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ministrija

Creating a sustainable and socially responsible adult education support system for a skilled society – support measures for employers to further educate employees, criteria for receiving aid and procedures for implementing support measures



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# REGULATORY FRAMEWORK

## Education Law

- Article 14, point 34
- Article 59 (6)

**Support measures for employers to further educate their employees**

**Criteria for receiving aid and procedures for implementing aid measures**

**State financial support for adult education, including employers for the education of their employees**

Shall enter into force on 1 January 2023

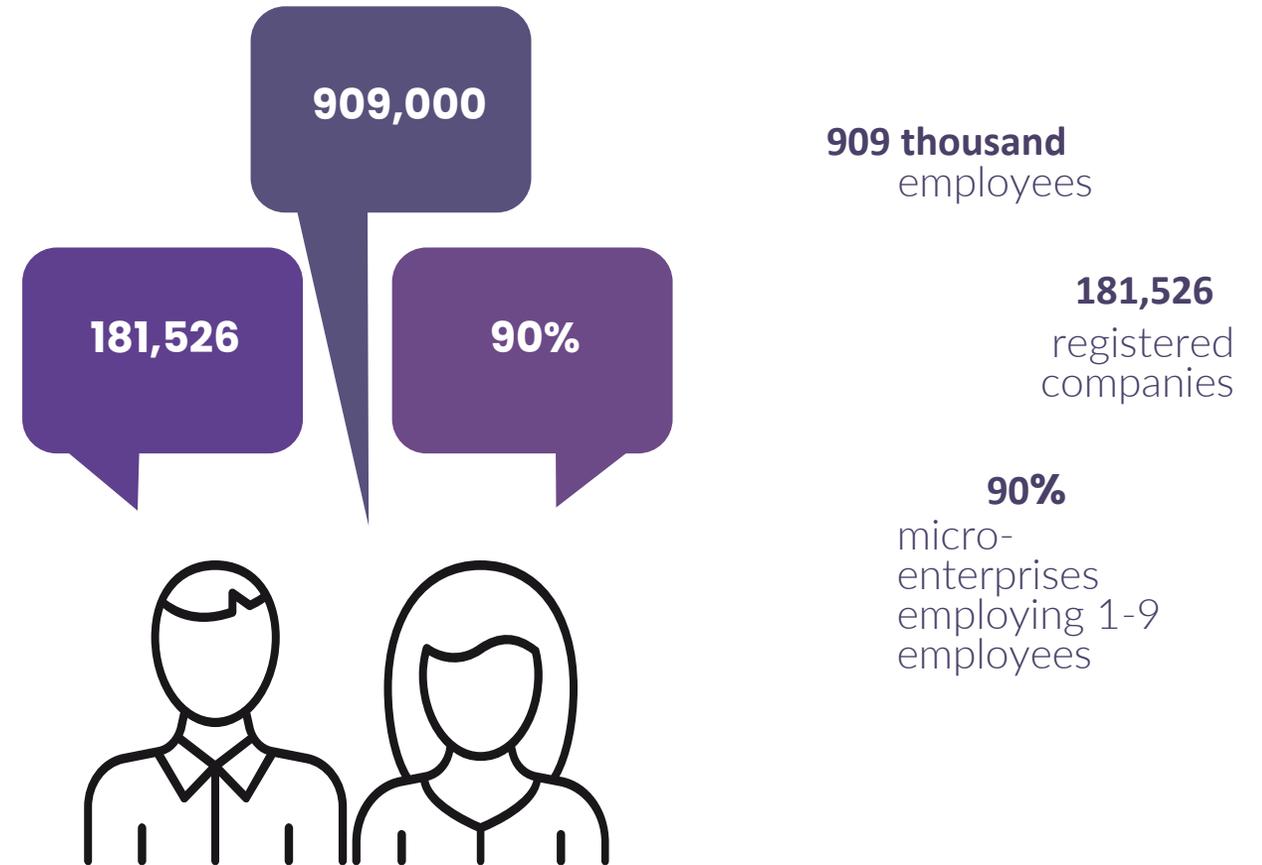
Forms the basis for the development of a sustainable and socially responsible adult education system



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# TARGET GROUPS TO BE SUPPORTED

- The proportion of employees in high - and medium-high-tech intensive activities is 1.6%;
- 70% of employees work in the service sector;
- The ageing of the workforce will increase the need to keep employees in the 64 + age group on the labour market;

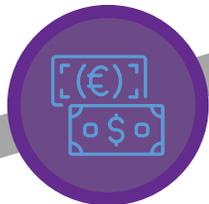




# OBJECTIVES OF SUPPORT MEASURES

## Encourage employer's investment in human resources

It would encourage employers to engage their employees in training by promoting the development of long-term skills of planned workers, promoting productivity growth and increasing the competitiveness of economic operators.



## Ensure for employees relevant knowledge, skills and competences

Ensure that employees are ready for a modern work process



## To increase the participation in education of adult population of Latvia

At least 12% of adults have participated in training during the last 4 weeks, EDG 2021-2027 RR 2.5



## Increasing the proportion of employees, who learn during paid working hours

proportion of employees (25-64 years) participating in training during paid working hours at least 55% in 2027 EDG 2021-2027 RR 3.6).

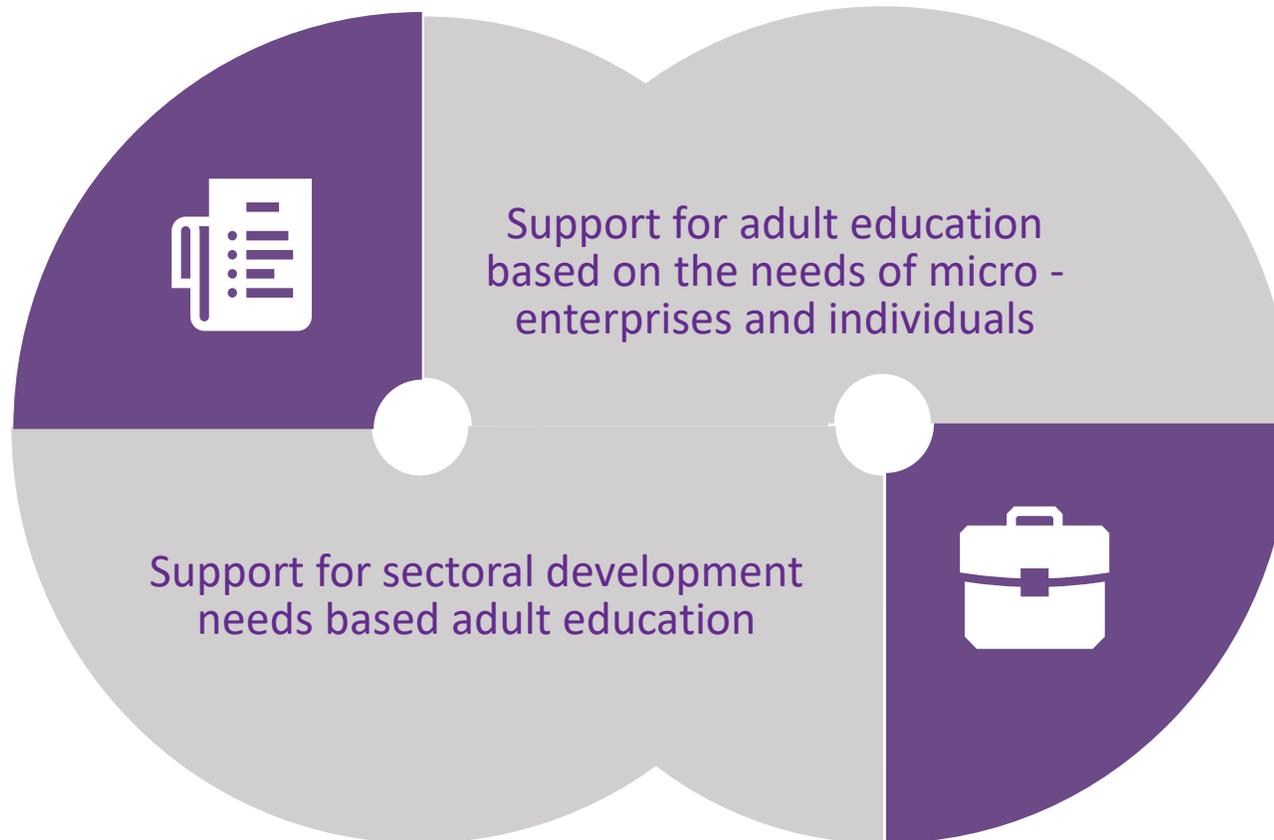




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# PLANNED TYPES OF SUPPORT MEASURES AND IMPLEMENTING ARRANGEMENTS

- implementation mechanism through sectoral associations;
- intended for technologically intensive, exporting, innovative sectors with a significant high and medium-high technology share in the sector;
- various training programmes, including obtaining new qualifications according to company/industry developments



- implementation mechanism through municipalities;
- training for individual merchants and micro-business workers in different sectors, mainly in basic business skills and digital skills, mainly in non-formal education programmes

**Planned content of the Regulations of CoM**



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# CRITERIA FOR RECEIVING AID

**company co-payment**

**payment of taxes**

the beneficiary does not have any tax debts

**opportunities to learn during work**

**contribution to the economy**

size of the turnover of the companies in the sector organisation

**rate of receipt of aid**

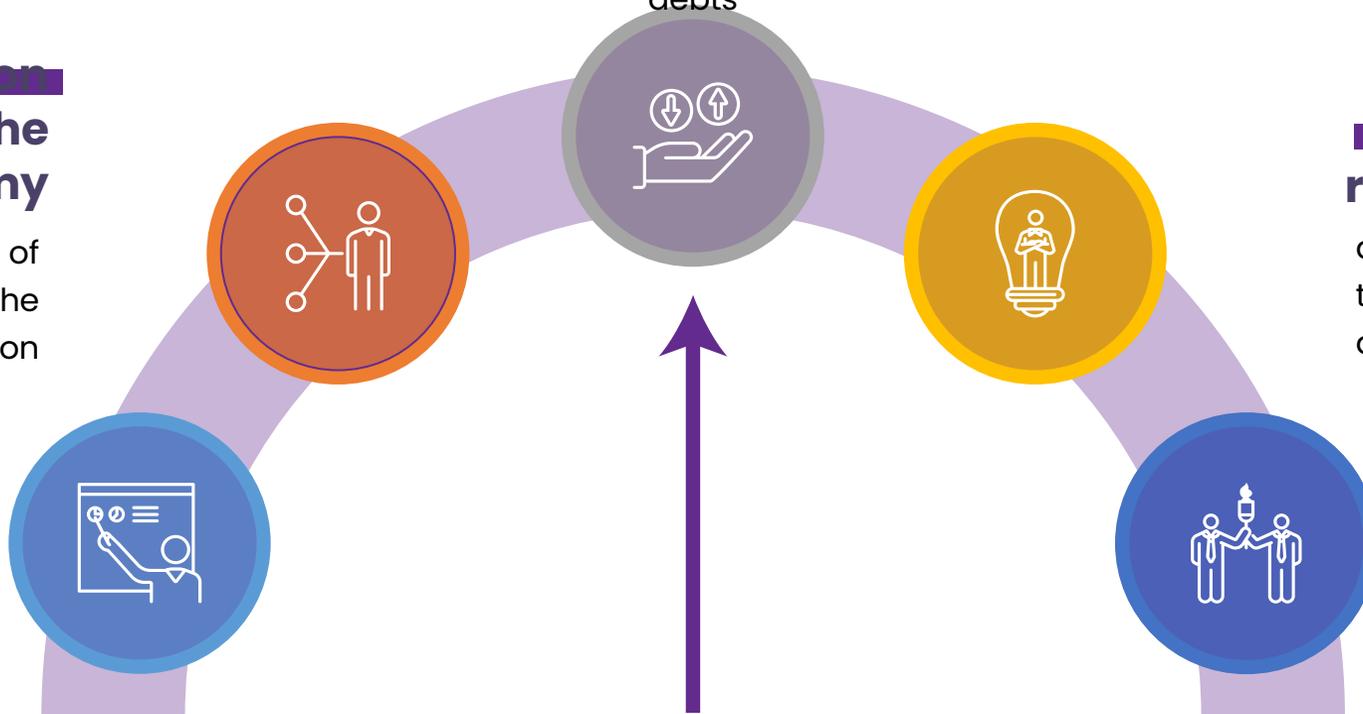
aid can only be received at the same time as one active aid measure

**state aid conditions**

Conditions and intensity of aid are compatible with the regulatory framework for State aid

**active economic activity**

aid may only be received by economic operators carrying out an active economic activity



Planned content of the Regulations of CoM



# DIRECTION AND IMPLEMENTATION OF BOM RULES

**SEPT, 2022**

Draft CoM  
regulations  
announced for  
public consultation

**DEC, 2022**

Draft CoM  
regulations  
approved

**DEC, 2023**

Establishment of  
an enforcement  
mechanism for  
all municipalities

**DEC, 2023**

Financing for the  
implementation of  
both types of  
support measures



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# QUESTIONS FOR DISCUSSION

- **Is the grouping of beneficiaries of such aid appropriate to the situation of Latvia?**
- **Should there be any restrictions on the types of educational programmes to be learned in the framework of support measures? If so, what?**
- **What are the most important criteria for receiving aid measures?**
- **What would be the exclusive criteria that the employer would not be eligible for aid in the event of accession?**



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# THANK YOU



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