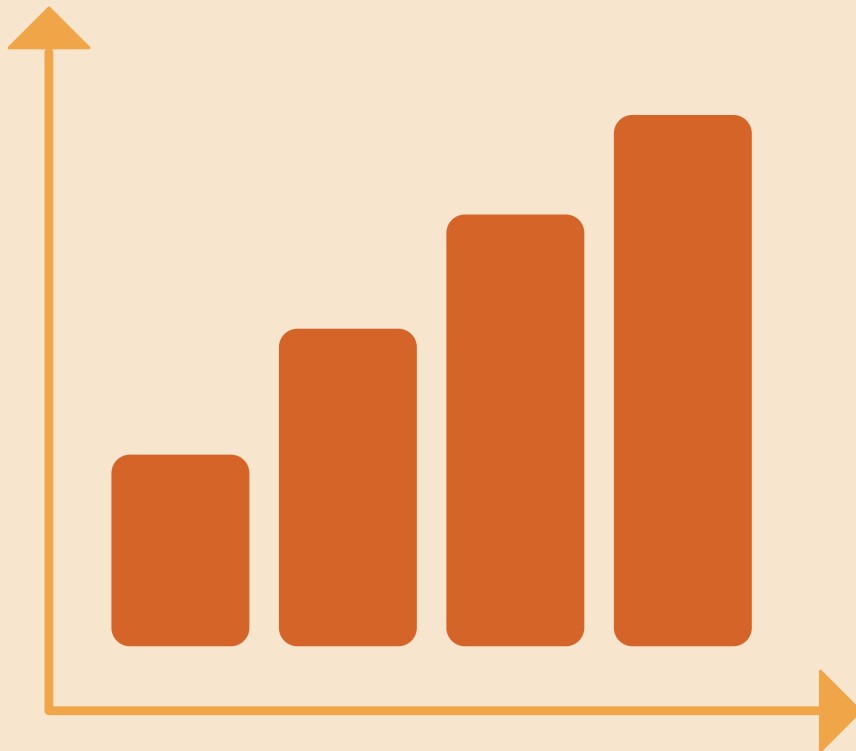




Fundación Tripartita  
PARA LA FORMACIÓN EN EL EMPLEO

# Training for Employment

## 2014 KEY FINDINGS



Data from 31st March 2015

# Vocational Training for Employment in 2014

Vocational training for employment in Spain is made up of the following training initiatives:

(a) "Company training" is organized by companies and consists of training and personal training leaves to meet specific training needs of companies and their employees. This initiative is referred to as "**demand training**" (because companies decide the training they need) and is financed through bonuses on what companies have to pay to Social Security. It is managed by Fundación Tripartita para la Formación en el Empleo (FTFE).

(b) Training initiatives for workers who can be employed or unemployed, including a wide range of vocational training programmes available in a modular regime. When the training is for unemployed workers, most of the training courses lead to Professional Certificates through cumulative partial certifications. In the case of training aimed primarily to employed workers, the majority of training is not linked to a certification (because when employed, workers have less time for training and training linked to an official certification tends to be longer), although training courses which lead to Professional Certificates are also financed. This initiative is referred to as "**supply training**" (because there is a catalogue of training courses which workers can choose from) and is financed through grants which are distributed through different calls for proposals.

In this line, the different types of calls for proposals are the following:

- Training mainly oriented to employed workers and financed through a state call for proposals. It is what we call "Training Plans" and is managed by FTFE.
- Training mainly oriented to employed workers and financed through regional calls for proposals managed by regional authorities.
- Training for government employees, managed by the INAP.
- Training mainly oriented to unemployed workers and financed through regional calls for proposals managed by regional authorities.
- Training for young workers (employed and unemployed). It is called Youth Programme and is managed by FTFE.

# Global results

Training for Employment				
	Participants <sup>(1)</sup>	Workers	Average training hours per participant	Average training hours per worker
- Company training <sup>(1)</sup>	3.291.803	2.423.165	24	33
- Training primarily aimed at employed workers. State Training plans <sup>(2)</sup>	181.350	156.000	106	112
- Training primarily aimed at employed workers. Regional Training plans <sup>(3)</sup>	120.000	106.194	n/a	n/a
- Training primarily aimed at employed workers. INAP (for public employees) <sup>(4)</sup>	661.779	n/a	25	n/a
- Training primarily aimed at unemployed workers <sup>(5)</sup>	186.846	n/a	321	n/a
- Youth Programme <sup>(2)</sup>	20.150	20.000	273	283

<sup>(1)</sup> Each worker who attends a training course is a participant. So a person who takes more than one course would be counted as many times as courses s/he has taken

<sup>(1)</sup> Updated data 31-03-2015

<sup>(2)</sup> Updated data 31-03-2015 taken from what beneficiary entities have committed to carry out.

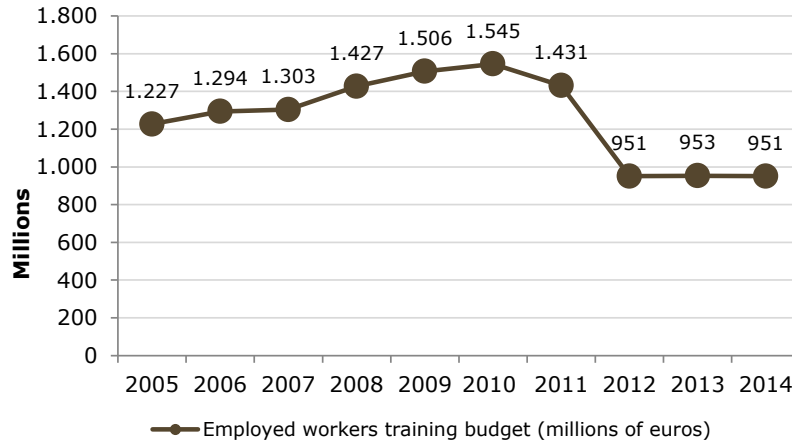
<sup>(3)</sup> Estimated data based upon approved budget and behavior of Supply training initiative

<sup>(4)</sup> Data from training activities financed by INAP under the agreement for Vocational Training for Public Administrations (AFEDAP) (provisional data from last available year updated 23-4-2015)

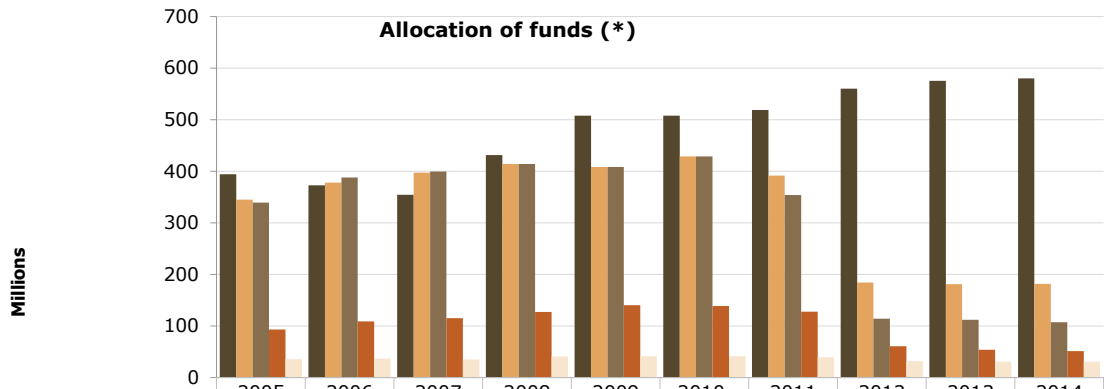
<sup>(5)</sup> Data provided by the General Department of Active Labour Market Policies SEPE. April 2015

## BUDGET: ALLOCATION OF AVAILABLE FUNDS FOR TRAINING PRIMARILY AIMED AT EMPLOYED WORKERS.

**Budget progress**



**Allocation of funds (\*)**



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
■ Bonuses for companies	394,0	372,5	354,2	431,4	507,8	507,8	518,5	560,0	575,0	580,0
■ State calls for proposals (grants)	345,0	378,0	397,4	413,8	408,5	428,6	391,3	184,3	181,4	181,4
■ Regional calls for proposals (grants)	339,0	388,0	399,4	413,8	408,2	428,6	353,8	113,9	112,1	107,2
■ INAP	93,1	108,9	115,0	127,4	140,2	138,9	127,7	60,7	53,8	51,4
■ FTFE operating expenses	35,8	36,5	35,2	41	41,6	41,6	39,4	31,7	31,0	31,0

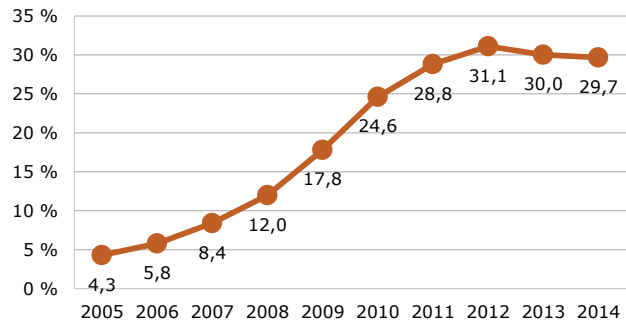
The total budget of training for workers who are employed - at around 950 million euros - has remained relatively stable since 2012. The budget line for company training increases very slightly (1%), while the resources allocated to grants for regional calls fall in the same proportion.

(\*) Ceuta and Melilla budget line has been included in the category of Regional Calls although this line is managed by the FTFE. From 2005 to 2007 the difference between the sum of partials and totals is due to the "previous payments reserve" line.

## COMPANIES THAT TRAIN THEIR EMPLOYEES

**471.590 businesses** have conducted training for their workers; that is, **29.7% of all companies**, very similar to the situation in 2013.

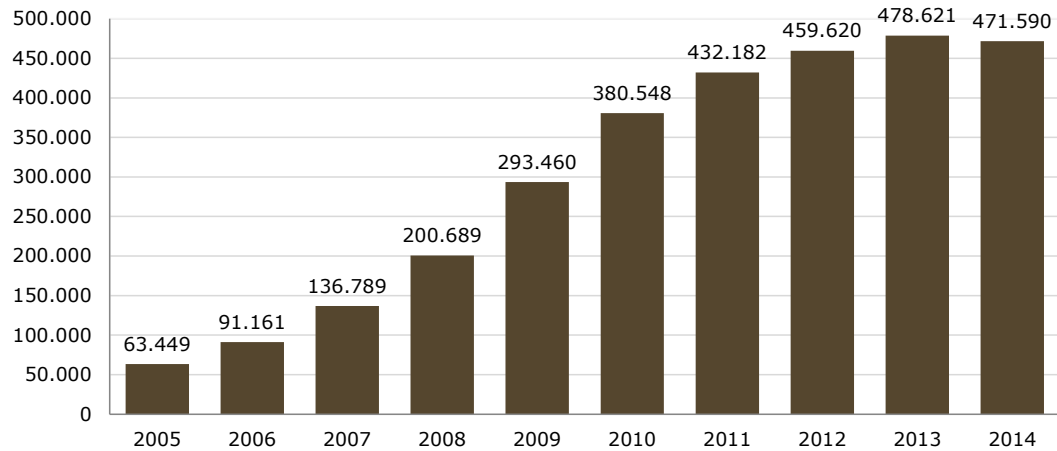
Training coverage rate. ALL COMPANIES



### NOTE

**Coverage rate:** percentage of companies who develop training for their employees in comparison to total number of companies who contribute to Vocational Training in the General Treasury of Social Security.

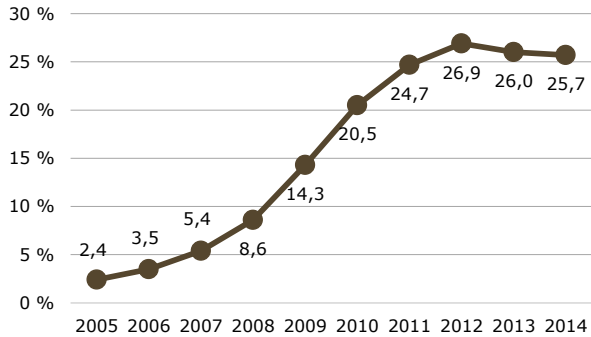
ALL COMPANIES that train their employees



**The number of companies who developed training fell slightly**, approximately seven thousand companies less than in 2013, most of them companies of less than 10 employees (69% of them). Since this system of bonuses for companies was implemented in 2004, this is the first time the upward trend has broken.

## COMPANIES THAT TRAIN THEIR EMPLOYEES

Training coverage rate. SMEs (from 1 to 9 employees)

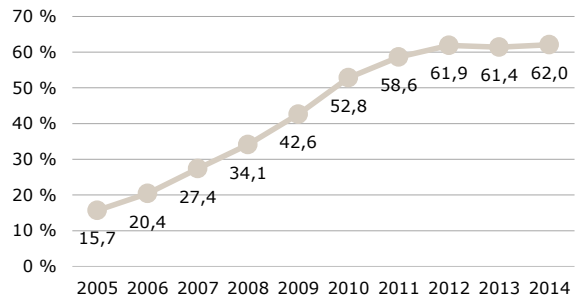


In 2014, 364 552 companies with fewer than 10 workers provided training for their employees, **4.843 less than in 2013**.

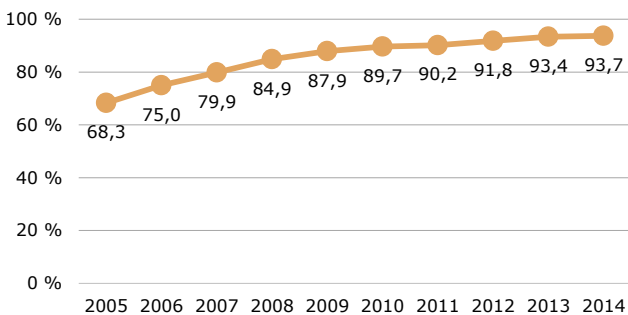
Training coverage rate has decreased 0,3% compared to last year, and stands at 25.7%.

**62% of SMEs of between 10 and 49 employees** in our country (103 332) have conducted training for their workers. The participation rate **increased 0,6% respect to 2013**.

Training coverage rate. SMEs (from 10 to 249 employees)



Training coverage rate. LARGE COMPANIES (+ 250)



The use of training resources is widespread in large companies: **3,596 companies with more than 250 workers** - a **93,7% coverage rate** - have developed training activities for their employees.

**NOTE**

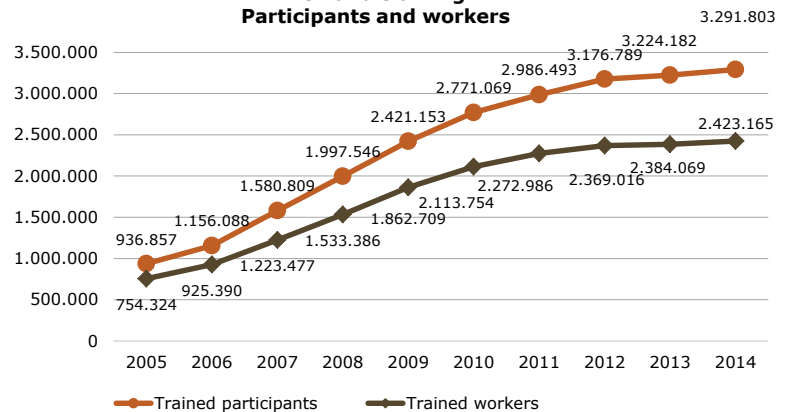
**Coverage rate:** percentage of companies who develop training for their employees in comparison to total number of companies who contribute to Vocational Training in the General Treasury of Social Security.

## PARTICIPANTS IN TRAINING ORGANIZED BY COMPANIES

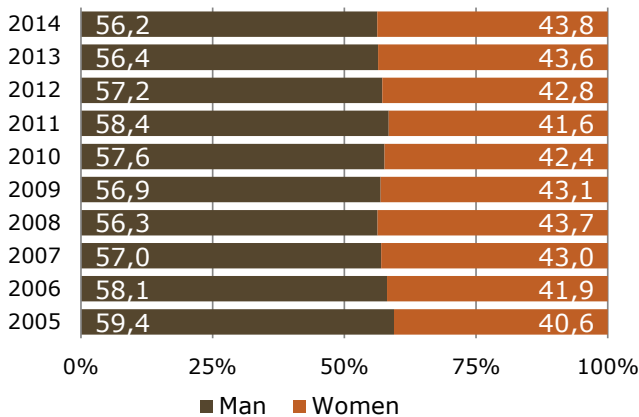
**28.9% of employees** participated in training organized by companies. This has meant an increase of 67.621 participants (2.1% increase).

Coverage rate: percentage of participants who took part in training organized by companies in 2014 respect to total private sector employees (11,387,983) according to EPA 2014 IIT.

**Demand training  
Participants and workers**

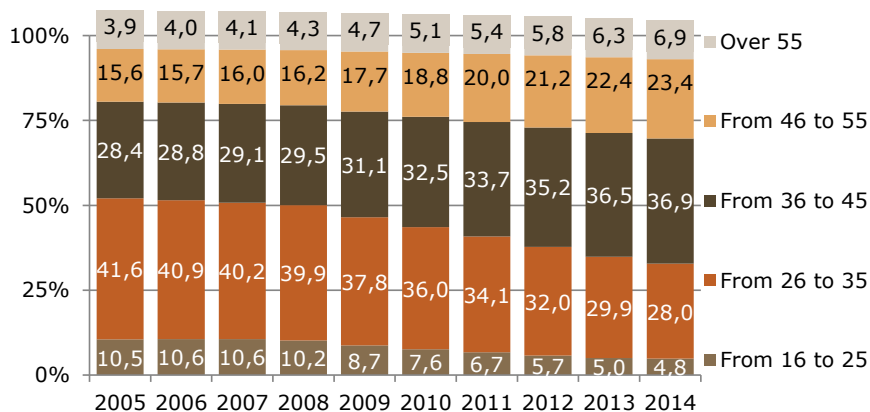


**Breakdown of participants by gender**



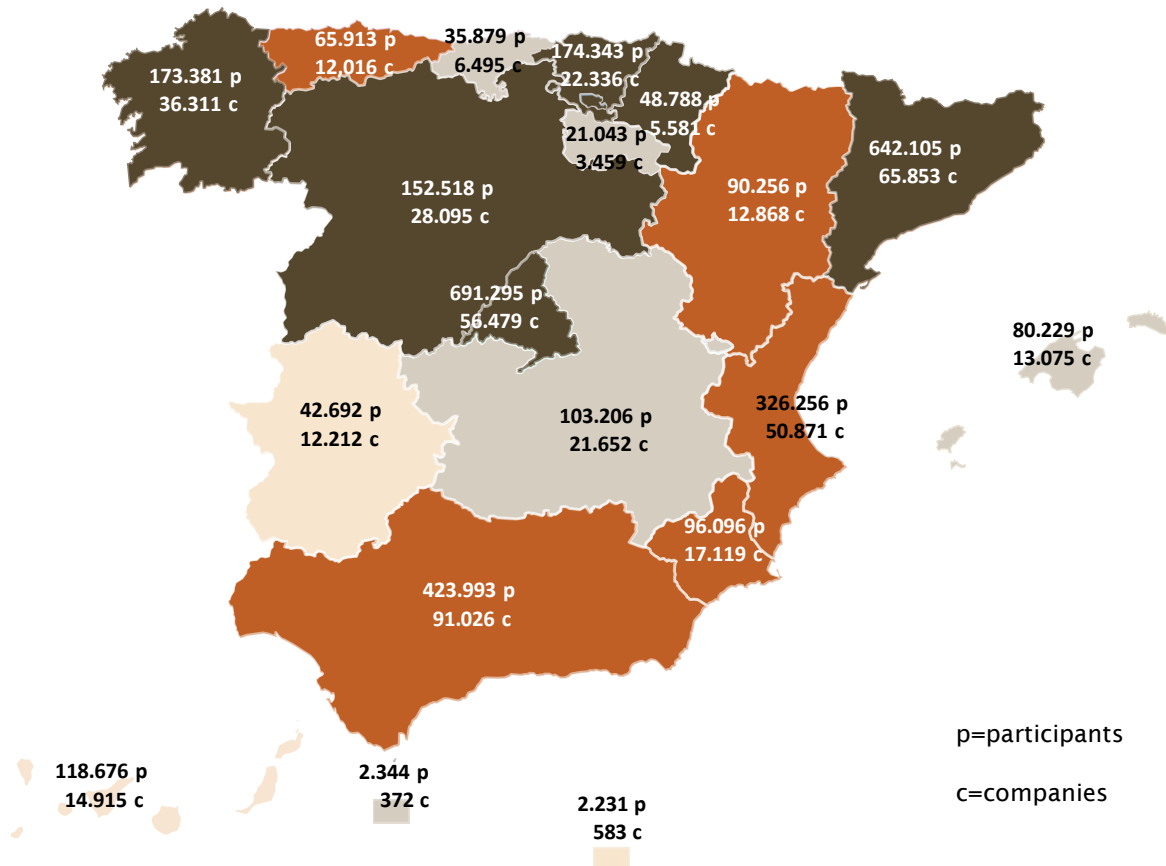
The volume of male involvement in training remains higher than their participation in the labour market (56.2% versus 53.3%) while women's participation in training is lower than their share in the working population (43.8% vs. 46.7%).

**Breakdown of participants by age**



The proportion of participants who take part in training, in terms of age, is very similar to the structure of the working population. The age groups from 26 to 35 and from 46 to 55 participate in training in proportion to their weight in the labour market. As in previous years, the youngest (16-25 years) and older workers (over 55) are involved to a lesser extent in training organized by companies (7.3% and 9% working population compared to 4.8% and 6.9% in training). On the other hand, the age group from 36 to 45 are the most involved in training as their participation in training (36,9%) is higher than their weight in the working population (32,5%).

## GEOGRAPHICAL SCOPE OF TRAINING IN ENTERPRISES



Region	Coverage rate (*)
Madrid	36,2
Cataluña	30,3
Navarra	29,3
Galicia	29,3
Castilla y León	29,3
País Vasco	29,2
Asturias	28,7
Aragón	27,8
Comunitat Valenciana	26,9
Murcia	26,3
Andalucía	26,0
Cantabria	25,1
Rioja, La	24,9
Ceuta	24,7
Castilla-La Mancha	24,0
Canarias	23,7
Balears, Illes	23,4
Extremadura	21,8
Melilla	19,8
<b>National rate</b>	<b>28,9</b>

(\*) Percentage of participants who took part in "demand training" respect to total private sector employees according to EPA IIT 2014

Six regions exceed the average rate of training coverage: **Madrid, Catalonia, Navarra, Galicia, Castilla y León and the Basque Country**. A very similar situation to 2013. Extremadura and the autonomous city of Melilla are at the opposite end.

### METHODOLOGY NOTE:

This regional analysis takes into account participants who took part in training organized by their company and the regional reference is their workplace.

When analyzing companies' participation, the company has been assigned to the region where the company has the largest work centre (greater number of employees).

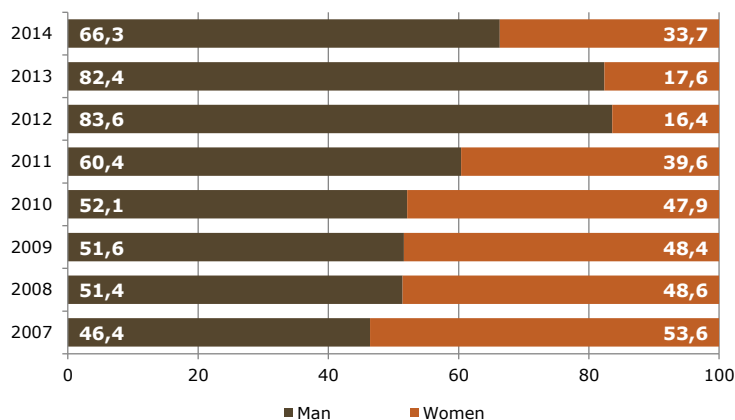


## INDIVIDUAL TRAINING LEAVES

Quantitative indicators	2007	2008	2009	2010	2011	2012	2013	2014
Completed PIF	1.545	1.690	2.131	3.335	4.634	18.909	30.226	13.666
Training hours	119.441	116.726	147.834	222.646	296.202	1.003.621	1.871.095	1.197.605
Average of hours	77,3	69,1	69,4	66,8	63,9	53,1	61,9	87,6

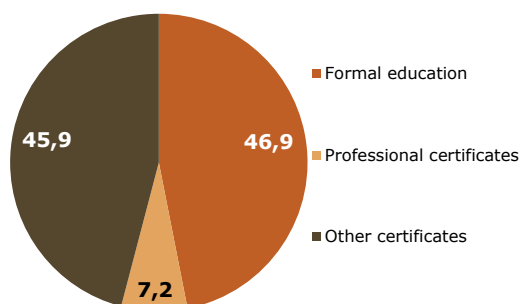
The number of Individual Training Leaves (PIF) in 2014 has decreased significantly (55%) compared to 2013: 13,666 compared to 30,226 in 2013. This decline is due to the decision by which some Professional Competence Certificates (CAP) and other training courses cannot be financed through this initiative since this kind of training is compulsory and so has to be financed by companies and not through workers training leave. All data referred to 2014 Individual Training Leaves are under revision and are subject to changes.

**Demographic profile by gender**

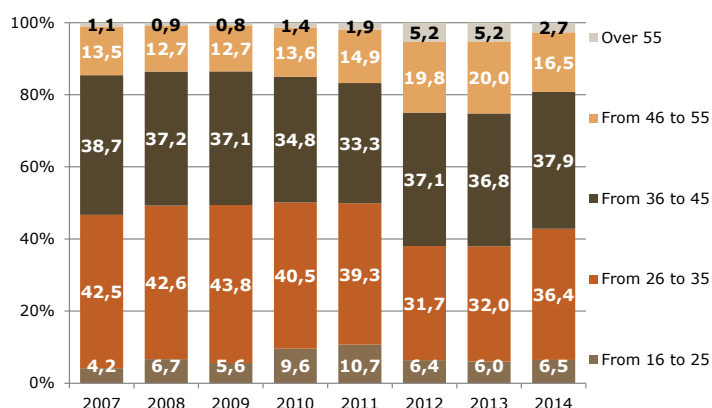


During 2014 the proportion of men who enjoyed a PIF decreased significantly (66.3% vs. 82.4% in 2013). Women account for 33.7%, almost double than the previous year. In terms of age, more than 50% are more than 36 years old. This profile, both in terms of gender and age, is very similar to the 2011 profile.

**Subject of PIF 2014**



**Age groups**



PIF have been used by workers to develop "formal education" and "other qualifications" courses in the same proportion (46-47%). Only a minority has taken part in a "professional certificate" through a PIF (7, 2%). In this case, "other qualifications" were made up especially by professional driving permits and other professional competence certificates (CAP).

## STATE LEVEL SUPPLY TRAINING 2014: TRAINING PLANS AND YOUTH PROGRAMME

### Funded training plans 2014

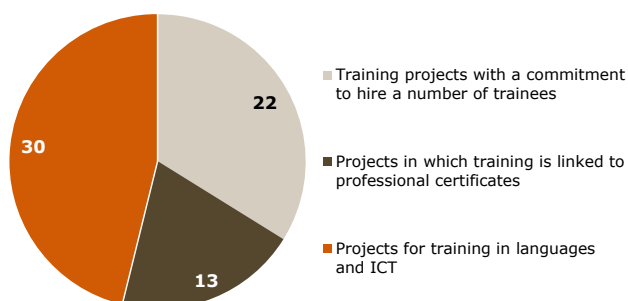


In 2014, 236 training projects were approved under what we call "Supply training". Of these, 73% (and 54% of total budget) are sectorial plans.

Longer training courses (535 hours on average) correspond to plans linked to obtaining a professional certificate.

	Funding	Estimated participants	Average training hours
<b>Training plans 2014</b>	<b>138.474.459</b>	<b>189.019</b>	<b>105,9</b>
General intersectoral projects	8.944.197	22.298	54,1
Social Economy projects	3.225.923	7.375	64,4
Sectorial projects	74.289.617	136.976	66,8
Self-employed workers projects	3.226.242	6.162	82,6
Linked to professional certificates	48.788.481	16.208	535,2

### Funded projects in Youth Programme 2014



In the Youth Programme for 2014, 65 projects were funded. Most of them (30) correspond to projects aimed at obtaining skills in languages and ICT.

As is the case with supply training plans, in the Youth Programme the longest average hours correspond to projects linked to professional certificates (541 hours average).

	Funding	Estimated participants	Average training hours
<b>Youth programme 2014</b>	<b>36.276.434</b>	<b>20.547</b>	<b>273,0</b>
Training projects with a commitment to hire a number of trainees	5.465.067	3.851	237,4
Training projects with a commitment to hire a number of trainees and for Social Guarantee beneficiaries	715.090	1.053	128,7
Projects in which training is linked to professional certificates	7.380.759	2.378	547,3
Projects in which training is linked to professional certificates and for Social Guarantee beneficiaries	7.435.971	2.450	535,0
Projects for training in languages and ICT	7.639.111	5.495	174,5
Projects for training in languages and ICT and for Social Guarantee beneficiaries	7.640.436	5.320	187,7

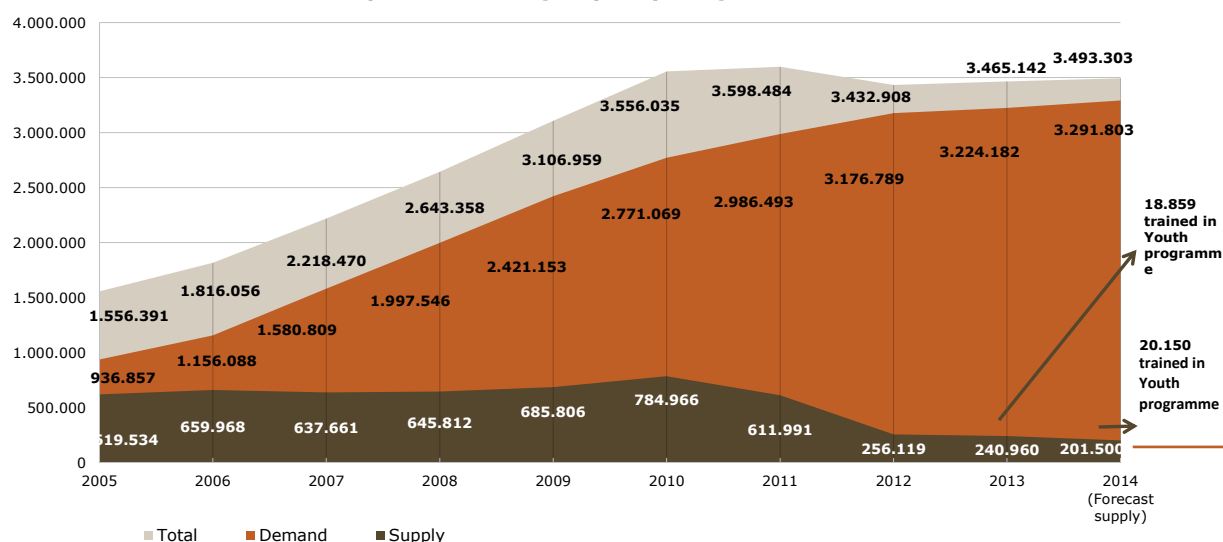
\*SNGJSGJ: National System for Social Guarantee in which there are different measures to improve young people's employability

## TRAINED PARTICIPANTS IN DEMAND AND SUPPLY TRAINING AT STATE LEVEL

**3.5 million** participants trained in 2014 with state funds managed by the FTFE.

In 2014, FTFE managed **761, 4 million euros** for state level training.

Participants according to yearly budget\*. 2005-2014



(\* ) Participants trained under "Supply Training" are distributed in each fiscal year according to each year's budget. The deadlines for implementation of this initiative do not correspond to calendar years.

There is an overall increase in the number of participants in 2014. If we consider the different initiatives, participants in supply Training Plans fall, as in previous years (2012 and 2013). In the Youth Programme the forecast is around 20,000 participants (almost all of them unemployed).

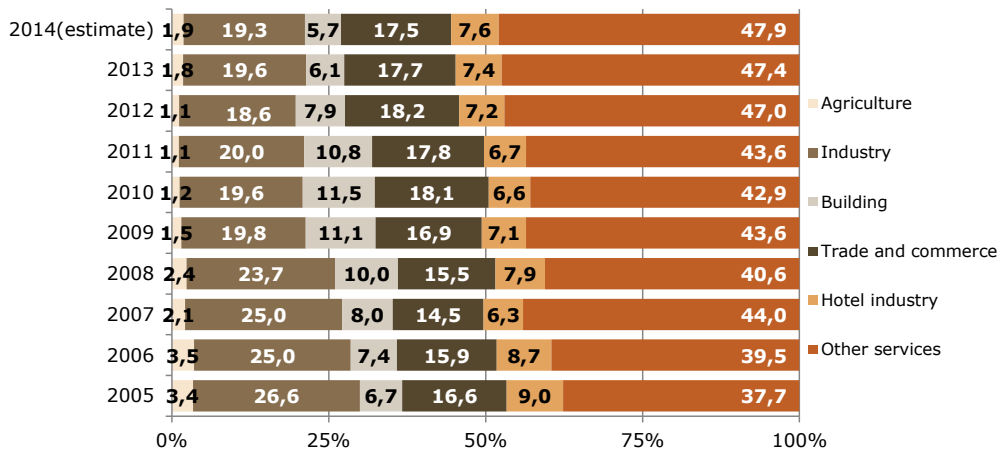
Participants in supply training according to year of training development and yearly budget

Year of training development	Yearly budget										Year of training development total	
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014 (Forecast)		
2005	3.791											682.480
2006	614.258	203.557										817.815
2007		456.411	144.408									600.819
2008			493.253	645.812								1.139.065
2009	1.485				685.393							686.878
2010					152	634.908						635.060
2011					261	150.058	295.353					445.672
2012						7	316.638	8.636				325.281
2013								247.483	6.502			253.985
2014 (Forecast)									234.458			234.458
2015 (Forecast)										201.500		201.500
Yearly budget total	619.534	659.968	637.661	645.812	685.806	784.973	611.991	256.119	240.960	201.500		

Participants whose training was developed outside the deadline are due to projects that were passed by administrative appeal and were granted a different deadline

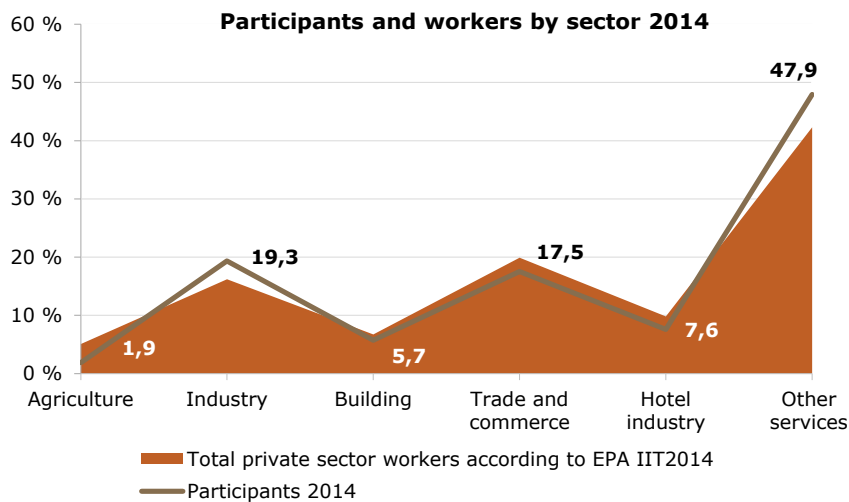
## PARTICIPANTS IN DEMAND AND SUPPLY TRAINING AT STATE LEVEL. SECTORIAL APPROACH

**Breakdown of participants by sector and year of training**



Other services include sectors such as health care industry, education, banking and insurance transport and communications

Distribution of participants between the different productive sectors is similar to 2013, with a slight decline of participants in the building industry.



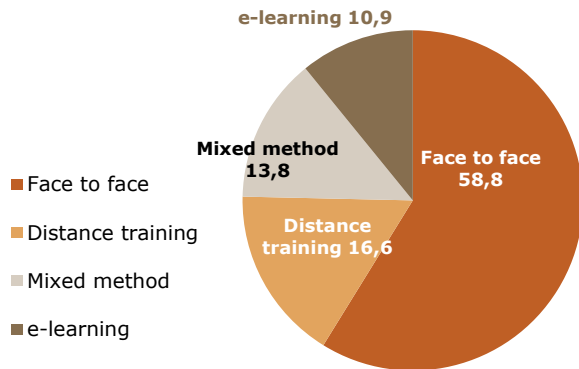
Other services include sectors such as health care industry, education, banking and insurance transport and communications

Workers' involvement in training is very similar to their participation in the labour market. Differences are very slight: the proportion of participants in Industry and "Other Services" is greater than what they represent in the employed population, while in other sectors (Agriculture, Hotel, catering & tourism, Building and Trade) participation is lower than their share in the productive sector.

(\*) Information concerning participants trained under the 2014 call for proposals is an estimate calculated from the number of workers beneficiaries have agreed to train because the programmes are still in progress.

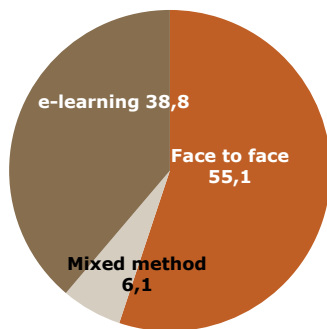
## PARTICIPANTS IN DEMAND AND SUPPLY TRAINING AT STATE LEVEL. TRAINING METHOD.

**Trained participants. Demand training 2014**

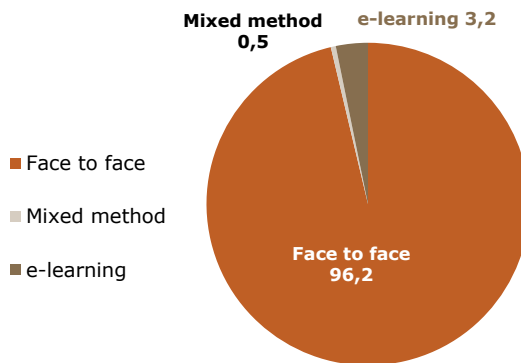


The ways in which training is delivered have remained stable compared to previous years: in company training 59% of participants received face-to-face training, 17% distance training, 14% by mixed mode (part face to face and part distance or e-learning) and 11% through e-learning.

**Trained participants. Training plans 2014 (estimate)**



**Trained participants. Youth programme 2014 (estimate)**

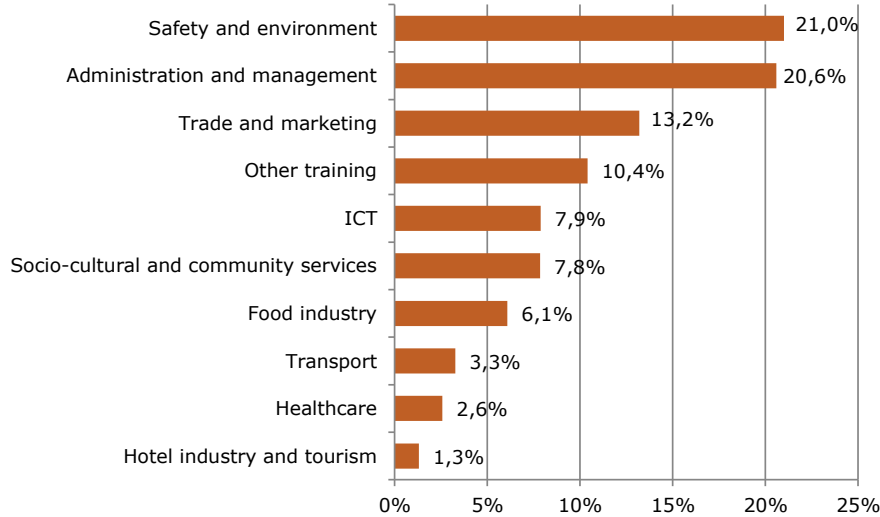


55% of participants in Training Plans (\*) received face-to face training. E-learning is the second most used method (43.6%) whereas the mixed mode represents 6% of trainees. In the Youth Programme, practically all participants took part in face to face training (96%) and only a minority has been trained through e-learning (3%). There is a significant increase in the number of young people who received face-to face training in 2014 (76.8% in 2013 to 96.2% in 2014). This is due to new projects in languages and ICT skills introduced in 2014 which could only be delivered through face-to face training.

(\*) In what we call supply training (Plans and Youth Programme) training activities can only be delivered face-to face, through e-learning or in a mixed way (part face to face and part e-learning). (That is, distance learning is not financed).

## PARTICIPANTS IN DEMAND AND SUPPLY TRAINING AT STATE LEVEL. TRAINING ACTIVITIES

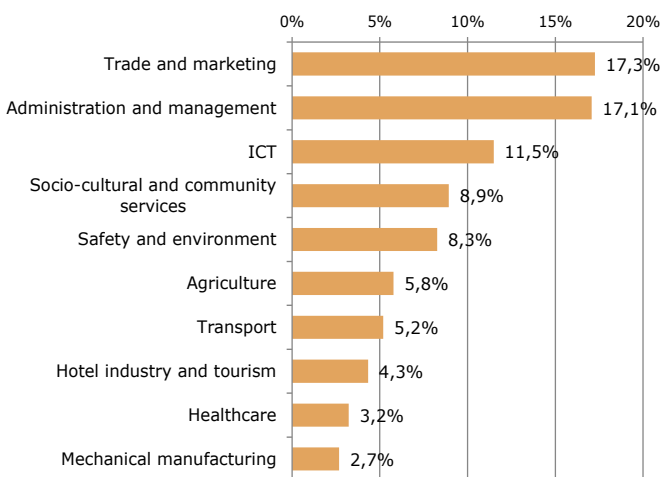
**10 professional branches with the highest number of participants 2014 in demand training**



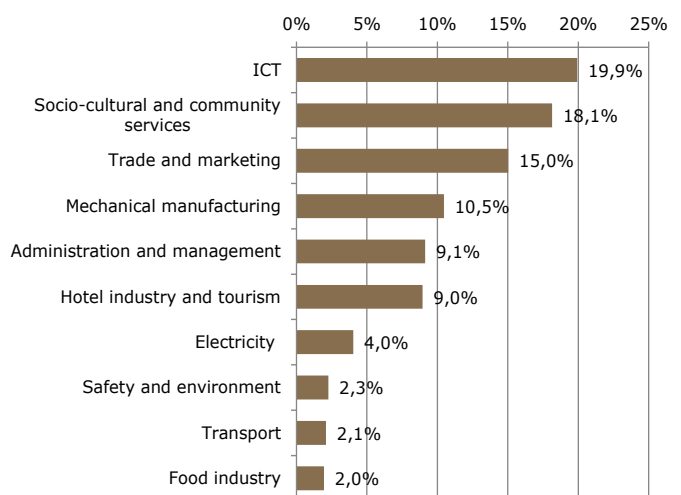
**NOTE (\*)** A new category called Other Training has been added to the existing classification. This Other Training refers to training not included in the existing 26 sectors/branches and relate to languages, legislation, etc.

As in 2013, more than 50% of participants in training organized by companies belong to the safety and environment, administration and management and trade and marketing branches.

**10 professional branches with the highest number of participants 2014 in Training plans**



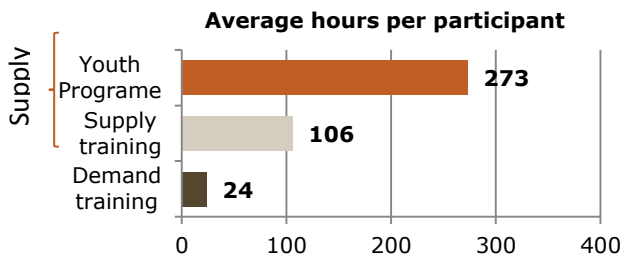
**10 professional branches with the highest number of participants 2014 in Youth programme.**



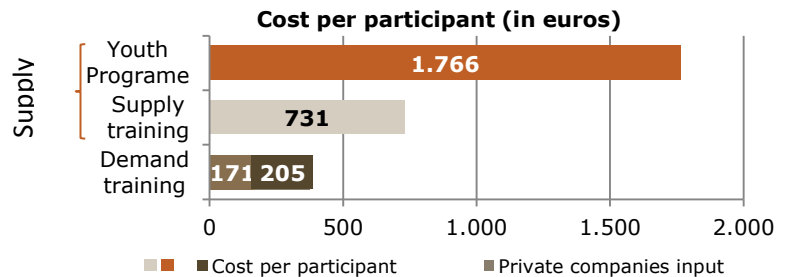
Almost half of the participants in Training Plans have been trained (as in company training) in the trade and marketing, administration and management and ICT professional branches, while in the Youth Programme the branches with more participants are: ICT, socio-cultural and community services and trade and marketing.

# HOURS AND FUNDING IN DEMAND AND SUPPLY TRAINING AT STATE LEVEL

## HOURS



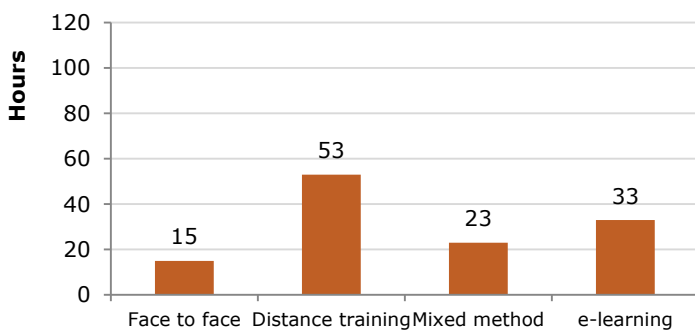
## FUNDING



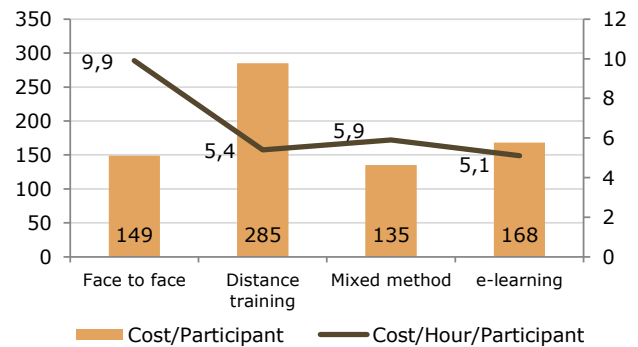
Training carried out in the Youth Programme, as in previous years, is much longer than in the Training Plan line and in company training (which is the shortest).

The cost of training per participant is directly proportional to its duration. Therefore, training costs are higher in the Youth Programme and the lowest in company training.

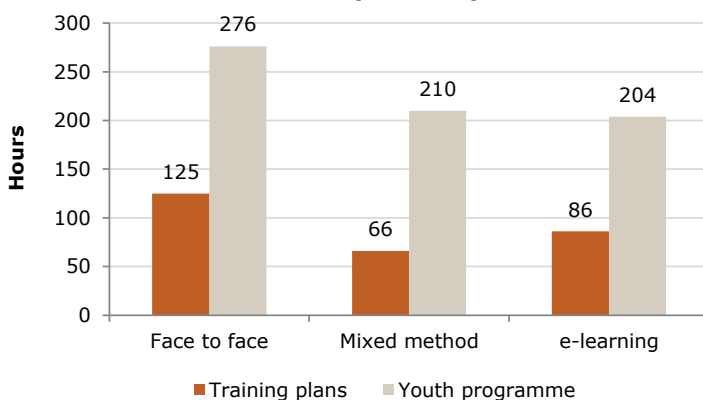
### Demand training Average hours per trained participant 2014



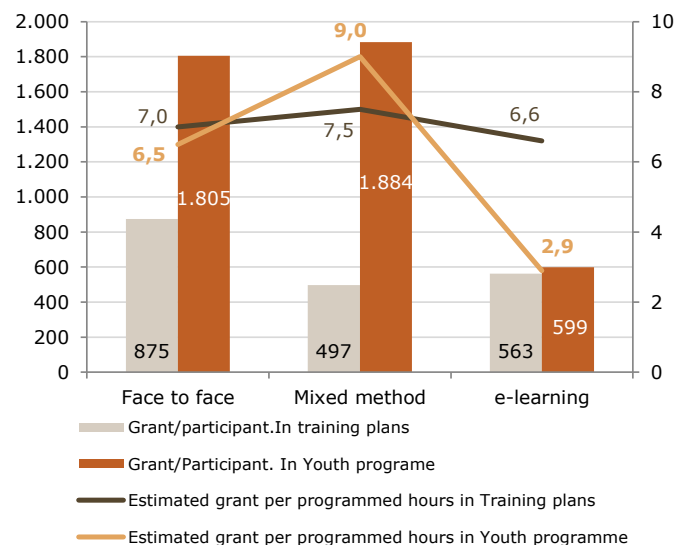
### Demand training Bonus per trained participant 2014



### Supply training Average hours per trained participant 2014 (estimate)



### Supply training Estimated grant per programmed participant 2014 (in euros)



\* NOTE Participants which the beneficiary in the Training Plan call has agreed to train with the allocated grant.