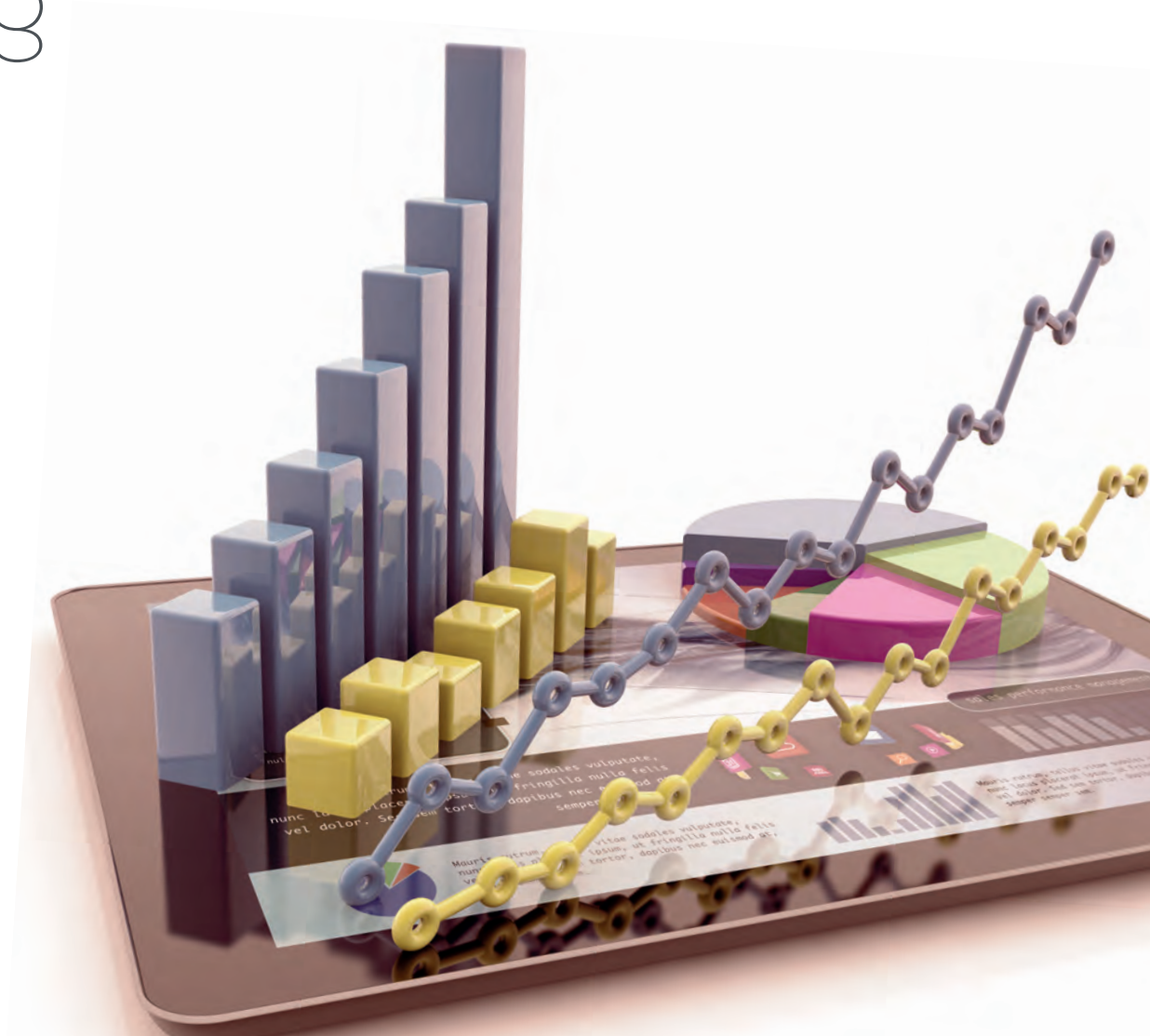


# Vocational training for employment Key findings 2020



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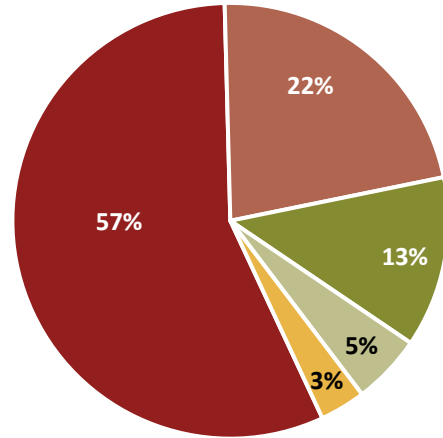
Company training: data as of March 31, 2021  
Subsidised training: data as of February 26, 2021  
More data at [Estadísticas Fundae](#)

## Budget: allocation of available funds for training primarily aimed at employed workers

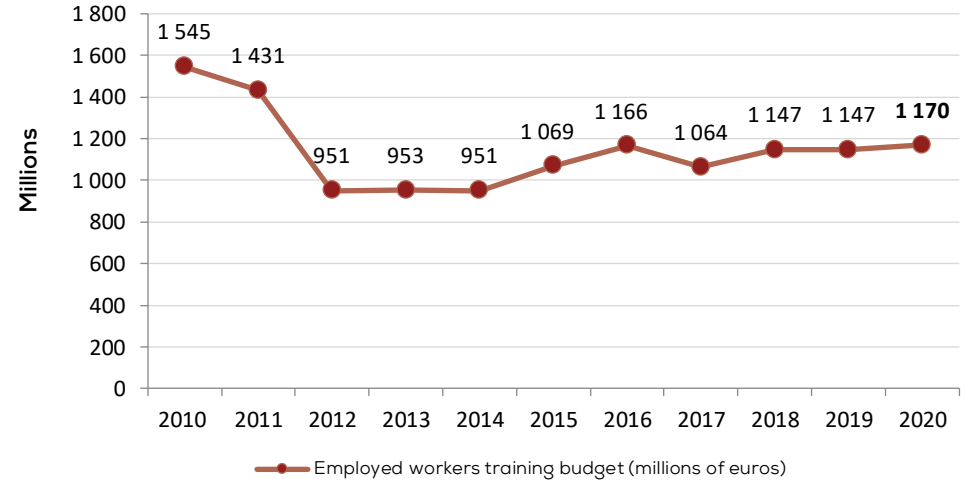
### Allocation of funds according to training initiatives

2020

Bonuses or discounts for companies	661.4
State calls for proposals (subsidies)	259.8
Regional calls for proposals (subsidies)*	148.5
Training for workers in public administration	60.7
Fundae's operating expenses	39.6



Budget progress



(\*) 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 (Fundae).

The initial training budget aimed primarily at employed workers amounts to **1 170 million euros**, a slight increase of 2% compared to 2019. More than half (57%) of the funds are allocated to the initiative of company training (training organised by companies for their employees), 22% cover subsidies for the training of employed workers at state level, 13% for calls managed by the Autonomous Communities, 5% for the training of workers in public administrations and 3% for Fundae operating and investment expenses. For more information on the budget distribution, one can consult [the 2020 Activity Report](#).

## Main results of training for employment in the year of COVID-19

In 2020, **4 288 748 participants** were trained in state-level employment training:

- 90% participate in training organised by their companies
- 10% participate in subsidised training

Altogether 83.5 million hours of training are carried out in the year.

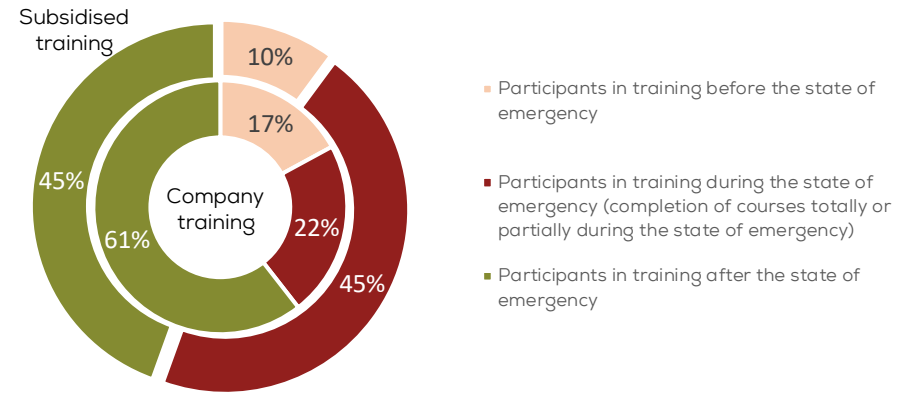
The average duration of training carried out by those trained in 2020 is:

- 13.8 hours on average per participant trained by companies.
- 69.2 hours on average per participant in subsidised training.

1 060 137 participants taking training courses in the state of emergency period, between March 14 and June 20:

- 862 792 participants in company courses
- 197 345 participants in subsidised courses.

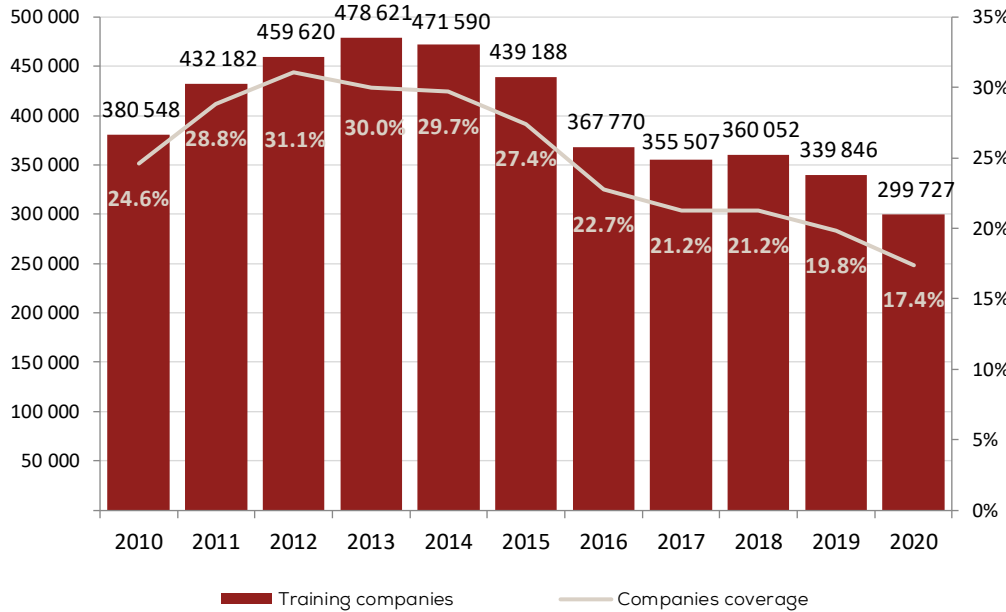
Distribution of participants in training according to the initiative and the period \* of the year in which they are taking the courses



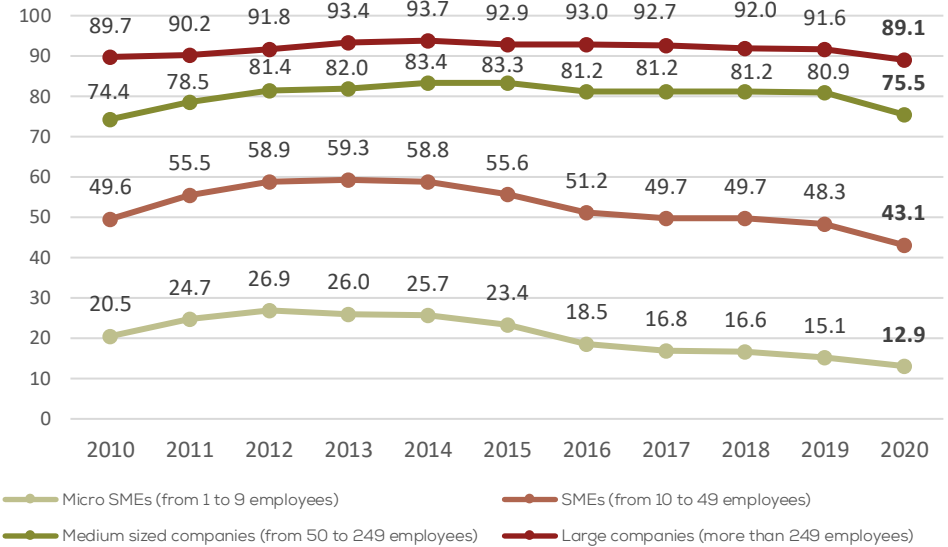
\* Period of state of emergency: January 1 to March 13 (period before the state of emergency declaration); March 14 to June 20 (state of emergency-lockdown); June 21 to December 31 (period after the state of emergency-lockdown)

## Company training: companies that train their employees

Number of training companies and coverage rate



Coverage rate of training companies \*



\*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.

The number of training companies decreases. Around 40 000 companies less than in 2019, which represents an 11,8% drop. Most of the companies, 80%, that are lost during this year are microenterprises.

The coverage rate falls 2.4 points and stands at 17.4%.

Micro SMEs (from 1 to 9 employees)

194 175

SMEs (from 10 to 49 employees)

79 627

Medium sized companies (from 50 to 249 employees)

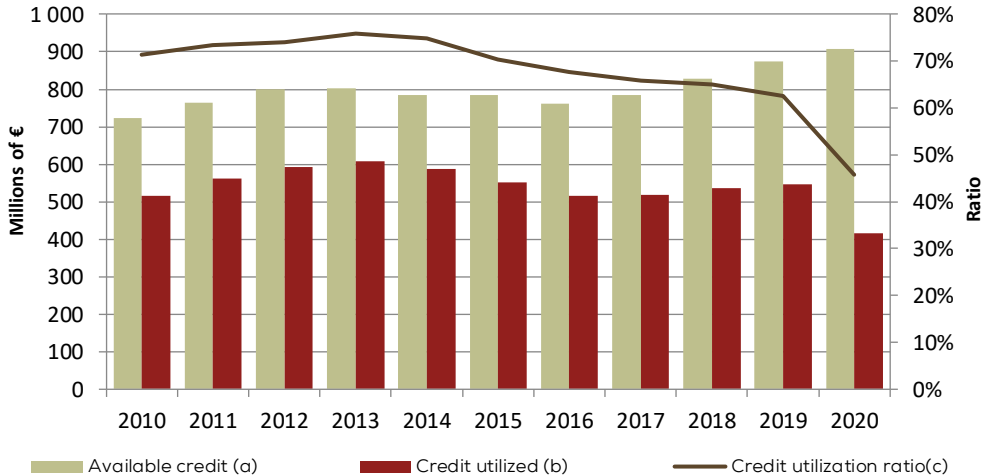
21 331

Large companies (more than 249 employees)

4 498

## Company training: credits for companies and participants

Progress of training credits



Credit utilized by companies for training in 2020 was 414.9 million euros, a lower amount than in 2019: 45.7% versus 62.5% of credit utilized last year.

Overall, and as in previous years, companies of 1 to 9 workers are the segment that has consumed the largest proportion 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 3.8 million participants in company training, 16.6% less than in 2019. Training coverage rate stands at 30%, four points below last year's results. By gender, the volume of female participation is very close to their participation in the labour market (45% compared to 46%).

Employees



2 463 107

Participants



3 853 854

45%

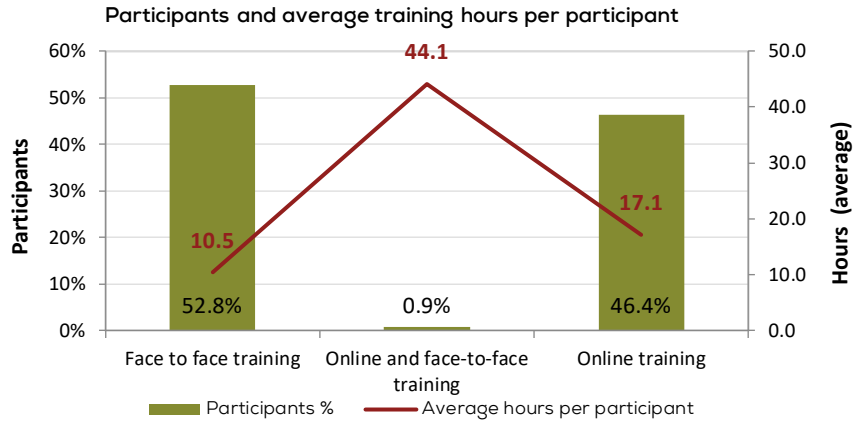


55%



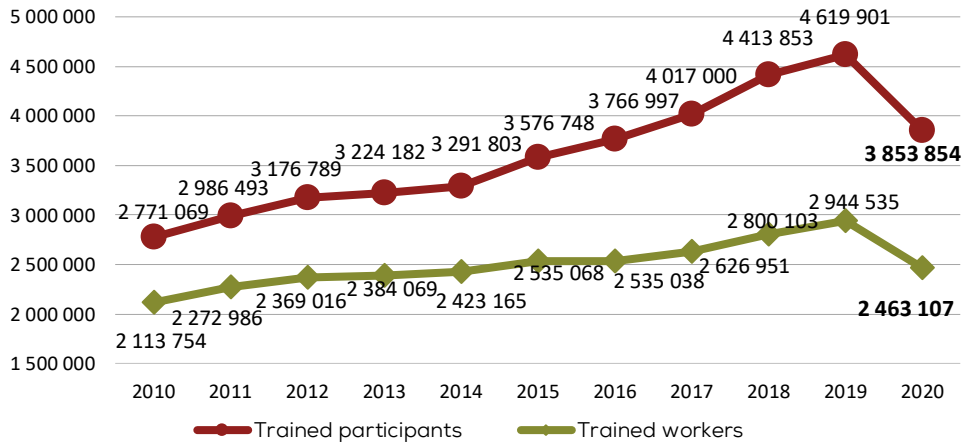
**Trained participants:** Each worker who attends a training course is a participant. A worker taking part in more than one course would be counted as many times as courses taken.

## Participants in company training



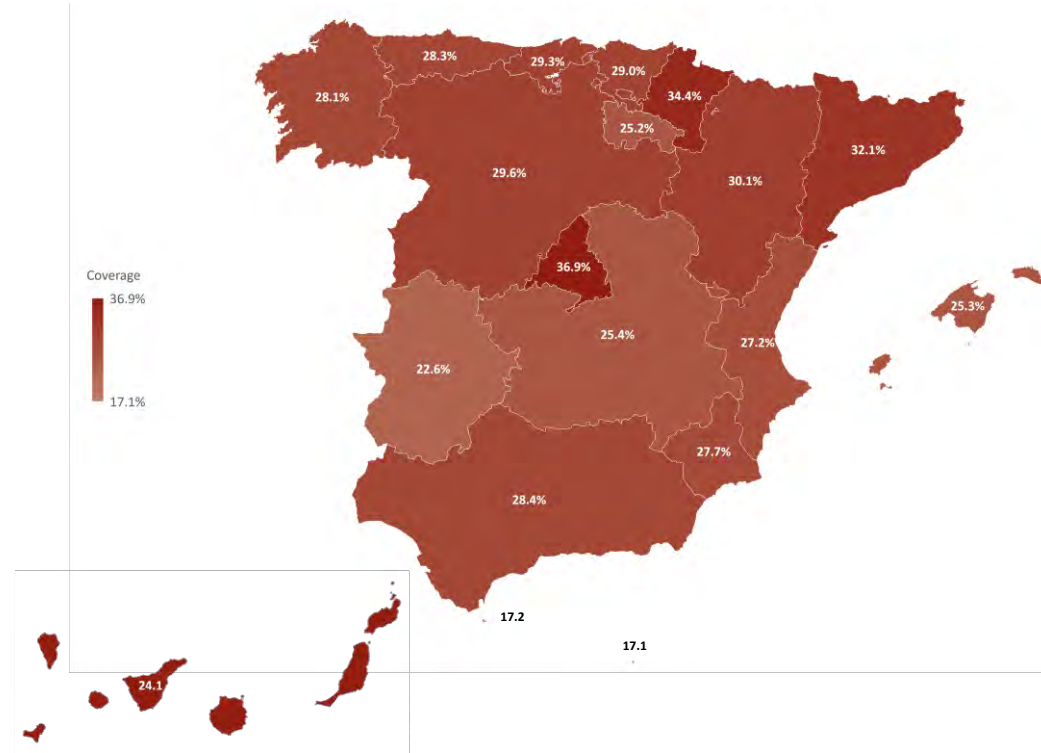
Face-to-face training brings together more than half of those trained in 2020, although it has been reduced by 42% compared to 2019.

### Progress of participants and workers



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.

### Training coverage\*



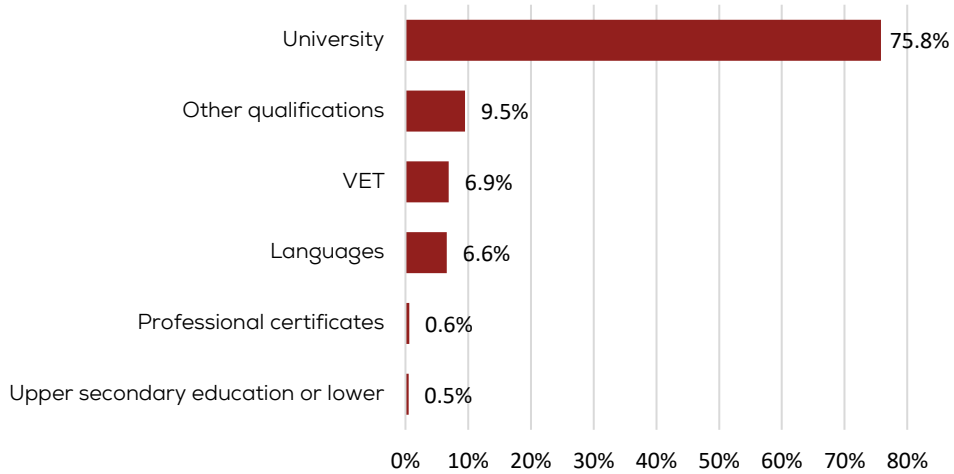
By autonomous communities, Madrid, Navarra and Cataluña exceed the average coverage rate (30%). On the opposite side, Ceuta, Melilla and Extremadura register the lowest rates of training coverage.

\*Participant coverage rate: percentage of participants who took part in training organized by companies respect to total private sector employees according to 2020 LFS (yearly average).

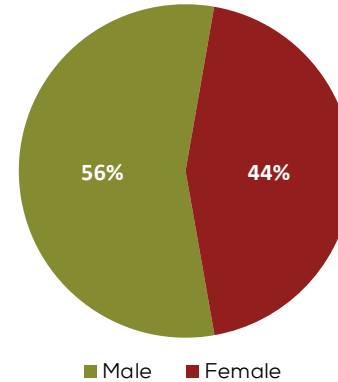


## Individual Training Leaves\*

Subject of PIF: type of studies



Participant by gender



Completed PIF 4 317

Training hours 254 998

Average of hours 59.1

The number workers who took an Individual Training Leave (PIF) was 4 317, 23% less than in 2019. Of these, 55.5% are men and 44.5% are women, and more than 40% of all of them are between 36 and 45 years old.

More than seven out of ten Individual Training Leaves were used for university studies.

\*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.



## Impact of COVID-19 on Company training

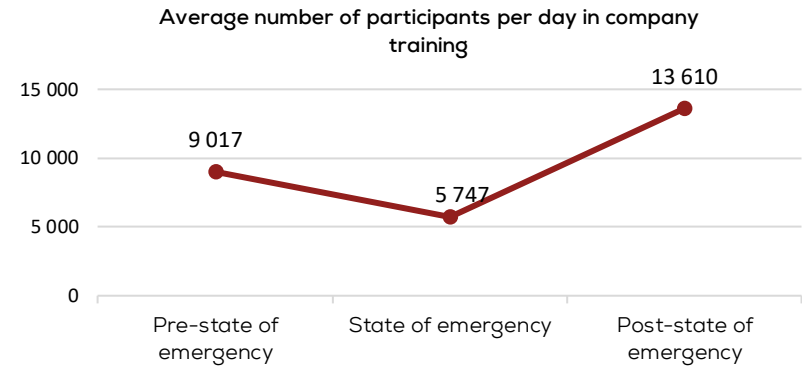
Training carried out throughout 2020 has been affected by the health crisis caused by COVID-19. In company training:

- The number of training companies decreases by 11.8%
- The number of participants decreases by 16.6%
- Increase in online training, since face-to-face training is allowed to continue, as an exception, through a virtual classroom \*.

According to the training period, considering the state of emergency of March 14 that suspends all activities defined as non-essential and the social confinement that lasts until June 20, 2020, there are three relevant periods:

- January 1 to March 13: period before the declaration of state of emergency
- March 14 to June 20: period of state of emergency-lockdown
- June 21 to December 31: period after state of emergency-lockdown

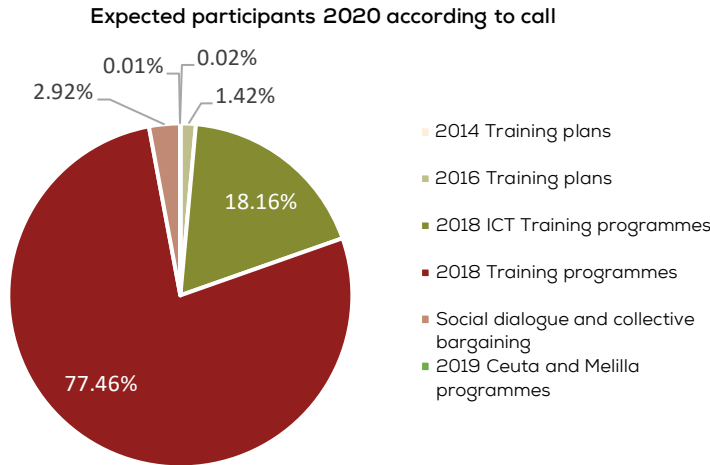
\* Among the measures adopted by the SEPE (State Public Employment Service) in vocational training for employment due to the special circumstances derived from the pandemic and the declaration of the state of emergency, is the possibility that face-to-face training can be developed through a "virtual" classroom, considered as "the learning environment where the tutor-trainer and the student interact through a synchronous telematic communication system".



## Subsidised training

Throughout 2020, the training of **434 894** participants was reported\*. Of every ten participants in subsidized training in 2020, about eight come from the 2018 training programmes call and almost two from the 2018 digital competences training programme call (ICT-2018).

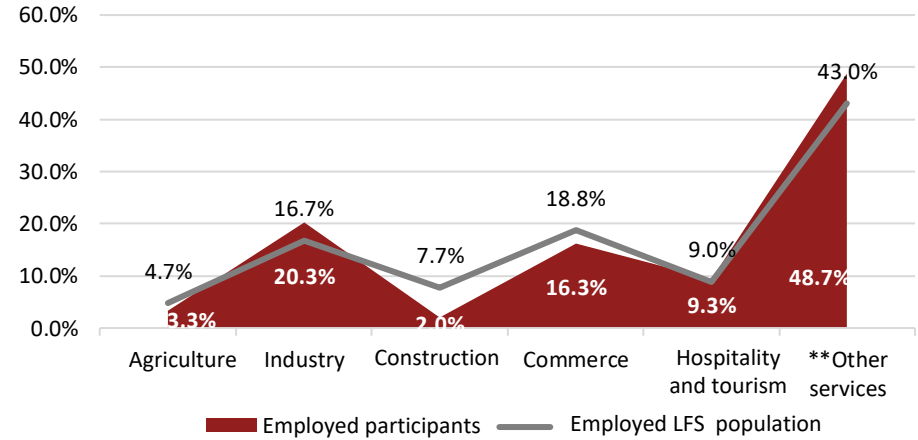
The hours of training carried out amount to 30.1 million: 69.2 hours per participant on average.



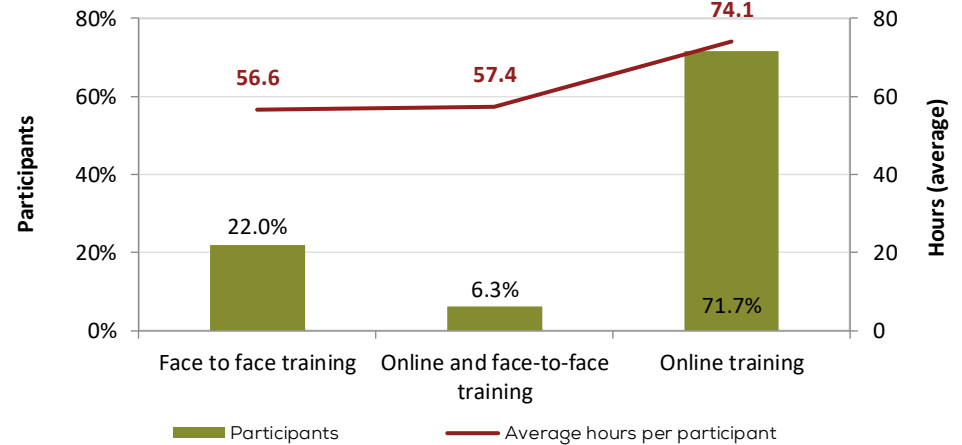
By gender, the 2019 trend is maintained, with a predominance of women participants, 58.3%, who concentrate 57.8% of the hours of training. 41.7% of the participants are men and they concentrate 42.2% of the hours, the average duration of the training they carry out is somewhat longer, 70 hours compared to 68.6 hours for women.

\* Beneficiary entities report to Fundae via the communication application the participants they are going to train.

Expected participants 2020 according to sector



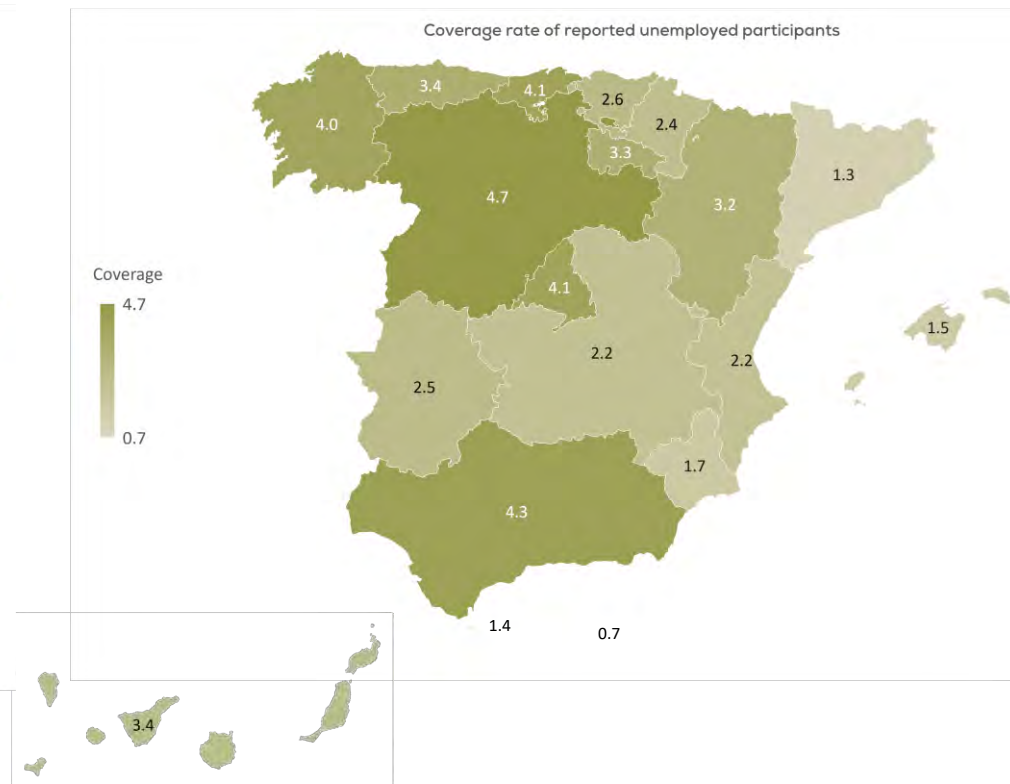
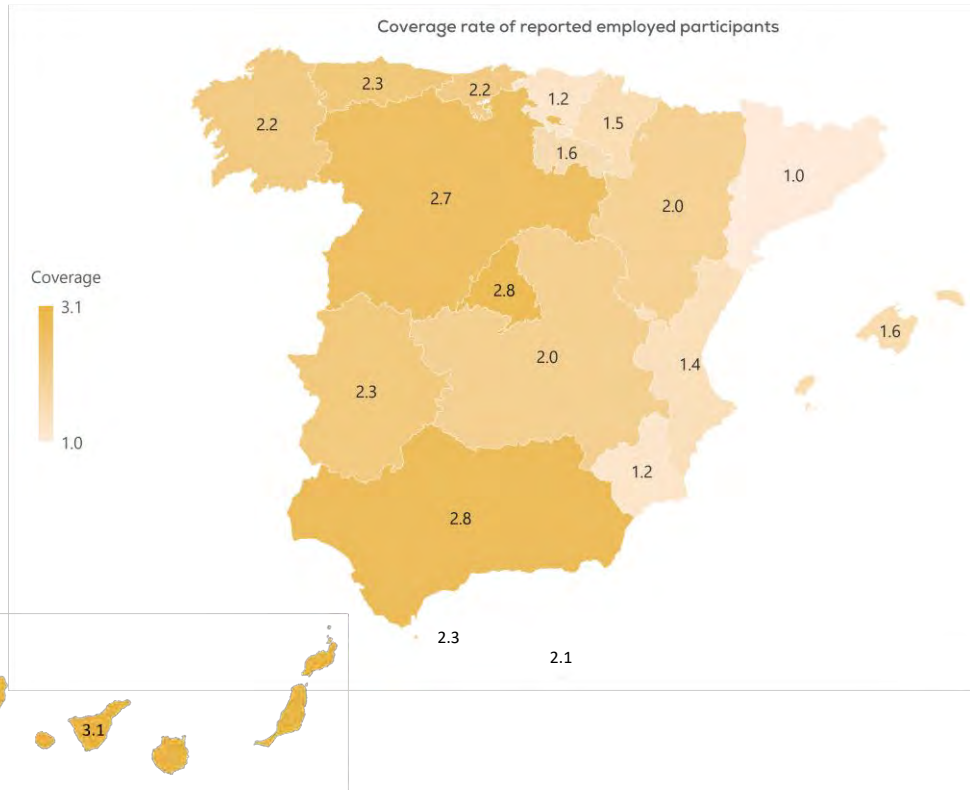
Expected participants and average hours per participant



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

## Subsidised training. Regional coverage rates

Three out of four reported participants are employed and one is unemployed. The average training coverage rate\* at national level is 2% among the employed population and 3.1% among the unemployed.



\* Coverage rate is the percentage of participants reported in subsidized training at state level respect to the employed population not including the public sector and also with respect to the unemployed according to the 2020 LFS (annual average).

## Impact of COVID-19 on subsidised training

Subsidised training carried out throughout 2020 has also been affected by the health crisis caused by COVID-19

In the various calls for subsidised training, implementation and justification periods were adapted, when necessary, to fit with lockdown periods. For this reason, the State Public Employment Service (SEPE) passed resolutions to extend planned deadlines.

According to the period in relation to lockdown, training intensity yields different results in terms of the average number of participants per day and period:

- January 1 to March 13: period before declaration of state of emergency
- March 14 to June 20: period of state of emergency-lockdown
- June 21 to December 31: period after state of emergency-lockdown

Average number of participants per day in subsidised training

