

# The Portuguese Survey on the Needs of Vocational Training in Enterprises



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## **Background**

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### **□ Purpose**

*Vocational training provided by enterprises has a decisive role in the development of lifelong learning and also as an instrument of balance for the labour market, by resolving human resources skill shortages.*

### **□ Users:**

- **National level – since the end of the 80's**
  - ✓ **Ministry for Labour and Social Solidarity**
  - ✓ **Employers' organizations, trade unions**
  - ✓ **Researchers**
  - ✓ **Other**
- **European Union level – Continuing Vocational Training (CVT)**
  - **CVTS 1993, 1999 – based on a Gentlemen' Agreement**
  - **CVTS 2005 – based on specific Regulations**

## System of surveys to observe VT in enterprises

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### □ Information on the vocational training activities of enterprises:

1. the identification of the needs for vocational training, as part of the demand for labour skills

*Survey on the Needs For Vocational Training*, carried out every three years – since 1990

2. the forms, fields and volume of training provided

*Survey on Vocational Training Courses/Actions*, carried out annually – since 1989

3. the impact of the provided vocational training on the enterprises

*Survey on the Impact of Vocational Training*, carried out every three years – since 1989

Target population: enterprises with 10 or more employees, of all economic activities, except Agriculture, Fishing and Public Administration

## **Survey on the Needs For Vocational Training**

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- ❑ Reference periods: following year, two subsequent years together**
- ❑ Periodicity: every three years**
- ❑ Last implementation: 1999, for the years 2000/2002**
- ❑ Coverage: enterprises with 10 or more persons employed, classified in NACE Sections C to O, except L and public administration bodies from Sections M, N and O, head offices situated in Mainland Portugal (Autonomous Regions carry out their own surveys)**
- ❑ Sample: 1999 - about 6000 units, stratified by NACE Sections and Subsections, NUT II level, and size class**
- ❑ Data collection method: 1999 - postal survey, with telephone support (previous surveys used face to face interviews); optical reading**
- ❑ Classifications used: NACE, ISCO 88, Fields of Education and Training**

## **Structure of the survey 2000/2002**

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### **□ Part I variables - Characterization of the enterprise**

- **Market, productivity, production of goods and services (innovative), production process (use of innovative technologies), competitiveness, difficulties in having access to financial support, labour situation (redundancy, lack of adequate skilled labour, adequacy of labour)**

### **□ Part II variables – Situation towards vocational training**

- **The enterprise needs vocational training?**
  - **No – Why? (skills are adequate, enterprise has difficulties that prevent providing VT, employees are occupied, the enterprise has recently provided VT, difficulty in evaluating the needs, available VT courses are not adequate, bureaucracy, other)**
  - **Yes**

## **Structure of the survey 2000/2002**

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### **□ Part III variables – Measure of VT needs**

- **If Yes, how does the enterprise intend to satisfy those needs?**
  - **By providing VT to its employed persons – how many, in which fields of training**
  - **By recruiting new employees and then train them – how many, in which fields of training**
  - **By recruiting new employees already with the needed skills – how many, for which occupations/skill level, in which fields of training**
  - **Through the Apprenticeship System**

### **□ Part IV variables – VT providers**

- **If the enterprise will provide the vocational training, which will be the suppliers of VT (internal, set of external options)**

*(note: enterprises show difficulty in giving information for longer than the following year)*

# **Survey on the Needs for Vocational Training 2000/2002**

## **Main results**

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- Enterprises having needs of VT - 31,6 %**
- Providing VT to its employed persons – 77%**
- Recruiting persons and than train them – 18%**
- Recruiting already trained persons – 27,2%**
  
- Participations in VT of the employed persons – short term 667,5 thousands; medium term 142,2**
- Participations of employees to hire – 89,7 thousands**
- Employees to hire with VT (adequate skills) – 34,0 thousands**
- Intended VT providers:**
  - **Enterprise – 69%**
  - **VT consultants – 22%**
  - **Public VT centres – 22%**
  - **Employers Associations – 16%**
  - **Trade Unions – 14%**

# **Survey on the Needs for Vocational Training 2000/2002**

## **Main results**

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- Participations in VT (for employees and newly recruited employees) according to the most relevant fields of training**
  - Public Relations/Marketing/Advertising – 11,4%**
  - Banking and Insurance – 9,8%**
  - Quality – 9,0%**
  - Computing – 8,9%**
  - Business and Administration – 8,4%**
  - Wholesale and Retail sales – 7,2%**
  - Health – 6,4%**
  - Teacher training and Education Science – 4,3%**



**Thank you!**