Education and Culture DG

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TRAINING IN QUALITY: VET AND ENTERPRISES

VETIS

Quality Management System
for Continuing Vocational Training
in Training Centers and Enterprises

Diagnosis Report on the Needs for Continuing Training in Member Countries

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Introduction

The diagnosis report on the need for VET in EU countries has been prepared using the available data in Eurostat database and recent researches and surveys on the topic. The report includes the statistical analysis and comparison of all the 27 EU countries. The statistic survey is based on the data of 2005.

The aim of the analysis is to reveal and compare the achievements in CVT activities in EU enterprises by a set of criteria: level of involvement in CVT, internal and external CVT supply, CVT supply providers and reasons for training and not training in enterprises.

The survey on CVT activities in Europe enterprises is made through the following sections:

- Involvement of European enterprise in CVT;
- Overall supply of external and internal CVT;
- Distribution of overall training supply according to types and sizes of training suppliers;
- Distribution of overall training supply by training domains and branches of activities;
- Reasons for differences in training in enterprises.

The diagnosis report is basically arranged upon the main three quantitative indicators of CVT: training incidence, training access and training intensity.

The incidence indicator describes the ratio of enterprises providing training courses. This includes continuous vocational training (CVT) provided both externally and internally.

The access indicator describes the ration of the number of participants in CVT courses.

The training intensity indicator describes the ratio of the total of training hours.

Main definitions

CVT courses. CVT courses are typically clearly separated from the active work place (learning takes place in locations specially assigned for learning, a class room or training centre). They exhibit a high degree of organization (time, space and content) by a trainer or a training institution. The content is designed for a group of learners (e.g. a curriculum exists). Two distinct types of CVT courses are identified - internal CVT courses and external CVT courses.

Internal CVT courses. Internal CVT courses are principally designed and managed by the enterprise itself. It is important that the responsibility for the content of the course lies within the enterprise. Courses are for example designed and managed by the internal training department of the enterprise, however the course can physically take place either within or outside the enterprise i.e. the geographic location relative to the enterprise is not the important issue.

External CVT courses. External CVT courses are principally designed and managed by organizations which are not part of the enterprise itself. These courses are designed and managed by a training organization which is not part of the enterprise or by a training organization which belongs to the parent company of the enterprise. It is important that the responsibility for the content of the course lies outside the enterprise; the course is then selected, ordered and purchased by the enterprise. The course can physically take place either within or outside the enterprise i.e. the geographic location relative to the enterprise is not the important issue.

Involvement of European enterprises in CVT

The highest level of enterprises' involvement in CVT is apparently characteristic to the Scandinavian countries as well as Netherlands and France (table 1). CVT in some other European countries (Cyprus, Austria, Germany, UK and Estonia) is also over the European average of 49%. Lithuania, Greece, Bulgaria and Italy fall into the category of countries in which CVT in enterprises is not widely spread. When comparing the distribution of CVT by size of company a common tendency may be observed – large companies are more involved in CVT than the smaller ones (table 1). The greatest differences observed are among small firms with less than 50 employees. The difference between the percentages of small companies providing vocational training amounts to 64 points, for instance, ranging from 14% in Greece to 78% in Denmark, whereas the difference between large companies (with 1000 employees and more) in this respect is only 37 points, ranging from 63% in Bulgaria to 100% in Sweden, France, the Czech Republic, Estonia, Denmark and Austria. In all these countries, most of the large companies give their employees continuing vocational training.

Table 1. Training enterprises as % of all enterprises by size class

	Between 10 and 49	Between 50 and 249	Between 250 and 499	Between500 and 999	1000 or more	Total
EU27	44	68	80	86	95	49
BE	42	77	96	98	97	48
BG	16	37	52	64	63	21
CZ	56	88	100	100	100	63
DK	78	91	98	97	100	81
DE	50	65	70	80	95	54
EE	50	80	96	91	100	56
GR	14	35	61	78	90	19
ES	34	61	84	87	94	38
FR	66	95	98	99	100	71
IT	23	53	77	84	96	27
CY	41	78	:	:	:	47
LV	25	50	65	80	88	30
LT	19	43	73	82	96	26
LU	56	78	:	:	:	61
HU	26	64	80	92	97	34
MT	25	47	:	:	:	31
NL	65	86	94	91	97	70
AT	63	86	96	100	100	67
PL	16	43	67	78	83	24
PT	27	63	85	92	98	32
RO	23	38	55	68	85	28
SI	54	78	89	100	98	62
SK	33	57	75	80	93	38
FI	66	83	84	94	90	70
SE	66	91	99	98	100	72
UK	63	75	80	83	97	67
NO	54	65	47	80	77	55

Source: Eurostat database: 2005
:= Not available

Comparing EU countries by percentage of employees participating in CVT it is worth noticing that Czech Republic is the leading country by this indicator (table 2). In total 59% of employees participate in CVT in enterprises of the Czech Republic and this is almost twice higher that EU27 average (33%). High numbers of employees

participating in CVT courses also are presented in Luxembourg (49%), Slovenia (50%), Sweden (46%) and Finland (39%). The lowest numbers of participators in CVT are observed in Lithuania (15%), Latvia (15%), Bulgaria (15%), Greece (14%) and Romania (17%).

Regarding the age criterion it is observed that the highest level of participation is characteristic for the employees aged 25 – 54 years. EU-27 average for this age interval makes 33%, however in high performing countries (Czech Republic, Scandinavian countries) this average is higher almost twice.

Table 2.

Percentage of employees (all enterprises) participating in CVT courses by age

	Less than 25 years	Between 25 and 54 years	55 years and more	Total
EU27	29	33	24	33
BE	35	41	28	40
BG	15	16	8	15
CZ	54	60	54	59
DK	29	35	35	35
DE	25	32	21	30
EE	25	26	15	24
GR	13	14	7	14
ES	30	35	25	33
IT	22	30	22	29
CY	22	31	15	30
LV	16	15	8	15
LT	17	15	9	15
LU	42	51	31	49
HU	12	17	9	16
MT	29	34	24	32
NL	26	38	23	34
AT	36	34	21	33
PL	16	22	13	21
PT	26	29	18	28
RO	17	18	12	17
SI	47	51	32	50
SK	32	40	32	38
FI	25	43	34	39
SE	39	50	37	46
UK	34	34	26	33
NO	23	31	24	29

Source: Eurostat database: 2005

With regard to company size criterion it is observed a clear tendency that in larger companies more employees participate in CVT courses than in smaller ones. Small companies with 10-49 employees show rather low level of employees' participation in CVT in comparison with companies with more than 250 employees (table 3). The highest numbers of participators in CVT is, however, characteristic to very large companies having 1000 employees and more. Within companies with 1000 employees and more Slovenia is the leading country representing 71% of employees participating in CVT. The Czech Republic is also one of the highest performing countries showing good achievement results. It represents very high level of employees' participation in CVT in companies of all sizes. The differences within the small companies (10-49 employees) between the Czech Republic and the low performing countries amounts to

39 points, for instance, ranging from 44% in the Czech Republic to 5% in Greece, or 6% in Bulgaria, 7% in Lithuania. The participation of employees in CVT within companies with 50-249 employees in Czech represents 61% against, for instance, 10% in Romania, 11% in Lithuania and Hungary or 12% in Bulgaria.

Table 3. Percentage of employees (all enterprises) participating in CVT courses by size

	Between 10 and 49	**Between 50 and 249**	**Between 250 and 499**	**Between 500 and 999**	**1000 and more**
EU27	:	29	35	40	43
BE	19	35	48	56	59
BG	6	12	16	23	27
CZ	44	61	66	65	66
DK	31	36	50	44	27
DE	25	27	32	30	34
EE	19	26	30	24	42
GR	5	8	18	19	31
ES	18	30	40	46	54
IT	11	23	36	42	56
CY	18	32	:	:	:
LV	8	13	17	29	26
LT	7	11	18	24	30
LU	29	39	:	:	:
HU	7	11	15	20	32
MT	10	24	:	:	:
NL	22	28	37	41	46
AT	24	28	34	43	45
PL	7	15	20	26	36
PT	15	27	39	42	52
RO	9	10	15	20	30
SI	27	37	49	67	71
SK	20	29	40	44	62
FI	30	31	38	47	51
SE	36	46	52	48	51
UK	29	32	34	41	32
NO	28	29	24	37	32

Source: Eurostat database: 2005

Regarding the number of hours in CVT courses per employee (table 4) the highest achievements are observed in Luxembourg (16), Sweden (15), Slovenia (14), Czech Republic (14), France (13), Belgium (12), Netherlands (12) and Slovakia (12). The lowest figures of hours in CVT per employee are characteristic to Greece (3), Bulgaria (4), Latvia (4), Lithuania (5) and Romania (5). While comparing the hours in CVT per employees by company size one can notice that large companies show better achievements (like comparing them by numbers of employees participating in CVT) than the smaller ones. Within the EU-27 average the volume in CVT per employee in companies with employees between 10 and 49 represents only 5% against 13% for that with 1000 employees and more.

Table 4. Hours in CVT courses per employee (all enterprises) by size class

	Between10 and 49	Between 50 and 249	Between 250 and 499	Between 500 and 999	1000 and more	Total
EU27	5	7	9	10	13	9
BE	6	1	12	18	20	12
BG	2	5	4	4	8	4
CZ	8	13	14	15	20	14
DK	9	11	14	15	8	10
DE	6	8	8	8	11	9
EE	5	7	8	8	7	7
GR	1	3	4	4	8	3
ES	4	7	9	11	15	9
FR	8	10	12	15	18	13
IT	3	6	8	10	15	7
CY	4	7	:	:	:	7
LV	2	3	5	6	6	4
LT	2	4	6	7	10	5
LU	10	11	:	:	:	16
HU	3	4	6	7	12	6
MT	6	7	:	:	:	11
NL	8	10	13	13	17	12
AT	4	8	10	12	13	9
PL	2	4	6	8	12	6
PT	4	7	10	13	11	7
RO	2	3	5	6	10	5
SI	11	11	14	18	19	14
SK	5	7	12	10	24	12
FI	8	8	11	13	11	10
SE	9	11	16	16	22	15
UK	6	7	7	8	6	7
NO	8	11	8	19	5	9

Source: Eurostat database: 2005
:= Not available

Supply of external and internal CVT

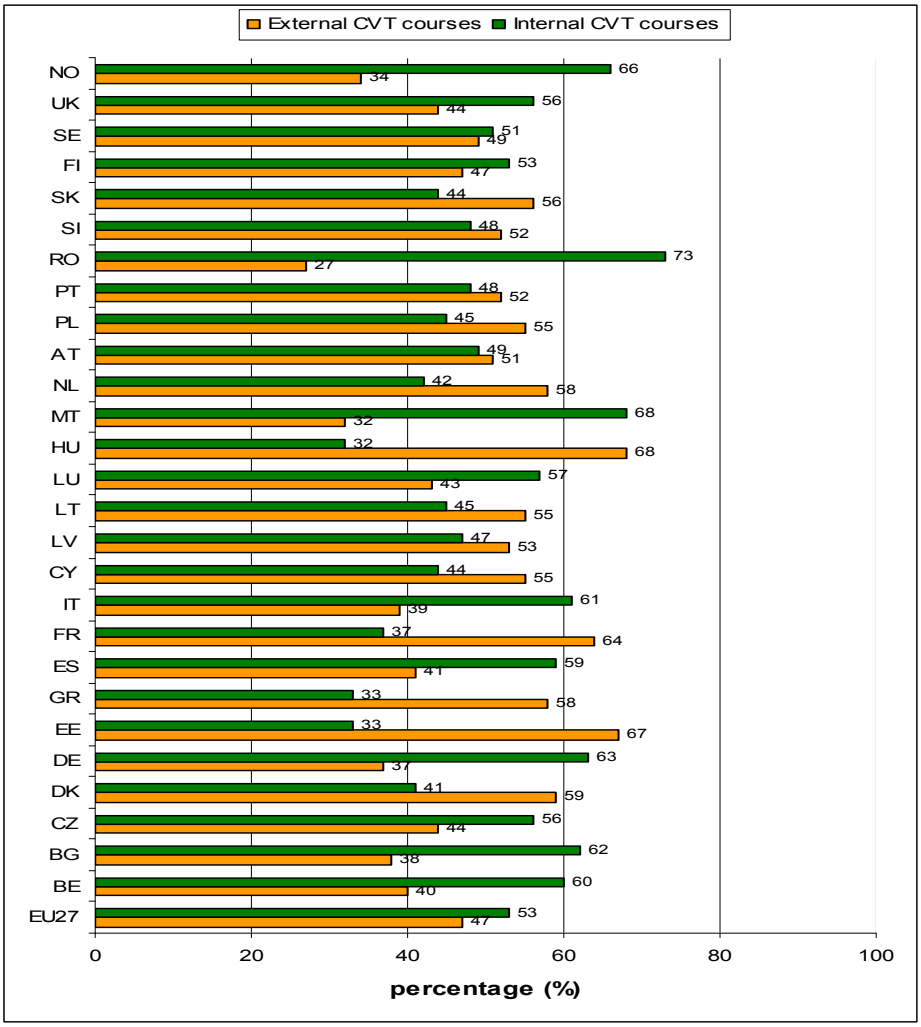
In all EU countries *the external training course events* organized and carried out for the enterprises by the external training providers are considerably higher than internal events organized by the enterprises themselves. They represent on average 89% within the EU-27, against only 55% for the internal ones. Considerably large differences between these two forms of training events are observed in Latvia (97% for external training and 22% for internal training), Cyprus (respectively 94% and 31%) and Lithuania (95% and 34%) (see annex 1). The internal training events in enterprises in Bulgaria, Czech Republic, Denmark, Germany, Luxembourg, Malta, Sweden, United Kingdom and Norway is over the European average of 55% with the highest proportion in Belgium (98%). The highest level of external training is observed in Belgium (99%), the lowest – in Romania (74%). Belgium also remains the leading country in internal training courses (98%). The lowest figures of internal training are observed in Latvia (22%), Cyprus (31%) and Lithuania (34%).

It is interesting to observe that in spite of the fact that external CVT courses are more popular among EU enterprises than the internal training events, the proportion of the overall volume of CVT supply between external and internal training within European countries is opposite. In many EU countries the internal training supply as a percentage of the total hours of CVT course is higher than the external training course. Within the

EU-27 average the volume of external training supply represents only 47% against 53% for that of internal ones. This is basically due to the fact that external courses are usually of shorter duration than the internal ones. The proportion of external training hours is lower than the EU average (47%) in Belgium (40%), Romania (27%), Bulgaria (38%), Spain (41%), Italy (39%), Czech Republic (44%), Germany (37%), Luxembourg (43%), Malta (32%), UK (44%) and Norway (34%) (figure 1). In contrast, the proportion of the volume of external training supply is considerably higher than that of internal training in Estonia (67%), France (64%), Hungary (68%), Denmark (59%), Netherlands (58%) and Greece (58%).

When comparing the company size and the volume of external and internal training supply it is interesting to note that more hours of external training are observed in small companies, whereas more hours of internal training are presented in large companies. Within the EU-27 average the volume of external training supply in companies with more than 1000 employees represents only 35% against 63% for that with employees between 10 and 49. And on the contrary, within the EU-27 average the volume of internal training supply in companies with employees between 10 and 49 represents only 37% against 65% for that with 1000 employees and more. More details on the duration of external and internal training courses by size of enterprise are provided in annex 2.

Figure 1. Percentage of the total hours in CVT courses by type of training



The comparative analysis of the main providers of the continuing vocational training in the enterprises

The comparative analysis of the main providers of the continuing vocational training in the enterprises is based on the following criteria:
- Legal status: public institutions / private institutions.
- Training target groups: according to their socio-professional status, branch of activities and other factors.
- Forms of training provided: in-service training, seminars, distance training, etc.
- Relation between the enterprise based CVT and the employment training.
- Variety of public and private CVT suppliers, share of public and private suppliers

The comparison of the suppliers of the continuing vocational training in the European countries (see annex 5) helps to discern certain types of the structure of the CVT suppliers and to analyze the dependence of these types on the different factors related to the development of the continuing vocational training as well as the general social-economical development. There can be distinguished the following types of the structures of the CVT suppliers:

- Big variety of the public and private CVT suppliers, including the associated suppliers established by the unions and professional organizations is more typical in the countries with the dual initial vocational training system (Germany, Austria) and the countries with the rich traditions of the social partnership and social welfare policies (Luxembourg, Belgium, Denmark, Netherlands). The case of France is exceptional, because here the rich variety of the CVT suppliers is related to the active role of the state in the structuring of the training policies involving the active participation of the branches and professional organizations. The bigger variety of the suppliers of the CVT influence wider offer of the CVT services as well as wider orientation to the different target groups of the CVT. The wide variety of the CVT suppliers also correlate with the clear distinction between the localization of the enterprise based CVT and the training of unemployed.
- Dominating role of the private suppliers of the continuing vocational training is typical for the countries where predominate liberal models of vocational training and voluntaristic legislation of the continuing vocational training (United Kingdom, Ireland, Italy, Spain). In such cases the CVT is more oriented towards the provision of the skills and competences coming for the needs of the enterprises with the domination of the on the job training or specialized CVT courses for the employees. The enterprise based CVT is institutionally separated from the employment training.
- Post-communist countries have the structure of the suppliers of the continuing vocational training which can be characterized by the predominant role of the initial education and labor market training institutions. This situation can be explained by the difficulties of the reforms and restructuring of the vocational training system and the sectors of activities, as well as the problems inherited from the centralized initial vocational training systems which in the centralized and planned economy played the role of the main suppliers of the competences and skills. The difficult financial and economical situation of the enterprises as well as their lack of the experience and knowledge in the field of continuing training of employees also influence such situation. For example, Lithuanian

enterprises very often use the services of the labour marker training centers and regional vocational training centers in the training of their employees, because these services are not expensive and can be easily accessed. The similar situation can be noticed also in Romania and Hungary where labour market training institutions play important role in the CVT market. Another specific treat of the supply of CVT in the post-communist countries is the clear domination of the "traditional" training forms and methods - seminars, conferences, in detriment to the more innovative forms and methods of training, like job rotation, distance training or on the job training. This specificity can also be explained by the narrow range of the CVT suppliers and the lack of experience of the enterprises and training institutions in the field of training innovations.

Distribution of external CVT supply by type of providers

Regarding the breakdown of the volume of the external CVT courses (in terms of hours) the private training organizations account for the highest of the training hours (EU27 average - 46%) (table 5).. The comparative country specific distribution of the six basic training providers shows that the private providers have the highest share in the external CVT supply market in Czech Republic with 71%, followed by Latvia (63%), Italy (62%), Poland (62%), Spain (61%) and Estonia (60%). The lowest private providers' part in CVT supply is observed in Cyprus (27%), Slovenia (31%) and Norway (34%). Chambers of commerce and public schools and colleges representing 9% of the total external course take the second position (table 3). Regarding public training institutions (ex. adult education centres), they achieve the highest share in Denmark's and Lithuania's CVT suppliers market for the enterprises with respectively 34 % and 23%, and the lowest part in Estonia (0%), Spain (2%) and Austria (3%).

Table 5. Percentage of the total hours in external CVT courses by training provider

	Chambers of commerce, sector bodies, employers' organization	Private training organization	Public schools and colleges	Public training institution (financed or guided by the government; e.g. adult education centres)	Unions	Other providers
EU27	9	46	9	8	1	6
BE	7	34	6	10	1	1
BG	5	49	11	7	0	15
CZ	3	71	5	6	0	5
DK	7	33	5	34	4	12
DE	21	38	7	7	3	6
EE	6	60	21	0	0	8
GR	2	34	16	5	0	34
ES	8	61	3	2	2	7
FR	5	40	4	6	0	4
IT	7	62	6	6	1	2
CY	11	27	13	6	1	14

LV	5	63	5	6	0	12
LT	2	46	11	23	0	9
LU	8	59	3	10	0	4
HU	3	47	27	7	0	8
MT	3	48	13	9	5	14
NL	2	45	12	19	0	12
AT	17	42	6	3	3	9
PL	3	62	5	12	0	12
PT	5	50	9	7	1	9
RO	8	50	8	15	1	4
SI	6	31	22	6	0	27
SK	3	36	3	15	0	6
FI	6	48	8	12	2	13
SE	14	50	6	3	1	7
UK	15	42	27	11	1	1
NO	9	34	21	5	2	13

Source: Eurostat database: 2005

Distribution of training supply according to CVT provision domains

The contents of CVT in enterprises reflect primarily the requirements of the enterprises in various training branches (information on training within branches is based on data of 1999-2000, annex 4). The country specific distribution of training supply (as % of total hours) by basic domains is observed to have the following main characteristics (annex 3):

- *Personal development and working life* (EU-27: 16%) is the dominant training provision domain in CVT supply. It is leading within the communication sector. It is predominant in Romania with 29%, UK (29%), Finland (21%) and Cyprus (20%). It is at its lowest proportion in Bulgaria (2%) and Latvia (5%).
- Foreign languages (EU-27: 7%) are predominant in the Czech Republic (!8%), Slovenia (14%) and Slovakia (15%) especially within the manufacturing industry.
- *Sales and marketing* (EU-27:11%) related training is predominant in Greece (26%), then in Poland (17%), Norway (16%) Bulgaria (14%) and France (14%). Its lowest share is observed in Romanian (4%), Lithuanian (6%), Latvian (6%) and UK (6%) training market.
- *Accounting and finance* (EU-27: 12%) holds the third position in the domains accounted for the highest percentage of total CVT supply. It is the second predominant subject in Lithuania with 9% after personal development and in Spain with 13% after sales and marketing. In Slovakia it shares the first position with 18% alongside personal development. Its lowest share is obtained within Bulgarian training market (6%).
- *Computing* (EU-27:11%) related training is predominant in Greece (23%), then in Denmark (18%).It has its lowest share in Bulgaria and Romania (5%), then in Lithuania and Slovakia (6%). This training course is not very popular also in Czech Republic (7%), Estonia (7%), Hungary (7%), Latvia (8%). Computing training is predominating in all branches of the economy.
- Training subjects related to the development of *personnel services, transport services, protection of persons and property, military and defense* (EU-27:5%) is predominating within the transport and storage sector. It is taking the lead in the Greek training market with 20%. All other countries are far behind with the

lowest proportion being in Germany (2%), Malta (2%), Luxemburg (2%), Spain (3%) and Slovakia (3%). It is interesting to observe that this is the second predominant kind of training in Bulgaria with 11% after sales and marketing (14%).

- *Environmental protection and occupational health and safety* (EU-27: 11%) is predominating training domain within the construction sector. It takes the first position in the training market of the Czech Republic with 20% and the second position in UK (20%) after personal development.

Summing up the survey on CVT in European countries reveals major differences between countries. Regarding these differences EU countries may be ranked at least into three groups: *the high performers* (Scandinavian and Western Europe), *the good performers* (Central Europe, including the Czech Republic), and *low-performing* (Southern and Eastern Europe).
The Scandinavian countries show best results in CVT. The level of CVT according the considered indicators (training incidence, training access and training intensity) in Western European countries (FR, IE, NL) is almost as high as in the Scandinavian countries. CVT in Central European enterprises (AT, BE, CZ, DE, LU) may be ranked on average performing level. These countries are characterized by high incidence indicator and very low intensity and access indicators. CVT is offered in most of the enterprises in Germany, Austria and Luxembourg, while access and intensity are rather low. The Czech Republic is the only transition country in Middle and Eastern Europe that displays a good performance.
The enterprises in Southern European countries (IT, PT, ES, GR) and East European countries (BG, EE, HU, LT, LV, PL, RO, SI) have a rather low level of CVT by all three criteria.

Reasons for differences in training in enterprises

The performed survey presents that enterprises in different countries show significantly different training activities. Different researchers (Markowitsch, Hefler, 2008) analyzing differences in the continuous vocational education and training situation in the EU countries identified several important factors which become important preconditions for the CVT development in every country. They could be explained following the three levels dimension: structural level, actor level and environmental level (Markowitsch, Hefler, 2008).

- The structural level defines differences in CVT in terms of differences in the economic structure.
- The actor level defines differences in the CVT in terms of different behavior of enterprises.
- The environmental level defines differences in CVT in terms of different economic or societal factors.

Differences in CVT on structural level

The most popular factor while explaining differences in terms of training hours, type of training and etc. seems to be related to the size of the company as well as sector peculiarities. Basing on the data available in Eurostat database a conclusion may be drawn that firms with at least 250 employees are those most strongly engaged in

vocational training in all the European countries, regardless of which indicator are used to assess continuing vocational training practices.

Differences in CVT on actor level

Large differences in company training in Europe are related, as some researchers claim (Fuller and Unwin, 2004, Hefler, Markowitsch, 2008), to training policy or culture in the enterprise. Companies with low CVT activities usually adopt *reactive approach* towards training. In enterprises of this type of training culture training is seen as a cost factor and a necessity caused by unavoidable factors. Training is not understood as a deliberately chosen investment therefore training activities only meet minimal requirements. Training mainly reacts to needs, the training volume depends on the increase or decrease of these needs. Changes in external factors have a considerable effect on the training activities.
Companies with *expansive training culture* are characterized by high training activities and tend to make full use of the potential to support workplace learning. Training is used systematically to improve workplace learning. The training is understood as an investment and part of the learning organization. Changes in external factors do not have much effect on the training.
While analyzing the CVT situation on behavioral or actor level, one could see that some type of enterprisers preserve the same training culture notwithstanding economic changes in the country or the level of external impulse for the training need for different types of enterprises is also different.
Depending on the enterprise's culture, there might be different reasons to invest in CVT (Tūtlys, 2007):

1. Development of the enterprise requires developing its human resources. Here the training plays the role of the compensation of the shortage of the skilled workforce caused by the emigration and internal poaching. Companies make the contracts with their employees which poses the obligations for the employees to remain at the company for the certain period after the training financed by the company. However, such measures are effective only in case of the high skilled and white collar employees, because they are supported by the motivating factors, such as career prospects and wage increases.
2. Intensifying Competition in the human resources market. The training becomes a measure to access better career possibilities in the organization.
3. Implementation of the technological, technical and organizational innovations. The needs of skills and competences caused by such implementation of the new machinery are satisfied by using the services provided by the suppliers of the machinery.
4. Implementation of the quality management systems and different standards and requirements regarding work safety, hygiene and environment protection.

Differences in CVET on environmental level

The Gross domestic product (GDP) indicator, the structure of LLL system may be ascribed to the so-called environmental factors explaining differences in CVT across the countries. The indicator GDP per inhabitant can predict the relative position of a country's average figure for company training; especially for countries with a

significantly weaker economy than the EU average. The new member states and the south European countries with a late conversion to democracy both fall behind the leading countries in economic strength and in the average training activity of their enterprises (Markowitsch, Hefler, 2008).
In order to better understand training needs and differences in CVT in EU countries, some tendencies could be explained grouping all the countries following the three level criteria: on structural level, actor level and environmental level. In this case, economic power of a certain country is taken as a representation of the structure of economy (Markowitsch, Hefler, 2008).
1st group – countries with strong social democratic tradition of a welfare state (Sweden, Finland, Denmark, Norway). The CVT situation (CVT training figures) are usually the highest among all the EU countries. LLL systems are well developed and CVT is its integral part.
2nd group – countries of liberal welfare (Great Britain, Ireland). The CVT figures (average training hours per employee, percentage of training enterprises, etc.) are also quite high, however, this system is characterized by having two extremes. There is quite a big number of companies providing CVT, while there is a similar number of smaller companies which activity is based on low skilled and low paid employees.
3rd group – countries with mixed welfare regime (France, Netherlands, Luxembourg, Belgium). These countries besides CVT have developed the alternative training paths (as for example, in France the system of validation non-formal and informal learning is well developed).
4th group – industrialized countries with a conservative welfare state regime (Germany, Austria, Italy). The strong focus in these countries is oriented to the initial vocational training.
5th group - countries of late democratic transition (Spain, Portugal, Greece). The LLL system is not completely balanced, however, the recent developments show positive tendencies. Still there exists a big disproportion of CVT provision in large and small enterprises.
6th group - post-socialist countries - first group (Czech Republic, Slovenia, Hungary, Poland, Slovenia). The economic power of these countries is still bellow the old member states. Small enterprises in Slovenia and Czech Republic have comparatively high figures of training activity (average training hours, etc.), however, this is not the case with Hungary and Poland.
7th group – late transition countries – second group (Lithuania, Latvia, Estonia, Bulgaria, Romania). Economic capacities of these countries are still far-below EU-15. LLL systems are comparatively weakly developed. There are still high disproportions in large and small enterprises. Training activities in small enterprises are very limited.

Beside the above discussed factors influencing the enterprise's level of training activities, among the predominant ones being the size of the enterprise, the economic sector in which the enterprise operates, the training policy and culture in the enterprise, etc. there are some other that also are considered to be of much importance. Researchers claim that even the level of autonomy of the enterprise or level of centralization or decentralization of the decision-making responsibilities on training policies within the enterprise may have an important role for CVT activities (ex. in Lithuanian firms) (Angotti, Occhipinti, 2008). Other factors influencing CVT in enterprises are the industrial relations, the quality assurance, the public policies, funding policy and some other. Even the regulations for the workplace may be a very important

factor for training, for instance in food sector. All the factors influencing CVT in enterprises may be classified in three levels: management, endogenous and exogenous (Angotti, Occhipinti, 2008). The list of these factors and effects of training is provided in table 6.

Table 6. Factors for training

Level	Factors influencing CVT	Obstacles to training	Effects of training
Exogenous	Legal regulations and public support in the financing of CVT	- Lack of public financing - Lack of knowledge about the public support	Adaptation to regulations
	Demographic changes	Emigration	
	Customers requirement		
	General cultural/social value system		
	General economic development		
Endogenous	Recruitment problems		
	Quality assurance	- Lack of qualified providers - High cost of training	Obtaining/maintaining Quality Certification
	Industrial relations		
	Intercultural management		Improvement of the relations inside the group
Management	Improvement of qualification of employees	Cycle of needs used up	Improvement of qualification of employees
	Technological and Organizational changes	Organizational difficulties	- Improvement of the organization and the efficiency of the enterprise, growth of the turnover, of the profit and the business. - Access to new knowledge
	Improvement of the quality of products/services		Improvement of the quality of products/services
	Personnel policies		
	Training policy of the company		

Source: Angotti, R., Occhipinti, A. , 2008, p. 78-79.

The reasons not to train

Reasons not to train are very important for explaining large country differences in training activities. Analysis of surveys proposes some main reasons excluding enterprises from a reasonable use of training (Hefler, Markowitsch, 2008, Angotti, R., Occhipinti, A. ,2008):

- Reactive approach towards training.
- High risk of the emigration of the skilled workers, poaching.
- Economic reasons (high training costs). Enterprises may not be able to finance training. Extensive use of existing resources and a low-wage regime may secure short-term survival and some profit for capital owners, but the companies' long-term survival is highly insecure.
- Organizational difficulties. Organizations are unable to stop production and withdraw workers from the job.
- Lack of experience on how to design or obtain training offers suitable to support actual aims of the enterprises. Using training properly and for a broad variety of reasons requires organizational experiences on how to do that. As long as these experiences – this critical organizational competence – is missing, existing attempts to use training may often fail, so that no continuous improvement can be expected.
- Shortage of external and internal providers.

It is interesting to notice, however, that analysis of the data on reasons for not to train provided by enterprises shows (table 7) that non-training enterprises are satisfied with the skills and competencies of the employees and find them corresponding to the labour market needs. EU-27 averages for all the reasons for not to train reveals that neither economic reasons (*high costs*), nor organizational difficulties (*no time*) or lack of experience how to design training (*difficult to assess enterprise's needs*) are among the highly ranked factors for not training. The highest averages represent the factors that clearly indicate proactive approach toward training policy in enterprise.

Table 7. Percentage of all non-training enterprises by reasons for not providing CVT

	Difficult to assess enterprise's needs	The existing skills and competences of the persons employed corresponded to the current needs of the enterprises	Lack of suitable CVT courses in the market	No time	People recruited with the skills needed	Too expensive
EU27	10	74	15	32	53	23
BE	8	82	9	45	49	20
BG	5	83	13	30	78	35
CZ	2	80	3	26	42	13
DK	13	65	9	33	56	10
DE	9	77	14	49	20	40
EE	8	50	21.	17	42	51
GR	11	79	19	56	65	30
ES	12	78	25	37	57	12
FR	12	53	13	48	49	16
IT	10	73	17	22	60	16
CY	5	84	12	51	68	12
LV	22	85	11	29	70	39
LT	18	85	8	30	75	53
LU	13	74	11	52	54	10
HU	4	84	9	33	40	29
MT	11	80	8	52	64	13
NL	13	77	3	22	42	11
AT	6	85	10	45	23	25
PL	3	79	6	10	60	29
PT	20	84	15	41	53	34
RO	24	86	20	32	79	52
SI	5	79	10	17	44	26
SK	3	:	4	10	49	8
FI	9	60	15	40	37	15
SE	9	56	9	37	16	26
UK	11	79	12	32	54	15
NO	12	61	5	1	29	12

Source: Eurostat database: 2005
:= Not available

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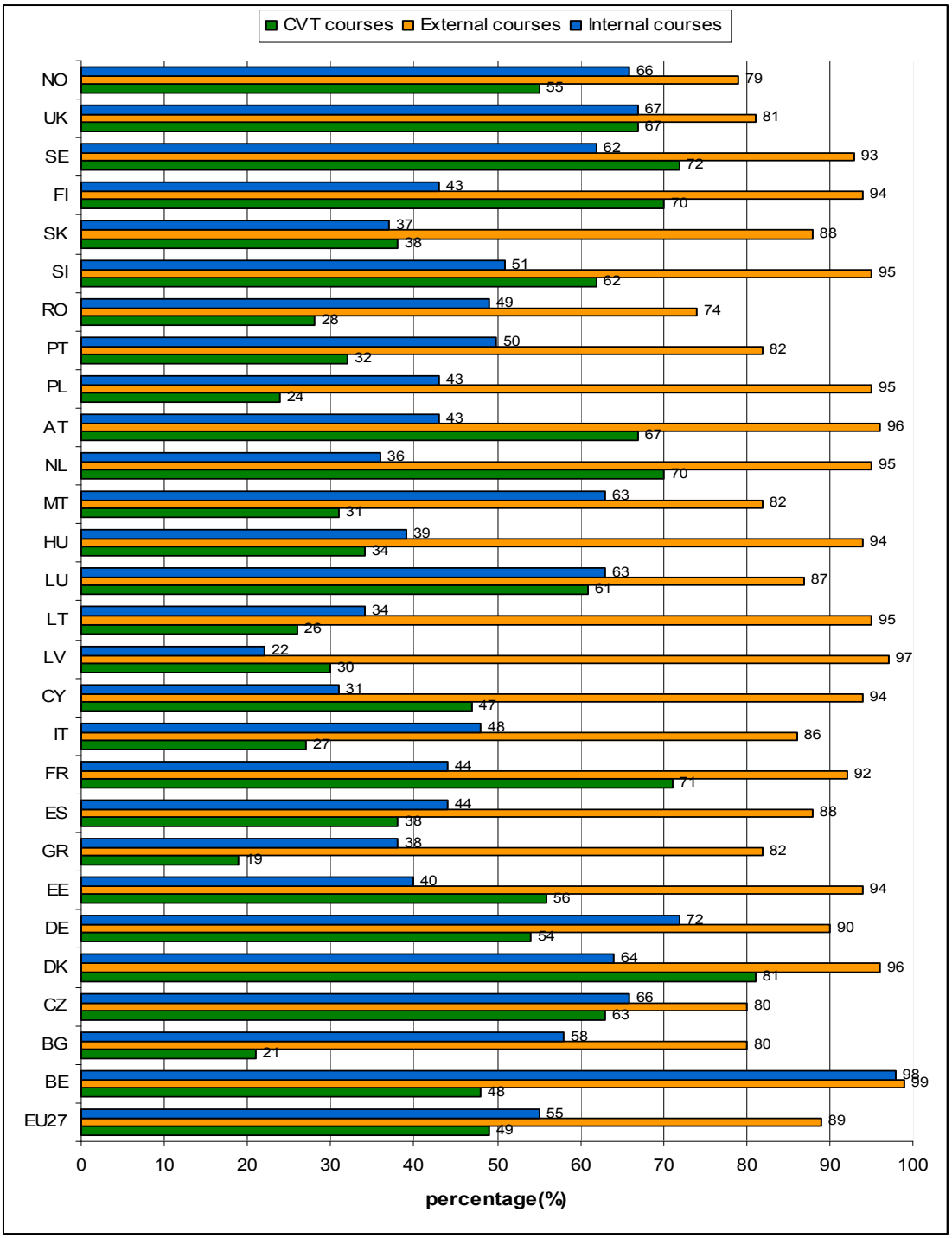
Annex 1.

Percentage of all enterprises providing CVT course, by type of course



Source: Eurostat Database: 2005

Annex 2.
Percentage of the total hours in external CVT courses by size class

	Between 10 and 49	Between 50 and 249	Between 250 and 499	Between 500 and 999	1000 and more	Total
EU27	63	59	51	48	35	47
BE	48	57	47	45	27	40
BG	49	43	29	41	31	38
CZ	52	53	47	46	31	44
DK	70	59	68	57	42	59
DE	63	48	40	41	25	37
EE	73	70	70	51	56	67
GR	64	72	65	63	47	58
ES	58	55	47	48	25	41
FR	77	79	74	75	49	64
IT	59	54	45	36	28	39
CY	78	58	:	:	:	55
LV	75	68	47	38	27	53
LT	78	75	55	38	35	55
LU	49	52	:	:	:	43
HU	80	83	72	79	55	68
MT	43	36	:	:	:	32
NL	80	70	63	59	42	58
AT	81	61	54	51	33	51
PL	70	67	57	61	47	55
PT	69	54	48	33	42	52
RO	31	39	27	25	22	27
SI	74	62	57	62	32	52
SK	75	70	53	53	4	56
FI	57	63	48	40	34	47
SE	50	51	49	38	48	49
UK	52	53	43	34	36	44
NO	49	33	22	11	9	34

Source: Eurostat database: 2005
:= Not available

Annex 3. Percentage of the total hours in CVT courses by field of training

	Personal development, Working life	Foreign languages	Scales and marketing	Accounting and finance	Computing	Personnel services, transport services, protection of persons and property, military and defense	Environment protection, occupational health and safety	Other field of training or education
EU27	16	7	11	12	11	5	11	14
BE	12	5	9	7	12	6	8	16
BG	2	7	14	6	5	11	5	25
CZ	9	18	7	7	7	5	20	17
DK	13	2	7	18	18	4	6	19
DE	16	8	11	8	14	2	6	20
EE	11	9	9	15	7	9	6	18
GR	16	15	26	23	23	20	12	29
ES	11	11	16	13	9	3	11	13
FR	16	7	14	13	12	4	14	22
IT	16	8	10	17	9	2	11	4
CY	20	2	12	25	6	2	14	8
LV	5	8	10	12	8	5	13	17
LT	12	6	6	9	6	7	7	24
LU	17	7	6	17	10	2	7	22
HU	7	13	8	11	7	12	5	13
MT	9	1	8	12	10.	2	5	22
NL	14	2	10	16	9	4	6	19
AT	14	4	14	14	11	5	6	12
PL	18	10	17	15	9	7	3	2
PT	19	6	11	9	9	6	11	19
RO	29	3	4	7	5	11	8	4
SI	15	14	10	13	12	7	8	41
SK	18	15	7	18	6	3	10	12
FI	21	6	9	9	10	9	10	10
SE	16	2	10	12	11	9	9	12
UK	23	1	6	12	11	10	20	2
NO	13	1	16	14	13	6	10	15

Source: Eurostat database: 2005

Annex 4.
Distribution of CVT supply by branches

Table 5 : Country specific distribution of the overall CVT supply by fields of training and branches of activity (as % of total hours)

Branches of activity*	Highest and lowest country and sector specific share / EU-25 sectoral share	Foreign languages	Sales and marketing	Accounting and finance	Management and administration	Secretarial and office work	Working life professionnel development	Computing	Engineering and manufacturing	personal, transport and security services	Environment protection, occupational health safety	Other fields of training
C	**EU 25 (%)**	**4**	**3**	**3**	**9**	**2**	**13**	**25**	**17**	**1**	**16**	**7**
	Highest %	fr:19	at: 9	dk:24	it:18	dk:24	cz:20	fr:41	at,de:35	it:5	de:18	lt:43
	Lowest %	dk:0	dk,lt:0	it:1	dk:0	fr,it,lt:0	lt:0	cz: 4	dk:0	dk,de,at,it:0	dk:3	it:0
D	**EU 25 (%)**	**8**	**5**	**3**	**9**	**1**	**10**	**16**	**27**	**1**	**10**	**9**
	Highest %	cz:15	at:10	lt: 8	at:13	it:3	it:12	dk:21	lt:33	cz,it:3	it:14	dk:31
	Lowest %	dk:4	lt:3	dk:2	it:5	cz,de,fr:1	lt:4	lt:4	dk:15	de,lt:0	at:4	at:9
E	**EU 25 (%)**	**5**	**4**	**4**	**9**	**3**	**12**	**24**	**18**	**1**	**11**	**8**
	Highest %	Fr:26	de:7	cz:8	fr:18	fr:15	lt:27	de:41	dk:33	it (6)	it:15	dk:26
	Lowest %	de,it,lt:2	fr:1	it:2	it:2	it:0	fr:4	lt:4	fr:13	fr,lt:0	dk,de:5	fr:1
F	**EU 25 (%)**	**1**	**4**	**4**	**11**	**2**	**15**	**20**	**13**	**1**	**20**	**9**
	Highest %	cz,it:3	at:6	de:7	at:14	it:4	de,fr:17	fr:19	lt:33	cz,it:4	it:20	dk:59
	Lowest %	dk,at:1	dk,lt:1	dk:2	dk,fr:5	cz,dk,de,lt:1	lt:3	lt:5	cz:9	dk:0	dk,at:4	it:12
G	**EU 25 (%)**	**3**	**20**	**4**	**14**	**2**	**14**	**13**	**13**	**2**	**6**	**10**
	Highest %	cz:18	fr:29	lt:14	lt:18	it:3	it:19	fr,it:17	dk:22	dk:7	it:8	dk:25
	Lowest %	dk:2	dk:11	dk,at:2	dk:5	cz,fr,lt:1	lt:1	dk,lt:9	cz:6	at:0	dk,at,lt:2	cz:10
H	**EU 25 (%)**	**5**	**9**	**4**	**10**	**2**	**14**	**13**	**4**	**11**	**15**	**13**
	Highest %	cz:28	at:18	it:13	at:23	at,it:3	de:15	fr:20	at,it: 4	lt:51	it:23	dk:80
	Lowest %	de:5	dk,it:1	dk:0	dk,it:1	cz,dk,lt:0	lt:0	lt:1	cz,lt:0	dk:2	dk,lt:0	cz:2
I-a	**EU 25 (%)**	**4**	**5**	**4**	**13**	**1**	**9**	**11**	**9**	**24**	**11**	**9**
	Highest %	fr:5	at:8	it:7	at:12	dk:4	dk:14	de:22	lt:21	fr:42	lt:25	cz:66
	Lowest %	dk,de:3	lt:0	fr:0	cz:2	cz,fr,lt:0	lt:1	cz:2	cz:1	dk:6	cz:3	fr:5
I-b	**EU 25 (%)**	**6**	**11**	**4**	**11**	**2**	**19**	**13**	**10**	**4**	**3**	**17**
	Highest %	lt:52	at,cz:9	cz:21	at:30	dk:5	it:46	fr:37	fr:33	cz:12	dk,de:3	de:45
	Lowest %	dk:1	lt:0	lt:0	cz:5	de,lt:0	fr,lt:0	it:3	cz:3	fr,it:0	lt:0	lt:0
J	**EU 25 (%)**	**4**	**18**	**13**	**13**	**3**	**13**	**15**	**3**	**3**	**5**	**10**
	Highest %	cz:17	fr:31	lt:25	at,de,lt:14	cz,it:6	de:18	dk:22	dk:11	it:4	dk:3	dk:27
	Lowest %	at,dk,lt:3	cz,dk:8	dk:3	fr:5	at,de,fr:2	at:7	it:10	de,lt:0	cz,fr,lt:0	de,lt:0	lt:7
K	**EU 25 (%)**	**3**	**6**	**8**	**8**	**2**	**10**	**22**	**17**	**6**	**9**	**10**
	Highest %	cz:15	cz:13	lt:31	at:13	at:5	it:12	fr:39	lt:15	de:28	it:6	dk:57
	Lowest %	dk:2	lt:1	cz,dk:6	dk:3	cz,lt:0	cz:3	lt:7	dk:5	dk:0	de:1	cz:7
O	**EU 25 (%)**	**3**	**7**	**3**	**9**	**2**	**11**	**20**	**8**	**4**	**8**	**25**
	Highest %	cz:18	de:8	cz:12	at:36	it:8	it:21	de:33	at:21	cz:14	it:20	lt:36
	Lowest %	at:1	lt:1	de:2	de,fr:5	de,fr:0	lt:3	it:7	cz:2	lt:0	de:1	at,cz:6

* C: mining & quarrying, D: manufacturing industry; E: electricity, gas & water supply; F: construction; G: trade, maintenance & repairing; intermediation; H: hotels & restaurants; I-a: transport; I-b: communication; J: Financial intermediation; K: Real estate & renting; O: Other community social and personal services.

Source: Eurostat database: CVTS2 (1999-2000)

Annex 5.

The comparative analysis of the main providers of the continuing vocational training in the enterprises

Analysed countries	**Criteria of the comparative analysis**				
	Legal status	**Trainers target group**	**Forms of training provided**	**Relation between the enterprise CVT and the employment training**	**Variety of public and private CVT suppliers, share of public and private suppliers**
Austria	**Public institutions:** - vocational schools and colleges; - university centres for continuing training; **Training centres founded by private and public institutions and organizations:** - the economic development institutes affiliated to the chambers of commerce and industry - Occupational Development Institute run by organisations representing the interests of the labour force (chambers of labour, trade union confederation, trade	- employees wishing to upgrade their qualification or to acquire the new competences - employees seeking for the higher education - apprentices, qualified skilled workers, all levels of managerial personnel, self-employed persons and persons wanting to set themselves up in business	- continuing modular training -post-graduate continuing training. - from ad hoc educational events, courses and seminars to corporate counselling focused on the industry, trade, crafts, commerce, tourism and the leisure industry - occupational mobility, skill upgrading and retraining programmes, new general and	These fields of training are separated. The employment training is mostly the sphere of influence of public providers. Occupational Development Institute presents the example of the CVT provider founded by the social partners and providing the continuous vocational training oriented to the prevention of unemployment.	Rich variety of the public and private providers of the continuous vocational training. There can be discerned the important role of the CVT providers which are founded on the basis of the social partnership between different organizations.

	unions - Specialised academies run by the chambers of industry, commerce and trades; - Education Foundation of Industry, the Austrian Productivity and Efficiency Centre *(ÖPWZ)*, ARGE Management, Hernstein International Management Institute, Linz Academy of Management *(LIMA*K) **Private training institutions and companies:** - Training centres of companies	- Employees of the companies	vocational education and training programmes to qualify people to cope with socioeconomic change and market their labour on appropriate terms - part time continuing training courses - distance continuous training and education courses - Specialised CVT courses, on the job training, etc.		

Belgium	**Private and corporate training institutions:** - Vocational training centres of the social advancement education. These centres can be independent, set up in the partnership with the companies or approved centres. - Approved centres set up at the initiative of enterprises or public or private associations **Private CVT suppliers:** - Private training centres - Training centres of enterprises	- employees of the enterprises - people in work who wish to obtain advanced training, acquire a specialisation or take part in retraining or other training for the purposes of a career change; people with or without occupational qualifications who want to acquire additional knowledge or expertise for the purposes of self-fulfilment; people wishing to acquire the entry requirements for subsequent training; unemployed people wishing to keep up their individual or occupational skills - employees of the enterprises	- Systematic training in the enterprises according to the approved programmes - different continuous vocational training courses, labour market training - Specialised training courses, on the job training	The training of employees and unemployed persons is more or less separated on the level of CVT providers. However, the training institutions founded by the common initiative of private and public organizations (approved centres set up at the initiative of enterprises or public or private associations), provide the training for unemployed.	There can be noticed rather rich variety of the private and public CVT suppliers. Associated training suppliers founded by the common initiative of public and private institutions also play important role.

Bulgaria	**Public training suppliers:** - Vocational technical schools, secondary vocational training schools and vocational colleges; **Centres of vocational training having various statuses:** state, municipal, private, Bulgarian with foreign participation, foreign	Employees seeking for the secondary education and vocational qualification. Wide range of the applicants.	Vocational training courses. Different types of training often differing from those applied in the initial vocational training.	There is no clear division between the continuous vocational training of employees and the employment training on the training providers level.	The variety of the CVT providers is rather poor with the domination of the public suppliers.
Czech Republic	**Public CVT suppliers**: - Secondary vocational schools and secondary technical schools. **Associated CVT suppliers founded by the co-initiative of public and private suppliers:** - institutions for re-qualification organised by Labour Offices (private companies, schools, etc.) - Academy of Crafts and Services established by the Chamber of commerce **Private suppliers:**	Employees of enterprises, job seekers Employees with the need to change the qualification, job-seekers Small entrepreneurs	Courses of the continuing vocational training Continuous vocational training courses, employment training courses Continuous vocational	Employment training and CVT for employees is not clearly separated on the suppliers level.	The variety of the CVT suppliers is not rich, but there can be noticed the increasing role of the suppliers established by the co-initiative of the public and private organizations.

	training departments in the enterprises	various groups of the employees in the companies	training oriented to the needs of the company		
Estonia	**Public suppliers:** Vocational schools (kutseõppeasutus) **Private suppliers:** Private adult education institutions	Employees seeking for the vocational qualification, job seekers. Employees seeking for the vocational qualification or development of skills	Secondary vocational education on the basis of basic education (põhiharidus) in the form of evening courses or distance learning, secondary vocational education on the basis of secondary education in part-time study; professional training. Continuing education or retraining courses or informal education	Employment training and CVT for employees is not clearly separated on the suppliers' level.	There is no rich variety of the CVT suppliers, public suppliers of the CVT have more influence in the market of the CVT.
Denmark	**Public CVT suppliers:** Vocational colleges Labor market training AMU centres **Private CVT suppliers:** Private companies supplying continuous vocational training services Training services and departments of the big enterprises	Employees of the enterprises, job seekers Mostly employees of the big enterprises Employees of the enterprise	Continuous vocational training courses, employment training courses Continuous vocational training courses according to the needs of	The employment training and CVT of employees are separated on the suppliers' level with the exception of the training provided by the labor market training AMU centres	Rich variety of the CVT suppliers and the important role of the public CVT suppliers.

			the enterprise		
Finland	**Public CVT suppliers:** Vocational training institutions: upper secondary, AMK and Adult Vocational Training Centres. **Suppliers of CVT founded by the branch organizations or groups of enterprises:** Institutions for Specialised Training (Ammatillinen erikoisoppilaitos) – enterprises owned and maintained training institutions, **Private CVT suppliers:** commercial private education establishments.	Employees of the enterprises and job seekers Employees of the enterprises Employees of the enterprises	CVT courses, employment training courses specialised CVT courses specialised CVT courses, key skills training	The is no clear separation of the employment training and CVT of employees in the field of public suppliers of CVT. AMK and Adult Vocational Training Centres provide both employment training and CVT for employees.	Rich variety of the public and private CVT suppliers. There can be stressed the importance of the training suppliers established on the branch level.
France	**Public CVT suppliers:** Services of the continuing studies in the universities, national chambers of industry and crafts, GRETA, the association of the adult education AFPA and other public institutions **Associative CVT**	Their target groups are very wide and comprise both employees of the enterprises and the job-seekers, the employees under the risk of unemployment or seeking to change the employment.	Continuous vocational training courses oriented to the employment enhancement, integration of the leavers of educational institutions to the labour market, retraining courses	The is no clear separation of the employment training and CVT of employees in the field of public suppliers of CVT. GRETA, the association of the adult education AFPA and other public CVT	Very big variety of different private and public CVT suppliers, as well as the associated suppliers established by both private and public organizations. Important role of the branch organizations in providing the CVT

	suppliers founded by the co-initiative of public and private suppliers:			suppliers are actively involved in the training of the unemployed.	services.
	Consulting services of the chambers of industry, commerce and trades and the different consulting institutions acting under the supervision of these chambers	Employees of the enterprises	The continuous training courses and seminars oriented to the needs of the enterprises		
	Suppliers of CVT founded by the branch organizations or groups of enterprises: These suppliers are the profit seeking organisations – associations of the vocational training, associations of the branches, training organisations established by the network of the companies and the training services inside the companies.	Employees of the enterprises	Continuous vocational training courses oriented to the needs of the companies		
	Private CVT suppliers: private training organisations	Target groups are wide and comprise both companies, employees with their own training initiatives and job-seekers.	Various continuous vocational training courses and measures.		

Germany	**Public suppliers of the CVT:** Vocational training schools and colleges Local adult education centres (Volkshochschulen). **Associated CVT suppliers founded by the co-initiative of public and private suppliers:** recognised centres and institutions of continuing training **Private CVT suppliers:** training centres of the enterprises, most usually – big enterprises	Employees, job seekers adults seeking for further education and training Employees of the enterprises Employees of the enterprises	Adult education courses, continuous vocational training courses. Continuous vocational training courses oriented to the skills upgrading and retraining with provision of the new qualification. Company oriented continuous vocational training courses, on the job training.	Employment training and CVT of employees are clearly separated on the level of CVT providers.	Big variety of the suppliers of CVT services, their structure is influenced by the dual system of IVT and the role of branch organizations.
Greece	**Public CVT suppliers:** Vocational training centres (KEKs)	Both employed and unemployed people	Continuing vocational training courses in the fields of environment, health services, culture and sport, pedagogic and training, administration and economy, information technology and applications, tourism and services,	The public CVT suppliers offer both employment training and CVT for the employees.	Variety of CVT suppliers is not rich.

	Private CVT suppliers: Liberal studies centres (KESs)	Employees of the companies	agriculture, engineering and transport Different continuous vocational training courses oriented to the needs of companies and employees		
Hungary	**Public suppliers of CVT services:** secondary vocational schools; the regional human resources development and training centres. **Private suppliers of CVT services:** enterprises offering training programmes for their employees	Unemployed persons, adults seeking for a vocational qualification, employees of the companies, job seekers. Employees of the companies	Evening classes of vocational training, continuing vocational training courses, practical training Continuing vocational training courses in language teaching, manager training, entrepreneurship and management studies, office administration, computer literacy and short vocational training courses.	The public CVT suppliers offer both employment training and CVT for the employees.	Variety of CVT providers is not rich.
Ireland	**Public suppliers of the CVT services:** the vocational education committees (VECs) and FÁS;	Employees of the enterprises, job seekers, social exclusion risk groups.	Continuing vocational training courses, adult literacy courses, second chance education for unemployed persons, post-leaving certificate	The public CVT suppliers offer both employment training and CVT for the employees.	The distinctive treat of the structure of CVT suppliers in Ireland is the importance of the suppliers of CVT established by the

	Private suppliers of the CVT services: training centers and departments of the enterprises; Training centres established by employers and trade unions	Employees of the companies Workers in some areas of activities	programmes for school leavers and adults and education for prisoners and travelers Continuing vocational training oriented to the needs of the company, on the job training; continuing vocational training courses, on the job training.		agreement between social partners – unions, employers organizations and vocational training institutions.
Italy	**Associated CVT suppliers:** chambers of trade and commerce and their special agencies. **Private suppliers of the CVT services:** big enterprises organise the training of their employees.	Employees of the companies Employees of middle-to-high grade profiles	Different continuing vocational training courses	The CVT of employees and training of unemployed are provided by different institutions.	The variety of the private and associative CVT suppliers recently has expanded and is still growing.
Latvia	**Public suppliers of the CVT services:** adult training centres established by municipalities at regional level; further education centres	Employees of the companies, job seekers, employees seeking for the upgrading of qualifications	Continuing vocational training and higher education courses.	The public CVT suppliers offer both employment training and CVT for the employees.	The variety of CVT suppliers is not rich.

	and higher education institutions **Associated CVT suppliers:** Professional associations, Latvian Chamber of Crafts **Private suppliers of the CVT services:** Private vocational training schools and centres.	Employees of the companies Adults, employees, job seekers	Continuing vocational training courses Continuing vocational training courses.		
Lithuania	**Public suppliers of the CVT services:** Labour Market Training Centres established at the labour offices; Regional Adult Vocational training centres; Initial vocational training schools and centres; Colleges and universities. **Private suppliers of the CVT services:** Private training centres and companies; training centres of companies	Employees being at the risk of unemployment or foreseen to be fired due to the cuts of the staff in the company, unemployed persons, training on the initiative of learners, employees working in special areas requiring state recognised certificates of qualifications. Employees of the companies, specific employees groups.	Different continuing training courses, modular training, employment training courses. Specialised training courses oriented to the needs of companies.	Labour Market Training Centres established at the labour offices provide the employment training and CVT for the employees.	There is no rich variety of the CVT providers. The public suppliers, especially labor market training centers and regional adult vocational training centers dominate in the market of continuing vocational training.

Luxembourg	**Public suppliers of the CVT services:** Continuing vocational training centres *(centres de formation professionnelle continue*)	Young people, trainees of the vocational schools, job seekers, employees under the risk of unemployment, social exclusion groups	Practical training, vocational guidance and initiation courses for the young jobless, vocational training courses leading to the preliminary technical and vocational certificate *(certificat d'initiation technique et professionnelle),* vocational training and vocational rehabilitation courses as well as general education for the unemployed and for workers at risk of losing their jobs; courses for vocational and functional re-adaptation and rehabilitation.	Continuing vocational training centres *(centres de formation professionnelle continue*) provide both employment training and the CVT for the employees.	Luxembourg has a very rich variety of the CVT suppliers and with the very big influence of the associated and corporate suppliers of CVT founded by the social partners.
	Associated CVT suppliers: The vocational chambers (chambres professionnelles): the Chamber of Trades *(Chambre des métiers*), the Chamber of Commerce *(Chambre de commerce)* and the Chamber of Private-sector Employees	individual employees, staff of the enterprises member of the chamber	Vocational courses in the field of craft trades; courses in the management of small and medium-sized enterprises; training sessions for staff at various levels of the enterprise with a view to enhancing the skills of		

	(Chambre des employés privés)		personnel at every level; courses in advanced craftsmanship, evening courses leading to official certificates and diplomas; seminars and lectures; courses for the employees of its member enterprises. The Chamber of Private-sector Employees provides the accelerated courses for independent professions and computer science courses, courses in management and accounting, economics and law, commercial action.		
	The Luxembourg Agency for Productivity Enhancement *(Office luxembourgeois pour l'accroissement de la productivité* — OLAP) a non-profit- making association with members from both sides of industry	employees of the companies	Computer science workshops; inter-enterprise seminars and placements; evening classes in typing and English		
	The Advanced College of Work *(École supérieure du travail)* under the direct authority of the	self employed people	Courses aimed at the acquisition, improvement or		

	Labour Minister, supported by a management board with a joint membership of delegates from the most representative employers' and employees' professional organisations, as well as government representatives		adaptation of knowledge in the fields of economics, taxation, constitutional and labour laws, social security legislation and culture		
	The Institute of Economic and Social Training *(Institut de formation économique et sociale* — IFES) established by the Chamber of Labour and two unions, the Christian Trade Union Federation of Luxembourg *(Lëtzebuerg Chrëschtleche Gewerkschaftsbond* — LCGB) and the Independent Workers' Union of Luxembourg *(Onofhängege Gewerkschaftsbond Lëtzebuerg* — OGBL)	employees of the members of the unions	Seminars for specific target groups such as young people, frontier workers and women; seminars on labour law, social law and security in the workplace; seminars on issues with a social dimension, communication, management style and quality circles; seminars organised jointly with OLAP on political economy, business economics and new technologies.		
	Private suppliers of the CVT:				
	The Banking Training	employees of the banks.	An introductory course,		

	Institute set by the Association of Luxembourg Banks and Bankers *(Institut de formation bancaire Luxembourg* — IFBL)		a continuing training course in banking subjects and foreign languages, courses for financial analysts and tax experts.		
The Netherlands	**Public suppliers of the CVT services:** - Regional training centers ROCs **Private suppliers of the CVT services:** Private training enterprises, Training centres of the private companies	job-seekers, employees of the public institutions, partly –employees of the enterprises employees of the companies, job-seekers	Part-time CVT courses, adult education courses, entrepreneurial education and training Continuous vocational training courses oriented to the needs of companies and employees	Regional training centers ROCs provide the CVT services both for the employees and unemployed people.	There are many private suppliers of the CVT, however the ROCs have the dominant position in the market of the continuing vocational training.
Norway	**Public suppliers of the CVT services:** Technical colleges owned and administered by the county authorities Resource centres Universities and colleges	employees and job seekers with a trade and journeyman's certificate and a minimum of two years relevant practical experience employees of the public and private companies employees of the private companies	A two-year module-based further education continuing vocational training courses courses which are mainly based on, and presuppose, completed higher education and	The employment training and CVT for the employments are provided by many public suppliers of the CVT.	The case of Norway is specific due to the richness of the sector of public CVT suppliers their variety and influence in the market of continuing training.

	Distance education institutions **Private suppliers of the CVT services:** training centres of the companies or the branches	employees, job-seekers employees of the private companies	lead to examinations of formal qualifications, distance, part-time and decentralised education, commissionned specially tailored or branch-oriented continuing training courses for the private companies non-formal education, in some cases leading to examinations and vocational qualifications different continuing training courses		
Poland	**Public suppliers of the CVT services:** Continuing and practical vocational education centres Labour offices **Private suppliers of the**	employees, job seekers unemployed and employees under the risk of unemployment	Different continuing vocational training courses retraining courses, other continuing vocational training courses aiming to the increase of the employability	Public CVT suppliers provide both employment training and CVT for the employees.	The variety of the CVT suppliers is rather poor, there dominate public CVT suppliers.

	CVT services: enterprises providing CVT for their employees	employees	specialised vocational training courses, on the job training		
Portugal	**Public suppliers of the CVT services:** Labour market training providers (e.g. IEFP training and employment centres) **Private suppliers of the CVT services:** enterprises providing CVT for their employees	employees under the threat of unemployment, job-seekers employees	continuing vocational training courses aimed to increase the employability specialised vocational training courses, on the job training	Public CVT suppliers provide both employment training and CVT for the employees.	The variety of the CVT suppliers is rather poor, there dominate public CVT suppliers.
Romania	**Public suppliers of the CVT services:** Centres for continuing vocational training belonging to the system of the Ministry of Education and Research, the Ministry of Labour, Social Solidarity and Family, the Minister of Culture and Cults, other ministers or subordinated to the local public administration authorities	employees of the companies, job-seekers	Different continuous vocational training courses, employment training, retraining modules and programmes.	Public CVT suppliers provide both employment training and CVT for the employees.	The variety of the CVT suppliers is rather poor, there dominate public CVT suppliers.

	Vocational training schools **Private suppliers of the CVT services:** Employers may organise training programs for their employees	employees	Specialised vocational training oriented to the needs of companies, on the job training.		
Slovenia	**Public suppliers of the CVT services:** Vocational colleges **Associated CVT suppliers:** *The Centres of training developed within the Chamber of Commerce of Slovenia*, but nowadays operating as completely or partially independent institutions: Centre for Management, Centre for Foreign Trade Study, Centre for Seminar Activities, Centre for Technical and Technological Training. *Institutions, associations, societies and other suppliers*, which with regards to their basic activity are not defined as	employees of the companies employees of the companies employees of their members	different vocational training courses different vocational training courses different vocational training courses	Training of the unemployed and the continuing training of employees are institutionally separated.	The case of Slovenia is specific due to the developed sector of the associated CVT suppliers and their role in the market of the continuous vocational training.

	educational institutions, but carry on with this activity as a supplement to their programme: Association of Accountants and Financial Workers of Slovenia, municipal, regional and national societies of human resource managers, professional associations of economists, Firemen Association of Slovenia, Alpine Association of Slovenia, Association of Engineers and Technicians of Slovenia. **Private suppliers of the CVT services:** Training centres established by the companies of the branch organisations	employees of the privates companies	Specialised continuous vocational training courses established according to the needs of the employers, on the job training		
Slovak Republic	**Public suppliers of the CVT services:** Specialised secondary schools, higher education institutions, school facilities	employees aiming to improve their skills and qualifications, job seekers	Continuing vocational training courses and study programmes aiming to complement and improve the knowledge of participants.	Public CVT suppliers provide both employment training and CVT for the employees.	The variety of the public and private suppliers of the CVT is not rich and there dominate public CVT suppliers.

	The Academy of Education (AV) **Private suppliers of the CVT services:** In-company training services	employees of the companies studying on their own initiative employees of the companies	Courses in the area of foreign languages, use of computer technology, management, and law, professional and retraining courses. Continuing vocational training courses strictly oriented at the own need of the employer (specialization, innovation education, retraining).		
Spain	**Public suppliers of the CVT services:** Public training centres **Associated CVT suppliers:** Associated vocational training centres **Private suppliers of the CVT services:** Company owned training centres	employees of the companies, job-seekers employees of the companies, job-seekers employees of the companies,	continuing vocational training courses, employment training modules various continuing vocational training courses, company oriented continuous vocational training, on the job training	Public CVT suppliers provide both employment training and CVT for the employees.	There dominates private and associated training centers in the market of CVT.

Sweden	**Public suppliers of the CVT services:** Employment offices in cooperation with upper secondary schools **Private suppliers of the CVT services:** Training centres in the companies	job-seekers, employees of the companies seeking for the obtaining of the new qualification employees of the companies	training for the employees seeking to change the occupation and for the job-seekers company oriented continuous vocational training	Public CVT suppliers provide both employment training and CVT for the employees.	There can not be distinguished the greater role or influence of the public or private suppliers of the CVT in the market of continuous vocational training.
United Kingdom	**Public suppliers of the CVT services:** Colleges, universities, other education institutions **Private suppliers of the CVT services:** Private training centres	employees and job seekers individual employees, job seekers	short continuous training courses, mostly oriented to retraining short courses in the business, finance, information technology and personal skills areas	The CVT of employees is institutionally separated from the labor market training.	There dominates private CVT suppliers.