A photograph of two women in a professional setting. One woman is seated at a desk, looking at a laptop screen. The other woman is standing behind her, leaning over and pointing at the screen. The image is in a blue-tinted, semi-transparent style. The background of the entire graphic is split into a red and a dark blue section.

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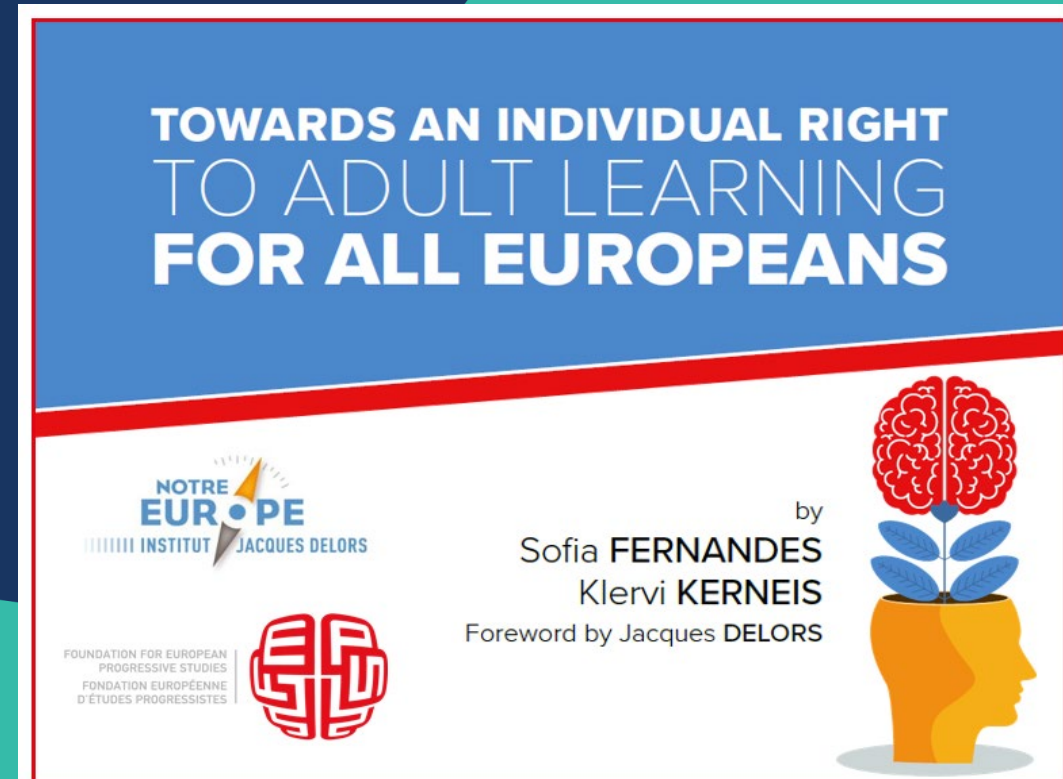


Individual learning accounts as a tool to implement the individual right to learning

Sofia Fernandes

Jacques Delors Institute

#ILAsForum



OUTLINE

TACKLING THE
EU SKILL
CHALLENGE

WHY INDIVIDUAL
LEARNING
ACCOUNTS?

SETTING UP
GUIDELINES FOR
SUCCESSFUL
ILAs

PORTABILITY OF
RIGHTS
ACROSS
COUNTRIES 

1. TACKLING THE EU SKILL CHALLENGE

Acceleration of megatrends (digital & green transitions)

Rising unemployment

GROWING NEED FOR UP & RESKILLING



SHORTCOMINGS IN OUR ADULT LEARNING SYSTEMS

Lack of coverage

Lack of inclusiveness

Those who need training the most, train the least

Insufficient investment & uncoordinated governance

Misalignment with labour market needs & quality issues

❖ Rise in non-standard work
❖ Career fragmentation

2. WHY INDIVIDUAL LEARNING ACCOUNTS?

Universality

For all workers, including those in non-standard contracts or with a weaker link to their employer

Portability

Rights portable across jobs & employment status and accumulated over the years

Change of mindset:
life-cycle approach to learning

Lack of awareness on the need to train

80% of non-learners do not train because they are unwilling to do so, and more specifically because they do **not believe there is a real need for them to further train.**

For those who would like to train but don't, the three main barriers are: **time, money and family.**



Source of data: Eurostat (2016), Adult Education Survey

3. SETTING UP GUIDELINES FOR SUCCESSFUL ILAs

Introducing...

According to...

Allowing individuals and national stakeholders to take ownership of the scheme initially

Leaving room for national specificities

An EU recommendation inviting Member states to set up national individual learning accounts.



Ensuring a coordinated approach between Member States

Guaranteeing ILAs are designed to fulfil their purpose

3.1. IMPROVING INCLUSIVENESS THROUGH SPECIFIC PROVISIONS FOR DISADVANTAGED GROUPS

GUIDELINE 1/3

To be really inclusive, ILAs should also target those who need training the most (low-skilled, unemployed, workers with jobs at high risk of automation...), through:



More financial support/more training hours
(including training leaves)



Guidance
(PES)



Information / Communication campaigns
(website, app, HR, trade unions...)



Skills assessment and validation

3.2. PROMOTING RELEVANT & HIGH-QUALITY TRAINING

GUIDELINE 2/3

➤ Risk that the training offer increases dramatically, leading to poor quality training

➤ Risk that individual will undertake training that will not meet the needs of the labour market



Certification process to guarantee the quality & prevent abuses and fraud



Skills anticipation
beyond companies' current skills needs



Information about training quality
"Tripadvisor" for training
Official training quality assessment
Learners rating system



Flexible top-up system
eg. for local needs or skills needs during a crisis



Guidance & information
eg. definition of a career plan with a PES advisor

3.3. ILAs ARE ONLY ONE PIECE OF THE PUZZLE

GUIDELINE 3/3

➤ Risk for ILAs to disengage companies & other stakeholders



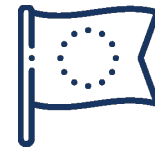
ILAs are not meant to replace the role of companies as learning places



ILAs can also help actors better connect *eg. companies & PES in cases of workers' displacement*



ILAs should be designed and implemented in close partnership with the relevant stakeholders
(companies, trade unions, regional authorities, training providers...)



ILAs can build bridges with existing European funds and instruments

4. PORTABILITY OF TRAINING RIGHTS ACROSS COUNTRIES

Guaranteeing the portability of training rights across countries

1 Online training



Mobile workers can use their training entitlements in another EU country by undertaking online training delivered by undertaking online training provided in their home country.

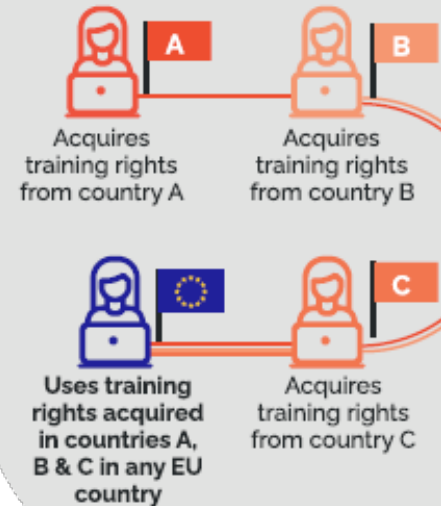
2 Portability of training entitlements



Mobile workers can use their training entitlements for trainings delivered by training providers (certified by the European Labour Authority) in their host country.

3 European ILA

Mobile workers cumulate training entitlements from their home and host countries onto a single account and can use them in any EU country.



CONCLUSION: NOW IS THE TIME TO ACT



JACQUES DELORS
1991



We must create a right to training for each worker, during all their working life”.





Thank you!

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