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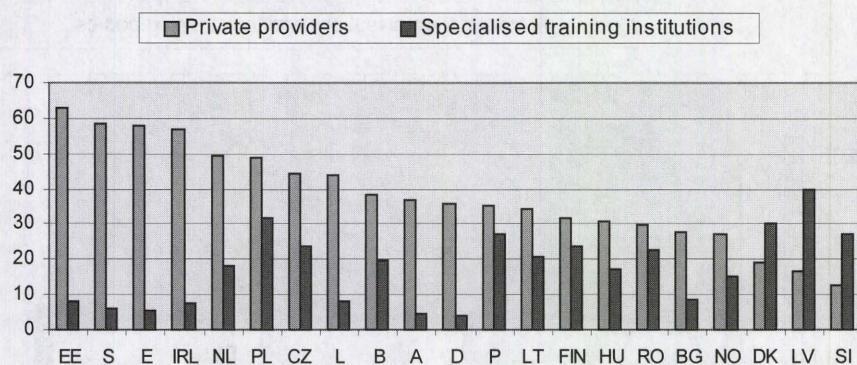
Providers and fields of continuing vocational training in enterprises in Europe

Katja Nestler and Emmanuel Kailis

The European Commission launched a new survey of continuing vocational training following on from the first survey, conducted in 1994, of the then twelve Member States of the European Union. The second survey (CVTS2) was conducted in 2000/2001 in all the Member States, Norway and nine candidate countries (Bulgaria, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland -only Pomorskie region, Romania and Slovenia). This second survey of continuing vocational training was two-thirds financed by the European Commission.

A total of some 35000 enterprises in EU countries and Norway and 26000 enterprises in candidate countries took part in the survey and provided comparable statistical data on continuing training at work, the supply of and demand for vocational know-how and skills, the need for continuing training on the one hand and the forms, contents and scope of continuing training on the other, own training resources and the use of external training providers, and the costs of continuing training.

Figure 1: Share of private providers and specialised training institutions of total external course hours (%) - 1999-



This publication gives some key information on providers and fields of continuing vocational training in 21 European countries. For Greece, France, Italy and the United Kingdom the data were not available in time for this publication.

Private course providers accounted in nearly all countries for the highest proportion of course hours, specialised training institutions were of greater significance in candidate countries than in Member States and Norway.

The content of the continuing vocational training reflects above all the needs of the enterprises in different activity sectors. In general, "Engineering and manufacturing" and "Computer science/Computer use" are the fields of continuing vocational training that are most important in enterprises.

Predominance of private providers in CVT in enterprises

A close look at the breakdown of hours of external CVT courses among the various providers of continuing training at work clearly shows that in nearly all countries private course providers accounted for the highest

the highest 63% in Estonia. Specialised training institutions were of greatest significance for CVT at work in Latvia with 40% of course hours, and of least

Table 1: Highest and lowest shares of total external course hours by provider of CVT (%) - 1999 -

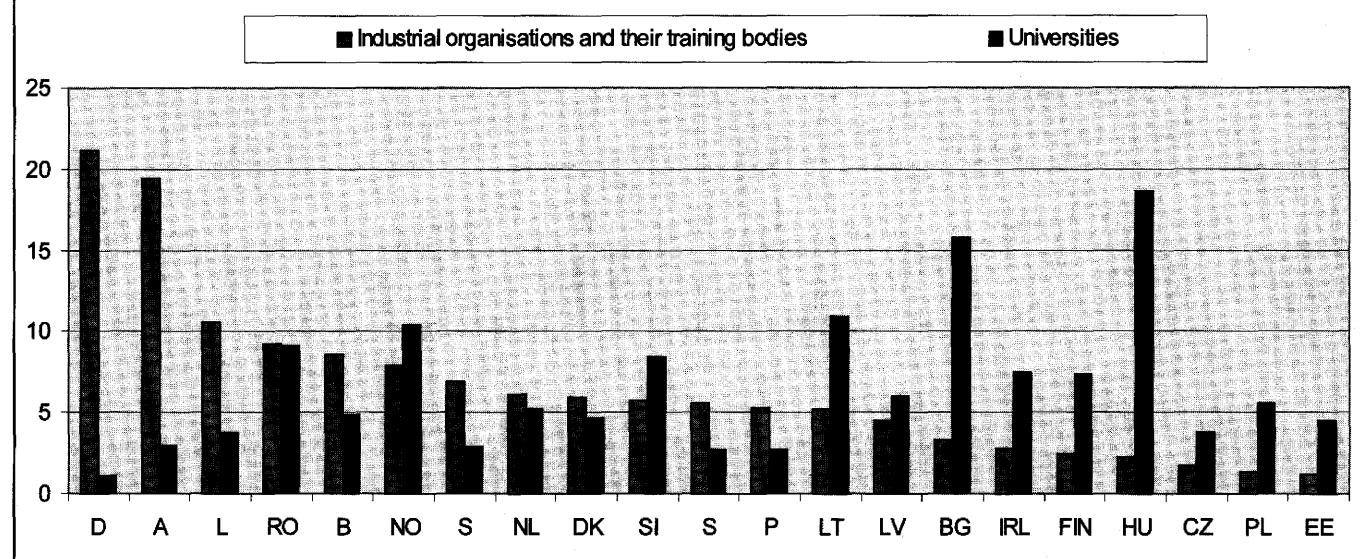
	Public schools and colleges	Universities	Specialised training institutions	Private providers	Equipment suppliers	Parent/associate companies	Unions	Industrial organisations and their training bodies	Other training providers
Highest share (%)	15 SI, DK	19 HU	40 LV	63 EE	16 NO, D	12 P	4 BG	21 D	22 SI
Lowest share (%)	0 P	1 D	4 D, A	12 SI	2 LT	0 SI	0 8 countries	1 EE, PL	2 B, NL
Difference (% points)	15	18	36	51	14	12	4	20	20

proportion of course hours in 1999 (Fig. 1). Specialised training institutions were the second most important providers of continuing training, playing on average a greater role in the candidate countries than in the Member States and Norway.

importance in Germany and Austria with 4%.

In all countries the percentage of hours for trade unions and their training bodies was negligible. In 12 countries they accounted for at most 1%, while the figure was

Figure 2: Shares of universities and of industrial organisations and their training bodies in total external course hours (%) - 1999 -



The biggest differences between countries in terms of the highest and lowest percentages of total external course hours were 51 percentage points in the case of private providers and 36 percentage points in the case of public providers (Table 1). The lowest percentage of hours for private providers was 12% in Slovenia, and

highest in Bulgaria at 4%.

It is notable that in Germany and Austria industrial organisations, including professional chambers and their training bodies, are heavily involved in CVT at work. At 21% and 19% respectively in the two countries,

their share of external course hours was far larger than in the other countries (Fig. 2).

With regard to the share of total external course hours taken by universities as providers of CVT at work, the lowest figure was recorded in Germany at 1%. In Hungary (19%) and Bulgaria (16%), on the other hand,

universities played a much larger part among the providers of continuing training.

For specialised training institutions, markedly higher percentages than in the other countries were found in Slovenia and Denmark, with 15% in each case, and in Hungary with 14%.

Concentration of CVT at work in the fields of 'Engineering and manufacturing' and 'Computer science/Computer use'

If the total hours spent on CVT courses at work are broken down by field of training, the overall picture for all countries is as shown in Table 2. In all the observations below, the field 'Other subjects', which

small for training in the field of 'Office work', where the numbers of hours were low and amounted overall to no more than 3% in any country.

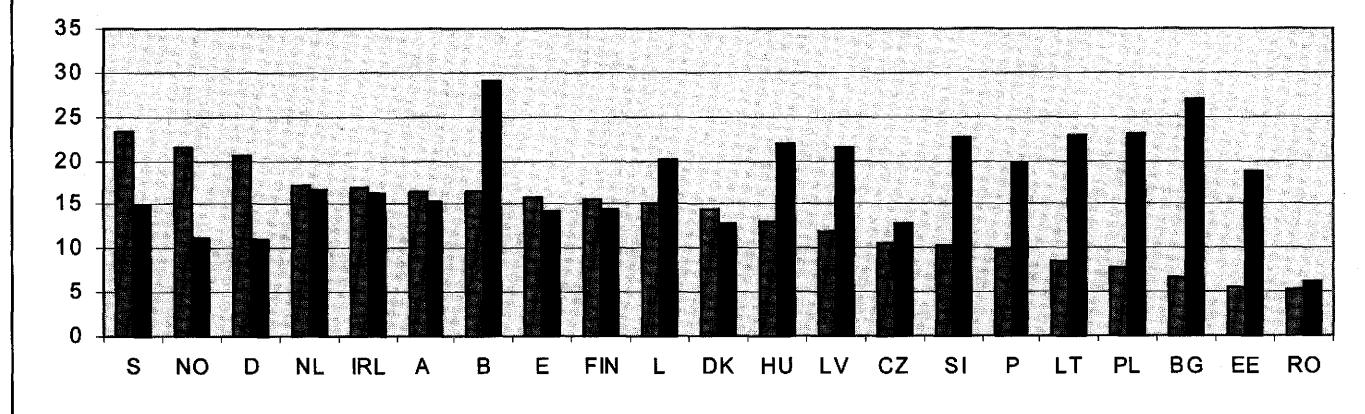
	Language courses	Sales and Marketing	Accounting, finance	Management	Office work	Personal skills/working life	Computer science/Computer use	Engineering and manufacturing	Environment protection, occupational health and safety job and environment safety	Services: personal, transport, security
Highest share (%)	14 ECZ,LT	16 NO	15 NL	14 A	3 B,FIN	59 RO	23 S	29 B	20 IRL	9 PL
Lowest share (%)	1 IRL,NO	3 BG,RO	2 BG	3 RO	0 BG,RO	1 BG	5 EERO	6 RO	2 PL,RO	2 LA,BG,LT
Difference (6points)	13	13	13	11	3	58	18	23	18	8

covers all topics that could not be otherwise classified, has been disregarded. For almost all CVT fields large differences were found from country to country. The difference between the highest and lowest percentages

Extending the analysis to branches of activity reveals a very uneven picture, resulting from their differing qualification requirements in the various countries (Table 3). Certain subject areas in particular were at a

Figure 3: Shares of "Engineering and manufacturing" and "Computer science/Computer use" in total course hours (%) - 1999 -

■ Computer science/Computer use ■ Engineering and manufacturing



was greatest by far for 'Personal skills/working life' (58 percentage points), with a range from 1% in Bulgaria to 59% in Romania. The differences were particularly

low level overall but played an outstanding part in the corresponding branches of the economy. For the CVT field of 'Accounting, finance', for example, no high

percentage of hours was recorded overall, but in the 'Financial intermediation' branch (J) the figures were nonetheless over 20% in 11 countries. On the other hand there were also countries where this field was of negligible importance even in this branch.

The main focus of continuing vocational training at work in 1999 was on the fields of 'Engineering and manufacturing' and 'Computer science/Computer use'. In eighteen countries one or other of these two fields accounted for the highest percentage of total course hours. Only in Ireland, the Czech Republic and

Table 3: Highest and lowest shares of total course hours by field of training and branch of activity (%)
- 1999 -

	Language courses	Sales and Marketing	Accounting, finance	Management	Office work	Personal Skills/working life	Computer science	Computer use	Engineering and manufacturing	Environment protection, occupational health and safety Job and environment safety	Services: personal, transport, security
	Highest share (%)	18 E	10 A	11 HU	14 NO	3 FIN	76 RO	21 NL	47 L	13 NL	4 S
NACE D											
	Lowest share (%)	1 RO	2 NL	1 P NL	3 RO	0 L P	1 BG	3 RO	4 RO	3 RO	0 7 countries
	Highest share (%)	18 CZ	58 RO	17 LV	18 LT	7 IRL	32 EE	22 S	41 BG	17 IRL	8 HU
NACE G											
	Lowest share (%)	0 IRL	11 DK	1 NL	4 PL	0 NL L	0 BG	2 RO	1 RO	0 PL	0 L PL A
	Highest share (%)	23 BG	30 NO	65 NL	18 IRL	9 PL	67 PL	28 HU	22 B	4 S	9 LV
NACE J											
	Lowest share (%)	0 IRL PL	4 HU	3 P DK	2 BG	0 RO EE	1 BG EE	2 PL	0 6 countries	0 8 countries	0 13 countries
	Highest share (%)	20 BG	14 FIN	31 LT	17 IRL	5 A	25 RO	41 S	37 SI	8 E	44 PL
NACE K											
	Lowest share (%)	1 IRL NL	LT 1 L BG	3 E	1 L	0 CZ LT L	2 BG	4 EE S	4 EE S NL	0 L	0 L DK
	Highest share (%)	18 CZ	9 NO	19 LV	36 A	9 B	23 FIN	39 BG	41 P	23 NL	63 IRL
NACE O											
	Lowest share (%)	0 IRL EE NO	PL L 0 PL HU	L 0 IRL RO	0 L RO	RO L 0 BG P DE	0 PL EE	0 L	0 RO PL EE IRL	PL EE 0 BG P	EE 0 BG LT
	Highest share (%)	23 LT	15 P	13 NL	17 A	3 NO	54 RO	20 DE	36 L	44 IRL	24 SI
Other											
	Lowest share (%)	0 IRL	BG RO	1 LT	1 P IRL	BG RO	LT 0 SI IRL RO	0 BG	3 BG	7 CZ	PL 2 RO BG 1 BG

Romania were the highest percentages to be found in a different field.

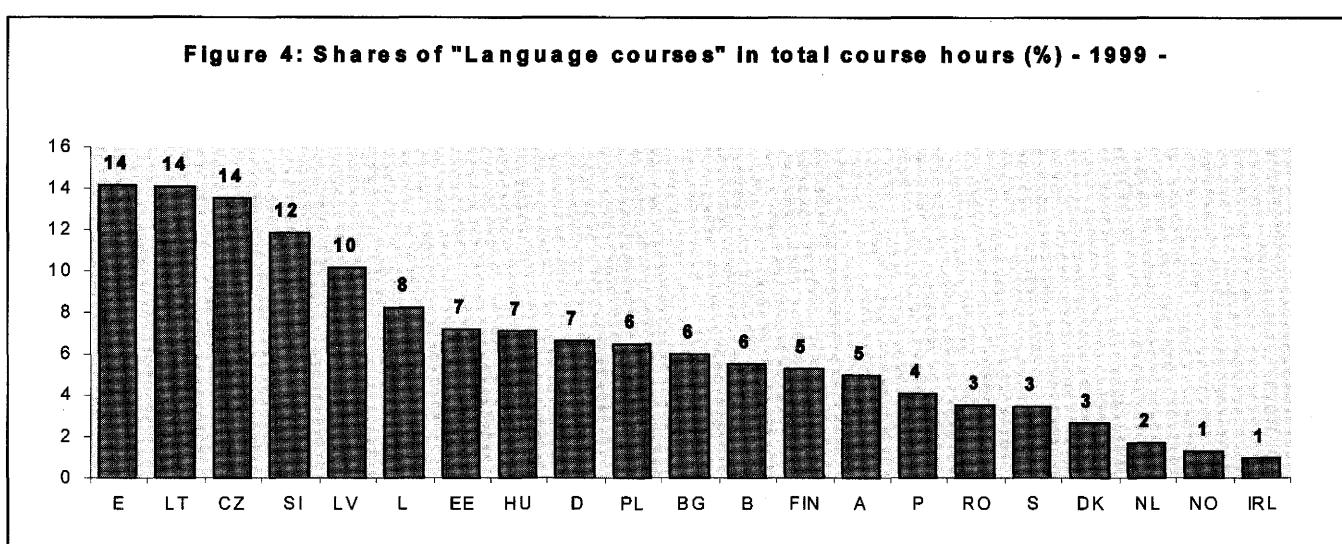
There was a clear difference between the Member States and Norway on the one hand and the candidate countries on the other (Fig. 3). In seven Member States and Norway the field of 'Computer science/Computer use' was in the leading position. Its share of total course hours ranged from 10% in Portugal to 23% in Sweden and was over 15% almost everywhere. In all the candidate countries, however, the field of 'Engineering and manufacturing' was predominant, with figures ranging from 6% in Romania to 27% in Bulgaria, six of these countries having a percentage of over 20%.

The field of 'Computer science/Computer use' took the lead in the service branches – in 'Real estate, renting

Member States. There were rates of over 10% in three of the nine candidate countries (Lithuania and Hungary, each with 11%, Estonia 13%) but in only one Member State (Netherlands 15%). In six Member States and two candidate countries the rates were at most 5%. An analysis by branch of activity shows that, as might be expected, the field of 'Accounting, finance' is of greatest importance above all in 'Financial intermediation' (J) (13 countries, including seven candidate countries) and in 'Real estate, renting and business activities' (6 countries, including one candidate country). On the other hand, even in 'Financial intermediation' (J) this field accounted for only 3% of course hours in Denmark and in Portugal.

In terms of the percentage of course hours, the CVT field of 'Management and administration' came out

Figure 4: Shares of "Language courses" in total course hours (%) - 1999 -



and business activities' (K), particularly as regards the Member States and Norway, and in 'Other community, social and personal service activities' (O), particularly as regards the candidate countries. In all but four countries the highest percentages of hours for the field of 'Engineering and manufacturing' were found, as might be expected, in the 'Manufacturing' branch (D).

In Norway and in Austria, with 16% and 14% respectively of all course hours, the field of 'Sales and Marketing' was overall a major topic of continuing vocational training, whereas in Bulgaria and Romania (3% in each case) and in Lithuania (4%) the numbers of hours were extremely low. Even in the latter countries, however, the share of 'Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods' (G) was over 10%, and in Romania it was as much as 58%. In all this topic came top of the list for this branch in 18 countries.

The field of 'Accounting, finance' played a somewhat less important part in CVT at work overall than 'Sales and marketing', though a slight preponderance was to be seen in the candidate countries compared with the

overall at the same sort of level as 'Accounting, finance', although the spread between countries was rather less, with the difference between the highest and lowest rates amounting to only 11 percentage points. This field was of greatest importance in Austria (14%) and Norway (13%). Rates of no more than 5% were recorded in six countries (Romania 3%, Bulgaria 4%, Denmark, Hungary, Poland, Slovenia each with 5%). Of the generally surprisingly low figures for the field of 'Management and administration', the highest percentages were found mainly in the 'Financial intermediation' branch (J). As already mentioned, there were large differences for the CVT field of 'Personal skills/working life'. The extremely high figure of 59% of all course hours in Romania is an exception, however, and the second-highest proportion was 22% in Poland. There was no sign that any particular branches had a clear preference for the field of 'Personal skills/working life'.

In Ireland the field of 'Environmental protection, occupational health and safety' was the most important, and at 20% its share was also biggest compared with the other countries. Apart from the Netherlands (11%)

no other country recorded a figure of more than 10%. Continuing training in this field was significant above all in 'Manufacturing' and in 'Other community, social and personal service activities'.

There was a tendency for language courses to be of great importance in the candidate countries (except Romania) and in Spain (Fig. 4). In countries where English is the native language or has traditionally been the first foreign language (Ireland, Norway, Netherlands, Denmark, Sweden), the share of language courses in total course hours was relatively small. Surprisingly, in 13 countries the percentage was highest in the 'Manufacturing' branch (D), where these courses accounted for nearly a fifth of all course hours in Spain.

In the field of 'Personal, transport and security services' there was a relatively narrow spread at a generally low level. In all countries the percentages were below 10%, and in 14 they were no more than 5%. As might be expected, a breakdown of the figures by branches of activity shows relatively high proportions in the service branches in many countries, the highest figure being 63% for 'Other community, social and personal service activities' in Ireland.

The lowest shares of all in CVT course hours were recorded for the field of 'Office work'. Only in Belgium and Finland was the figure as high as 3%; otherwise the percentage was negligible. Even when the figures were broken down by branch of activity, in every country nearly all the percentages were below 5%.

Statistics in focus recently published related to the continuing vocational training in enterprises (CVTS2)

- First survey on continuing vocational training in enterprises in candidate countries (-CVTS2-) (Theme 3 - 2/2002)
- Continuing vocational training in enterprises in the European Union and Norway (CVTS2) (Theme 3 - 3/2002)
- Costs and funding of continuing vocational training in enterprises in Europe (Theme 3 - 8/2002)

➤ ESSENTIAL INFORMATION – METHODOLOGICAL NOTES

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Abbreviations: **B** – Belgium; **DK** – Denmark; **D** – Germany; **E** – Spain; **IRL** – Ireland; **L** – Luxembourg; **NL** – Netherlands; **A** – Austria; **P** – Portugal; **FIN** – Finland; **S** – Sweden; **NO** – Norway; **BG** – Bulgaria; **CZ** – Czech Republic; **EE** – Estonia; **HU** – Hungary; **LV** – Latvia; **LT** – Lithuania; **PL** – Poland; **RO** – Romania; **SI** – Slovenia

In-service continuing vocational training: training measures or activities financed wholly or partly by enterprises for employees with employment contracts. For the purposes of this survey, "employees" means the total number of persons employed, excluding apprentices and trainees.

Continuing vocational training courses: events designed solely for the purpose of providing continuing vocational training that take place away from the place of work, e.g. in a classroom or training centre, at which a group of people receive instruction from teachers/tutors/lecturers for a period of time specified in advance by those organising the course.

Internally managed courses: courses designed and managed by the enterprise itself, even if held at a location away from the enterprise.

Externally managed courses: courses designed and managed by an organisation that is not part of the enterprise, even if they are held in the enterprise.

Other forms of in-service continuing vocational training:

planned periods of training, instruction or practical experience, using the normal tools of work, either at the immediate place of work or in the work situation, planned learning through job rotation, exchanges or secondments, participation in learning or quality-improvement groups, self-learning, information events: conferences, workshops, lectures and seminars.

Course participants: a course participant is a person who took part in one or more CVT courses at some time during 1999. Each person was counted once only, irrespective of the number of times he or she participated on a CVT course.

Hours spent on CVT courses: the total number of hours of CVT relates to the total paid working time that all participants spent in CVT courses during 1999.

NACE Rev. 1: Council Regulation (EEC) No 3037/90 of 9 October 1990 on the statistical classification of economic activities in the European Community. Commission Regulation (EEC) No 761/93 of 24 March 1993 amending Council Regulation (EEC) No 3037/90 on the statistical classification of economic activities in the European Community.

NACE D Manufacturing

NACE G Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods

NACE J Financial intermediation

NACE K Real estate, renting and business activities

NACE O Other community, social and personal service activities

Other (C, E, F, H, I) Mining and quarrying; Electricity, gas, water; Construction; Hotels and restaurants; Transport, communication

The definition of **fields of training** is established according to the official classification of the "Manual of fields of training" - CEDEFOP/EUROSTAT - 1999.

The definition of **training provider** is described in "EU Manual – Continuing Vocational Training Survey (CVTS2)", Eurostat Working Papers, Population and social conditions 3/2000/EN/N017.

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