

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Permiso individual de formación
<b>Name of the instrument - English translation</b>	Individual training leave
<b>Scheme ID</b>	79
<b>Country</b>	 Spain
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Training leave
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Employees can participate in vocational education and training while receiving their wages. This short term leave allows an employee to carry out an officially-recognised training activity during working time, with no direct cost for the company. Employers can deduct the costs related to employees' training leave from their contributions to social security system.
<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>Relevance</b>	Key scheme
<b>Legal basis</b>	Royal Decree 395/2007, of March 23, regulating the subsystem of vocational education and training for employment. Order TAS/2307/2007, of July 27, partially developing the Royal Decree 395/2007.
<b>Objective(s) and target(s)</b>	To promote and expand training among companies and employed and respond to their needs. Contribute to the

	development of a knowledge-based economy.
<b>Year of implementation</b>	1993
<b>Year of latest amendment</b>	2007
<b>Operation/management</b>	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.
<b>Eligible group(s)</b>	Employees registered in the social security system.
<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>	Training leading to an official diploma or certificate, not included in the company training plan, excluding courses which are not face-to-face and leaves to attend exams.
<b>Source of financing and collection mechanism</b>	Employers and employees contributions to social security (in 2015, this percentage is of 0.7% of the payroll; 0.6% paid by the companies and 0.1% by the employees). This contribution is spent in the 'subsystem of vocational education and training for employment' that includes individual training leave scheme.
<b>Financing formula and allocation mechanisms</b>	Companies can deduce an amount from their contributions to social security by spending it on training. Companies may use the whole 'training credit' in social security for individual training leave (funding salary costs of employees on training leave, up to 200 hours per calendar or academic year) or they may use the credit to fund other training activities and receive an extra 5% of the total credit. If the cost of the training leave is higher than that 5%, there is an additional credit for training leaves that allows for additional funding based on the number of training hours. The maximum additional 'credit' depends on the number of employees: in the case of 1-9 employees, the additional credit for companies can cover the salary costs of 200 hours; in the case of 10-49, 400 hours; in the case of 50-249, 600 hours; in the case of 250-499, 800 hours; and salary costs of 200 hours for each 500 workers more in the company.
<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 including EUR 1 860 000 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, 30 226 training leaves were granted.

<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>	<p>Royal Decree 395/2007, of March 23, regulating the subsystem of vocational education and training for employment, <a href="https://www.boe.es/diario_boe/txt.php?id=BOE-A-2007-7573">https://www.boe.es/diario_boe/txt.php?id=BOE-A-2007-7573</a></p> <p>Order TAS/2307/2007, of July 27, partially developing the Royal Decree 395/2007, <a href="http://www.boe.es/boe/dias/2007/07/31/pdfs/A33036-33049.pdf">http://www.boe.es/boe/dias/2007/07/31/pdfs/A33036-33049.pdf</a></p> <p>Note on the Individual Training Leaves, <a href="http://www.fundaciontripartita.org/Empresas%20y%20organizaciones/Pages/...">http://www.fundaciontripartita.org/Empresas%20y%20organizaciones/Pages/...</a></p> <p>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></p> <p>Funding of Vocational education and training for employment, <a href="http://www.fundaciontripartita.org/Con%C3%B3cenos/Pages/PFormaci%C3%B3n...">http://www.fundaciontripartita.org/Con%C3%B3cenos/Pages/PFormaci%C3%B3n...</a></p>