

## COUNTRIES AND CVT OPPORTUNITIES

Once one combines the different approaches to CVT in different Member States, the size of the enterprises and sectors, one observes that in 1993, employees of enterprises which provided CVT accounted for between 39% (Portugal) to 96% (Germany) of all employees (Table 5). High levels of employees working for enterprises providing training are in Germany, Denmark, the UK, France, Ireland, Luxembourg and the Netherlands, each of which has 80% and upwards of employees working for training providers. At the other end of the scale, enterprises providing training accounted for between 39% and 67% of employees in Portugal, Italy, Greece, Spain and Belgium.

The percentage of employees of enterprises which provide CVT and who attended CVT courses ranges from 49% (Ireland), to 24% (Greece). Most EUR 12 Member States have participation above 32% while 4 stand at 41% or higher (France - 42%, Belgium - 41%, UK - 41%).

The probability of working for an enterprise which provided CVT in 1993 ranged from almost 100% in Germany, Denmark and the United Kingdom to above 50% for virtually all other EUR 12 Member States. The probability of being an employee of a CVT provider and then participating in a CVT course in 1993 ranged from between 24% and 49%.

Table 5:  
Employees and CVT course participation, 1993

	Employees of CVT providers as % of employees of all enterprises	Employees who participated in CVT courses as % of employees of CVT providers	Employees who participated in CVT courses as % of employees of all enterprises
EUR 12	82	35	28
B	67	41	25
DK	93	37	34
D	96	25	24
GR	54	24	13
E	57	36	20
F	87	42	36
IRL	87	49	43
I	53	27	14
L	80	30	24
NL	82	32	26
P	39	35	13
UK	93	41	39

Source: Eurostat-CVTS 1994

### Methodology

The first EUR 12 survey on Continuing Vocational Training (CVTS) was carried out in 1994 in the then 12 EC Member States under the FORCE Programme (FORMATION Continue en Europe - Four Year Action Programme for the development of continuing vocational training). This is the first time such a survey has been carried out.

The survey covered all vocational training activities involving an enterprise's employees with the exception of initial training of apprentices or trainees with a special training contract. It was based on a common methodological framework using comparable concepts and an outline questionnaire proposed by EUROSTAT. The survey unit was the "enterprise" with a workforce of 10 or more, and the reference period was the calendar year 1993. The overall sample of enterprises (50,000 in total - EUR 12) was designed in such a way that leads to results representative of the national economy and of each size and sector of enterprise included in the survey.

Member States statistical offices/relevant ministries were responsible for carrying out their national surveys. Member States were free to interpret the survey guidelines in the light of national training practices while respecting the common framework.

### Quantitative Information

Data was sought on the enterprise, activity, workforce by sex, occupation, hours worked, and labour costs. Data was also sought on types of CVT carried out, time spent by participants on the courses, number of participants by sex, subjects covered, costs of courses in both the work situation and through externally/internally managed courses.

### Qualitative Information

Certain qualitative information was requested on enterprises' which carried out some training in 1993 on manpower forecasting, training facilities, plans (present and future) and resources. Finally, data was sought on enterprises which did not carry out training i.e. why not, were there any future plans, how will new skills be obtained.

#### For further information

Eurostat - Directorate E - Unit E3  
Ray Kerr - Eurostat, L-2920 Luxembourg  
Tel. : (352) 4301 34570 Fax : (352) 4301 34415  
Continuing Vocational Training Survey in Enterprises 1994  
Methods and Definitions - Eurostat Publications

ORIGINAL: ENGLISH



# STATISTICS IN FOCUS

## Population and social conditions

1996 □ 7

ISSN 1024-4352

### Continuing Vocational Training in enterprises - an essential part of lifelong learning

Within the European Union - EUR 12, nearly 60% of enterprises employing 10 or more employees provided continuing vocational training (CVT) in 1993.

On average, the opportunities of being trained are higher in larger enterprises than in smaller ones. However, in Denmark and Germany, CVT is of the same concern whatever the size of the enterprise.

The probability of working for an enterprise which provided CVT in 1993 ranged from almost 100% in Germany, Denmark and the United Kingdom, to above 50% for virtually all other EUR 12 Member States.

These are a few highlights from the first survey carried out by Eurostat in 1993 on continuing vocational training provided by enterprises.

Given the aging of the labour force and rapid changes in technologies and sectors, education and training are no longer singular phases of life after which employment and retirement follow<sup>(1)</sup>. Learning experiences on a lifelong basis are fast becoming the norm.

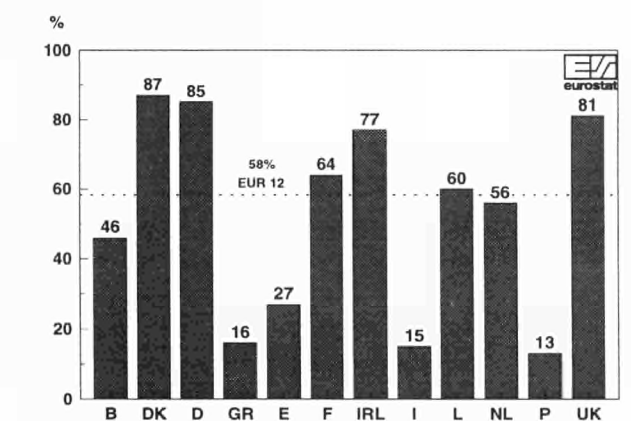
Regarding providers and contents, education and training can take many forms. Additionally, the role of who is responsible for training is broadening. It is not simply the State which demands that certain minimum standards be met. Standards are also being set by training institutions and by employers, as well as by employees and by individuals themselves.

Training provided by enterprises is one of the many ways in which learning experiences can be pursued throughout ones lifetime. A survey on Continuing Vocational Training (hereinafter referred to as CVT) carried out by enterprises employing 10 or more persons (also referred to as providers) has recently been completed by Eurostat. This survey covers the year 1993 and is consequently a snapshot of the situation. Also, it addresses only the then 12 Member States.

### NEARLY 60% OF ENTERPRISES PROVIDED CVT IN 1993

Within the European Union (EUR 12), nearly 60% of enterprises with 10 or more employees carried out various forms of CVT in 1993 (Figure 1).

Figure 1:  
Percentage of providers (10 + employees) of CVT by Member State, 1993



Source: Eurostat-CVTS 1994

1) Teaching and Learning - Towards the Learning Society; European Commission White Paper on education and training ISBN 92-827-5698-X

Manuscript completed on = 13.12.1996

For further information please contact: R.Kerr / W.Schwab  
Eurostat, L-2920 Luxembourg, tel. 4301-34570 Fax: 4301-34415

Price (excl. VAT) in Luxembourg: Subscription ECU 240,  
single copy ECU 6

Catalogue number: CA-NK-96-007-EN-C



The range of CVT provision across the Union (EUR 12) can be roughly grouped in three categories. At the upper level of the range, between 87% and 77% of Danish, German, UK and Irish enterprises carried out CVT. Then, between 46% and 64% of enterprises in France, Luxembourg, the Netherlands and Belgium were providing CVT. In the third category, between 13% and 27% of enterprises in Spain, Greece, Italy and Portugal were involved in the provision of CVT.

It should be noted that just because an enterprise did not provide CVT in 1993, it does not mean that the enterprise never provided training, nor that the enterprise does not intend to provide training in the future.

In those enterprises which provided CVT in 1993, 67% did so through external courses, and 40% through internal courses. CVT in the work situation was provided by 66% of enterprises, and at conferences by 59%. Finally, CVT occurred through job rotation in 24% and through self-learning in 22% of enterprises providing CVT. These forms of training are not mutually exclusive; some enterprises could be involved in all forms of CVT (Table 1).

**Table 1:**  
Different forms of CVT undertaken by providers 1993 - EUR 12

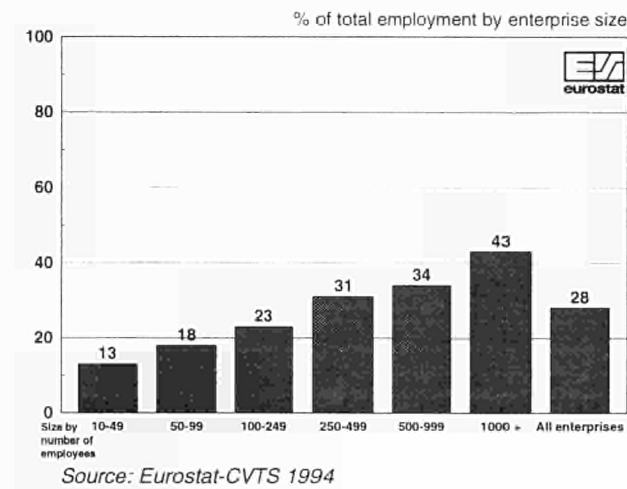
EUROSTAT % of enterprises (10 + employees)					
External Courses	Internal Courses	CVT in the work situation	Conferences	Job rotation	Self-learning
67	40	66	59	24	22

Source: Eurostat-CVTS 1994

### THE SIZE OF ENTERPRISE AND CVT OPPORTUNITIES

The European average of enterprises providing CVT - 58% - of itself is not very meaningful. A more meaningful appreciation of the situation can be gained from an examination of the relationship between the overall size of an enterprise and the level of training carried out amongst its employees on CVT courses (Figure 2).

**Figure 2:**  
Employees who participate in CVT courses, 1993 - EUR 12



On the average, opportunities of participating in a CVT course seem to be higher in large enterprises than in small. In total EUR 12, in enterprises employing up to 100, employees have less than half the chance of attending CVT courses by comparison with enterprises employing 500 or more in 1993. Employees of enterprises employing up to 50 have less than a one in six chance of attending a CVT course while those in enterprises employing 500 and over have better than a one in three chance of attending CVT courses. This very general progressive trend is apparent in nearly all Member States with certain exceptions (Table 2).

**Table 2: Employee participation in CVT courses by enterprise size, 1993**

EUROSTAT Size of enterprise	% of total employment					
	10 - 49 employees	50 - 99 employees	100 - 249 employees	250 - 499 employees	500 - 999 employees	1000 + employees
EUR 12	13	18	23	31	34	43
Belgium	14	15	16	30	46	42
Denmark	37	32	37	34	33	28
Germany	17	16	16	22	22	34
Greece	4	12	17	19	24	18
Spain	7	9	15	26	31	45
France	11	24	31	43	45	54
Ireland	24	32	46	59	47	59
Italy	2	5	9	15	23	31
Luxembourg	14	17	23	30	14	39
Netherlands	13	19	24	30	30	38
Portugal	5	6	11	12	23	32
United Kingdom	20	28	36	43	48	52

Source: Eurostat-CVTS 1994

For instance in Denmark, 37% of employees in small enterprises participate in CVT courses compared to the EUR 12 figure of 13%. This level of participation is relatively similar across all enterprise sizes in Denmark. CVT is of concern whatever the size of the enterprises. In general however, while certain deviations are evident, the overall EUR 12 underlying trend is a gradual progression.

Employee participation in CVT courses as a percentage of total employment can also be considered in the context of the relationship between it, the percentage of enterprises, and the percentage of employees of these enterprises in each enterprise size category (Table 3). Over 4 out of 5 enterprises in the survey were in the 10 - 49 size category. These accounted for 26% of all employment, and 13% of all employees who attended CVT courses. On the other hand, less than one out of 100 enterprises were in the 500 - 999 and the 1000 + size categories respectively. Yet these enterprises accounted for 40 out of every 100 employees and 59 out of every 100 employees on CVT courses.

### BEST SECTORS FOR CVT OPPORTUNITIES

There are many reasons why persons gain access to CVT training. Different economic sectors have different training requirements. Policies pursued by governments or social partners can influence such requirements, as can the availability of the necessary finance. Individuals themselves can pursue training on their own initiatives.

As regards the NACE sectors covered by the survey, over 50% of employees in the financial intermediaries (57%) and posts and telecommunications (53%) sectors participated in CVT courses. In all other sectors, participation ranged from 49% (electricity, gas and water) to 8% (textiles, clothing, leather) (Table 4).

**Table 3:**  
Breakdown of total enterprises, total employees and employees on CVT courses, by enterprise size, 1993 - EUR 12

EUROSTAT Enterprise size (number of employees)	% of total		
	Enterprises	Employees	Employees on CVT courses
10 - 49	81	26	13
50 - 99	10	11	7
100 - 249	6	13	11
250 - 499	2	10	10
500 - 999	0.8	8	10
1000 +	0.6	32	49
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: Eurostat-CVTS 1994

The highest participation by employees in CVT courses seems to occur in financial services, utilities, and the more modern sectors of industry in contrast with the more traditional areas. This may reflect the fact that the more modern, higher added-value sectors of economic activity regard training as an essential prerequisite to remaining competitive, or that they possess the necessary resources to provide training.

**Table 4: Sectors and CVT courses, 1993 - EUR 12**

EUROSTAT NACE Code	Sectors	Percentage employees on CVT courses
J 65-66	Financial intermediaries (banking and insurance)	57
I 64	Post and telecommunications	53
E	Electricity Gas and Water	49
J 67	Auxiliary activities	43
K, O	Real estate, renting business activities and other services	38
D 23-26	Manufacture of non-metallic products	35
D 34-35	Manufacture of transport equipment	32
C	Mining and quarrying, manufacturing industries	31
D 29-33	Manufacture of machinery include. electrical equipment	30
G 50	Sale and repair of vehicles	29
I 60-63	Transport	29
G 52	Retail trade and repairs (except for vehicles)	27
D15-16,	Food, beverages, tobacco products	23
H	Hotels and restaurants	23
G 51	Wholesale trade (except for vehicles)	21
D 21-22	Paper and printing	20
D 27-28	Manufacture of metals, metallic products	19
F	Construction	15
D 20, 36-37	Other types of manufacture	10
D 17-19	Textiles, clothing, leather	8

Source: Eurostat-CVTS 1994