



# TOWARDS AN INDIVIDUAL RIGHT TO ADULT LEARNING FOR ALL EUROPEANS

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# 1 Adult learning in the EU: key facts and figures

#### Growing need for up - & reskilling

Megatrends (green and digital transition globalisation, ageing societies) are affecting skill needs

- Need to reskill displaced workersNeed to address skill shortages
  - Need for transversal skills

#### Increasingly difficult access to training

New labour dynamics are excluding more and more people from training opportunities

- Rise in non-standard work
- Shorter job tenure and less linear career paths
- Longer working lives with the growing risk of skills obsolescence

#### State of adult learning participation in the EU



37,4%

of adults participated in training over the last 12 months<sup>1</sup> 50%

objective of the European Commission for 2025

But there are significant differences between member states:<sup>2</sup>

Sweden

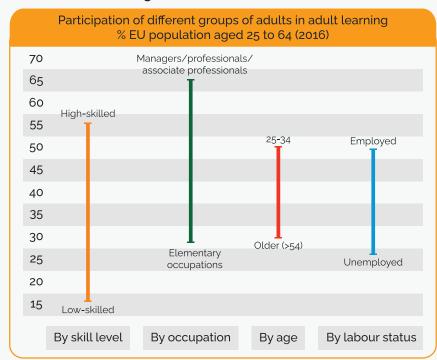
58,8%

Romania



1. & 2. Eurostat, Adult Education Survey (2016) excluding guided on-the-job training

The groups **most in need** of new or additional skills **engage the least in training**:



Source: Own elaboration based on data from the 2016 Adult Education Survey (for formal and non-formal education). Data on participation by skill level excludes guided on-the-job training

#### Reasons for not training

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. For the low-skilled, money is the main obstacle.





Adult learning systems in the EU: current shortcomings

Lack of broad-based coverage and inclusiveness

Misalignment with labour-market needs and quality issues

Insufficient investment and uncoordinated governance

# 2 An EU recommendation for individual learning accounts (ILAs) in each member state

Common challenges demand for joint EU action that will contribute to build a real culture of lifelong learning across the Union



ILAs should promote both universality and inclusiveness



ILAs should make guidance a priority



ILAs should create synergies with and between existing adult learning initiatives and financing mechanisms



An EU recommendation would foster the creation of an individual right to adult learning for all Europeans through the establishment in each member state of individual learning accounts (ILAs)



ILAs should ensure workers develop skills relevant for the labour markets of today and tomorrow



Information on ILAs and adult learning should be transparent, accessible and widely disseminated



ILAs should contribute to improving the quality of training

# 3 The road towards a European individual learning account

# **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.

### 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.







Acquires training rights from country A

Acquires training rights from country B



Uses training rights acquired in countries A, B & C in any EU country

Acquires training rights from country C