

Training for employment

# Key findings 2017



**Fundación Estatal**

*PARA LA FORMACIÓN EN EL EMPLEO*



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Data from 23rd May 2018  
More data at [Estadísticas Fundae](#)

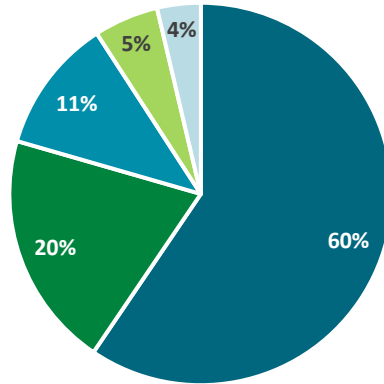
## Key findings 2017

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

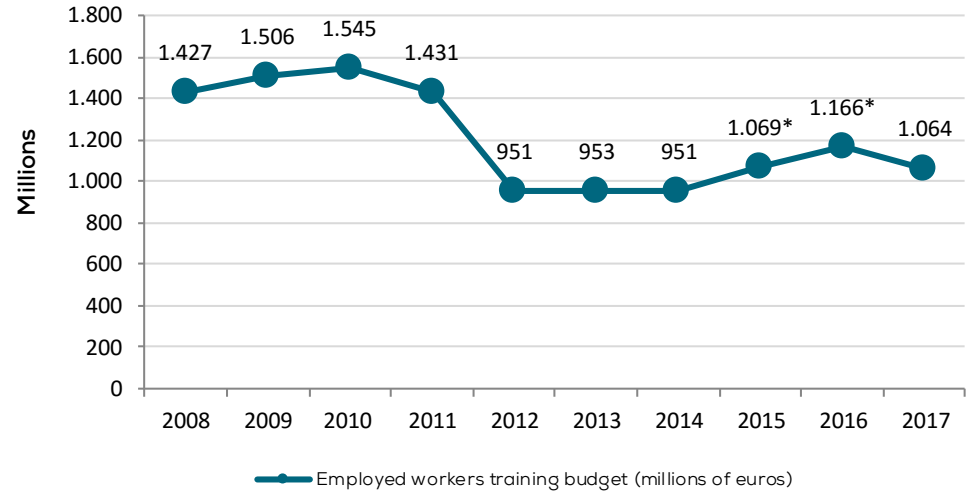
Allocation of funds according to training initiatives (millions of euros)

2017

Bonuses or discounts for companies	632,9
State calls for proposals (subsidies)	212,7
Regional calls for proposals (subsidies)**	121,2
Training for workers in public administration	58,1
Fundae's operating expenses	39,2



Budget progress\*\*



The overall budget allocated to training primarily for employed workers amounts to 1.064 million euros. 60% of the budget is dedicated to discounts in Social Security contributions for companies to train their employees.

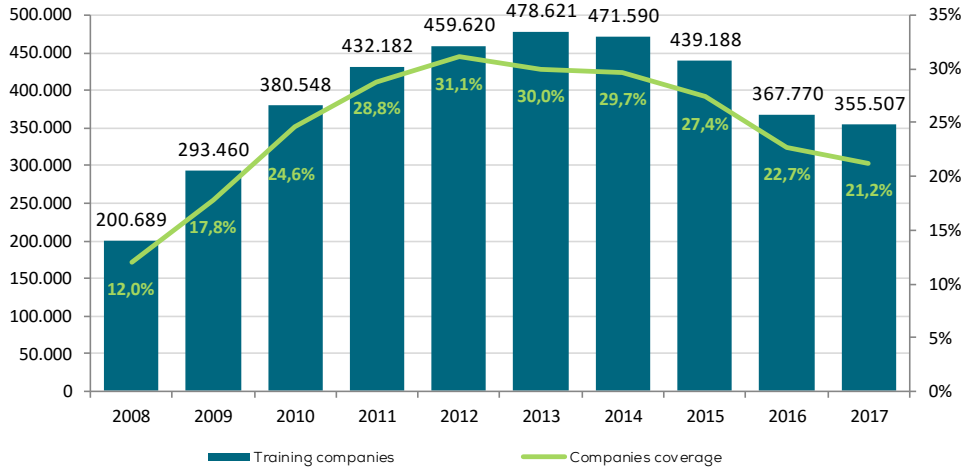
(\*) Including 80 million euros for 2015 and 120 million euros for 2016 allocated to the specific programme for young unemployed adults registered in the National Youth Guarantee System. The State Foundation for Training in Employment (Fundae) manages this programme.

(\*\*) 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).

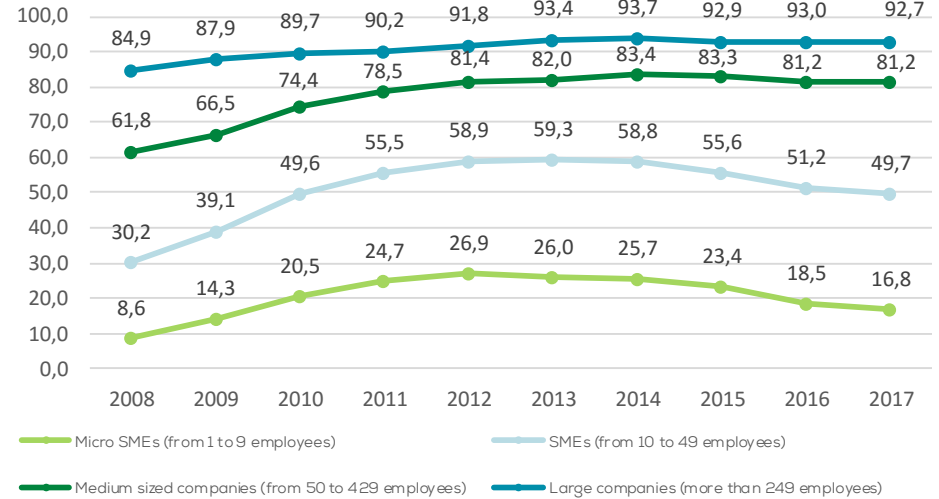
# Key findings 2017

## 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 decreases by 3%, although it does so in a smaller proportion than in previous years. Around 12,000 companies less than in 2016. The majority are companies with less than 10 workers, which represent 88% of all companies (companies with salaried employees registered in the Social Security) and 70% of companies that have developed training for their employees.

Micro SMEs  
(from 1 to 9)



249.342

SMEs  
(from 10 to 49)



82.209

Medium sized  
companies (from 50  
to 429)



19.846

Large companies  
(> de 249)

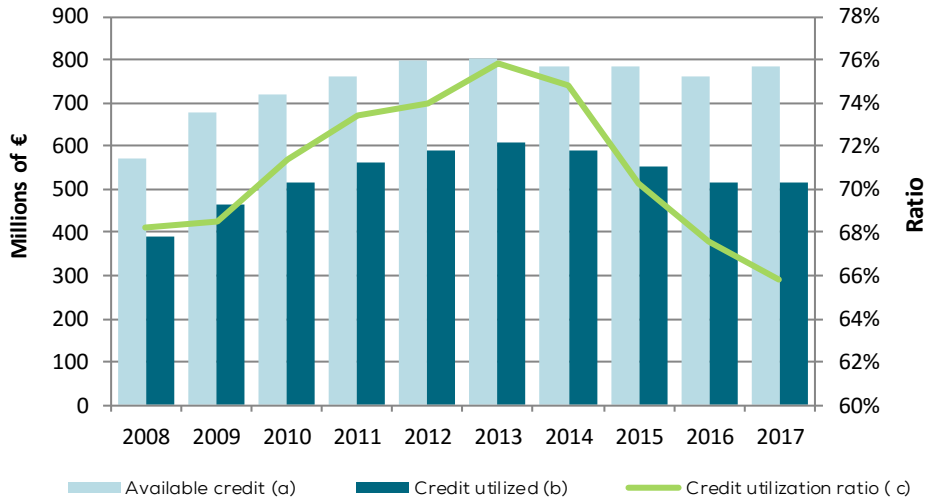


3.971

# Key findings 2017

## Company training: credits for companies

Progress of training credits



The credit utilized by companies that have completed training in 2017 was **517.1 million euros**, a slightly higher amount than in 2016, and represents **65.8%** of the total available credit. **This ratio is the lowest in the last ten years.**

Overall, micro SMEs are the segment that have consumed the highest proportion of their credit.

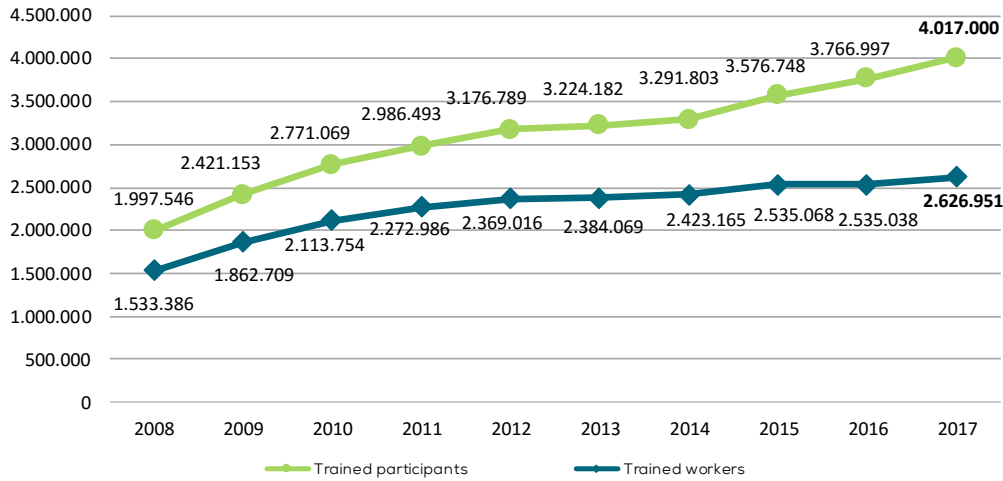
(a) **Available credit:** amount available to companies for the training of their employees through the application of Social Security bonuses. It is determined, in each fiscal year as a percentage of the vocational training levy quoted in the previous year. The percentage of bonus is established annually 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.

	Utilized credit (b)		Credit utilization ratio (c)
	Absolute in €	%	
<p>Micro SMEs (from 1 to 9)</p>	<b>97.702.109</b>	<b>18,9</b>	<b>76,6</b>
<p>SMEs (from 10 to 49)</p>	<b>96.416.327</b>	<b>18,6</b>	<b>59,0</b>
<p>Medium sized companies (from 50 to 429)</p>	<b>106.483.962</b>	<b>20,6</b>	<b>60,4</b>
<p>Large companies (&gt; de 249)</p>	<b>216.501.776</b>	<b>41,9</b>	<b>67,9</b>
<b>Total</b>	<b>517.104.469</b>	<b>100,0</b>	<b>65,8</b>

# Key findings 2017

## Participants in company training

Progress of participants and workers



**Trabajadores**

**2.626.951**

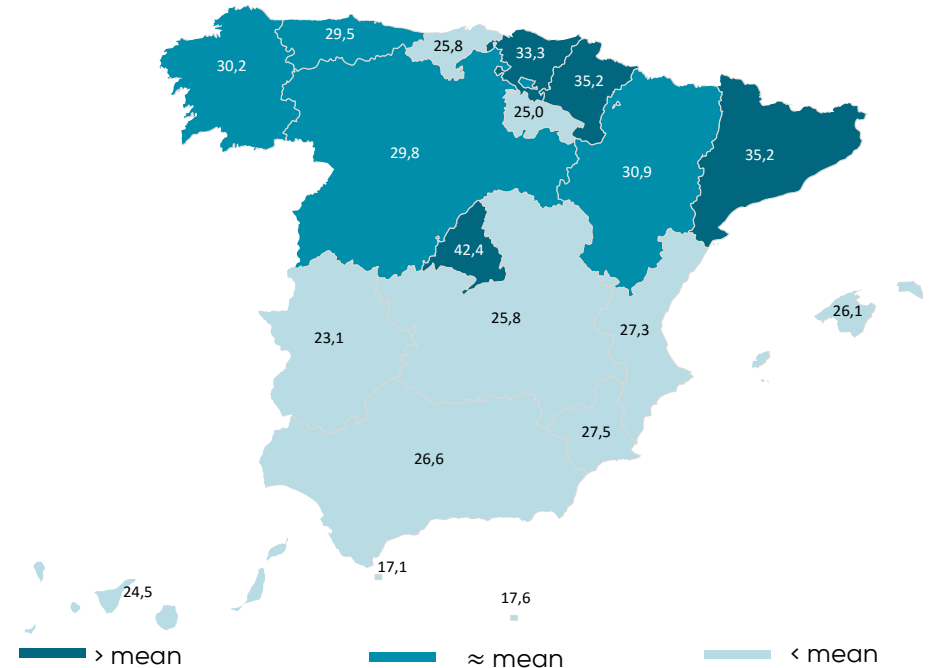
**Participantes**

**4.017.000**

**44%**

**56%**

Participant training coverage\*



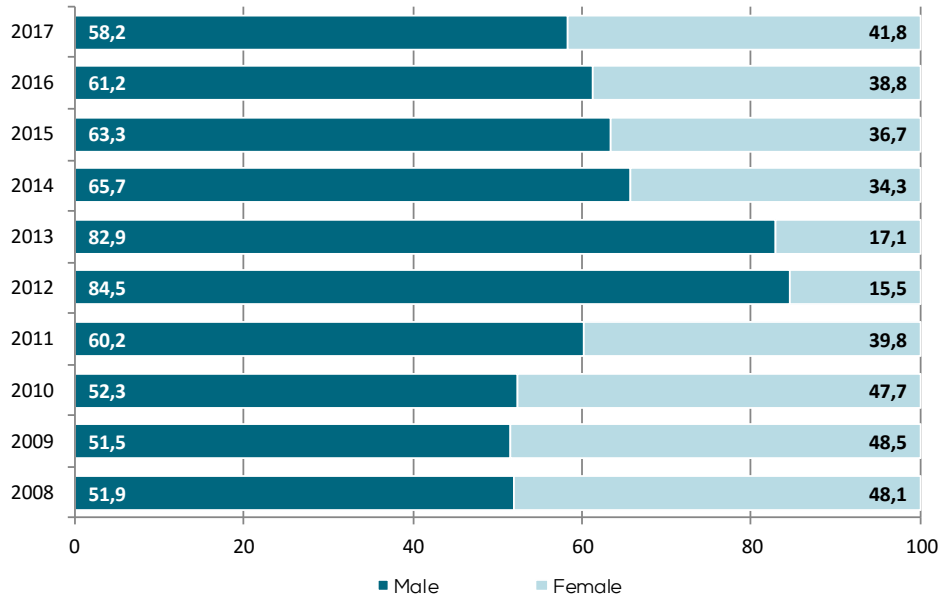
More than 4 million participants in company training, which represents 6,6% more than in 2016. Considering gender, male participation in training remains higher than their participation in the labour market (56% versus 54%) while women’s participation in training is still lower than their share in the working population (44% vs. 46%). The average rate of training coverage is **31, 7%**. Four regions exceed this average rate: Madrid, Cataluña, Navarra and the Basque Country. This situation is very similar to previous years. On the opposite end, the autonomous cities of Melilla and Ceuta register a coverage rate that is 10 points below the national average.

\*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 2017). 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.

# Key findings 2017

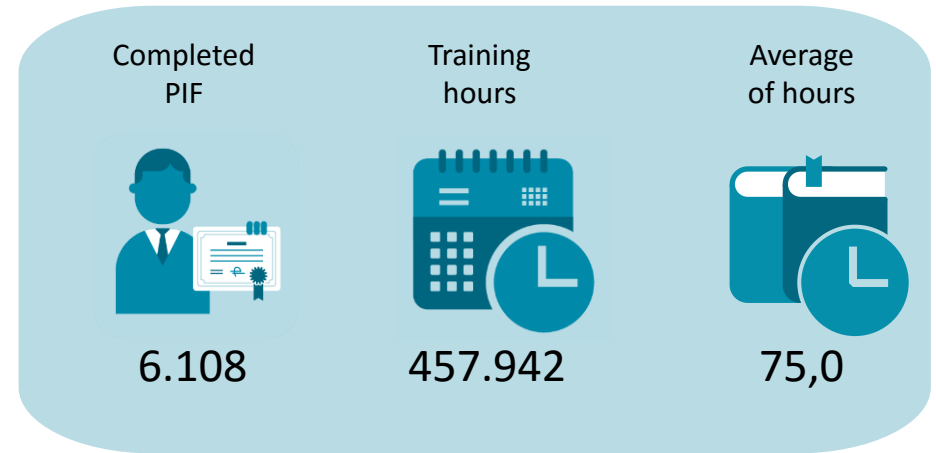
## Individual Training Leaves\*

Demographic profile by gender

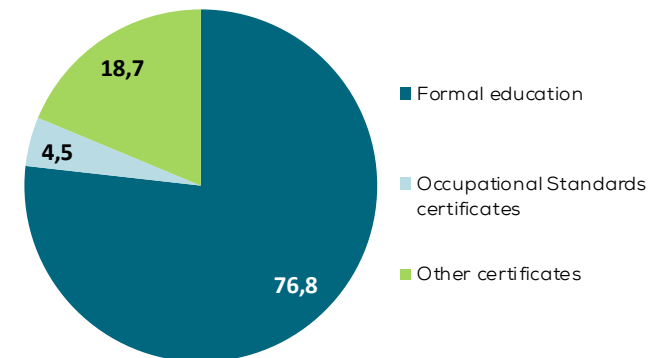


The number workers who took an Individual Training Leave (PIF) was 6,108, of which 58% are men and 42% are women and more than 40% are between 36 and 45 years old. Three out of four Individual Training Leaves were used to follow formal education programmes.

\*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.

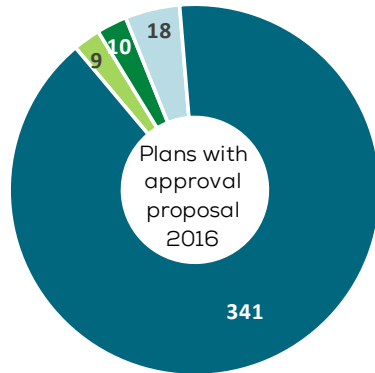


Subject of PIF 2017

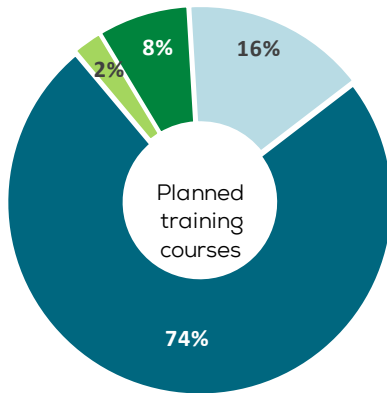


## Key findings 2017

Subsidised training: state training plans primarily aimed at employed workers. 2016 Call for proposals \*.



- Training plans for the social economy (cooperatives)
- Training plans for self-employed workers
- Cross-sector training plans
- Sector training plans



	Funding proposal	Planned participants	Average hours
Training plans for the social economy (cooperatives)	4.418.255	14.603	53,1
Training plans for self-employed workers	5.999.986	31.812	37,6
Cross-sector training plans	21.426.943	83.377	51,4
Sector training plans	158.448.725	577.110	54,0
<b>Total</b>	<b>190.293.909</b>	<b>706.902</b>	<b>53,0</b>

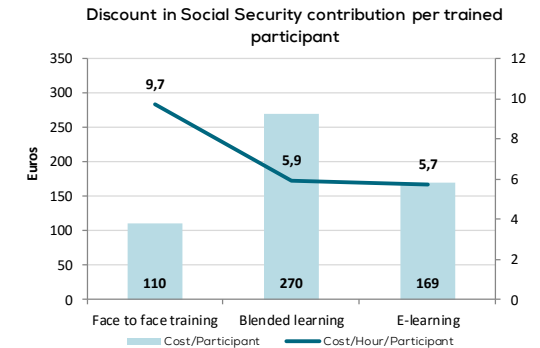
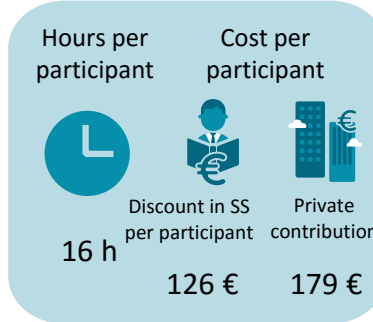
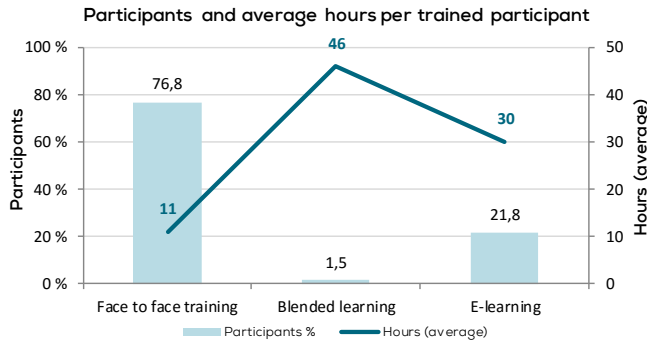
\*These data correspond to the call published in the Official State Gazette (BOE in Spanish) on August 17, 2016. This call is in the implementation phase. The implementation period established in the call is one year from the notification of resolution of approval. This deadline has been extended six months more according to Resolution of May 4, 2018.



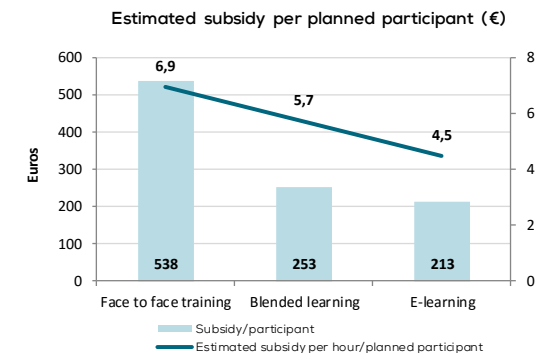
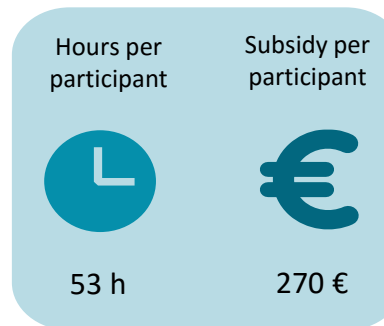
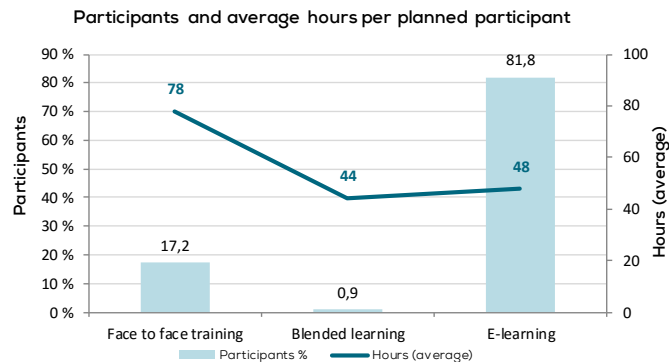
# Key findings 2017

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

### Company training



### Subsidised training



Training carried out within the training plans initiative (subsidised training) is on average longer than company training. Costs per participant/hour are similar in both initiatives, according to the delivery method of training activities. Face to face training has the highest estimated cost per hour and participant, while e-learning is the cheapest in both initiatives.