Lifelong learning policy - the Dutch approach

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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

Source: Lifelong learning policy - the Dutch approach – 17/06/2022
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

*Source: Lifelong learning policy - the Dutch approach – 17/06/2022*
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

Source: Lifelong learning policy - the Dutch approach – 17/06/2022
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

Source: Lifelong learning policy - the Dutch approach – 17/06/2022
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.

Source: Lifelong learning policy - the Dutch approach – 17/06/2022
4. Potential challenges

- Tackling mismatches on the labour market
- Reaching lower educated people
- Labour market relevance vs. personal preference

Source: Lifelong learning policy - the Dutch approach – 17/06/2022
Thank you.

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