Proposal for a Council Recommendation on

Individual Learning Accounts

European Commission

Changing labour markets

Atypical forms of work

More frequent professional transitions

Shifting employment between sectors

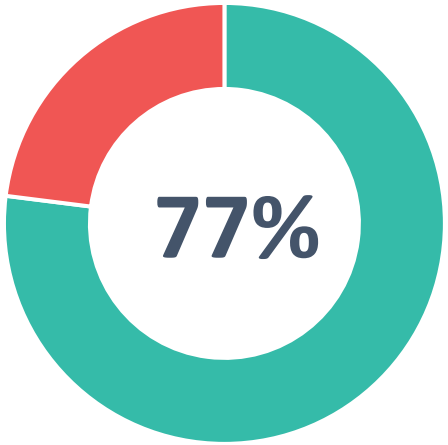
Shifting skills needs

Demographic changes

Policy Challenge

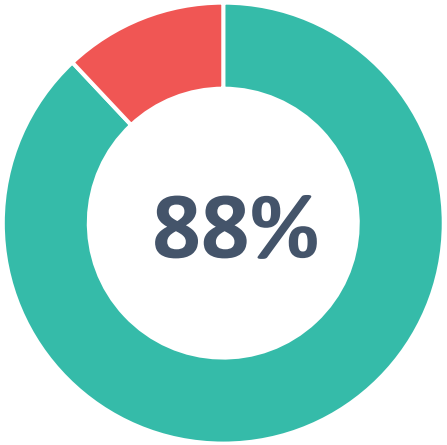
Low adult learning participation

21 Member States did not reach the EU adult learning target for 2020



Skills shortages in a context of accelerating digital and green transitions

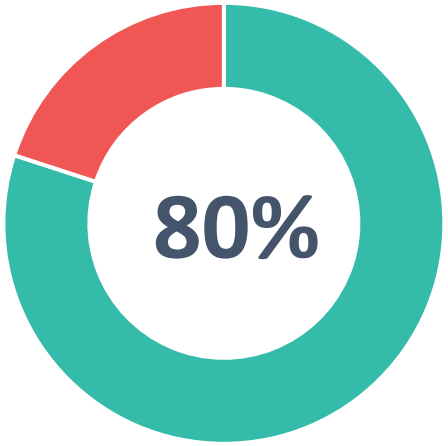
of companies report difficulties finding employees with right skills



Uneven support

of job-related training sponsored by the current employer

Insufficiently attractive supply



of non-learners in the past year *"did not want"* to learn

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Objectives and Scope

Support Member States' reforms to enable more adults to engage in training

- (a) Support all working-age adults to access training, including for professional transitions and irrespective of their labour force or professional status
- (b) Increase individuals' incentives and motivation to seek training

Cover all working-age adults legally residing in a Member State

ILA – the basic principles

Universal but differentiated support

Accumulation & transferability of entitlements

Use **it in transitions** from job to job or in times of **unemployment**

ILA

Keep it **while temporarily abroad** and even use it from there

Who is most in need of up- and reskilling?

To be defined depending on the national context…

Characteristics of the *individual*?

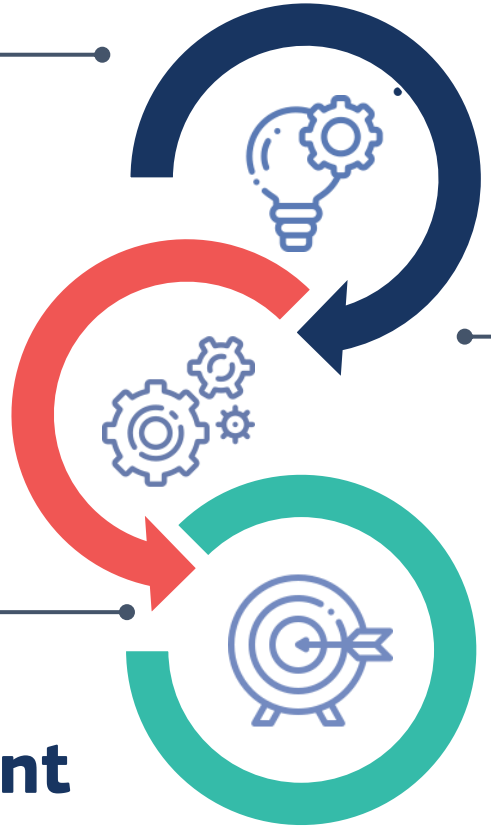
Characteristics of the *employment status* or *sector*?

…in consultation with social partners and relevant stakeholders

ILA and enabling framework

Implementation in Member States

Define modalities suited to national starting point



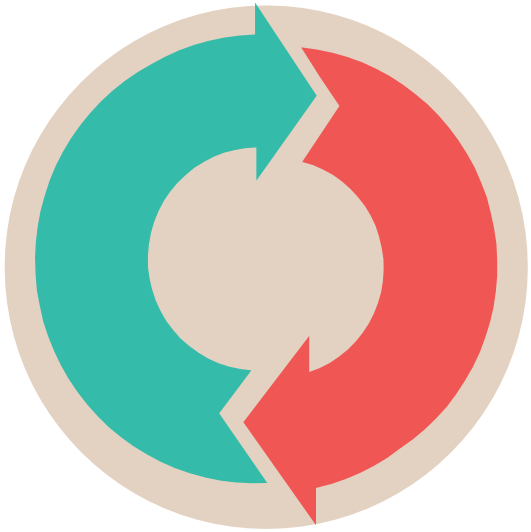
Outreach and awareness raising

Monitoring and continuous improvement

Cooperation with social partners and stakeholders

make it **relevant to the national context**

complement, but not replace **employer-organised training**



boost the role of skills in **social dialogue**

ensure that **skills are well aligned with labour market needs**

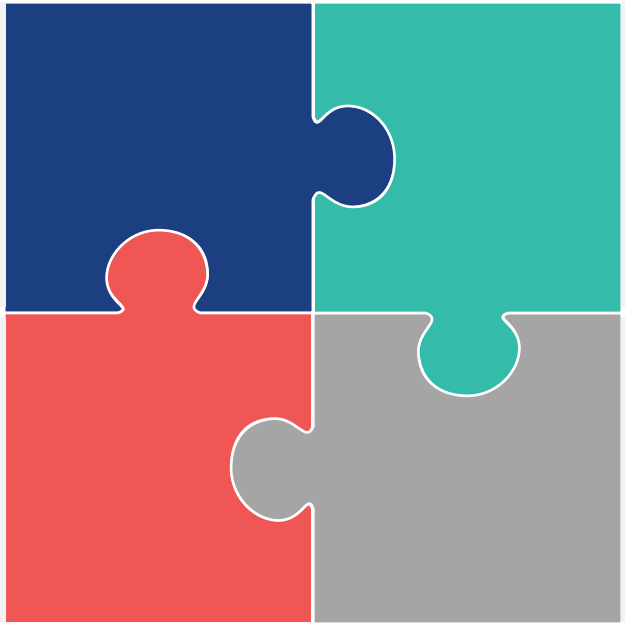
Funding ILAs

Public funding?

Employer contributions?

Collective bargaining agreements?

A combination of different sources?



EU support

Funding

- Recovery and Resilience Facility
- European Social Fund Plus
- European Regional Development Fund
- Just Transition Fund
- Technical Support Instrument

Implementation

- Facilitate mutual learning
- Develop relevant guidance material
- Further develop the Europass platform to support the recognition of ILA-funded training

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Next steps

Negotiations in the Council under FR Presidency

Once adopted, MS to prepare implementation plans

EU support for implementation

Evaluation in 5 years

Click here for further information

Thank you!

European Commission