

Sectoral Joint Committees

Comisiones Paritarias Sectoriales

POLICY INSTRUMENT Spain

Description

Country**Spain****Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

Sectoral Joint Committees are the institutional representation of social partners in issues related to training. They are set up through collective agreements or specific agreements. There are 90 Committees, each focuses on one sector.

Sectoral Committees are responsible for assessing the skills content of qualifications and the adequacy of training provision in relation to businesses' needs in their respective sector also related to forecasting skills demands and training needs. The outputs of their skills needs identification process are sectoral reference plans (planes de referencia sectoriales), which are used to define training offered to employed workers through FUNDAE. These sectoral reference plans are also taken into account in the Catalogue of Training Specialities (Catálogo de Especialidades Formativas), managed by the Observatory of Occupations of the National PES.

Link<https://www.fundae.es/formacion/cp-sectoriales#page-1>**Implementation level****NATIONAL****Legal base**

The core legal base is the Law 30/2015, of 9th of September, that regulates the System of Training for Employment in the working environment.

(Ley 30/2015, de 9 de septiembre, por la que se regula el Sistema de Formación Profesional para el empleo en el ámbito laboral).

There are other relevant legal bases, especially concerning the collaboration of Sectoral Joint Committees with other bodies of the employment and education administration.

Royal Decree 694/2017, of 3rd of July, that develops the Law 30/2015, of 9th of September, that regulates the system of professional training for employment (Real Decreto 694/2017, de 3 de julio, por el que se desarrolla la Ley 30/2015, de 9 de septiembre, por la que se regula el Sistema de Formación Profesional para el Empleo en el ámbito laboral).

FUNDAE and the National PES (SEPE) have reached a cooperation agreement that shapes the collaboration of Sectoral Joint Committees with SEPE (in particular with the Observatory of Occupations) (Resolución de 3 de marzo de 2021, de la Secretaría General Técnica, por la que se publica el Convenio entre el Servicio Público de Empleo Estatal y la Fundación Estatal para la formación en el empleo, como entidad colaboradora en el ámbito de la formación profesional para el empleo en el ámbito laboral).

Starting period

Sectoral Joint Committees are a traditional institution of social dialogue. However their current role has been first defined by Law 30/2015, that regulates the System of Training for Employment in the working environment.

Perspective

Sectoral Joint

Committees are responsible for assessing the skills content of qualifications and the adequacy of training provision in relation to businesses' needs. Information is obtained from trade unions and employers organizations that participate in the committees. Sectoral Joint Committees are also responsible for producing sectoral analyses of changes in their sectors and for developing training reference plans (planes de referencia sectoriales).

Policy area

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

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

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

Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

Sectoral Joint Committees' main aim is to better define the training provided

to employed workers by FUNDAE, upskilling and reskilling adults in employment.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Sectoral Joint Committees' main aim is to better define the training provided to employed workers by FUNDAE, also for unemployed workers.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

Sectoral Joint Committees identify skill gaps, thus addressing sectoral and occupational skill shortages through training provided by FUNDAE.

Methods

Methods

SKILLS FORECASTING

Sectoral joint committees forecast future skill needs. The regulation does not specify a methodology, so each committee is responsible for selecting the approach and tools it wants to apply.

EMPLOYER SURVEYS

Business associations participate in sectoral joint committees and might respond to surveys when asked by the committee. Nevertheless, each committee is responsible for defining the methodology to identify skill needs.

SKILLS FORESIGHT

Sectoral joint committees utilise skills foresight. Regulation does not specify a methodology for this. Each committee is responsible for defining this.

EXPERT PANELS

Committees are organised on a sectoral basis involving roundtables at national level to produce sectoral training reference plans.

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

Sectoral Joint Committees contribute to shape the catalogue of training specialities (Catálogo de Especialidades Formativas), managed by the Observatory of Occupations

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

Sectoral Joint Committees contribute to shape the catalogue of training specialities (Catálogo de Especialidades Formativas), managed by the Observatory of Occupations, which defines training for the unemployed.

DESIGNING STANDARDS AND ACCREDITATION

Sectoral Joint Committees contribute to shape the validation of skills obtained through working experience (Reconocimiento por la experiencia

laboral).

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*Sectoral Joint Committees draft sectoral reference plans (*planes de referencia sectoriales*), which are used to define training offered to employed workers through FUNDAE*

Stakeholders

Main responsible body

NATIONAL AGENCY

The Sectoral Joint Committees are funded by the State Foundation for Training for Employment (FUNDAE).

Other involved organisations

NATIONAL MINISTRY

Sectoral Joint Committees are embedded in FUNDAE, which is participated by social partners and public sector bodies, such as National PES, Ministry of Work and Social Economy and Ministry of Culture and Sports.

REGIONAL MINISTRY

Regional governments participate in FUNDAE.

NATIONAL AGENCY

Sectoral Joint Committees serve to define training provided to employed workres by FUNDAE. Committees also participate in INCUAL in the identification of skills needs that in turn define the VET provision.

SOCIAL PARTNER: EMPLOYER ORGANISATION

Employer organizations participate in Sectoral Joint Committees.

SOCIAL PARTNER: TRADE UNION

Trade unions participate in Sectoral Joint Committees.

NATIONAL PES

*Skills identified by Sectoral Joint Committees are used to define the catalogue of training specialities (*Catálogo de Especialidades Formativas*), managed by the Observatory of Occupations. Outputs of the Observatory of Occupations are taken into account by Committees.*

TRAINING PROVIDERS

*Training providers should adapt their offer to sectoral reference plans (*planes de referencia sectoriales*), defined by Sectoral Joint Committees.*

Beneficiaries

The work of Sectoral Committees improves the quality of VET, which

is more adapted to the needs of the labour market, improving thereby the employability of the beneficiaries selected in the list below:

ADULTS WITH LOW BASIC SKILLS

They benefit from better designed VET

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

MINORITY GROUPS IN THE POPULATION

They benefit from better designed VET

PEOPLE WITH DISABILITIES

They benefit from better designed VET

Sustainability

Success factors

Sectoral Joint Committees are a traditional institution of social dialogue that makes use of relevant information sources to identify current and future skill gaps, such as trade unions and business associations.

Barriers

Sectoral Joint Committees play a role in the identification of skill gaps, as well as the Observatory of Occupations, INCUAL and National Reference Centres (CRNs). These institutions collaborate with each other, as stated in regulation, but the system might be too complex to achieve an effective and efficient collaboration. There is no common methodologies for different sectoral Commissions and mutual learning and synergies may be lost.

Monitoring and evaluation

National PES monitors regularly the activity of Fundae. Fundae carries out evaluations of the training plans it implements.

Updates

NO

Effectiveness

National PES monitors regularly the activity of Fundae. Fundae carries out evaluations of the training plans it implements, but it does not evaluate the activity of the Commissions and the

Commissions do not evaluate their effectiveness. This said, sectoral Commissions carry out many analysis and documentation and training needs and training, in collaboration with other actors, which is available in webpages. It would be useful that a common repository of this documentation could be made.

Sustainability

Sectoral Joint Committees are part of the system for identification of skills gaps in Spain, playing a central role in the definition of training offer for employed workers through FUNDAE and playing a role in the definition of training for unemployed workers in collaboration with National PES, and of VET in collaboration with INCUAL. Sectoral Joint Committees play thus a structural role which can be regarded as permanent.

Other instruments in Spain

- [INCUAL \(National Qualifications Institute\)](#)
INCUAL (Instituto Nacional de las Cualificaciones).
- [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
- [State Foundation for Training for Employment FUNDAE](#)
Fundación Estatal para la Formación en el Empleo, FUNDAE