

Promotional actions to support WBL

POLICY DEVELOPMENT**PRACTICAL MEASURE/INITIATIVE** **SPAIN**

Timeline

2015 Implementation	2016 Implementation	2017 Implementation
2018 Implementation	2019 Implementation	2020 Implementation
2021 Implementation	2022 Implementation	2023 Implementation
2024 Implementation	2025 Completed	

ID number 28186

Background

The education and training system in the country was faced with the challenge of bringing young people's skills closer to labour-market needs. VET had to gain in attractiveness. Dual VET was established in 2012 as a measure to support VET attractiveness and raise employability of young people. Among the challenges identified during the implementation of dual VET was the limited capacity of small and medium-sized enterprises (SMEs) to hire trainees.

Since then, stakeholders, (education and labour authorities, social partners, social organisations) are committed to develop a dual VET system that can match employers' and young people needs, provide equal opportunities as well as fair employment. Likewise, all stakeholders are developing different kind of measures and actions to promote its quality implementation and increase its attractiveness.

Objectives

VET policy priorities in 2016-20 include the need to improve the quality of the practical training component of VET programmes, both, in school-based settings or delivered as dual VET.

Description

The education ministry has contributed to promote work-based learning by supporting VET skills competitions at national (Spainskills), European (EuroSkills) and international levels (WorldSkills). All regional education authorities are also fostering different kind of events to promote dual VET among students, families and companies.

Trade unions are also contributing to the development of dual VET. In January 2018, General Union of Worker (Unión General de Trabajadores - UGT) published a leaflet presenting proposals for dual VET. Comisiones Obreras - CC.OO (the other main union)

expressed concerns about how Dual VET can evolve in Spain.

Private institutions are also actively taking part in the implementation of dual VET and other WBL practices. Some examples of such activities are as follows:

Chamber of Commerce of Spain: An agreement between the Chamber of Commerce of Spain and the State Public Employment Service (Servicio Público de Empleo Estatal – SEPE) was signed in November 2017. The total budget for this Agreement amounts to EUR 1 450 million, of which the Chamber of Commerce of Spain contributes with one million, coming from the co-financing of the European Social Fund (ESF), through the Operational Programme for Employment, Training and Education.

The alliance for dual training: (Alianza para la FP Dual) -a private state-wide network of companies and social organisations set up in 2015- is also supporting the development of dual VET among small and medium-sized enterprises (SMEs). Several working groups were set up within the Alliance to ensure quality of the dual VET model. Five annual members' meetings (over 1000 members by now) have been held to tackle key issues and show experiences and testimonies of companies and trainees. Different publications have been released to help members to implement VET programmes in the dual modality at businesses and centres. The alliance is one of the stakeholders the ministry of education and vocational training is contacting to best develop a new dual VET model.

Fundación Bankia por la Formación Dual (Bankia Foundation for Dual VET), promotes Dual VET among companies through different initiatives – including financial support for implementing Dual VET projects – and publishes reports.

Fundación Atresmedia and Fundación Mapfre both signed an agreement to promote VET and give visibility to companies taking part in Dual VET projects.

2015 Implementation

2016 Implementation

2017 Implementation

2018 Implementation

2019 Implementation

Actions to promote support to WBL continued regularly.

The education ministry continued the promotion of VET skills competitions, being present at different kind of events, maintenance of the web portal TodoFP etc.

The Government approved at the end of November 2019 the allocation of EUR 6 499 910, also with co-financing from the European Social Fund, for the programme *Quality actions in vocational training of the Spanish education system* (QUALITY). The regional authorities are committed to developing actions to disseminate the quality of vocational training, to improve the quality of vocational training in centres and to improve the quality of VET intermediate level. The amount assigned to each community follows agreed criteria.

The labour ministry also supports work-based learning (WBL), for example through the Action plan for youth employment 2019-21 which contemplates different measures to support work-based learning, as follows:

- (a) the public employment services will promote and support collaboration agreements between entities providing training and SMEs and micro-SMEs who have hired trainees through a training and apprenticeship contract. Thus, the company has the security of having a training centre providing the adequate training to their trainee and allows companies that only have a few trainees to come together ensuring a minimum group of students between them, so they receive training tailored to the needs of SMEs;
- (b) public employment services will create a common area in the EMPLEATE web portal on available (new) training and apprenticeship contracts (available in

secondary VET education) and internship contracts (for tertiary students). The portal intends to include all the offers of public employment services for these contracts and from it a company can request the coverage of training employment contracts; an online database of all the vacancies for these positions offered by employers will be available too.

The *agreement with the Chamber of Commerce* of Spain was extended up until the end of 2019. It seeks to strengthen the quality and extension of the dual VET system in Spain by promoting, advising and supporting the companies taking part in it or intending to do so. The purpose of this agreement is to establish the terms of the collaboration between the State public employment service and the Spanish Chamber for the execution of actions that promote the development of dual training linked to training and apprenticeship contracts.

The *Alliance for dual training* held its fifth annual meeting. Topics on the awareness and communication of dual vocational training were addressed, such as the role of the media, the use of social networks and dissemination campaigns. Other aspects covered were success stories of companies, education centres and institutions, dual vocational training seen from young people's perspective, and Cedefop's European opinion survey on vocational education and training. More publications have been released to help businesses and education centres implement dual projects. The alliance promotes an award to recognise the commitment to dual vocational training and to give visibility to good practices and the actors involved. These actions are aimed at raising awareness among the business community, education centres, organisations and society in general and promote quality dual vocational training.

Fundación Bankia: among its different activities, we can highlight their research activity and publications and descriptions of the VET system in different regions. A second edition of the call for grants for collaboration projects between vocational training centres and companies, to promote centre-company collaboration projects was released. It is open for any project related to basic, intermediate and higher level VET. Each approved project may receive a financial amount of up to a maximum of EUR 10 000.

Fundación Atresmedia has continued with its activities through its campaign '*Descubre la FP* (Discover VET) on television, social media and communication campaigns.

Comisiones Obreras (CC.OO.), one of the two largest trade unions in Spain, published its proposals on dual vocational training and launched a campaign - '*Formación profesional dual de calidad para todas y todos*' (Quality dual vocational training for everyone). Its aim is to inform society of CC.OO.'s position on the development of dual vocational training in Spain, in defence of training and qualification of workers to improve their integration into the labour market.

General Union of Workers (*Union General de Trabajadores - UGT*), the other main trade union in Spain, has published a study on the dual vocational training offer in the Madrid region.

Spanish Confederation of Business Organisations (*Confederacion Española de Organizaciones Empresariales - CEOE*) one of the main employers' organisations in Spain, is part of The Alliance for dual VET and takes an active part in the alliance's activities (UGT belongs too, but joined in later than CEOE). It has also made public its ideas to promote dual VET.

2020 Implementation

Several actions have taken place in 2020 in the education system:

- (a) the plan for the modernisation of VET, launched in July 2020, aims to develop a VET ecosystem incorporating companies (including SMEs and micro-enterprises) from all sectors, the network of vocational training centres, teachers and learners;
- (b) following the agreements approved in October within the Sectoral Conference on Education, an investment of 33 million euros was approved (November) for

educational programmes of territorial cooperation with the Autonomous Communities, in terms of VET, this involve:

- (i) actions to boost dual VET (EUR 9 000 000), quality (EUR 4 634 960) and others within the REACTIVAFP 20-21 programme for the promotion of quality in Vocational Training, (EUR 10 583 870). These funds are in addition to those provided for in the plan for the modernisation of VET ;
 - (ii) the Autonomous Communities, for their part, undertake to promote and develop dual VET in the education system from 1 September 2020 to 31 December 2021 through collaborative projects involving several companies (consortia, associations, agreements, etc.); projects to support SMEs and micro-entreprises' participation in dual VET; funding of new staff in VET centres (*prospectores de empresas*) whose role will be to liaise with and attract companies in dual VET; grants for scholarships and placements;
 - (iii) implementation of the REACTIVAFP 2020-21 programme, set up to alleviate possible effects caused by the Covid-19 pandemic in support to learners in basic and intermediate VET programmes, by the Autonomous Regions: increasing the number of teachers available for double-teaching in half-sized classrooms; designing complementary actions for learners with difficulties or at risk of dropping out; organising training in workshops; offering educational support programmes and individualised vocational guidance and reinforcing local plans to prevent and combat school dropout;
- (c) the Ministry of Education and Vocational Training (MEFP) promotes VET through skills competitions, the web portal TodoFP; various types of awards (dual VET projects, quality and innovation in guidance and VET in the education system, student awards); the Quality programme;
- (d) due to the Covid-19 pandemic, great effort was devoted to facilitating students to complete the course without being affected by the suspension of face-to-face classes. Traineeships were made more flexible, either by postponing them or shortening their duration. New deadlines and exceptional assessment measures were proposed to enable learners obtain their degrees. The duration of workplace training at companies (*FCT*) was exceptionally limited to the minimum hours set out in the basic regulations (i.e. 220 hours). In addition, the FCT module could exceptionally be integrated with a project module so that the objectives associated with the work environment could be addressed. The ministry of education also made available to the regions all digital resources available in the distance vocational training modality, to facilitate programme completion.

In the area of vocational training for employment in the labour scope:

- (a) a series of exceptional measures to address the impact of COVID-19 were also approved by SEPE during 2020 to make training more flexible while retaining worker employability and company competitiveness, among those: extension of the deadline for the implementation of subsidised training programmes 6 months after the end of the emergency state; assistance on how to deliver training courses in a virtual mode; allowing online delivery of professional certificate programmes originally planned face-to-face; suspension of the workplace training module till new order; more flexible conditions and deadlines for training programmed by companies.
- (b) in December 2020, a new Resolution published by SEPE extended the flexibility measures (approved in April) to all training developed during 2021 given that the Covid-19 restrictions and effects continue;
- (c) the 'mirror classroom' or 'bimodal training' (in-person teaching to part of the attendees while another group of learners attends virtually) was approved as a valid method that offers flexibility and provides a forward-looking perspective in teaching in larger audiences.

A new Youth Guarantee Plus initiative is being drafted, taking into account lessons learned and evaluations available from the Youth Guarantee. A first draft has been shared with partners of the National Youth Guarantee System in November 2020 (where social partners, the Autonomous Communities and public bodies are involved) and is to be approved in 2021 in conjunction with the Youth Employment Operational Programme (POEJ). The draft YG + initiative comprises six lines of action: career

guidance, training, employment opportunities, equal opportunities in access to employment, entrepreneurship and improvement of the institutional framework.

The Chamber of Commerce of Spain continued in 2020 with the promotion of vocational training, especially the dual modality, although with the limitations imposed by the Covid-19 pandemic. Several actions were aimed at promoting and reinforcing online training. In addition to collaborating with the alliance for dual VET and the Atresmeida Foundation, actions to promote, advise and support companies to offer quality dual VET include fairs, cooperation agreements, meetings and advertising campaigns. SEPE- Chamber of Commerce of Spain agreement ended in 2020 and has not been renewed.

The alliance for dual vocational training reached more than 1 400 members; among those joining in 2020 is Cepyme, the Spanish confederation of small and medium-sized enterprises, which along with CEOE are the main employer organisations. The Covid-19 pandemic meant that many of the activities of the alliance, with the support of other partners, were carried out in a virtual format

- (a) the sixth annual meeting, which addressed the keys to promote improvements in the implementation of dual VET during and after the health emergency, progress in the implementation of dual VET in various sectors and good practices of SMEs, schools and institutions;
- (b) the fourth edition of the Alliance for Dual Vocational Education and Training Awards;
- (c) awareness-raising activities included virtual fairs, dissemination of new publications, virtual forums with companies and various social media activities, some of them included in the European Skills Week.

Fundación Bankia continued developing activities to promote the prestige of vocational training such as the *Dualiza* calls for grants, which in 2020 incorporate the possibility of awarding network projects; a campaign to promote Vocational Training; a free online hackathon aimed at vocational training students from all over Spain (at intermediate and higher VET levels) with the aim of encouraging collaboration among them and promoting innovation in the educational field. Many of its activities were transferred to a digital context due to the pandemic. These include the creation of a site dedicated to VET teachers with digital educational tools and a series of webinars, also aimed at VET teachers.

Fundación Bankia has a Knowledge Centre which launched a knowledge map as a result of its collaboration on the study about the state of the art on IVET research in Spain. It includes scientific publications (doctoral theses, scientific articles, etc.), which meet certain criteria and released between 2005 and 2017 in Spain. More publications on vocational training in different Spanish regions and a methodological guide for the learning and assessment process of professional certificates programmes in the dual modality were also released. In November 2020, the VET Observatory, a platform with data on vocational training in Spain, was launched.

Fundación ATRESMEDIA and Fundación Bertelsmann renewed in 2020, for 3 more years, their alliance for the promotion and dissemination of dual VET in Spain through the project '*Descubre la FP*' (Discover VET), which Fundación ATRESMEDIA has been developing since 2015. The aim is to highlight the value of VET, to raise awareness of the possibilities of this training model and to boost youth employability. Both foundations have produced an advertising spot for television, radio, digital media and social networks and testimonial videos that collect the experiences of apprentices of the '*Somos FP Dual*' network (we are Dual VET). The audio-visual pieces are broadcast in the ATRESMEDIA Group's media to bring this modality closer to more families, young people, and guidance counsellors. Fundación Atresmedia presented in January 2021 'The challenge of vocational training in Spain', a study in collaboration with IESE Business School that offers an analysis of the state of vocational training in Spain. The main social partners (CEOE, CEPYME, CCOO and UGT) have attended the meetings called by the Ministry of Education and Vocational Training to consolidate an alliance regarding dual VET and achieve 'a great pact'. Social partners are part of the new Social Dialogue Roundtables for VET within the framework of the National

CEOE collaborates with the Bertelsmann Foundation to promote a series of virtual meetings under the title 'Breakfasts with Inspiring Companies', which present the gains and benefits for companies, young people, and society, by focusing on academic and vocational guidance as an important strategic tool for all parties.

2021 Implementation

Ministry of Education and Vocational Training

The implementation of the different measures included in the plan for the modernisation of VET continued in 2021. In May, the education ministry launched the Alliance for vocational training: a national strategy (*Alianza por la Formación Profesional: una estrategia de país*), consolidating a co-responsibility network to strengthen the transformation of Spanish VET into a lever for growth, involving public authorities, companies, third sector entities and social partners. The goals of the Alliance for vocational training are: to promote an innovative and high-quality vocational training system; to generate collective intelligence and expert knowledge to guide decision-making; to make visible the initiatives and projects developed and to increase the number of VET learners (either in IVET or CVET), especially in those branches closely linked to green jobs and the digital economy. The Alliance for vocational training has around 100 members already, including large and medium-sized companies, trade union organisations and social entities.

The State budgets for 2022 contemplate an investment of EUR 2 299.1 million (660 million more than in 2021) on vocational training for the improvement of VET in the education system (EUR 275.4 million); and funding the actions of the plan for the modernisation of VET (EUR 872.3 million, which includes EUR 232.6 million for digitalisation and EUR 1 151.2 million for VET for employment). These funds will enable the creation of more than 50 000 new VET places, the implementation of 450 entrepreneurship classrooms and 221 technology classrooms, the digital training of 125 000 workers, and the opening of 750 mentor classrooms in small municipalities with fewer than 5 000 inhabitants.

Funds allocated to the Autonomous Regions for supporting dual VET include:

- (a) collaborative projects to support (micro) SMEs' participation in dual VET, the creation of new training places and aid for mobility experiences for VET learners and teachers (EUR 11.4 million);
- (b) subsidised actions to support quality in VET: innovation projects for learners; the development of computer applications and databases and the improvement of the skill level of intermediate VET learners (EUR 5 million);
- (c) actions for the upskilling and reskilling of VET teachers (EUR 6 million).

Despite the restrictions imposed due to the COVID-19 pandemic, skills competitions continued as far as possible and several events were held. The Spainskills 2022 competition was held in March 2022.

State Public Employment Service (SEPE)

The labour ministry launched the TándEM programme through SEPE. This mixed public employment and training programme aims to provide training and work alternately to young people aged between 16 and 29 in projects inspired by public workshop schools (*Escuelas Taller*), focusing on the skills needed for green and digital economic transformation, social assistance and territorial cohesion. The workshop schools are part of a public employment training programme aimed at integrating unemployed young people under the age of 35 into work, combining training with professional practice for public utility or for general and social interest. Bodies, agencies and other entities of the State public sector may apply for subsidies to implement their projects. The goal is to reach 3 000 young people, of which 2 520 are expected to complete the project. At least 25% of the programme will be oriented towards climate-related skills and 25% to digital skills. The duration of TándEM projects will range between 12 and

18 months. Apprentices will receive vocational training linked to the occupation to be performed (professional certificates' units of competence, specialities included in the Catalogue of training specialities of the State Public Employment Service or, exceptionally, other training content approved for the TándEM project). Working students will receive a certificate stating the duration, in hours, of their participation in the programme, the level of theoretical and practical training acquired and the training modules completed and passed. The TándEM scheme is included in investment 1 (*youth employment*) under component 23: *New public policies for a dynamic, resilient and inclusive labour market* of the National recovery and resilience plan. Funding will be granted with the financial resources derived from the European Recovery Instrument (Next Generation EU) through the Recovery and Resilience Facility.

Building on the original Youth guarantee plan, the 2021-27 Youth guarantee plus (YG+) plan for decent work for young people (*Plan Garantía Juvenil Plus 2021-27 de trabajo digno para las personas jóvenes*) was published in June, incorporating changes to increase its effectiveness and adapt it to the new circumstances arising from the COVID-19 pandemic. The 2021-27 YG+ plan addresses the need to improve employability and training and to look for new sectors that offer young people stable and quality employment opportunities, thus continuing the positive trend in youth labour market data from recent years. It is underpinned by: personalised guidance and monitoring of users in all supporting actions; training aimed at acquiring skills and professional experience linked to the production model transformation needs; entrepreneurship and promotion of business initiative and improvement of management. The plan encompasses 50 measures to substantially increase the number of young people with the necessary technical and professional skills to access employment, decent work and entrepreneurship. Guidance receives a new impetus and will be evaluated. Young people with a migrant background or with family responsibilities, women, people with disabilities and other vulnerable groups are targeted by specific measures. The digital economy and the transition to a sustainable and efficient economy are fostered through several actions. Workshop schools, employment workshops and mixed employment training schemes incorporate new measures to favour job creation and reduce inequalities.

Other dual training initiatives and training alternating with work focused on innovation. Among these, the 'First professional experience in public administration scheme' (*Programa primera experiencia profesional en las administraciones públicas*) targets the young unemployed (aged 16-30) for recruitment into the public services. The positions to be filled will preferably be in tasks related to ecological transition and the green economy, digitalisation of services, social cohesion - care for dependency and intervention with vulnerable groups, rehabilitation of environments and housing - and local rural development. The call to subsidise the labour costs of the people recruited was published in December. The scheme is developed within the National recovery and resilience plan framework: component 23: *New public policies for a dynamic, resilient and inclusive labour market*.

A second key initiative promoting work-based learning was the 'I research programme' (*Programa Investigo*), aimed at qualified unemployed young people (aged 16 to 30) to finance their recruitment into research and innovation, as researchers, technologists, technical staff and other professional profiles in R&D&I, as well as, where appropriate, research support staff, facilitating their employment in both the public and private sectors. The innovation and research initiatives and those of the R&D&I departments are preferably developed in occupations related to health, ecological transition, the green economy (renewable energies, water and waste treatment and the agri-food industry) and digitalisation of services and data science.

Alliance for Dual VET

The Alliance for Dual VET continued adding members and developing its work of promotion and technical support for the development of quality dual VET, such as the fifth edition of the Alliance for Dual VET Awards; the seventh Alliance for Dual VET Forum (virtual) and the publication of numerous resources in different formats, such as: Best practice in apprenticeships in Spain; programme for the promotion of dual vocational training in SMEs; the promotion of dual VET by business organisations; or sectoral analysis on the benefits and professional opportunities in the particular sector

and how dual VET can be a quality pathway to work in that sector. Alliance member organisations developed different activities to promote dual VET, either independently or with other members. Some examples are listed below.

CaixaBank Dualiza

After the merger of two Spanish banks, Caixa Bank and Bankia, the CaixaBank Dualiza brand has replaced the Bankia Foundation for dual training. It continues the work started in 2016 by the Bankia Foundation, which benefited more than 21 000 students, more than 2 000 companies and more than 1 200 education centres, mainly through the call for Dualiza grants, which in January 2022 released its fifth edition with a budget of EUR 400 000. The Observatory on Vocational Training published its 2021 report, which analyses the current state and evolution in recent years of a comprehensive set of indicators of vocational training in Spain.

Chamber of Commerce

In March 2021, SEPE and the Official Chamber of Commerce, Industry, Services and Navigation of Spain signed a new collaboration agreement to develop dual VET in companies due to the good results from previous agreements. This new collaboration will allow it to carry out actions to promote the development of vocational training and dual vocational training linked to training and apprenticeship contracts from April 2021 to September 2022. The total budget is EUR 1 650 000, of which 450 000 will be provided by SEPE and the rest, EUR 1.2 million, by the Spanish Chamber of Commerce from the co-financing of the European Social Fund (ESF), through the Operational programme for employment, training and education (POEFE). This programme seeks to facilitate the identification of suitable companies to participate in dual VET in Spain by developing an objective and single register of companies. In addition, it aims to strengthen the key figure of the company tutor for the training of apprentices and produce a report analysing their role. It will also help identify skills needed in companies not covered by formal VET qualifications (VET diplomas or professional certificates) to offer them as complementary training. A series of impact indicators on the effect on employment, the updating of skills and the insertion of its participants in the labour market will be set during this project, contributing to the evaluation of dual VET. Meetings with the business fabric will be held for the exchange, dissemination and analysis of experiences, actions and results related to youth employment, linked to the contract for training and apprenticeship, are also foreseen.

Fundacion Atresmedia

Fundación Atresmedia produced the MOOC (Massive Online Open Course) *Descubre la FP: Talento, Empleo y Futuro* (Discover vocational training: talent, employment and future). This online course is available to all descubrelafp.org web users. It consists of 6 topics looking at the origins, the present and future of vocational training, how it is financed or how Europe is involved in making this education option grow. The Altresmedia Foundation has also continued the Be Dual (*Sé Dual*) awareness campaign, shooting new videos together with the Bertelsmann Foundation, and creating the SéDual joint web space to promote quality dual VET through the experiences of students in the We are dual VET ambassadors' network (*Somos FP Dual*).

Employers and trade union organisations continued fostering dual modality in different forums and, together with other social organisations, have contributed to the draft VET law. The leading employers' organisation (CEOE) developed and published a methodological and good practice guide for business organisations in partnership with the Bertelsmann Foundation.

2022 Implementation

Ministry of Education and Vocational Training continued the implementation of the measures contained in the plan for the modernisation of VET.

Mentor Classrooms

133 new Mentor classrooms (*Aula Mentor*) have been created during the year 2022. The network of Mentor Classrooms has grown by 79% in recent years and now exceeds 1,000 nationwide.

Almost half of the Mentor classrooms are located in towns with less than 5 000 inhabitants. 15.2% are in municipalities with less than 1 000 inhabitants and 33.6% in towns with between 1,001 and 5,000 citizens. The objective, within the recovery and resilience plan is to extend this network to 3 000 municipalities, with special interest in the smallest ones and those belonging to rural Spain.

The main objective of *Aula Mentor* is to improve the personal, social and professional skills of adults through training environments supported by information and communication technologies. It is particularly suitable for adults who do not have the opportunity to attend a face-to-face programme and whose learning pace and/or commitment requires a totally flexible system, not subject to timetables or enrolment deadlines.

It is a way of increasing opportunities for lifelong learning and improving future employability by bringing training closer to all communities, particularly in less densely populated and peripheral rural areas.

Action included in Spain's NIP.

Alliance for VET

The number of companies and entities adhered to the Alliance for VET has reached a total of 116, including some of the 35 companies that make up the IBEX 35, i.e. those with the highest liquidity and which are listed on the Spanish stock exchange interconnection system (SIBE). Among the activities to be carried out by this Alliance, we can highlight creation of a quality seal; call for innovation projects; communication campaigns; creation of the *FP:Conecta* platform.

Action included in Spain's NIP.

FP:Conecta

The *FP:Conecta* platform was currently in a testing phase in which a representative sample of the target groups were evaluating the app. Its publication is planned for the first half of the year. The aims of this platform are:

- (a) to offer a multi-channel virtual meeting point for the main key players in VET: students, VET centres, the business sector, public administrations and others;
- (b) to promote models of collaboration between all those involved, helping the transfer and exchange of knowledge for the generation of innovation and added value projects;
- (c) to favour a productive employment model that intensifies the processes of value creation and quality employment, generating employment demands and offers and specific training;
- (d) to make available to the different actors relevant information and materials, in a segmented and classified manner, easily accessible to all parties.

Action included in Spain's NIP.

Development of innovation and knowledge transfer projects between VET centres and companies

Following the call for proposals for implementing innovation and applied research projects and knowledge transfer in vocational education and training (Resolution of 31 May 2021), 142 beneficiary projects are running during the 2021/22 and 2022/23 academic years. This is one of the measures for innovation and quality in vocational education and training included in the plan for the modernisation of VET.

With a budget of EUR 24 million, its purpose is to promote public-private collaboration between the vocational training system and the business world, fostering collaborative work and even the development of R+D+i projects open to the participation of multiple

agents, including universities.

These projects test new formulas in response to the evolution of professional branches, sectors, and professional profiles. They also test forms of management and business organisation, the requirements of emerging technical processes, the need for methodological changes to improve the development of skills and the transition of students to the labour market, as well as to meet the needs of professional profiles with STEAM backgrounds.

Action included in Spain's NIP.

State Public Employment Service (SEPE) was also running different initiatives, such as the Tándem programme. To date, several calls have been made, with a positive resolution to 21 entities for the training of 800 people. The 'First professional experience in public administration' and '*Investigo*' schemes are operational and running.

The collaboration agreement between SEPE and the Official Chamber of Commerce, Industry, Services and Navigation of Spain ended in September 2022. Different communication, recruitment and advice actions were carried out for companies about dual VET, such as information and support for tutors, support for the management of the procedures to be carried out and strengthening of the relationship between training centres and companies.

From 1 January 2021 to 30 September 2022, a total of 1 524 companies used the information and advice service of FP Dual located at the Chambers of Commerce. 47% were companies with between 2 and 9 employees, followed by those with between 10 and 49 employees. This reflects how small and medium-sized companies are the ones that need the most support and guidance when implementing dual VET.

Alliance for Dual VET

The Alliance for Dual VET continued to expand its network and develop its work to promote and support the development of quality dual VET. Some of the activities developed were the sixth edition of the Alliance for Dual VET Awards; the eighth Alliance for Dual VET Forum, held in Zaragoza in October 2022; and the publication of many resources in different formats, such as the guide to best practice in apprenticeships in Spain, released in November 2022. Alliance member organisations continued to develop different activities to promote dual VET, either independently or with other members.

CaixaBank Dualiza

CaixaBank Dualiza brand continued its work. The number of beneficiaries reached by its actions during 2022 has increased to 6 864 students and 2 143 teachers, thanks to the collaboration undertaken with 484 companies and 316 educational centres. In guidance activities, CaixaBank Dualiza has reached more than 2 300 students during 2022. The observatory on vocational training published its 2022 report, which analyses VET in Spain through a comprehensive set of indicators. In June 2022 it also published the report on *Changes in professional profiles and need. vocational training in Spain. Perspective 2030* and in December 2022 it published *2022 Report: A new vocational training law for new times*.

2023 Implementation

The publication of Royal Decree 659/2023, of 18 July, which developed the organisation of the Spanish VET system by the education ministry, focuses on regulating aspects related to the promotion of work-based learning (WBL). It aligns with European and national strategies to enhance the integration of WBL into vocational education, ensuring that students gain real-world skills alongside theoretical knowledge.

One of the main strategies is the development of innovation and applied research projects that promote the generation of a specialised environment of confluence and

effective collaboration between vocational training centres and companies, especially of small and medium-sized enterprises.

A call for innovation, applied research and knowledge transfer projects in vocational training was published in September and addressed to VET centres for the development of innovation projects in collaboration with other institutions and companies. The projects are expected to respond to the evolution experienced by the professional branches, sectors and professional profiles, forms of management and business organisation of companies, to the requirements of emerging technical processes and the improvement of national and international competitiveness of companies, to the needs of methodological changes for a better skills development and transition to the labour market of students in the VET system, or to meet the needs of professional profiles with STEAM training.

From this first call, 141 projects were being developed with the involvement of 629 participating entities: 190 companies and/or entities and 439 Vocational Training centres and with a budget of EUR 23 532 354.

In order to maintain high standards in WBL, the government has introduced mechanisms for quality assurance and evaluation. Companies that offer WBL opportunities are required to meet specific criteria, ensuring that students receive meaningful and structured learning experiences. These criteria focus on the learning environment, alignment with curricula, resources, and collaboration with training providers. Regular evaluations are conducted to ensure that both the training offered by companies and the educational support provided by VET centres meet the established standards.

Employers are closely involved in designing and implementing these training plans, ensuring that the skills taught are relevant to current job market needs. Financial incentives are offered to companies, particularly small and medium-sized enterprises (SMEs), to encourage their participation in WBL programmes. These incentives include tax benefits and subsidies to help cover the costs associated with training students on-site.

Additionally, the government promotes public-private collaboration by working closely with businesses to develop tailored training programmes that meet industry-specific requirements. This collaboration ensures that WBL placements are valuable and relevant to the student's future career prospects.

Spain continued awareness campaigns to highlight the benefits of WBL for students and businesses. These campaigns aim to increase awareness among employers of the advantages of engaging with the VET system, such as gaining access to a pool of trained, skilled workers and the opportunity to shape future talent.

In 2023, the Spanish government significantly expanded the number of AtecA classrooms (applied technology classrooms). Thousands of VET students began using these spaces for training in areas such as robotics, artificial intelligence, advanced manufacturing, and more.

The lines of collaboration within the framework of the VET Alliance continued its work and were related to the provision of courses for vocational training teachers, procedures of skills validation in the companies, identification of new professional profiles, and collaboration in the design of the training programmes, information and participation in innovation projects and in dual programmes. The number of companies and entities which adhered to the VET Alliance in 2023 was very significant, getting to 163.

2024 Implementation

In July 2024, the resolution of the call for innovation, applied research and knowledge transfer projects in vocational training was published with 257 projects to be developed with the participation of 983 participating entities (324 companies and 659 vocational training centres) and with a budget of EUR 29 986 535.

Work was being done on the design of a call for the development of 1 000 challenges of innovation projects based on the ABR methodology in vocational training centres, with a budget of EUR 1 000 000.

In 2024, the number of companies in the VET Alliance reached 173.

2025 Completed

So far, 1 434 AtecA classrooms have been created.

In 2025, the VET Alliance brought together 181 companies, and two organisations received the 'Project of Special Interest' quality seal: the Construction Labour Foundation (FLC) and the Castile and León Family Business Foundation (EFCL).

The projects of special interest included 'Hola Futuro', a digital guidance initiative by the Castile and León Family Business Foundation (*Fundación Empresa familiar Castilla y León* - EFCL), offering pioneering tools for vocational and professional guidance (including Neoikigai, Metaverse, the app *Atrapa la FP*, and Escape Room). It supports guidance counsellors, families, and students.

Another project was 'Women Can Build', developed by the Construction Labour Foundation (*Fundación Laboral de la Construcción* - FLC). This project aims to improve women's access to training and qualifications by adapting construction sector training from a gender perspective, thereby addressing labour demand

The FLC also developed 'Green Growth', a project that equips workers with strategies and procedures to reduce buildings' energy demand and improve the circularity of construction materials, contributing to the Sustainable Development Goals SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

Bodies responsible

- Ministry of Education and Vocational Training (until 2023)
- Ministry of Education, Vocational Training and Sports
- State Public Employment Service (SEPE)

Target group

Learners

Learners in upper secondary, including apprentices

Young people (15-29 years old)

Adult learners

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Education professionals

Teachers

Trainers

Guidance practitioners

Entities providing VET

Companies

Small and medium-sized enterprises (SMEs)

VET providers (all kinds)

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies

Optimising VET funding

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET infrastructure

Modernising infrastructure for vocational training

Improving digital infrastructure of VET provision

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

Financial and non-financial incentives to learners, providers and companies

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

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

VET promoting equality of opportunities

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

European Education and Training Area and international VET

Subsystem

IVET CVET

Further reading

[Plan for the modernisation of VET](#)

[Ministry of Education and vocational training. Alliance for Vocational Training](#)

[2021-27 Youth guarantee plus plan for decent work for young people \[Plan Garancia Juvenil](#)

Plus 2021-27 de trabajo digno para las personas jóvenes].

Extract from the Resolution of 29 March 2022 which calls for grants for the creation of Mentor classrooms

Extract from the Resolution of 20 June 2022 for grants for the creation of Vocational Guidance Units (UOP) dependent on Mentor Classrooms [Extracto de la Resolución de 20 de junio de 2022 de ayudas para la creación de Unidades de Orientación Profesional

Resolution of 31 May 2021, for grants for the implementation of innovation and applied research projects and knowledge transfer in VET. [Resolución de 31 de mayo de 2021, ayudas para la realización de proyectos de innovación e investigación aplicada FP

2023 Call for projects for innovation, applied research and knowledge transfer in vocational training

Initial report on the status of the vocational training system

Related policy developments

2025 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.

 SPAIN

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Completed

The Dual VET reform

Dual VET is being developed in cooperation with the Autonomous Communities.

 SPAIN

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

“ ... ” **Cite as**

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