

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Fondo de formación de la Fundación Tripartita para la Formación en el Empleo - formación de demanda
<b>Name of the instrument - English translation</b>	Training fund of the Tripartite Foundation for Training for Employment - training delivered by companies.
<b>Scheme ID</b>	75
<b>Country</b>	 Spain
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Training fund
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Companies and employees pay a fixed share of their payroll into a tripartite training fund (0.6% and 0.1% respectively). EU funds support the training fund. Companies as well as employees can receive funding for their training costs either directly or by applying for reduced contribution payments to the funds.
<b>Short description of the related instruments</b>	nap

<b>Level of operation</b>	National
<b>Name of a part of the country</b>	nap
<b>Name of the region (for regional instruments)</b>	nap
<b>Name of the sector (for sectoral instruments)</b>	nap
<b>Legal basis</b>	Royal Decree 395/2007, Order 2307/2007.
<b>Objective(s) and target(s)</b>	The objective of sub-system 'vocational education and training for employment' is to promote and expand training among companies and the employed and unemployed that responds to their needs and contributes to the development of a knowledge-based economy. Demand-driven training aims to respond to the specific training needs of companies and their employees.
<b>Year of implementation</b>	1993

<b>Year of latest amendment</b>	2014
<b>Operation/management</b>	<p>Tripartite Foundation for Training and Employment. The representatives of Ministry of Labour and Social Affairs, Autonomous Communities, trade unions and employers organisations are part of the Tripartite Foundation. This entity supports the State public employment service in the planning, management, monitoring and evaluation of training activities.</p> <p>A percentage of the amount paid by companies to social security is dedicated to vocational education and training (in 2015, this percentage is of 0.7 %; 0.6 % paid by the company and 0.1 % by the employee). This contribution is spent in the 'subsystem of vocational education and training for employment' which covers: 1. demand-driven schemes addressed at companies (support for training planned, organised and managed by companies, and individual training leaves); 2. supply-driven schemes targeted at individuals (training for the employed workers and unemployed persons). The subsystem 'of vocational education and training for employment' has also other sources of funding: the State and the European Social Fund.</p>
<b>Eligible group(s)</b>	<p>In demand-driven schemes: the employed workers from small and medium companies, women, workers older than 45 years-old, workers with low qualifications, and disabled people.</p>
<b>Group(s) with preferential treatment</b>	Workers from SMEs, women, workers older than 45 years old, low qualified and disabled people.
<b>Education and training eligible</b>	It can be specific training relevant to a particular position or general training for the development of skills transferable to other companies or labour areas.
<b>Source of financing and collection mechanism</b>	The fund is based on contribution to social security (in 2015, 0.7 % of the payroll: 0.6 % paid by the company and 0.1 % by the employee), funding from the State and the European Social Fund.
<b>Financing formula and allocation mechanisms</b>	<p>Each year, the law establishing the State General Budgets determines the percentage companies can deduce from their social security levy for training purposes. In 2015, companies with 6-9 workers can devote 100% of what they paid to social security corresponding to training; companies with 10-49 workers, 75%; companies with 50-249, 60%; companies with 250 or more workers, 50%. Companies with less than 6 employees, can deduct a fixed amount of 420 Euros; there is an additional credit for individual training leaves.</p> <p>Depending on the number of employees, companies may be required to co-fund the training. In 2015, the percentages of co-funding are: companies with 6-9 employees, 0% co-funding; 10-49 employees, 10%; 50-249, 20%; and more than 250, 40%.</p> <p>There is a maximum amount per participant and hour of</p>

	training: face-to-face training in basic qualifications and competences: EUR 9; training in programming and management competences or specialisation training: EUR 13; tele-training: EUR 7.5; distance training: EUR 5.5. For micro companies, there is no maximum amount. In case of small companies, the amount it is 10% higher; in case of medium companies, it is 5% higher.
<b>Eligible costs</b>	Fees and other costs related to education and training
<b>Volumes of funding</b>	In 2013, the subsystem 'of vocational education and training for employment' had a fund allocation of EUR 2 125 000 000 including EUR 1 860 000 000 from social security quotas for training, EUR 100 000 000 from the European Social Fund, and EUR 165 000 000 from the State. Demand-driven training (including training delivered by companies and individual training leaves) was allocated EUR 575 000 000.
<b>Beneficiaries/take up</b>	In 2013, 478 621 companies were funded. 3 224 182 employees benefited from the training of which 1 406 883 were female and 1 817 299 male. In 2012, the employees benefiting summed up to 3 176 789 from which women made 1 361 131 and men 1 815 658.
<b>Organisation responsible for monitoring/evaluation</b>	Tripartite Foundation for Training for Employment.
<b>Monitoring/evaluation reports available</b>	Annual activity reports and Results reports, <a href="http://www.fundaciontripartita.org/Recursos%20digitales/pages/buscadorp...">http://www.fundaciontripartita.org/Recursos%20digitales/pages/buscadorp...</a> Evaluation reports, <a href="https://www.sistemanacionalempleo.es/evaluacion_formacion.html">https://www.sistemanacionalempleo.es/evaluacion_formacion.html</a>
<b>Most relevant webpage - in English</b>	na
<b>Most relevant webpage - local language</b>	<a href="http://www.fundaciontripartita.org/Pages/default.aspx">http://www.fundaciontripartita.org/Pages/default.aspx</a>
<b>Sources</b>	Law 36/2014, of December 26th of the general state budgets for 2015. Additional disposition 89, <a href="http://www.fundaciontripartita.org/Empresas%20y%20organizaciones/Pages/...">http://www.fundaciontripartita.org/Empresas%20y%20organizaciones/Pages/...</a> Guidance on costs of demand-driven training - Companies' training activities, <a href="http://www.fundaciontripartita.org/Empresas%20y%20organizaciones/Pages/...">http://www.fundaciontripartita.org/Empresas%20y%20organizaciones/Pages/...</a> Funding of Vocational education and training for employment, <a href="http://www.fundaciontripartita.org/Con%3%B3cenos/Pages/PFormaci%3%B3n...">http://www.fundaciontripartita.org/Con%3%B3cenos/Pages/PFormaci%3%B3n...</a>