

# Catalogue of training specialities

**POLICY DEVELOPMENT****REGULATION/LEGISLATION** SPAIN

## Timeline

**2019 Approved/Agreed****2020 Implementation****2021 Implementation****2022 Completed****ID number 29501**

## Background

The 2015 reform of vocational training for employment under the remit of the labour ministry (Act 30/2015) sets the basis for a training system with stability and coherence, introducing a new framework for coordination between State and regional authorities (Autonomous Communities). It provides for better management of resources and guarantees the right to job training. Follow-up legislation (Royal Decree 694/2017) in 2017 further specified types of training actions, target groups and skills accreditation, as well as measures for the development of an integrated information system. In the first quarter of 2019, in agreement with the social partners and Autonomous Communities, three new orders developing features of the reform (Act 30/2015) were published, one of them dealing with the Catalogue of training specialities.

The Catalogue of training specialities is one of the instruments of transparency and dissemination of the integrated information system of vocational training for employment, and includes the organisation of all formal and non-formal training offers, developed within the framework of the VET system for employment in the labour sphere.

## Objectives

The purpose of the new order is to regulate the structure and content of the catalogue and the procedure for its management and updating, so that it responds quickly to the training demands of emerging sectors and occupations. It aims to improve labour market transparency and unity as well as worker mobility.

## Description

A training speciality consists of 'the grouping of professional competences, contents, and technical specifications that respond to a set of work activities framed in a phase of the production process and related functions, or to the acquisition of transversal competences necessary in a professional environment and context'. The Order TMS/283/2019 foresees mechanisms for dissemination, monitoring and evaluation to ensure compliance with the objectives set. Accreditation procedures, career guidance and individualised support are also considered.

The Catalogue of training specialities aims to serve as the common reference for the programming of training actions in all vocational training initiatives for employment aimed at employed and unemployed workers, except those aimed at training scheduled by companies for their workers. It will also be a reference in the processes of accreditation and / or registration of training entities and a support instrument for the professional guidance carried out by the public employment services. The catalogue may steer VET provision by providers and trainers and serve as a reference for PES counsellors and private companies to shape their training offer.

Training offered within the national vocational training system for employment target all those that have entered working life (employed and job seekers) without age limitation.

### **2019 Approved/Agreed**

The catalogue comprises all types of formal and non-formal training developed within the framework of the vocational training system for employment taking into account their different teaching modalities (face-to-face, e-learning and blended learning). Each speciality has to specify the competences to be achieved, the requirements and the associated costs of the training programmes. It is intended to be used by the competent public authorities to prepare and offer training programmes in line with identified needs.

It is organised around 26 sector branches and the qualification levels set in Royal Decree 1128/2003, of 5 September, which regulates the national catalogue of occupational standards. Coordination and management procedures as well as data management tools and mechanisms are being developed.

### **2020 Implementation**

A commission has been set up, promoted by the State Public Employment Service (SEPE), to coordinate PES actions in the maintenance and updating of the catalogue, guaranteeing its quality, the matching of the specialities included to the training needs identified, as well as the adaptation of its technical-pedagogical specifications to meet these needs. It is made up of one member from each regional PES and 3 members from SEPE. The functions and composition of the new Commission are specified in the Order TMS / 283/2019, of March 12; an integral operating regulation is in place within SEPE.

To ensure the catalogue remains relevant, all training specialities listed therein are reviewed not later than 5 years from their inclusion; new ones are added in line with training demands from emerging sectors and occupations. There are currently around 4 000 specialities in the catalogue, of which approximately 168 have been added during the period in question.

Additional working groups between SEPE and PES are foreseen for the updating of the specialities in the catalogue. The development of IT tools to be shared with the Autonomous Communities for updating and maintaining the catalogue is in progress.

### **2021 Implementation**

The catalogue of training specialities is operational and runs as a regular practice.

### **2022 Completed**

The catalogue of training specialities is operational and runs as a regular practice.

During the year 2022, the new application that supports the management of the catalogue of training specialities was deployed in the productive environment. This allows both state and regional public employment services, to manage registration processes, modification, cancellation and reactivation of specialities, including training itineraries.

Also, in 2022, 200 training specialities were updated and 13 new specialities were created, in both cases in the tourism and hospitality sector.

In the future it will continue being updated as new specialities are defined and/or revised.

## Bodies responsible

- State Public Employment Service (SEPE)

## Target group

### Learners

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

### Education professionals

Trainers

Guidance practitioners

### Entities providing VET

Companies

VET providers (all kinds)

## Thematic categories

### Governance of VET and lifelong learning

Coordinating VET and other policies

Further developing national quality assurance systems

### Modernising VET offer and delivery

Diversifying modes of learning: face-to-face, digital and/or blended learning; adaptable/flexible training formats

### Transparency and portability of VET skills and qualifications

Learners' possibilities of accumulation, validation and recognition of learning outcomes acquired non-formally and informally

### Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

## Subsystem

CVET

## Further reading

[Order TMS/283/2019 regulating the Catalogue of training specialities within the framework of continuing vocational training system for employment \(sistema de formación profesional para el empleo en el ámbito laboral\)](#)

[News release on the Order regulating the Catalogue of training specialities within the](#)

Spain: new measures to support quality vocational training for jobs

## Related policy developments

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**2022 Completed**

### Integrated State registry of training providers

Order TMS/369/2019 harmonises the system of accreditation of all training providers.



**Type of development**

Regulation/Legislation

**Subsystem**

CVET

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**2024 Implementation**

### New approach to training needs anticipation

In order to set out Law 30/2015, with the change of government in 2018, a new approach started to develop, which seeks all major stakeholders to work together:



**Type of development**

Practical  
measure/Initiative

**Subsystem**

CVET

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**2020 Completed**

### Subsidised training for employment supporting the acquisition of key competences

Subsidised training for employment supports the acquisition of key competences, especially for those who left school without a secondary education certificate, so they can access professional certificate programmes at levels 2 and 3.



**Type of development**

Practical  
measure/Initiative

**Subsystem**

**2021 Completed**

## **Triennial plan for preventing and reducing long-term unemployment**

The Reincorpora-T plan 2019-2021, approved in April, aimed at the long-term unemployed, is one of the measures implemented to contribute to the development of a new, more inclusive production model and is committed to intelligent, sustainable and inclusive growth as set out in the Europe 2020 Str



### **Type of development**

Practical  
measure/Initiative

### **Subsystem**

CVET

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**2023 Completed**

## **The Spanish Employment activation strategies**

Employment authorities have reflected the policy priority given to dual VET and apprenticeships, including them as structural objectives in the 2017-20 Spanish employment activation strategy approved in December 2017.



### **Type of development**

Strategy/Action  
plan

### **Subsystem**

IVET CVET

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### **Cite as**

Cedefop, & ReferNet. (2025). Catalogue of training specialities: Spain. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/29501>