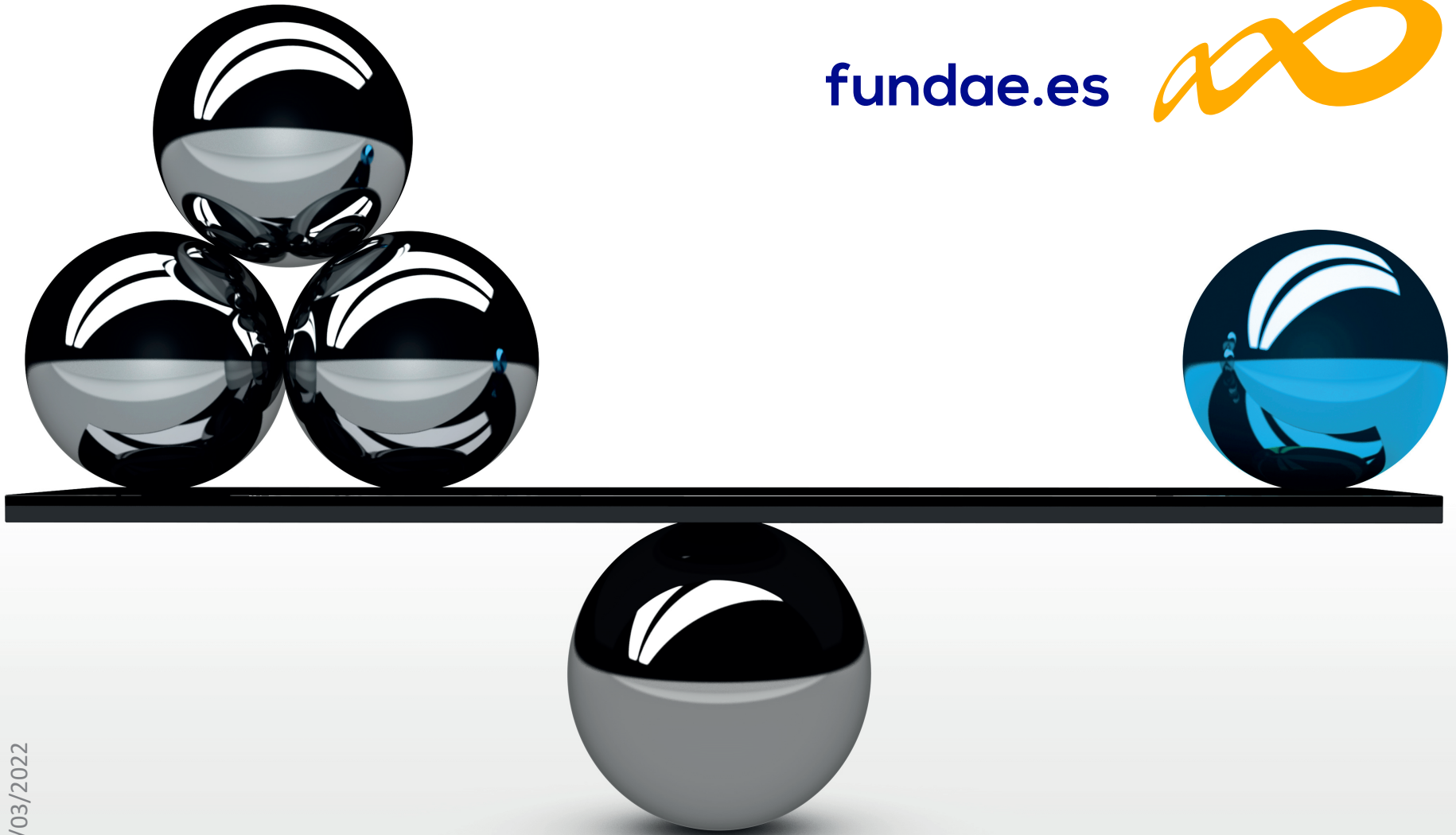


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# Vocational training for employment Key findings 2021

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Company training: data as of March 31, 2022  
Subsidised training: data as of March 31, 2022  
More data at [Estadísticas Fundae](#)



## Presentation

Here are the key findings in training initiatives managed by Fundae and carried out during 2021. This is a summary of the most representative statistical data for the year.

In the **company training initiative**, 2021 has been the year of recovery, after the drop in the main indicators as a result of the 2020 health crisis. The results are very positive as the number of companies who did training for their employees has increased, although it does not yet exceed the pre-pandemic data. The number of participants increased by 25% compared to 2020 and 5% compared to 2019.

In the **subsidised training initiative**, in addition to calls currently in execution, five calls have been published, four of them within the framework of the National Plan for Recovery, Transformation and Resilience (PRTR).

Altogether, **more than 5 million participants have been trained** throughout 2021 in training for employment at state level:

- 4 841 385 are trained in training courses programmed by their companies (company training).
- 393 723 are trained in training activities within the subsidized training initiative.

**92.7 million hours of training** have been carried out in the year (70% in company training and 30% in subsidized training).

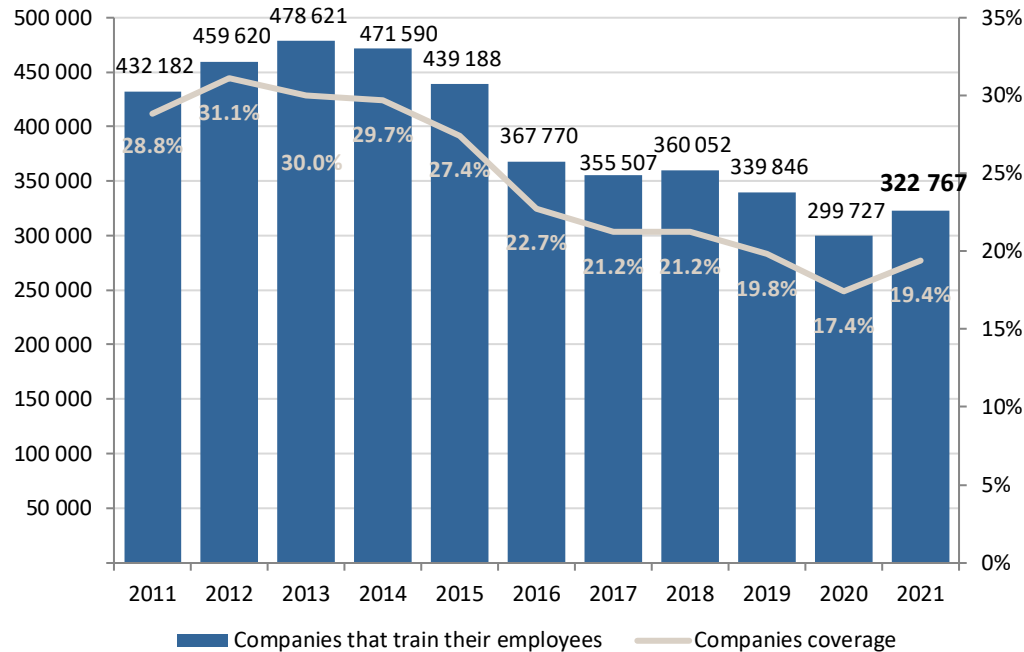
The average duration of training in 2021 is:

- 13.4 hours on average per participant in company training.
- 70.7 hours on average per participant in subsidized training.



## Company training: companies that train their employees

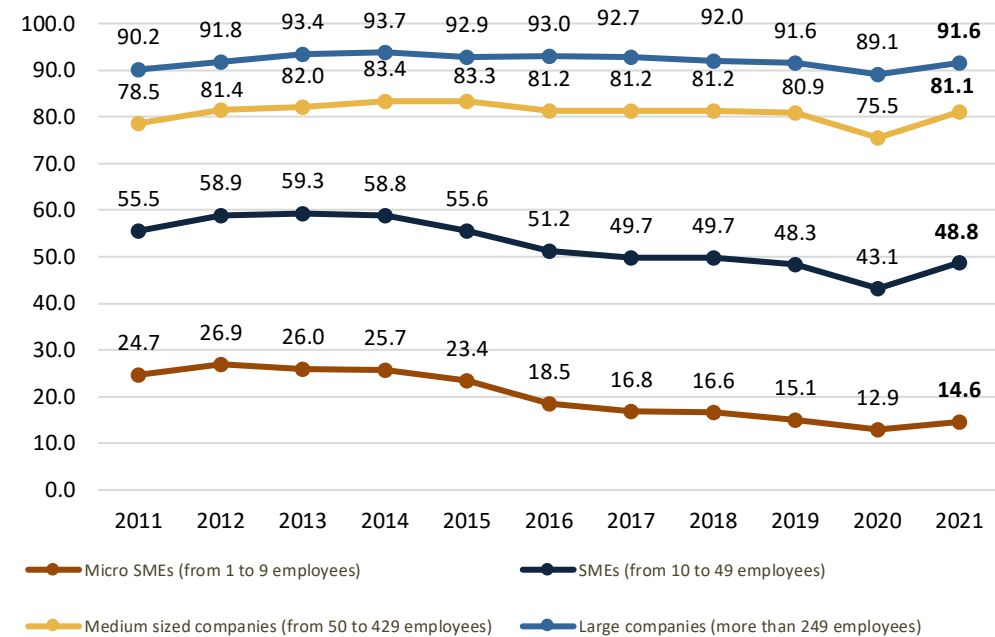
Number of companies that trained their employees and training coverage rate



The number of companies that trained their employees increases in around 23 000, a 7.7% increase respect to 2020. More than 85% of the increase in this exercise corresponds to micro-SMEs (between 0 and 9 employees). In small companies (between 10 and 49 employees) the increase is of around 10% and in the rest it remains the same as in previous years.

The coverage rate rose 2 points compared to the previous year and stood at 19.4%. Although the figures are close to pre-pandemic results, they have not yet been exceeded.

Coverage rate of training companies according to their size\*



### Companies that train their employees

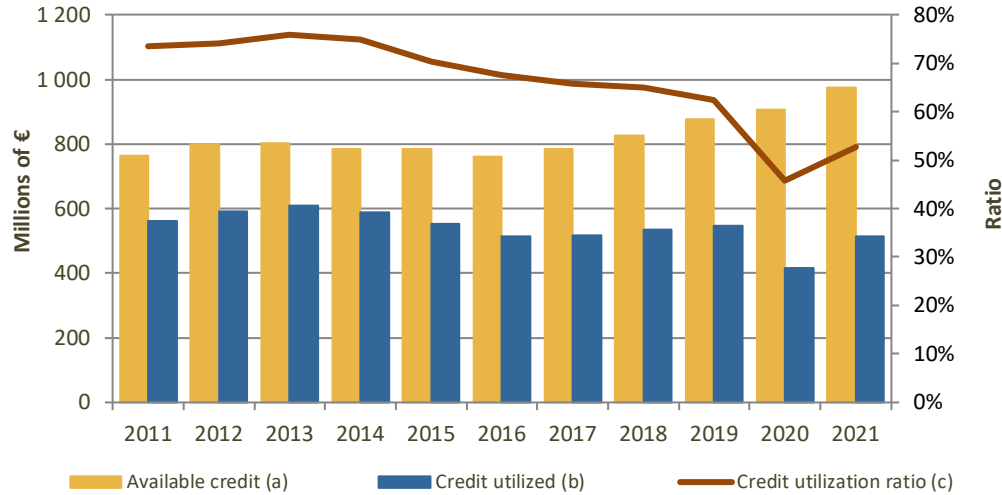
Micro SMEs (from 1 to 9 employees)	SMEs (from 10 to 49 employees)	Medium sized companies (from 50 to 429 employees)	Large companies (more than 249 employees)
214 359	82 578	21 282	4 450

\*Training companies coverage rate: percentage of companies that provide training for their workers with respect to the total number of companies registered in the General Treasury of Social Security paying the Vocational Training levy. Training companies are those that develop training for their employees and communicate the training to Fundae, so the cost of training can be reduced in Social Security contributions.



## Company training: credits for companies and participants

Progress of training credits

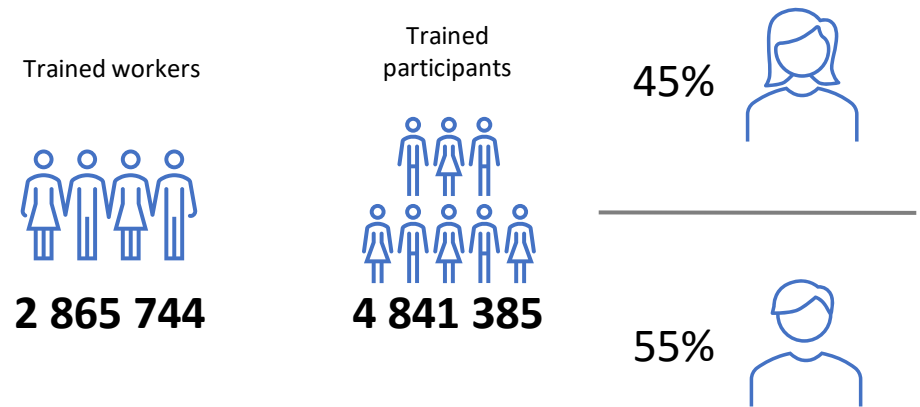


The credit companies have used to carry out training in 2021 has been **513.5 million euros**, 53% of the available credit. A higher proportion than what was used last year (45.7%).

As in previous years, companies of 1 to 9 workers are the segment that has consumed the largest part of their credit.

**(a) Available credit:** amount available to companies for the training of their employees through the application of Social Security bonuses. It is determined, in each fiscal year as a percentage of the vocational training levy quoted in the previous year. The percentage of bonus is established annually by the state budget and is greater the smaller the size of the company. **(b) Utilized credit:** amount of credit used by companies to carry out training activities. **(c) Credit utilization ratio:** ratio between the utilized credit and the total available credit.

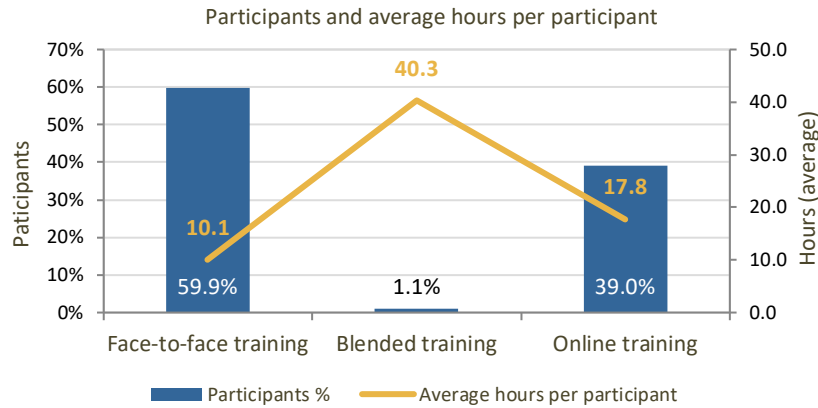
**More than 4.8 million participants** in company training, 25.6% more than in 2020. **Training coverage rate stands at 36.7%, the highest since the start of this system.** By gender, as in recent years, the volume of female participation is very close to their participation in the labour market (45% compared to 46%).



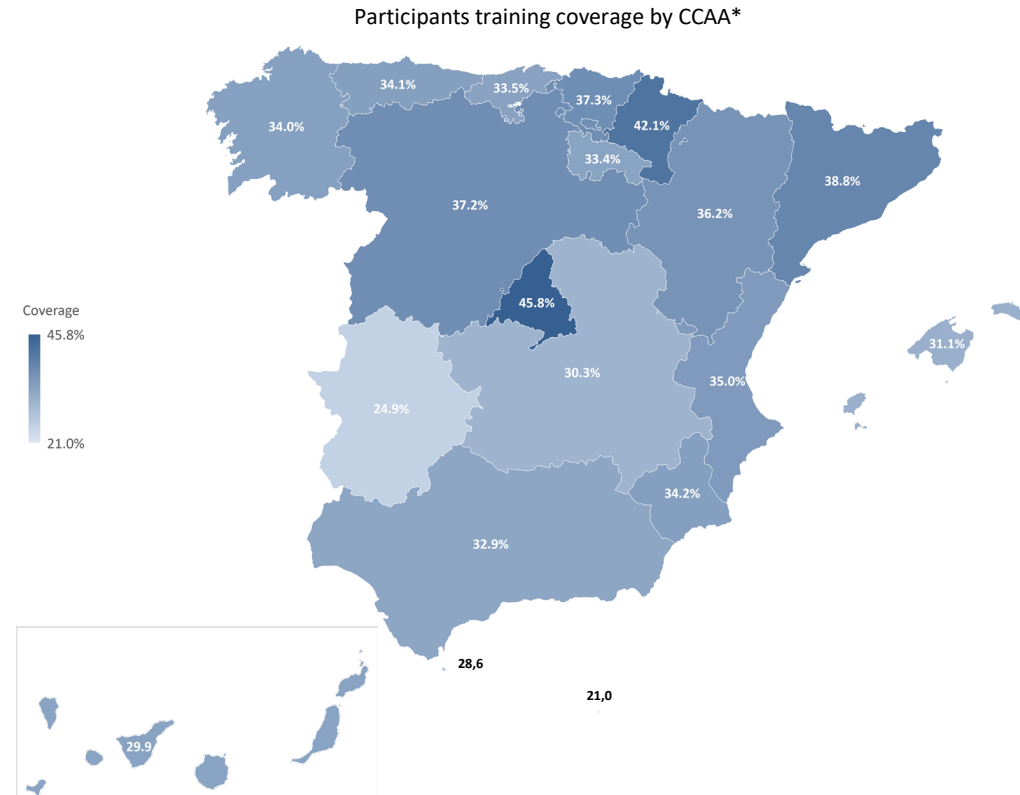
Trained participants: Each worker who attends a training course is a participant. A worker taking part in more than one course would be counted as many times as courses taken.



## Participants in company training

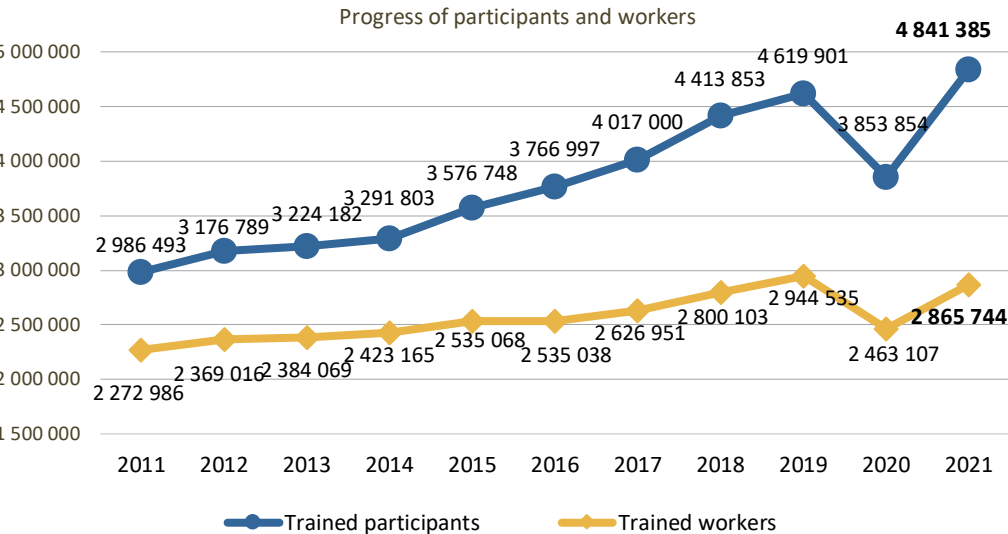


Face-to-face training brings together 59.9% of participants who receive the shortest training. E-learning accounts for 39% of participants, 7 points less than in 2020. Blended learning represents 1.1% (same as last year) and is the longest.



By autonomous communities, Madrid and Navarra obtain the highest coverage rate, 9.1 and 5.4 points, respectively, above the 36.7% national average. On the opposite side, Ceuta, Melilla and Extremadura recorded the lowest rates, in line with previous years.

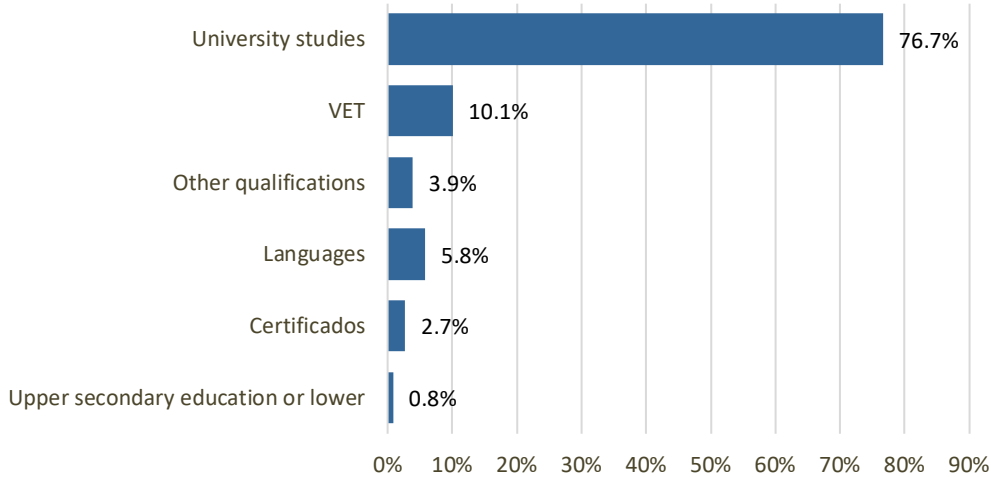
\*Participant training coverage rate by CCAA: percentage of participants who took part in training organized by companies respect to total private sector employees according to 2021 LFS (yearly average).





## Individual Training Leaves\*

Subject of PIF: type of studies

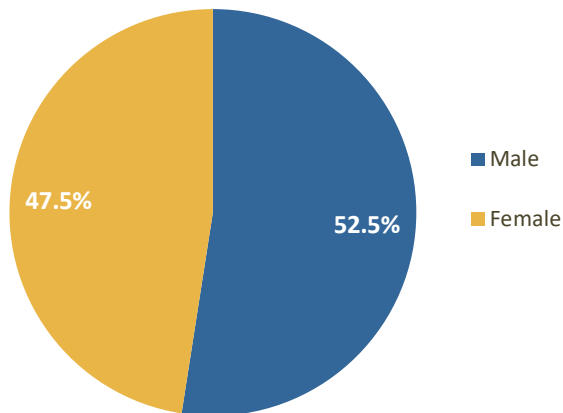


Completed PIF **4 331**

Training hours **295 989**

Average of hours **68.3**

Participant by gender



The number workers who took an Individual Training Leave (PIF) was 4 331, very similar to 2020. Of these, 52.5% are men and 47.5% are women, and the majority are between 36 and 45 years old.

Individual Training Leaves completed in the year have involved close to 300 thousand hours and the average duration is of 68.3 hours. Slightly more than three out of four PIFs were aimed at obtaining a university degree.

\*An Individual Training Leave (PIF in Spanish) is a paid leave authorized by the company for a worker to follow a training programme, which leads to an official qualification.

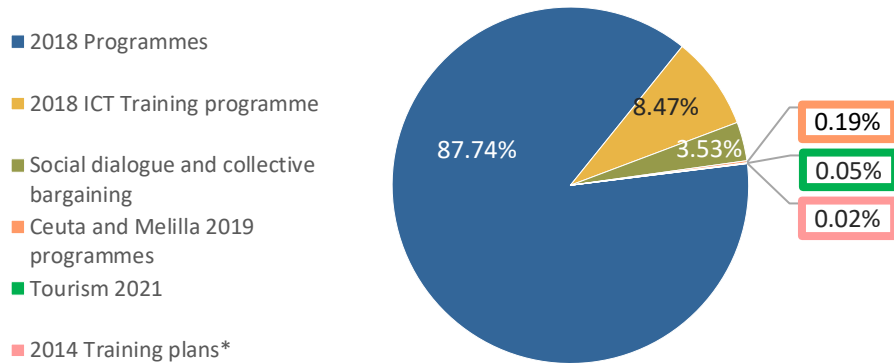


## Subsidised training

Throughout 2021, the training of 393 723 participants is reported\*. Nearly 90% of the participants in subsidised training come from the call “Programmes 2018” and around 9% from the call “Training Programmes in Digital Competences 2018 (TIC-2018)”.

The hours of training carried out amounted to 27.8 million: 70.7 hours per participant on average.

Reported participants in 2021 according to call

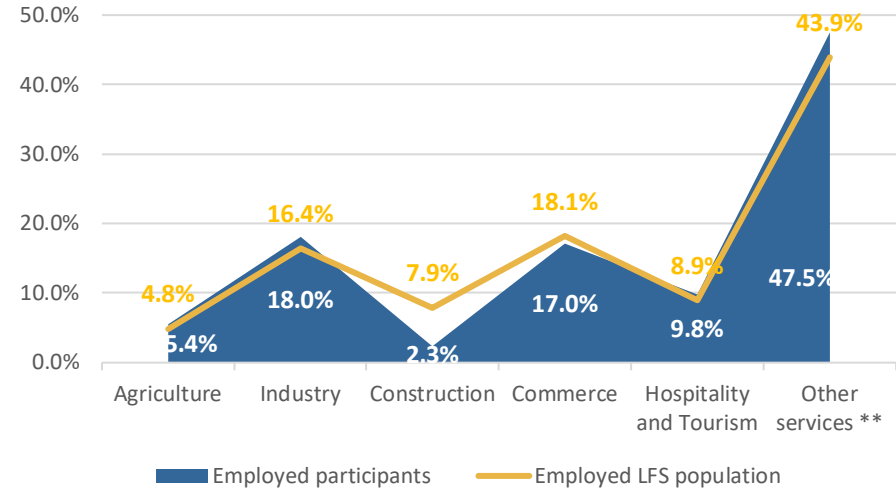


By gender, recent years’ trend is maintained, with a predominance of women participants, 58.8%, who concentrate 57.8% of the hours of training. 41.2% of participants are men and they concentrate 41% of training hours.

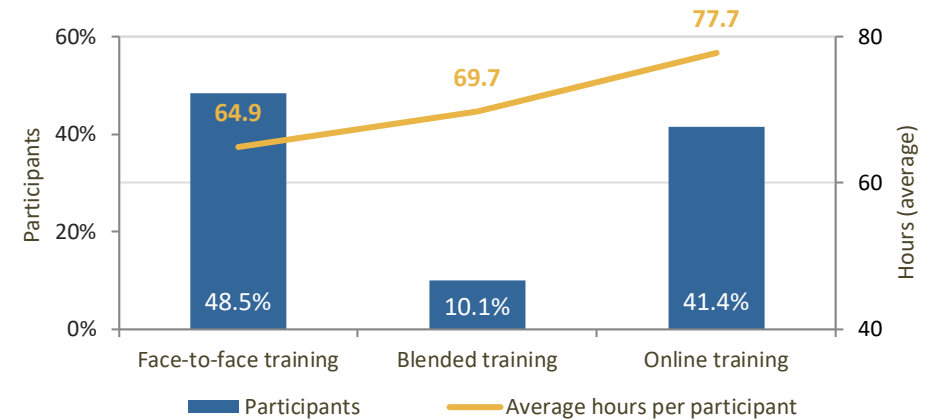
Face to face training is the shortest (64.9 hours) while e-learning is the longest (77.7 hours on average).

\* Beneficiary entities report to Fundae via the communication application the participants they are going to train. The participants of the 2014 Training plans are due to files approved by way of administrative appeal that have been granted a different execution period.

Reported participants 2021 according to sector



Participants and average hours per expected participant



\*\* Other services includes activities related to health, administration, science, education, transport and communications, leisure, finance and real estate.

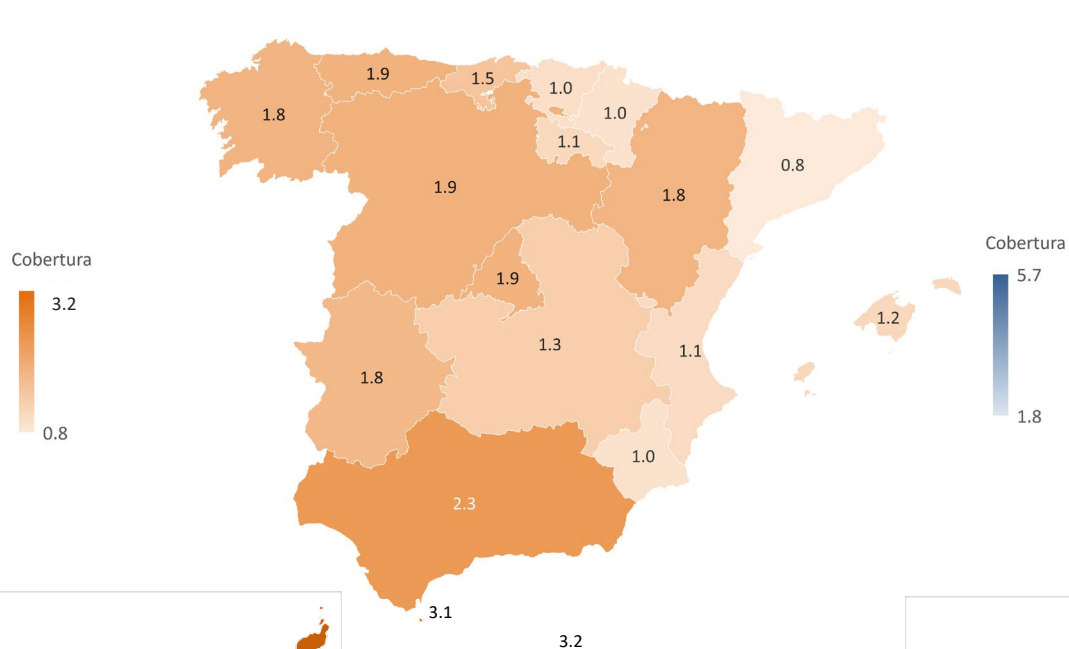




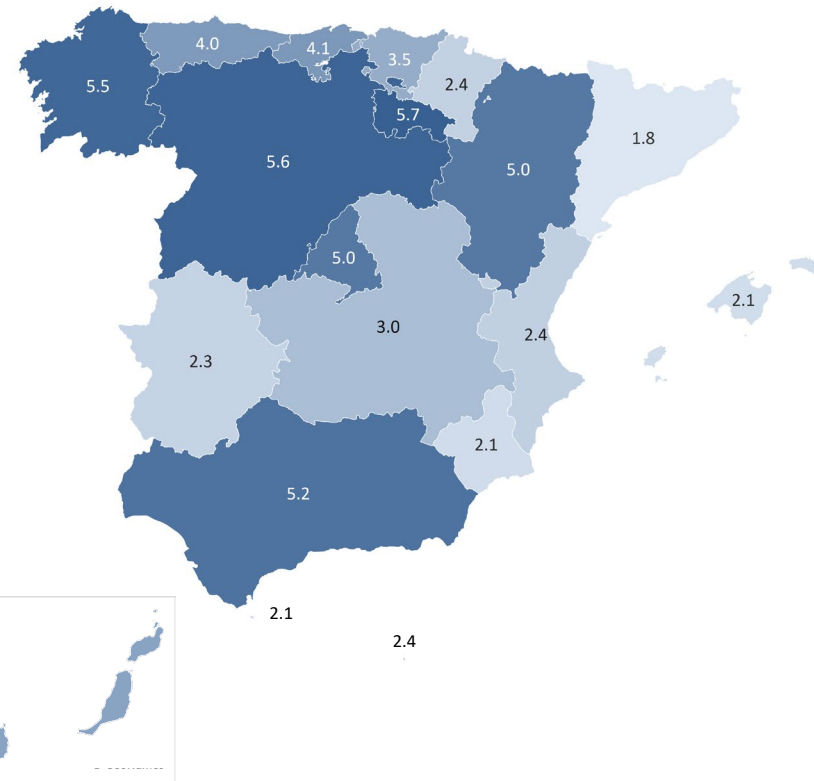
## Subsidised training. Regional coverage rates

75% of reported participants are employed and 25% are unemployed. The average training coverage rate\* at national level is 1.6% among the employed population and 3.9% among the unemployed.

Coverage rate of reported employed participants



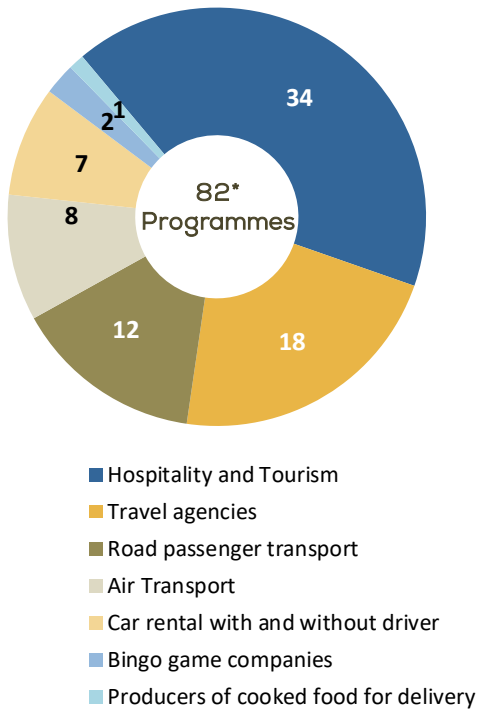
Coverage rate of reported unemployed participants



\* 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 also with respect to the unemployed according to the 2021 LFS (annual average).



Call for training programmes at state level, aimed primarily at employed people in the Tourism sector, within the framework of the 2021 Recovery, Transformation and Resilience Plan\*

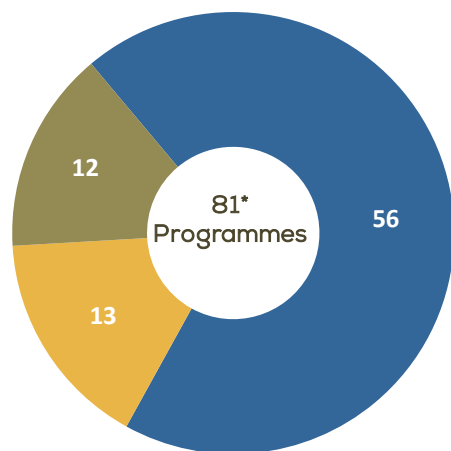


	Approved financing	Reported participants	Average hours
Hospitality and Tourism	32 383 860	127 263	49.6
Travel agencies	1 252 419	6 179	40.7
Road passenger transport	3 934 382	24 566	28.2
Air Transport	1 797 804	5 509	49.2
Car rental with and without driver	406 692	1 075	76.4
Bingo game companies	148 134	1 019	25.6
Producers of cooked food for delivery	54 332	408	25.9
<b>Total</b>	<b>39 977 622</b>	<b>166 019</b>	<b>46.0</b>

\* This call corresponds to the 4th of March 2021 State Public Employment Service resolution which approves the call for public subsidies for the execution of training programmes at state level, aimed primarily at the employed people in the Tourism sector, within the framework of the Recovery, Transformation and Resilience Plan. The execution period is one year from the definitive resolution notification date. This call is in the implementation phase. ADVANCE data as of March 31, 2022.



Call for training programmes at state level, for the acquisition and improvement of professional skills related to technological changes and digital transformation, aimed primarily at employed people, within the framework of the 2021 Recovery, Transformation and Resilience Plan\*



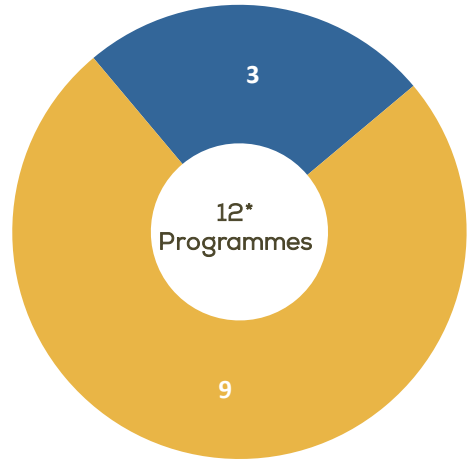
- Basic level technological or digital skills
- Intermediate level technological or digital skills
- Advanced level professional technical needs

	Approved financing	Reported participants	Average hours
Basic level technological or digital skills	14 497 919	44 085	59.3
Intermediate level technological or digital skills	16 499 936	29 385	86.6
Advanced level professional technical needs	18 999 318	27 917	118.6
<b>Total</b>	<b>49 997 173</b>	<b>101 387</b>	<b>83.5</b>

\* This call corresponds to the 15th of April 2021 State Public Employment Service resolution which approves the call for public subsidies at state level for the acquisition and improvement of professional skills related to technological changes and digital transformation, aimed primarily at employed people, within the framework of the Recovery, Transformation and Resilience Plan. The execution period is one year from the definitive resolution notification date. This call is in the implementation phase. ADVANCE data as of March 31, 2022.



2021 call for subsidies for the financing of state-wide training plans, aimed at the development of skills for social dialogue and collective bargaining activities\*



- Social dialogue at state level and collective bargaining
- Collective bargaining

	Approved financing	Reported participants	Average hours
Social dialogue at state level and collective bargaining	7 511 372	36 619	21.3
Collective bargaining	2 146 267	7 483	26.4
<b>Total</b>	<b>9 657 639</b>	<b>44 102</b>	<b>22.2</b>

\* This call corresponds to the 12th of March 2021 State Public Employment Service resolution which approves the financing of state-wide training plans, aimed at the development of skills for social dialogue and collective bargaining activities. The execution period is one year from the definitive resolution notification date. This call is in the implementation phase. ADVANCE data as of March 31, 2022.

## Subsidised training. New calls.

Within the framework of the National Plan for Recovery, Transformation and Resilience (PRTR), the Ministry of Labour and Social Economy and the State Public Employment Service participate in a relevant way in Component 23 “New public policies for a dynamic, resilient and inclusive labour market”, framed in the policy driver VIII “New care economy and employment policies”. One of the objectives of this Component is to reform and promote Active Employment Policies, improving the cohesion of the National Employment System.

Two additional calls have been published in 2021 in this context. Both, in th management phase, are financed within the framework of the National Plan for Recovery, Transformation and Resilience (PRTR) and are managed by Fundae.

- Resolution, of December 22, 2021, of the State Public Employment Service, approving, the open call for subsidies for the execution of state-level training programs, aimed at the requalification of workers who have been or are included in temporary layoff plans (ERTE in Spanish), for the 2022 and 2023 budget years, within the framework of the PRTR.
- Resolution of December 23, 2021, of the State Public Employment Service, approving, the open call for subsidies to support the coverage of vacancies in strategic sectors of national interest through the financing of training including commitments to hire unemployed workers for the years 2022 and 2023, within the framework of the PRTR.