

Training for employment

Key findings 2018



Fundación Estatal
PARA LA FORMACIÓN EN EL EMPLEO



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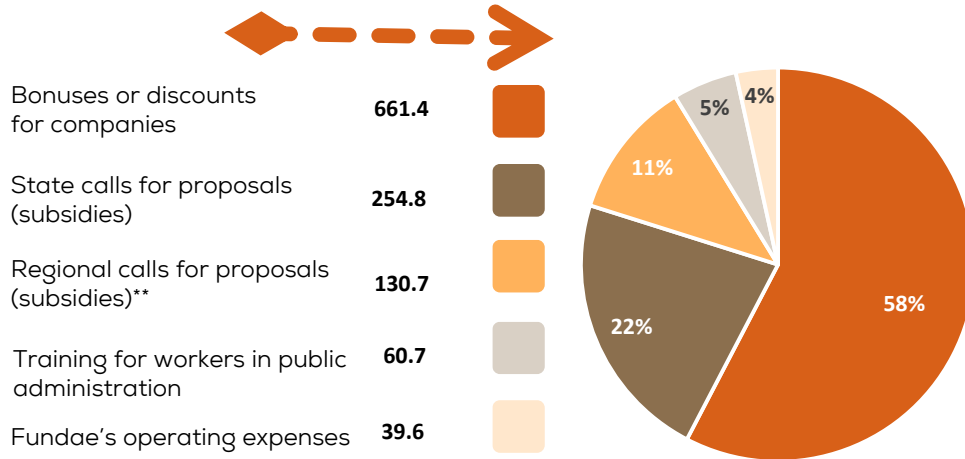
Data from 23rd March 2019
More data at [Estadísticas Fundae](#)

Key findings 2018

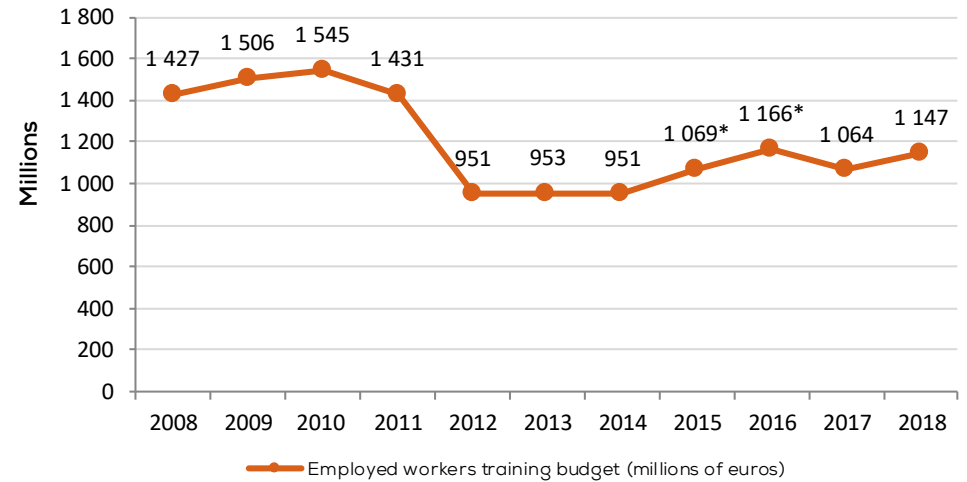
Budget: allocation of available funds for training primarily aimed at employed workers

Allocation of funds according to training initiatives (millions of euros)

2018



Budget progress**



The overall budget allocated to training primarily for employed workers amounts to 1 147 million euros: 8% more than the previous year. 58% of the budget is dedicated to bonuses for companies to train their employees.

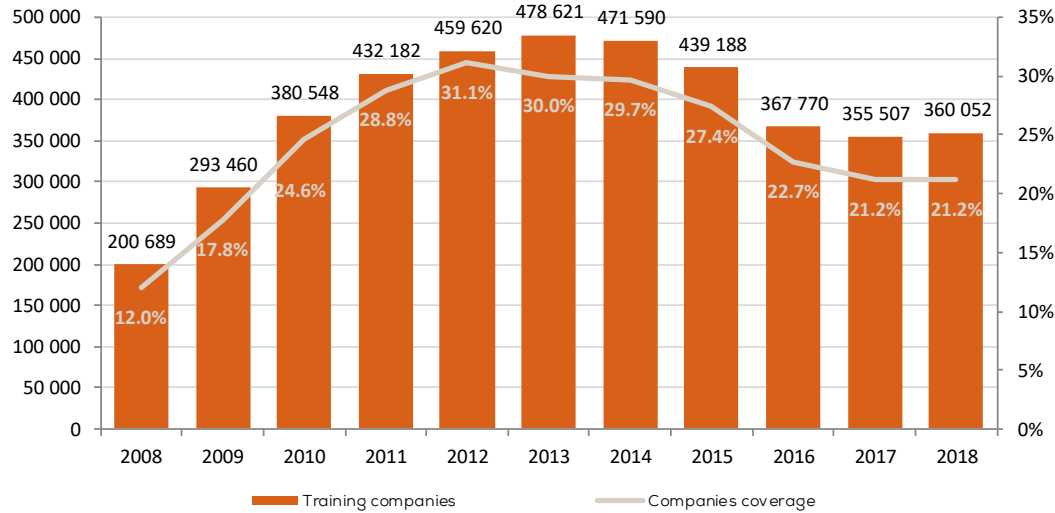
(*) Including 80 million euros for 2015 and 120 million euros for 2016 allocated to the specific programme for young unemployed adults registered in the National Youth Guarantee System. The State Foundation for Training in Employment (Fundae) manages this programme.

(**) 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).

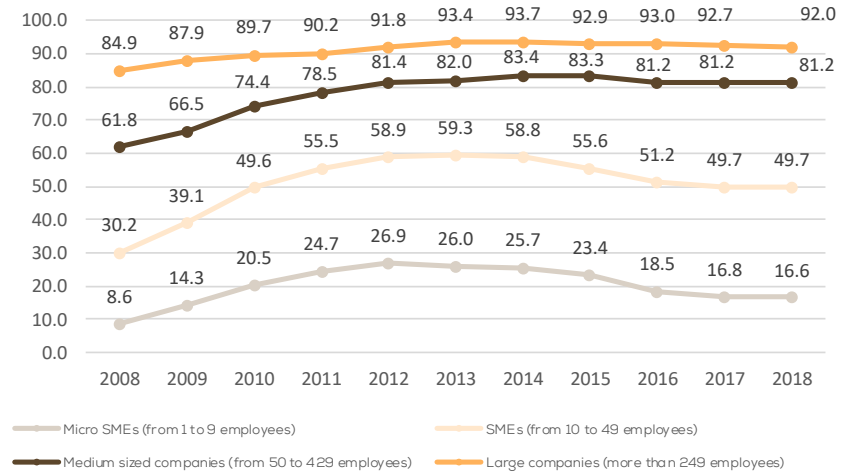
Key findings 2018

Company training: companies that train their employees

Number of training companies and coverage rate



Training companies coverage rate *



*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 increases slightly, after four consecutive years of decline. Around 4 500 companies more than in 2017. It grows, in absolute terms, in all ranges of business size, except for the microenterprise that falls slightly.

The coverage rate remains at the same levels of 2017.

Micro SMEs
(from 1 to 9)



247 960

SMEs
(from 10 to 49)



86 659

Medium sized
companies (from 50
to 429)



21 117

Large companies
(> de 249)

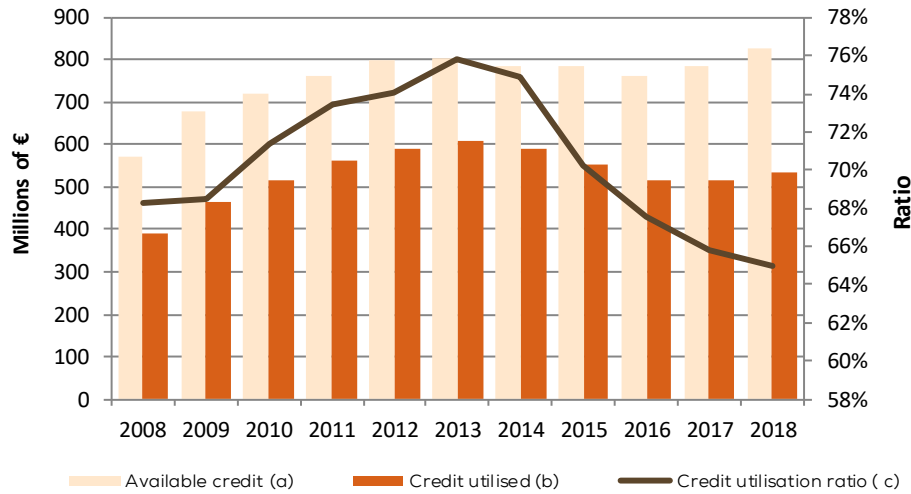


4 191

Key findings 2018

Company training: credits for companies

Progress of training credits



The credit utilised by companies that have completed training in 2018 was **535.6 million euros**, a slightly higher amount than in 2017 and represents 64.8% of the total available credit. **This ratio is again one of the lowest in recent years.**

Overall, and as in previous years companies with 1 to 9 employees are the segment that has consumed the highest proportion of their credits.

(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) **Utilised credit:** amount of credit used by companies to carry out training activities. (c) **Credit utilisation ratio:** ratio between the utilised credit and the total available credit.

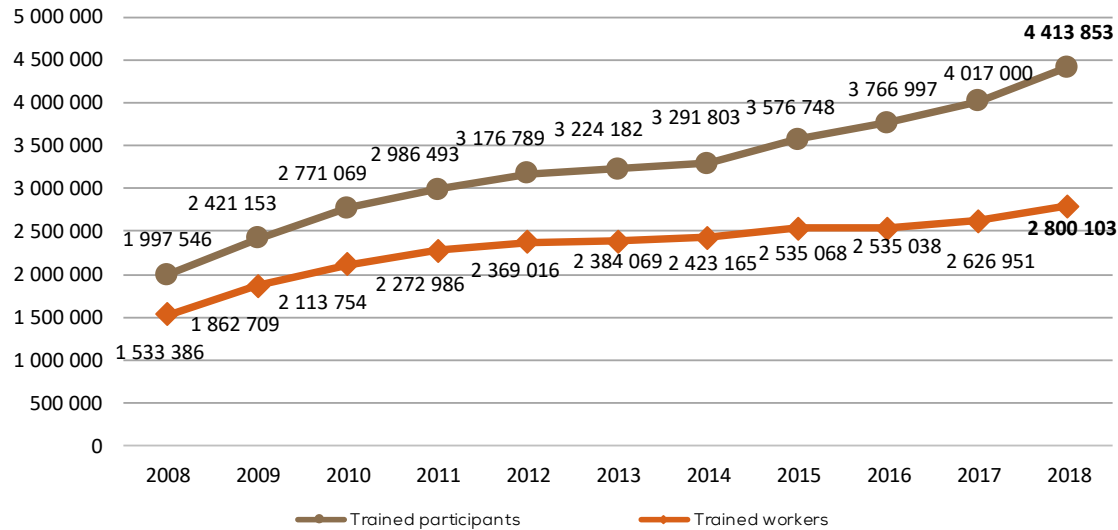
	Utilised credit (b)		Credit utilisation ratio (c)
	Absolute in €	%	
Micro SMEs (from 1 to 9) 	96 391 553	18.0	75.1
SMEs (from 10 to 49) 	99 646 343	18.6	57.1
Medium sized companies (from 50 to 429) 	113 383 876	21.2	60.4
Large companies (> de 249) 	226 204 773	42.2	67.2
Total*	535 628 097	100.0	64.8

* The difference between the total and partial sum is due to 125 companies that have changed their status during the 2018 financial year derived from mergers and acquisitions.

Key findings 2018

Participants in company training

Progress of participants and workers



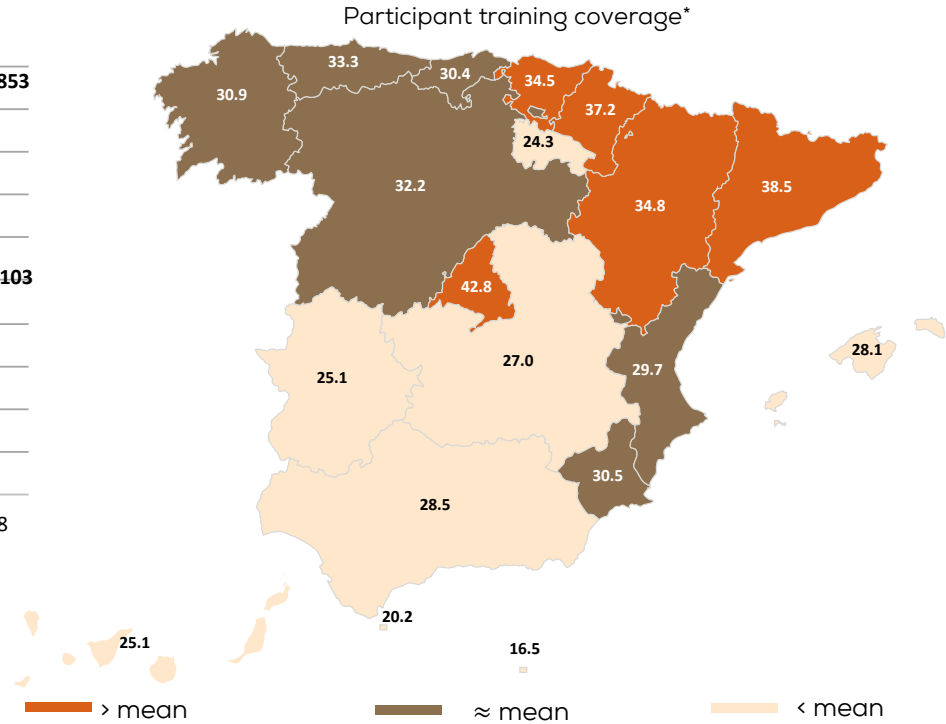
Workers

2 800 103

Participants

4 413 853

44%

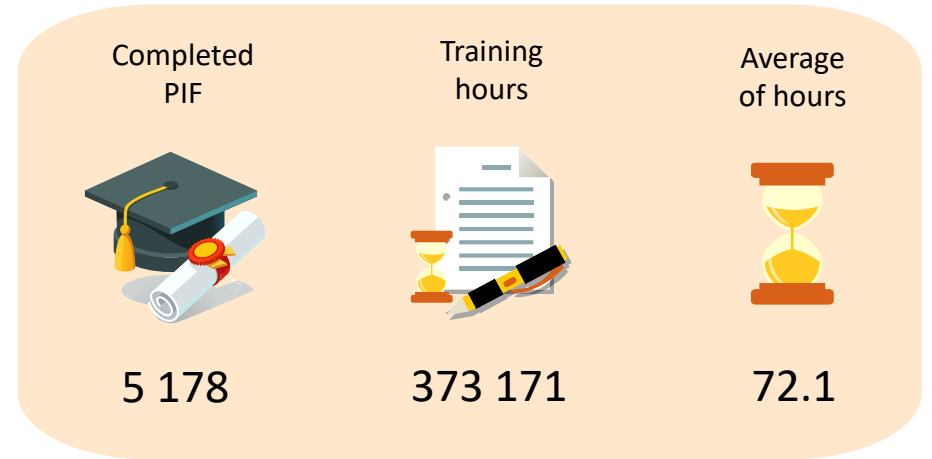
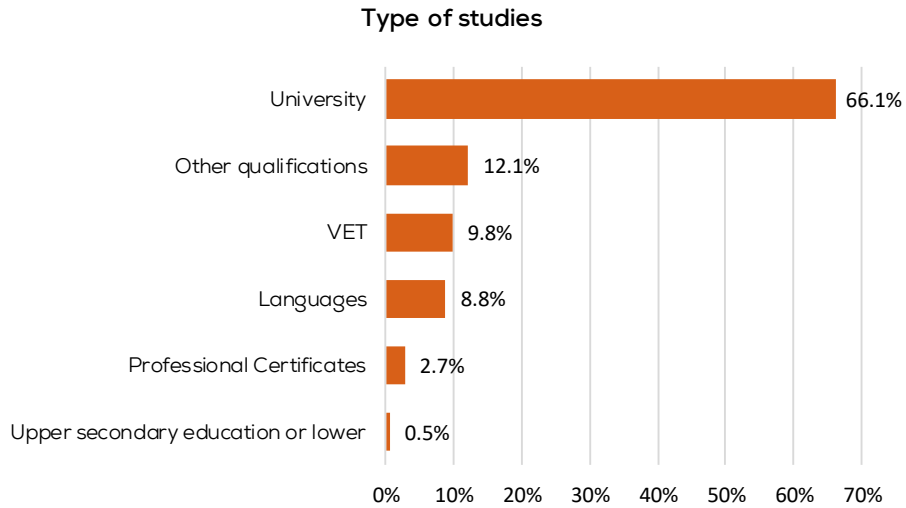


Around 4.5 million participants have received company training, 10% more than in 2017. The training coverage rate stands at 33.6%, two points higher than last year's results. By gender, the volume of female participation is still lower than their share in the labour market (44% vs. 46%).

By Autonomous Community, Madrid, Cataluña, Navarra, Aragón and País Vasco exceed the average coverage rate. On the opposite end, Ceuta, Melilla and La Rioja register the lowest rates of training coverage.

Key findings 2018

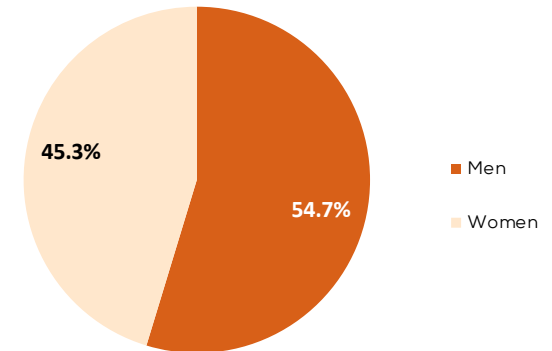
Participants in company training*



The number of workers who had an individual training leave (PIF) is 5 178, 15% less than in 2017. Of them, 54.7% are men and 45.3% are women and the age range from 36 to 45 years is still the most numerous (above 40%).

Two of every three PIFs were used to obtain a university degree.

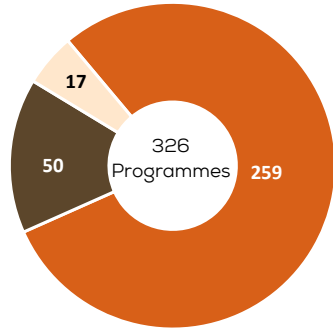
Participants by gender



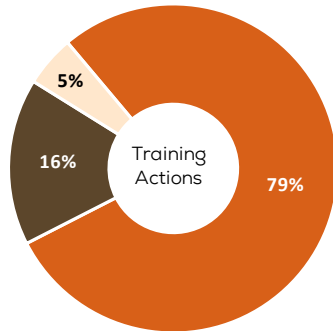
*An Individual Training Leave (PIF in Spanish) is a paid leave authorised by the company for a worker to follow a training programme, which leads to an official qualification.

Key findings 2018

Subsidised training: Programmes for training in professional skills related to technological changes and digital transformation (ICT Programme). 2018 Call for proposals*



■ Sectoral programmes
■ Crosscutting programmes
■ Key sector programmes



	Financing	Expected participants	Average hours
Sectoral Programmes	39 447 918	145 161	52.0
Crosscutting programmes	7 399 454	22 491	58.9
Key Sector programmes*	2 767 841	8 076	65.9
Total	49 615 213	175 728	53.6

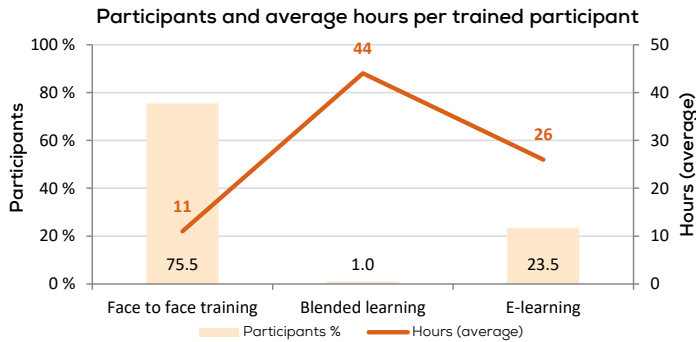
*Data from the resolution of the State Public Employment Service published in the official gazette on May 11th, 2018. The implementation period set in the Call is one year from the notification date of the final resolution of the concession. ADVANCE of data to April 23th, 2019. This call is in the processing phase.

*Specific sectoral training actions related to professional competencies in key sectors for technological development (companies of digital economy, consultancy and engineering)

Key findings 2018

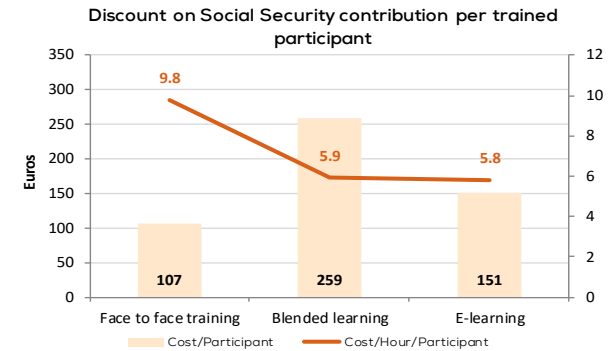
Training hours and funding in company training and subsidised training at state level

Company training

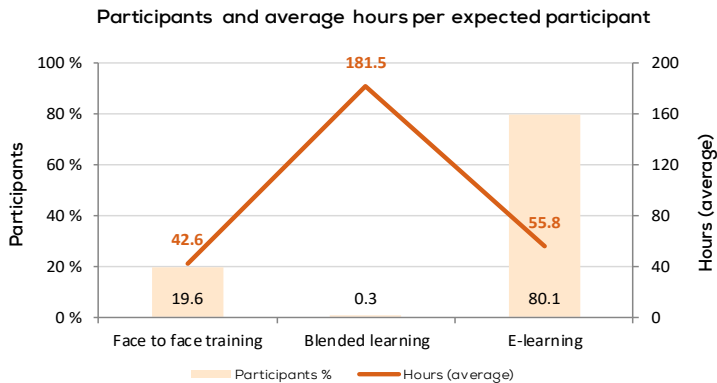


Hours per participant
15 h

Cost per participant
Discount in SS per participant: 119 €
Private contribution: 173 €

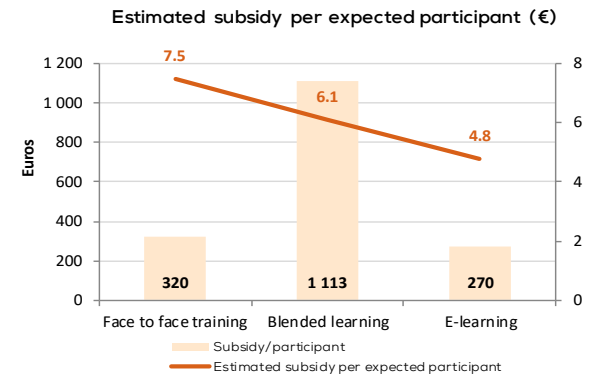


Subsidised training - ICT Programme



Hours per participant
54 h

Subsidy per participant
282 €



Subsidised training programmes are on average longer than company training. Face-to-face training, as in previous years, has the highest estimated cost per hour and participant, while e-learning is the cheapest in both initiatives.