

Individual learning accounts



European
Commission



Individual learning accounts - context

Mission letter

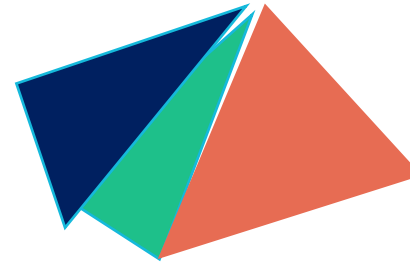
European Skills
Agenda

European Pillar of
Social Rights Action
Plan

Commission Work
Programme for 2021

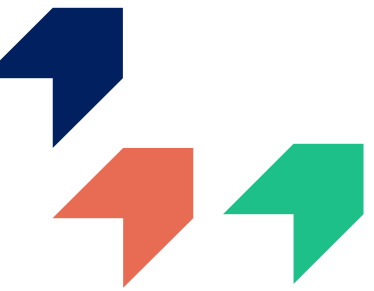
Revised Employment
Guidelines

Policy challenge



Growing need to update skills throughout working life - but **insufficient participation of adults in learning**, in particular for groups that do not receive sufficient support from an employer

- 4 in 10 workers in atypical forms of work
- Increasing number of labour market transitions
- Multiple barriers to participation, financial & non-financial (*costs; lack of motivation; time constraints*)
- Need to **complement strong training provision by employers**



Public consultation



Online consultation



Position papers



High Level Forum



Individual learning accounts – consultations

ILAs or entitlements in other forms could increase **motivation** to participate in learning – 82% of respondents agreed.

High level of support for ILAs as an approach to address the **financial barriers** – 84% of respondents agreed

High level of support for a **public registry of quality assured training opportunities** – 86% agreed that it can be effective to increase incentives and motivation to participate in training.

Even greater support for **in-person advice and guidance** – 92% agreed that it can be a means to increase incentives and motivation to participate in training.

78% were for a universal approach combining a greater level of **entitlement to those with particular training needs**.

61% agreed that the initiative should be promoted via an instrument on a voluntary basis such as a **Council Recommendation**

The majority of respondents (81%) agreed that ILAs would support **digital and green transitions** by providing relevant skills.

The majority of respondents agreed that ILAs would have a **positive impact on the labour market** and the economy, particularly reducing skills gaps and mismatches – 80% agreed.

Main considerations

- ✓ Substantially increase **participation** in adult learning:
 - **Close gaps in access** to training, including for **professional transitions**
 - **Individual** at the centre to increase engagement & motivation: choice among quality assured trainings
- ✓ **Modulate support** depending on specific needs
- ✓ Integrate **non-financial support** (*guidance, validation etc.*)
- ✓ **Join forces** with social partners and stakeholders on various elements as well as on awareness raising and outreach
- ✓ Key design parameters **to be decided according to national circumstances** (*funding source, amount of support etc.*)