




## HUN-ILA

Development and implementation of the Individual Learning Accounts in Hungary 

# INDIVIDUAL LEARNING ACCOUNT

## The project

The project supported the Hungarian government in the conceptualisation of an Individual Learning Account (ILA) to help improve the levels of participation of adults in education and training. The project detailed a roadmap and roll-out plan to support the launch of the ILA scheme in the country.

## The activities

The project commenced with a comprehensive examination of Hungary's adult training system, aiming to establish the current landscape and explore avenues for integrating Individual Learning Accounts (ILA) within the Hungarian legal and procedural frameworks.

It analysed selected international experiences to glean valuable insights and lessons learned for effectively implementing the scheme in Hungary.

Building upon this analysis, the project developed a robust conceptual framework for an ILA scheme uniquely customised to address Hungary's specific requirements. This involved crafting a fully functional model tailored to national needs.

Finally, the project culminated in delivering a detailed implementation roadmap and action plan, laying out the necessary steps to successfully launch the ILA scheme nationwide.

## What is ILA?

An 'Individual Learning Account' (ILA) is a personal account that provides individuals with funds to pay for job-related training they find most beneficial. The HUN-ILA scheme is specifically tailored to meet Hungary's needs and fully aligns with the EU Council Recommendation on individual learning accounts.

## Partners



MINISTRY OF CULTURE AND INNOVATION



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## SINGLE DIGITAL PORTAL

- Offers seamless, self-service access to a comprehensive range of services.
- Designed for intuitive use, ensuring a user-friendly environment for all skill levels.
- Personalized assistance with digital navigation available upon request.
- Supplemented with dedicated outreach measures to inform and support vulnerable groups in accessing services.



## PERSONAL ACCOUNTS

- Initial access to a training subsidy for all working-age adults.
- Training entitlements are portable and stick with the individual.
- Option to augment with employer contributions, personal savings, or soft loans.



## REGISTRY OF TRAINING COURSES AND TRAINING PROVIDERS

- Curated selection of high-quality, short-cycle courses for upskilling and reskilling.
- Focus on skills relevant to today's job market, including digital, green, vocational, and transversal skills.
- Access to microcredentials for certifications.
- Comprehensive list of accredited training providers, enhanced by user ratings.



## ADDITIONAL ASSISTANCE

- Further support measure for disadvantaged individuals through the ILA.
- Covers diverse needs such as paid leave, travel expenses, and childcare costs.



## MAKING INDIVIDUAL CHOICE

- Robust support to facilitate informed decision-making.
- Accessible career guidance and counselling services.
- Skills assessments to support personalised training selection.
- Straightforward and direct registration process for courses through the online platform.



## Long-term vision for the development of ILA

- to address skills gaps and raise levels of participation in adult learning and education.
- to provide a greater degree of choice and control over training decisions to the individual through the incentives and guidance an ILA scheme can deliver.
- to make life long learning available to all adults of working age (after the initial pilot phase) with measures to support 'hard to reach' and vulnerable groups.

- to make a positive contribution to the EU target of 60% adult training participation rates by 2030.
- to help boost competitiveness and innovation in the Hungarian economy whilst improving productivity and workforce resilience.
- to improve the level of green and digital skills in the workforce, as well as the skills demanded by employers.
- to help improve the levels of quality in the training system by regulating the courses that can be funded through ILA, through an accreditation process.



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