



European
Commission

IDENTIFYING THE TRAINING
NEEDS AND QUALIFICATIONS
OF EMPLOYEES AND
UNEMPLOYED PERSONS

Training support and guidance actions

Information review: October 2015

SPAIN

Since 1994, the training and retraining of employees has been regulated through National Agreements on continuing vocational training between the most significant business and trade union organisations and the government. The practice aims to contribute to the development and improvement of vocational training for the unemployed and employed.

Several activities are covered by the practice, namely: forecasting and analysing vocational training needs; innovative techniques and tools in training; and evaluating vocational training. The practice generated great expectations; however, the number of projects approved was limited. The quality of the products meet the targets but the dissemination needs to be improved.

Name of the PES

Servicio Público de Empleo Estatal (SEPE)
Public Employment Service (national level) (SEPE)

When was the practice implemented?

1994 – on-going

Which organisation was involved in its implementation?

Private enterprises, trade unions, employers' organisations, training centres and research centres. They are the bodies to which activities under the practice are contracted out through public procurement.

Which social groups were targeted by the practice?

Jobseekers:

- ▶ All unemployed
- ▶ Employed people (who are threatened by redundancy)

 People seeking training:

- ▶ Employees
- ▶ All employers

What were the practice's main objectives?

'Training support and guidance actions' aim to contribute to the development and improvement of vocational training for the unemployed and employed. The actions must be focused on identifying the training needs and qualifications of employees and unemployed people in/aspiring to the different economic areas.

What activities were carried out?

Four strands of activities are covered by the practice:

- ▶ Forecasting and analysis of vocational training needs: These activities investigate the factors leading to demand for training, specific issues and needs in different economic sectors or geographical areas, with a view to anticipating changes in the workforce and adjusting vocational training accordingly.
- ▶ Innovative techniques and tools in training: Under this strand, pilot actions aimed at innovation in vocational training should be developed – in particular, by introducing new tools and methods based on new information and communication technologies (ICT).
- ▶ Evaluation of vocational training: Activities under this strand should research the efficiency and effectiveness of vocational training in the different economic and geographical areas, as well as develop tools and methodologies for evaluating vocational training.
- ▶ Promotion and dissemination of vocational training: Activities related to this field should gather data and intelligence on vocational training and make it available to all stakeholders involved, via online platforms and databases, communication campaigns, online and face to face discussion forums, handbooks and good practice repositories.

What resources and other relevant organisational aspects were involved?

The practice is managed by the Tripartite Foundation for Training in Employment, in partnership with the PES. They are responsible for managing the call for projects, selecting projects and awarding funding. There is a yearly application process. The practice is operated by those organisations that have been awarded funding. Beneficiaries can include employers, employers' associations, trade unions, training institutions, or business associations.

Source(s) of funding

National budget (tax revenue)
European Social Fund

What were the outputs of the practice: people reached and products?

People reached:

Projects aimed at developing innovative training products accounted for the highest number of applications received (143 out of 316 applications in 2007 – 45%).

Products:

The following products resulted from the practice in the period 2007-2009 (the period covered by the evaluation report):

- ▶ 22 transversal and multi-sectoral studies on the relationship between vocational training and employment;
- ▶ 57 training products: technological products (online skills simulators, personal assistants, TV) as well as content for training development on e-learning platforms;
- ▶ 11 surveys on training needs in different economic sectors;
- ▶ 12 virtual forums, debate and reflection platforms on continuing vocational training systems;
- ▶ 10 awareness-raising campaigns for vocational training in employment, targeting different stakeholders (such as SMEs, employees, the unemployed); and
- ▶ Two training documents for guidance services pilot projects.

What outcomes have been identified?

Apart from funding targets, there were no explicit targets specified for the practice. The main outcomes of the practice for the period under review, 2007–2009 (which covered two rounds of applications), were as follows:

- ▶ The practice generated great expectations; however, the number of projects approved was limited. Between 2007 and 2009, 784 proposals were submitted, but only 134 were approved.
- ▶ Some 92% of the allotted funds for 2007 were actually taken up.
- ▶ The main beneficiaries of the practice were trade unions, employers' associations, training centres, companies and company consortiums.

What are the lessons learnt and success factors?

The main findings of the evaluation are as follows:

- ▶ The lack of internal coherence of the products hampers the impact that the practice could potentially have on the on-going (life-long) training course system. Several of the training products have methodological shortcomings in terms of the internal coherence between the support used, the content delivered and the beneficiaries targeted. This lack of internal coherence contributes to the generally low impact of these products.
- ▶ There is little chance of bringing about better results through further research. This is due to the lack of information, lack of dissemination of the studies and the length of time that the Tripartite Foundation spends on publishing the research findings, thus rendering these documents obsolete.
- ▶ The use and utility of the training products is very limited.
- ▶ The products are not designed with the purpose of transferability.
- ▶ The majority of the products are not in the public domain. Once funding is withdrawn, they are no longer updated or revised.

More information on the practice

http://ec.europa.eu/employment_social/empl_portal/weesp/ES-10.pdf



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