

# INCUAL (National Qualifications Institute)

## INCUAL (Instituto Nacional de las Cualificaciones).

**POLICY INSTRUMENT**

 Spain

### Description

**Country**



**Spain**

**Focus area**

**MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*INCUAL is the technical body of the CGFP (General Council of Vocational Training), the organisation that advises the government on VET issues. The role of INCUAL is to identify the current and future skills that are needed in concrete professions, in order to adapt the contents of VET diplomas. For this, INCUAL has a department responsible for the identification of skill needs of occupations (Observatory of Professions), and departments for the design of qualifications and the articulation of the National System of Professional Qualifications.*

**Link**

<https://incual.mecd.es/informacion>

**Implementation level**

**NATIONAL**

**Legal base**

The main legal base is Royal Decree 375/1999 of 5th March 1999, that creates INCUAL (Real Decreto 375/1999, de 5 de marzo, por el que se crea el Instituto Nacional de las Cualificaciones). Further relevant regulation includes Organic Law 5/2002, of 19 of June, of Qualifications and VET (Ley Orgánica 5/2002, de 19 de junio, de las Cualificaciones y de la Formación Profesional) and the Order PCI/18/2020 that regulates the Observatory of Professions of INCUAL (Orden PCI/18/2020)

**Starting period**

The Royal Decree 375/1999, of 5th March 1999, created INCUAL and states that an Observatory of Professions must be created within INCUAL.

**Perspective**

The definition of professional standards for each occupation and their follow-up and update is made through two working groups in INCUAL: one working group focuses on occupations, while the other working

group focuses on diplomas that, in turn, shapes education provision. Both groups include sectoral experts and representatives of the public administration, trade unions and employers' associations, suggested by the General Council for Vocational Training (CGFP). The working group of diplomas also includes experts in education, which should define the changes needed in TVET provision to respond to labour market demands identified through the Observation of Occupations of the state PES.

Recently the Order PCI/18/2020 created an Alert Network (red de alerta) and Sectoral Observatories within the Observatory of Professions of INCUAL. Alert Network pays attention to changes in occupations in sectors that play a strategic role in social, economic, productive and environmental terms.

The Plan for VET 2019-2022 states that INCUAL should be strengthened (Axis 2) and play a more active role, obtaining information beyond the structures and instruments defined in this fiche, inviting to more institutions to participate (including companies) and paying more attention to industry 4.0, sustainability and greening.

As march 2021 there are in Spain 175 VET diplomas plus 583 professional certificates.

#### Policy area

EDUCATION

TRAINING

DIGITAL ECONOMY

*INCUAL promotes the development of digital economy by the adaptation of existing VET diplomas to digital skills and the design of new diplomas.*

#### Funding

FUNDED BY NATIONAL GOVERNMENT

## Skill mismatch

#### Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

*INCUAL aims to improve the quality of VET, thus motivating the participation of underqualified individuals in education.*

SKILL UNDERUTILISATION (INDIVIDUALS' SKILLS ARE NOT WELL USED IN THEIR JOBS)

*INCUAL aims that VET diplomas train in skills that are demanded and thus used in jobs.*

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

*INCUAL aims that VET diplomas train in skills that are demanded and thus*

used in jobs.

**SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)**

*INCUAL aims that VET diplomas train in skills that are demanded and thus used in jobs.*

**SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)**

*INCUAL aims that VET diplomas train in current and future skills demanded by the labour market.*

## **Skills matching focus**

**MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET**

*INCUAL aims that VET diplomas train in skills that are demanded and thus used in jobs, thereby helping that future young graduates have skills that match labour market needs.*

**UPSKILL OR RESKILL EMPLOYED ADULTS**

*INCUAL is responsible for defining, updating and adapting the Spanish National Catalogue of Professional Qualifications, which is considered to shape the validation of skills obtained from working experience (Reconocimiento de la experiencia laboral)*

**UPSKILL OR RESKILL NON-EMPLOYED ADULTS**

*INCUAL is responsible for defining, updating and adapting the Spanish National Catalogue of Professional Qualifications, which is considered to shape professional certificates for unemployed workers (certificados de profesionalidad)*

**FACILITATE JOB / CAREER TRANSITIONS**

*The better adaptation of VET diplomas and professional certificates facilitates career transitions by training workers and students in skills demanded by the labour market.*

**ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES**

*Companies benefit as they can employ better qualified workers.*

**ADDRESS MISMATCH BROADLY**

*The better adaptation of VET diplomas and professional certificates facilitates career transitions by training workers and students in skills demanded by the labour market.*

## **Methods**

### **Methods**

#### SKILLS FORECASTING

*The Observatory of Professions carries out skill forecasting.*

#### EMPLOYER SURVEYS

*Employers representatives participate in the sectorial observatories (of Observatory of Professions) and companies can directly participate in the network of alert (of Observatory of Professions)*

#### SKILLS FORESIGHT

*The Observatory of Professions carries out skill foresight.*

#### OTHER

*Note: The definition of professional standards for each occupation and their follow-up and update is made through two working groups in INCUAL: one working group focuses on occupations, while the other working group focuses on diplomas that, in turn, shapes education provision. Both groups include sectoral experts and representatives of the public administration, trades unions and employers' associations, suggested by CGFP. The working group of diplomas also includes experts in education, which should define the changes needed in TVET provision to respond to labour market demands identified through the observation of occupations.*

### Use of skills intelligence

#### INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

*INCUAL is responsible for defining, updating and adapting the Spanish National Catalogue of Professional Qualifications (Catálogo Nacional de Cualificaciones Profesionales, CNCP) to the labour market. Qualifications are grouped into 26 professional families and five levels according to the professional skills required for each economic activity.*

#### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

*INCUAL outputs serve to better design professional certificates (certificados de profesionalidad) for unemployed workers.*

#### DESIGNING STANDARDS AND ACCREDITATION

*INCUAL outputs serve to better design the process of validation of skills acquired through work experience (Reconocimiento por la experiencia laboral)*

#### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*INCUAL is responsible for defining, updating and adapting the Spanish National Catalogue of Professional Qualifications, which serves to define the provision of VET diplomas and professional certificates.*

### Stakeholders

**Main responsible body****NATIONAL MINISTRY**

*INCUAL is embedded in the Ministry of Education, Culture and Sports.*

**NATIONAL AGENCY**

*INCUAL is the technical body of the CGFP (General Council of Vocational Training), the agency that advises the government on VET issues, which belongs to the Ministry of Work and Social Economy.*

**Other involved organisations****NATIONAL AGENCY**

*Fundae, the State Foundation for Training for employment (Fundación estatal para la formación para el empleo), which is responsible for the management of life-long learning for employed workers, participates in the management body of the Observatory of Professions of INCUAL.*

**REGIONAL AGENCY**

*Regional departments for professional qualifications and regional observatories provide information to INCUAL*

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

*Social partners participate in the management body of the Observatory of Professions of INCUAL and in the process of identification of skill needs.*

**SOCIAL PARTNER: TRADE UNION**

*Social partners participate in the management body of the Observatory of Professions of INCUAL and in the process of identification of skill needs.*

**NATIONAL PES**

*National PES, through the Observatory of Occupations, participate in the management body of the Observatory of Professions of INCUAL and in the process of identification of skill needs. National PES (department of professional certificates) is also present in the management body.*

**Beneficiaries**

INCUAL improves the quality of VET, professional certificates and the validation of skills acquired through work experience, thus reaching the beneficiaries selected in the list below:

**YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK**

*They benefit from better designed VET and from the possibility to get professional certificates and get their skills validated.*

**YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING**

*They benefit from better designed VET and from the possibility to get professional certificates and get their skills validated.*

**ADULTS WITH LOW BASIC SKILLS**

*They benefit from better designed VET, from the possibility to get*

*professional certificates and get their skills validated.*

#### ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*They benefit from better designed VET*

#### ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*They benefit from better designed VET*

#### EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

*They benefit from better designed VET, from the possibility to get professional certificates and get their skills validated.*

#### MINORITY GROUPS IN THE POPULATION

*They benefit from better designed VET, from the possibility to get professional certificates and get their skills validated.*

#### PEOPLE WITH DISABILITIES

*They benefit from better designed VET, from the possibility to get professional certificates and get their skills validated.*

## Sustainability

### Success factors

The participation of a broad set of agents that provide qualitative information. In addition to the regular and formal process of identification of skill needs, INCUAL is open to constant participation of any agent interested in suggesting changes for the VET provision. Companies usually validate the process of update of diplomas and the approval of new diplomas, considering whether the changes carried out are adequate.

### Barriers

Barriers include: the need to update training for teachers; companies lack the means to provide apprenticeships for students in line with the updated contents of diplomas; the identification of information related to emerging sectors; a network of companies and experts needs to be updated to provide information about new sectors.

### Monitoring and evaluation

The main indicators to follow up the progress of this instrument is the approval of new VET diplomas and the update of already existing diplomas. This is not measured regularly, although the qualifications included in the National Catalogue of Professional Qualifications must be updated every five years, in terms of contents, denominations, schedules, etc.

### Updates

#### YES

*The main update has been the Order PCI/18/2020 that created an alert network (red de alerta) and sectoral observatories within the Observatory of Professions of INCUAL. Alert Network pays attention to changes in*

*occupations in sectors that play a strategic role in social, economic, productive and environmental terms. Alert networks are formed by companies, business associations and public bodies.*  
*As march 2021 there are in Spain 175 VET diplomas plus 583 professional certificates.*  
*The Plan for VET 2019-2022 states that INCUAL should be strengthened (Axis 2) and play a more active role, obtaining information beyond the structures and instruments defined in this fiche, inviting to more institutions to participate (including companies) and paying more attention to industry 4.0, sustainability and greening.*

## **Effectiveness**

No evidence of the effectiveness and impact of the instrument as a whole is available. However, there are reports that partially assess the system, such as reports about the number of students that graduate or labour insertion of some diplomas. Benefits are as expected, although those responsible for this process would like to speed up the process of updating VET provision. Often schools and the update of diplomas are a factor that promotes innovation among some companies that are not that innovative, such as some SMEs.

## **Sustainability**

The instrument is permanent. It is expected to continue permanently, as it is needed for the update of the VET provision in Spain.

## **Other instruments in Spain**

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- [National Reference Centres for VET](#)  
Centros de Referencia Nacional en el ámbito de la formación profesional
- [Observatory of Occupations of the Central PES](#)  
Observatorio de las Ocupaciones del SEPE
- [Sectoral Joint Committees](#)  
Comisiones Paritarias Sectoriales
- [State Foundation for Training for Employment FUNDAE](#)  
Fundación Estatal para la Formación en el Empleo, FUNDAE