

Table 4.2 Overview of schemes for co-financing lifelong learning

Objectives	Instruments	Initiatives (countries)
Finance direct costs of learning (fees, books, transportation)	Individual Learning Accounts – contributions by individuals are matched by contributions by government, non-governmental organisations	Individual Learning Accounts (Austria); Individual Learning and Development Account (Belgium – Flanders); Learn \$ave (Canada); Learning Accounts – Ikastxekin, Txekinbide, EMAWEB (Basque Region, Spain); Experiment with Learning Accounts (Netherlands); Individual Learning Accounts – Wales (United Kingdom); Individual Development Accounts (United States)
	Loans – Subsidised loans to individuals	Loan Support for Students of Private Technical Institutions (Korea); Career Development Loans (United Kingdom)
	Vouchers/subsidies – provided by public authorities to individuals or employers	Learning Voucher of the Chamber of Labour of Vienna (Austria); Training Voucher Scheme for Employers (Belgium); Training Voucher Scheme for Employees (Belgium – Walloon); Training and Coaching Voucher Schemes for Employees (Belgium – Flanders); Training Cheque (France); Cheque FORCE (France); Micro-computer Cheque (France); Language Cheques (France); Training-Employment Cheque (France); Voucher Courses (Italy); Vocational Ability Development Programme (Korea); Annual Training Cheque (Switzerland); Individual Training Accounts (United States)
	Tax policy – tax deductions, tax credits, and tax-sheltered savings for learning-related expenditure	Deduction of work-related learning expenses from taxable earnings (Australia, Austria, Netherlands); tax allowance for training/training credit (Austria, Netherlands); Lifelong Learning Plan (Canada); Registered Education Savings Plan, Canadian Education Savings Grant (Canada)

Table 4.2 (continued) Overview of schemes for co-financing lifelong learning

Objectives	Instruments	Initiatives (countries)
Replace foregone earnings	<p>Direct Income Support – direct payment by government to help support cost of living to education and training</p> <p>Individual Learning Accounts – contributions by individuals from before-tax income, matched by employer</p> <p>Loans – to cover costs of foregone earnings</p> <p>Collective agreements – individuals accept paid education leave in lieu of salary compensation for a portion of overtime</p>	<p>Adult Education Initiative (Sweden); Adult Education Recruitment Grants (Sweden); Adult Learning Grant (United Kingdom)</p> <p>Competence Accounts-Skandia (Sweden)</p> <p>Career Development Loans (United Kingdom)</p> <p>Deutsche Shell AG collective agreement (Germany); Fraport Q-Card (Germany)</p>
Spread risk	<p>Income-contingent repayment loans – individual liability for fees is postponed until graduation, and then paid back as a fixed proportion of income when/if earnings reach a certain pre-determined level</p>	<p>Higher Education Contribution Scheme (Australia); Post-graduate Education Loan Scheme (Australia)</p>

Source: OECD (2004a), pp. 38-39 and input from national authorities.