

## **WP 1. Active Employment and Training Policies**

Spanish National Report

## **1. CURRENT TRENDS OF THE LABOUR MARKET IN SPAIN**

### **1.1 DESCRIPTION**

At the present the Spanish labour market continues immersed in a financial crisis situation. This situation started in 2008 comes to mean a strong negative impact on the employment. This results in a sustainable increment of the unemployment rate, which reached the figure of 5.639.500 during the first quarterly of 2012. According to the last data of Active Population along the previous twelve months, the unemployment rate has experienced a growing of 729.300 persons.

At the end of the first quarterly 2012, Spain counts with an active population of 23.072.800 persons out of which 17.433.300 were employed (40% women and 50,75% men). As consequence, the unemployment rate reaches a value of 24,44% (24,86% women and 24,09% men). The gender equality showed by the unemployment rate is one of the characteristics generated during the last years.

The destruction of unemployment impacted specially on the youth people, which have been bearing in mind for setting the priorities of the Employment Plan. Among youth below 25, the figure of unemployment is about 921.800. This means 54.600 unemployed more than in the first quarterly of 2011. The unemployment rate reaches one of two young people; in this target group, the unemployment rate reaches the 52,01%, more than the double figure of the global rate.

The average time in which the workers remain in the unemployment situation also has been increased notability. The number of person's unemployed during more than 12 months has been quintuplicated in the last four years, being this group one of the most struck by the crisis.

Difficulties that our labour market is being gone through have also a clear impact on the figures shown by the administrative records of the Public Services of Employment.

The unemployment rate reached in April 2012 the figure of 4.744.235 persons (2.379.468 women and 2.364.767 men). One year before, April 2011, this increased till 4.269.360 (2.148.889 women and 2.120.471 men). Therefore, these are 474.875 unemployed people more that mean a relative increment of 11,1%. Likewise the number of unemployed below 30 in 2012 was 1.041.315, which means 57.160 (5,8%) more than in April 2011.

## 1.2 SUMMARY OF LABOUR MARKET TRENDS IN SPAIN

**Population ageing** which will cause a progressive people exit from the labour market. This will produce a replacement demand in spite of the retirement age, which only is partial balanced by the exit volume.

One important **dynamic of sectorial and occupational** change due to the differential crisis impacts on sectors and occupations and its different position in the economic recovery process. This trend requires important requalification processes and replacement of the population in the labour market. The direction of these changes will continue enhancing the flows from the building and industrial sectors to the services sectors.

One trend focused to **higher qualification requirements** both for coverage the new jobs and the replacement at high and medium-low qualification levels. This will be ought to the incorporation of new technologies and higher complexity of a more competitive economy.

**Inequality opportunities in the labour market as a function of the population training level:** higher opportunities for accessing and keeping a job when having higher educative levels.

**Increment of the initial vocational training demand:** according the difficulties of accessing to the labour market and the evidences of better opportunities for job placement of the grades in training cycles.

The **coexistence of high unemployment rates with lack of qualified workforce** in some sectors and emergent jobs with high innovation levels for which the market doesn't generate the required professional competences.

The **increasing of people with difficulties for job placement** due to their low employability facing the new conditions of the labour market. This trend is especially evident for long-term unemployed.

The **persistent inner unbalances** in the Spanish labour market are being aggravated by a low trend to the labour mobility and labour market segmentation as well as for the lack of information about the territorial distribution of the employment opportunities. This means a different impact of the crisis and unemployment on the autonomic regions.

In addition, **the persistence of gender inequality and other personal and/or social circumstances**: both in the access to the labour market and the job keeping and the performance conditions and the professional progression of men and women. Specifically, regarding the gender inequality, it is remarkable that in spite of the progress achieved by the women incorporation to the labour market it is really relevant the effort to do. The activity rate of the women is 53% in comparison to 67% of men and the employment rate of women is 41% compared to 53% of men (fact due to the maternity approach and inequality distribution of the domestic homework). Also in this scope some significant unbalances are found at territorial level, which is reflected in the employment rate and the unemployment rate disaggregated by sex and regions.

Women have low activity rates and also their presence is higher in less valued jobs and sectors and lower incomes while the number of high responsibility in companies and organizations is much reduced. These inequalities make a sustainable integrating and intelligent growing difficult.

A similar persistence is verified with **the access barriers and participation in the labour market for groups with special difficulties**: handicapped and people in risk of social exclusion among them. In spite of the achievements in the regulation and labour scope and the incentives focused to promote the access of these groups to the labour market and their employment stability, there are many obstacles to overcome in this way.

All these trends as a whole configure a decade of strong changes and transformations that will offer wide employment opportunities, especially for those having medium and high training levels and a right specialization of qualifications according to the evolution of the competences demand from the productive system.

It can be said that there are trends pointing to this change process, specially observing the emergency of new sectors generated of net employment in our economy, which can be the foundation of a productive paradigm change to a sustainable economy and a “Smart growth”.

In a context of unemployment rate increasing and job firing, it may seem to that the qualification improvements and specialization of the people according to the new demands of the productive system could contribute to the employment creation. However, it is necessary to be alert and give answer to the qualification needs coming from the emergent economic activities.

Likewise it is important to foresee the requalification of employed or unemployed people coming from sectors in crisis in order to make easy their adaptation in a context of productive changes and the labour market. Regarding all above exposed, it is remarkable that the European qualification average of the employed population is clearly higher than the Spanish one.

By the contrary, at low levels, the Spanish excess is 25 points. The European projection of the employed population qualification structure points to 35% of high qualification, 50% of medium and only 15% of low qualification. These figures indicate the road to follow, having in mind the Spanish productive model must progress to a more competitive model. The consolidation of this trend change implies to face the improvement of the human resources qualification along the lines with Europe Strategy 2020.

## **2. SERVICES OF THE EMPLOYMENT POLICIES IN THE SPANISH LABOR MARKET**

Following the Calmfors (1994) subcategories classification, three analysis groups can be established for updating and adapting the competencies of the job seekers. .

### **2.1 TRAINING**

#### **2.1.1 SCOPE OF THE VOCATIONAL GUIDANCE**

**Definition:** *Actions and measures of information, accompaniment and motivation that bearing in mind the personal and professional circumstances of the beneficiary, allow him/her to determine capacities and interest as well as to manage the individual learning path, the employment seeking or the put in practice of different business initiatives.*

#### ***Management, strategies and methodology***

Driving the participation in training actions coming from guidance actions focused to the experience acknowledgement in order to obtain the related certification.

Guidance and information about the employment, self-employment and labour market is provided. Also the information about the incentives and current means available for promoting the contracting, the job keeping and the support to entrepreneurship initiatives is provided as well as measures for the professional qualification improvement.

There are evaluations of the guidance services provided in order to ensure and improve their quality.

The training of the professionals devoted to the guidance services will be enhanced.

#### ***Target groups***

Unemployed people with special attention to youth, long-term unemployed 45+, people coming from the building sector and other groups sensible to the crisis with low qualification levels. Employees in risk of job loss due to their low qualification or requalification needs in other professional areas.

<b>Impact</b>	<b>Evaluation</b>
To increase the Professional Guidance offer up to 100 of unemployed people.	Rate of coverage of unemployed people addressed.
To increase the number of visits to companies for guidance and prospecting.	Rate of companies visited.
To increase up to 5% the beneficiaries of the Professional Guidance to self-employment.	Rate of beneficiaries.
Guidance instrument focused to the employed population in order to fight the unemployment.	Rate of employed people receiving guidance.
To promote the networking of the professional guidance services driving the synergies among the Public Employment Services and the collaborating entities.	Rate of implementation of the activity plans.
To develop an Integrated System of Professional Guidance.	Nº of collaborating entities networking with the Public Employment Services.

## **2.1.2 TRAINING AND REQUALIFICATION SCOPE**

### **Definition**

Learning actions and measures, training, requalification or professional retraining included in the professional training subsystem for the employment aimed to promote and provided training according to the needs of the companies and active workers and unemployed and contributing to the development of an economy based on the knowledge. The training actions of the training subsystem for the employment are focused to the permanent acquisition, improvement and updating of the professional competences and qualifications enhancing the long life learning of the active population and combining the people needs, companies, territories and productive sectors.

The training offer linked to the Vocational Certificates acquisition, structured in training modules offer the partial accreditation accumulating for the vocational competences acknowledge in the frame of the National System of the Vocational Training and Qualifications. Besides, it allows the learning recognition by the professional experience accreditation and the vocational training linked to the National System of Qualifications and Professional Training. The Public Services of Employment will promote the operation of collaborating centres, both public and private, that will ensure a permanent training offer for a quality employment. The systematic and periodic evaluation processes should be promoted according to the approved criteria by the subsystem instruments and the European quality guidelines.

National Actions and Application Measures by the Autonomous Regions and the Public National Service of Employment in the respective competence scope:

- Review of the vocational training model for the employment according to the new development frame of the employment active policies and the National System of Qualifications and Vocational Training.
- Actions focused to increment the companies' volume participating in the training of their employees.
- Enhancement of the blended and on-line training methodologies.
- Train of trainers in the scope of the training for the employment.
- Actions linked to the evaluation, improvement and acknowledgment of the key competences both for employed and unemployed people.
- Plan of the annual system evaluation for implementing adjustments and improvements.
- Accreditation of competences acquired by labor experience or non-formal training paths.

### ***Management, strategies and methodology***

Enhancement of collaboration agreements among the public employment services and the companies and/or business organizations in order to carry out the professional practices in companies.

Training offer linked to accreditation processes of the professional experience by modular offers.

Training for entrepreneurs.

Training and requalification of employed people in sectors with low perspectives of economic growing.

Reinforcement of the certifiable training offer.

Implementation and offer of all professional certificates through the net of accredited centers.

Actions focused to increase the unemployed training offer.

Improvement of the centers net quality and professional training entities for the employment.

### **Target groups**

People without professional qualification. Persons with especial training needs or difficulties for job placement or professional requalification. People in the rural scope.

IMPACT	EVALUATION
To increase the offer coverage rate till 16%.	Training offer coverage rate of unemployed people.
To achieve coverage rate of 40% companies participating in training.	Training coverage rate regarding the total of companies.
To ensure the qualification of the 21% people.	Unemployed participants rate.
To achieve the 20% of the training offer provided following on-line methodology.	Nº of on-line training actions.
To achieve the 30% of the on-line training be creditable.	Rate of on-line training actions regarding the total of total on-line actions done.
To increase the training creditable offer till 50%.	% of creditable training actions.
To ensure the Net of Centers and Training entities for the Employment credited cover the 85% of the Professional Certificates Set.	% of professional certificates with accredited centers.
To boost the evaluation indicators system for monitoring. Nº of projects in the frame of the improvement plans.	Nº of employed and unemployed people beneficiaries of the professional training actions for employment.
To ensure the Access to the training offer through different providing methodologies.	Nº of participants and training actions according to the training methodology.
In collaboration with the Autonomic Public Services of Employment, to monitor and evaluate annually for implementing adjustments and improvements accordingly.	Implementation of monitoring and evaluation plans with their relating improvement plans of the National System of Employment.



### 2.1.3 SCOPE OF EMPLOYMENT AND TRAINING OPPORTUNITIES

**Definition:** Actions and measures involving the execution of an effective work in a real scope and allowing the acquisition of training or professional experience focused to the qualification or labor job placement. The aim is to design and develop actions that increase the unemployed population qualification by adapting to the labor market needs through the acquisition of the professional competences. This is done through dual training and employment processes.

#### **Management, strategies and methodology**

Actions integrated in employment and training specially linked to the productive model change and to the demands derived from the emergent economic activities and/or with potential employment generation.

**Target groups:** Persons coming from sectors in crisis and youth unemployed people (< 30) with lack of professional competences for their job placement.

IMPACT	EVALUATION
To increase the coverage range till 16%.	Training coverage rate of unemployed people.
To ensure the qualification of unemployed persons in economic sectors emergent till 21% of the trained unemployed people.	Nº of unemployed participating in employment training actions and training in emergent economic activities.
To train until 15% of the active workers in jobs with high effect in the labor market.	Nº of active workers participating in training linked to jobs related to emergent economic activities.
To achieve the 20% of the on-line methodology training.	% of on-line training actions.
To achieve the 30% of the on-line training be creditable.	% of creditable on-line training actions.
To increase the creditable training offer for unemployed people till 50% and for employed till 20%.	% of training creditable actions.
To ensure the 85% of the Professional Certificates Set in the Centers and Entities.	% of professional certificates with accredited centers.
To boost the evaluation indicators and methodology of monitoring and control. Fortalecer los indicadores de evaluación y metodología de seguimiento y control.	Nº of employed and unemployed persons beneficiaries of the training actions.
To diversify the access to the training actions by different methodologies.	Nº of participants and training actions according to the methodology.

## **2,2 EMPLOYMENT MANAGEMENT**

### **2.2.1 SCOPE OF EMPLOYMENT OPPORTUNITIES AND CONTRACTING PROMOTION**

**Definition.** Design and development of actions, contracting promotion measures and support of the job keeping to contribute to reduce the unemployment rates, to improve the employment quality and to foment the social cohesion.

#### ***Management, strategies and methodology***

Promotion of the indefinite duration contracts for targets with higher job placement difficulties, improving the incentives measures and preparing more adequate requirements to the labor market conditions.

Enhancement of contracting actions as guarantee of incomes for decreasing the social exclusion risks of long-term unemployment condition.

Actions focused to foment the employment in emergent economic activities and with potential of employment generation.

Actions of support to job keeping together with employability improvement measures addressed to employees with indefinite duration contract.

Actions of information and advising to companies for contracting promotion.

Support to the contracting by Public Administrations and non-profit Institutions of unemployed people, especially in long-term unemployment condition.

**Target groups:** Youth. People in long-term unemployment condition. Handicapped. People in risk of social exclusion. Victims of gender and domestic violence. 55+ (job keeping). Workers affected by Collective Dismissal Procedure.

Persons reincorporated to their job after temporary contract suspension due to maternity leave and other reconciling family and work measures.

IMPACT	EVALUATION
To achieve an average annual increment of 20% long-term unemployed participating in programs addressed to labor contracting.	Rate of long-term unemployed people participating in special programs addressed to labor contracting.
To achieve an average annual increment of 10% labor contracting for low qualification unemployed young people.	Rate of unemployed people with low qualification participating in programs addressed to labor contracting.
Initiate the theoretical/practical training actions with professional practices in collaboration with companies, trade unions and third sector.	Nº of actions combining the theoretical/practice training with the professional practice in collaboration with companies, trade unions and third sector.
To evaluate the efficiency of incentives to labor contracting for revision.	Annual evaluation of the efficiency of the incentive measures to the labor contracting.
To reduce the amount of business funds addressed to the contracting in the category of Active Employment Policies.	Cost of business funds addressed to the contracting in the category of Active Employment Policies.

## 2.2.2 SCOPE OF THE GENDER EQUALITY FOR ACCESSING TO THE EMPLOYMENT

**Definition.** Actions and measures promoting the gender equality for accessing to the labor market, job keeping and professional promotion as well as the family and work conciliation and the family co-responsibility.

Therefore, it will include actions and measures to reduce the unequal distribution of men and women in the different activity sectors and at different levels, increasing the women presence in technical, scientific and innovative technologic sectors.

The areas for family and work conciliation and gender equality will be evaluated for monitoring the Europe Strategy 2020 guidelines.

### **Management, strategies and methodology**

Information campaigns and professional advising against sexist stereotypes, providing identification models both for women and men in those scopes where low representation exists. Specific non sexist training for those people responsible of information, advising, assessing and collaboration in the public employment services.

Calls of accreditation of the labor experience in those productive sectors where the women presence is significant.

Reinforcement of programs for women employment promotion, especially for those belonging to vulnerable groups.

Protocols of collaboration among the Public Employment Services and Social Services for setting measures allowing the employment access and the women employment training, moreover those people with special needs, that is, women in risk of exclusion, victims of gender violence, handicapped women and one-parent families.

Whenever possible, the mandatory submitting of a balanced gender participants in the frame of job offer management.

To ensure, whenever possible, a percentage of minimal presence of the under-represented sex in the training courses for the employment.

Action and good practices guidelines focused to the Vocational Training Centers. So the information, sensitizations and advising campaigns for students should be focused specifically in a non-sexist guidance.

**Target groups.** Women with difficulties for job placement. Women in the rural environment.

IMPACT	EVALUATION
To fight against the labor market segregation with an increment of 5% for the sex less represented.	Increment of the sex percentage less represented by labor sectors and activity levels.
Promote that the Employment Public Service provide a non sexist professional and labor guidance.	Nº of non sexist guidance and labor actions promoted by the Employment Public Service.
To ensure the non sexist dissemination and publicity of all job vacancies.	Nº of non-sexist dissemination and publicity actions of job vacancies/total job vacancies.
To boost the professional competencies accreditation acquired by the labor experience for +45 group.	Percentage of women and women +45 with competencies accrediting their professional experience.
To provide professional qualification to women that have dropped out the labor market by participating in professional training actions.	Rate of participation in training and qualification actions by women than have dropped out the labor marker during a long time.
To promote support and accompaniment to the entrepreneurs and businesswoman during all project phases.	Users of the support and accompaniment services to entrepreneurs and businesswoman.
To promote family and work conciliation measures and family co-responsibility which allow the attendance to different training programs and job vacancies.	Nº of promotion measures for the family and work conciliation and co-responsibility addressed to the people with dependents.
To ensure the reinforcement measures of partial time work don't be mainly addressed to women and they do not be higher than 60% of the total.	Nº of women partial time contracted/Nº total of partial time contracts.

## 2.2.4 SCOPE OF OPPORTUNITIES FOR GROUPS WITH SPECIAL NEEDS

**Definition:** Actions and measures of job placement addressed to people with special difficulties for accessing and keeping a job. Special attention should be paid to gender violence victims, domestic violence victims and handicapped or people in risk of social exclusion. Regarding to handicapped, the contracting will be encouraged both in the ordinary employment and in protected employment through the Special Employment Centers. Also the contracting of people in risk of social exclusion will be promoted through the job placement companies.

In this regard, the aim is to design and develop measures that contribute to reduce barriers for accessing the labor market and reducing the activity rates, job placement and employment rates respect the general population.

### ***Management, strategies and methodology***

Dissemination plans of the different actions and measures set in this scope including their sensitization and dissemination.

Specific actions for training people with special training needs or with difficulties for job placement and professional re-qualification.

Handicapped work people are those with special difficulties for their job placement and they are included in one of the following groups:

People with cerebral palsy, people with mental illness or people with intellectual disability or with a 33% accredited disability. People with physical or sensorial disability or with a 65% accredited disability.

**Target groups:** Women victims of gender violence. Victims of domestic violence. People with certain disability. People in social exclusión condition.

IMPACT	EVALUATION
To keep the annual beneficiaries average of measures promoting the indefinite contracts in the ordinary labor market.	Nº of people with certain disability that have been contracted under incentives in special employment centers.
To achieve a 5% if annual job placement in the ordinary labor market coming from special centers.	Nº of persons coming from the special centers placed in the ordinary labor market.
To allow the access of people with special difficulties to the labor market by an increment of non-labor professional practices placement.	Nº of persons with special difficulties performing non-labor professional practices in companies.
To enhance the acquisition of professional competences of these groups.	Nº of people with special difficulties than have participated in the acquisition of professional competences.
To promote measures including economic incentives, adaptation to the job and assessing for special protection employment.	Nº of placement companies and special employment centers which have received economic incentives, adaptation to the job and personal assessing.
To set adaptation and reasonable fittings in the companies according to the disability.	Nº of companies that have done adaptation measures and reasonable fittings according to the disability.

## 2.2.5 SCOPE FOR ENHANCING THE MOBILITY

### ***Definition***

The territorial mobility due to labor reasons may be defined as the temporary or definitive movement from the normal place of residence for obtaining and performing a job.

### ***Management, strategies and methodology***

Dissemination of support and reinforcement services to the mobility in cooperation with the social agents, professional association, chambers of commerce, universities and other entities and institutions and also proper information for companies, specially SMEs and those with difficulties for finding suitable man force in the local employment market.

Information about the life and work conditions of places receiving workforce in Spain and other European countries as well as the existent mobility incentives.

Promotion of other languages knowledge through Professional Training for Employment.

Reinforcement of EURES presence in social nets.

**Target groups:** Unemployed people with difficulties for job seeking in their residence or environment.

IMPACT	EVALUATION
To inform through web portals about the job vacancies.	Nº of unemployed people informed about the labor opportunities.
To generate a place for the sectorial and geographic mobility information in the Employment Portal.	A place for mobility information located in the Employment Portal.
To reinforce the languages learning in the professional training actions.	Nº of persons participating in the professional training actions including languages learning.
To set the regulations and budgetary conditions to favor the labor mobility.	Existence of specific regulations about mobility.
To set economic support for the geographic or sectorial mobility.	Development of regulations about economic measures to favor the labor mobility.

## 2.3. SELF-EMPLOYMENT

### 2.3.1 SCOPE OF SELF-EMPLOYMENT AND COMPANIES CREATION

**Definition** Actions and measures addressed to promote the business initiatives by self-employment or social economy, or focused to the employment generation, creation and promotion of any type of business activity and the local economic development dynamizing.

#### **Management, strategies and methodology**

Entrepreneurship measures linked to emergent economic activities and with potential for job generation, especially those related to renewable energies, sustainable tourism, cultural, social and health industries, dependents, new technologies, eco-business or buildings renovation.

Promotion of strategic productive or emergent activities or with potential of job generation.

Other support lines, for example, to widen the support addressed to direct investments and to include support for market studies and feasibility plan.

Reinforcement of specific guidance measures and assessment for self-employment and entrepreneurship addressed to people registered in the public employment services (and, specifically for long-term unemployed people or those who need a professional re-qualification).

To promote the entrepreneurship capacity of the active population, especially youth, by training and social economy.

To promote special measures to favor the self-employees as well as SMEs with difficulties.

Training measures, dissemination and promotion of the self-employment and the creation of companies, cooperatives and labor associations linked to the employment promotion.

To favor the electronic processing in the area of companies creation.

Actions for reinforcing the business planning and managing among self-employees and in the scope of social economy. Introduction of Social Responsibility practices.

To promote the feasibility plan of the projects (self-employed and from social economy) and the start-up of the activity.

To boost the entrepreneurship actions in emergent economic activities and with potential for employment generation in the frame of the social economy and the self-employment.

Support to the entrepreneurship generation by assessing activities to the entrepreneurs, actions addressed to promote and improve the funding Access and the training actions in the frame of the business creation.

Development of specific actions for promoting the re-qualification and job placement of self-employees due to activity cessation.

**Target groups** Youth. 45+. Women. People with disabilities.

IMPACT	EVALUATION
To provide economic support to entrepreneurship with capacity for creating and keeping jobs.	Percentage of economic resources addressed to companies support with capacity for creating and keeping jobs.
To set up agreements with companies for promoting the support to entrepreneurs, especially young people.	Nº of agreements with companies and training centers for promoting professional support actions and sensitization to entrepreneurship.
To set up a higher link between the entrepreneurship support and the market studies and feasibility plans support.	Nº of new entrepreneurs that have receiving support including feasibility plans or market studies.



### **2.3.2 SCOPE OF PROMOTION OF THE DEVELOPMENT AND TERRITORY ECONOMIC ACTIVITY**

**Definition.** Some actions and measures addressed to employment generation, creation of activity and local economic development dynamizing.

#### ***Management, strategies and methodology***

Integrated measures addressed to promote the business creation in the local scope, mainly in emergent economic activities and with potential for the job generation.

Promotion of the entrepreneurship spirit.

Sensitization, guidance, training and assessing for the companies creation in the local scope as well as training, dissemination, accompanying and promotion of the business activity (creation and consolidation).

Information about different funding channels for developing the entrepreneurship activity in the local scope.

Business survey and actions for planning and implementing strategies for employment generation and valorization of resources in the local scope.

Measures of coordination and complementarity of initiatives promoting the local corporation with the public employment services.

Training measures focused to the staff giving support and assessing the entrepreneurs for the company's creation.

Coordination of the Public Employment Services and the organisms in charge of the companies creation.

**Target group** Youth. People +45. Women. Handicapped people.

IMPACT	EVALUATION
To increase a 10% annually the number of support actions for local entrepreneurship.	Number of support actions for local entrepreneurship.
To reach agreements with the local actors for making surveys about local employment opportunities.	Number of actions developed with local actors for making surveys about local employment opportunities.
To promote the creation of local/supra-local units specialized in the promotion and implementation of new job and activity initiatives.	Number of local/supra-local units specialized in the promotion and implementation of new job and activity initiatives.

### **3. CONCLUSIONS ABOUT ACTIVE EMPLOYMENT POLICIES SERVICES IN SPAIN**

#### **3.1 TRAINING CONCLUSIONS**

##### **3.1.1 CONCLUSIONS IN THE SCOPE OF THE PROFESSIONAL GUIDANCE**

The efficiency of this program is not so high although it has a positive effect on those least-favored groups (especially for the long-term unemployed).

Mean weak points detected are the following:

Each entity must define a user profile because there is not a previous categorizing of the job seekers, there is not a common database gathering the user information. There is not a map detailing the services and actions developed in each territory and by the different organizations. There is a disconnection between the program and the rest of the system resources. Duplicity attention to the same person. Difficulties to meet the contracted objectives because the rigidity. The permanent training of the guidance staff is needed. Not wide use of ICT.

##### **3.1.2 CONCLUSIONS IN THE SCOPE OF THE TRAINING AND RE-QUALIFICATION**

Positive achievements: to boost the integration process of the vocational and continuous training subsystems with recognition of the labor experience; Involvement of the training staff, progressive flexibility of the offer and relationship between subsystems; re-incorporation of the professional competences focus and creation of the qualification catalog.

Critical elements: lack of social knowledge about vocational training, resistance to the full integration of the different subsystems; need of more suitability of the training offer to the labor market needs; higher flexibility related to the educative system, higher simplicity of the process and certifications; improvement of the educational performance in general.

The professional training addressed to employed people shows some points to improve: insufficient participation of workers and companies (the continuous training is seen as a expense not as an investment).

Low involvement of the SMEs in training activities; reduced participation of some groups such as older workers and those with low educational levels; excessive general and transversal training contents; poor incentives system associated to the training for employment, problems of reconciling family and work.

In Spain, the training addressed to unemployed people in terms of budget is lower than the average of the European Union. The dynamisation of the unemployed is based on penalization of those rejecting the training offer when they are receiving unemployment benefit. Difficulties of a common policy application as consequence of the territorial decentralization of the employment service management and subcontracting of multiple collaborating entities. Lack of a good information and professional guidance service. The design of the training offer contents don't meet the productive system demands nor future needs stated at medium-term.

### **3.1.3 CONCLUSIONS IN THE SCOPE OF THE EMPLOYMENT AND TRAINING OPPORTUNITIES**

It may also evaluate as positive as promoters of employment and in many cases of qualified employment. However the development of these programs suffers of some critical aspects: sometimes they are used by institutions to cover structural employment needs and also in local corporations to fund own interest projects. The selection criteria don't respond to labor experience acquisition criteria according to a previous employment needs survey. There is not an evaluation of the results concerning to activity and job placement of the participants.

The programs of Workshop Schools, Job Schools and Employment Workshops show positive aspects such as the integrating perspective, flexibility and positive impact in job placement.

By other side, the impact of this kind of programs over a general employment volume is relatively low. The conditions of the promoters, local corporations which set up the training as a function of their needs and in most of the cases do not meet the real job placement opportunities. There is an evidence of program exhaustion. The occupational segregation by gender is evidenced in a certain percentage of courses offered.

## **3.2 EMPLOYMENT MANAGEMENT**

### **CONCLUSIONS IN THE SCOPE OF EMPLOYMENT OPPORTUNITIES AND PROMOTION OF CONTRACTING**

The macroeconomic impact of funds is very low, they didn't reach a real contribution for employment creation. The objective of these policies was to reduce the temporary employment. But now, the employment creation is the main problem of the Spanish

economy. The different reforms didn't change the contractual trend. The initial funded contracts do not modify unstable contracts.

### **3.3 SELF-EMPLOYMENT**

#### **3.3.1 CONCLUSIONS IN THE SCOPE OF SELF-EMPLOYMENT AND COMPANIES CREATION**

**Promotion of the self-employment:** In general terms, the development of this program shows the same difficulties related the economic activity creation: reduced funding, criteria established by the autonomies and low duration of the initiatives.

They are programs not known by promoters and local organizations and moreover they compete with other lines of funding characterized by easier management, higher support and less obligations for the beneficiaries.

### **4. KEY INITIATIVE FOR EMPLOYABILITY**

Employment workshops promoted by San Martín del Rey Aurelio City Council: "Women II", "New Technologies", "Digital Market", "Digital Market II", "Vocational Classroom", "Classroom for jobs"

The employment workshops are programs addressed to +25 unemployed aimed to provide training and the acquisition of professional competences by the labor activity performance.

**Beneficiaries:** Unemployed +25.

**Target group:** Women, Long-term unemployed.

**Duration:** one year.

During the life of this type of projects, the unemployed are trained in an specific job or position while performing activities related to them.

The City Council of San Martín del Rey Aurelio develops different activities concerning the labor job placement of the unemployed. The strategy has been to put in place training actions and labor practice through the employment workshops in the areas of marketing and technical vendor.

The training is focused on the own contents of the sale job and the labor experience. The participants are interviewed relating their knowledge and then local companies are prospected in order to seek jobs for them. The training in this job is focused in the knowledge and competences to acquire for improving their employability. So this

improvement is at two levels: first, training in the commercial scope and key transversal competences and second, labor information about their immediate environment.

So there is a convergence of two basic subcategories of the active employment policies:

- Management of the employment out of the public employment services,
- Training about the labor market in order to adapt the job seekers competences to the market vacancies.

It is important to outstand the wide transversal knowledge and competences provided by this job.

The commercial profile is demanded in multiple jobs and positions (engineer, architect, bank employees, management assistant, administrative or shop assistant). They improve their employability with training and practice in this job as well as with key competences: change adaptation, self-knowledge, analysis capability, learning capability, lifelong learning, management, communication, cooperation, creativity, problems resolutions, focusing to results, responsibility, tolerance, decision-making and teamwork.

**Number of people involved** during one year: 1 director pedagogue teacher, 12 participants, 120 unemployed.

**Expected results:** Training of 100% participants. Job placement: 70% work-participants. Job placement of 50% of unemployed.

**Evaluation:** Continuous evaluation of the participants. Final tests for getting the vocational certificate. Job placement of the participants. Monitoring the job placement of unemployed.

Average job placement around 75%.