



Vocational training for employment Key findings 2022

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Data as of March 31, 2023
More data at [Estadísticas Fundae](#)

Presentation

This publication presents the key findings in the **company training initiatives** managed by Fundae and carried out during 2022. This is a summary of the most representative statistical data of the year.

In the company training initiative, this year, for the first time the barrier of five million participants was surpassed in courses programmed by 343 677 companies, involving 72 million hours of training. The number of companies increased by 20 804, a 6.5% increase, while the number of participants increased by 10% compared to the previous year.

In the **subsidised training initiative**, 229 692 participants were trained in the seven calls in execution. Four* of these calls are financed within the framework of the Recovery, Transformation and Resilience Plan (PRTR).

Considering both initiatives, more than 5.5 million participants have been trained throughout 2022 in training for employment at state level:

- 5 327 278 are trained in training courses programmed by their companies.
- 229 692 are trained in training activities within the subsidised training initiative.

88 million hours of training have been carried out throughout the year (82% in company training and 18% in subsidised training).

The average duration of training undertaken by participants in 2022 is similar to the previous year:

- 13.5 hours on average per participant in company training.
- 70.4 hours on average per participant in subsidised training.

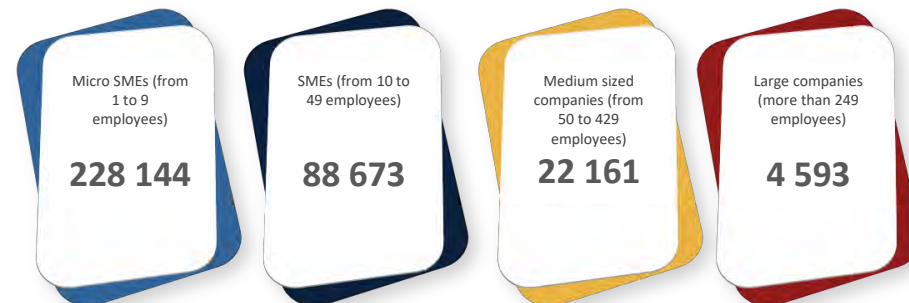
* The calls within the Transformation and Resilience Plan (PRTR) are launched with specific objectives: programmes in the sectoral area of Tourism 2021; programmes for the acquisition and improvement of professional skills related to technological changes and digital transformation, ICT 2022; programmes 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.



Company training: companies that train their employees.

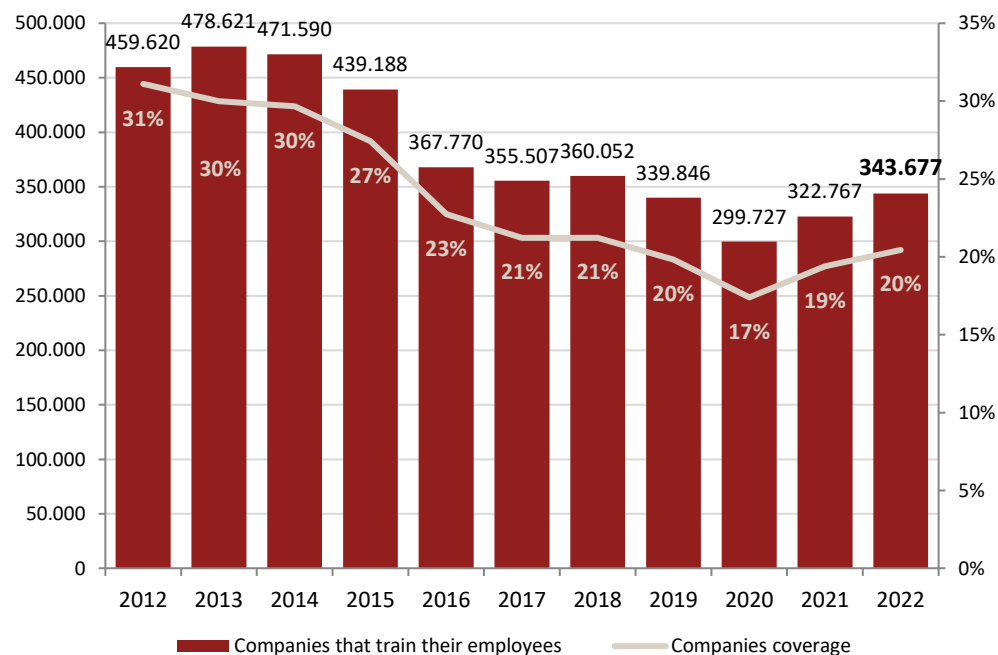
The number of companies that trained their employees increased by 6.5%, about 21 000 companies more than in 2021. Companies with 10 to 49 employees are the ones that most increased, adding 6 095 new training companies.

The coverage rate, at 20.4% is one point higher than in the previous year, and this rate rises as the size of companies increases.

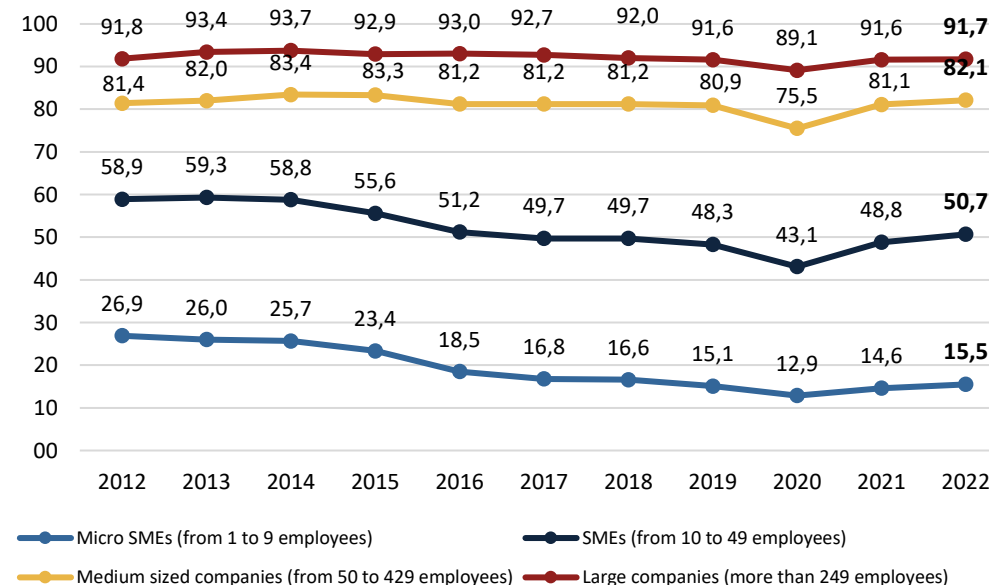


The difference between the adding of partials and the total is due to 106 companies whose status changed during the 2022 financial year as a result of mergers and acquisitions.

Number of companies that trained their employees and training coverage rate

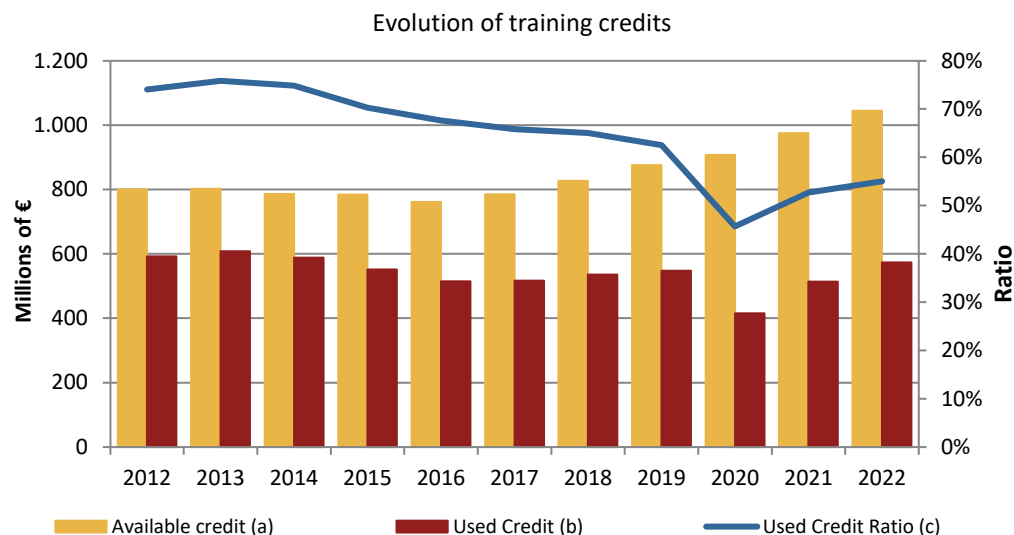


Coverage rate of training companies according to their size*



* 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

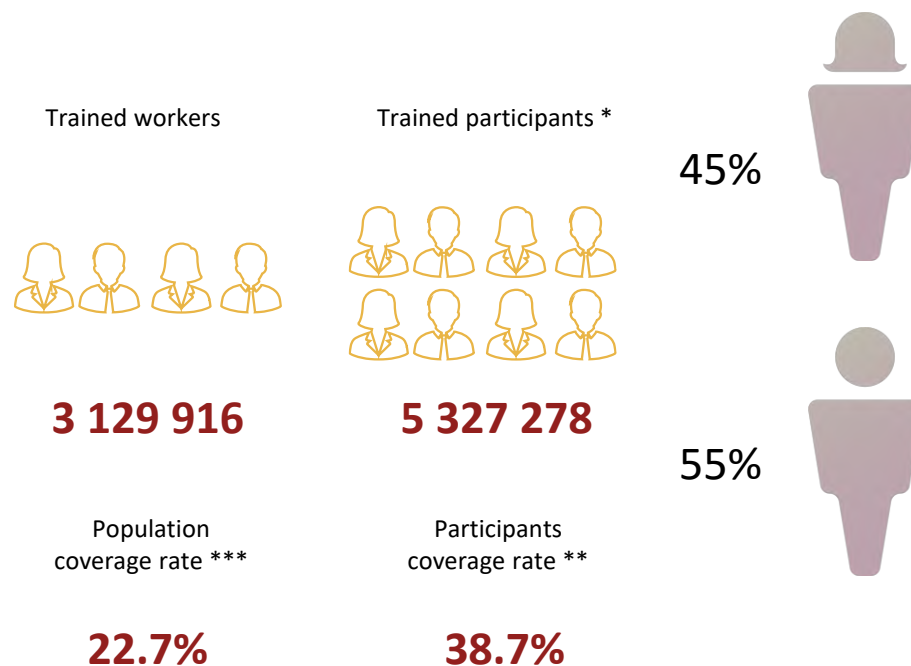


The credit companies have used to carry out training has increased compared to 2021. 573,1 million euros (55% of available credit) are used for training, 2% more than in the previous year.

As in previous years, smaller companies (1 to 9 employees) are the ones that use the largest proportion of their credit.

(a) **Allocated credit:** this is the amount available to companies for the 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 five million participants in company training has been exceeded for the first time, with 5.3 million participants trained, 10% more than in 2021. The training coverage rate stands at 38.7% (2 percentage points higher than in the previous year). By gender, the distribution of previous years is maintained, 45% of women, in line with their participation in the labour market, and 55% of men.

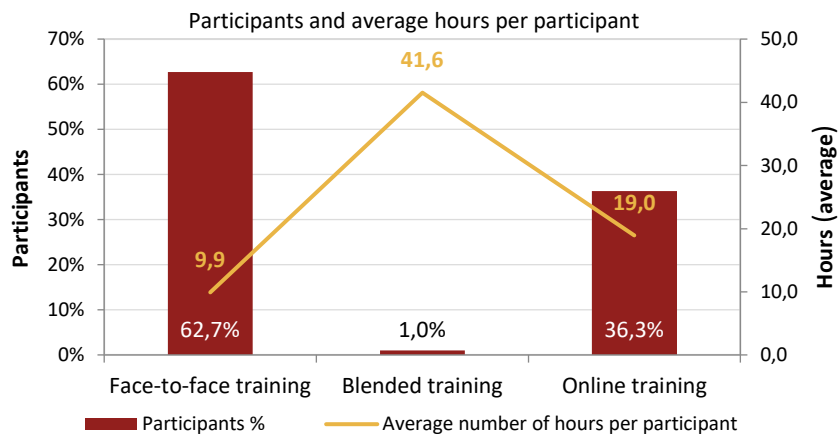


*Trained participants: Each worker who attends a training course is a participant. A worker who takes part in more than one course would be counted as many times as courses taken.

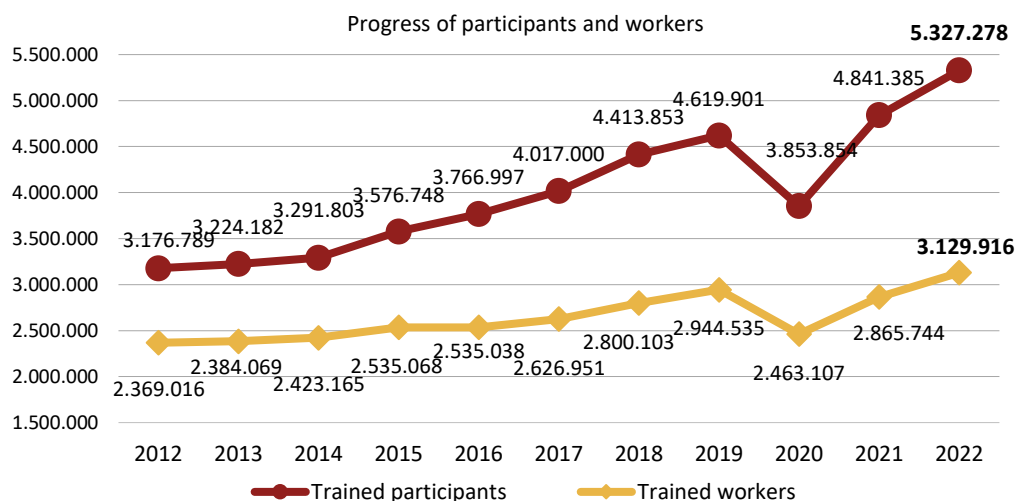
**Training coverage rate of participants: percentage of participants who undertook company-organised training, as a share of all private sector employees, according to the LFS 2022 (annual average).

***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 2022 LFS (annual average).

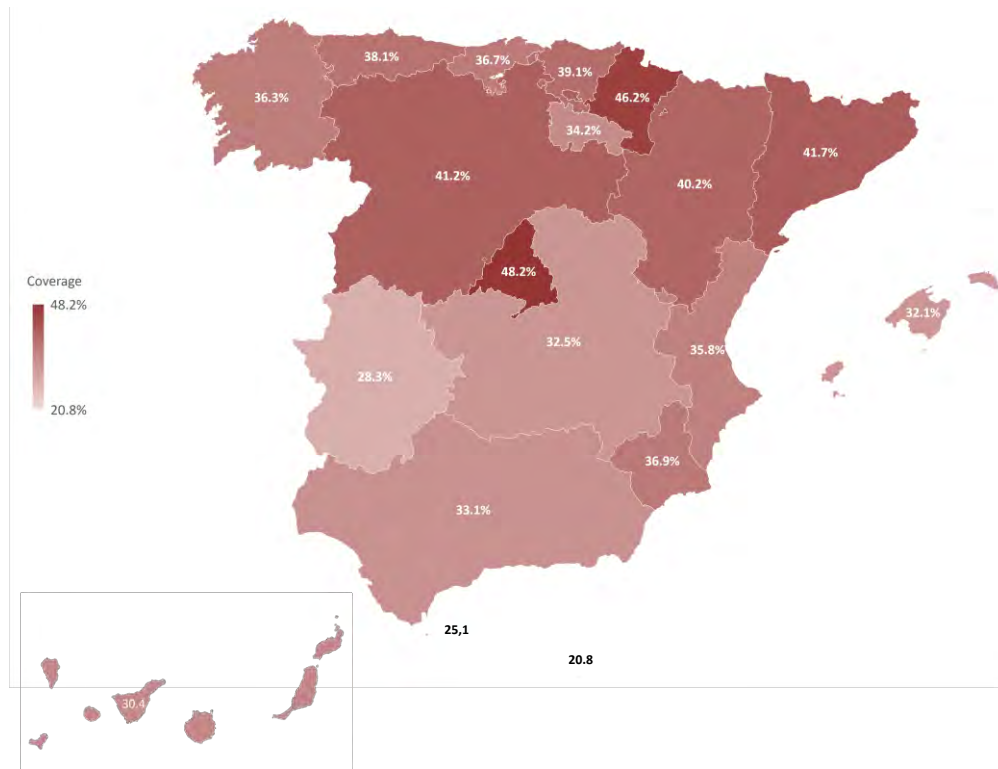
Participants in Company training



Face-to-face training stands out, increasing by 3% to 62.7% of participants, with an average duration of 10 hours per participant, while e-learning, which accounts for 36.3%, decreases by 3% with respect to 2021, and almost doubles the average duration of face-to-face training per participant (19 hours).



Training coverage rate of participants by Autonomous Community*.



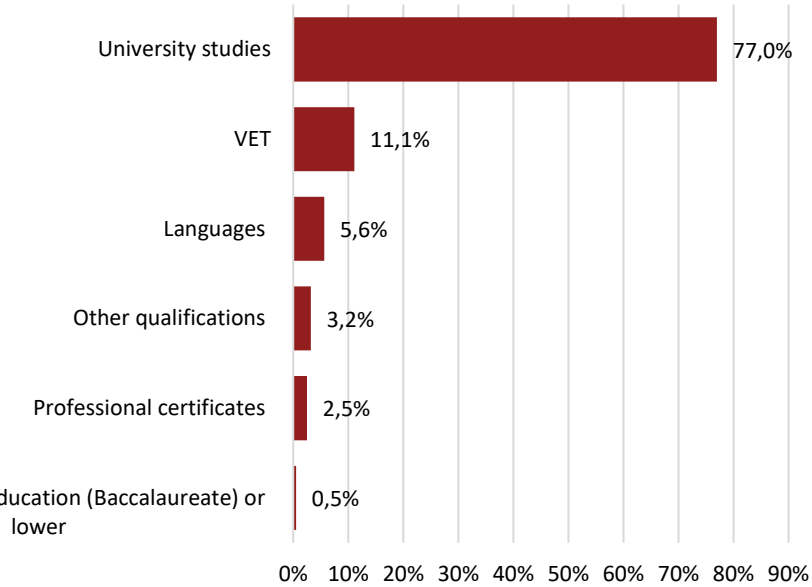
By autonomous communities, Madrid and Navarra are the ones with the highest coverage rates: 9.5 and 7.5 points, respectively, above the national average of 38.7%. In line with previous years, Ceuta, Melilla, and Extremadura register the lowest rates.

*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 2022 LFS (annual average).

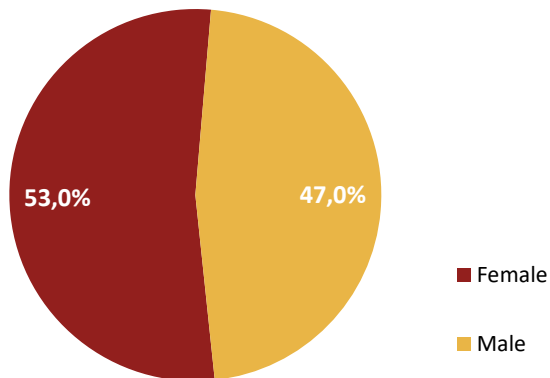


Individual Training Leaves (PIF in its Spanish acronym)*.

Subject of PIF: type of studies



Participant by gender



Completed PIF **5 036**

Training hours **361 156**

Average hours **71.7**

The number of workers who have benefited from an Individual Training Leave (PIF) to take official courses is 5,036, seven hundred and ten more than in 2021. Of these, 53% are women and 47% men, and the 36-45 age group remains the largest.

Individual Training Leaves completed during the year amounted to more than 360,000 hours and the average duration was 71.7 hours. The largest number of leaves 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.

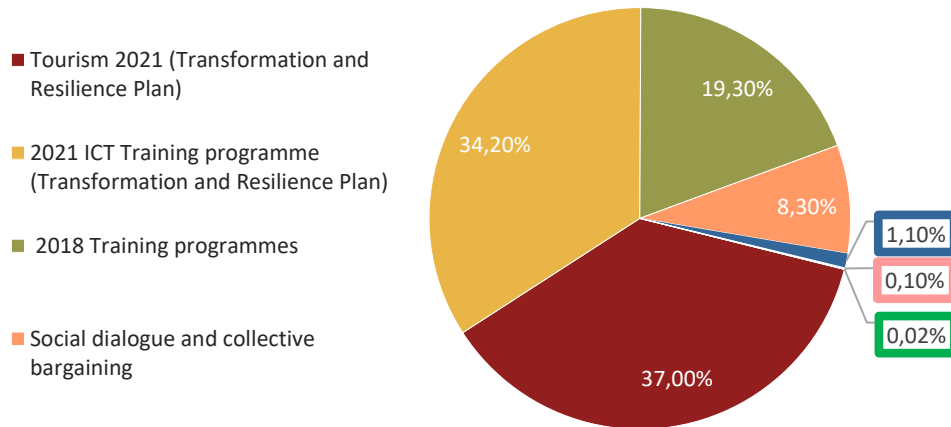


Subsidised training

In 2022, 229,692 participants received training*, corresponding to seven different calls. 37% of the participants of the subsidised training come from the Tourism 2021 call for proposals, 34% from the call for proposals for Training Programmes in Digital Skills (ICT-2021) and 19% from the 2018 training programmes. The rest is distributed among the other four calls.

Completed training hours amount to 16.2 million: 70.4 hours per participant on average.

Reported participants in 2022 according to call

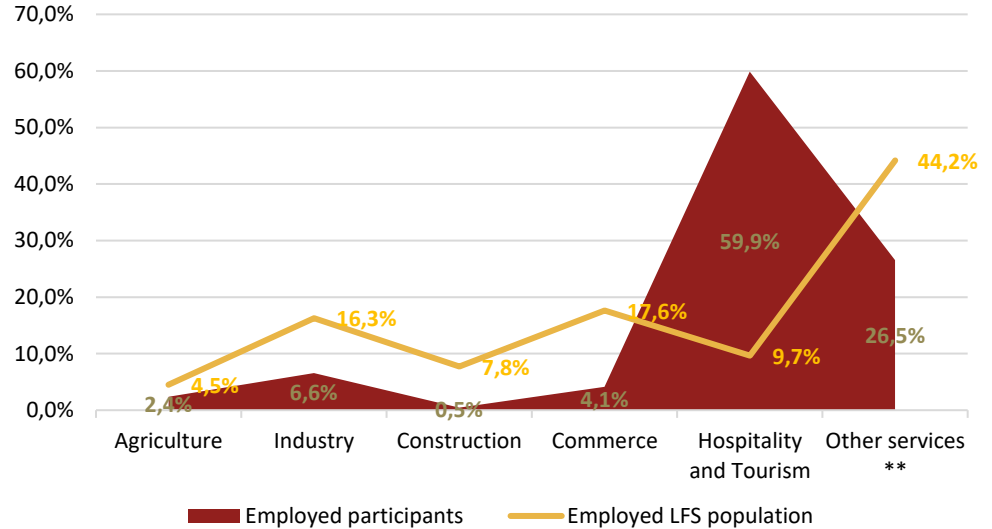


By gender, the trend observed in recent years is maintained, with a predominance of women's participation, 59%. By sector, the distribution of participants is far from the economic structure of the country because the call for training in the tourism sector is limited to workers from this sector.

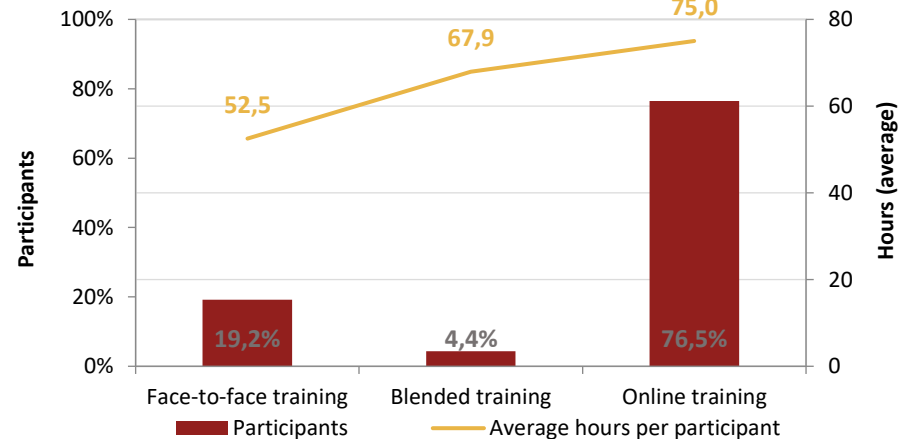
Three out of four participants are trained via e-learning, which is the longest in duration (75 hours on average), while face-to-face training is the shortest one of all (52.5 hours).

* 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.

Expected Participants in 2022 according to sector



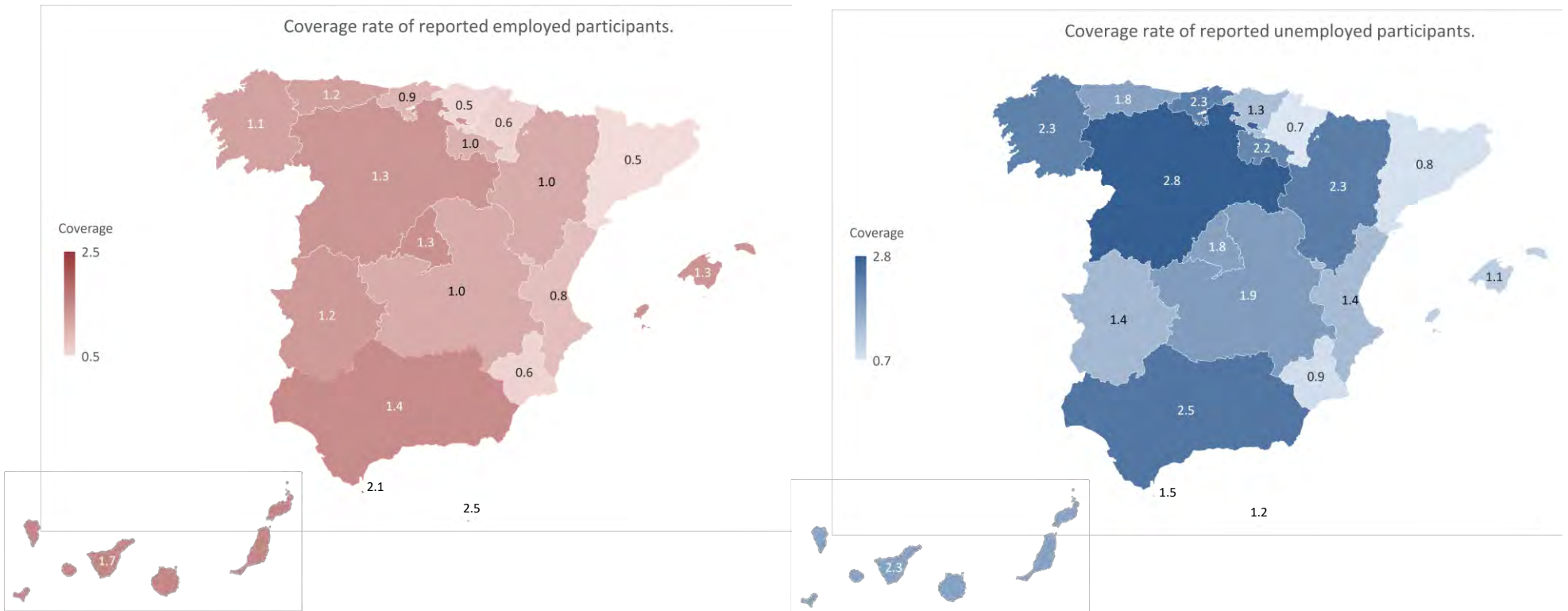
Participants and average hours per expected participant



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

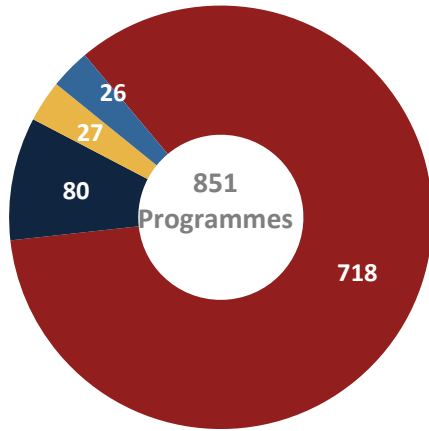
Subsidised training. Regional coverage rates

Of the reported participants, 76% are employed and 24% unemployed. The average training coverage rate* at national level is 1% among the employed population and 1.8% among the unemployed.



* 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 2021 LFS (annual average).

Call for training programmes at state level, primarily targeted at the employed 2022*



- Sectoral programmes
- Cross-sector general programme
- Cross-sector programme for the social economy
- Cross-sector programme for self-employed workers

	Funding proposal	Admitted Participants	Average hours
Sectoral programmes	256 275 470	763 298	64.5
Cross-sector general programme	28 200 000	158 235	77.9
Cross-sector programme/ for the social economy	6 934 904	29 699	42.9
Cross-sector programme for self-employed	7 628 571	33 471	51.8
Total	299 038 945	984 703	65.5

* This call corresponds to the resolution of 6 July 2022, of the State Public Employment Service, approving the call for public subsidies for the implementation of state-wide training programmes, aimed primarily at employed persons. The execution period is one year from the definitive resolution notification date. This call for applications is currently in the execution phase. ADVANCE data as of 31 March 2023.

Subsidised training. New calls

- Resolution of 27 December 2022, of the State Public Employment Service, approving the call for proposals for the training of workers involved in activities related to social dialogue and collective bargaining.
- 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 VIII "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 29 December 2022, of the State Public Employment Service, approving the call for state-wide training programmes, aimed primarily at employed persons in the Tourism sector, within the framework of the Transformation and Resilience Plan.