

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Permiso de formación profesional para el empleo
<b>Name of the instrument - English translation</b>	Leave for vocational education and training for employment
<b>Scheme ID</b>	80
<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 who have been employed in a company for at least one year are entitled to a 20-hour paid leave per year to undertake vocational education and training related to the activity of the company. Collective agreements may further specify criteria of the leave. The leave is agreed on by employee and employer. Generally, the employees receive their wages during the leave. The employers providing training are eventually compensated for training costs.
<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>	Legislative Royal Decree 1/1995, of March 24, approving the merged text of the Law of Workers' Statute (Spanish Official Gazette 29/3/1995), and modifications. Art. 23.
<b>Objective(s) and target(s)</b>	It is considered the right of employees.

<b>Year of implementation</b>	1995
<b>Year of latest amendment</b>	2012
<b>Operation/management</b>	Employees in a company for at least one year are entitled to a 20-hour paid leave per year to undertake vocational education and training for employment related to the activity of the company. Collective agreements may further detail the characteristics of the leave (e.g. right to seat exams, to select working shifts to adapt working hours, to define priority groups). In any case, the leave is agreed by employee and employer. Unused time of training leave is transferred to next year. Accumulation is possible up to a maximum of 5 years.
<b>Eligible group(s)</b>	All employees
<b>Group(s) with preferential treatment</b>	None
<b>Education and training eligible</b>	Vocational education and training for employment, related to the company's activity.
<b>Source of financing and collection mechanism</b>	Employer, employee, State (compensation of employer's costs)
<b>Financing formula and allocation mechanisms</b>	Companies cover salaries of workers in training. In case of training delivered by the company, companies can deduct other costs from their contribution to the social security security system.
<b>Eligible costs</b>	Fees and other costs related to education and training
<b>Volumes of funding</b>	na
<b>Beneficiaries/take up</b>	In 2013, 3 224 182 learners participated in training leaves.
<b>Organisation responsible for monitoring/evaluation</b>	Ministry of Employment and Social Security.
<b>Monitoring/evaluation reports available</b>	na
<b>Most relevant webpage - in English</b>	na
<b>Most relevant webpage - local language</b>	<a href="http://www.boe.es/buscar/act.php?id=BOE-A-1995-7730">http://www.boe.es/buscar/act.php?id=BOE-A-1995-7730</a>
<b>Recent changes</b>	in 2012, the time allowed to accumulate training hours was increased from 3 to 5 years.
<b>Sources</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>

