

Data as of March 31, 2024

TRAINING FOR EMPLOYMENT

**KEY**  
 **FINDINGS**

2023

Edits and distributes:  
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Data as of March 31, 2024  
More data at [Estadísticas Fundae](#)

## Presentation

This publication presents the key findings in the training initiatives managed by Fundae and carried out during 2023. This is a summary of the most representative data of the year.

In the **company training initiative**, for the first time, the barrier of 5.5 million participants has been surpassed in courses programmed by 343 917 companies, involving a total of 73 million hours. The number of companies remains stable, while the number of participants increased by 6% compared to the previous year.

In the **subsidised training initiative**, 306 232 participants were trained in the nine calls in execution, four\* of these calls are financed within the framework of the Recovery, Transformation and Resilience Plan (PRTR).

Considering both initiatives, **nearly 6 million participants** have been trained throughout 2023 in training for employment at state level:

- 5 629 518 are trained in training courses programmed by their companies..
- 5 480 have been granted Individual Training Leaves.
- 306 232 are trained in training activities within the subsidised training initiative.

**96 million de hours of training** have been carried out throughout the year (76% in company training and 24% in subsidised training).

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

- 13 hours on average per participant in company training.
- 73.7 hours on average per participant in Individual Training Leaves.
- 74 hours on average per participant in subsidised training.

\*The calls within the Transformation and Resilience Plan (PRTR) are launched with specific objectives: programmes in the sectoral area of Tourism 2021; programmes for the acquisition and improvement of professional skills related to technological changes and digital transformation, ICT 2021; programmes aimed at the retraining of workers who have been or are in temporary layoffs (ERTE acronym in Spanish); programmes to support the coverage of vacancies in strategic sectors through training with commitments to hire unemployed people; Tourism sector programmes 2023.



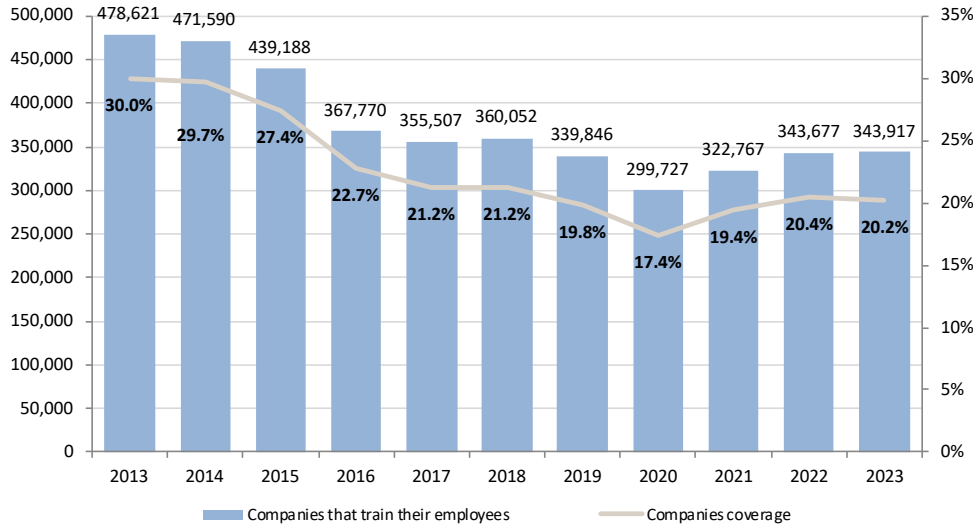
## Company training: companies that trained their employees

In 2023, the number of companies that provided training for their employees remained stable. At the same time, companies with more than 250 employees increased by 7%, adding 240 training companies this year.

The coverage rate remained stable in comparison to the previous year, at 20.2. This rate rises as the size of companies increases.

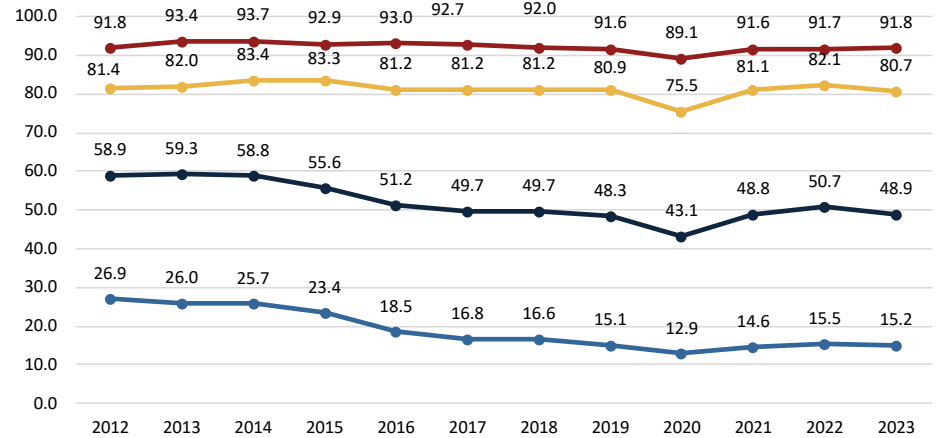


Number of companies that trained their employees and training coverage



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\*

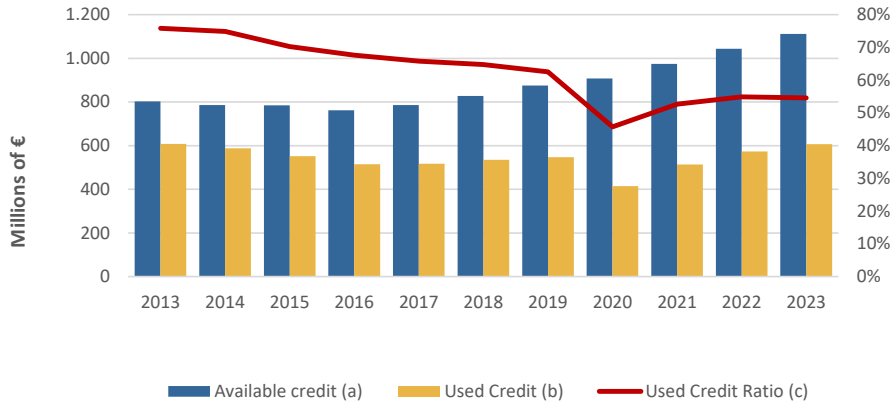


\*Training companies coverage rate: percentage of companies that provide training for their workers with respect to the total number of VET contributor companies paying the Vocational Training levy, which also are registered in the General Treasury of the Social Security. Training companies are those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



## Company training: credit to companies and participants

Evolution of training credits

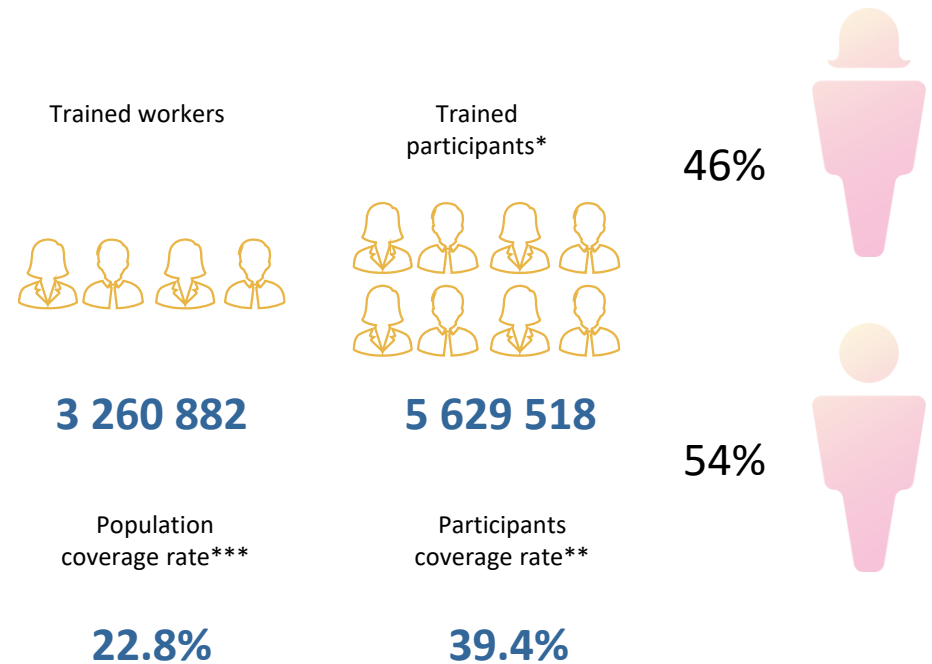


The credit used by training companies has increased compared to 2022. In total, 606.6 million euros (55% of available credit) are used for training.

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 companies 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.

The barrier of 5.5 million participants been exceeded for the first time in company training, with 5.6 million participants trained, 6% more than in 2022. The training coverage rate stands at 40%. By gender, the distribution of previous years is maintained, 46% of women, in the 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: 29.5% in the range of 36 to 45 years and 33.2% in the 46 to 55 years range.



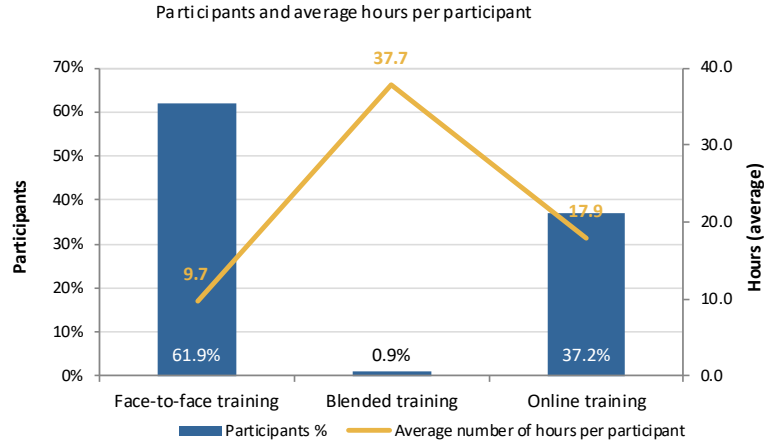
\*Trained participants: each worker who attends a training course is a participant. A worker who takes part in more than one course would be counted as many times as courses taken.

\*\*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).

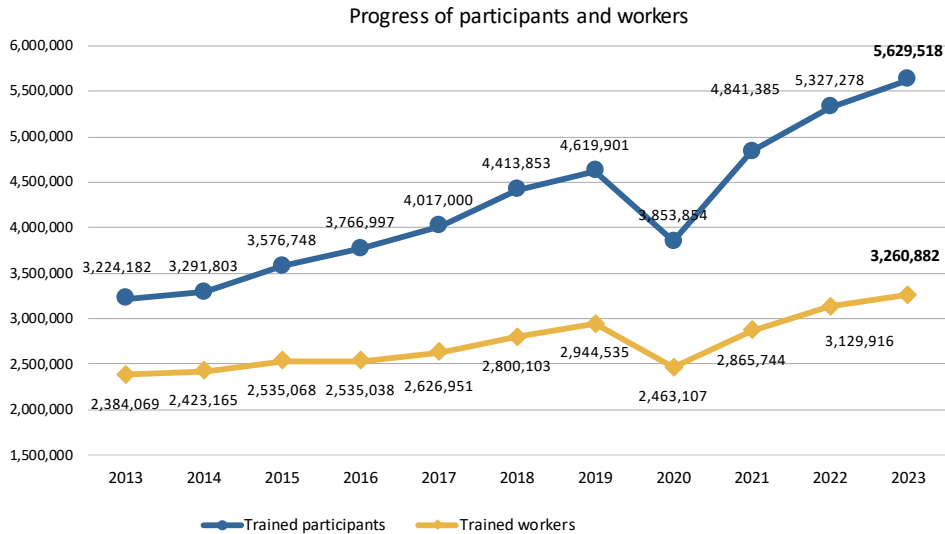
\*\*\*Population coverage rate: percentage of employees who undertook training organised by enterprises, out of the total number of employees in the private sector, according to the 2023 LFS (annual average).



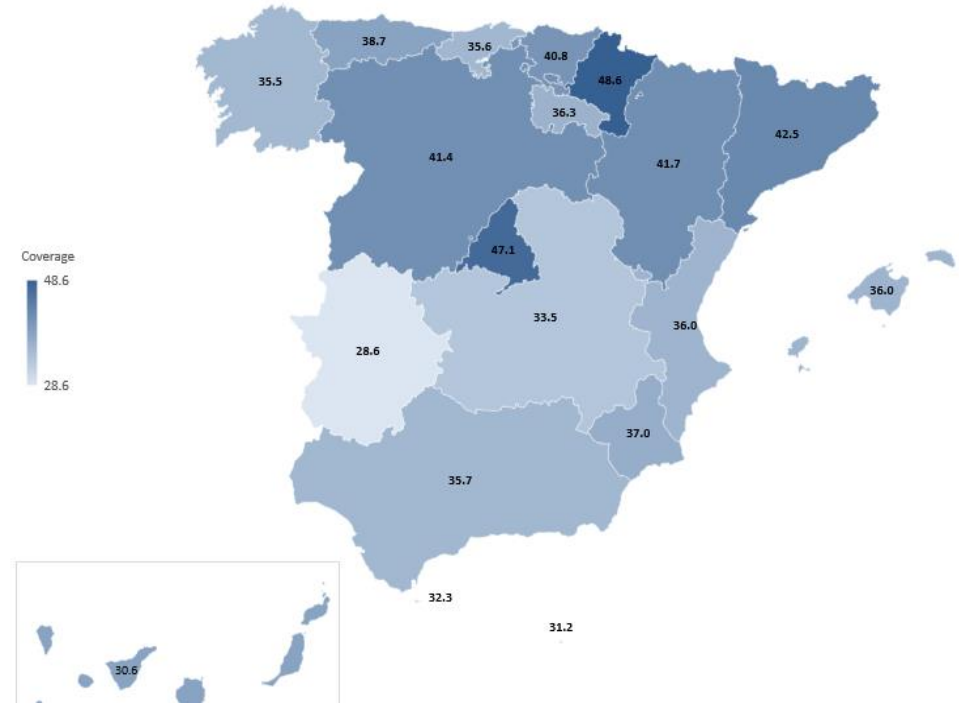
## Participants in Company training



As in the previous years, face-to-face training stands out, six out of ten participants are trained through this modality, specifically 61.9% of participants, with an average duration of 9.7 hours per participant. E-learning represents a 37.2%, nearly doubling the average duration of face-to-face training (17.9 hours per participant).



Training coverage rate of participants by Autonomous Community\*



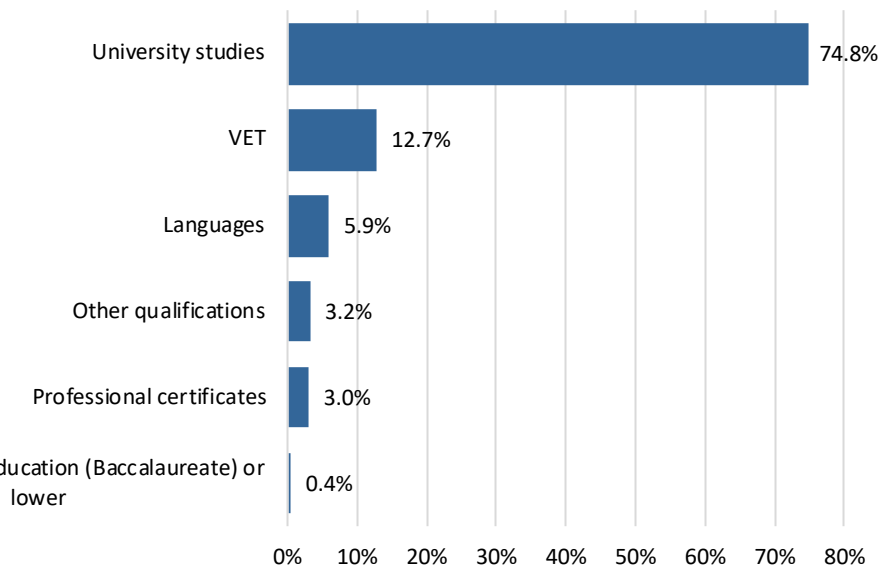
By autonomous communities, Navarra and Madrid are the ones with the highest coverage rates: 9.2 and 7.7 points, respectively, above the national average of 39.4%. In line with previous years, Melilla, Canarias and Extremadura register the lowest rates.

\*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 2023 LFS (annual average).



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

Subject of PIF: type of studies

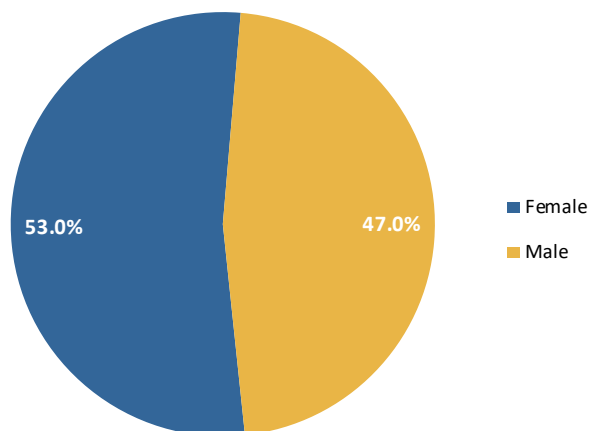


Completed PIF **5 480**

Training hours **403 745**

Average hours **73.7**

Participants per gender



The number of workers who have benefited from an Individual Training Leave (PIF) to take official courses are 5 480, 9% more than 2022. Of these, 53% are women and 47% are men. The 36 to 45 age range remains the largest.

Individual Training Leaves completed during the year amounted to more than 400 000 hours and the average duration per leave was 73.7 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.



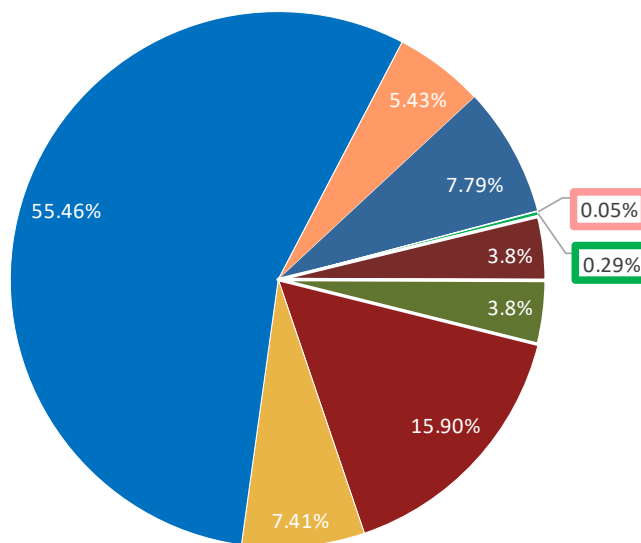
## Subsidised training

Throughout 2023, 306 232 participants\* were reported in the subsidised training initiatives managed by Fundae. This figure includes participants from nine different calls, five of them under the National Recovery, Transformation and Resilience plan (PRTR). Particularly, 55.5% of the participants of the subsidised training come from the 2022 Training Programmes-call for proposals, 16% from the call for proposals for Tourism 2021, 8% from ERTES (1st and 2nd term) and 7% from Training Programmes in Digital Skills (ICT-2021). The rest is distributed among the other five calls.

Completed training hours amount to 22.7 million: 74 hours per participant on average.

Reported participants in 2023 according to call

- Tourism 2021 (PRTR)
- Training Programmes ICT 2021 (PRTR)
- Training Programmes 2022
- Social Dialogue and Collective Bargaining (2021)
- ERTES (1st to 4th term) (PRTR)
- Ceuta and Melilla Programmes 2019
- Hiring commitment\*\*(1st to 4th term)(PRTR)
- Tourism 2023 (PRTR)
- Social Dialogue and Collective Bargaining (2023)



Reported participants **306 232**

Training hours **22 657 101**

Average hours **74**

\*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.

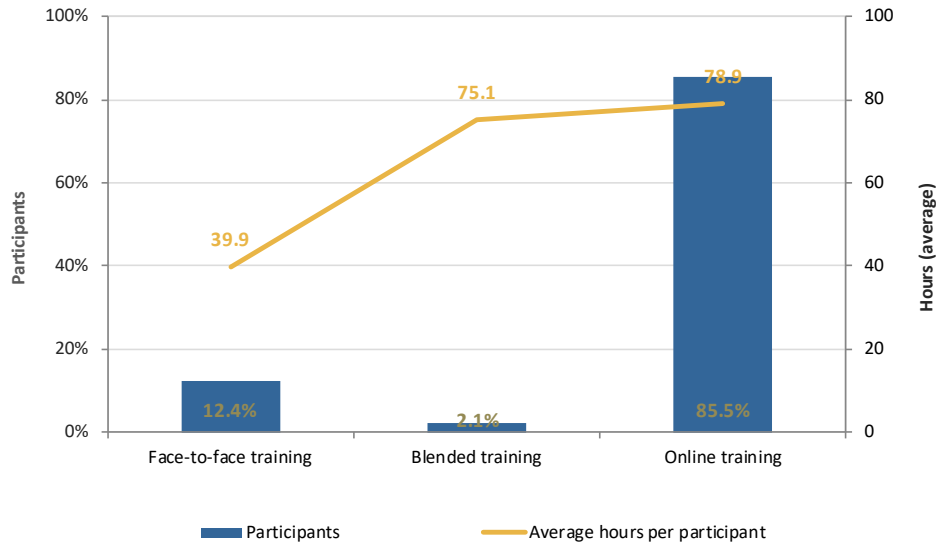
\*\* Call aimed at training for unemployed individuals with the commitment to hire a % of them.





## Subsidised training

Participants and average hours per expected participant 2023

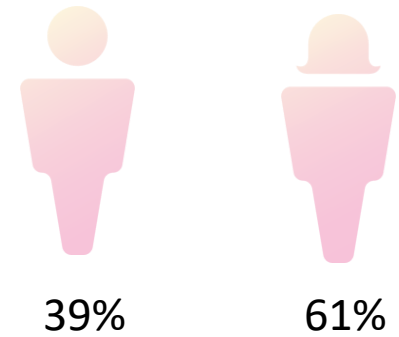


About nine out of ten participants are trained through the e-learning modality, which has the longest average duration (78.9 hours per participant), and represents a 92% of the hours carried out online. The face-to-face modality receives the shortest training, half that of e-learning (39.9 hours per participant), and carries out a 7% of the total training hours.

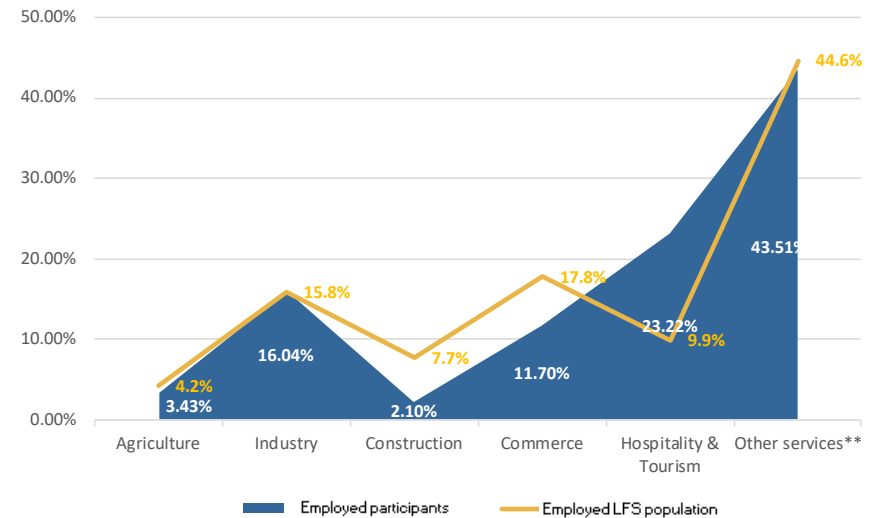
By sector, the distribution of participants differs slightly from the economic structure of the country in commerce, construction and especially, as a result of the Tourism call, the hospitality sector, where participation is limited to this sector.

\*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.

By gender, the trend observed in recent years is maintained, with a predominance of women's participation, 61%, far above the volume of people employed in the private sector (44%). As in Company training, the age range of 36 to 55 years is the one that concentrates the highest number of participants: 31% in the segment of 36 to 45 years and 28.6% in the one of 45 to 55.



Expected participants in 2023 according to sector

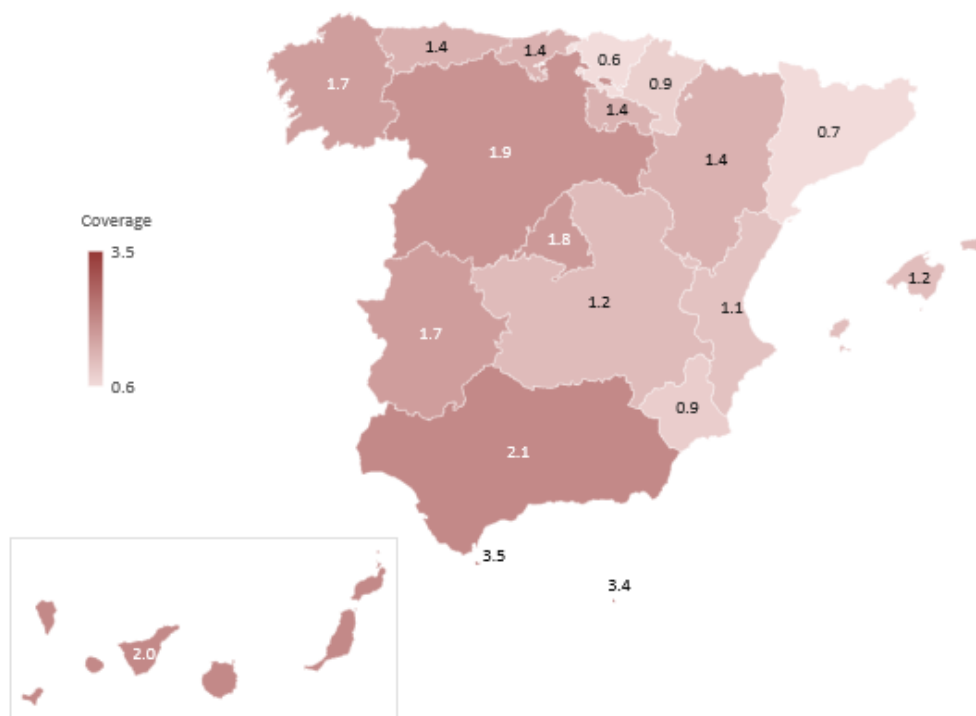


\*\*Other services: includes activities related to health, administrative, scientific, education, transport and communications, socio-cultural and recreational, financial, and real estate activities.

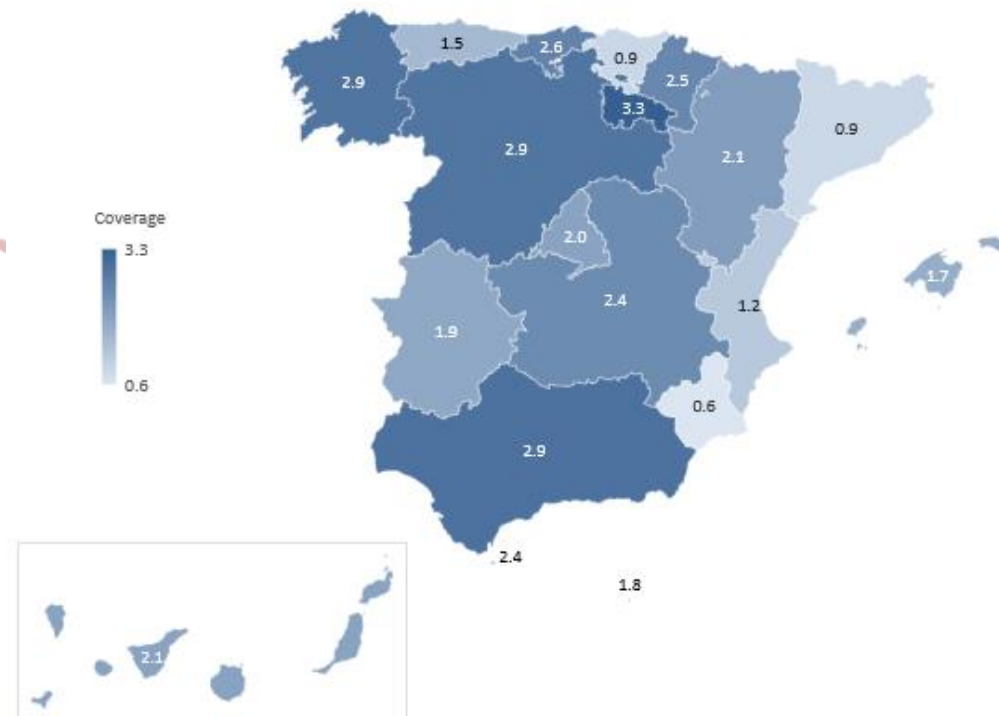
## Subsidised training. Regional coverage rates

Of the reported participants, 81% are employed and 19% unemployed. The average training coverage rate\* at national level is 1.4% among the employed population and 2% 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 2023 LFS (annual average).

## Subsidised training. New calls

- Within the framework of the Transformation and Resilience Plan (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 area VII “New care economy and employment policies”. One of the objectives of this Component is to reform and boost Active Employment Policies, to improve the cohesion of the National Employment System. In this context, a new call has been published: Resolution of 16 November 2023, of the State Public Employment Service, approving the call for the granting of public subsidies aimed at financing training through microcredits, within the investment “Acquisition of new skills for digital, green and productive transformation”.