



Ministerie van Sociale Zaken en
Werkgelegenheid



Lifelong learning policy - the Dutch approach

17-06-2022

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1. Current Dutch policy on lifelong learning (1/2)

Policies are based on four pillars:

- 1** Strengthening learning demand of individuals
- 2** Stimulating employers and employees in learning
- 3** Flexible learning offerings
- 4** Encouraging a learning culture



1. Current Dutch policy on lifelong learning (2/2)

Shared responsibility:



Employers, employees & government



Government sets the framework



Private learning budgets



STAP budget



SLIM budget



2. Facts and figures



2.2 million

Employees have an individual learning budget through 159 Collective Labour Agreements



3.6 billion (EUR)

Employers carry the largest costs for lifelong learning



200 million (EUR)

Complementary governmental funding for STAP budget



3. The role of social partners (1/2)

Training and Development O&O Funds:

- Strengthening learning demand of individuals

Optimizing sectoral labour markets through:

- Training and development of employees
- Promoting good working conditions
- Enhancing sectoral employability



3. The role of social partners (2/2)



Training and development funds help smaller and medium sized companies by providing private budgets



Increasing focus on personal development of individuals and individuals' freedom to choose training opportunities



In cooperation with government to make combination with public budget possible



4. Potential challenges



Tackling mismatches
on the labour market



Reaching lower
educated people



Labour market
relevance vs. personal
preference



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Thank you.

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