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FOR IMMEDIATE RELEASE

Investment in continuing training stagnates in European companies

According to Cedefop's new publication *Employer-provided vocational training in Europe: Evaluation and interpretation of the third continuing vocational training survey (CVTS-3; see box)*, companies invested 27% less in continuing training per employee in 2005 than they did in 1999.

Moreover, in 2005, 39% of enterprises in the EU failed to provide any continuing training for their employees, the same figure as in 1999. In the current crisis, the downward slide of company investment in training is expected to get worse.

While the overall picture in Europe is one of stagnation, some countries are doing better than others. A composite measure of performance divides countries into high, medium and low performers.

- Generally, Eastern Europe gained ground but Western Europe's performance worsened.
- **Slovenia** has shown the biggest improvement, going from a low performer to a borderline high performer.
- All the high performers of 1999 except **France (the Netherlands, Sweden and Finland)** lost significant ground by 2005.
- The **Czech Republic** has joined the high performers.
- Among the medium performers, **Belgium and Germany** both slipped a little.
- **Romania**, the lowest performer in 1999, has improved in all dimensions, while **Spain** and **Portugal** also showed improvements.
- **Greece's** performance further deteriorated between 1999 and 2005, placing the country last in the EU-27.

Cedefop's analysis of the CVTS-3 examines the policy and management of continuing training in enterprises in considerable depth, including the reasons why some companies do not provide training for their employees, the role of policy initiatives designed to encourage training in enterprises, and the impact of social partner agreements on the provision of in-service training.

The survey found that large enterprises are more likely than smaller ones to observe an effect from public measures and incentives on their own training provision, especially in the newer Member States. As Cedefop's report argues, this is a sign that the problems that small enterprises face in providing training for their employees are not being addressed adequately and that incentives are not sufficiently well targeted.

The European Continuing Vocational Training Survey (CVTS) is the only source of internationally comparable data on the volume, content, cost and management of training in enterprises.

The third CVTS covers companies with 10 or more employees in the EU 27 plus Norway. The analysis establishes a country's performance on the basis of a composite measure made of four indicators:

- incidence (training enterprises as % of all companies)
- participation (participants in CVT courses as % of employees in all companies)
- intensity (hours in CVT courses per 1000 hours worked)
- expenditure (total monetary expenditure on CVT courses as % of total labour costs)

Briefing Note in [English](#), [French](#), [German](#), [Italian](#), [Spanish](#) and [Greek](#)

Full report in EN: <http://www.cedefop.europa.eu/EN/publications/15390.aspx>

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About Cedefop

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