

Training for employment

Key findings 2019



Fundación Estatal

PARA LA FORMACIÓN EN EL EMPLEO



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Data from 31rd March 2020
More data at [Estadísticas Fundae](#)

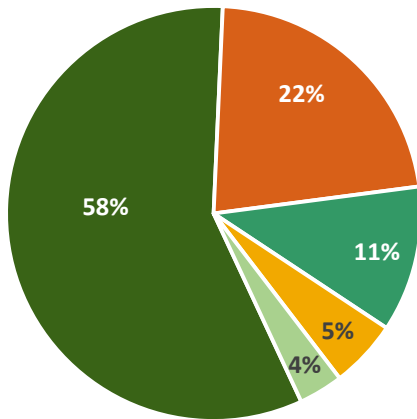
Key findings 2019

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

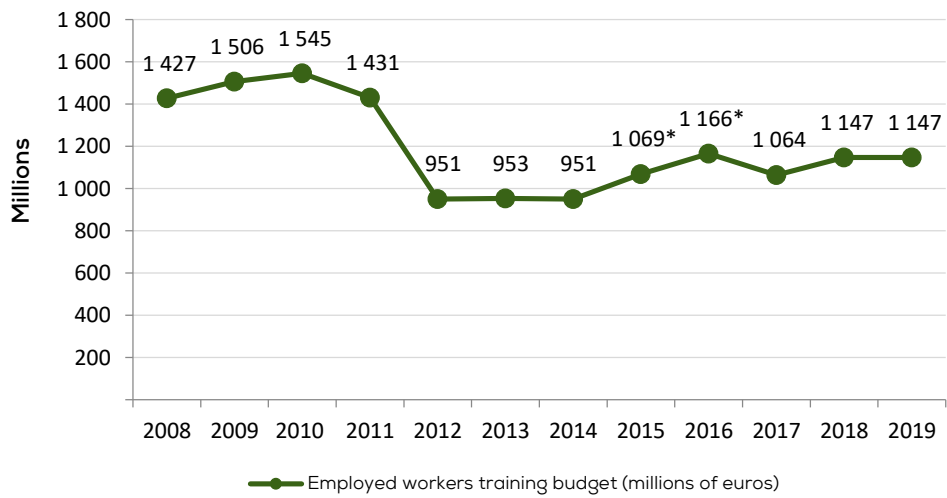
Allocation of funds according to training initiatives

2019

Bonuses or discounts for companies	661.4	
State calls for proposals (subsidies)	254.8	
Regional calls for proposals (subsidies)*	130.7	
Training for workers in public administration	60.7	
Fundae's operating expenses	3.6	



Budget progress**



The overall budget allocated to training primarily for employed workers amounts to 1 147 million euros. It is the same as the previous year, since the 2018 budgets were extended due to 2019 budgets not being approved. However as during 2019, in addition to the state call for training for employed workers, two new calls were launched with specific objectives, one for training and acquisition of digital skills and the other for training in social dialogue and collective bargaining, the final funds for the training of employed workers in 2019 amounted to 1 178 million euros.

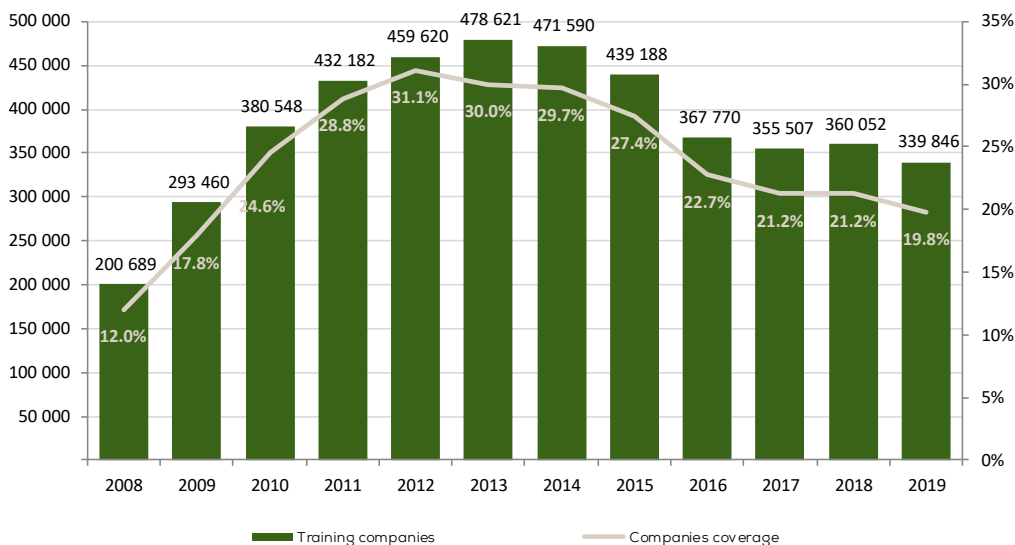
(*) Ceuta and Melilla's budget has been included in the regional calls for proposals although the State Foundation for Training in Employment (Fundae) manages it .

(**) 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.

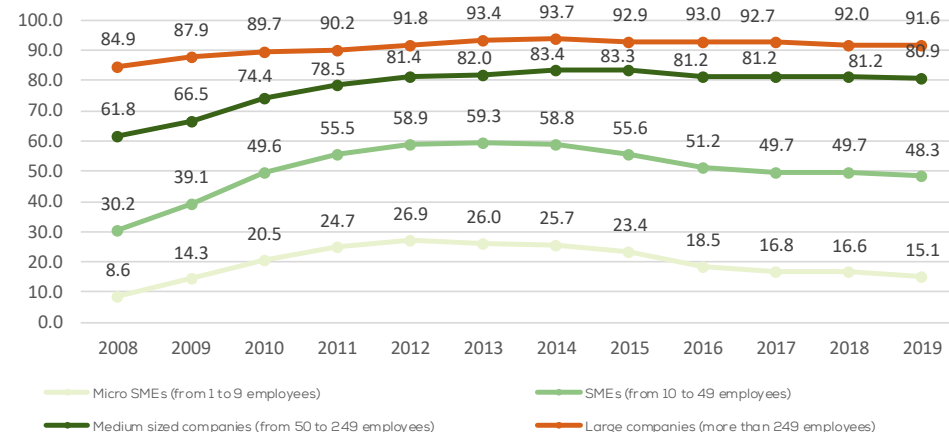
Key findings 2019

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 20 000 companies less than in 2018. All the companies that are lost during this year are microenterprises, while the rest grow.

The coverage rate falls below 20% and stands at 19.8%

Micro SMEs (from 1 to 9 employees)



226 306

SMEs (from 10 to 49 employees)



86 925

Medium sized companies (from 50 to 249 employees)



22 070

Large companies (more than 249 employees)

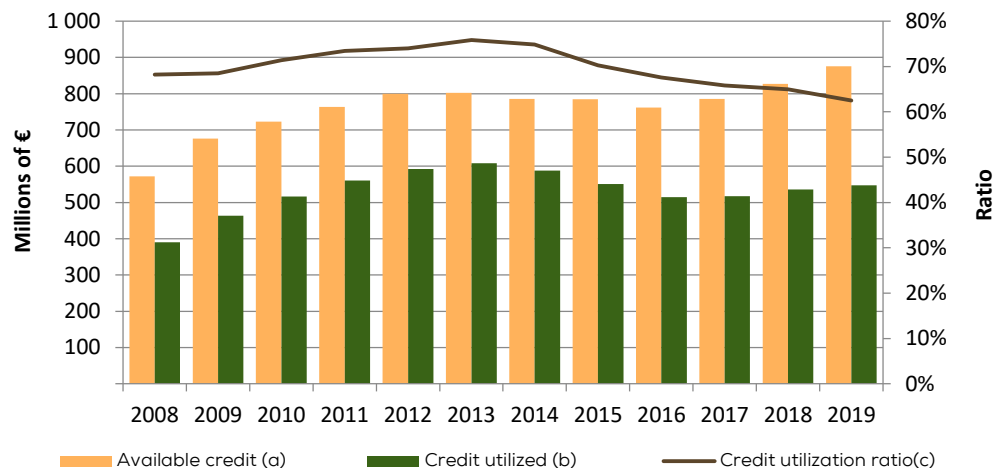


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Key findings 2019

Company training: credits for companies

Progress of training credits



The credit utilized by companies that have completed training in 2019 was **547.2 million euros**, a slightly higher amount than in 2018, and represents 62.5% of the total available credit.

Overall, and as in previous years, companies with 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.

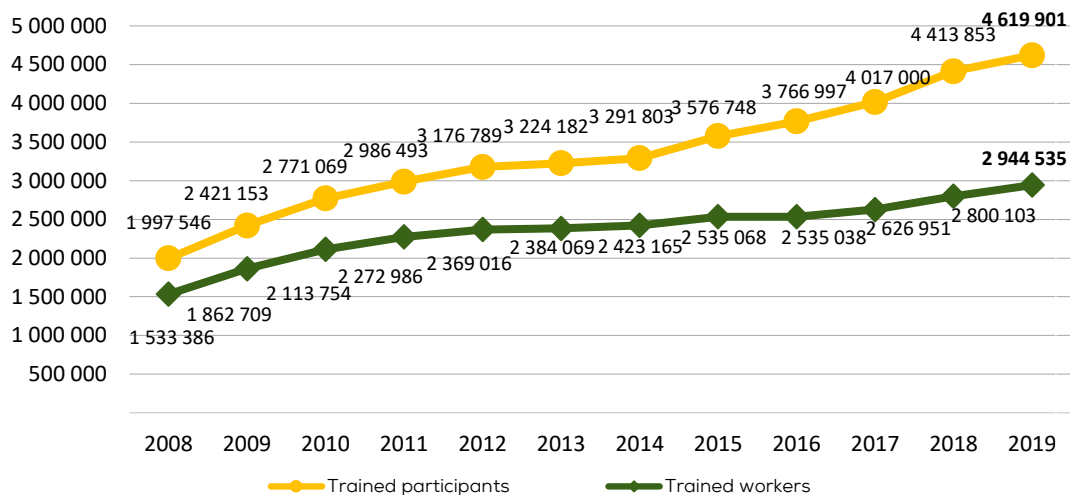
* The difference between the total and partial sums is due to 129 companies whose status has changed during 2019 as a result of mergers and acquisitions.

	Credit utilized (b)	Credit utilization ratio (c)	
	€	%	
Micro SMEs (from 1 to 9 employees)	89 054 031	16.3	71.5
SMEs (from 10 to 49 employees)	104 495 688	19.1	51.4
Medium sized companies (from 50 to 249 employees)	119 922 476	21.9	60.0
Large companies (more than 249 employees)	233 758 905	42.7	67.5
Total*	547 237 762	100.0	62.5

Key findings 2019

Participants in company training

Progress of participants and workers



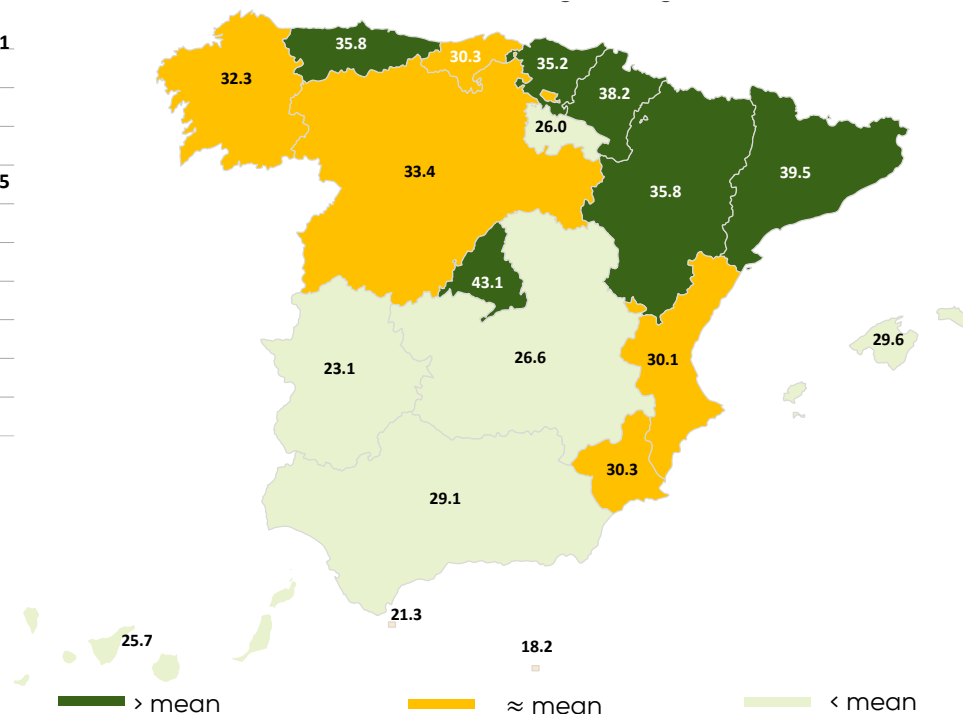
44%



56%



Participant training coverage*



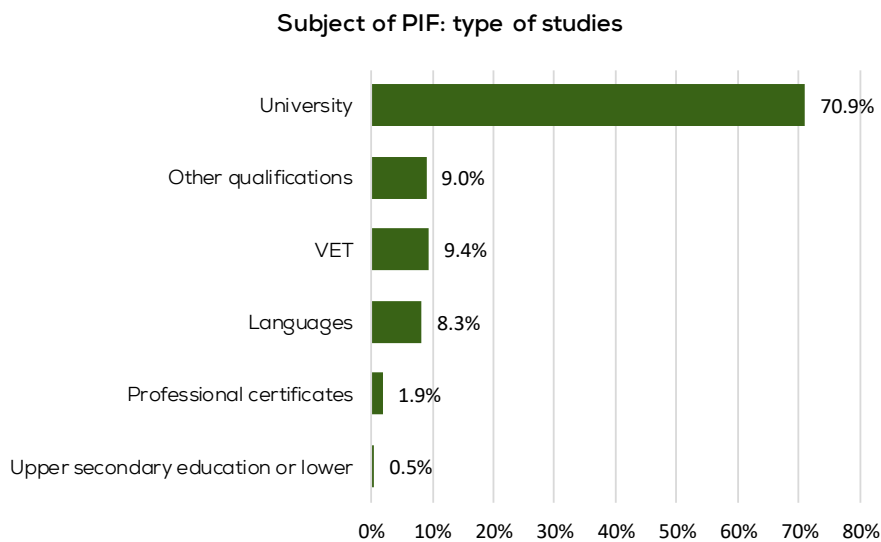
More than 4.5 million participants in company training, which represents 5% more than in 2018. The training coverage rate stands at 34.2%, half a point higher than the previous year. By gender, women's participation in training is still lower than their share in the working population (44% vs. 46%).

By Autonomous Communities, Madrid, Cataluña, Navarra, Aragon, Asturias and the Basque Country exceed this average rate. On the opposite end, Ceuta, Melilla and Extremadura register the lowest coverage rates.

*Participant coverage rate: percentage of participants who took part in training organized by companies respect to total private sector employees according to LFS (second quarter 2018).

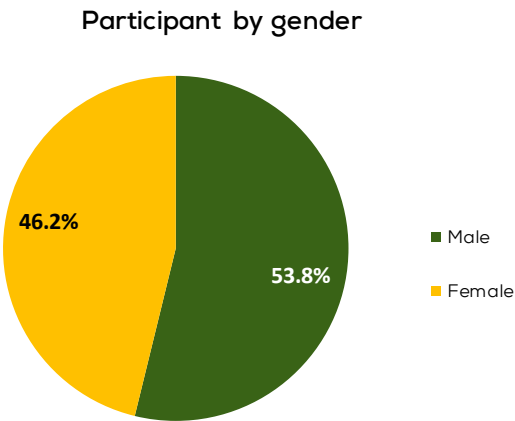
Trained participants: Each worker who attends a training course is a participant. A worker taking part in more than one course would be counted as many times as courses taken.

Individual Training Leaves*



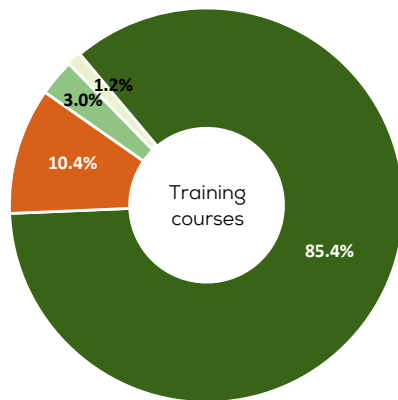
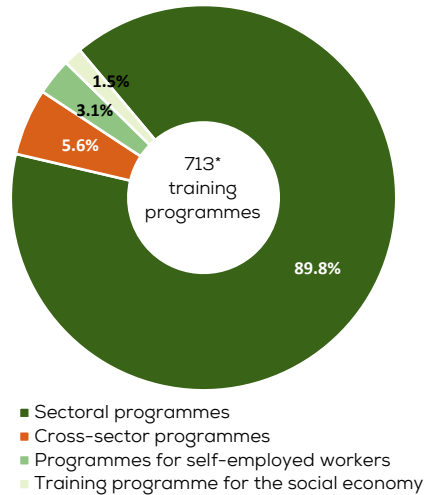
The number workers who took an Individual Training Leave (PIF) was 5 621, 8.5% more than in 2018. Of these, 53.8% are men and 46.2% are women, and more than 40% are between 36 and 45 years old. Seven out of ten Individual Training Leaves were used to obtain an university

*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.



Key findings 2019

Subsidised training: state training programmes primarily aimed at employed workers. 2018 call for proposals



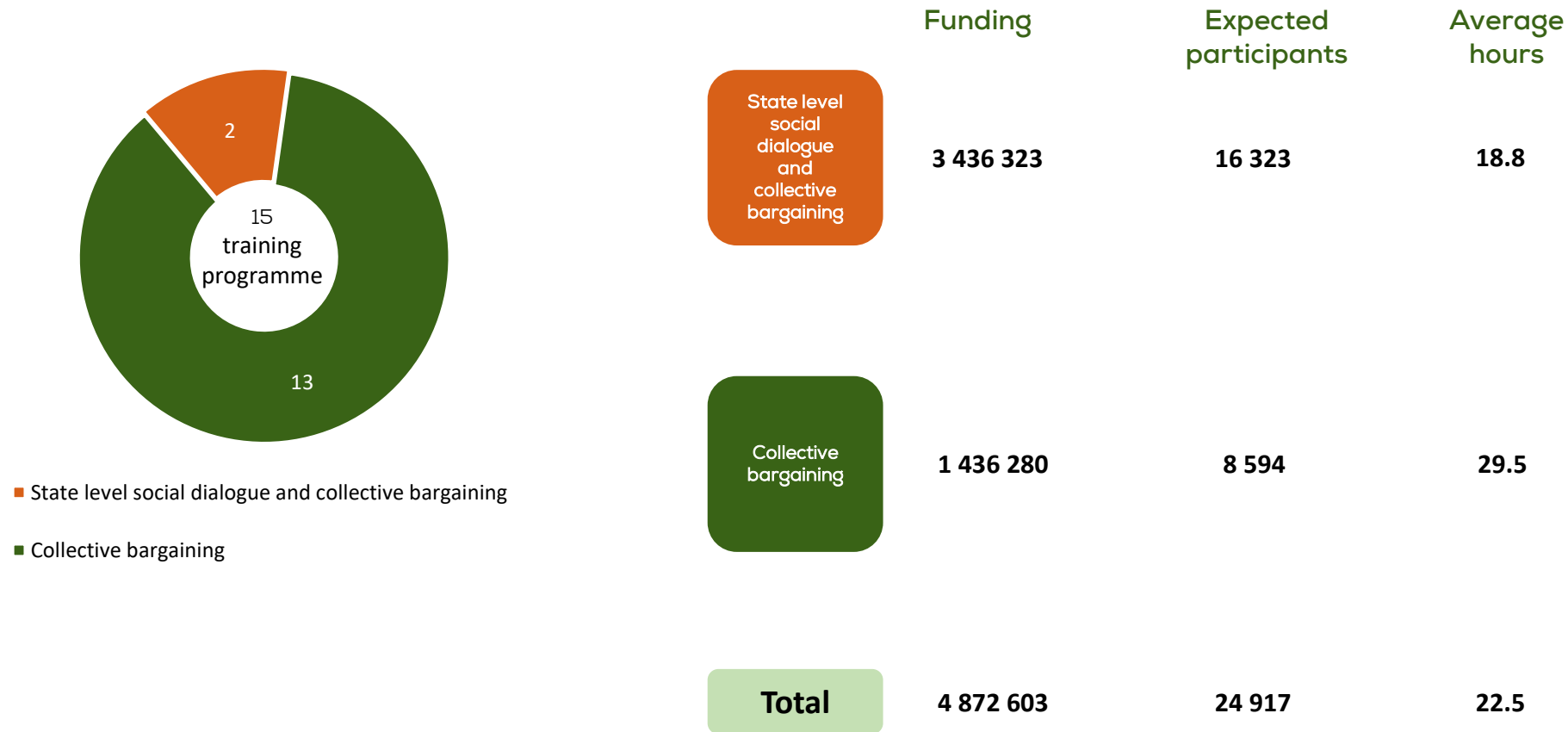
	Funding	Expected participants	Average hours
Sectoral programmes	295 454 952	754 297	63.9
Cross-sector programmes	37 881 142	69 679	78.4
Programmes for self-employed workers	10 247 481	26 087	61.9
Training programme for the social economy	2 571 200	8 016	53.3
Total	346 154 777	858 079	64.9

Data from the resolution of the State Public Employment Service published in the official gazette on January 18th, 2019. The implementation period set in the Call is one year from the notification date of the final approval resolution. ADVANCE of data to March 31st, 2020. This call is in the implementation phase.

*715 programmes were approved, but 2 renounced.

Key findings 2019

Subsidized training: training plans at state level, aimed at training for the development of functions related to social dialogue and collective bargaining.

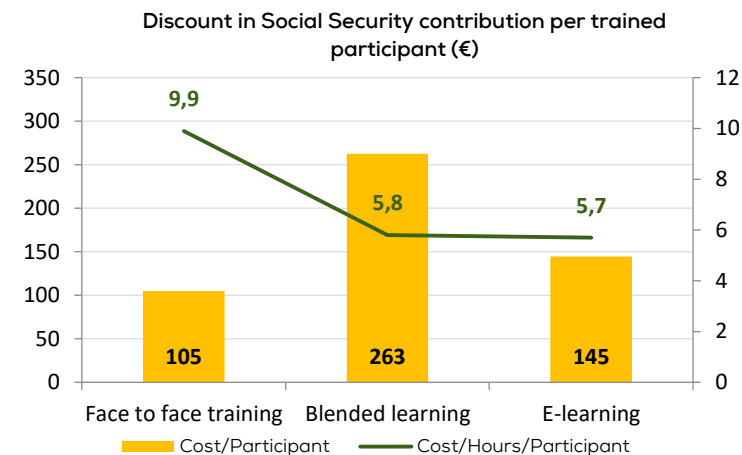
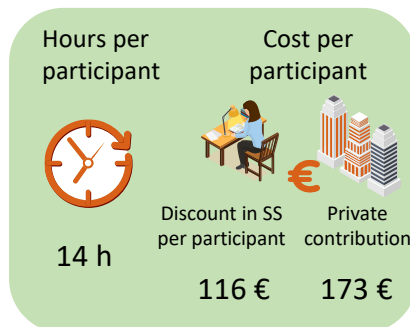
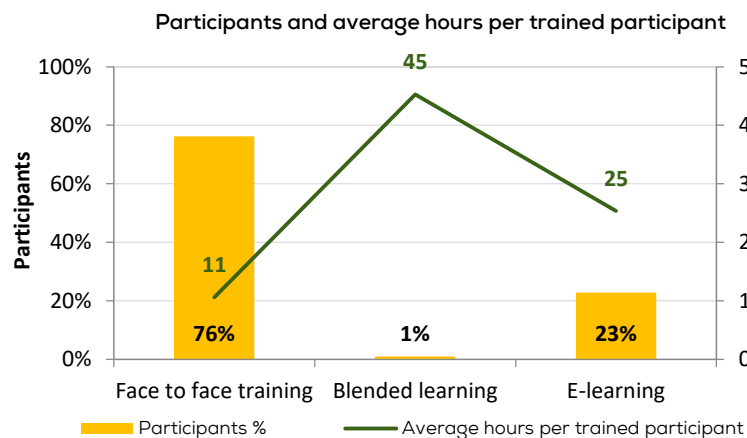


Data from the resolution of the State Public Employment Service published in the official gazette on May 10th, 2019. The implementation period set in the Call is one year from the notification date of the final approval.

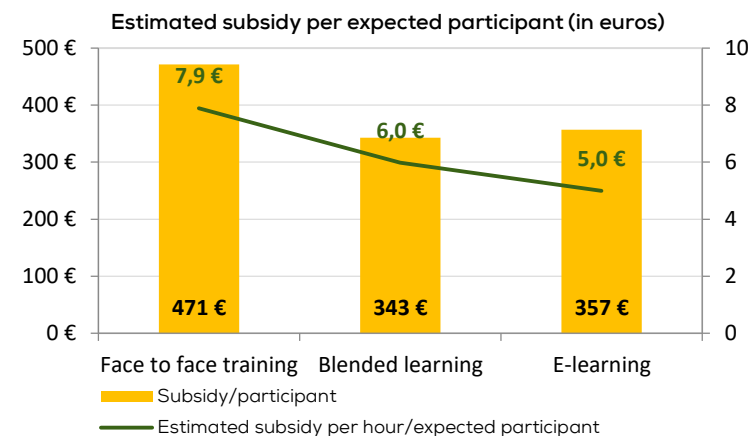
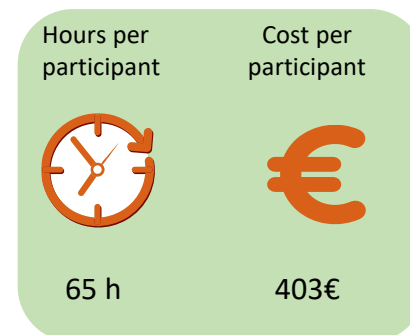
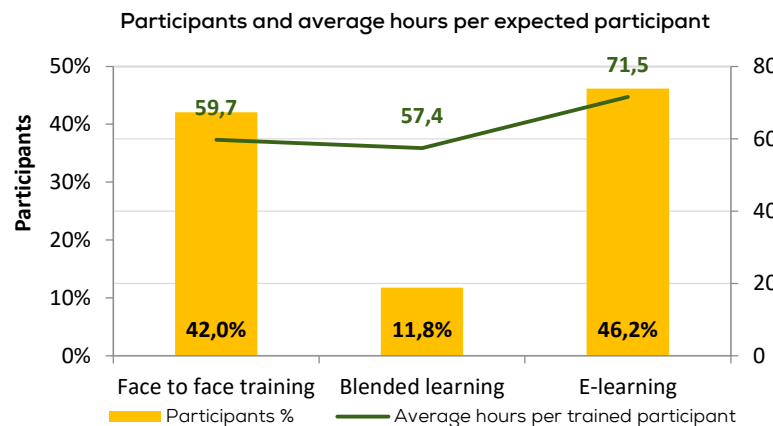
Key findings 2019

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

Company training



Subsidised training - 2018 call for proposals



Subsidised training programmes have a longer average duration per participant than company training. As in previous years, face-to-face training is the one with the highest estimated cost per hour per participant, while e-learning is the cheapest delivery method in both initiatives.