



INDIVIDUAL LEARNING ACCOUNTS AND MICRO-CREDENTIALS

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#SocialRights #EUSkillsAgenda #MicroCredentials

Having a strong skillset is essential for professional development and enables job transitions to meet ever-changing labour market demand. It also improves social inclusion and is good for the competitiveness of the economy.

Across Europe, **too few people participate in regular learning after initial education.**

In 2016, only
of adults participated
in training

37%



EU-level target 

At least

60%

of all adults should
participate in training
every year by 2030

For the low-qualified
adults it was just

18%



What did people surveyed say were the main barriers to adult learning?



89%

Cost of the courses

82%

Loss of income due to taking time off work to train



82%

Lack of awareness of training opportunities

82%

Uncertainty over whether employers would recognise training achievements



88%

Time constraints

As part of the flagship actions put forward in the European Skills Agenda, the Commission proposes:

Individual learning accounts

Individual learning accounts are digital wallets with training entitlements. They are addressing the following bottlenecks for people to embark on training: motivation, time and funding.



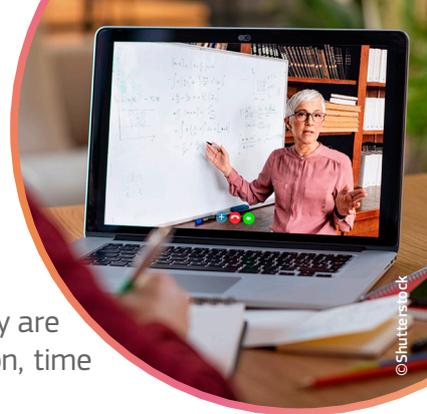
Member States provide the entitlements to all adults of working age, whether they are in work or not, with higher amounts for people most in need of training. Employers and employment services can add more.



People spend their training entitlements on quality-assured and labour market-relevant training whenever they like, on long or short courses. They can save them up to use on a more costly or longer course when they need. They are in the driving seat.



With the individual learning accounts, Member States should also offer career guidance and paid training leave.



Member States may benefit from support from EU funds, in particular cohesion policy funds (like the European Social Fund Plus and the European Regional Development Fund), as well as the Recovery and Resilience Facility, if they have included reskilling and upskilling reforms and investments in their plans.

Micro-credentials

Micro-credentials are the record people receive once they complete a small learning experience (e.g. short course or training) that certifies what knowledge, skill or competence they have acquired.



Micro-credentialed learning offers a flexible, targeted way to help people to develop the competences they need, and have those competences recognised.

Micro-credentials can be used for all levels, all types of learning and for all topics from the most academic to the most basic or technical ones:



The University of Gothenburg offers freestanding courses in a variety of subjects and levels that lead to micro-credentials. Lessons may be in the evening or day-time and can be distance-courses or on-campus.



Vilnius Vocational Training Centre of Technologies offers short module courses that lead to micro-credentials in high-demand subjects like engineering, IT and computing, business and financial, and visual technology.