



Lifelong Learning Accounts

What Demonstration Participants are Saying

As developed by the Council for Adult & Experiential Learning (CAEL), Lifelong Learning Accounts (LiLAs) are employer-matched, portable individual savings accounts used to finance education and training—similar to a 401(k) for skill building and career advancement. With LiLAs, workers can upgrade their skills and knowledge to meet the needs of business and industry while achieving their career goals.

Employees Speak Out About LiLAs

“People should never stop learning. The LiLA program helps you financially and it won’t break the bank.”

“Seeing the deductions on my paycheck every week really keeps me focused on my goals. It keeps me motivated to continue moving forward!”

“I know I’ve lost jobs in the past because I did not have more advanced skills. I know that with CNC training I can be marketable. I need better skills in this economy.”

“LiLAs gave me the confidence to move towards my degree. When I first heard about LiLAs, I thought I’d be 50 by the time I finished my degree! But then, I thought, ‘would I rather be 50 with a degree, or without?’ Can’t be a half a century old, and nothing to show for it.”

“After finishing my learning plan, I felt like a big weight had been lifted off my shoulders! It was a great relief to have my career plan plotted out.”

“Since I work at a restaurant, I don’t make a lot of money. Instead of going to school part time, [LiLAs] allowed me to go full time. They hooked me up with a counselor. When I started I was undecided on a major and he helped me decide on a direction. Without the program, I probably wouldn’t have made a decision on that.”

Top Reasons for Employee Participation in LiLAs

- Pursue a degree
- Obtain additional training and knowledge
- Continue education
- Learn new or different skills
- Increase earning potential

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Employers Speak Out About LiLAs

“It is exciting to be on the cutting edge of adult training. It is an obviously well run program that is well received by anyone who hears about it. The multiplying effect of the dollars invested by the employees and the employer really help offset the high cost of getting an education.”

Joe Hyndman, Owner, Hyndman Industrial Products

“We see LiLAs as a wonderful opportunity to recognize and reward our incumbent workers, while filling our own workforce needs at the same time. We truly believe from previous on-site training experience that if workers invest their own money in education, they are ten times more likely to follow through and be serious about completing their education. And that’s worth investing in as an employer.”

Jennifer Hermann, Director of Human Resources, UCSF Medical Center

“LiLAs can help us keep good employees by offering them the opportunity to pursue education and training they need to maintain job security and career advancement. LiLAs are a win-win for our company and our employees.”

Jan Boggs, Vice President, Lime City Manufacturing

“Lifelong learning is essential in today’s society. Not only does the LiLA program offer opportunities to people who might not otherwise have the chance, it also allows employees to evaluate their goals and establish a plan, where they otherwise might not. It shows them they can do it! Throughout our lives, our interests change, and often we don’t realize that it’s okay to not like something anymore. Being open to what tomorrow brings is what lifelong learning is all about!”

Michelle Schmidt, General Manager, LA West

“LiLAs fit so well with our goals. The LiLA program is a great benefit that we are able to offer our employees. When our employees better themselves, the entire City benefits.”

Mayor Richard Hickman, City of Angola

“LiLAs offer us an opportunity to reward employees who have been with us, to help with retention. We loved the idea of adding LiLAs to our employee benefits. It makes for a very full benefits package.”

Kim Meredith, COO, Planned Parenthood Golden Gate

“At Country House we are always looking for ways to increase our benefits to employees in order to make this a better place to work. It is a very competitive environment out there and it isn’t always that easy to just give employees more money. We try to stay competitive by offering other innovative benefits like the LiLA program.”

Dean Timson, General Manager, Country House Restaurants



Top Reasons for Employer Participation in LiLAs

- Way to provide an affordable benefit
- Improve the skill set of workers
- Improve employee morale
- Increase retention of employees

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