



European alliance for apprenticeships

Member States – Planned reforms/initiatives

Spain

EUROPEAN ALLIANCE FOR APPRENTICESHIPS
MEMBER STATES – PLANNED REFORMS/INITIATIVES

COUNTRY	Spain
Year	2019
Ministry/Ministries	Ministry of Labour, Migrations and Social Security
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Implementation of the national commitment

Progress and main achievements

Order ESS/41/2015 of 12 January modified the existing ESS/2518/2013, which regulated the training aspects of the training and apprenticeship contract. The establishment of new measures aimed to promote the use of training and apprenticeship contracts.

Companies are compensated for the teaching they carry out when they have a worker on a training and apprenticeship contract in the workplace.

This workplace training responds to the needs of both companies and workers. It was therefore determined that it should be included within the remit of specialised training, and it will now qualify for public funding through allocations of the same amounts as those established for accreditable training costs.

Update of the national commitment

Planned reforms and initiatives

The measures included in the **Action Plan for Youth Employment 2019-2021** relate to Goal 8 of the Sustainable Development Goals (SDG) of the 2030 Agenda, and aim specifically to achieve Goal 8.6: 'By 2020, substantially reduce the proportion of youth not in employment, education or training.'

The Plan promotes the actions of the **National Youth Guarantee Scheme**, created following the Council Recommendation of 22 April 2013. These seek to help workers under 30 who have had no employment or training, in order to facilitate their inclusion in the job market and help them achieve good quality, steady jobs.

The planned reforms include the following measures:

- **Measure 23 - Combined employment and training programmes.** These programmes include a firm commitment to Training Workshops, Trade Learning Centres and Employment Workshops 4.0, as well as to other rotation training programmes promoting training that meets the needs of the market.
- **Measure 24 - Promotion of training agreements with various SMEs and micro-SMEs.** The Public Employment Services will promote and support Collaboration Agreements between organisations that provide training, and various SMEs and MICRO-SMEs, who will formalise training and apprenticeship contracts with youth.
- **Measure 26 - Strengthening dual vocational training through the training and apprenticeship contract.** Promoting the necessary regulatory developments and amendments to ensure that the training and apprenticeship contract is the mechanism used for internships associated with vocational training in the workplace. In addition, its usage by companies will be facilitated, enabling a better and more expansive training provision with quality assurance.
- **Measure 27. Employment website for training contracts.** The Public Employment Service will promote and develop actions to provide a single common point for the offers of new training and apprenticeship contracts, and for internship contracts that come from the Social Dialogue Board.

Targets and/or indicators

1. Establishing a framework for quality employment and dignity at work.
2. Giving young people a leading role in their qualification and employment integration process.
3. Increasing young people's levels of qualifications and employability by helping them gain more professional skills, overcoming the technology gap and segregation, both in the choice of training pathways and in the labour market.
4. Promoting the development of a new economic model based on social sustainability, productivity and added value.
5. Providing adequate, personalised support, allocating Public Employment Services the appropriate means and resources.
6. Eliminating the gender bias that leads to horizontal segregation and the gender pay gap, through the necessary implementation of specific training in equal opportunities between women and men.
7. Combating the discouragement among young people who are not looking for a job because they think they will not find one.
8. Putting special focus on particularly vulnerable groups (migrants, the long-term unemployed, people who have dropped out of school, people with disabilities, etc.).

Budget of the reform/initiative

It is estimated that the programme will be allocated a total of EUR 2 million.

Key stakeholders involved

From an organisational standpoint, a **Monitoring Committee** will be set up, which will meet every six months. This will comprise:

- Ministry of Employment, Migration and Social Security
- State Public Employment Service (SEPE)

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- Regional public employment services
- Social partners
- Spanish Federation of Municipalities and Provinces (FEMP)
- Institute of Youth (INJUVE)
- Ministry of Education and Vocational Training
- Youth Council
- Institute for Women and Equal Opportunities
- Conference of Spanish University Rectors (CRUE)

The functions of this Monitoring Committee are as follows:

- To act as a coordinating body in the implementation and monitoring of the Plan and the elements to be considered in its evaluation.
- To meet every six months to review progress on the Plan.
- To ensure that the actions set out in the Plan are carried out.
- To approve the monitoring and evaluation reports.
- To report on the Strategic Plan to any other units or agencies that request information.
- To analyse the results obtained and propose any adjustments or changes to the actions.

Further measures planned as a follow up to the European Framework for Quality and Effective Apprenticeships

Further measures planned include:

- Measure 26: Strengthening dual vocational training through the training and apprenticeship contract.
- Measure 27: Employment portal for training contracts.