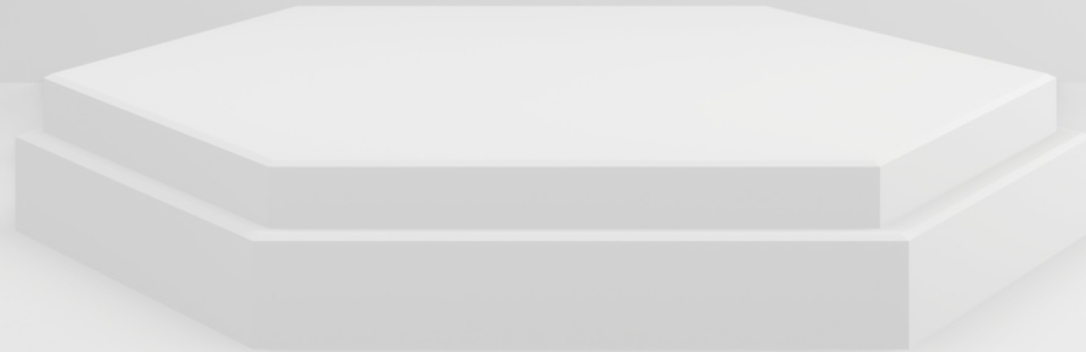




2024

KEY

FINDINGS



Edits and distributes:
State Foundation for Training in Employment (Fundae)
C/ Torrelaguna, 56
28027 Madrid
www.fundae.es

Data as of March 31, 2025
More data at [Estadísticas Fundae](#)

Presentation

This publication presents the key findings in the training initiatives managed by Fundae and carried out during **2024**. This is a summary of the most representative data of the year.

In the **company training initiative**, the barrier of 5.8 million participants has been surpassed in courses programmed by 347 442 companies, involving a total of 77 million hours. The number of companies and participants increased slightly (1% and 3,5% respectively) compared to the previous year.

In the **subsidised training initiative**, 733 952 participants were trained in the nine calls in execution, six* of these calls are financed within the framework of the Recovery, Transformation and Resilience Plan (PRTR).

Considering both initiatives, **more than 6.5 million participants** have been trained throughout 2024 in training for employment at state level:

- 5 824 016 are trained in training courses programmed by their companies..
- 6 324 have been granted Individual Training Leaves.
- 733 952 are trained in training activities within the subsidised training initiative.

130 millón hours of training have been carried out throughout the year (60% in company training and 40% in subsidised training).

The average duration of training undertaken by participants in 2023 is similar to the previous year:

- 13.3 hours on average per participant in company training.
- 74.6 hours on average per participant in Individual Training Leaves.
- 71.6 hours on average per participant in subsidised training.

*Calls for proposals under the National Recovery, Transformation and Resilience Plan (PRTR) are: 2023 Tourism sector programme; 2022-2023 and 2024 programmes aimed at retraining workers who have been or are currently on temporary layoff plans (ERTE); 2024-2025 training programmes with commitments to hire unemployed individuals to support the filling of vacancies in strategic sectors of national interest; and 2023-2024 training programmes aimed at financing training through microcredits, within the framework of the "Acquisition of new skills for digital, green and productive transformation" investment.

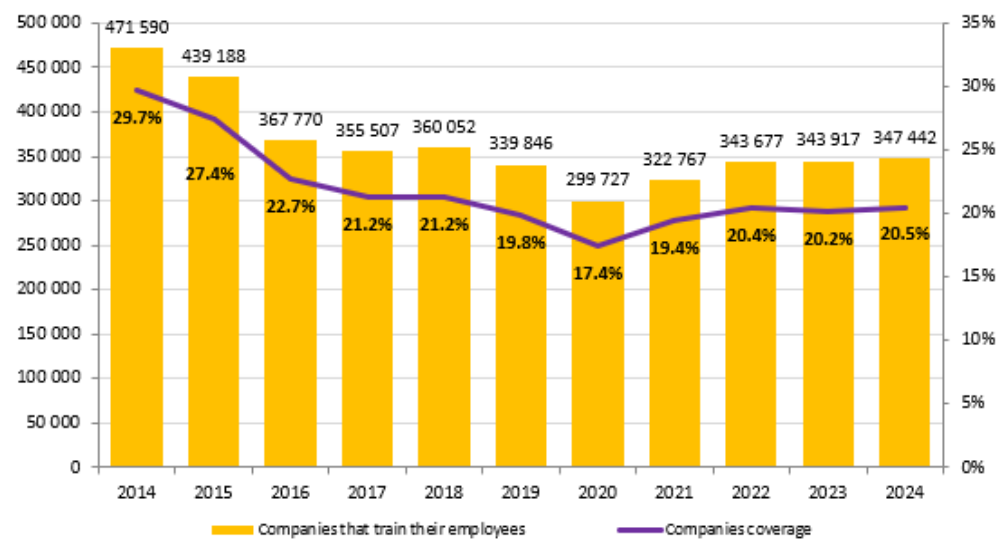


Company training: companies that trained their employees

The number of companies that trained their employees increased slightly, with 3 525 more companies than in 2023. The segment of companies with 10 to 49 employees is the one that has experienced the greatest increase in absolute terms, with more than 2 000 new companies joining the training initiative, while in relative terms, the largest companies (with 250 or more employees) are the ones that have grown the most (5.6%)

The coverage rate remained stable in comparison to the previous year, at 20.5 %

Number of companies that trained their employees and training coverage



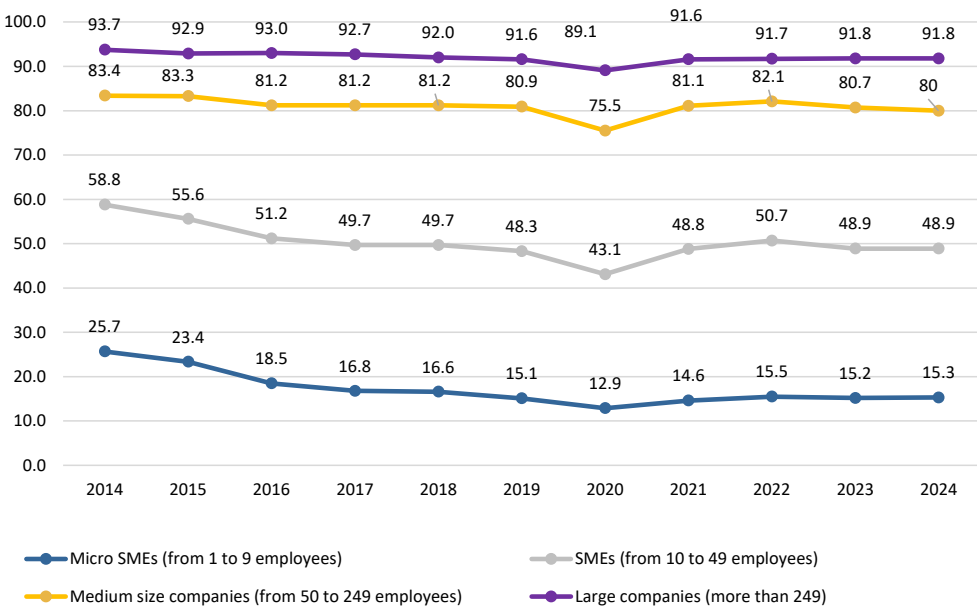
*Training companies coverage rate: percentage of companies that provide training for their workers with respect to the total number of VET contributor companies paying the Vocational Training levy, which also are registered in the General Treasury of the Social Security. Training companies are those that develop training actions for their workers and report the training to Fundae, and the cost of training can be deducted from Social Security contributions.

Empresas formadoras por tamaño*



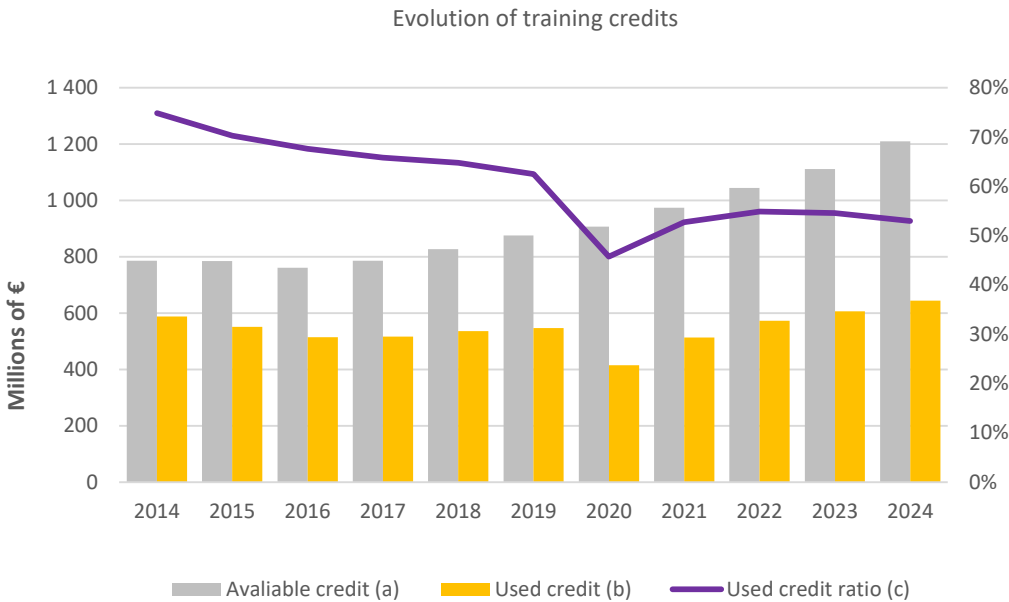
*The difference between the adding of partials and the total is due to 87 companies whose status changed during the 2023 financial year as a result of mergers and acquisitions.

Coverage rate of training companies according to their size*





Company training: credit to companies and participants

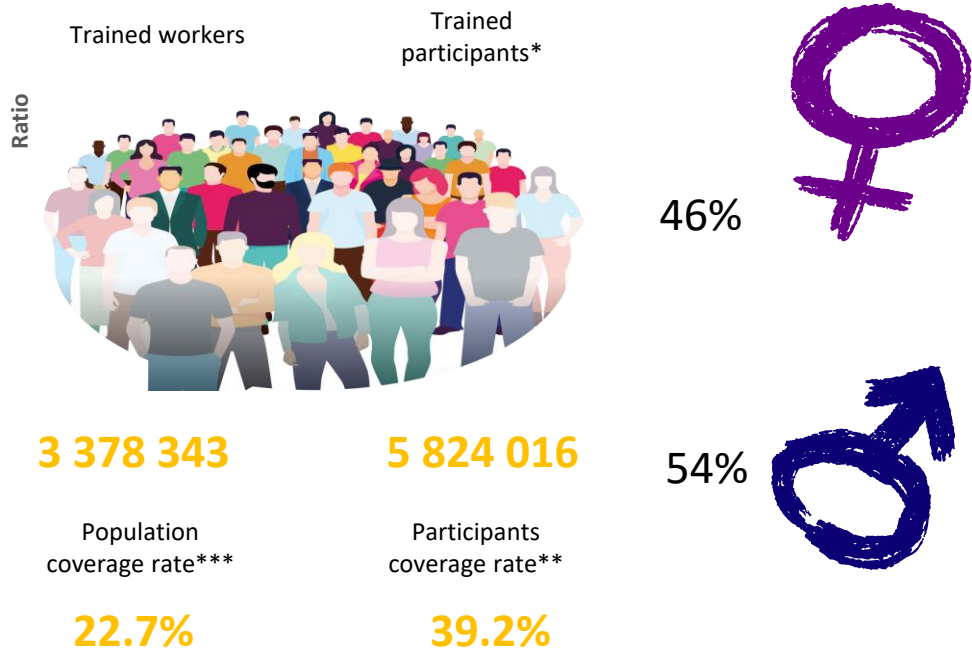


The credit used by training companies has increased compared to 2023. In total, 644.6 million euros (53% of available credit) are used for training.

As in previous years, smaller companies (1 to 9 employees) are the ones that use the largest proportion of their credit, while the medium-size companies (10 to 50 employees) are the ones that use the smallest proportion of their credit.

- (a) Allocated credit:** this is the amount available to a company for training of its workers through the application of Social Security bonuses. It is determined, in each financial year, as a percentage of the vocational training contribution paid, and levy quoted in the previous year. This percentage is established by the General State Budget Law and is higher the smaller the size of the company.
- (b) Used Credit:** amount of credit used by companies to carry out training activities.
- (c) Used Credit Ratio:** ratio between used credit available and the total of allocated credit.

With 5.8 million participants trained, 3.5% more than in 2023. The training coverage rate stands at 40%. By gender, the distribution of previous years is maintained, 46% of women, in line with their participation in the labor market, and 54% of men. By age, the majority concentrates in the age segment of 36 to 55 years old.



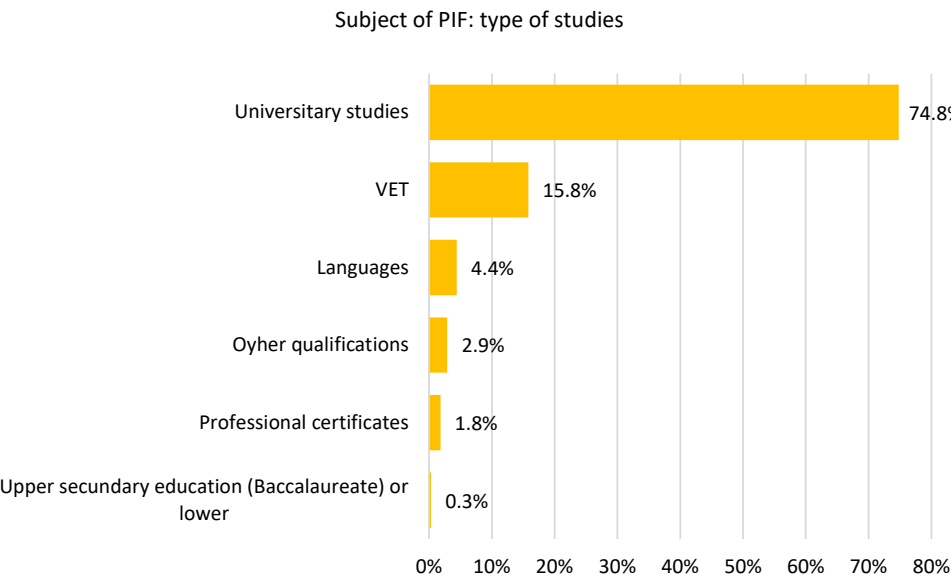
*Trained participants: each worker who attends a training course is a participant. A worker who takes part in more than one course would be counted as many times as courses taken.

**Training coverage rate of participants: percentage of participants who undertook company organised training, as a share of all private sector employees, according to the 2023 LFS (annual average).

***Population coverage rate: percentage of employees who undertook company organised training (por ponerlo igual que en la anterior definición), out of the total number of employees in the private sector, according to the 2023 LFS (annual average).



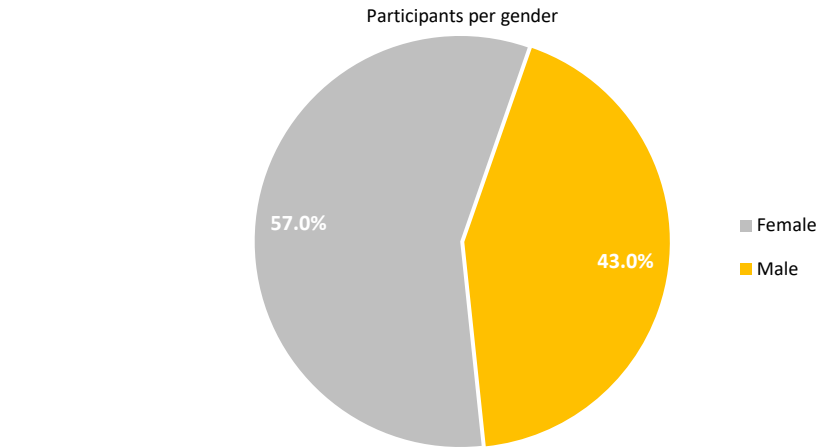
Individual perspective in Company training: Individual training leaves (PIF in its Spanish acronym)*



Completed PIF 6 324

Training hours 471 718

Average hours 74.6



The number of workers who have benefited from an Individual Training Leave (PIF) to take official courses are 6 324, 15% more in than 2023. Of these, 57% are women and 43% are men. The 26 to 35 age range remains the largest.

Individual Training Leaves completed during the year amounted to nearly 500 000 hours of training and the average duration per leave was 74.6 hours. The largest number of leaves (three out of four) were for training to obtain a university degree.

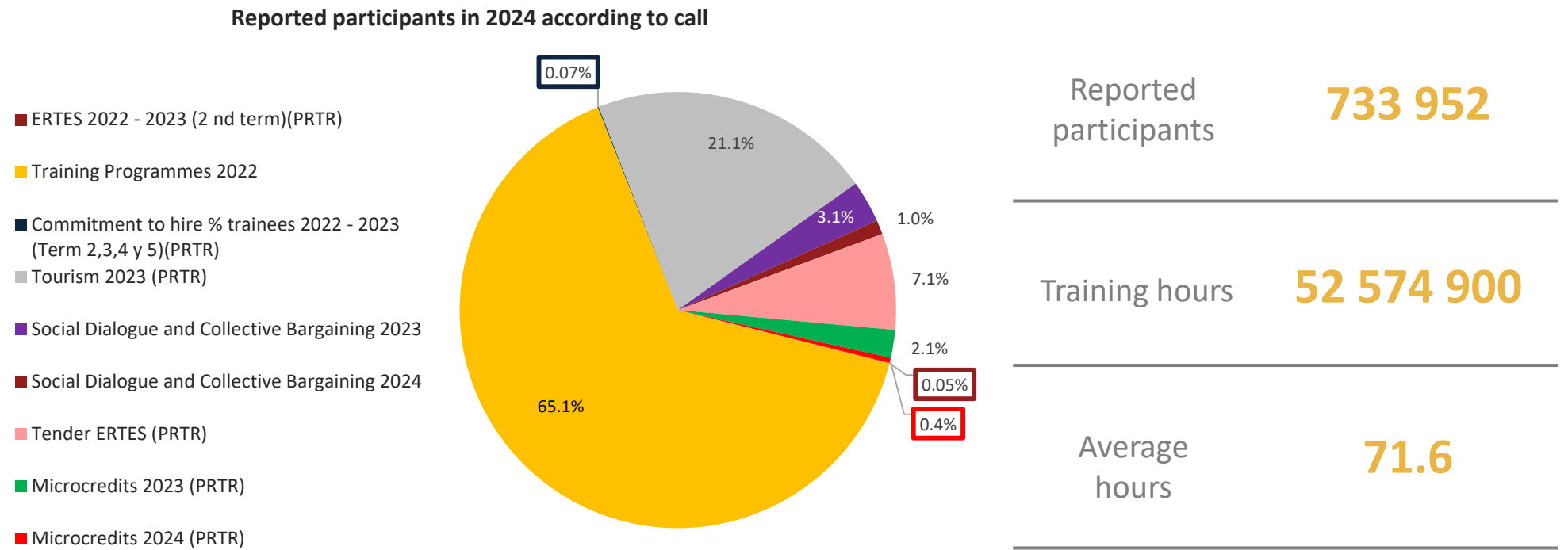
*An Individual Training Leave (PIF): is a paid leave authorised by the company for an employee to take and follow a training programme aimed at obtaining a qualification or official accreditation.



Subsidised training

Throughout 2024, 733 952 participants* were reported in the subsidised training initiatives managed by Fundae. This figure includes participants from nine different calls, six of them under the National Recovery, Transformation and Resilience plan (PRTR). Particularly, 65% of the participants of the subsidised training come from the 2022 Training Programmes call for proposals, 21% from the call for proposals for Tourism 2023, 7% ERTES (training programme for workers in temporary layoff plans) and the other 7% is distributed among the other six calls.

Completed training hours amount to 52.6 million: 71.6 hours per participant on average.

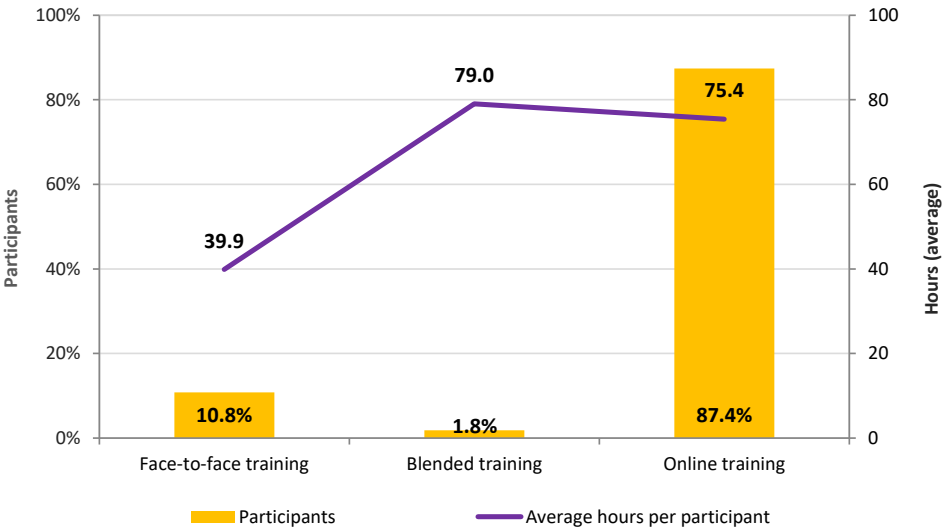


*Beneficiary entities report to Fundae via the communication application the participants they are going to train and that these belong to a training group communicated within the established deadlines.



Subsidised training

Participants and average hours per expected participant 2024



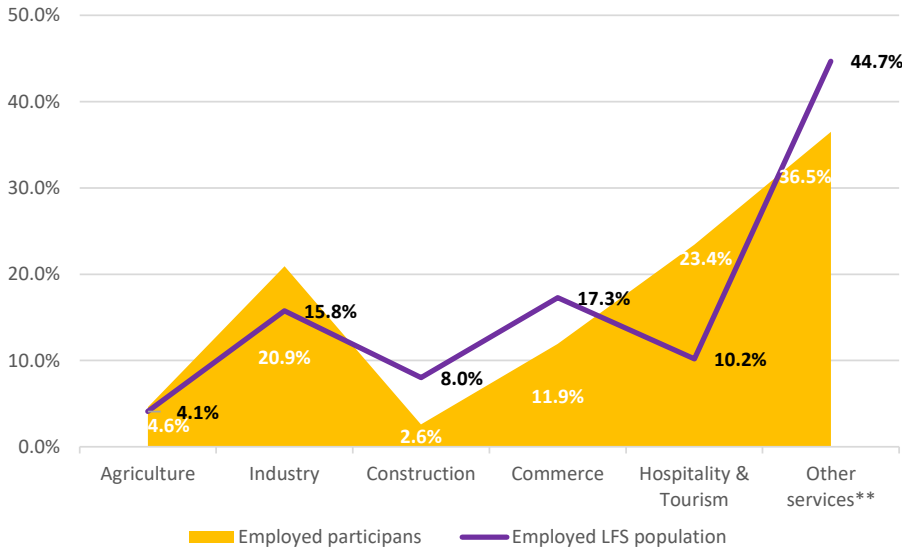
About nine out of ten participants are trained through the e-learning modality, which has the longest average duration (75.4 hours per participant), and represents a 92% of the hours carried out online. The face-to-face modality receives the shortest training, half that of e-learning (39.9 hours per participant), and represents 6% of the total training hours.

By sector, the distribution of participants differs slightly from the economic structure of the country in commerce, construction and especially, as a result of the Tourism call, the hospitality sector, where the participation is ten points higher than the volume this sector represents in the labour market.

By gender, the trend observed in recent years is maintained, with a predominance of women's participation, 59%, far above the volume of women employed in the private sector (46%). As in Company training, the age range of 36 to 55 years is the one that concentrates the highest number of participants: 30% in the segment of 36 to 45 years and 27.6% in the one of 45 to 55.



Expected participants in 2024 according to sector

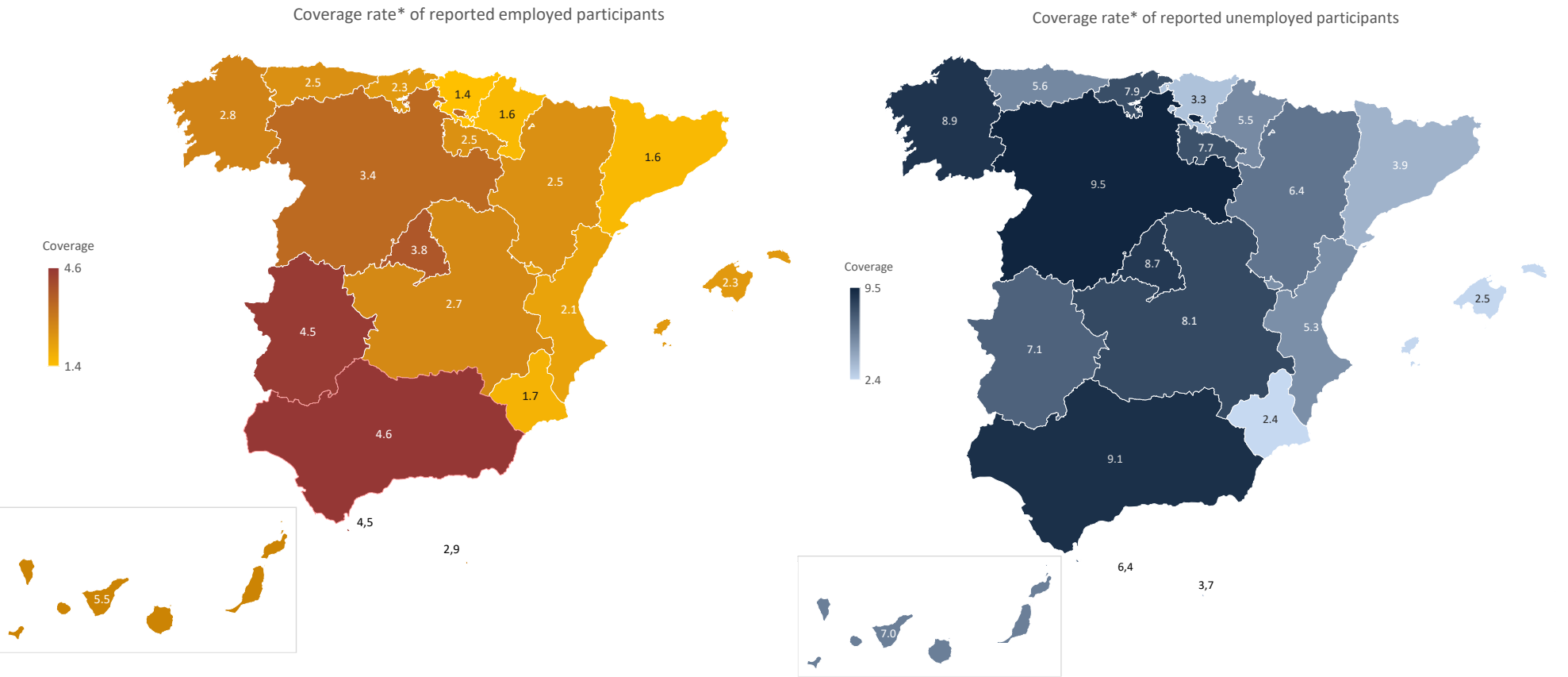


**Other services: includes activities related to health, administrative, scientific, education, transport and communications, socio-cultural and recreational, financial, and real estate activities.



Subsidised training. Regional coverage rates

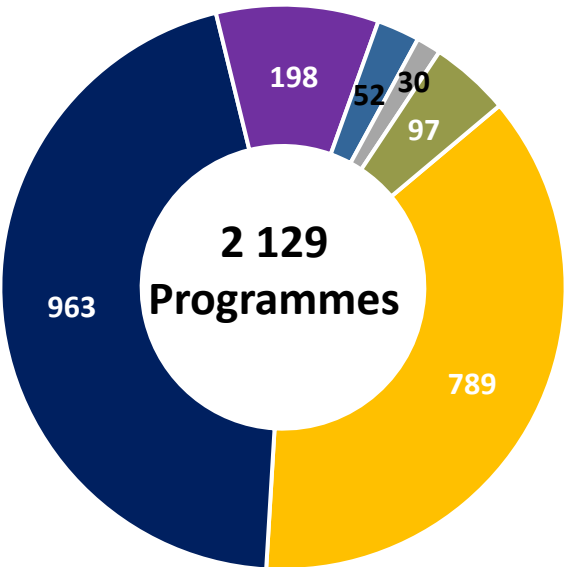
Of the reported participants, 74% are employed and 26% unemployed. The average training coverage rate* at national level is 3% among the employed population and 7% among the unemployed.



*Coverage rate is the percentage of participants reported in subsidised training at state level respect to the employed population not including the public sector and with respect to the unemployed according to the 2024 LFS (annual average).



Call for training programmes at state level, primarily targeted at the employed 2024*
Application phase



	Funding proposal	Admitted Participants	Average hours
General Sectoral Programme	217 580 911	593 635	60.1
Specific Sectoral Programme of Special Interest	340 478 500	867 796	63.2
General Cross-cutting Programme	147 640 387	327 947	68.9
Cross-cutting Programme for the Self-employed	20 723 139	59 971	55.8
Cross-cutting Programme for the Social Economy	8 016 368	34 630	38.2
Enabling Training Programme	69 990 207	108 627	83.7
Total	804 429 511	1 992 606	63.2

* This call corresponds to the resolution of 6 August 2024, of the State Public Employment Service, approving the call for public subsidies for the implementation of state-wide training programmes, aimed primarily at employed persons. The execution period is one year from the definitive resolution notification date. This call for applications is currently in the management phase. ADVANCE data as of 31 March 2025.