*[05/10/2022]*

*Flemish Government*

*BE-C[C51]-R[R-504]-M[168]*

*Vision paper on learning and career account in Flanders*

**CID - Reform R-5.04:**

The reform measure shall pave the way towards an individual learning and career account which shall make all training incentives clearly visible together in a single central place so that citizens know clearly their learning rights and the available support. Social partners and Flemish government shall agree on a vision paper, setting out how a learning and career account shall be introduced in Flanders, taking into consideration the need to increase transparency to citizens, better inclusion of vulnerable groups and ensuring alignment with digital learning account platform set up at the federal level. The vision paper will be delivered by 30 June 2022.

**OA - Milestone/target description:**

Agreement between social partners and Flemish government on vision paper, setting out how a learning and career account shall be introduced in Flanders, taking into consideration the need to increase transparency to citizens, better inclusion of vulnerable groups and ensuring alignment with digital learning account platform set up at the federal level.

**OA - Verification mechanism:**

Summary document duly justifying how the milestone (including the relevant elements of the milestone, as listed in the description of milestone and of the corresponding measure in the CID annex) was satisfactorily fulfilled. This document shall include as an annex the following documentary evidence: link and copy of the published agreed vision paper.

**A. Evidence provided:**

* Vision paper in Dutch: “Visienota (NL).pdf”
  + Link to the published vision paper in Dutch: [Naar een leer- en loopbaanrekening in Vlaanderen. Visienota | Vlaanderen.be](https://www.vlaanderen.be/publicaties/naar-een-leer-en-loopbaanrekening-in-vlaanderen-visienota)
* Translated vision paper in English: “Vision paper (EN).pdf”
  + Link to the published vision paper in English: [Vision Memorandum. Towards a learning and career account in Flanders | Vlaanderen.be](https://www.vlaanderen.be/publicaties/vision-memorandum-towards-a-learning-and-career-account-in-flanders)

The vision paper was approved by the Flemish government on the 25th of March 2022. It was published online in March 2022 in both Dutch and English.

**B. Detailed justification:**

Elements:

(i) agreement between social partners and Flemish government   
(ii) setting out how a learning and career account shall be introduced in Flanders, taking into consideration the need to increase transparency to citizens, better inclusion of vulnerable groups and ensuring alignment with digital learning account platform set up at the federal level.  
(iii) The vision paper will be delivered by 30 June 2022.

**(i)** Agreement between social partners and the Flemish government was sought by consulting the social partners when developing the vision paper. In what follows, we consider the consultation process:

**Consultation of social partners in Social and Economic Council of Flanders (SERV) – 2020-2022**

The Department of Work (DWSE) consulted the social partners on multiple occasions in the Social and Economic Council of Flanders ([SERV](https://www.serv.be/en/serv)), the advisory body in which social partners (labour unions and employer associations) are united in different thematic committees.

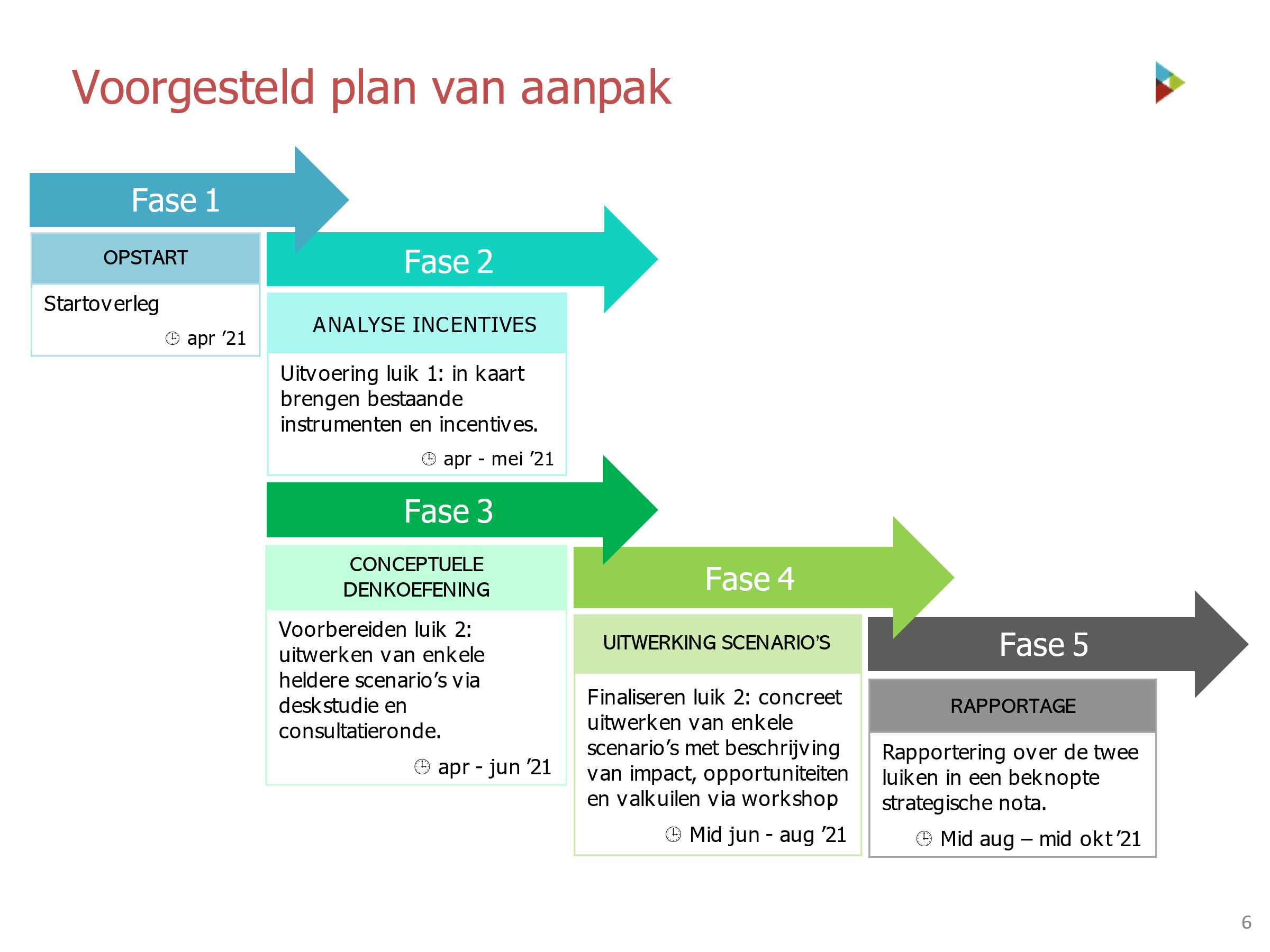
The SERV also published an [exploratory advice on the individual learning account](https://www.serv.be/sites/default/files/documenten/SERV_20201019_ILL_ADV.pdf) on 19/10/2020 (*‘Verkenning individuele leerrekening’*). The vision note on the individual learning and career account took into account the recommendations of social partners from this exploratory advice for the growth path of the individual learning account.

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| --- | --- |
| **Date** | **What** |
| 25/06/2020 | Presentation on state of affairs of research done by DWSE (training barriers, (international) literature / examples) (+ Q&A) |
| 26/11/2020 | Presentation on research done by DWSE (examples, country cases) and next steps of the project (+ Q&A) |
| 01/07/2021 | Presentation on state of affairs of the development of the LLR to the Education Committee of the SERV (+ Q&A) |
| 07/09/2021 | Presentation on state of affairs of the development of the LLR to the Education Committee of the SERV (+ Q&A) |
| 18/01/2022 | Presentation of the VIONA-report of the [study on the individual learning account](#_Participation_of_social) by Idea consult and DWSE (+ Q&A) |
| 15/02/2022 | Presentation of the vision on the LLR to the Education Committee of the SERV (+ Q&A) |

**Participation of social partners in VIONA study on the individual learning and career account – April-October 2021**

Representatives of the SERV secretariat and the social partners themselves were members of the steering group that oversaw the VIONA-study on the individual learning and career account (from Apr-Oct 2021) during all phases of the study.[[1]](#footnote-1) This steering group met several times during the study (beginning-middle-end).

In the study, social partners were also interviewed separately by the researchers as part of the consultation round of different stakeholders (phase 3) and were part of the workshop that was organized (phase 4). (*see image below for research plan of Idea consult in Dutch*)



**Formal advice from the Social and Economic Council of Flanders (SERV) – 9 May 2022**

The social partners issued their formal advice on the vision note on 9 May 2022. [The advice can be consulted here](https://serv.be/serv/publicatie/advies-visienota-leer-en-loopbaanrekening) (in Dutch).

In this advice, the social partners state: “*The SERV appreciates the process that has led up to the vision note ‘Towards a learning and career account in Flanders’. The Flemish social partners were closely involved in this process. The vision note also takes into account the advice ‘Verkenning individuele leerrekening’ (Exploration of individual learning account) and the conclusions of the VIONA study*.”

Social partners endorse the ambition set out in the vision note and also agree with the objectives of the learning and career account. The SERV, in its advice, endorses the principles described in the vision note and endorses the idea of a step-by-step approach. In addition, the social partners formulate some points of attention to be taken into account during the follow-up process and further development of the learning and career account.

**(ii)** The Flemish Government approved the vision memorandum 'Towards a learning and career account in Flanders'. With the learning and career account, we want to put employees at the helm of their own careers and let them find their way to training. The Flemish labour market and society will face major challenges in the coming decades. There is a growing need for specific competences and qualified profiles for continuously changing jobs. On the supply side, there is a large share of people with rapidly ageing skills in longer-lasting careers. Continuing training, up- and reskilling are therefore crucial for a flexible response to this changing labour market and for the social inclusion and resilience of employees. We need to give people the tools to shape and reinforce their own careers through strengthening their skills and following training. The learning and career account is a crucial tool for this, by showing in a clear digital wallet what incentives a person can draw on to follow training and undertake skills enhancement or career guidance. In the long term, we will examine how we can harmonise the package of incentives and how rights to training support can be made more transferable throughout a person's career. The vision paper sets out a growth path for the development of the learning and career account in order to achieve this ambition step by step.

* See uploaded vision papers in NL and EN
* See publication of the approval of the Flemish government <https://beslissingenvlaamseregering.vlaanderen.be/document-view/6238975B6BB7B593CFC18BCB> and <https://beslissingenvlaamseregering.vlaanderen.be/document-view/623C7F716BB7B593CFC18DE3>

**(iii)** The approval of the Flemish governmentof the vision paper was given the 25th of March 2022, thus before the deadline of the 30th of June 2022.

* See publication of the approval of the Flemish government <https://beslissingenvlaamseregering.vlaanderen.be/document-view/6238975B6BB7B593CFC18BCB> and <https://beslissingenvlaamseregering.vlaanderen.be/document-view/623C7F716BB7B593CFC18DE3>

**Achievement of the requirements in the description of the measure:**

[Please explain how the completion of the milestone/target achieves the requirements set in the description of the measure included in the CID Annex. Please provide information on all the relevant requirements mentioned in the description of the measure in the CID Annex.

1. De Coen, A., Nackaerts, L. en Desmedt, E.. (2021). Naar een leer- en loopbaanrekening voor Vlaanderen, <https://www.vlaanderen.be/publicaties/naar-een-leer-en-loopbaanrekening-voor-vlaanderen-idea-consult>. [↑](#footnote-ref-1)