A black and white photograph of two women in an office 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 partially obscured by a large red and teal geometric shape on the right side.

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The Danish CVET-Model – A Tripartite Cooperation

Inge Steen Mikkelsen
DI – Confederation of Danish Industry

The Danish CVET-Model

Public and Private Contributions

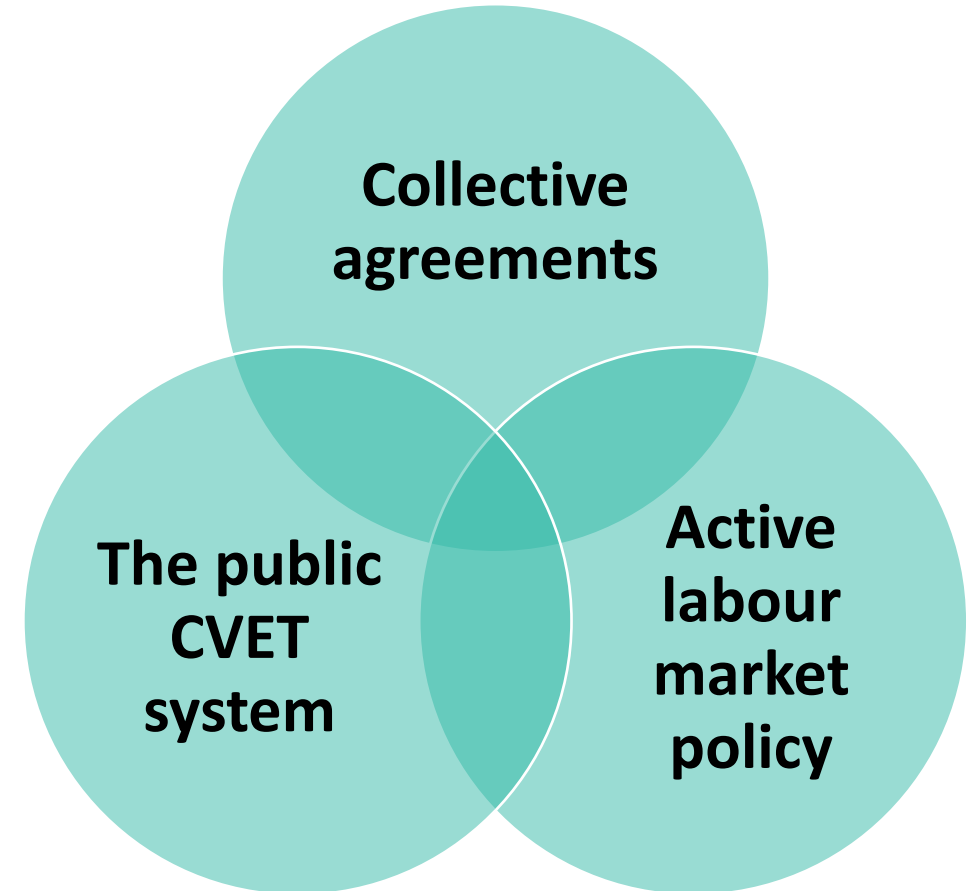
Three elements in the Danish Model

The base of the system

- Publicly funded CVET-courses with universal access
- Active Labour Market Policy

On top of this

- Collective agreements regulating terms related to participation in CVET



The Danish CVET-Model

The Public CVET System

The State offers a wide supply of CVET-courses

Public funding of course activity

Low or no tuition

Grants/income support

Tuition and grants are mainly targeted at low-skilled workers

Active Labour Market Policy

CVET is an instrument for re- and upskilling of unemployed to employment

Income support during participation in CVET at the level of unemployment benefits



Foto: Skyfish.

The Danish CVET-Model

CVET in Collective Agreements

Add on to the Public CVET-System

Tripartite Agreements on CVET

CVET of mutual interest of social partners

CVET plays a significant role in collective agreements

- Employees' rights to 2 weeks of educational leave each year
- Employers' rights to demand that employees participate in CVET
- Define salary while in CVET
- Define when courses are to be fully financed by companies or can obtain grants from competence funds



Foto: Skyfish.

The Danish CVET-Model

CVET in Collective Agreements

Competence funds a result of tripartite agreements

- Individual rights to educational leave while employed
- In case of staff reductions employees' rights are extended
- Two types of CVET:
 - Jointly agreed CVET for re- or upskilling
 - Individually decided CVET
- Funds are financed by company contributions defined in collective agreements
- Funding from competence fund when employee use CVET (grant and tuition)



Foto: Skyfish.

Issues of concern

- from employers' perspective

Will ILA be the answer to

- Differing motivation for CVET among employees?
- More focused CVET-activity?
- Better return on CVET-investments?
 - *Not likely*

CVET is of interest to both employers, employees and society

ILA represents a central regulation that will reduce social partners' involvement in labour market policy

ILA is an alternative to competence funds, not a supplement

Who's to decide on the use of ILA?

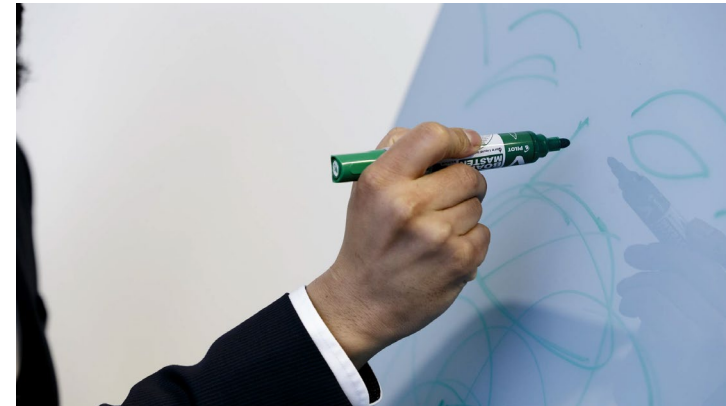


Foto: Skyfish.



Thank you!

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