



# High-level forum on individual learning accounts

## Online Conference

# Individual Learning Systems

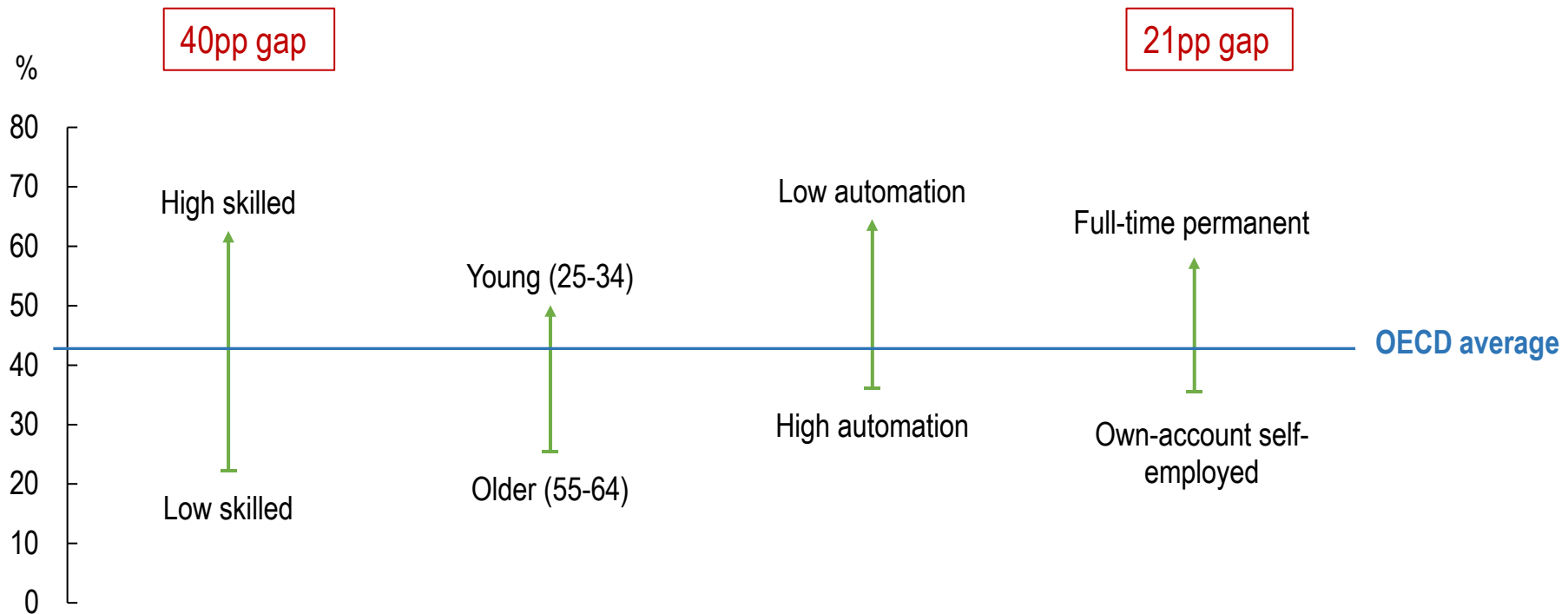
Stefano Scarpetta

Director for Employment, Labour  
and Social Affairs



# Lifelong learning, non-standard work and Individual learning schemes

Share of adults (16-65) in each group that participate in training, 2012/2015



Source: OECD Survey of Adult Skills (2012, 2015)

# Many Individual Learning Schemes, but very few Individual Learning Accounts

## Individual learning schemes (ILS)

- Training schemes attached to individuals rather than specific employer or employment status
- They give individuals the opportunity to undertake training all along working lives and at their own initiative.

ISAT

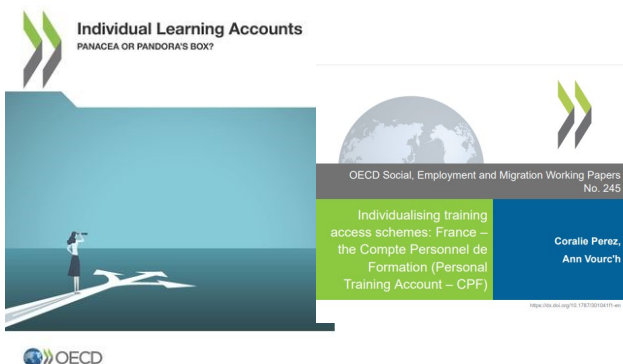
- Individual saving accounts for training
- rare, mainly pilots

ILA

- Individual learning accounts
- Only one example, the French CPF

Voucher schemes

- most ILS even though often (mis)named ILAs



# ILAs will not solve all training problems

- What are the main problems encountered in the current framework?
- Is an ILA best placed to remedy these problems?
- How will the ILA integrate the current training ecosystem?



# Financial supports needs to be high enough to promote participation and real upskilling



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# Accompanying measures needed to increase participation among under-represented groups



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# The link with employer-provided training needs to be taken into account

- ILAs risk removing responsibility for training away from employers
- Employers remain instrumental in motivating employee training
- Possibility of introducing on-the-job training (more motivating and adapted for the least-skilled) in ILAs?
- Make sure not all training comes through ILAs







# Thank you!

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