

# Working time spent on continuing vocational training in enterprises in Europe

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## Statistics in focus

### POPULATION AND SOCIAL CONDITIONS

THEME 3 – 1/2003

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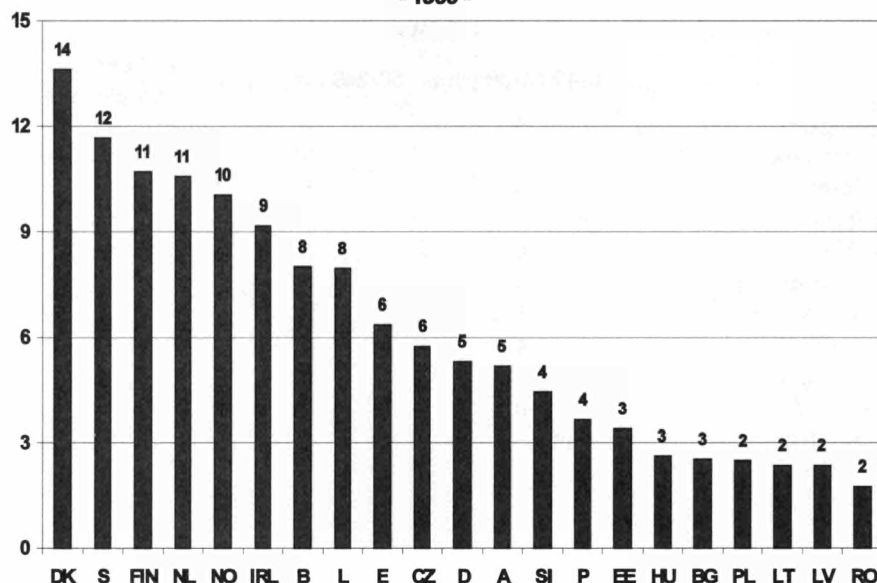
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The second European survey of continuing vocational training in enterprises (CVTS2) was carried out in 2000/2001 in all the EU Member States, Norway and nine candidate countries (Bulgaria, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland - Pomorskie region only, Romania, Slovenia). The survey was two-thirds financed by the European Commission.

Developing abilities and skills through continuing vocational training at work is an essential part of lifelong learning and reflects the role enterprises play in seeking for appropriate solutions to overcome labour-market and employment problems. The survey provided important statistical data and indicators on the forms, content and extent of continuing vocational training.

Figure 1: Course hours per 1000 working hours in all enterprises - 1999 -



Hours spent in continuing training courses as a proportion of total working hours in all enterprises (course hours per 1000 working hours) is an important indicator for assessing the overall effort devoted to continuing vocational training in enterprises. It reflects the willingness of businesses to devote working time to the continuing training of their employees, and also the opportunities businesses had for doing so. However, the share of course hours in total working hours is also influenced by other factors, such as average working hours in a country, the amount of overtime worked and the country's economic situation.

Another major indicator is the *number of course hours per participant*, which shows the intensity of continuing training. Both these indicators together reflect the importance that employers as a whole attach to the continuing vocational training of their employees.



## Large enterprises invested considerably more working time in their employees' continuing training than SMEs

The share of course hours in total working hours in all enterprises varied from 2‰ in Latvia, Lithuania, Poland and Romania to 14‰ in Denmark (Fig. 1<sup>1</sup>). It was the Scandinavian countries and the Netherlands that recorded the highest values of 10‰ or more, which means that in these countries continuing vocational training was of considerable importance or that enterprises had favourable economic conditions for organising continuing training. With the exception of the Czech Republic and Slovenia the figures in the candidate countries of Eastern Europe were under 4‰.

Analysing the share of course hours in working hours in terms of size of enterprise does not reveal any clear differences in the underlying structure (Table 1). In the candidate countries the time devoted to continuing training was far less in all size classes than in the Member States and Norway, where on average higher

shares of course hours in working hours were found in all size classes.

Irrespective of the varying level from country to country, the level of working time spent on continuing training is affected by enterprise size. The general pattern is that the proportion of course hours rises as enterprise size increases, though in eleven countries no differences were found between small (10-49 employees) and medium-sized enterprises (50-249 employees). The differences were particularly marked between small enterprises and large ones (250 and more employees), especially in Luxembourg, Spain and Portugal. The exceptions to the general trend were Denmark, where the proportion of course hours in medium-sized enterprises was the same as in large ones, and Sweden, where the proportion in the smallest size class (10-49 employees) was slightly higher than in the middle one.

**Table 1: Course hours per 1000 working hours in all enterprises, by enterprise size class -1999 -**

	10-49 employees	50-249 employees	250 and more employees
Belgium	5	8	11
Denmark	12	14	14
Germany	3	5	6
Spain	3	5	10
Ireland	8	8	12
Luxembourg	4	5	13
Netherlands	7	10	13
Austria	4	4	6
Portugal	1	3	8
Finland	8	8	13
Sweden	9	8	14
Norway	8	8	13
Bulgaria	1	1	4
Czech Republic	3	4	7
Estonia	2	3	6
Hungary	2	2	4
Latvia	2	2	3
Lithuania	1	1	4
Poland	2	2	4
Romania	0	0	3
Slovenia	3	3	6

In Portugal and in the candidate countries, except in the Czech Republic, the proportions of course hours both in small and medium-sized enterprises were relatively low, at not more than 3‰. In comparison, in Ireland and the Scandinavian countries the proportions of course hours in working hours in SMEs were relatively high, with 8‰ at least, and exceeded the figures for large enterprises in the candidate countries.

Large enterprises in Belgium, Luxembourg, the Netherlands and the Scandinavian countries in particular invested considerably more working time in the continuing training of their employees. The highest proportions of course hours in working hours were observed in Denmark and Sweden, with 14‰.

<sup>1</sup>For Greece, France, Italy and the United Kingdom the data were not available in time for this publication.

## Above-average amount of working time devoted to continuing vocational training in 'Financial intermediation'

An analysis of the *shares of course hours in total working hours in selected branches of activity* clearly shows that the overall position in a country is reflected in nearly all branches (Table 2). The exception is 'Financial intermediation' (NACE J), where above-average numbers of course hours were found even in countries with a low level overall.

In 12 countries, including seven candidate countries, the highest shares of course hours in working hours were in 'Financial intermediation' (NACE J). In the Scandinavian countries and Luxembourg the highest figures were in

'Real estate, renting and business activities' (NACE K). In Belgium the figures for both these branches were the same, while in Ireland the level was highest in 'Other community, social and personal service activities' (NACE O).

It can be concluded that, with the exception of 'Financial intermediation' (NACE J) and 'Real estate, renting and business activities' (NACE K), the differences between branches were relatively small, whereas there were far greater differences between countries within particular branches.

**Table 2: Course hours per 1000 working hours in all enterprises,  
by economic activity  
-1999 -**

	NACE D <sup>1</sup>	NACE G <sup>1</sup>	NACE J <sup>1</sup>	NACE K <sup>1</sup>	NACE O <sup>1</sup>	Other <sup>1</sup>
Netherlands	10	10	21	10	7	10
Estonia	2	5	18	2	1	3
Denmark	12	10	16	21	16	13
Spain	7	6	16	6	6	5
Portugal	3	3	16	3	3	3
Czech Republic	6	3	16	9	3	5
Austria	4	5	15	5	2	4
Norway	8	8	14	19	13	8
Belgium	8	6	13	13	9	5
Luxembourg	10	6	13	19	4	3
Sweden	13	9	12	15	9	10
Finland	10	7	12	15	10	12
Slovenia	4	2	9	7	2	5
Germany	5	3	9	8	4	4
Ireland	9	6	8	10	13	11
Poland	2	2	8	5	1	2
Latvia	2	1	7	3	1	3
Lithuania	2	1	5	3	1	3
Hungary	2	2	5	3	1	4
Bulgaria	1	1	4	2	3	5
Romania	1	0	2	2	2	3

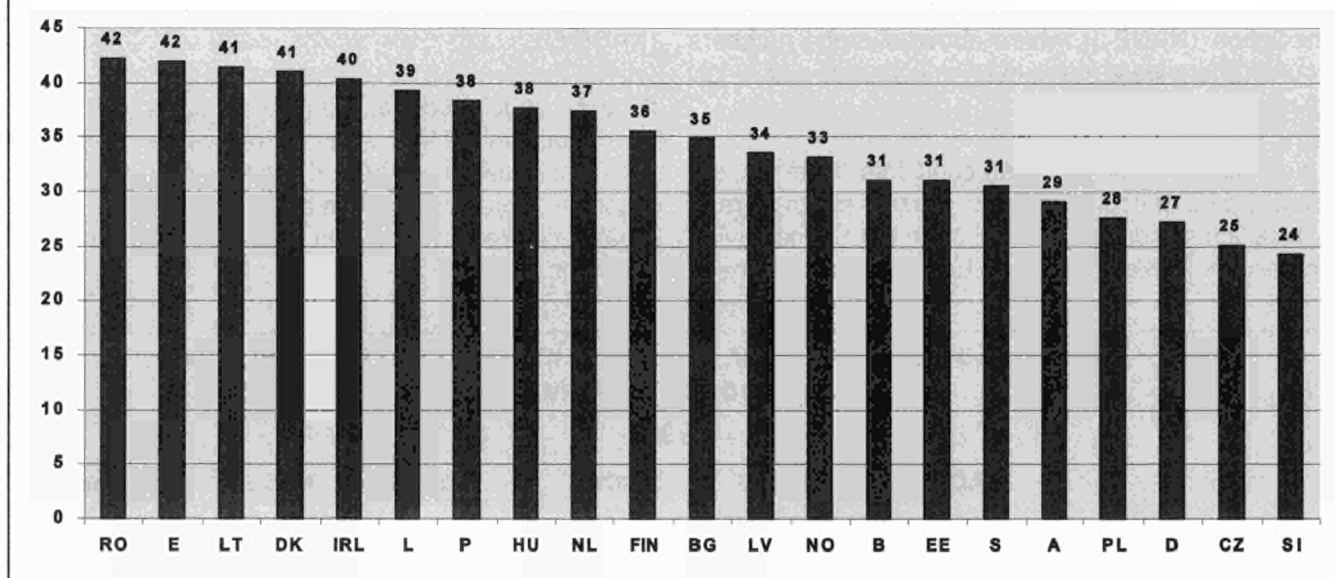
<sup>1</sup> See methodological notes



## No significant differences in the intensity of continuing vocational training between women and men

The average number of hours per participant spent in continuing vocational training courses in 1999 was fairly data available). The largest differences in the average figures for women and men were in Denmark and Bul-

**Figure 2: Course hours per participant - 1999 -**

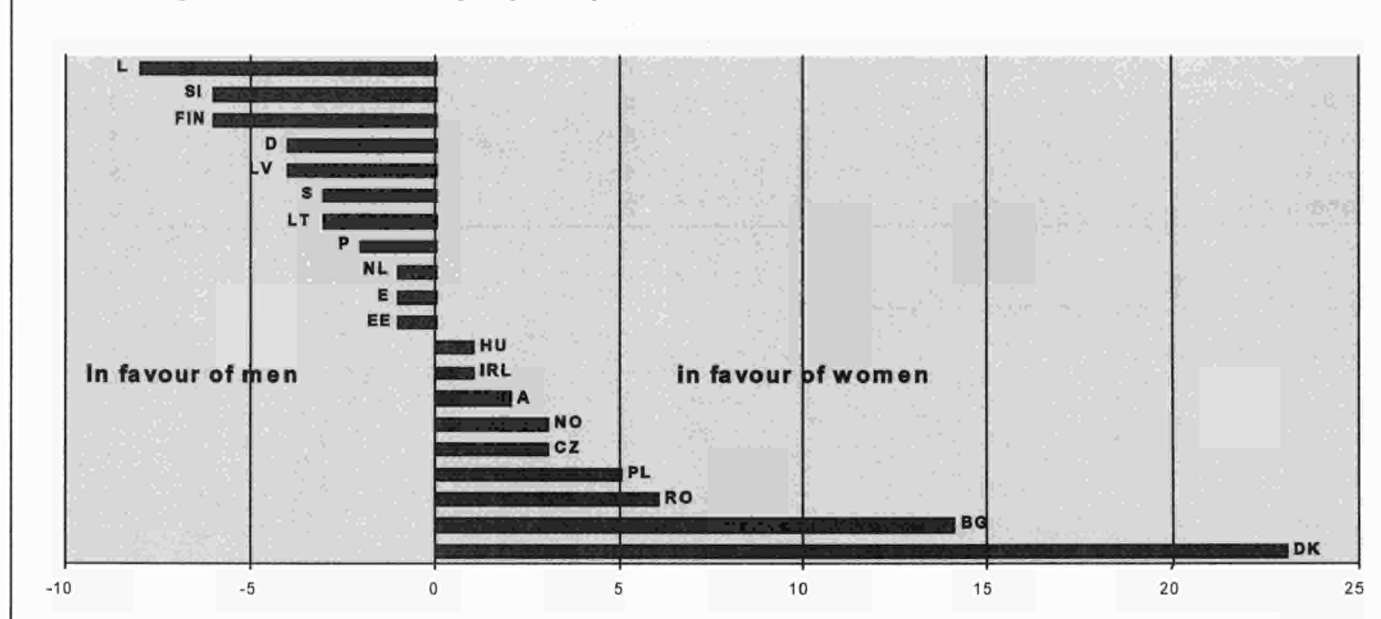


comparable across the countries of Europe, ranging from 24 to 42 (Fig. 2). In nearly all countries the number of course hours per participant was over 30. Hours per participant of over 40 were recorded in four countries, with 42 in Romania and Spain, and 41 in Lithuania and Denmark. The average number of course hours per participant was lowest in the Czech Republic (25) and in Slovenia (24).

Analysing the number of course hours per participant on the basis of sex reveals few clear differences in training intensity between women and men (Fig. 3; B: no gender

garia. Only in these two countries was the training intensity for women substantially greater than for men, with differences of 23 and 14 hours respectively. In a further seven countries there were differences in women's favour of one to six hours. In the remaining eleven countries training intensity for men was greater than for women, the largest difference in men's favour - in Luxembourg - was eight hours. In eight countries the differences were 4 hours at the most. Overall, therefore, no gender gap was observed with regard to the intensity of continuing training.

**Figure 3: Course hours per participant - differences between women and men - 1999**



## Candidate countries with highest intensity of continuing vocational training in small enterprises

If the figures for course hours per participant are broken down by enterprise size class, the picture that emerges is highly uneven, though the differences are mostly small (Table 3). The assumption that training intensity also increases in line with the size of enterprise can thus not really be borne out. Unlike the number of course hours in relation to total working hours, the number of course hours per participant is not systematically affected by enterprise size.

Although there were 12 countries where the number of course hours per participant was higher in large enterprises than in medium-sized ones, in only seven of these was this figure also higher than in small enterprises. The differences were mostly slight, amounting in only three countries to more than ten hours between large and medium-sized enterprises (18 hours in Luxembourg, 13 in Norway, 12 in Bulgaria). As regards the comparison of large and small enterprises in these 12 countries, significant differences were found in only two countries, amounting to 13 hours in the Netherlands and 12 in Norway.

In 17 countries a higher number of course hours per participant was recorded for small enterprises than for medium-sized ones, and in six countries the differences of between 12 and 19 hours were very marked. All in all

**Table 3: Course hours per participant, by enterprise size class -1999 -**

	10-49 employees	50-249 employees	250 and more employees
Belgium	36	32	29
Denmark	37	44	41
Germany	23	31	27
Spain	54	41	40
Ireland	48	36	39
Luxembourg	40	27	45
Netherlands	29	35	42
Austria	28	26	31
Portugal	37	38	39
Finland	43	34	34
Sweden	30	26	32
Norway	28	27	40
Bulgaria	40	24	36
Czech Republic	26	24	25
Estonia	31	26	35
Hungary	45	38	36
Latvia	39	33	32
Lithuania	48	39	41
Poland	34	27	26
Romania	57	40	42
Slovenia	43	24	23

it is clear that in nearly every candidate country it was small enterprises that had the highest training intensity, while in the EU Member States and Norway it was more likely to be medium-sized and large enterprises.

### Above-average training intensity in the services sector

The overall level of training intensity in countries is not reflected to the same extent in all branches of activity (Table 4). Only for Sweden and Belgium did a relatively homogeneous picture emerge across all branches of activity.

In 17 countries there was one services branch with a training intensity of more than 10 hours per participant above the average

While the greatest total amount of working time spent on continuing training was recorded, as already mentioned, mainly in 'Financial intermediation' (NACE J) (reference to table 2), the highest figures for training intensity were in 'Real estate, renting and business activities' (NACE K). For this branch figures of more than 40 course hours per participant were found in 16 countries, and in five of these the figures were over 50.

In the four Nordic countries and Luxembourg, 'Real estate, renting and business activities' (NACE K) had the highest training intensity as well as the highest total amount of working time spent on continuing training.

In Austria, the Netherlands, Portugal and Estonia it was 'Financial intermediation' (NACE J) that had the highest figures, while in Ireland 'Other community, social and personal service activities' (NACE O) came top on both counts.

Comparing the total amount of working time spent on continuing training and the number of course hours per participant allows conclusions to be drawn about the "concentration" of continuing vocational training at work. In countries such as Denmark, Finland and the Netherlands a high share of course hours in working hours goes hand in hand with a high number of course hours per participant.

**Table 4: Cours hours per participant, by economic activity  
-1999 -**

	<b>NACE D <sup>1</sup></b>	<b>NACE G <sup>1</sup></b>	<b>NACE J <sup>1</sup></b>	<b>NACE K <sup>1</sup></b>	<b>NACE O <sup>1</sup></b>	<b>Other <sup>1</sup></b>
Denmark	41	30	41	<b>60</b>	42	42
Romania	33	31	27	<b>57</b>	45	56
Latvia	31	26	32	<b>56</b>	27	34
Luxembourg	47	26	43	<b>53</b>	37	28
Norway	34	30	24	<b>51</b>	24	29
Bulgaria	19	35	20	<b>50</b>	72	46
Finland	35	26	38	<b>49</b>	31	36
Lithuania	39	45	29	<b>48</b>	19	45
Hungary	34	42	19	<b>47</b>	30	44
Slovenia	20	14	27	<b>47</b>	34	31
Czech Republic	24	24	41	<b>46</b>	22	20
Portugal	44	24	55	<b>44</b>	38	34
Spain	46	36	44	<b>43</b>	54	38
Poland	24	29	36	<b>43</b>	27	25
Netherlands	39	35	48	<b>43</b>	26	32
Ireland	40	32	28	<b>41</b>	59	43
Germany	29	21	35	<b>40</b>	15	20
Belgium	29	29	34	<b>38</b>	31	28
Sweden	34	23	26	<b>36</b>	26	28
Austria	28	26	49	<b>33</b>	15	25
Estonia	26	42	46	<b>32</b>	19	26

Not only is the overall amount of time invested in continuing vocational training at work more significant compared with other countries, the time devoted to the continuing training of each participant is also considerable. In these countries continuing vocational training at work is thus widespread and not concentrated on a limited number of employees.

In countries such as Romania and Lithuania, however,

the total amount of time spent on continuing vocational training at work is small, but the figures for the time spent by each participant in continuing training courses are among the highest. This indicates in these countries that training at work is highly concentrated on a small number of employees – a phenomenon that is particularly apparent in small firms in the candidate countries.

*1 See methodological notes*

### **Statistics in focus recently published related to continuing vocational training in enterprises (CVTS2)**

- First survey on continuing vocational training in enterprises in candidate countries (-CVTS2-) (Theme 3 - 2/2002)
- Continuing vocational training in enterprises in the European Union and Norway (CVTS2) (Theme 3 - 3/2002)
- Costs and funding of continuing vocational training in enterprises in Europe (Theme 3 - 8/2002)
- Providers and fields of continuing vocational training in enterprises in Europe (Theme 3 - 10/2002)
- Disparities in access to continuing vocational training in enterprises in Europe (Theme 3 - 22/2002)

## ➤ ESSENTIAL INFORMATION – METHODOLOGICAL NOTES

The survey covered enterprises with 10 or more employees in Sections C-K and O of the statistical classification of economic activities in the European Community (NACE Rev.1) in the reference year 1999.

**Abbreviations:** **B** – Belgium, **DK** – Denmark, **D** – Germany, **E** – Spain, **IRL** – Ireland **L** – Luxembourg, **NL** – Netherlands, **A** – Austria, **P** – Portugal, **FIN** – Finland, **S** – Sweden; **NO** – Norway; **BG** – Bulgaria; **CZ** – Czech Republic; **EE** – Estonia; **HU** – Hungary; **LV** – Latvia; **LT** – Lithuania; **PL** – Poland; **RO** – Romania; **SI** – Slovenia

**In-service continuing vocational training:** training measures or activities financed wholly or partly by enterprises for employees with employment contracts. For the purposes of this survey, "employees" means the total number of persons employed, excluding apprentices and trainees.

**Continuing vocational training courses:** events designed solely for the purpose of providing continuing vocational training that take place away from the place of work, e.g. in a classroom or training centre, at which a group of people receive instruction from teachers/tutors/lecturers for a period of time specified in advance by those organising the course.

- **Internally managed courses:** courses designed and managed by the enterprise itself, even if held at a location away from the enterprise.
- **Externally managed courses:** courses designed and managed by an organisation that is not part of the enterprise, even if they are held in the enterprise.

**Other forms of in-service continuing vocational training:** planned periods of training, instruction or practical experience, using the normal tools of work, either at the immediate place of work or in the work situation, planned learning through job rotation, exchanges or secondments, participation in learning or quality-improvement groups, self-learning, information events: conferences, workshops, lectures and seminars.

**Course participants:** a course participant is a person who took part in one or more CVT courses at some time during 1999. Each person was counted once only, irrespective of the number of times he or she participated on a CVT course.

**Hours spent on CVT courses:** the total number of hours of CVT relates to the total paid working time that all participants spent in CVT courses during 1999.

**NACE Rev. 1:** Council Regulation (EEC) No 3037/90 of 9 October 1990 on the statistical classification of economic activities in the European Community. Commission Regulation (EEC) No 761/93 of 24 March 1993 amending Council Regulation (EEC) No 3037/90 on the statistical classification of economic activities in the European Community.

<b>NACE D</b>	Manufacturing
<b>NACE G</b>	Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods
<b>NACE J</b>	Financial intermediation
<b>NACE K</b>	Real estate, renting and business activities
<b>NACE O</b>	Other community, social and personal service activities
<b>Other (C, E, F, H, I)</b>	Mining and quarrying; Electricity, gas, water; Construction; Hotels and restaurants; Transport, communication



# Further information:

## ➤ Reference publications

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## ➤ Databases

NewCronos, Theme 3, Domain Training - CVTS2

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