



EMPLOYERS' ORGANISATIONS AND TRADE UNIONS WORKING TOGETHER WITH NATIONAL REFERENCE CENTRES TO BETTER ANTICIPATE SKILLS REQUIREMENTS AND ADAPT THE SUPPLY OF TRAINING ACCORDINGLY.

## Vocational training for employment on the basis of user skill needs.

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### SPAIN

Many stakeholders are working on the identification of skills needs, but a common methodology is necessary to benefit from the potential for coordination of all the instruments and the actors carrying out the analysis and prospection of the labour market.

For the first time, the most representative employers' organisations and trade unions are working together with National Reference Centres, which are innovative reference points for both productive and training sectors, to better anticipate skills requirements and to adapt the supply of training accordingly.

Name of the PES

State Public Employment Service (SEPE).

Scope of measure

National

When was the practice implemented?

Pilot projects started in June 2019, and the official launch of the project happened in September 2019.

What was the driver for introducing the practice? Was it internal or external?

The Law 30/2015 of 9 September, regulating the Vocational Training System for Employment, undertakes a comprehensive reform in the whole national territory. The system of observation and forecasting of the labour market has been reinforced by the new model. All the stakeholders will participate in the design of the multiannual scenario, the strategic planning framework for the whole system.

Which organisation was involved in its implementation?

- ▶ The Observatory of Occupations of SEPE, whose tasks in analysing and identifying training needs include reporting on changes in economic activity and occupations.
- ▶ The National Reference Centres for Vocational Training (NRCs), which specialise in the different productive sectors.
- ▶ The Joint Sectoral Structures, (by Law 30/2015), composed by the most representative employers' organisations and trade unions at the sector level.
- ▶ The Department for Training provision and Certification of the SEPE, responsible for the Catalogue of Training Specialities.
- ▶ The State Foundation for Training in Employment (FUNDAE), a public body comprising the State General Administration, the regions and the most representative employers and trade union organisations.

Which groups were targeted by the practice?

Employed and unemployed workers, as well as companies.

What were the practice's main objectives?

- ▶ To obtain a proposal for a methodological procedure in the identification of training needs and how to convert them into training specialities.

What activities were carried out?

- ▶ A technical seminar on the detection of new demands for skills and the conversion of these training needs into training specialities was organised with representatives of all the organisations involved (September 26-27, 2019). Sectoral groups were organised to continue the work.
- ▶ A seminar on good practices and benchmarking within the National Employment System on the skills needs to fill job vacancies now and in the future, as a result of the creation of new jobs, new needs resulting from technological developments and job replacements (November 14-15, 2019).

What resources and other relevant organisational aspects were involved?

PES staff at national and regional level, FUNDAE staff and Joint Sectoral Structures and staff from the National Reference Centres.

What were the source(s) of funding?

Spanish PES budget (the state and the autonomous communities)

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

The ministerial Order TMS/283/2019 regulates the structure and content of the Catalogue of Training Specialities, which is valid and applicable in the whole of the national territory, as well as the management and updating procedures, in a way that responds quickly to the training demand by sectors and emerging occupations.

What outcomes have been identified?

For the first time, a synergy has been implemented with all stakeholders engaged in the observation and forecasting of the labour market and the vocational training for employment.

What are the lessons learnt and success factors?

- ▶ It is necessary to integrate the efforts to establish a common procedure for collecting the information systematically and continually, as well as for sharing it quickly.
- ▶ The conversion of training needs into training specialities is part of the process of identification of training needs and the following must be considered: each stakeholder's area of expertise, multidisciplinary work, specific training and technical seminars, the evaluation of the impact of the training, rapid update of the Catalogue of Training Specialities.



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