

**COMMISSION REGULATION (EU) No 1153/2014**  
**of 29 October 2014**  
**amending Regulation (EC) No 198/2006 as regards the data to be collected, and the sampling,**  
**precision and quality requirements**

(Text with EEA relevance)

THE EUROPEAN COMMISSION,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to Regulation (EC) No 1552/2005 of the European Parliament and of the Council of 7 September 2005 on statistics relating to vocational training in enterprises <sup>(1)</sup>, and in particular Articles 7(3), 8(2) and 9(4) thereof,

Whereas:

- (1) Regulation (EC) No 1552/2005 establishes a common framework for the production of European statistics on vocational training in enterprises.
- (2) Commission Regulation (EC) No 198/2006 <sup>(2)</sup> defines the specific data to be collected with respect to training and non-training enterprises and to the different forms of vocational training, the sampling and precision requirements, the quality requirements for the data to be collected, and the structure of the quality reports.
- (3) Requirements concerning the quality of the data to be collected and transmitted for European statistics on vocational training in enterprises, the standard quality report and any measures necessary for assessing or improving the quality of the data should be adopted.
- (4) It is appropriate to modify the coding scheme, sampling, precision and quality requirements in order to reduce the burden for future data collection on statistics relating to vocational training in enterprises.
- (5) Regulation (EC) No 198/2006 should therefore be amended accordingly.
- (6) The measures provided for in this Regulation are in accordance with the opinion of the European Statistical System Committee,

HAS ADOPTED THIS REGULATION:

*Article 1*

Annexes I, II, III and V to Regulation (EC) No 198/2006 are replaced by the texts set out in the Annex to this Regulation.

*Article 2*

This Regulation shall enter into force on the twentieth day following that of its publication in the *Official Journal of the European Union*.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 29 October 2014.

*For the Commission*  
*The President*  
José Manuel BARROSO

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<sup>(1)</sup> OJ L 255, 30.9.2005, p. 1.

<sup>(2)</sup> Commission Regulation (EC) No 198/2006 of 3 February 2006 implementing Regulation (EC) No 1552/2005 of the European Parliament and of the Council on statistics relating to vocational training in enterprises (OJ L 32, 4.2.2006, p. 15).

## ANNEX

1. Annex I to Regulation (EC) No 198/2006 is replaced by the following:

'ANNEX I

**Variables**

*Note to the table:*

The values "core" and "key" in the column "variable group" are explained in Annex III. The value "ID" means that the variable is an "identification variable" (no missing allowed). In the column "variable type" the value "QL" refers to "qualitative variable" of type yes/no, "QM" to "qualitative variable" with multiple categories as described in the table and "QT" refers to "quantitative variable". CVT stands for continuing vocational training. IVT stands for initial vocational training. NACE refers to the classification of economic activity according to NACE Rev. 2.

**1. Variables to be collected from all enterprises: sample characteristics**

Variable name	Variable group	Variable type	Variable description
COUNTRY	ID		Country code
ENTERPR	ID		Enterprise ID
REFYEAR	ID		Reference year
WEIGHT	ID		Weighting factor. Two decimal positions — use "." as decimal separator
NACE_SP	ID		Sampling plan economic activity category
SIZE_SP	ID		Sampling plan size group
NSTRA_SP	ID		Sampling plan — number of enterprises in the stratum defined by NACE_SP and SIZE_SP, i.e. the population
N_SP	ID		Sampling plan — number of sampled enterprises from the sample-frame in the stratum defined by NACE_SP and SIZE_SP
SUB_SP	ID		Sub-sample indicator, shows if enterprise belongs to sub-sample
N_RESPST	ID		Number of responding enterprises in the stratum defined by NACE_SP and SIZE_SP
N_EMPREG	ID		Number of persons employed according to the register
RESPONSE	ID		Response indicator (sampling unit type)
PROC	ID		Data collection mode
IDLANGUA	ID		Language of data collection
IDREGION	ID		Region identification NUTS — level 1
EXTRA1	ID		Extra variable 1 (see Annex III)

Variable name	Variable group	Variable type	Variable description
EXTRA2	ID		Extra variable 2 (see Annex III)
EXTRA3	ID		Extra variable 3 (see Annex III)

## 2. Variables to be collected from all enterprises: background data

Variable name	Variable group	Variable type	Variable description
A1	Core	QM	Actual NACE CODE
A2tot	Core	QT	Total number of persons employed on 31 December of the reference year
A2m		QT	Total number of males employed on 31 December of the reference year
A2f		QT	Total number of females employed on 31 December of the reference year
A4	Key	QT	Total number of hours worked in the reference year by persons employed
A5	Key	QT	Total labour costs (direct + indirect) of all persons employed in the reference year

## 3. Variables to be collected from all enterprises: CVT strategies

Variable name	Variable group	Variable type	Variable description
A8		QL	Person or unit within the enterprise with responsibility for the organisation of CVT
A9		QM	Assessment of future skill needs of the enterprise
			<i>Yes but not regularly (mainly linked to changes in personnel)</i>
			<i>Yes, it is part of the overall planning process in the enterprise</i>
			<i>No</i>
A10		QM	Reaction to future needs through
			<i>Continuing vocational training of current staff</i>
			<i>Recruitment of new staff with the suitable qualifications, skills and competences</i>
			<i>Recruitment of new staff combined with specific training</i>
			<i>Internal reorganisation to better use existing skills and competences</i>
A12		QM	Skills and competences important in the next few years (3 most important)

Variable name	Variable group	Variable type	Variable description
			<i>General IT skills</i>
			<i>IT professional skills</i>
			<i>Management skills</i>
			<i>Team working skills</i>
			<i>Customer handling skills</i>
			<i>Problem solving skills</i>
			<i>Office administration skills</i>
			<i>Foreign language skills</i>
			<i>Technical, practical or job-specific skills</i>
			<i>Oral or written communication skills</i>
			<i>Numeracy and/or literacy skills</i>
			<i>None of these</i>
			<i>Do not know</i>
A13		QL	Planning of CVT in the enterprise leads to a written training plan or programme
A14		QL	Annual training budget, which includes provision for CVT
A15		QL	National, sector or other agreements between the social partners, which cover the provision of CVT
A16a		QL	Staff representatives/committees involved in the management process of CVT
A16b		QM	Aspects covered by staff representatives/committees
			<i>Objective setting of training</i>
			<i>Establishing criteria for the selection of participants or specific target groups</i>
			<i>Form/type of training (e.g. internal/external courses; other forms such as guided-on-the-job training)</i>
			<i>Content of training</i>
			<i>Budget for training</i>
			<i>Selection of external training providers</i>
			<i>Evaluation/assessment of training outcomes</i>

## 4. Variables to be collected from all enterprises: CVT characteristics

Variable name	Variable group	Variable type	Variable description
B1a	Core	QL	Provision of internal CVT courses in the reference year
B1b	Core	QL	Provision of external CVT courses in the reference year
B2a	Core	QL	Provision of guided-on-the-job training in the reference year
		QM	Participation in guided-on-the-job training
			<i>Less than 10 % of all persons employed</i>
			<i>From 10 % to less than 50 % of all persons employed</i>
			<i>50 % or more of all persons employed</i>
B2b	Core	QL	Provision of job rotation, exchanges, secondments or study visits in the reference year
		QM	Participation in job rotation, exchanges, secondments or study visits
			<i>Less than 10 % of all persons employed</i>
			<i>From 10 % to less than 50 % of all persons employed</i>
			<i>50 % or more of all persons employed</i>
B2c	Core	QL	Participation in conferences/workshops in the reference year
		QM	Participation in conferences/workshops
			<i>Less than 10 % of all persons employed</i>
			<i>From 10 % to less than 50 % of all persons employed</i>
			<i>50 % or more of all persons employed</i>
B2d	Core	QL	Participation in learning or quality circles in the reference year
		QM	Participation in learning or quality circles
			<i>Less than 10 % of all persons employed</i>
			<i>From 10 % to less than 50 % of all persons employed</i>
			<i>50 % or more of all persons employed</i>
B2e	Core	QL	Planned training by self-directed learning/e-learning in the reference year
		QM	Participation in self-directed learning/e-learning
			<i>Less than 10 % of all persons employed</i>
			<i>From 10 % to less than 50 % of all persons employed</i>

Variable name	Variable group	Variable type	Variable description
			<i>50 % or more of all persons employed</i>
B3		QL	Provision of CVT courses in the year before the reference year
B4		QL	Provision of other forms of CVT in the year before the reference year
B5a		QL	Existence of CVT contributions in the reference year
		QT	Amount of CVT contributions (in euros)
B5b		QL	Existence of CVT receipts in the reference year
		QT	Amount of CVT receipts (in euros)
B6		QM	Measures from which the enterprise benefits
			<i>Tax incentives (tax allowances, tax exemptions, tax credits, tax relief, tax deferrals)</i>
			<i>Receipts from training funds (national, regional, sector)</i>
			<i>EU subsidies (e.g. European Social Fund)</i>
			<i>Government subsidies</i>
			<i>Other sources</i>
			<i>None of these</i>

Sections 5 and 6 shall be addressed to enterprises providing CVT courses in the reference year [(B1a or B1b) = yes].

Section 7 shall be addressed to all training enterprises in the reference year, i.e.:

- enterprises providing CVT courses in 2015 [(B1a or B1b) = yes], or
- enterprises providing other forms of CVT in 2015 [(B2a or B2b or B2c or B2d or B2e) = yes].

Section 8 shall be addressed to non-training enterprises only.

##### 5. Variables to be collected from enterprises which provided CVT courses: CVT participants, subjects and providers

Variable name	Variable group	Variable type	Variable description
C1tot	Key	QT	Total number of participants in all CVT courses
C2m		QT	Number of CVT course participants — males
C2f		QT	Number of CVT course participants — females
C3tot	Key	QT	Paid working time (in hours) spent on all CVT courses
C3i		QT	Paid working time (in hours) for internal CVT courses

Variable name	Variable group	Variable type	Variable description
C3e		QT	Paid working time (in hours) for external CVT courses
C4		QT	Share of training hours spent on obligatory courses for health and safety at work
C5		QM	Subjects covered (3 most important)
			<i>General IT skills</i>
			<i>IT professional skills</i>
			<i>Management skills</i>
			<i>Team working skills,</i>
			<i>Customer handling skills</i>
			<i>Problem solving skills</i>
			<i>Office administration skills</i>
			<i>Foreign language skills</i>
			<i>Technical, practical or job-specific skills</i>
			<i>Oral or written communication skills</i>
			<i>Numeracy and/or literacy skills</i>
			<i>None of these</i>
C6		QM	Providers (external CVT courses) (3 most important)
			<i>Schools, colleges, universities and other higher education institutions</i>
			<i>Public training institutions (financed or guided by the government; e. g. adult education centres)</i>
			<i>Private training companies</i>
			<i>Private companies of which the main activity is not training</i>
			<i>Employers' associations, chambers of commerce, sector bodies</i>
			<i>Trade unions</i>
			<i>Other training providers</i>

#### 6. Variables to be collected from enterprises which provided CVT courses: CVT costs

Variable name	Variable group	Variable type	Variable description
C7a		QL	Existence of fees or payments for courses
		QT	CVT course costs — fees and payments for courses for employees (in euros)

Variable name	Variable group	Variable type	Variable description
C7b		QL	Existence of travel or subsistence payments
		QT	<i>CVT course costs — travel and subsistence payments (in euros)</i>
C7c		QL	Existence of labour costs of internal trainers
		QT	<i>CVT course costs — labour costs of internal trainers (in euros)</i>
C7d		QL	Existence of costs of training centre, rooms or teaching materials
		QT	<i>CVT course costs — training centre, rooms and teaching materials for CVT courses (in euros)</i>
C7sub		QL	Existence of “CVT costs sub-total” only (no sub-categories)
	Key	QT	<i>CVT costs sub-total (in euros)</i>
PAC	Key	QT	Personal absence cost — to be calculated ( $PAC = C3_{tot} \times A5/A4$ in euros)
C7tot	Key	QT	Total CVT costs — to be calculated ( $C7_{tot} = C7_{sub} + B5a - B5b$ in euros)

**7. Variables to be collected from enterprises which provided CVT courses or other forms of CVT: CVT quality, outcomes and difficulties**

Variable name	Variable group	Variable type	Variable description
D2a		QM	Assessment of the outcomes of CVT activities
			<i>Yes, for all activities</i>
			<i>Yes, for some activities</i>
			<i>No, proof of participation is sufficient</i>
D2b		QM	Methods of assessment
			<i>Certification after written or practical test</i>
			<i>Satisfaction survey amongst participants</i>
			<i>Assessment of participants' behaviour or performance in relation to training objectives</i>
			<i>Assessment/measurement of the impact of training on performance of relevant departments or the whole enterprise</i>
			<i>Other</i>
D3		QM	Factors limiting CVT provision in the reference year
			<i>No limiting factors: level of training provided was appropriate to the needs of the enterprise</i>



Variable name	Variable group	Variable type	Variable description
			<i>Recruitment of individuals with the required qualifications, skills and competences</i>
			<i>Difficulties in assessing training needs in the enterprise</i>
			<i>Lack of suitable offers of CVT courses in the market</i>
			<i>High costs of CVT courses</i>
			<i>Higher focus on IVT provision than on CVT</i>
			<i>Major efforts in CVT realised in recent years</i>
			<i>Limited time available for staff to participate in CVT</i>
			<i>Other reasons</i>

#### 8. Variables to be collected from non-training enterprises: reasons for non-provision of CVT activities

Variable name	Variable group	Variable type	Variable description
E1		QM	Reasons for not providing CVT in the reference year
			<i>The existing qualifications, skills and competences were appropriate to the current needs of the enterprise</i>
			<i>Recruitment of individuals with the required qualifications, skills and competences was preferred</i>
			<i>Difficulties in assessing training needs in the enterprise</i>
			<i>Lack of suitable offers of CVT courses in the market</i>
			<i>High costs of CVT courses</i>
			<i>Higher focus on IVT provision than on CVT</i>
			<i>Major efforts in CVT realised in recent years</i>
			<i>No time available for staff to participate in CVT</i>
			<i>Other reasons</i>

#### 9. Variables to be collected from all enterprises: initial vocational training (IVT)

Variable name	Variable group	Variable type	Variable description
F1	Core	QL	IVT participants usually employed in the enterprise
F2		QM	Reasons for providing IVT (if F1 = yes)

Variable name	Variable group	Variable type	Variable description
			To qualify future employees according to the needs of the enterprise
			To choose the best apprentices for future employment after completion of initial vocational training
			To avoid possible mismatch with enterprise needs in case of external recruitment
			To make use of the productive capacities of IVT participants already during their initial vocational training
			Other reasons'

2. Annex II to Regulation (EC) No 198/2006 is replaced by the following:

‘ANNEX II

**Sample**

1. Business registers referred to in Regulation (EC) No 177/2008 of the European Parliament and of the Council <sup>(1)</sup> shall be taken as the main source of the sampling frame. A nationally representative stratified probability sample of enterprises shall be taken from this frame.
2. The sample shall be stratified by NACE Rev. 2 and size category according to the following minimum specifications:
  - 20 NACE Rev. 2 categories [B, C10-C12, C13-C15, C17-C18, C19-C23, C24-C25, C26-C28+C33, C29-C30, C16+C31-C32, D-E, F, G45, G46, G47, H, I, J, K64-K65, K66, L+M+N+R+S],
  - 3 enterprise size categories, according to their number of persons employed: (10-49) (50-249) (250 and more) for countries with fewer than 50 million inhabitants,
  - 6 enterprise size categories, according to their number of persons employed: (10-19) (20-49) (50-249) (250-499) (500-999) (1 000 and more) for Member States with 50 million inhabitants or more.
3. A sample size shall be calculated to ensure a maximum half-length of 0,2 of the 95 % confidence interval for the estimated parameters, which are a proportion of “training enterprises” (after allowance for the non-response rate in the sample) for each of the 60 stratified elements identified above (120 stratified elements for Member States with 50 million inhabitants or more).
4. The following formula may be used in determining the sample size:

$$n_h = 1 / [c^2 \times te_h + 1/N_h] / r_h$$

Where:

$r_h$  = the anticipated response rate in the stratum cell, h

$c$  = maximum length of half the confidence interval

$te_h$  = the anticipated proportion of training enterprises in the stratum cell, h

$N_h$  = the total number of enterprises (training and non-training) in the stratum cell, h'

<sup>(1)</sup> Regulation (EC) No 177/2008 of the European Parliament and of the Council of 20 February 2008 establishing a common framework for business registers for statistical purposes (OJ L 61, 5.3.2008, p. 6).

3. Annex III to Regulation (EC) No 198/2006 is replaced by the following:

‘ANNEX III

**Imputation principles and record weighting**

Member States shall take all appropriate measures to reduce item and unit non-response. Prior to imputation countries shall make all reasonable efforts to use other data sources.

Core variables, for which neither missing values shall be accepted nor imputation permitted, are:

— A1, A2tot, B1a, B1b, B2a(QL), B2b(QL) B2c(QL), B2d(QL) B2e(QL), F1.

Key variables, for which every effort should be made to avoid missing values and for which imputation is recommended, are:

— A4, A5, C1tot, C3tot, C7sub(QT), PAC, C7tot.

Imputation for item non-response shall be recommended within the following general limits:

1. When a record contains less than 50 % of variables presented then this record shall normally be considered as a unit non-response.
2. For a single NACE Rev. 2/size cell imputations shall not be allowed if more than 50 % of the responding enterprises have missing data for more than 25 % of the quantitative variables.
3. For a single NACE Rev. 2/size cell, no imputation shall be performed on a quantitative variable if the proportion of responding enterprises for that particular variable is less than 50 %.
4. For a single NACE Rev. 2/size cell, no imputation shall be performed on a qualitative variable if the proportion of responding enterprises for that particular variable is less than 80 %.

Quantitative and qualitative variables are identified in Annex I.

Rules for imputation are provided in the manual referred to in Article 8.

Member States shall calculate and transmit a weighting factor — to be applied to each data record — together with the auxiliary variables, which may have been used in the calculation of this weighting factor. These auxiliary variables should be recorded as the variables EXTRA1, EXTRA2, EXTRA3 as necessary. The methodology adopted for establishing the weighting factors shall be detailed in the quality report.’

4. Annex V to Regulation (EC) No 198/2006 is replaced by the following:

‘ANNEX V

**Standard quality report**

Member States shall submit a standard quality report in accordance with the European Statistical System Standard Quality Report Structure. A copy of the national questionnaire shall be submitted together with the standard quality report.

The standard quality criteria shall apply as follows:

1. RELEVANCE

Implementation of the survey and the degree to which statistics meet current and potential user needs. This covers a description of users and their individual needs and an evaluation to what degree these needs have been satisfied.

## 2. ACCURACY

### 2.1. **Sampling errors**

This covers:

- Description of the sample design and of the effective sample.
- Description of the calculation of the final weighting factors including non-response model and auxiliary variables used, estimator used, e.g. Horvitz-Thompson estimator, variance of the estimates according to the sample strata, variance estimation software. In particular, a description of the auxiliary variables or information used should be reported in order to recalculate the final weighting factors at Eurostat since it is needed for variance estimation.
- In case of non-response analysis, a description of the biases in the sample and results.

Tables to be provided (broken down by NACE Rev. 2 and size classes according to the national sampling plan):

- Number of enterprises in the sampling frame.
- Number of enterprises in the gross sample and in the effective sample.

Tables to be provided for the observed effective sample (broken down by NACE Rev. 2 and size classes according to the national sampling plan):

- Coefficients of variation <sup>(1)</sup> for the following key statistics.
- Total number of persons employed, total number of enterprises that provided any form of CVT, ratio of the total number of enterprises that provided any form of CVT to the total number of enterprises.
- Total number of enterprises that provided CVT courses, ratio of the total number of enterprises that provided CVT courses to the total number of enterprises.
- Total number of persons employed in enterprises that provided any form of CVT, total number of participants in CVT courses, ratio of the total number of participants in CVT courses to the total number of persons employed, ratio of the total number of participants in CVT courses to the total number of persons employed in enterprises that provided CVT.
- Total costs of CVT courses.
- Total number of enterprises providing IVT, ratio of the total number of enterprises providing IVT to the total number of enterprises.

### 2.2. **Non-sampling errors**

#### 2.2.1. *Coverage errors*

This covers:

- Description of the register used for sampling and its overall quality, information included in the register, and its updating frequency.
- Errors due to the discrepancies between the sampling frame and the target population and sub-populations (over-coverage, under-coverage, misclassifications).
- Methods used to obtain this information and notes on the processing of misclassifications.

Tables to be provided for the observed effective sample (broken down by NACE Rev. 2 and size classes according to the national sampling plan):

- Number of enterprises.
- Ratio of the number of enterprises for which the observed strata equals the sampling strata.

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<sup>(1)</sup> The coefficient of variation is the ratio of the square root of the variance of the estimator to the expected value. It is estimated by the ratio of the square root of the estimate of the sampling variance to the estimated value. The estimation of the sampling variance must take into account the sampling design and changes of strata.

### 2.2.2. Measurement errors

Where appropriate an assessment of errors that occurred at the stage of data collection due to:

- The questionnaire design (results of pre-tests or laboratory methods; questioning strategies).
- Reporting unit/respondent considering the data collection mode used (e.g. problems and strategies to find the appropriate respondent(s) in the enterprise, memory problems, errors when filling the forms, assistance to the respondent). This includes a description and assessment of measures taken to ensure the high quality of the information related to “participants” and to assure that “participant events” were not collected.
- Existence/use of relevant information systems and administrative records in the enterprise, e.g. correspondence between the administrative and survey concept (reference period, availability of individual data).
- Methods used to reduce this kind of errors, problems with the questionnaire as a whole or with single questions.

### 2.2.3. Processing errors

This covers a description of the data editing process such as processing system and tools used, errors due to coding, editing, weighting or tabulation, quality checks at macro/micro level and corrections/failed edits.

### 2.2.4. Non-response errors

This covers an assessment of unit non-response and item non-response and a description of the measures undertaken regarding “re-contacts” as well as:

- Report on imputation procedures including methods used for imputation and/or re-weighting.
- Methodological notes and results of non-response analysis or other methods to assess the effects of non-response.

Tables to be provided for the observed effective sample (broken down by NACE Rev. 2 and size classes according to the national sampling plan):

- Unit response rates <sup>(1)</sup>.
- Item response rates <sup>(2)</sup> for the following with respect to all respondents: total number of hours worked for all respondents and total labour cost for all respondents.
- Item response rates for the following with respect to enterprises offering CVT courses:
  - Total number of participants in CVT courses for enterprises offering CVT courses.
  - Total number of hours of all CVT courses for enterprises offering CVT courses, number of hours of internal CVT for enterprises offering CVT courses, number of hours of external CVT for enterprises offering CVT courses.
  - Total costs of CVT courses for enterprises offering CVT courses.

## 3. TIMELINESS AND PUNCTUALITY

This covers a table of dates when different phases of the project started and ended such as fieldwork (considering the different data collection modes), reminders and follow-up, data checking and editing, further validation and imputation, non-response survey (as appropriate) and estimations as well as data transmission to Eurostat and dissemination of national results.

<sup>(1)</sup> The unit response rate is the ratio of the number of in scope respondents to the number of questionnaires sent to the population selected.

<sup>(2)</sup> The item response rate for a variable is the ratio of the number of available data to the number of available and missing data (equal to the number of in scope respondents).

4. ACCESSIBILITY AND CLARITY

This covers the type of results sent to enterprises, a dissemination scheme of results and a copy of any methodological documents about the statistics provided.

5. COMPARABILITY

This covers the deviations from the standard European questionnaire and definitions provided in the manual referred to in Article 8 and a description of links done with other statistical sources (use of certain data available in registers, survey linked to another national survey).

6. COHERENCE

This covers a comparison of statistics for the same phenomenon or item from other surveys or sources and an assessment of coherence with structural business statistics for the number of persons employed as a function of NACE Rev. 2 and size classes.

Tables to be provided for the observed effective sample (broken down by NACE Rev. 2 and size classes according to the national sampling plan):

— Number of persons employed from structural business statistics and number of persons employed from CVTS.

— Percentage of differences  $(SBS - CVTS)/SBS$ .

7. COST AND BURDEN

This covers an analysis of the burden and benefit at national level through, for example, a consideration of average time for answering the questionnaire, problematic questions and variables, variables most/least useful in describing CVT at national level, estimated or actual satisfaction level of data users at national level, difference of burden between small and large enterprises and efforts made to reduce the burden.'

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