

# VET teacher training, upskilling and mobility

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 SPAIN

## Timeline

2018 Implementation 2019 Implementation 2020 Implementation  
2021 Implementation 2022 Implementation 2023 Implementation  
2024 Implementation

ID number 28693

## Description

In December 2018, the Council of ministers approved EUR 8.6 million (three times the previous budget), jointly financed by the European Social Fund, for VET teacher training, upskilling and mobility. The distribution criteria, agreed by the Autonomous Communities, take into account the number of teachers and the number of secondary schools and / or baccalaureate centres and / or VET centres. CPD training provision for teachers also encompasses guidance practitioners.

The framework for VET teacher training, upskilling, and mobility includes a range of initiatives designed to ensure that educators are well-prepared for the demands of modern vocational training. Teachers are required to participate in upskilling programmes that focus on digital competence, the use of technology in teaching, and the integration of industry-specific tools in their curricula. These programmes are delivered through online platforms and training workshops, allowing teachers to continuously improve their skills without leaving their teaching responsibilities.

### 2018 Implementation

### 2019 Implementation

In December 2019, the budget approved by the council of ministers for the Training, improvement and mobility of teachers' actions programme totalled EUR 17 816 600, with shared financing from the European Social Fund.

Grants for training stays in companies for VET teachers in the education system went out to call from by the education ministry. The total budget allocated for these stays for 2019/20 is EUR 367 163.72. Some regions are also providing such grants for VET teachers in their territory, for example the Valencia, Asturias, or Extremadura regions.

### 2020 Implementation

The plan for the modernisation of VET gives greater weight to teachers' and trainers' continuous professional development (CPD) through placements in companies, especially those with a multinational presence, playing a very important role as

partners in teachers' CPD. It is planned to provide training for the 50 562 VET teachers in public schools, via a 30-hour training module on digital skills, with a budget allocated in the plan for the modernisation of VET of EUR 5 million over 2 years.

In November, the Council of Ministers approved an investment of EUR 33 million earmarked for different territorial cooperation education programmes with the Autonomous Communities in vocational training. This investment, distributed among the Autonomous Communities, includes initiatives for the training, further training, and mobility of vocational training teachers with EUR 5 300 000. These funds are in addition to those provided for in the plan for the modernisation of VET. The implementation period is between 1 September 2020 and 31 December 2021.

### **2021 Implementation**

VET teachers' continuous development and mobility continued to receive specific funds distributed among the Autonomous Communities. The aim is to improve teachers' performance and learners' transition to the world of work. The Territorial cooperation programme approved in September envisages an investment of EUR 6 000 million for VET teachers. EUR 300 million were earmarked for training around 700 000 teachers in digital competence and EUR 110 million for the digital vocational training plan (*Plan FP Digital*).

### **2022 Implementation**

The digital vocational training plan (*Plan FP Digital*) -part of the national digital competence plan- includes training for VET teachers in applied digitisation and in specialisation programmes with greater demand for the industrial sector. This plan is included in Spain's NIP.

Spain's NIP considers digital and green training applied to each productive sector for VET teachers so that they can serve as a lever for the digital and sustainable take-off of the productive force. Specific courses were conducted for VET teachers by the national reference centres and the competent regional authorities.

The objective was to upskill 25 281 teachers in one year. All teachers were trained.

### **2023 Implementation**

Through the National Institute of Educational Technologies and Teacher Training (INTEF), the education ministry offered 5 600 places for 22 online training courses for teachers who provide services in public-funded centres and teach at the different non-university levels.

Training activities focused on meeting teachers' needs for inclusion and educational equity by improving digital teaching skills and promoting accessible content and virtual learning environments. The modular structure allowed participants to organise their time, plan their learning from the beginning, and get a certification.

Grants for training stays in companies for VET teachers were replaced by professional placements in schools. The education ministry launched a call for 120 grants for professional placements in schools in Austria, Belgium, Denmark, Estonia, Finland, France, Germany, Italy, Ireland, Malta, the Netherlands, Norway, Portugal, Sweden, Switzerland and the United Kingdom for teachers working in Spanish public schools.

These professional placements are study and observation visits in which the Spanish teacher is hosted by a foreign VET centre for two weeks, between November 2023 and August 2024, inclusive. The call is open to all civil servants who teach Early childhood, Primary, Secondary, or VET Education, including Language, Music, Performing Arts, Plastic Arts, and Design.

### **2024 Implementation**

As in 2023, the education ministry planned to grant 120 teachers working in Spanish public schools professional placements in education centres in Austria, Belgium, Denmark, Estonia, Finland, France, Germany, Italy, Ireland, Malta, Netherlands, Norway, Portugal, Sweden, Switzerland, United Kingdom, and the United States between November 2024 and August 2025, inclusive.

The call is open again to all civil servants teachers of Early childhood, Primary, Secondary or VET Education, including Language, Music, Performing Arts, Plastic Arts and Design.

## Bodies responsible

- Ministry of Education and Vocational Training (until 2023)
- Ministry of Education, Vocational Training and Sports
- Council of Ministers

## Target group

### Education professionals

Teachers  
Trainers  
School leaders  
Adult educators

## Thematic categories

### Governance of VET and lifelong learning

Optimising VET funding

### Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

### European and international dimensions of VET

Mobility of learners and staff

## European priorities in VET

### VET Recommendation

VET as an attractive choice based on modern and digitalised provision of training and skills

### Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Sustainability - a green link in VET

## Subsystem

## Further reading

[Training stays in companies for VET teachers](#)

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[Call for professional stays abroad for teaching staff \(2021\)](#)

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[Agreement on the distribution of funds to the Autonomous Communities \[Distribución de fondos a las CCAA\] \(2021\)](#)

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[National digital competence plan \[Plan Nacional de Competencias Digitales\]](#)

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[Organic Act 3/2022, of 31 March, on the organisation and integration of Vocational Training \[Ley Orgánica 3/2022, de 31 de marzo, de ordenación e integración de la Formación Profesional\]](#)

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[Royal Decree 659/2023, of July 18, which develops the organisation of the Vocational Training System \[Real Decreto 659/2023, de 18 de julio, por el que se desarrolla la ordenación del Sistema de Formación Profesional\]](#)

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[Professional placements 2023-24:](#)

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[Professional placements 2024-25:](#)

## Related policy developments

**2024 Implementation**

### Teacher training through digital environment

The National Institute of Education Technologies and Teacher Training (INTEF) is also responsible for the integration of ICT in non-university education.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET

**2024 Implementation**

### Digital competence framework for teachers

The Ministry of Education and Vocational Training, through the National Institute of Educational Technologies and Teacher Training and the Autonomous Communities, elaborated, in 2021, a new reference framework for digital competence in teaching through a commission dependent on the Working Group

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#### Type of development

Practical  
measure/Initiative

**Subsystem**

IVET

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**2024 Implementation**

**Raising employability for ICT and the digital economy**

There are multiple initiatives to raise the skills of young people and workers (employed or unemployed) in ICT and the digital economy. Different public bodies are involved, in some cases in partnership with industry.

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**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28693>