



Individual learning accounts: an active labour market policy perspective

The Province of Siena experience and
Tuscany Region new policies

Italian national context

- In 2004, the ILA was launched in Italy, thanks to an interregional project on the experimentation of the Individual training credit card (CCFI) aimed at introducing this measure in:
 - Tuscany,
 - Umbria
 - and Piedmont.
- Aim
 - Supporting weakest segments of the population in achieving new skills and improving their working and living conditions → overcoming barriers to access training. In particular, participation in training activities appears relevant for people in a state of unemployment and for holders of atypical employment contracts

What is ILA and how does it work?

What is ILA

It is a prepaid credit card that allows cardholders to be refunded (in part or in total) of training expenses. The project's main goal is to put individuals (the demand side) at the core of their own vocational training process, and have training providers (the supply side) offer fully customizable, progressive training paths.

Eligibility

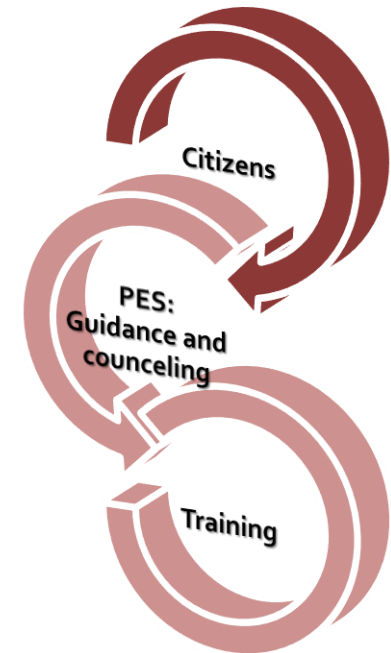
This prepaid credit card gives eligible individuals access to subsidized training. In Italy, eligible for the subsidies are unemployed people (high school or university graduates, immigrants, women) and employees with atypical contracts.

How does it work?

The career and training counselors at the Employment Centers (demand-supply convergence) interview users to verify their customized training and career projects.

By single or repeated interviews (depending on actual needs), the counselors aim at:

- checking the user's eligibility and support the definition of customized training projects to achieve employment/professional goals;
- Support removing any burdens to attending training activities, and monitoring the training process until completion.



Regional context: Siena Province experience

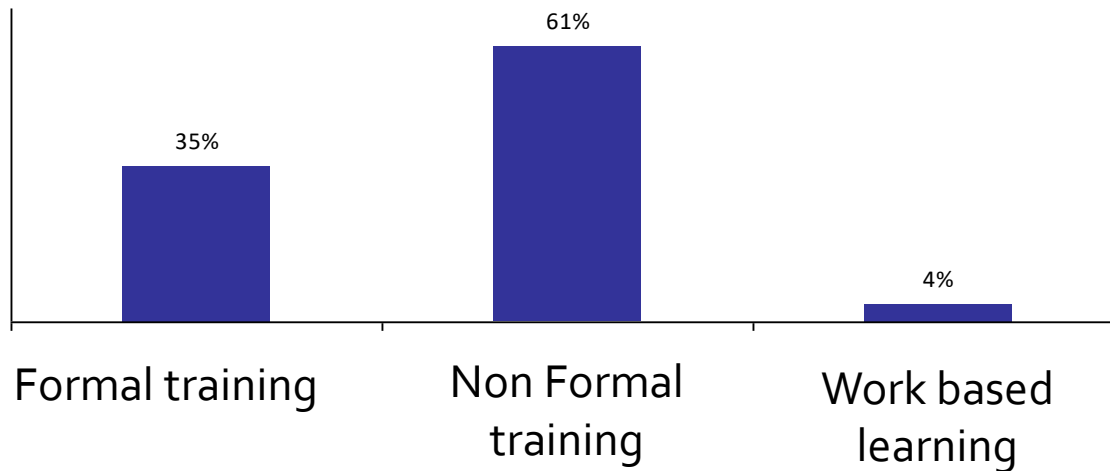
2009-2010

Funding: MPS Foundation + FSE 2007-2013 Funding (2.500 E/ILA)

n. ILA released: 882 (512w; 370m)

76% → obtained a job after the training

Types of training attended:



Positive features

- **High tailored service and training**
 - “nudging” people to participate in the definition of their own training process and in the development of their employability
- **Employability after training**
- **New model of PES active labour market policy:**
 - local public system has a key role in regulating and facilitating exchanges between local actors (VET providers; University; schools; social partners; businesses; social services;...) → skills governance perspective
- **Stimulate VET providers to differentiate their offer to adapt to the needs of the local labour market and individual needs**

Risks, challenges, future?

- Risk of frauds
- Individual motivation and autonomy
- Labour Market reforms, especially on PES, ALMPs
- Now (and future): Training vouchers (4.0 transition; just in time etc)
- New targets for ILA?(dropouts; training for high level artisanal professionals, etc)



Balanced use of different forms of funding, for different users

THANK YOU

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