



Fundación Estatal
PARA LA FORMACIÓN EN EL EMPLEO

KEY FINDINGS

2025

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Data as of March 31, 2026
More data at [Estadísticas Fundae](#)

Presentation

This publication presents the key findings in the training initiatives managed by Fundae and carried out during **2025**. This is a summary of the most representative data of the year.

Overall, **more than 6.7 million participants** were trained throughout 2025 in state-wide workforce training, and **121 million training hours** were delivered during the year (66% in company training initiative and 34% in subsidised training initiative).

Company training initiative: for the first time, more than **6 million** participants are exceeded (5.2% more than in 2024) in courses planned by 348 443 companies. **80 million** hours, 4% more than the previous year, and an average of 13.1 hours per participant.

Subsidised training initiative: training for **633 203** participants has been reported, together with nearly 41 million hours corresponding to completed groups from nine different calls*. The average number of hours per participant is 64.5.

6 899 Individual Training Leave (PIF) completed in 2025. A total of 531 745 hours were delivered, with an average of 77.1 hours per participant.

*Of the nine calls, five correspond to calls under the National Recovery, Transformation and Resilience Plan (PRTR): sector-specific Tourism programmes 2023; programmes aimed at upskilling and reskilling workers who have been or are included in temporary employment regulation files (ERTEs); programmes to support the filling of vacancies in strategic sectors of national interest through the financing of training actions that include employment commitments for unemployed people; and training programmes to finance training via micro-credits, within the investment “Acquisition of new skills for digital, green and productive transformation” 2023 and 2024.

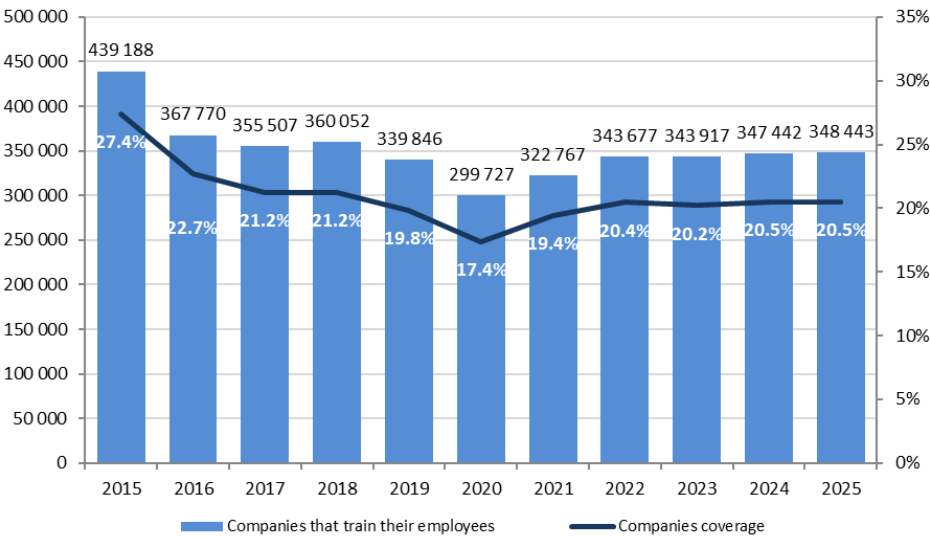


Company training: companies that trained their employees

The number of companies that have delivered training has increased slightly, by 1 000 more than in 2025. The largest absolute increase is recorded in the segment of companies with workforces of between 10 and 49 employees, which adds more than 1500 new companies participating in training. By contrast, in relative terms, the most notable growth corresponds to large companies (250 or more employees), which show an increase of 4.7%.

The companies’ training coverage rate remains stable, at the same levels as in previous years, and stands at 20.5%.

Number of companies that trained their employees and training coverage



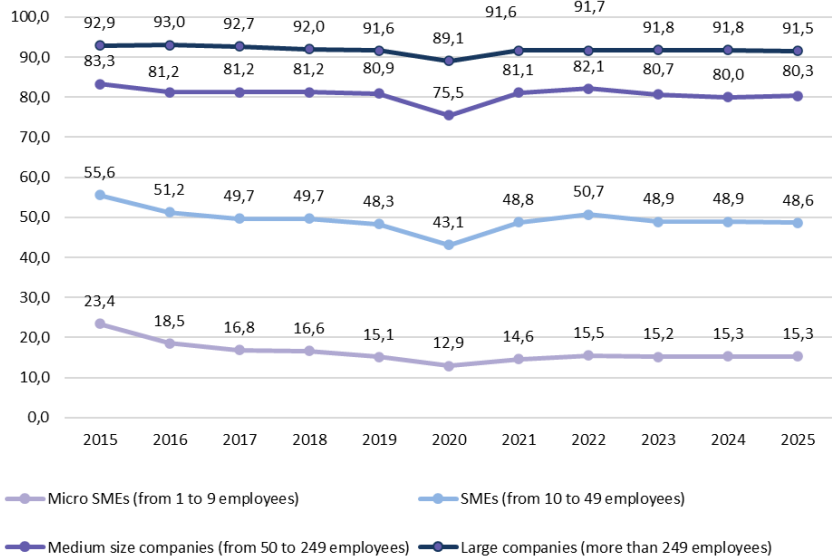
*Training companies coverage rate: percentage of companies that provide training for their workers with respect to the total number of VET contributor companies paying the Vocational Training levy, which also are registered in the General Treasury of the Social Security. Training companies are those 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.

Training-delivering companies by size*

From 1 to 9	From 10 to 49
224 233	94 318
From 50 to 249	More than 249
24 342	5 452

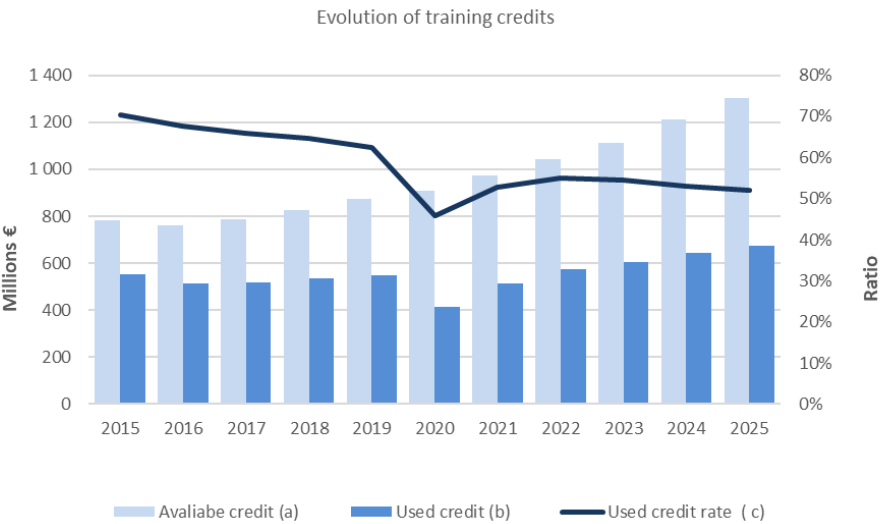
*The difference between the subtotal and the total is due to 98 companies that changed their status during the 2025 exercise as a result of mergers and acquisitions.

Coverage rate of trainig companies according to their size*





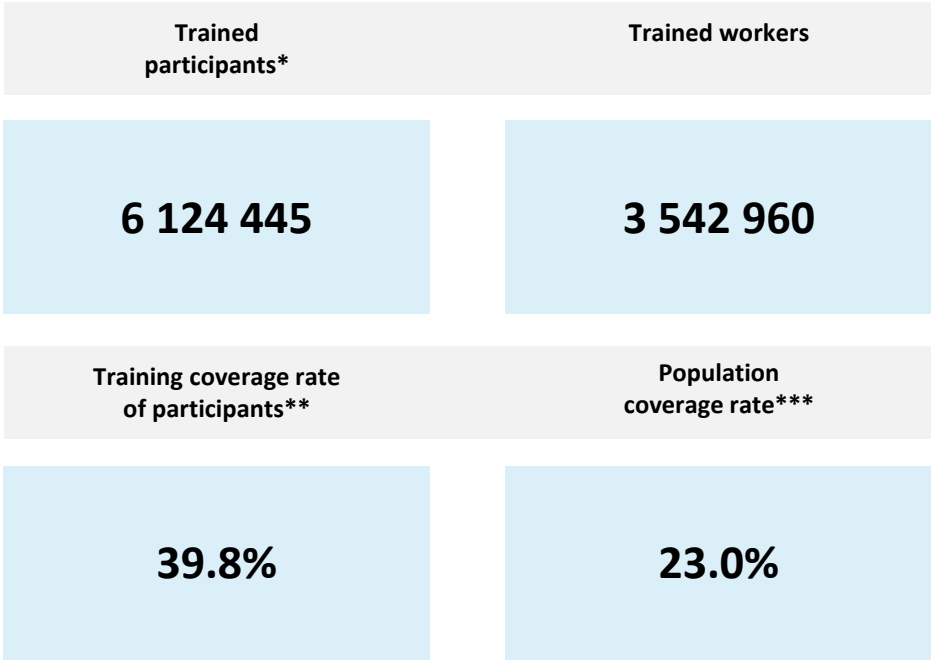
Company training: credit to companies and participants



The credit used by training companies has increased compared to 2024. A total of 674.3 million euros is available (52% of the allocated credit). As in previous years, the segment of the smallest companies (1 to 9 employees) is the one that consumes the largest proportion of their credit, whereas medium-sized companies (10 to 49 employees) are the ones that have made the least use of their allocated 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.

For the first time, more than **six million participants** have been exceeded, specifically 6 124 445, which is 5.2% more than in 2024. The training coverage rate stands close to 40%. By gender, the distribution remains stable compared with previous years, with 46.5% women—consistent with their share of the labour market—and 53.5% men. By age, the majority are concentrated in the 36–55 age group, and the participation of foreign workers is around 9%.



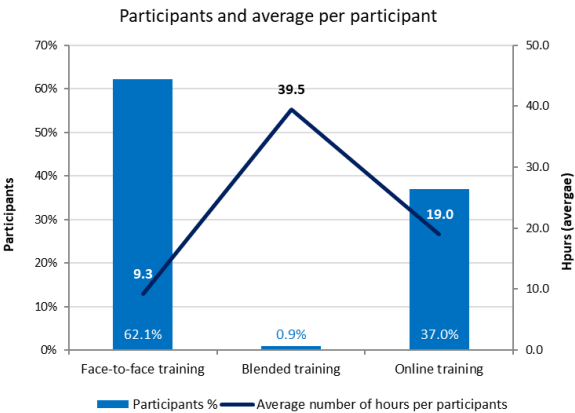
***Trained participants:** each worker who attends a training course is a participant. A worker who takes part in more than one course would be counted as many times as courses taken.

****Training coverage rate of participants:** percentage of participants who undertook company organised training, as a share of all private sector employees, according to the 2025 LFS (annual average).

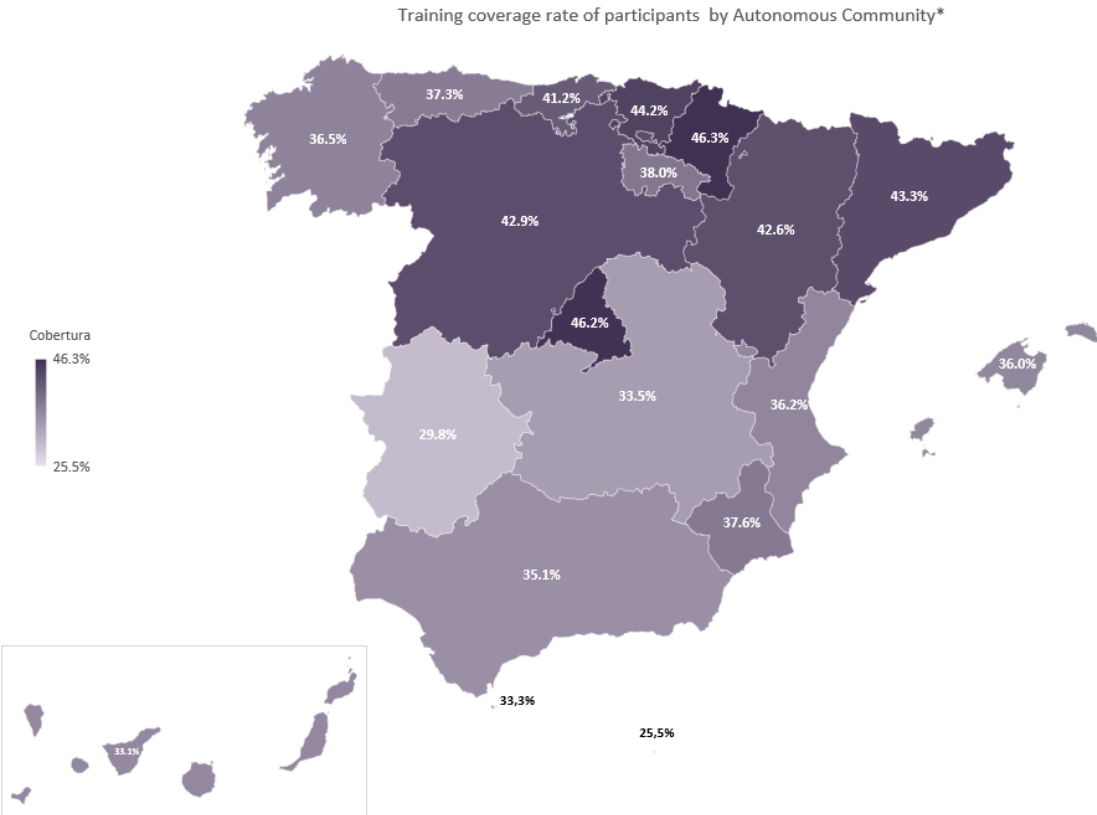
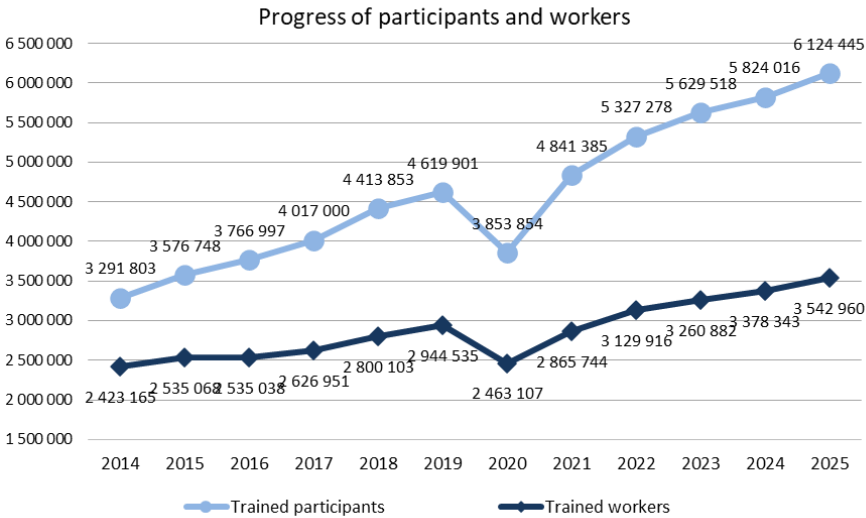
*****Population coverage rate:** percentage of employees who undertook company organised training (por ponerlo igual que en la anterior definición), out of the total number of employees in the private sector, according to the 2025 LFS (annual average).



Participants in Company training initiative



As in the previous years, face-to-face training stands out: more than six out of ten participants are trained through this mode, specifically 62.1%, with an average length of 9.3 hours. Distance-learning (e-learning) accounts for 37%, and its average duration is double that of face-to-face training (19 hours).



Madrid, Navarra and País Vasco, as in previous years, are the ones with the highest training coverage rate, more than four percentage points above the national average, which stands at 39.8%. Consistent with prior years, Melilla and Extremadura record the lowest rates, ten percentage points or more below the average. By sector, participants are distributed in roughly the same proportion as their share of the labour market.

*Training coverage rate of participants by Autonomous Community: percentage of participants who undertook Company training out of the total number of employees in the private sector, according to the 2024 LFS (annual average).

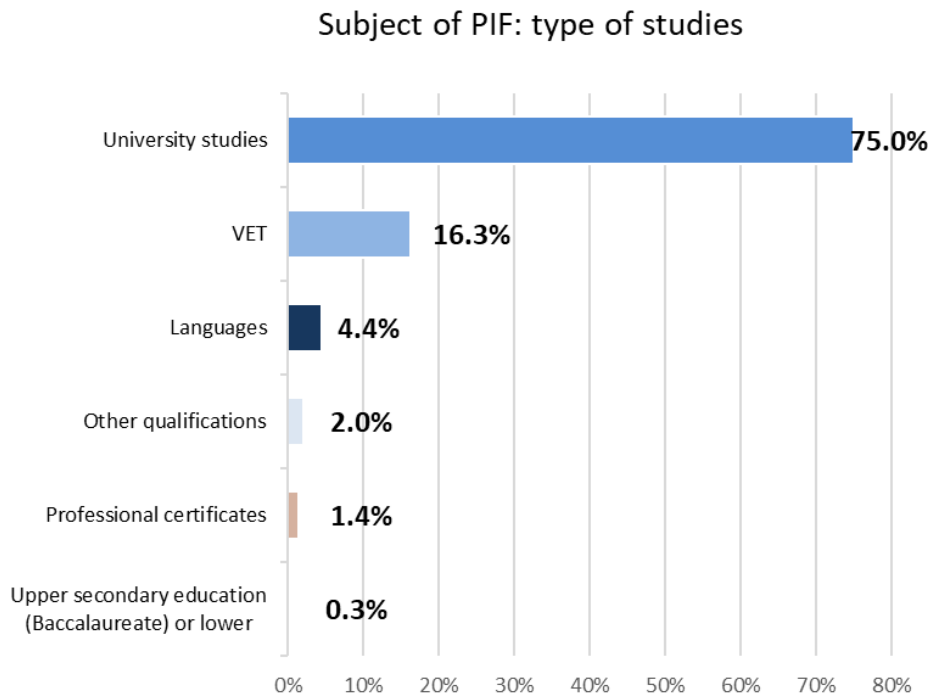


Individual perspective in Company training: Individual training leaves (PIF in its Spanish acronym)*

6 899 completed PIF
(+9% vs 2024)

531 745 training hours,
77.1 average hours by PIF

59% of women
35% 26-35 years-old



Companies have authorised 6 899 Individual Training Leave (PIF) for their employees to take official courses, 9% more than in 2024. Of these, 59% are women and 41% are men, and the 26–35 age group is the largest.

The PIFs completed in the year accounted for more than 531 000 hours, with an average duration of 77.1 hours: among men this rises to 81.1 hours and among women it stands at 74.3 hours. The majority of permits (three out of four employees) have been used to undertake training leading to a university degree.

The majority of female workers who completed a PIF belong to the services sector (79%), whereas this percentage falls to 57% among men.

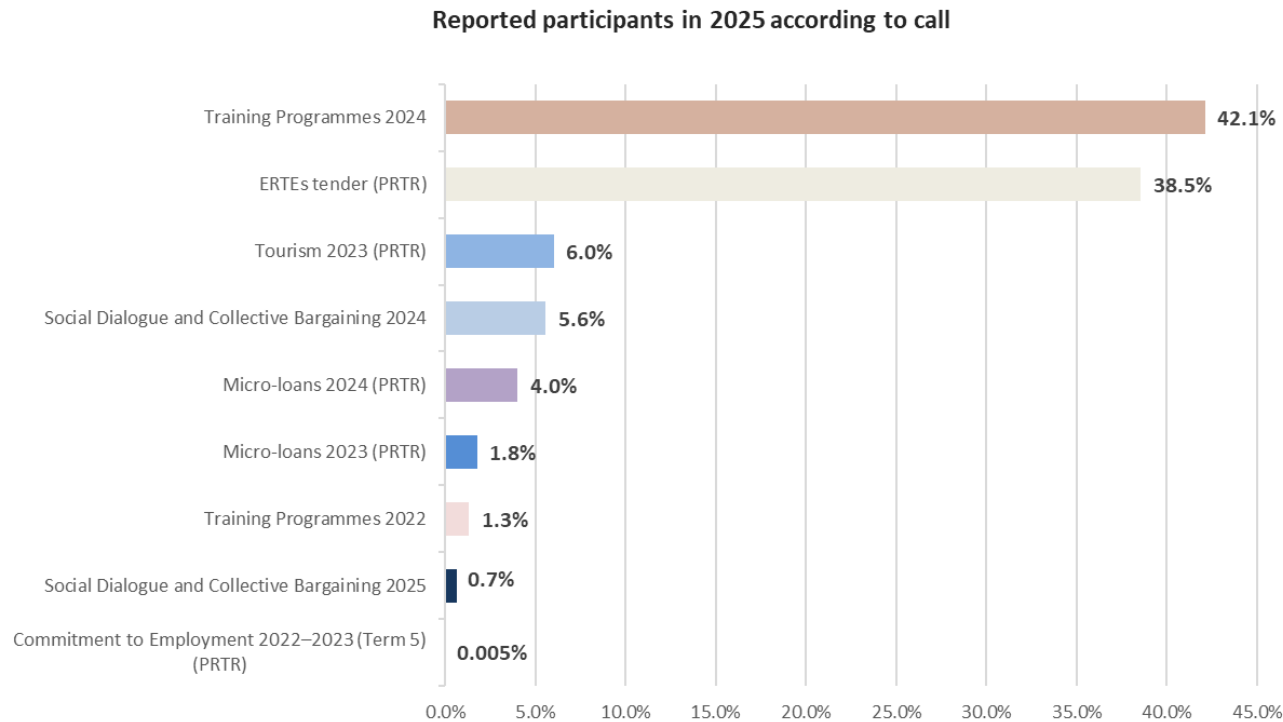
***An Individual Training Leave (PIF):** is a paid leave authorised by the company for an employee to take and follow a training programme aimed at obtaining a qualification or official accreditation.



Subsidised training

Throughout 2025, training for 633 203 participants* is reported, corresponding to nine different calls, five of them within the framework of the National Recovery, Transformation and Resilience Plan (PRTR). 42% of participants in subsidised training come from the general 2024 Programmes call, 38.5% from the call for Programmes aimed at the training and reskilling of workers who have been or are affected by a Temporary Employment Regulation File (ERTEs tender), 6% from the 2023 Tourism call, and the remaining 13% are distributed across the other six calls.

The total training hours delivered amount to 40.8 million, with an average of 64.5 hours per participant.



Reported participants
633 203

Training hours
40 859 387

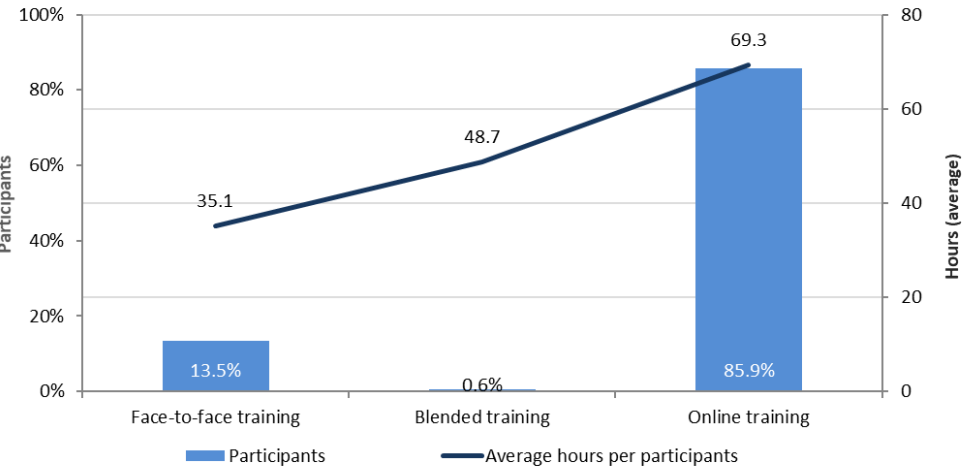
Average hours
64.5

*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 participants 2025

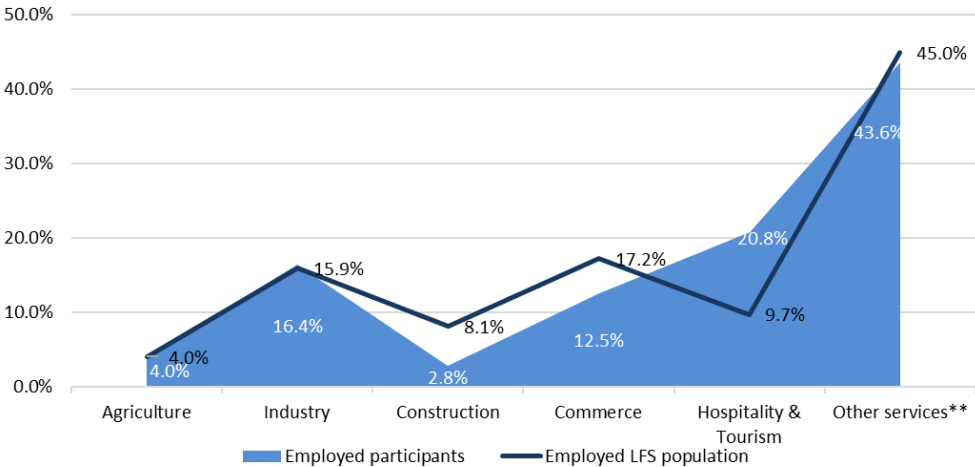


The vast majority of participants are trained through distance-learning (e-learning) (85.9%), which is also the longest modality, with an average of 69.3 hours, accounting for 92.2% of the total hours delivered online. Face-to-face training receives the shortest training, almost half that of e-learning (35.1 hours), and represents 7.3% of the total training hours.

By sector, the distribution of participants departs slightly from the country’s productive structure in construction, trade and, in particular, as a result of the Tourism call, the hospitality sector, whose participation is ten percentage points higher than the share it represents in the labour market.

By gender, the trend observed in recent years continues, with a predominance of female participation at 59.8%, well above the share of women employed in the private sector (46%). As in the company training, the 36–55 age group concentrates the largest number of participants: 30% in the 36–45 segment and 28.3% in the 45–55 segment. The participation of foreign workers stands at 15.5%.

Expected participants in 2025 according to sector



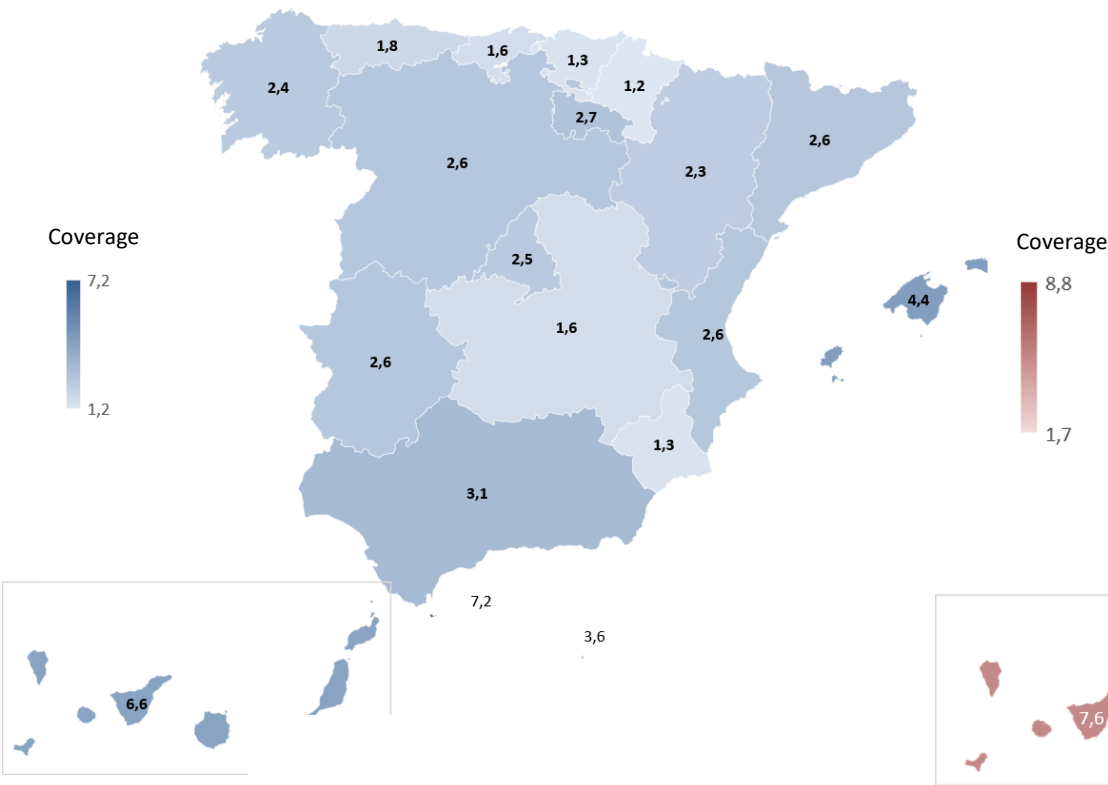
**Other services: includes activities related to health, administrative, scientific, education, transport and communications, socio-cultural and recreational, financial, and real estate activities.



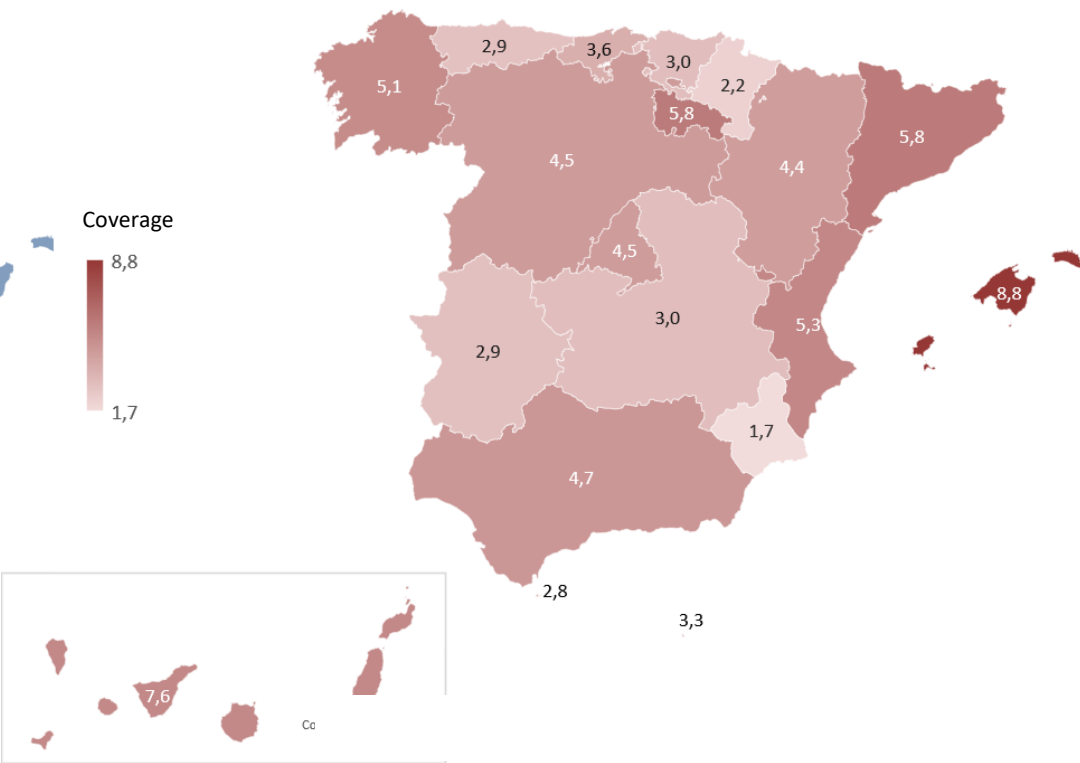
Subsidised training. Regional coverage rates

Of the reported participants, 80% are employed and 20% unemployed. The average training coverage rate* at national level is 2.7% among the employed population and 4.8% among the unemployed.

Coverage rate*of reported employed participants



Coverage rate*of reported unemployed participants

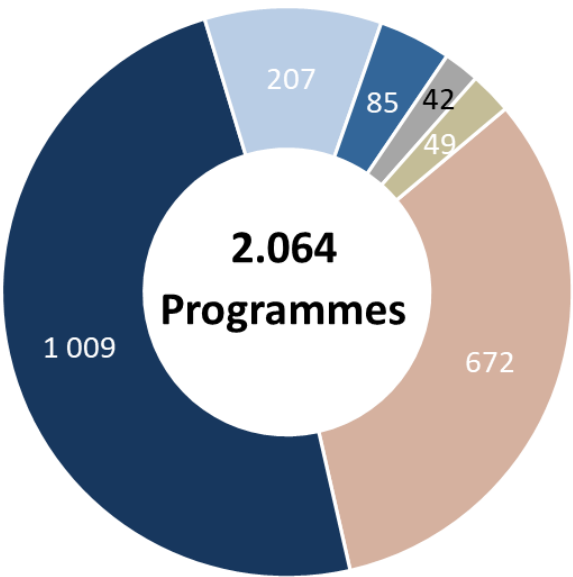


*Coverage rate is the percentage of participants reported in subsidised training at state level respect to the employed population not including the public sector and with respect to the unemployed according to the 2025 LFS (annual average).



Call for training programmes at state level, primarily targeted at the employed 2025*

Application phase



	Funding proposal	Admitted Participants	Average hours
General Sectoral Programme	182 473 234	546 726	54.2
Specific Sectoral Programme of Special Interest	426 665 390	1 276 153	55.2
General Cross-cutting Programme	183 983 905	393 125	73.4
Cross-cutting Programme for the Self-employed	35 455 112	117 210	50.3
Cross-cutting Programme for the Social Economy	13 414 879	35 542	63.2
Enabling Training Programme	36 732 279	63 828	61.2
Total	878 724 799	2 432 584	58.0

* This call corresponds to the [resolution of September 24, 2025](#), 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 March 31, 2026.