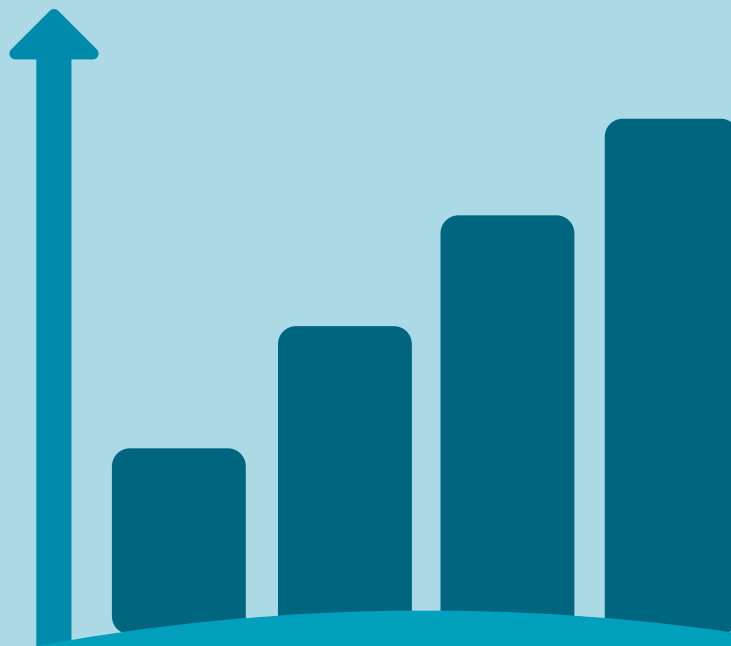


Data from 31st March 2015

Training for Employment

2015 Key findings



Fundación Estatal

PARA LA FORMACIÓN EN EL EMPLEO

Vocational Training for Employment in 2015

Vocational training for employment 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 (FEFE).

(b) Training initiatives for workers who can be employed or unemployed, including a wide range of vocational training programmes available in a modular regime. When the training is for unemployed workers, most of the training courses lead to Occupational Standards Certificates through cumulative partial certifications. 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 call 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 FEFE. There was no call in 2015.
- Training mainly oriented to employed workers and financed through regional calls for proposals managed by regional authorities.
- Training for government employees, managed by the INAP (National Institute of Public Administration).
- Training mainly oriented to unemployed workers and financed through regional calls for proposals managed by regional authorities.
- Training for young workers (employed and unemployed). In 2015 there were two different state calls for proposals for young workers, both of them managed by the FEFE.

Overall results

Vocational Training for Employment				
	Participants ⁽¹⁾	Workers	Average training hours per participant	Average training hours per worker
- Company training ⁽¹⁾	3.576.748	2.535.068	22	31
- Youth Programme (for under 30 years old) ⁽²⁾	20.230	20.230	354	354
- Training programme for Young people registered in the SNGJ ⁽³⁾	9.270	9.270	300	300
- Training primarily aimed at employed workers. State training provision.	—	—	—	—
- Training primarily aimed at employed workers. Regional training provision ⁽⁵⁾	n/a	n/a	n/a	n/a
- Training aimed at employed workers in public administration ⁽⁶⁾	805.555	n/a	23	n/a
- Training primarily aimed at unemployed workers ⁽⁷⁾	196.027	166.365	248	245

⁽¹⁾ Each worker who attends a training course is a participant. People taking part in more than one course would be counted as many times as courses taken

⁽¹⁾ Updated data 31-03-2016

⁽²⁾ Updated data 31-03-2015 taken from what beneficiary entities have committed to carry out. These training programmes can be carried out until 31 December 2016

⁽³⁾ Updated data 31-03-2015 taken from what beneficiary entities have committed to carry out. These training programmes can be carried out until 31 December 2016. SNGJ: National Youth Guarantee System in which different training measures are contemplated in order to improve young adults' employability.

⁽⁴⁾ There was no call for proposals during 2015

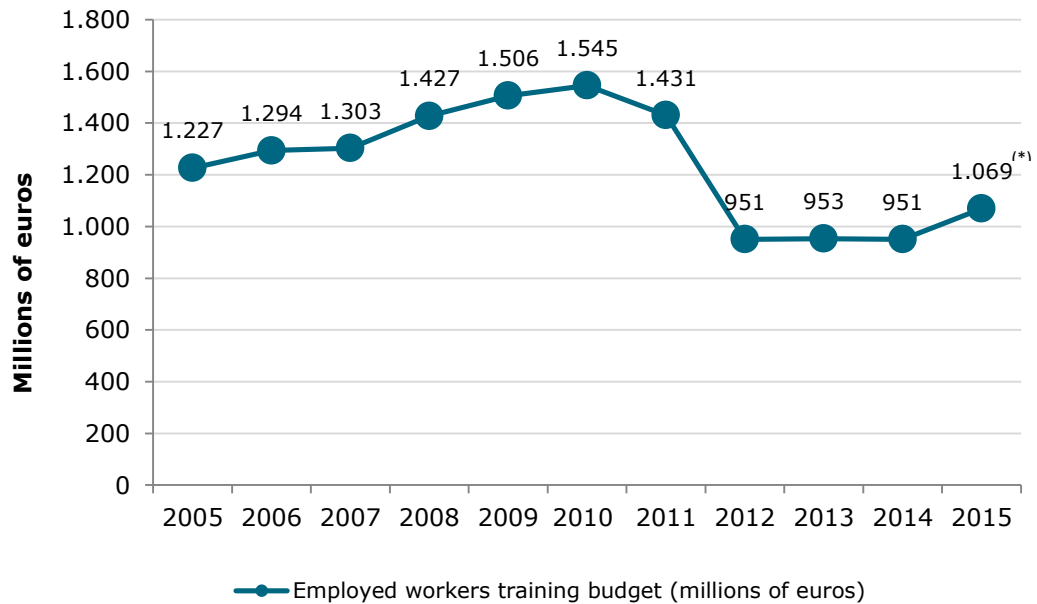
⁽⁵⁾ No data available

⁽⁶⁾ Data of the training for employment system for workers in public administration. Final data for 2015.

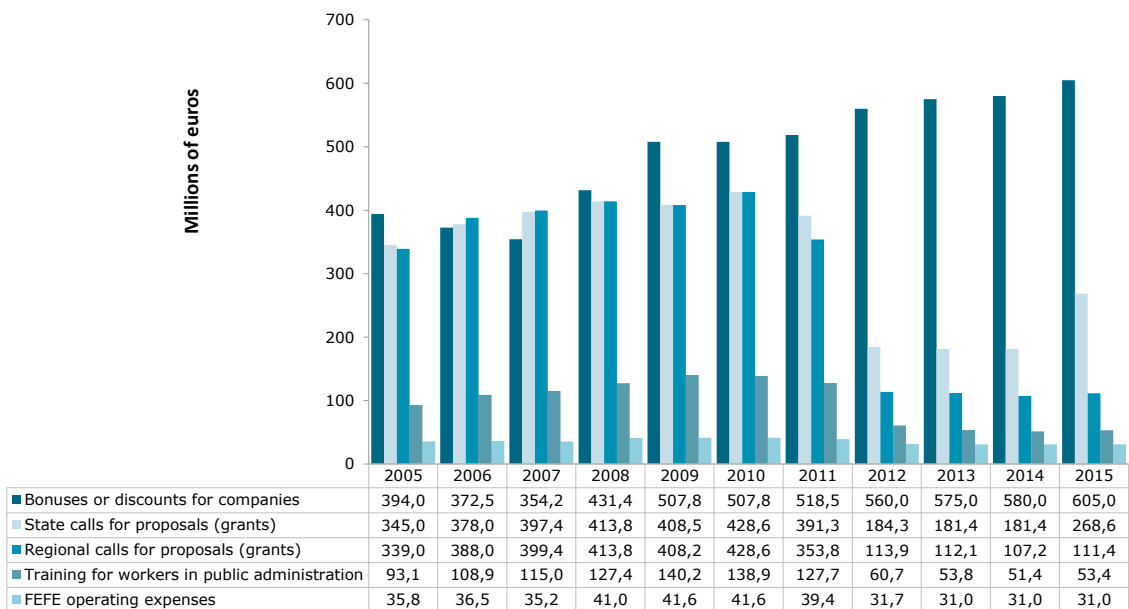
⁽⁷⁾ Data provided by the General Department of Active Labour Market Policies SEPE

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

Budget evolution



Allocation of funds (**)

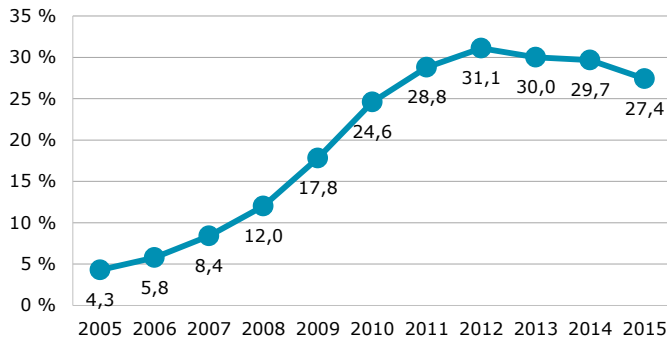


(*) Including 80 million euros from the specific programme for young unemployed adults registered in the National Youth Guarantee System. This programme is managed by the State Foundation for Training in Employment.

(**) 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. From 2005 to 2007 the difference between partial and total sums is due to the "previous payments reserve" item.

COMPANIES THAT TRAIN THEIR EMPLOYEES

Training coverage rate ALL COMPANIES

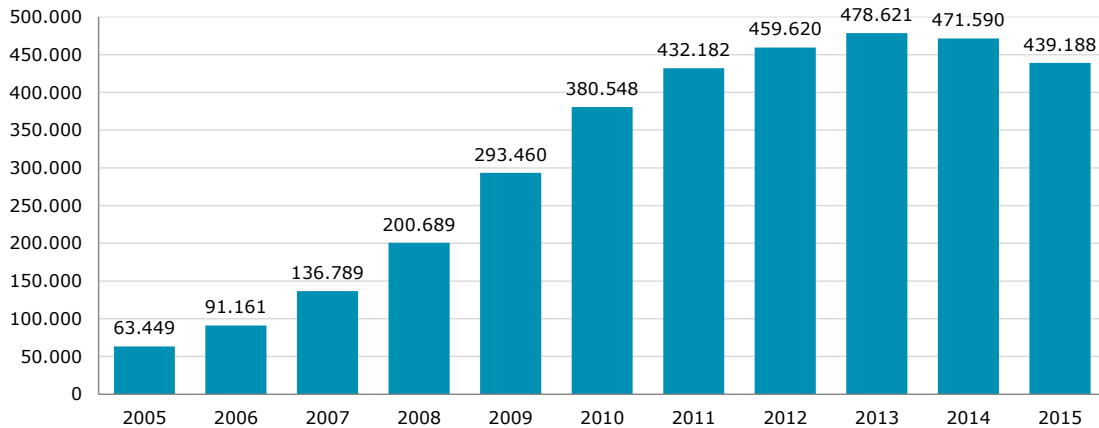


NOTE

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

439,188 businesses have conducted training for their workers. This represents **27.4%** of all companies, a slightly lower percentage than in 2014. The 2015 law which rules Vocational Training for Employment meant a significant regulatory change which has to be considered. In March, it was published as the Royal Decree-Law 4/2015 and later, in September, it was approved as a law (Law 30/2015 which rules Vocational Training for Employment system). Both regulations introduced many changes respect to the previous system, and even between them, without a period for enterprises to adapt to the new regulations.

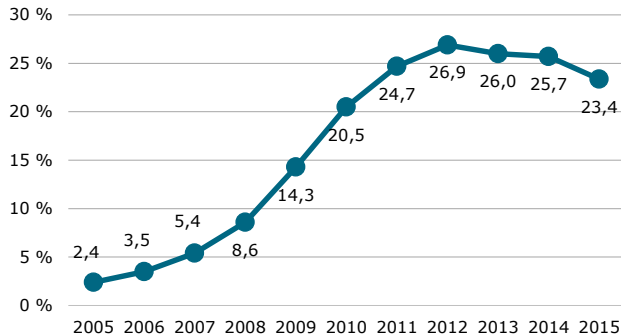
TOTAL COMPANIES that train their employees



The number of companies which developed training fell slightly for the second year running. There were approximately 32,000 companies less than in 2014, most of them (over 95%) companies of less than 10 employees.

COMPANIES THAT TRAIN THEIR EMPLOYEES

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

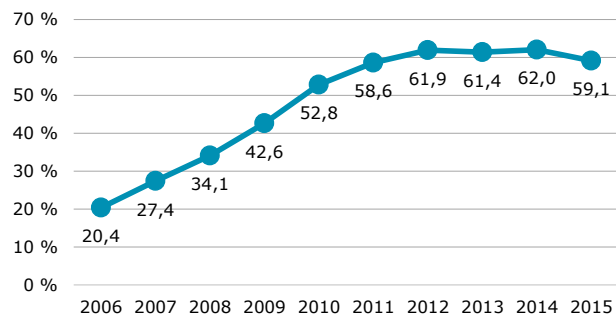


The number of companies with fewer than 10 workers which provided training for their employees (the most affected by regulatory changes) **decreased notably: 31,711 less than in 2014**. In any case 332,841 micro companies did train their employees.

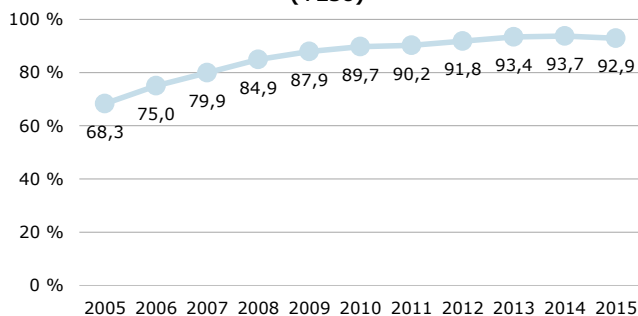
Training coverage rate has also decreased compared to the previous year, and stands at 25.7%, 2.3 points less.

The number of SMEs of between 10 and 49 employees which have conducted training for their workers **decreased slightly**, 102,556 companies, 776 less than in 2014. This represents 3 points less in the participation rate.

Training coverage rate. SMEs (from 10 to 249 employees)



Training coverage rate. LARGE COMPANIES (+250)



3,658 companies with more than 250 workers – a 92.9% coverage rate – have developed training activities for their employees, a similar figure to previous years.

NOTE

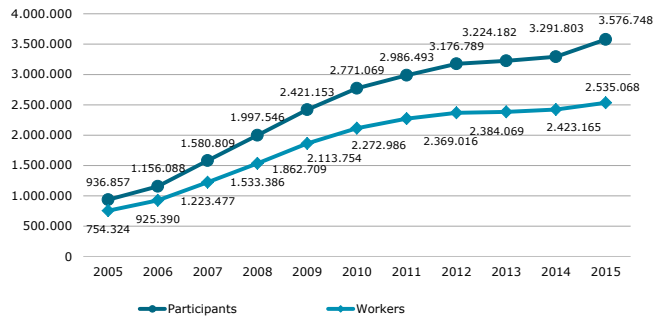
Coverage rate: percentage of companies which develop training for their employees in comparison to total number of companies which pay the Vocational Training levy in the General Treasury of Social Security.

PARTICIPANTS IN TRAINING ORGANIZED BY COMPANIES

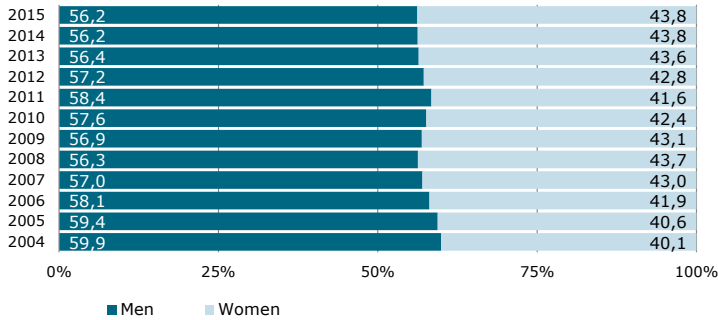
30.3% of employees received training organized by companies. This has meant an increase of 284,945 participants (8.6 % increase).

Coverage rate: percentage of participants who took part in training organized by companies in 2015 respect to total private sector employees (11.805.961) according to EPA IIT 2015.

Company training initiative. Participants and workers

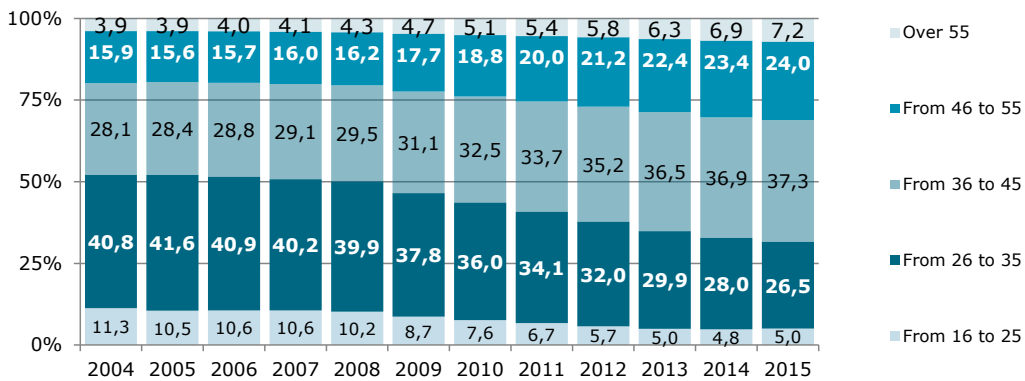


Break down of participants by gender



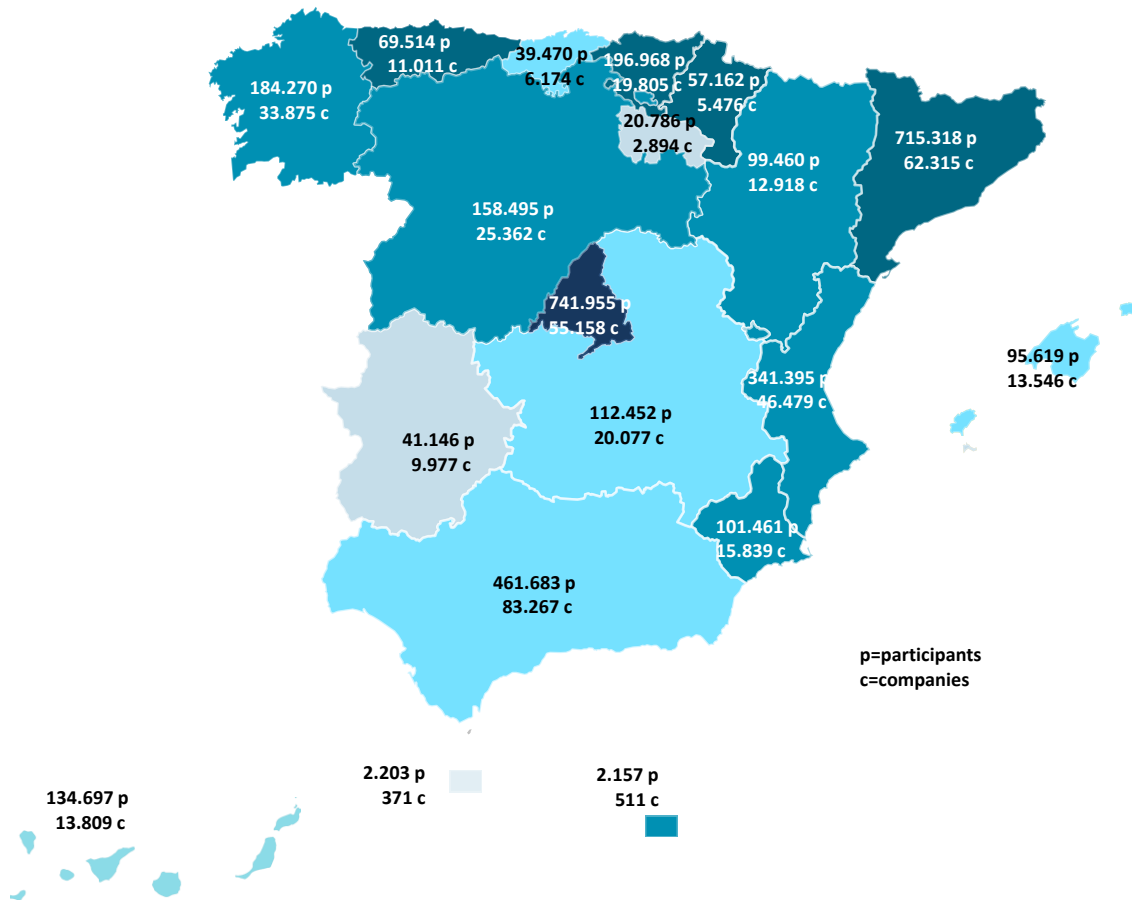
Male participation in training remains higher than their participation in the labour market (56.2% versus 53.8%) while women's participation in training is lower than their share in the working population (43.8% vs. 46.2%).

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. The age groups from 26 to 35 and from 46 to 55 participate in training in a similar proportion to their weight in the labour market. As in previous years, the youngest (16-25 years) and older workers (over 55) are involved to a lesser extent in training organized by companies (7.5% and 9.4% working population compared to 5% and 7.2% in training). Nevertheless, for more than a decade the segment of over 55 has seen a steady increase.

GEOGRAPHICAL SCOPE OF TRAINING IN ENTERPRISES



Region	Coverage rate (*)
Comunidad de Madrid	36,7
Navarra	33,1
País Vasco	33,1
Cataluña	32,9
Asturias	30,4
Galicia	29,9
Castilla y León	29,0
Aragón	28,8
Murcia	28,5
Cantabria	28,3
Melilla	27,7
Comunitat Valenciana	27,4
Baleares	26,6
Andalucía	26,5
Castilla-La Mancha	25,8
Canarias	25,8
La Rioja	23,2
Ceuta	21,8
Extremadura	20,4
National rate	30,3

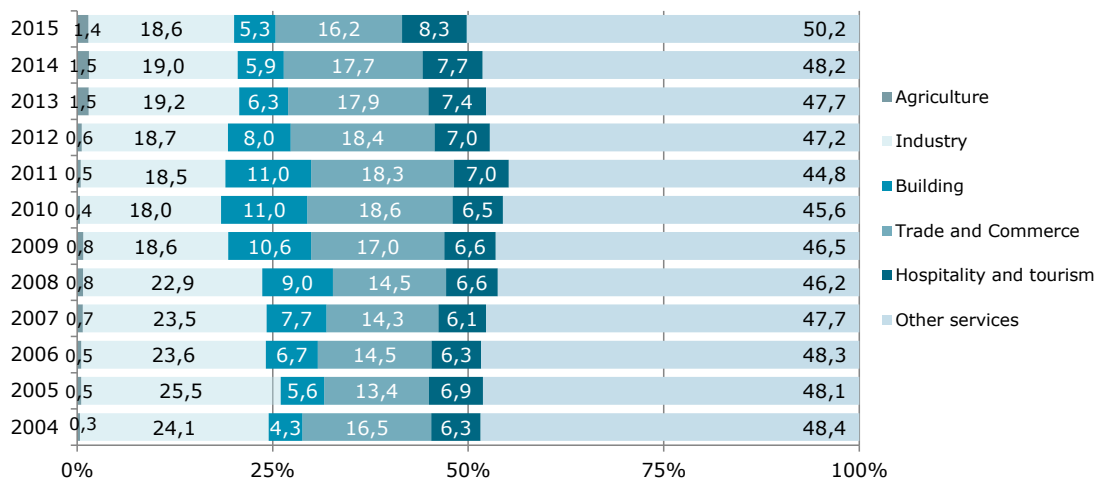
(*) Percentage of participants who took part in company training respect to total private sector employees according to EPA IIT 2015

Five regions exceed the average rate of training coverage: **Madrid, Navarra, the Basque Country, Catalonia and Asturias**. This situation is very similar to 2014. La Rioja, Extremadura and the autonomous city of Ceuta are at the opposite end around 10 points less respect to the national average.

METHODOLOGICAL NOTE:
 This regional analysis takes into account participants who took part in training organized by their company and the regional reference is their workplace.
 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 TRAINING IN ENTERPRISES

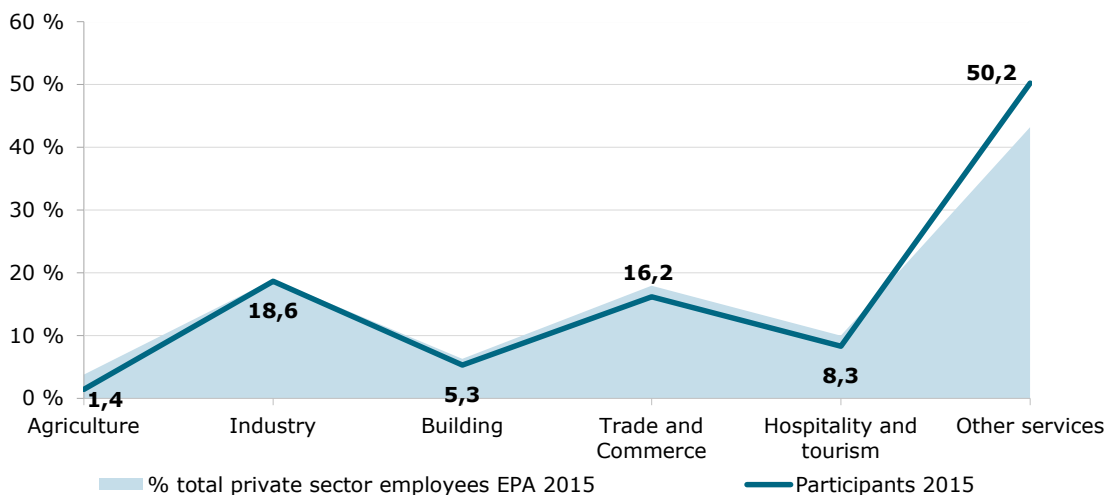
Break down of participants by sector.



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 2014, with a slight increase of participants in "Other services" and a decrease of participants in "Trade and commerce".

Participants and workers by sector 2015



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

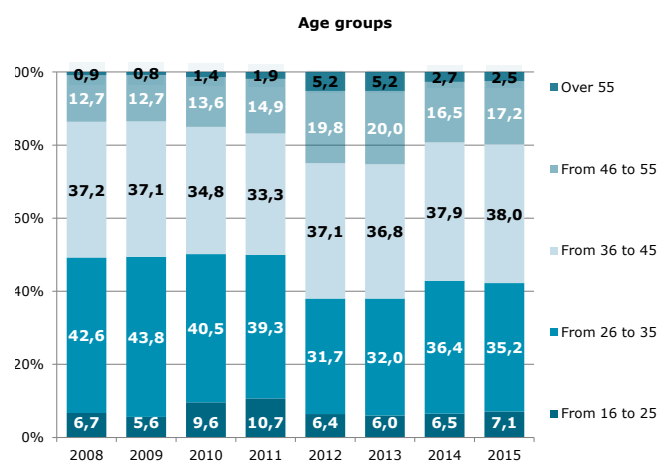
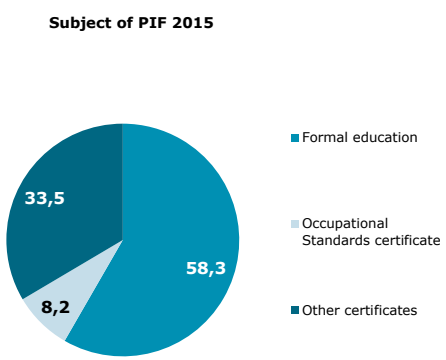
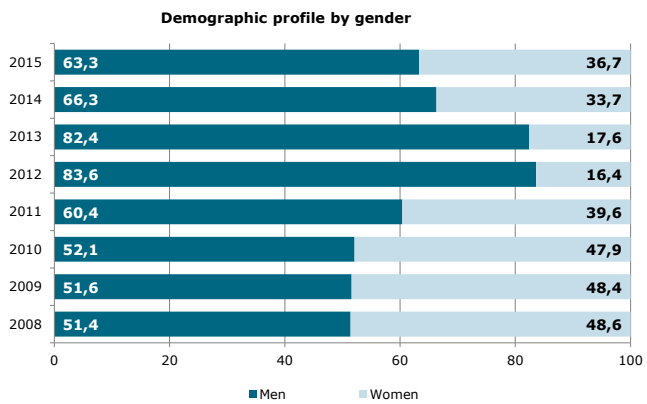
The volume of workers in training in the sectors of Trade and Commerce, Industry and Building is very similar to their participation in the labour market. In the sectors of Agriculture and Hospitality and Tourism however, their participation is slightly lower than their share in the productive sector.

INDIVIDUAL TRAINING LEAVES (PIF)

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

The number workers who took an Individual Training Leave (PIF) in 2015 decreased 32% in relation to 2014: there were 9,403 compared to 13,666 in 2014. The average duration of PIF has also decreased, as the average in 2014 was of 87.6 hours, versus 80.3 in 2015.

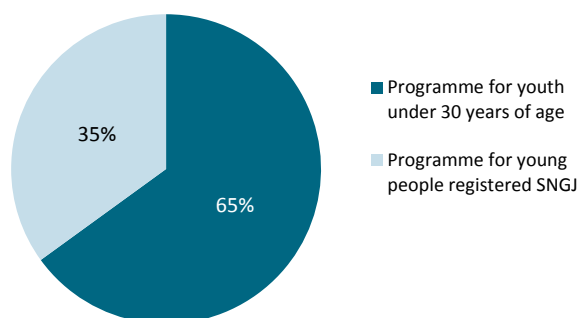
During 2015 the proportion of men who enjoyed a PIF decreased (63.3% vs. 66.3% in 2014). Women account for 36.7%, 3 points more than the previous year. In terms of age, more than 50% are more than 36 years old. This profile, both in terms of gender and age, is very similar to the 2014 profile.



58% of PIF have been used by workers to develop "Formal Education" and 34% to develop "Other qualifications" courses. Only a minority has carried out training to obtain an occupational standards certificate (or "professional certificate") through a PIF (8.2%). In "other qualifications" there are mainly professional driving permits and other types of Professional Competence Certificates (CAP).

SUBSIDIZED TRAINING: YOUTH PROGRAMME (FOR UNDER 30 YEARS OLD) AND PROGRAMME FOR YOUNG PEOPLE REGISTERED IN THE NATIONAL YOUTH GUARANTEE SYSTEM (SNGJ)

**Subsidized training 2015
% approved projects**



In the programmes under the initiative of subsidized training 2015, **153 projects have been approved**: 65% under the Programme for Youth under 30 years, which has been allocated 67% of the budget, while the Programme for young people registered in the SNGJ accounts for 35% of approved projects and 33% of the budget.

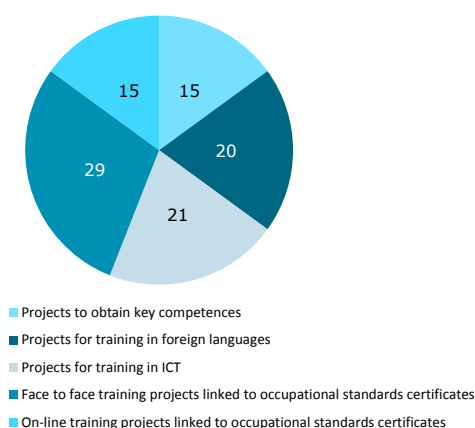
Longer duration training (480 hours on average) corresponds to projects linked to obtaining an occupational standards certificate.

	Funding	Estimated participants*	Average planned training hours
Programme for young people registered in the SNGJ**	19.817.153	9.675	300,0
Training projects with a commitment to hire a number of trainees	19.817.153	9.675	300,0
Programme for Youth under 30 years 2015	39.994.900	21.107	354,0
Projects to obtain key competences	5.997.984	1.999	470,0
Projects for training in foreign languages	7.999.805	6.794	163,8
Projects for training in ICT	7.998.365	3.374	348,0
Face to face training projects linked to occupational standards certificates	11.999.040	4.534	480,8
On-line training projects linked to occupational standards certificates	5.999.706	4.406	471,0

*Number of participants committed by the beneficiary/applicant

** SNGJ: National System for Youth Guarantee in which there are different measures to improve young people's employability

Funded projects in Youth Programme 2015

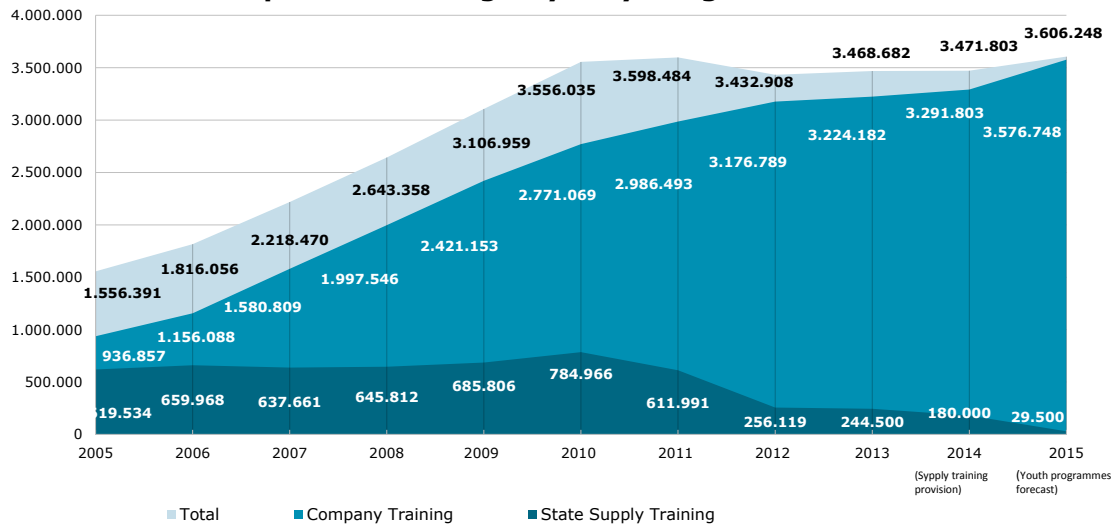


In the Youth Programme for under 30 years 2015, **100 projects were approved**. Most of them (44) correspond to projects for workers to obtain an occupational standards certificate, and 41 are aimed at developing skills in languages or ICT.

PARTICIPANTS IN SUBSIDIZED TRAINING AND COMPANY TRAINING AT STATE LEVEL

More than 3.6 million participants trained in 2015 with state funds managed by the State Foundation in company training and in subsidized training in the Youth programme for under 30's and the Youth Guarantee programme.

Participants according to yearly budget 2005 – 2015



(*) Participants trained under "Supply Training" are distributed in each fiscal year according to each year's budget. The deadlines for implementation of this initiative do not correspond to calendar years.

There is an overall increase in the number of participants in 2015 due to the increase in company training as this year there has not been a call for proposals for training for employed workers. During 2015 there have been two calls for young workers. Considering both Youth Programmes the forecast is that there will be approximately 29,500 participants in training.

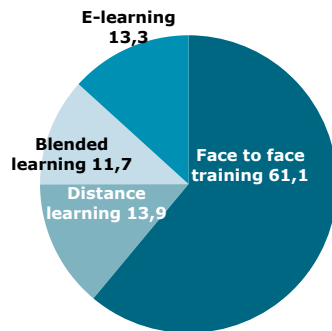
Participants in supply training according to year of training and yearly budget

Year of training	Yearly budget											Year of training total
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014 (Provisional)	2015 (Forecast)	
2005	3,791											682,480
2006	614,258	203,557										817,815
2007		456,411	144,408									600,819
2008			493,253	645,812								1,139,065
2009	1,485				685,393							686,878
2010					152	634,908						635,060
2011					261	150,058	295,353					445,672
2012						7	316,638	8,636				325,281
2013								247,483				253,985
2014									6,502			234,458
2015 (Provisional)										179,300		179,300
2016 (Forecast)										700	29,500	30,200
Yearly budget Total	619,534	659,968	637,661	645,812	685,806	784,973	611,991	256,119	240,960	180,000	29,500	

Participants whose training was developed beyond the deadline belong to projects that were passed by administrative appeal and were granted a different deadline.

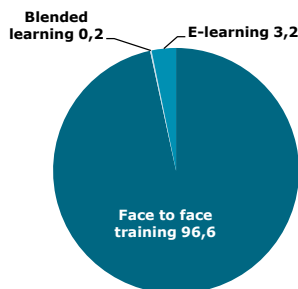
PARTICIPANTS IN SUBSIDIZED TRAINING AND COMPANY TRAINING AT STATE LEVEL. DELIVERY METHOD

Participants in company training 2015

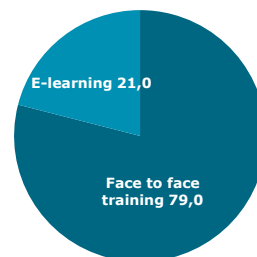


The delivery method in Company training has changed slightly respect to 2014. **Face to face instruction and e-learning have increased in two points (61% and 13% respectively)** and participants who have received distance learning and blended learning (part face to face, part e learning) have decreased (14% and 12%).

Participants in Programme for Young people registered in the SNGJ 2015 (forecast)



Participants in Programme for Youth under 30 years 2015 (forecast)



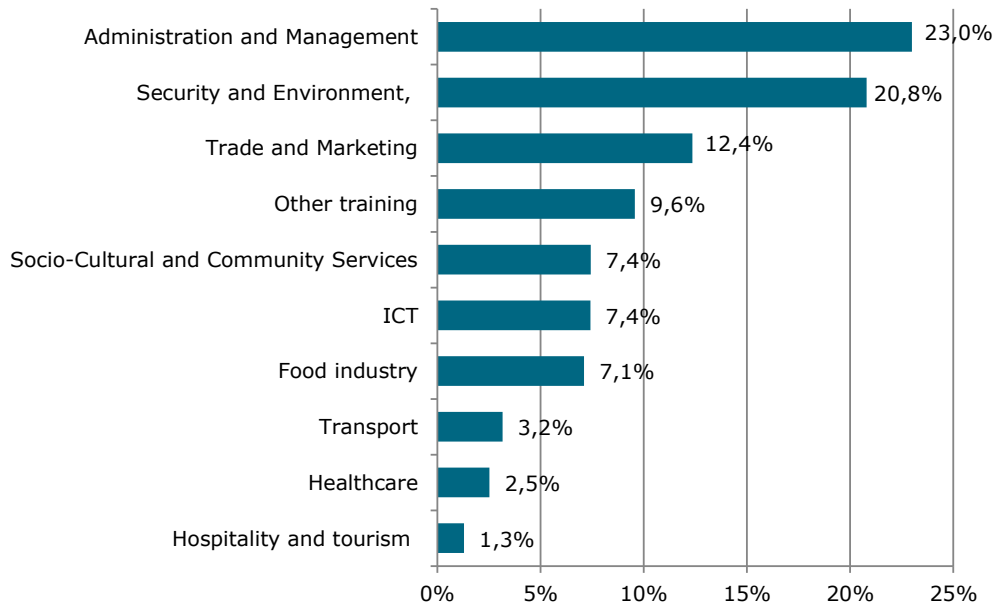
- Face to face training
- Blended learning
- E-learning

In both 2015 Youth programmes, **the majority of participants have received face to face training**. E-learning is used by 21% of participants in the Youth programme for under 30s and only 3% in the programme under the Youth Guarantee system. Blended learning has nearly disappeared in both programmes, as only one project using this method of training has been approved under the Youth Guarantee scheme. The prevalence of face to face training is due to it being a requirement in some of the training lines.

(*) Information concerning participants trained under both 2015 Youth calls for proposals is an estimate calculated from the number of workers beneficiaries have agreed to train. These programmes are still in progress until 31 December 2016. Training through distance learning is not admitted in either of the Youth programmes.

PARTICIPANTS IN SUBSIDIZED TRAINING AND COMPANY TRAINING AT STATE LEVEL. TRAINING ACTIVITIES

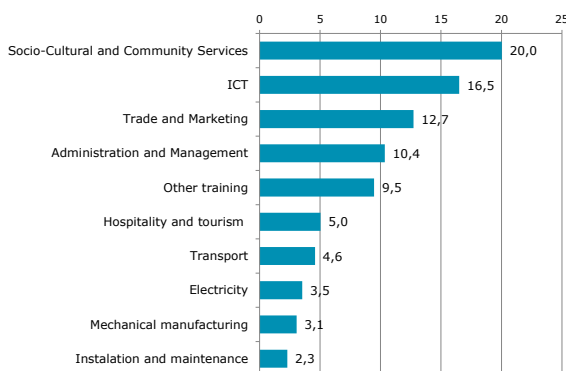
10 professional branches with the highest number of participants 2015 in company training *



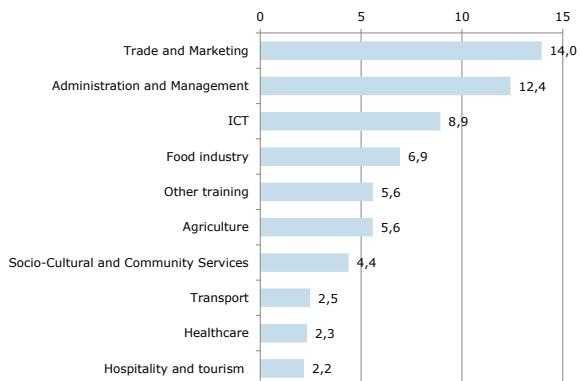
NOTE (*) A new category called "Other Training" has been added to the existing classification. This Other Training includes training not included in the existing 26 Sector/Branches, such as languages, legislation, etc.

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 2014.

10 professional branches with the highest number of participants in the 2015 Programme for young people under 30



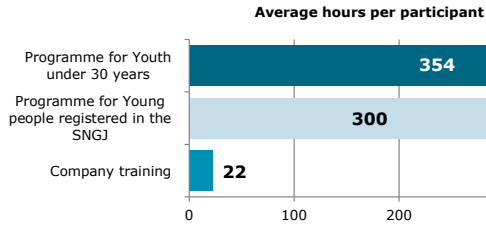
10 professional branches with the highest number of participants in the 2015 Programme for Young people registered in the SNGJ



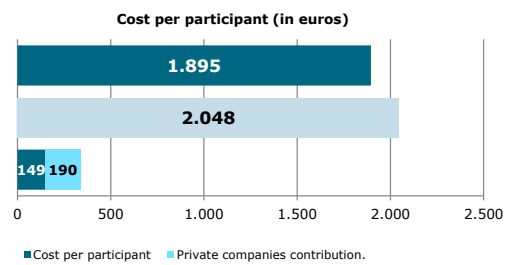
Almost half of the participants in the Youth programme for under 30's have received training related to Socio-Cultural and Community Services, ICT and Trade and Marketing professional branches, while in the Youth Guarantee programme the branches with more participants are: Trade and Marketing, Administration and Management and ICT.

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

HOURS



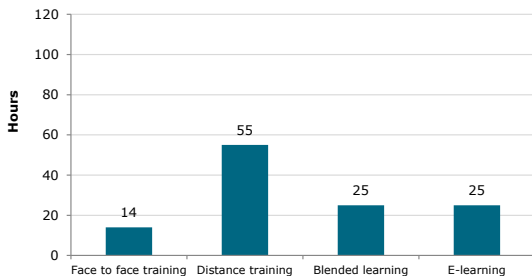
FUNDING



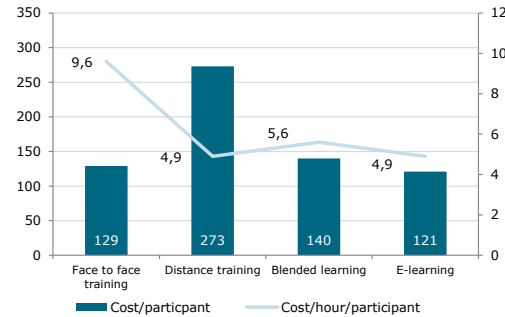
Training carried out in both youth programmes, is significantly longer than in company training. This is due to the fact that most of the training in both youth programmes is linked to obtaining an occupational standards certificate, which means long training hours. Also in company training the new law allows for shorter training hours than before.

The cost of training per participant is directly proportional to its duration. Therefore, training costs are higher in subsidized training and the lowest in Company training. The cost per participant in the youth guarantee programme is higher because the number of face to face training hours is higher than in the programme for young people under 30.

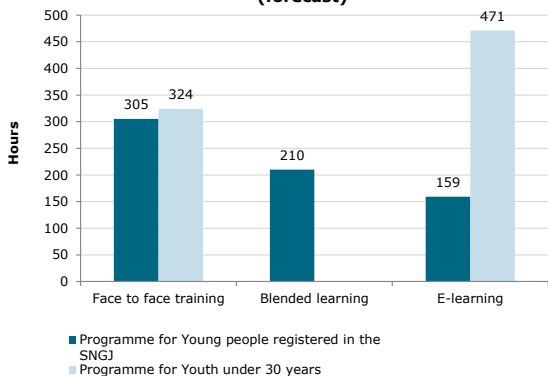
Company training
Average hours per trained participant 2015



Company training
Discount in Social Security contribution per trained participant 2015



Subsidized training
Average hours per trained participant 2015 (forecast)



Subsidized training
Estimated grant per programmed participant 2015 (in euros)

