In association with:

Changes

Employers set up a separate fund for a personal, transferable training account, as

Changes in the workforce are transforming how businesses operate. The traditional approach to

Businesses contribute to each employee’s re-/upskilling training account exclusively for that employer, which can then be used by the employee as they see fit to

The employer and (potentially) the government establish on the national level.

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If the employee resigns, the remaining unamortised cost will be repaid.

It is our view that the initial cost is capitalised as an asset and its ability to finance re-/upskilling is as important as retaining income from investment.

The big question is how companies can

Recognising underinvestment does not reduce it.

As well as highlighting the business advantages of human-capital investment, companies

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Companies must lobby for feasible tax incentives and the adoption of new accounting and investment models.

The initial cost is capitalised as an asset and its impact or long-term value to value creation in reporting to stakeholders, in relation to

There is rarely money set aside for training.

The growing difficulty that businesses face if their current or prospective workforce does not have relevant skills.

Impending industry-wide demand for niche skillsets will be met with the grave inadequacy of existing training models.

Future

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What motivates change

What motivates change

What motivates change

We should publicly promote our

A call to action

Companies must

The three Accounting and Investment models to drive change

Description

Employee sets up a separate fund into which they can contribute.

Accounting approach

Certification is linked to a funding model in which funds are held in an

What motivates change

Certification is linked to a funding model in which funds are held in a

Model 1: Training Fund

Description

Reimbursement to the employer and employee for related training costs.

Accounting approach

No

What motivates change

What motivates change

We should publicly promote our

Three Accounting and Investment models to drive change

The model holds the promise for individual companies as it is a step forward in employing a broad and payable approach.

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