National Reference Centres for VET

Centros de Referencia Nacional en el ámbito de la formación profesional

POLICY INSTRUMENT　　🇪🇸 Spain

Description

Country	🇪🇸 **Spain**

Focus area

> KEY TRAINING POLICY MEASURE
>
> *CRNs consist of a network of centres across Spain. Each centre is specialized in one field of expertise. Their functions are wide, including skills identification and anticipation, improvement of the training design and provide training. CRNs provide direct training to students in their field and indirect training, through training to teachers of other VET centres and through the innovation and update of education plans and methodologies.*

Implementation level

> NATIONAL

Legal base

Organic Law 5/2002, of 19th june, of qualifications and VET (Ley Orgánica 5/2002, de 19 de junio, de las Cualificaciones y de la Formación Profesional) (Article 11.7).
Royal Decree 229/2008, of 15 February, that regulate the National Reference Centres in the VET scope.
(Real Decreto 229/2008, de 15 de febrero, por el que se regulan los Centros de Referencia Nacional en el ámbito de la formación profesional)

Starting period

2008

Perspective

The Centres' functions observe the changing qualification needs of the production system. CRNs base on their own knowledge and hold a network with companies, trade unions, joint sectoral committees, VET centres, universities, technological and research centres and other institutions contacted through international projects.

Policy area

> EDUCATION

TRAINING

EMPLOYMENT

INNOVATION

DIGITAL ECONOMY
Example: CRN in e-commerce and digital marketing (Centro de Referencia Nacional en Comercio Electrónico y Marketing Digital). Other CRNs take into account the digitalization of work.

OTHER
Research and innovation in VET, in collaboration with universities, tecnological centres and companies, among other entities.

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY REGIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

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

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

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET
CRNs identify skills demanded by the labour market and provide them to young students, directly or indirecty (by training of teachers and updating of VET contents and methodologies, including the update of National Catalogue of VET).

UPSKILL OR RESKILL EMPLOYED ADULTS

CRNs can include training actions for employed workers.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

CRNs can include training actions for unemployed workers.

FACILITATE JOB / CAREER TRANSITIONS

The better quality of training facilitates career transitions. Moreover, CRNs can deliver training for employed and unemployed workers, helping them in their career transitions.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

CRNs identify skills demanded by the labour market and provide them to young students, directly or indirecty (by training of teachers and updating of VET contents and methodologies).

ADDRESS MISMATCH BROADLY

CRNs can include training actions for employed, unemployed workers, businessmen /women, and teachers.

Skills delivered

MORE ADVANCED DIGITAL SKILLS

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

GREEN SKILLS

Methods

Methods

EMPLOYER SURVEYS

CRNs hold regular contact with companies.

EXPERT PANELS

CRNs cooperate with universities and research centres

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

CRNs work with INCUAL for the definition of the catalogue of VET diplomas and in the design of professional certificates.

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

CRNs contribute to the design of professional certificates.

DESIGNING STANDARDS AND ACCREDITATION

CRNs work with INCUAL for the definition of the catalogue of VET diplomas and in the design of professional certificates.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

CRNs work with INCUAL for the definition of the catalogue of VET diplomas.

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

CRNs work in the definition of the Catalogue of Training Specialities, which should be taken into account by career guidance and counsellors of PES.

Stakeholders

Main responsible body

NATIONAL MINISTRY

State Public Employment Service (SEPE) and Ministry for Education and VET

REGIONAL MINISTRY

Most CRNs are managed by the regional administration (regional employment or education authorities) of the region where they are located, but some of them are also managed directly by central authorities

NATIONAL AGENCY

State Public Employment Service (SEPE) and Ministry for Education and VET. One example is one CRN managed by EOI (School of Industrial Organization), a national agency.

Other involved organisations

NATIONAL AGENCY

CNRs collaborate with INCUAL and the Observatory of Occupations of National PES in the identification of skill gaps, through the update of the National Catalogue of Professional Qualifications (Catálogo Nacional de Cualificaciones Profesionales) and the Catalogue of Training Specialities (Catálogo de Especialidades Formativas).

REGIONAL AGENCY

CRNs collaborate with regional agencies especialized in their fields of expertise in the territories where they are located.

SOCIAL PARTNER: EMPLOYER ORGANISATION

Social partners participate in the management (consejo social) of CRN; CRNs collaborate with Sectoral Joint Committees.

SOCIAL PARTNER: TRADE UNION

Social partners participate in the management (consejo social) of CRN; CRNs collaborate with Sectoral Joint Committees.

NATIONAL PES

CRNs collaborate with the Observatory of Occupations, a department within state PES

TRAINING PROVIDERS

CRNs provide training for trainers

RESEARCH CENTRES, UNIVERSITIES

CRNs collaborate regularly with research centres and universities to idenfity and forecast skill gaps

OTHER

Technological institutes and entities focused on innovation in education.

Beneficiaries

Note: CRNs play multiple role in training provision: providing direct training to students; providing training to trainers; defining and improving training methods; and defining and updating training contents. The last two roles improve the quality of training.

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

Young people benefit from direct training in CRNs, also from being trained by teachers who were previously trained by CRNs thereby improving quality of training.

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

They can benefit from direct training in CRNs, also from being trained by teachers who were previously trained by CRNs thereby improving quality of training.

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

CRNs can provide training for employed workers. CRNs participate in the definition of Catalogue of Training Specialities, used to define training for employed workers provided by FUNDAE.

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

CRNs can provide training for employed workers. CRNs participate in the definition of Catalogue of Training Specialities, used to define training for employed workers provided by FUNDAE.

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

CRNs can provide training for employed workers. CRNs participate in the definition of Catalogue of Training Specialities, used to define training for employed workers provided by FUNDAE.

OTHER

Employers, as they can participate in some of the actions and benefit from trained workforce better adapted to the labour market needs.

Sustainability

Success factors   The role and the design of CRNs is very coherent and relevant to the challenges faced when adapting training to changing skills' demands. CRNs focus on their area of expertise. Moreover CRNs are adequately embedded in the institutional ecosystem, collaborating with institutions of the employment and educative administration, VET, universities, research centres and social partners.

Barriers   CRNs are not widely known.

Monitoring and evaluation   A list of the current CRNs is available at:
https://www.sepe.es/HomeSepe/Personas/formacion/centros-de-referencia-n...
No evaluations have been found.

Updates

> YES
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> *The last regulatory update was from 2008. In this regard there have not been any major updates. However, the main update has been the progressive growth of the number of CRNs. This is very relevant as each CRN is specialized in one area of expertise (eg. Renewable energies or marketing). Therefore the potential of CRN system depends on the existence of a wide network of centres that cover existing labour market demands. The network of CRNs continues to grow. There are at present 36 CRNs, 20 of which have recently prepared Action Plans 2019-2022, in agreement with the national (state PES and Ministry for Education and VET) and regional employment/education authorities. It is expected for 2021 the opening of a CRN in Aeronautic industry in Castilla-La Mancha (https://illescas.es/se-preve-que-para-2021-illescas-cuente-con-el-centr...).*

Effectiveness   The role and the design of CRNs is very coherent and relevant to the challenges faced when adapting training to changing skills demands. Moreover CRNs are adequately embedded in the institutional ecosystem, collaborating with institutions of the employment and educative administration, VET, universities, research centres and social partners. However evidence on their effectiveness, such as evaluations, is limited.

Sustainability   CRNs are a stable institution grounded in the Spanish VET system that are set to continue in the future. Beyond the VET system, CRNs participate in the system for skills anticipation, working in the definition of the Catalogue of Training Specialities that is managed by the Observatory of Occupations of the National PES. Moreover, CRNs provide a specialized insight on the changes and prospects of concrete occupations, something that is increasingly needed given the speed of changes in the world of work.

Other instruments in Spain

- INCUAL (National Qualifications Institute)
  INCUAL (Instituto Nacional de las Cualificaciones).
- 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