

State Foundation for Training for Employment FUNDAE

Fundación Estatal para la Formación en el Empleo, FUNDAE

POLICY INSTRUMENT

 Spain

Description

Country



Spain

Focus area

KEY TRAINING POLICY MEASURE

FUNDAE is a national public foundation embedded in the Ministry of Work and the Social Economy and that counts on social partners as advisory actors.

FUNDAE is responsible for the management of life-long learning for employed workers. The training offered is defined through the process of identification of skill gaps performed by Sectoral Joint Committees (see instrument).

Link

<https://www.fundae.es/>

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).
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). Orden TMS/368/2019, of 28 March, developing RD 694/2017.

Starting period

FUNDAE exists formally since 2015. However, FUNDAE is the continuation of the former Tripartite Foundation for Training for Employment (Fundación Tripartita para la Formación en el Empleo), created in 2001. And of FORCEM, created in 1993.

Perspective FUNDAE provides training mostly for employed workers based on the sectoral reference plans (planes de referencia sectoriales), defined by the network of 90 Sectoral Joint Committees (see instrument).

Policy area

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

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

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

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

Fundae provides training for employed workers, helping them to upskill or reskill.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Fundae also collaborates with National PES in the definition of training for unemployed workers, through the role of Sectoral Joint Committees in the definition of catalogue of training specialities (Catálogo de Especialidades Formativas), managed by the Observatory of Occupations of National PES.

FACILITATE JOB / CAREER TRANSITIONS

Fundae provides training for employed workers, facilitating job and career

transitions.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

Fundae designs training provision focusing on the skill shortages identified by Sectoral Joint Committees through the advisory and expert role played by trade unions and business associations.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

GREEN SKILLS

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

OTHER

Fundae carries out studies and research on labour market trends, working in close cooperation with National PES (SEPE), but it does not undertake skills assessments or skills anticipation. Fundae designs training provision focusing on the skills needs identified by Sectoral Joint Committees

Use of skills intelligence

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

National PES takes into account the skills identified by Fundae in the design of training programmes to activate unemployed.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

Training providers train workers with the financial support of Fundae following skill gaps identified by Sectoral Joint Committees.

Stakeholders

Main responsible body

NATIONAL MINISTRY

The main organization responsible for Fundae is the Ministry of Work and Social Economy. However Fundae is a public foundation, participated also by regional governments, social partners and other public sector bodies, such as National PES, the Ministry of Culture and Sports.

Other involved organisations

REGIONAL MINISTRY

Regional governments participate in Fundae.

SOCIAL PARTNER: EMPLOYER ORGANISATION

Employer organizations are part of Fundae and play a key role in Sectoral Joint Committees.

SOCIAL PARTNER: TRADE UNION

Trade unions are part of Fundae and play a key role in Sectoral Joint Committees.

NATIONAL PES

SEPE works in close cooperation with Fundae to organize training provision and in the process of identification of skill gaps. For more detail see Observatory of Occupations and Sectoral Joint Committees.

TRAINING PROVIDERS

Training providers train workers with the financial support of Fundae.

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

They attend to courses for employed workers funded by Fundae (5,7% of participants aged 16-25 and 22,5% aged 26-35 in 2019):
<https://www.fundae.es/docs/default-source/default-document-library/perf...>

ADULTS WITH LOW BASIC SKILLS

They attend to courses for employed workers funded by Fundae (31,5% of participants with primary education level in 2019):
<https://www.fundae.es/docs/default-source/default-document-library/perf...>

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

They attend to courses for employed workers funded by Fundae.

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

They attend to courses for employed workers funded by Fundae.

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

They attend to courses for employed workers funded by Fundae.

MINORITY GROUPS IN THE POPULATION

They attend to courses for employed workers funded by Fundae.

PEOPLE WITH DISABILITIES

They attend to courses for employed workers funded by Fundae.

OTHER

Unemployed workers who receive training funded by Fundae.

Sustainability

Success factors

Fundae has funding guaranteed by social security contributions of employers. It also has support from relevant instruments for the identification of skill demands, such as Sectoral Joint Committees (see instrument). It is embedded in the training system for employment, counting with the participation of social partners. This enabled it to reach more than 4.6 million workers in 2019.

Barriers

Some evaluations point to barriers in the effective access to training opportunities of SMEs and of some sectors such as agriculture. Moreover Fundae is not widely known among workers (just by 35% of them). (<https://www.fundae.es/docs/default-source/publicaciones-y-evaluaciones/...>)

Monitoring and evaluation

The National PES regularly monitors the activity of Fundae. Fundae carries out evaluations of its training activities. Fundae participates in the Annual plan of quality assessment of the training system for employment together, with National PES and regional governments. Satisfaction surveys of trained workers are collected. Evaluation webpage in Fundae: <https://www.fundae.es/publicaciones/evaluaciones>

Updates

NO

Effectiveness

Fundae funded training for 4.619.901 workers in 2019 (in 339.846 companies, total number of participants 2.944.535), 4.413.853 in 2018 and 4.017.000 in 2017. The effectiveness of training for employed workers has been positively assessed by some evaluations. However, this effectiveness might be lower in SMEs and in the agriculture sector. Some evaluations also point to the lack of normative development of the Law 30/2015 and the RD 694/2017. The impact in transversal and sectoral skills of trained workers has been more positive than in digital skills or languages. One out of three trained workers improved their level of qualification (<https://www.fundae.es/docs/default-source/publicaciones-y-evaluaciones/...>)

Sustainability

Fundae is a key institution in the system of training for employment

in Spain. It plays also a key role in the system of identification of skill gaps. Thus it is expected to continue.

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
- [Sectoral Joint Committees](#)
Comisiones Paritarias Sectoriales