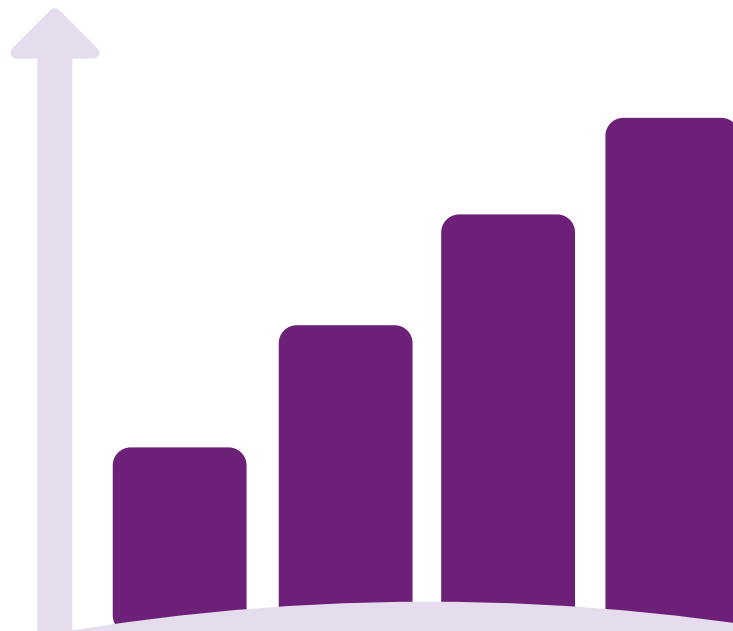


Training for employment 2016 Key findings

Last data update 21/09/2017



Fundación Estatal

PARA LA FORMACIÓN EN EL EMPLEO

Editing and distribution:
Fundación Estatal para la Formación en el Empleo
C/ Torrelaguna, 56
28027 Madrid
www.fundae.es

September 2017 edition

*For company training data at 31 March 2017
For the state level training plans call for proposals, data at 21 September 2017.*

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Vocational Training for Employment in 2016

Vocational training for employment aimed at employed workers 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 financed through bonuses or discounts on what companies have to pay to Social Security. It is managed by the State Foundation for Training in Employment (FUNDAE).

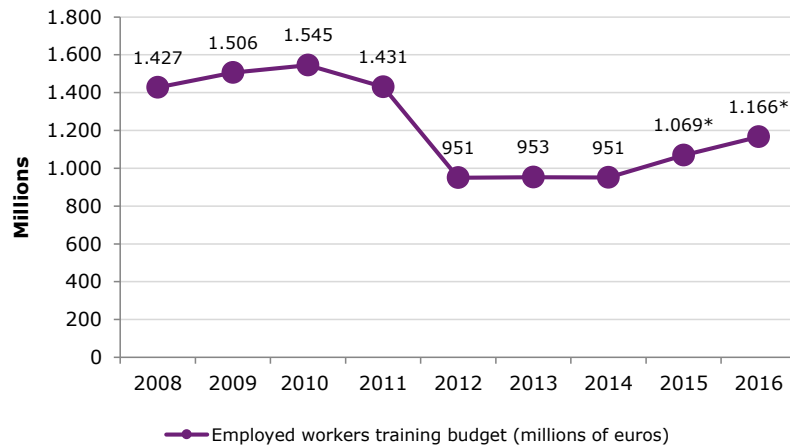
(b) Training initiatives mainly oriented to employed workers, including a wide range of vocational training programmes available in a modular regime. This initiative is referred to as "supply training" (because there is a catalogue of training courses which workers can choose from) and is financed through grants which are distributed through different calls for proposals, which can be at regional or state level.

In this line, and depending on the year, the different types of calls for proposals can be the following:

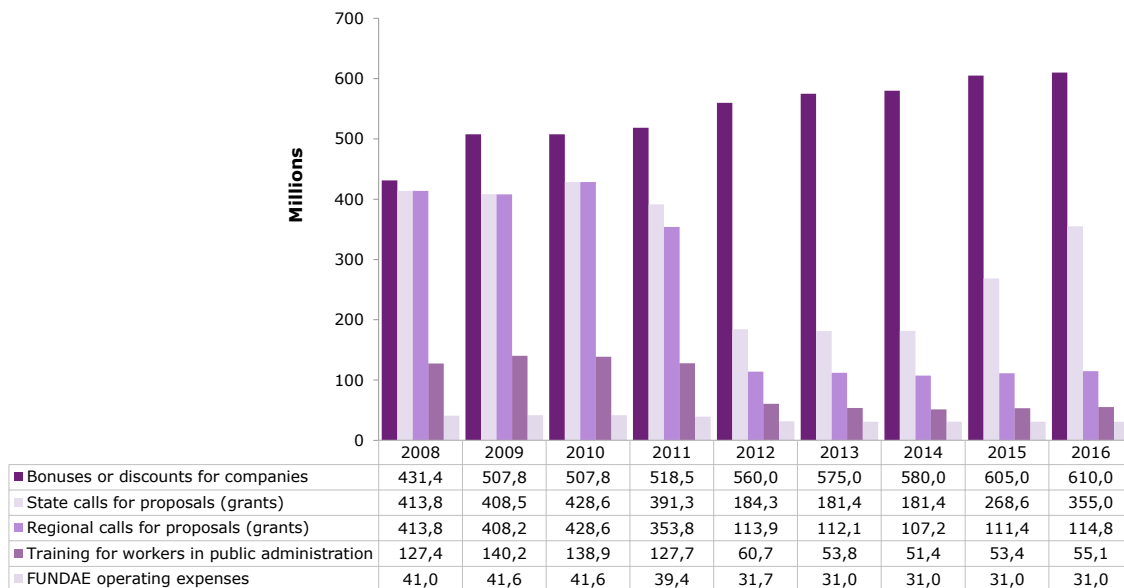
- Training mainly oriented to employed workers and financed through a state call for proposals. It is what we call "Training Plans" and is managed by the Fundae. (State Foundation for Training in Employment).
- Training mainly oriented to employed workers and financed through regional calls for proposals and managed by regional authorities.
- Training for government employees, managed by the public administration.
- Training for young workers (employed and unemployed). There was no call for proposals in 2016 but there were two in 2015, both of them managed by the Fundae.

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

Budget progress



Allocation of funds()**



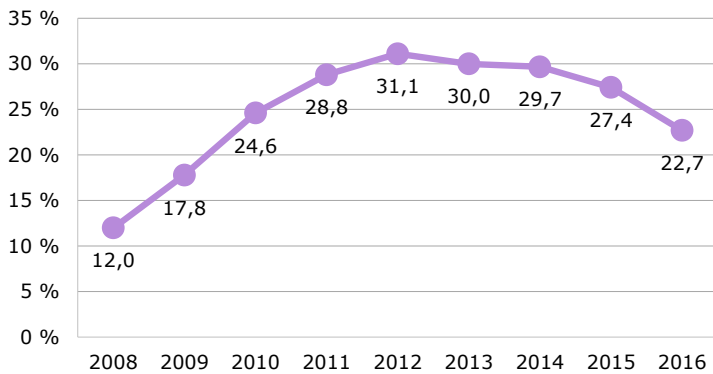
The overall budget allocated to training primarily for employed workers increases slightly, by 6%. The budget line that grows the most is the one that finances the state call.

(*) Including 80 million euros from 2015 and 120 million euros from 2016 from the specific programme for young unemployed adults registered in the National Youth Guarantee System. This programme is managed by the State Foundation for Training in Employment.

(**) Ceuta and Melilla's budget has been included in the Regional calls for proposals although it is managed by the State Foundation for Training in Employment.

COMPANY TRAINING

Training coverage rate. ALL COMPANIES

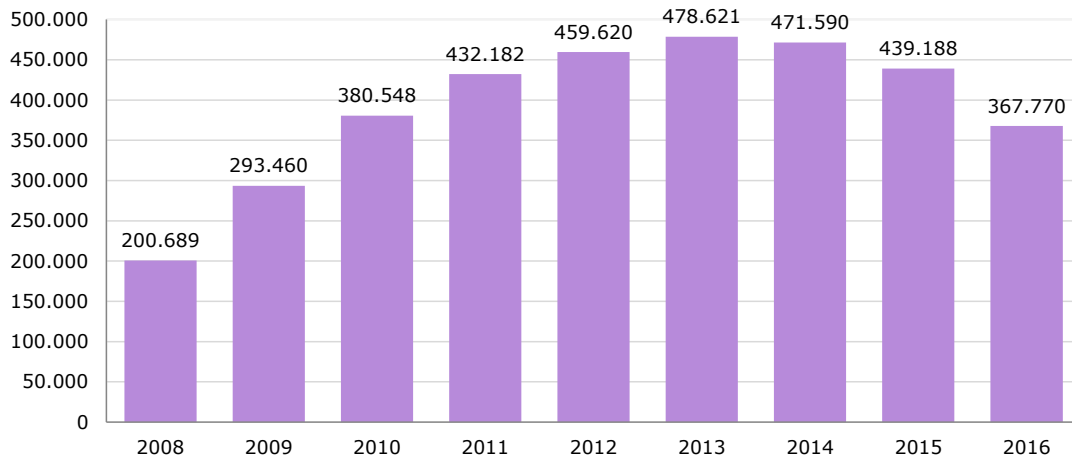


367.770 businesses have conducted training for their workers. This represents 22,7 % of all companies.

NOTE

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

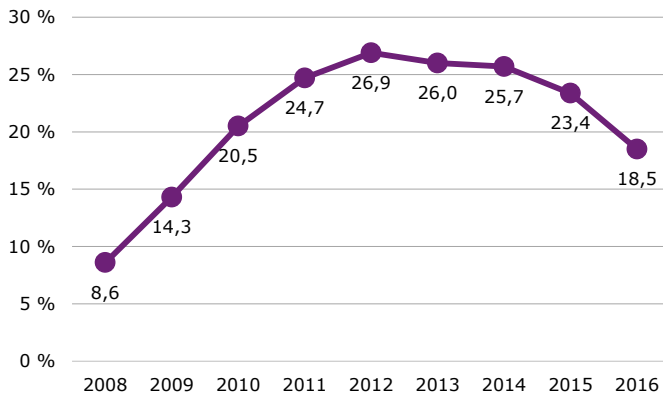
TOTAL COMPANIES that train their employees



The number of companies which developed training fell for the third consecutive year. There were approximately 71.000 companies less than in 2015, most of them (over 95 %) companies of less than 10 employees.

COMPANY TRAINING

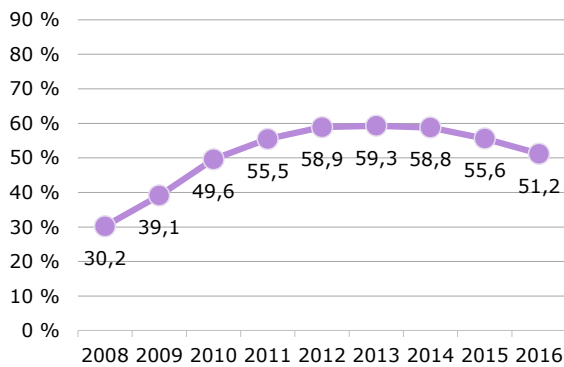
Training coverage rate. SMEs (from 1 to 9 employees)



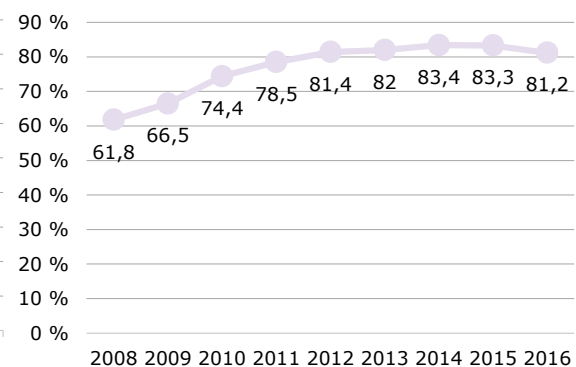
The number of companies with fewer than 10 workers which provided training for their employees decreased notably in 2015: 67.911 less than in 2014. In any case 264.930 micro companies did train their employees.

Training coverage rate has also decreased in 5 points compared to the previous year and stands below 20%.

Training coverage rate. SMEs (from 10 to 49 employees)

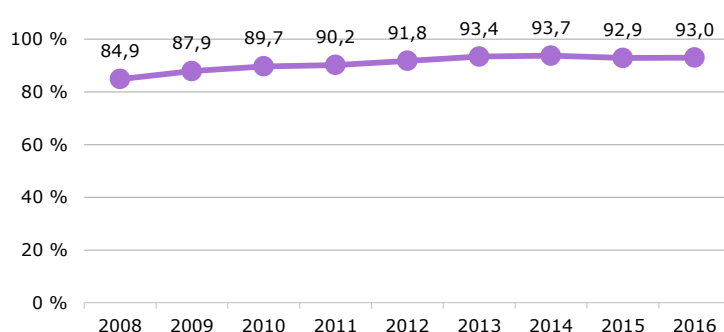


Training coverage rate. Medium sized companies (from 10 to 249 employees)



During 2015, the number of SMEs of between 10 and 49 employees providing training for their workers decreased to 80.039, that is, 4.047 companies less than in 2014. This represents 5 points less in the coverage rate. In companies from 50 to 249 employees, coverage rate fell 2 points.

Training coverage rate. LARGE COMPANIES(+250)



3.789 companies with more than 250 workers developed training activities for their employees during 2016 (131 more companies than in 2015). This represents a 93 % coverage rate, similar to previous years.

NOTE

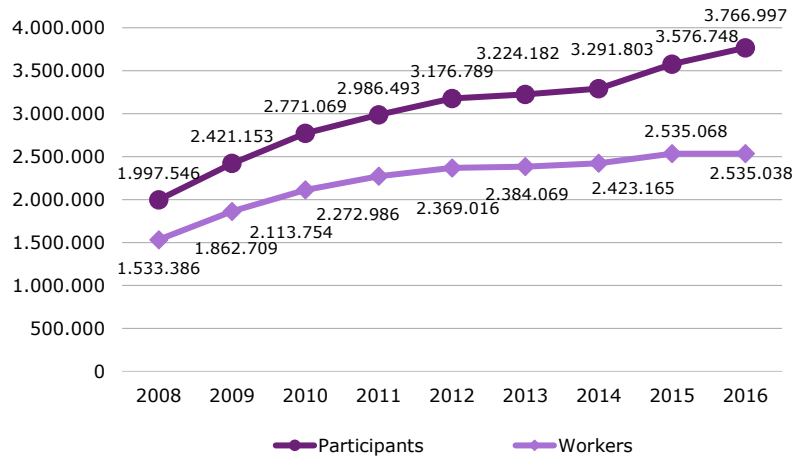
Coverage rate: percentage of companies which develop training for their employees in comparison to total number of companies which pay the Vocational Training levy in the General Treasury of Social Security.

PARTICIPANTS IN COMPANY TRAINING

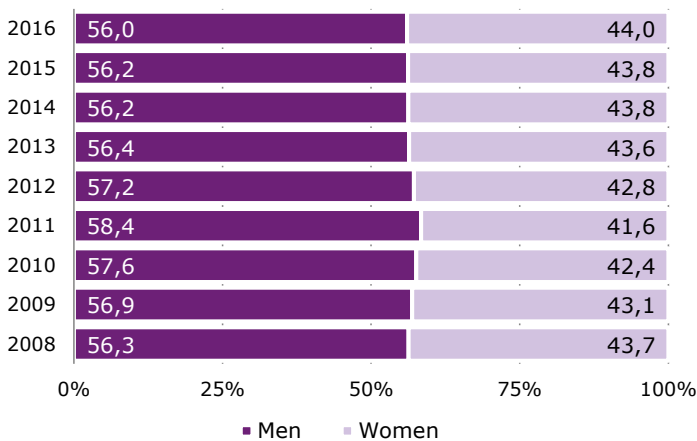
30,9% of employees received training organized by their companies. This has meant an increase of 190.249 participants (5% more than in the year before).

Coverage rate: percentage of participants who took part in training organized by companies in 2016 respect to total private sector employees (12.192.748) by LFS (second quarter 2015).

Company training initiative. Participants and workers

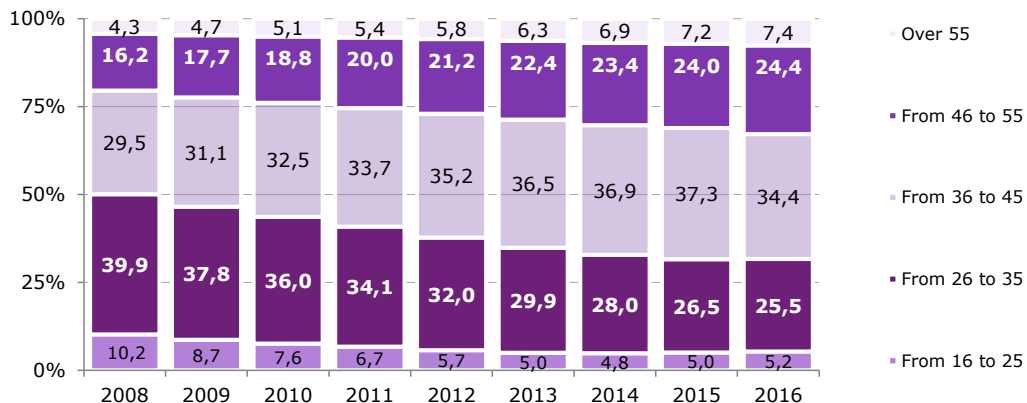


Break down of participants by gender



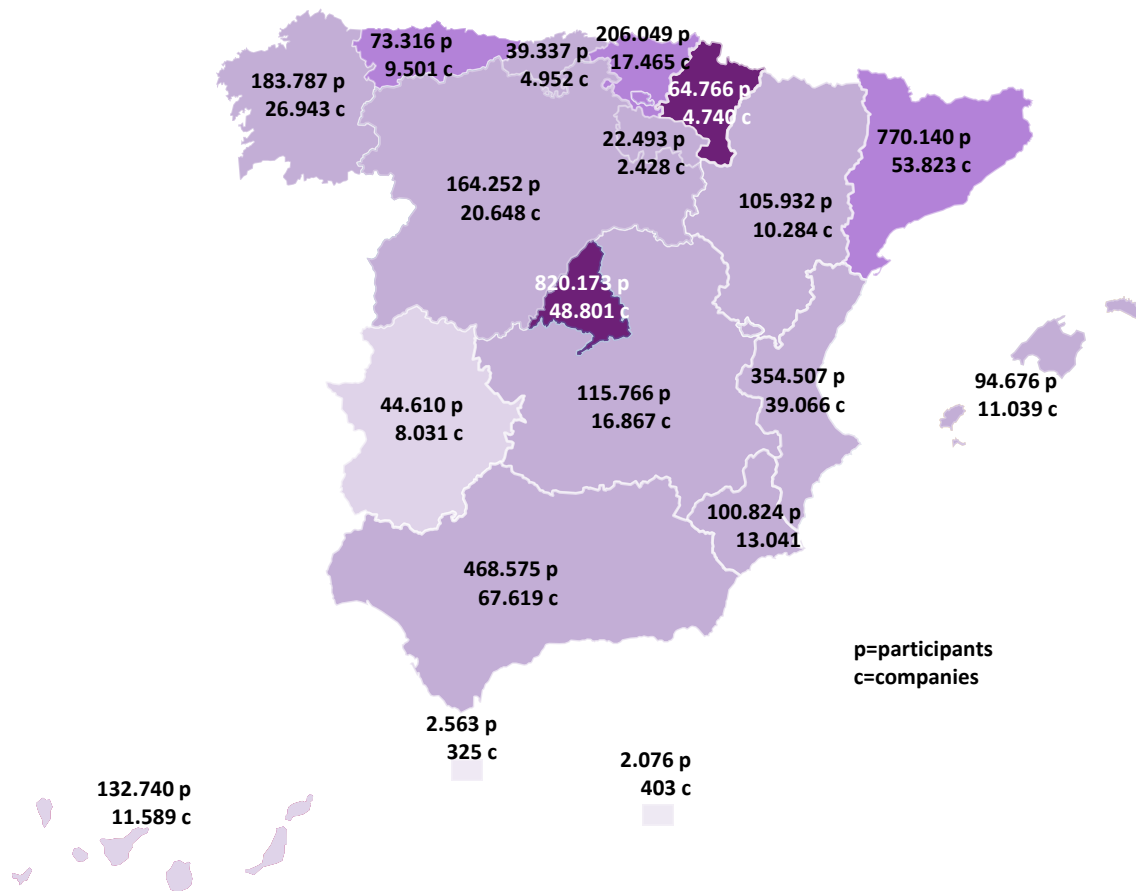
Participation by gender, has been very similar in the last years. Women's participation in training is lower than their share in the working population (44% vs. 46%) while male participation in training remains higher than their participation in the labour market (56% versus 54%).

Break down of participants by age



In terms of age, the proportion of participants who take part in training is very similar to the structure of the working population. As in previous years, the younger (16-25 years) and older workers (over 55) are involved to a lesser extent in training organized by companies (7,7% and 9,8 % working population compared to 5,2% and 7,4% in training).

GEOGRAPHICAL SCOPE OF COMPANY TRAINING



Region	Coverage rate ^(*)
Comunidad de Madrid	40,5
Navarra	37,7
Cataluña	34,3
País Vasco	32,6
Asturias	31,7
Aragón	29,7
Galicia	29,3
Castilla y León	28,8
Cantabria	27,6
Comunitat Valenciana	26,8
Andalucía	26,2
La Rioja	26,0
Murcia	25,7
Castilla-La Mancha	25,5
Baleares	25,4
Canarias	24,2
Extremadura	21,9
Ceuta	21,3
Melilla	18,6
National rate	30,9

(*) Percentage of participants who took part in company training respect to total private sector employees according to EPA IIT 2016.

Five regions exceed the average rate of training coverage: Madrid, Navarra, Catalonia, the Basque Country and Asturias. This situation is very similar to 2015. The autonomous cities of Melilla and Ceuta together with the region of Extremadura are at the opposite end, 8 points less respect to the national average.

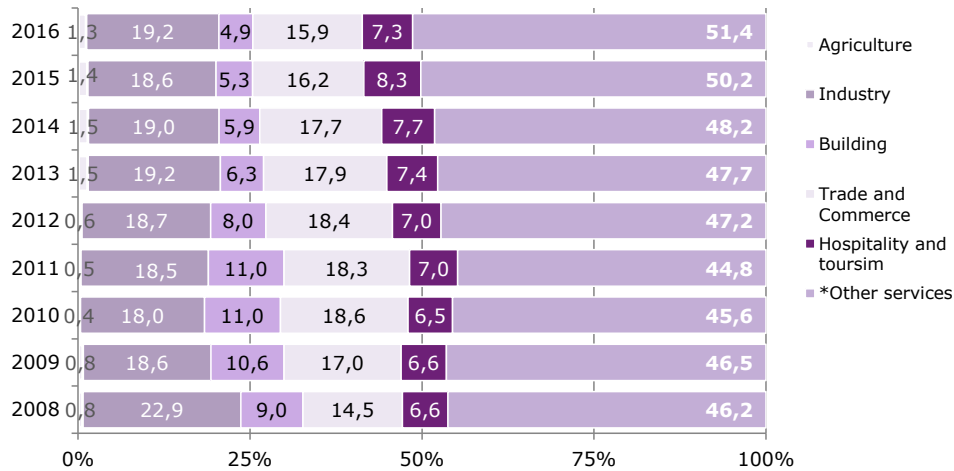
METHODOLOGY NOTE:

This regional analysing takes into account participants who took part in training organized by their company considering their workplace as the regional reference.

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

SECTORIAL APPROACH OF COMPANY TRAINING

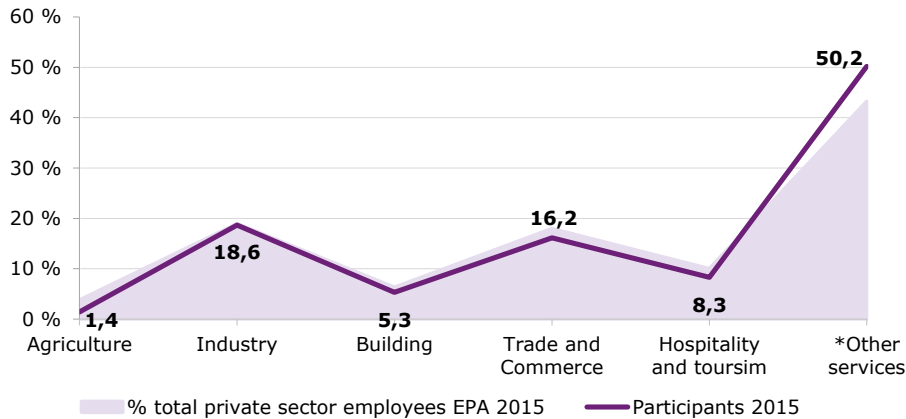
Break down of participants by sector



*Other services includes sectors such as Health care industry, Education, Financial mediation and Transport and Communications.

Distribution of participants between the different productive sectors is similar to 2015, with a slight increase of participants in *Other services*.

Participants and salaried employees by sector 2015



*Other services includes sectors such as Health care industry, Education, Financial mediation and Transport and Communications.

The volume of workers who receive training in the sectors of industry and building is quite similar to their participation in the labour market. In the sectors of trade and commerce, agriculture and hospitality and tourism however, their participation is slightly lower than their share in the productive sector. On the other hand, workers in *Other services* have a higher rate of participation.

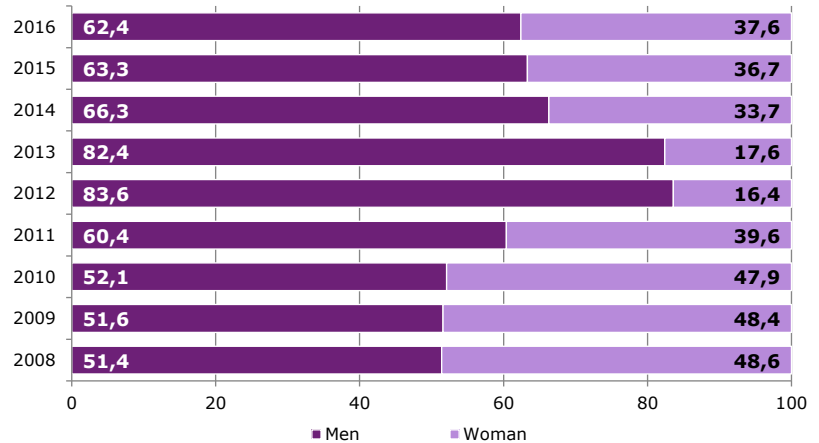
INDIVIDUAL TRAINING LEAVES (PIF)

Quantitative indicators	2008	2009	2010	2011	2012	2013	2014	2015	2016
Completed PIF	1.690	2.131	3.335	4.634	18.909	30.226	13.666	9.403	7.124
Training hours	116.726	147.834	222.646	296.202	1.003.621	1.871.095	1.197.605	755.383	567.771
Average of hours	69,1	69,4	66,8	63,9	53,1	61,9	87,6	80,3	79,7

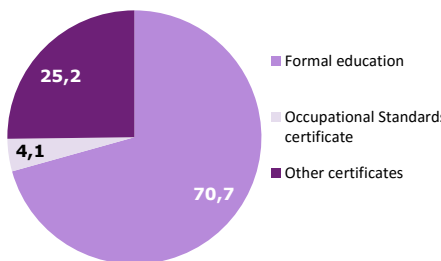
The number of workers who took an Individual Training Leave (PIF) in 2016 decreased 24% in relation to 2015. There were 7.124 Individual Training Leaves in 2016 compared to 9.403 in 2015. The average duration of PIF has remained stable: 2015 average was 80,3 hours, versus 79,7 in 2016.

In 2016 the proportion of men and women who enjoyed a PIF remained similar to the previous year. In terms of age, the volume of younger workers (below 35 years) fell nearly 4 points and rose in the same amount for workers who are over 36.

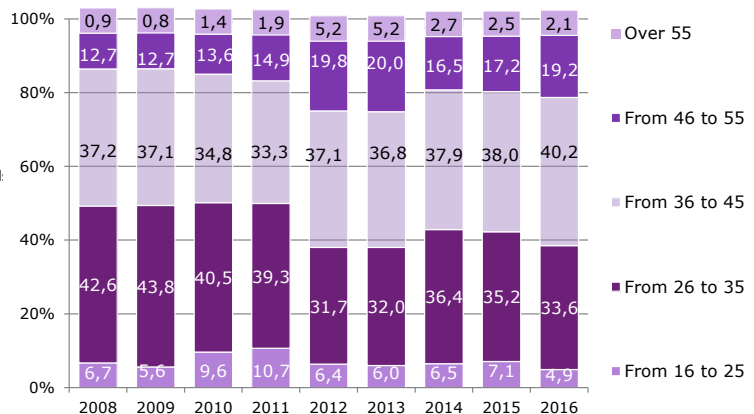
Demographic profile by gender



Subject of PIF 2016



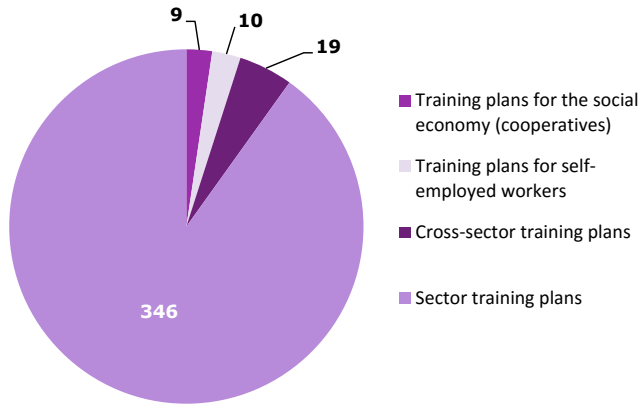
Age groups



Training carried out through PIFs has been mostly (71%) for workers to develop "Formal Education" and 25% to develop "Other qualifications" courses. Only a minority has carried out training to obtain an occupational standards certificate (or "professional certificate") through a PIF (4%). In "Other qualifications" there are mainly professional driving permits and other types of Professional Competence Certificates (CAP).

SUBSIDISED TRAINING: STATE TRAINING PLANS PRIMARILY AIMED AT EMPLOYED WORKERS. DATA PREVIEW*

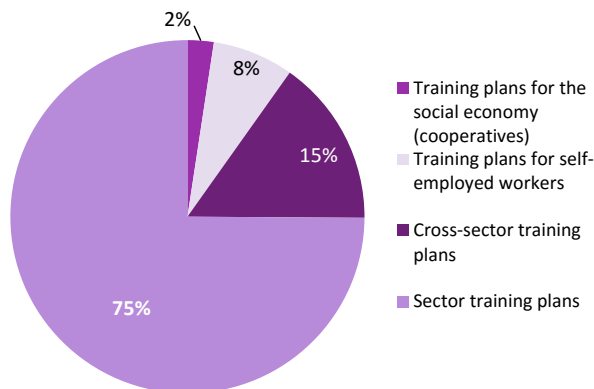
Plans with approval proposal 2016



In the 2016 call for proposals for training plans, 384 plans. 90,1% are sector plans, 4,9% are cross-sector plans and the rest are distributed between social economy plans (2,3%) and training plans for self-employed workers (2,6%).

	Funding proposal	Accepted participants	Average hours
Training plans for the social economy (cooperatives)	4.418.255	14.603	53,1
Training plans for self-employed workers	6.000.000	33.712	37,9
Cross-sector training plans	22.000.000	88.955	58,8
Sector training plans	161.800.249	597.605	54,0
Total training plans 2016	194.218.504	734.875	53,1

Accepted training courses by type of plan



Out of the 9.482 accepted training courses, 7.102 correspond to sector plans and 1.450 to cross-sector plans. Training plans for self-employed workers include 703 courses and plans for the social economy have 227.

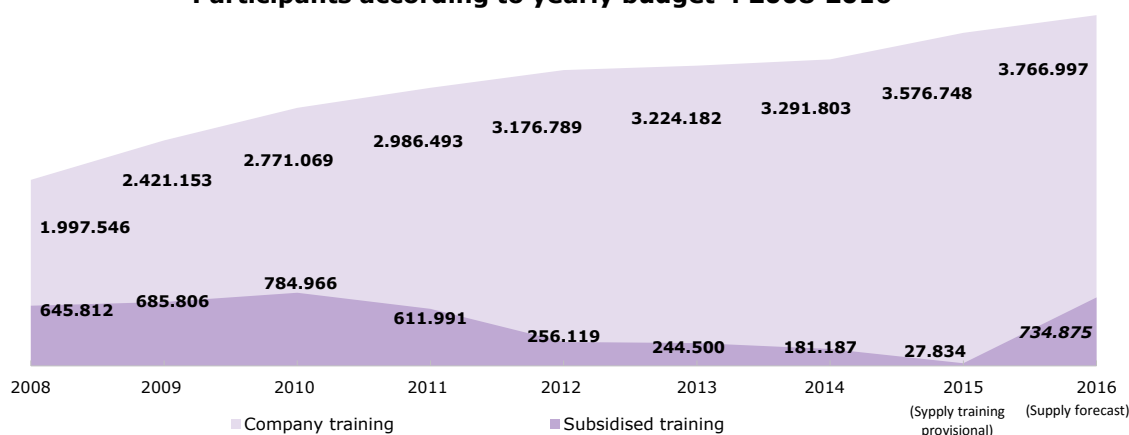
(*) Provisional data as of 21 September 2017. This call for proposals is at resolution stage. The information will be updated once the administrative process is finalized.

PARTICIPANTS AT STATE LEVEL: SUBSIDISED TRAINING AND COMPANY TRAINING

3.766.997 participants in company training.

More than 735.000 accepted participants in the call for proposals for subsidised training plans 2016. Provisional date. This call for proposals is at implementation stage.

Participants according to yearly budget*. 2008-2016



(* Participants trained within the call for proposals for subsidised training plans are distributed in each fiscal year by that year's budget. As shown in the table, the deadlines for implementing this initiative do not correspond to calendar years.

The number of participants increases by 5,3% compared to 2015, in company training.

Within the call for proposals for subsidised training plans aimed primarily at employed workers, approved plans include more than 735.000 participants.

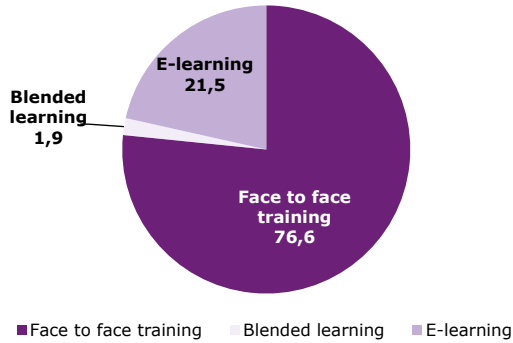
Participants according to training initiative, call for proposals and year or training

Training initiatives	Year of training								Year of training total
	2011	2012	2013	2014	2015	2016 (Provisional)	2017 (Forecast)	2018 (Forecast)	
Convocatorias Oferta									
Training plans 2011	295.353	284.040							579.393
Youth Programme 2011		32.598							32.598
Training plans 2012		8.626	226.169						234.795
Youth Programme 2012		10	21.314						21.324
Training plans 2013			6.311	215.790					222.101
Youth Programme 2013			191	18.668					18.859
Training plans 2014					168.830				168.830
Youth Programme 2014					11.554	803			12.357
Youth Programme 2015						6.564	12.370		18.934
Youth Guarantee Programme 2015						3.265	5.635		8.900
Training plans 2016							36.744	698.131	734.875
Total participants in subsidised training at state level	445.672 *	325.274	253.985	234.458	180.384	10.632			
Participants in company training	2.986.493	3.176.789	3.224.182	3.291.803	3.576.748	3.766.997			
Yearly budget total	3.432.165	3.502.063	3.478.167	3.526.261	3.757.132	3.777.629			

(* Includes participants from calls for proposals of years 2009 (261) and 2010 (150.058), training which was carried out during 2011.

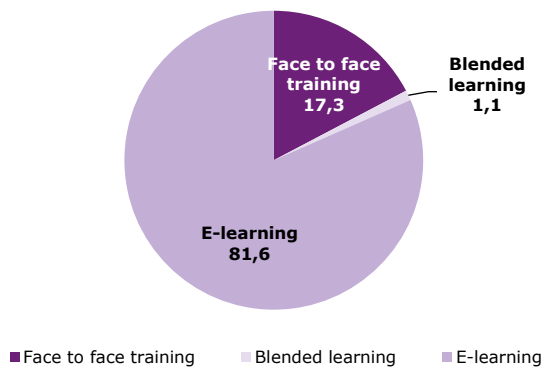
METHOD OF DELIVERY PARTICIPANTS AT STATE LEVEL IN SUBSIDISED TRAINING (*) AND COMPANY TRAINING

Participants in company training 2016



Face-to-face training continues to be the most used delivery method by companies: three out of four participants have been trained this way. As distance learning is no longer an option, e-learning has increased (from 13,3% to 21,5%) and blended learning (part face to face, part e-learning) has decreased (11,7% in 2015, compared to 1,9% in 2016).

Accepted participants Training plans 2016 (forecast)

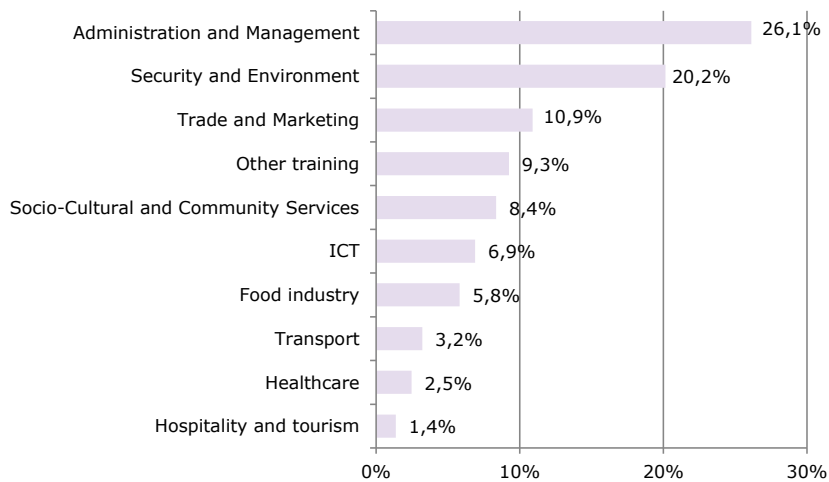


In subsidised training, within the 2016 call for proposals, the forecast is that the majority of participants (81,6%) will be trained through e-learning. Face-to-face training will be used by 17,3% of participants. Only 1,1% (similar to the percentage in company training) will be trained through blended learning.

(*) Accepted participants. Provisional data as of 21 September 2017. This call for proposals is at implementation stage.

TRAINING ACTIVITIES PARTICIPANTS AT STATE LEVEL IN SUBSIDISED TRAINING AND COMPANY TRAINING

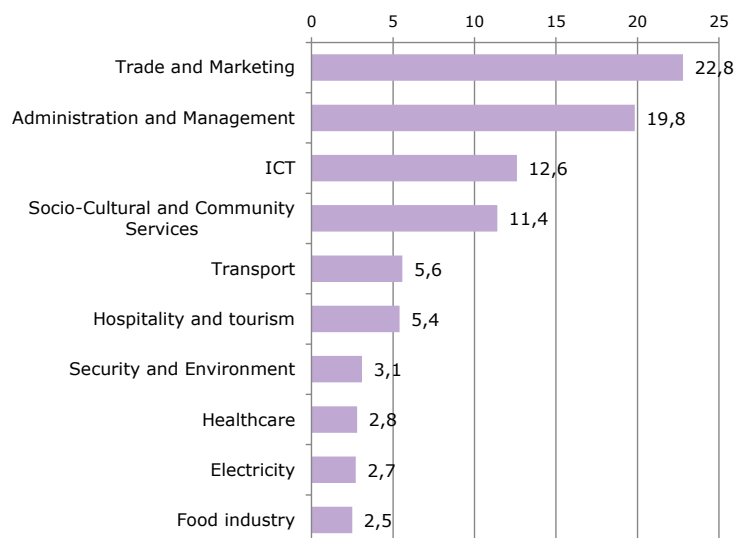
**Top 10 Professional branches by number of participants
in 2016 company training**



NOTE: (*) A new category called "Other Training" has been added to the existing classification. This Other Training includes training not included in the existing 26 Sector/Branches, such as languages, legislation, etc.

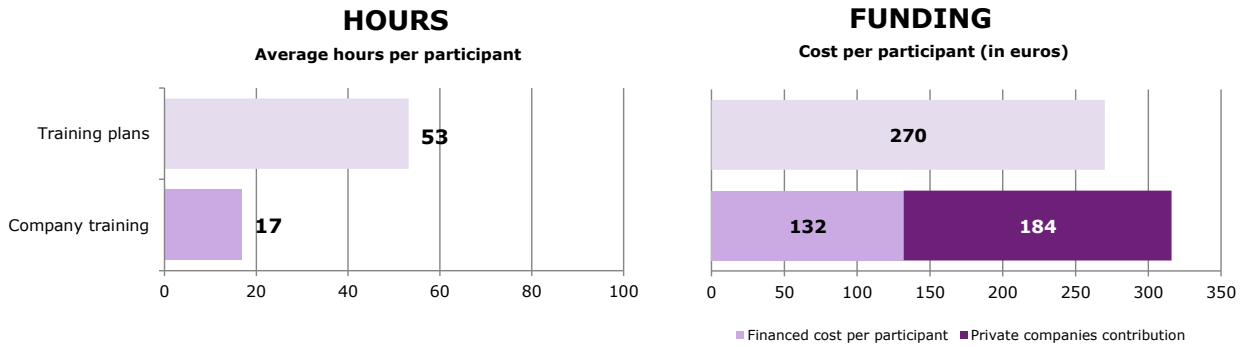
More than 50% of participants in company training belong to the *Administration and Management, Security and Environment, and Trade and Marketing* branches, as was the case in 2015.

**Top 10 Professional branches by number of accepted
participants in 2016 company training**



67% of participants in the 2016 training plans will carry out training activities related to the professional branches of Trade and Marketing, Administration and Management, ICT and Socio-Cultural and Community Services.

TRAINING HOURS AND FUNDING IN SUBSIDISED TRAINING AND COMPANY TRAINING AT STATE LEVEL



Training carried out within the training plans initiative is on average longer than company training. This is due to the fact that regulations allow shorter training activities in company training than in subsidised training

The duration and delivery method of training activities have a direct relation with financing per participant. Thus, the financed costs are higher in subsidised training than in company training. However, if we add the private contribution of companies, the cost of training in companies is somewhat higher than in subsidised training.

