting it up:** Design of scheme, integrated online platform, staff training
- **Operating/** administrative costs
- **Top-ups** for particular target groups or policy objectives
- Support the “**ecosystem**” (guidance, validation, etc...)

and Training is a first choice.

