



Fundación Tripartita
PARA LA FORMACIÓN EN EL EMPLEO

Survey to Spanish Micro-Enterprises (1 to 4 employees) to know their training behaviour and needs

8 July 2013

OIT-CINTERFOR Port of Spain, Trinidad and Tobago

SURVEY SCOPE



- In-depth analysis of a segment of enterprises that are strategic for the Spanish economy (78% of total enterprises have less than 5 employees; 31,6% of total employment is in firms with less than 10 employees.). A segment complex for statistical approach (**unknown**).
- Applying a questionnaire and methodology **homologated at European level** (Vocational Training in Enterprises Survey –comparability of outputs)
- **10.611 enterprises with “1 to 4” employees surveyed: sampling errors under $\pm 1\%$** for the whole sample (confidence interval 95,5%); 4,87% in agricultural firms ;1,9% in construction, 1,9% in industry; 2,94% commerce; 4,26% hotel and catering and 1,79% other services). Also under **$\pm 5\%$ for all the Autonomous Communities**
- **Field of the search: levels of training within the micro-enterprises, characterization of training processes, cost and length of training, other kinds of training, reasons for not training employees**
- **Opportunity to know a key segment of the Spanish economy – SUSTAINABILITY OF THE PRODUCTION SYSTEM**

LEARNINGS AND RECOMMENDATIONS



1. CONCERNING METHODOLOGY:

- **Need of adaptation. Multichannel approach –mail post, web and telephone survey.** Finally focused on customized and intensive telephone assistance for fulfilling all questions.
- Importance of **interviewers training** (quality recognition)
- **Adaptation versus rigorous methodology** : somme key learnings for approaching smaller enterprises

2. CONCERNING OUTPUTS:

- **High levels of training in micro-enterprises:** Importance of regulations in some sectors. Difficulties for institutional approach (Bonuses System)
- **Factors generally considered to be deterrents for smaller enterprises' training founded not so differently rated from other firms sizes** (workload/training attendance, complexity of public support, high cost of training...). Other factors related to “no need of training” seem to be more important in smaller firms (employees qualification considered good enough, recruiting employees well qualified ...).
- **Importance of specific, practical and technical training; and more extensive use of training from “occasional” providers (organizations that provide training as an additional service)**
- **Other differences between micro and other enterprise sizes: lower average cost of training per hour, longer length of training outside working hours (19,3 hours) similar number of hours within working hours (18,4 hours).**



3. LOOKING AHEAD

- **Enhancing the role of FTFE** to widen the sighting and follow-up to microenterprises of all sizes
- **Creative management** of European statistical commitments by **combining them with qualitative enterprise panels for more frequent sighting.**
- **Including the “autonomous” (owners) in the research,** due to the strategic role of the manager and with a view to get **the comprehensive map of training within the microenterprise.**
- **Including other variables in the study** to pay attention to processes such as age management, generational replacement, etc.; in order to strengthen the productive fabric of microenterprises.



ANNEX: SOME BASIC DATA

METHODOLOGY COMPARISON



FTFE
Survey on vocational training in enterprises with 1 to 4 employees. 2011



- **Universe:** 1 to 4 employees
- **Period of reference:** 2011
- **Sectors:** All except sections * O,T,U
- **Geographic scope:** National (except Ceuta and Melilla)
- **Collecting data instruments:** Mainly by Telephone

MEYSS
Survey on vocational training in enterprises with 5 and more employees. 2010

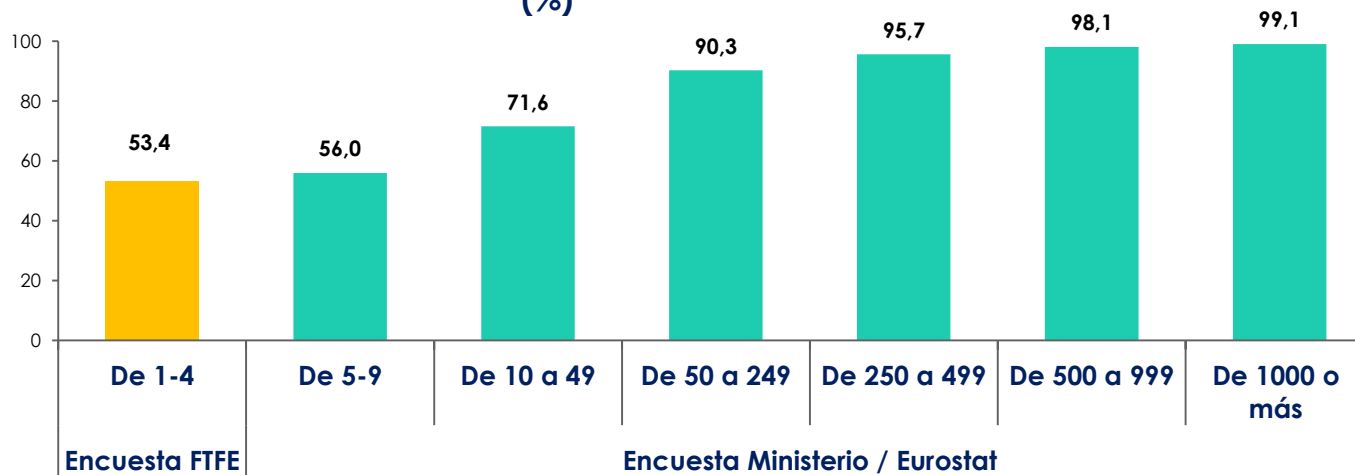


- **Universe:** 5 employees and more
- **Period of reference:** 2010
- **Sectors:** All, except sections * A, P, Q, O,T, U
- **Geographic scope:** National (except Ceuta and Melilla)
- **Collecting data instruments:** Sending by post mail fulfilling through Internet

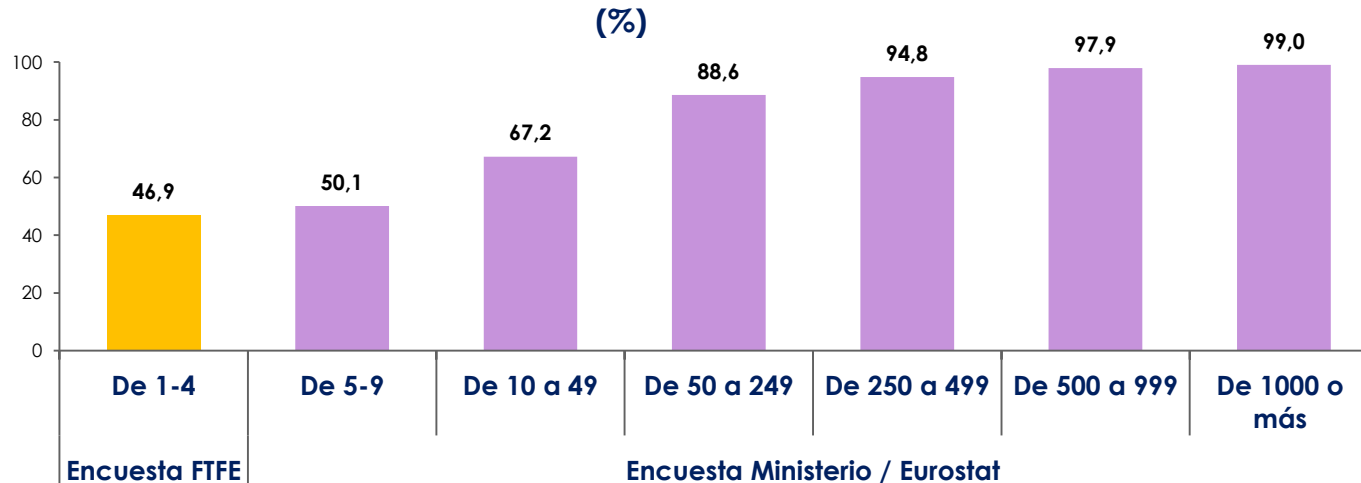
ENTERPRISES THAT TRAIN THEIR EMPLOYEES



Training enterprises (%)



Enterprises that provide courses (%)



EMPLOYEES

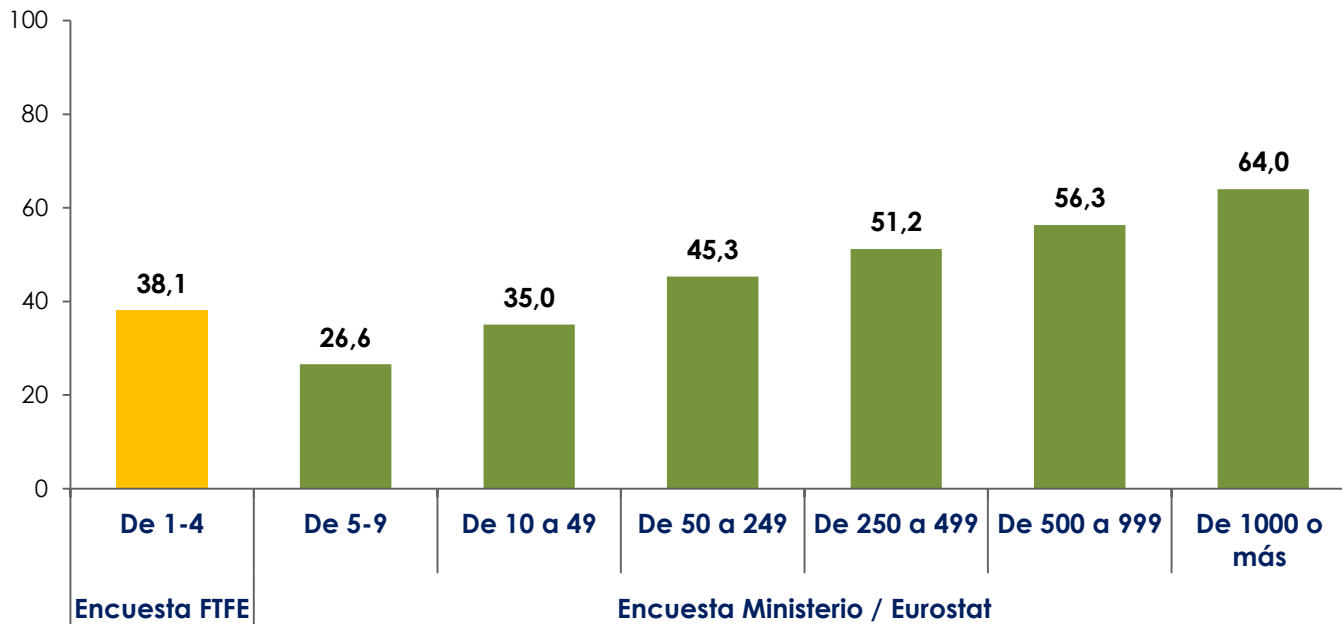
WHO

GET

TRAINING



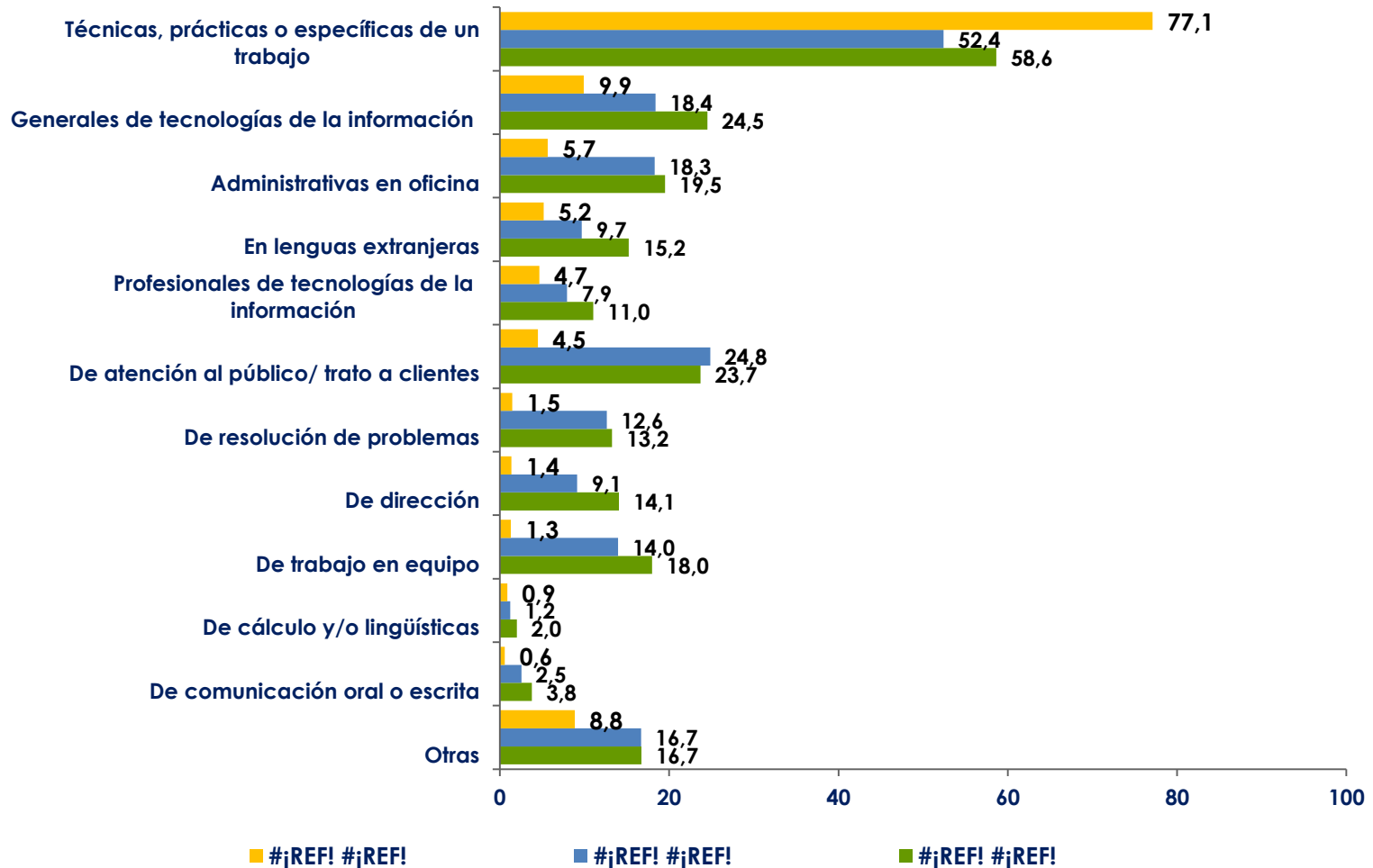
Employees trained (%)



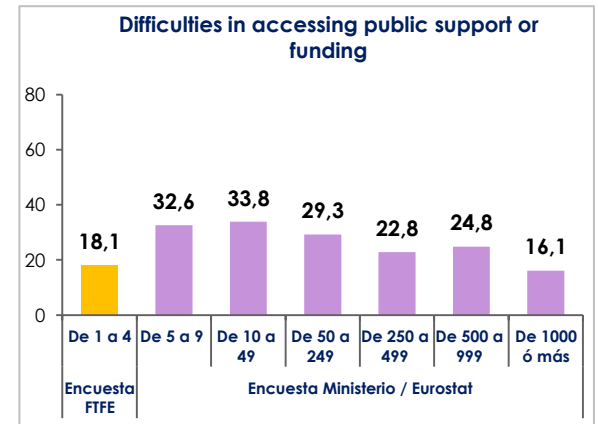
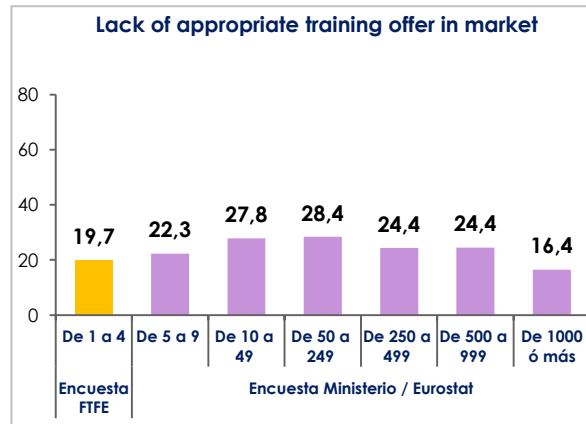
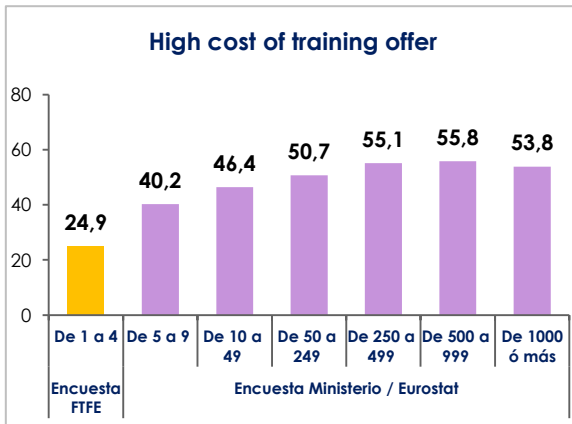
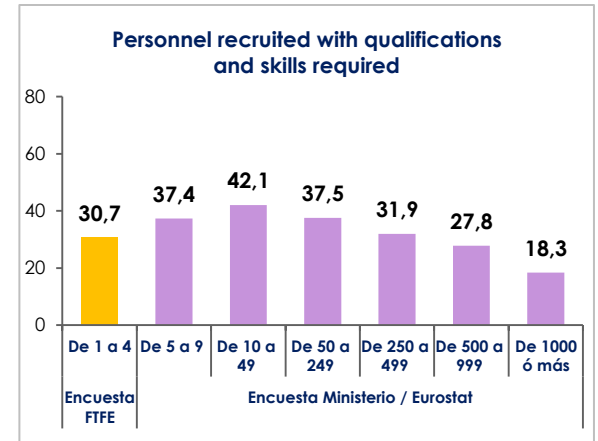
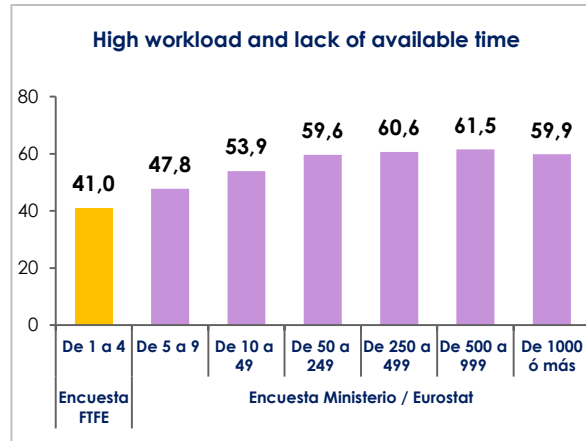
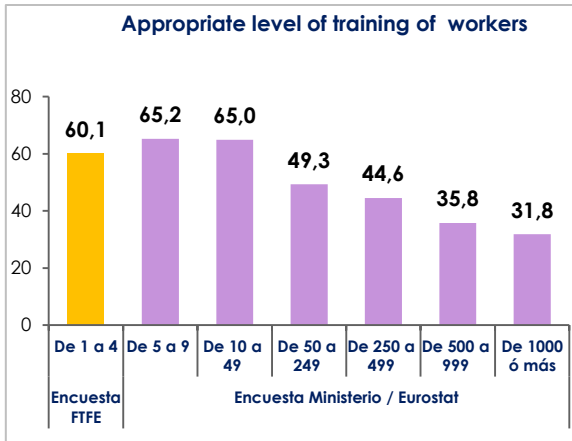
SKILLS TRAINED BY EMPLOYEES



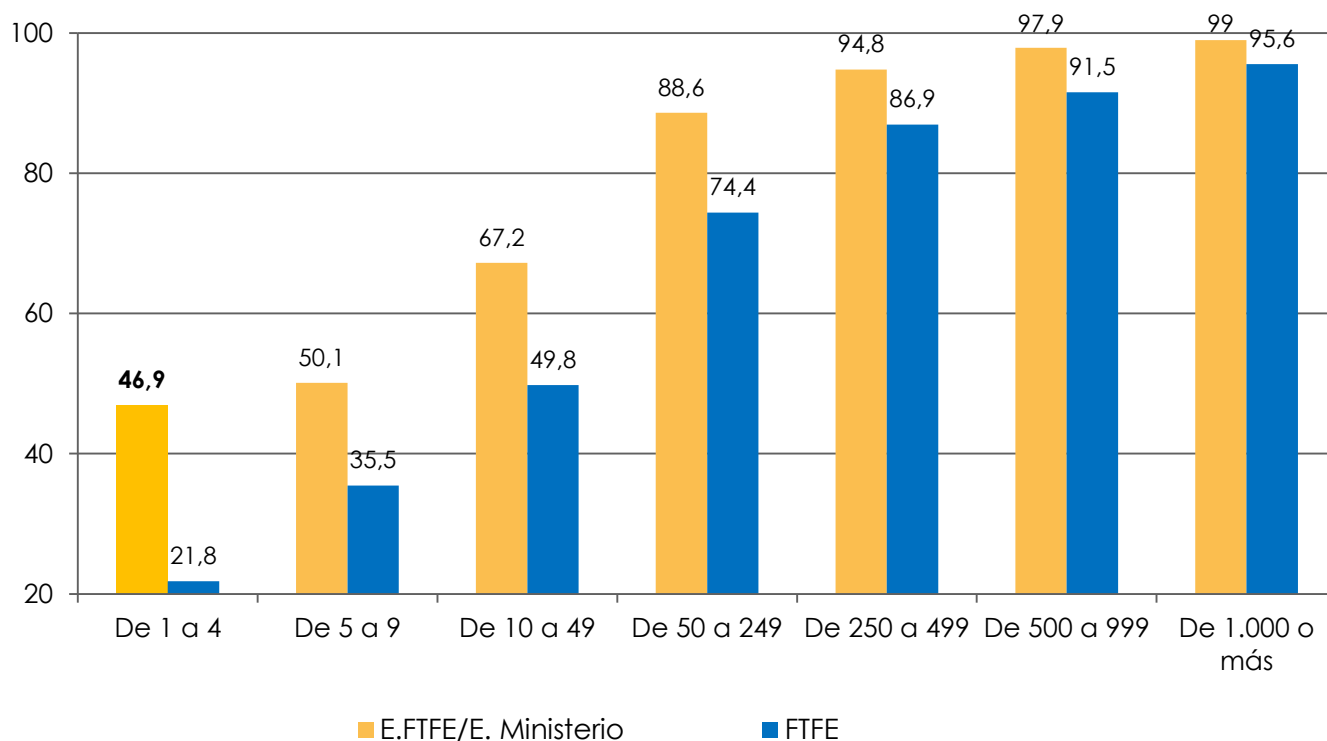
Main skills (%)



MAIN RESTRICTING REASONS THAT HAVE LIMITED TRAINING IN ENTERPRISES



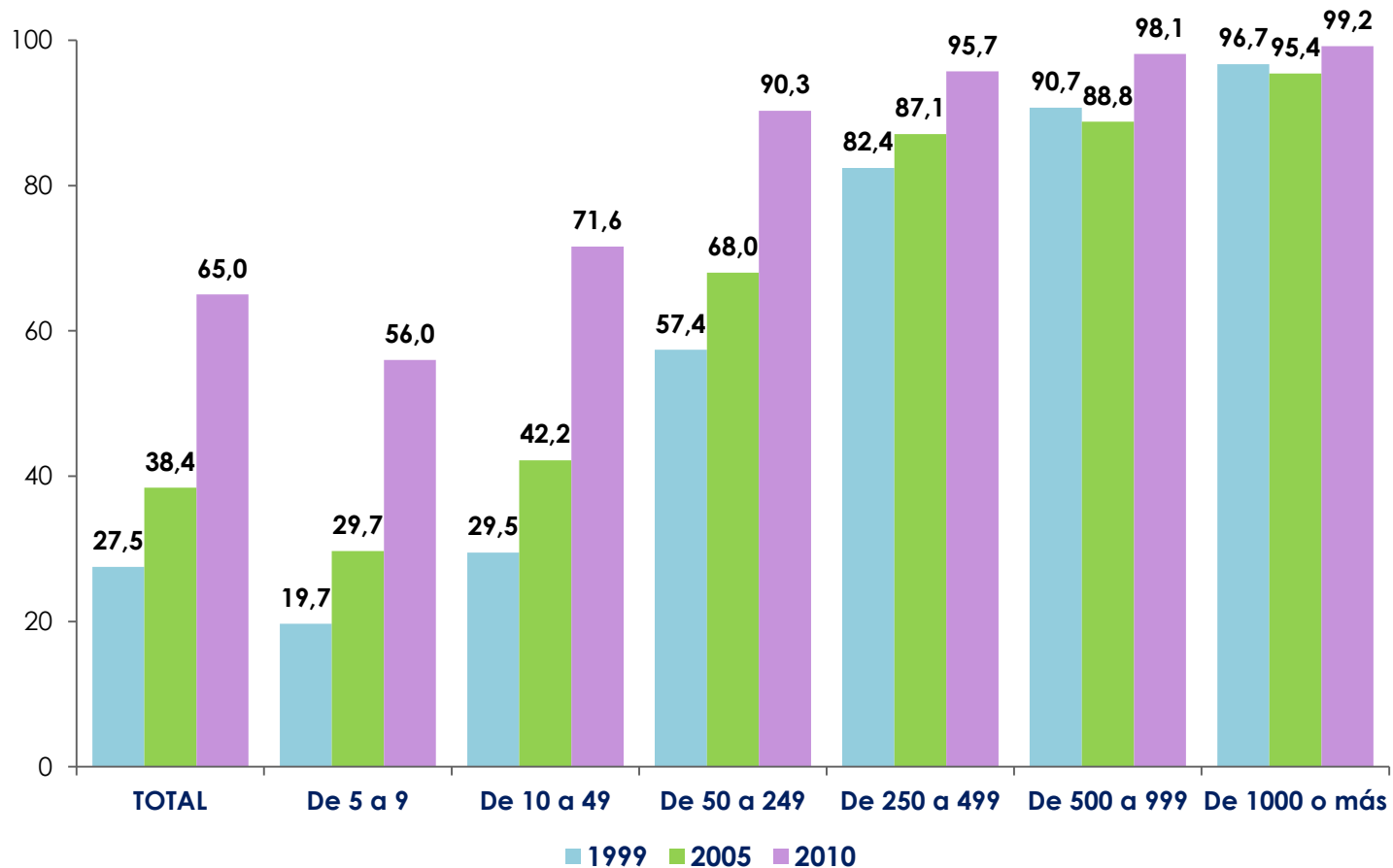
BONUSES SYSTEM VERSUS SURVEY ON VOCATIONAL TRAINING IN ENTERPRISES



TRAINING IN ENTERPRISES EVOLUTION IN SPAIN 1999-2010



Enterprises that train their employees, by size
(% respect to total of enterprises)





**Thank you very much for your
attention**

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