

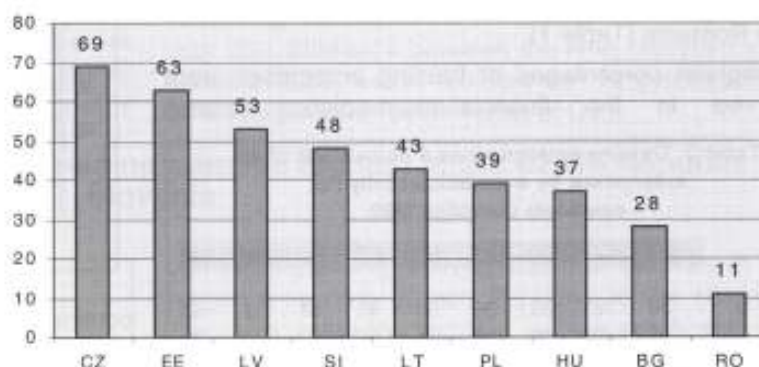
First survey of continuing vocational training in enterprises in candidate countries (-CVTS2-)

Katja Nestler and Emmanuel Kailis

Indicators of investment in human capital are becoming increasingly significant, since they reflect the economic and social conditions in society as a whole and are thus of central importance to policy-making both in Europe and nationally. Developing abilities and skills through continuing vocational training at work is an essential part of lifelong learning and reflects the role enterprises play in solving labour market and employment problems.

With these factors in mind, the European Commission launched a new survey of continuing vocational training following on from the first survey, conducted in 1994, of the then twelve Member States of the European Union. The second survey (CVTS2) was conducted in 2000/2001 in all the Member States, Norway and nine candidate countries. This second survey of continuing vocational training was two-thirds financed by the European Commission.

Figure 1: Training enterprises as a percentage of all enterprises (%) candidate countries 1999



CVTS2 is the first survey of in-service continuing training in the European candidate countries of Bulgaria, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Romania and Slovenia, which have seen radical changes to their production and service structures and in the technological advancement of the various branches of their economies over the past ten years.

A total of some 26 000 enterprises in the nine candidate countries took part in the survey and, for the first time, provided comparable statistical data on continuing training at work, the supply of and demand for vocational know-how and skills, the need for continuing training on the one hand and the forms, contents and scope of continuing training on the other, own training resources and the use of external training providers, and the costs of continuing training. This publication gives some initial, key information on these matters.

The results for Poland apply only to the Pomorskie region. Because of delays in some countries, the results for the Member States are not yet available and will be published in comparable form in due course.

Statistics in focus

POPULATION AND SOCIAL CONDITIONS

THEME 3 – 2/2002

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In-service continuing training of high importance in the candidate countries

In the nine candidate countries, an average of 40% of enterprises had provided continuing vocational training in 1999, the figure ranging from 11% in Romania to 69% in the Czech Republic (Figure 1). The average percentage of enterprises providing continuing training is therefore lower than the figure observed in the first European survey - which related to 1993, when the average for the then twelve EU Member States was 57%.

The results for the relationship between enterprise size class and continuing vocational training are similar to those of the CVTS1 survey. They show that the percentage of enterprises providing continuing training increases substantially with size class: it is lowest in the small class (10 to 49 employees) and highest in the

Table 1: Training enterprises as a percentage of all enterprises, by size class (%) - candidate countries 1999 -

	BG	CZ	EE	HU	LV	LT	PL	RO	SI
10-49 employees	24	62	58	32	49	37	36	8	35
50-249 employees	34	84	85	51	70	60	52	13	72
250 employees and more	62	96	96	79	91	80	63	38	96

large (250 or more), with medium-sized enterprises (50 to 249) somewhere in between. In four of the nine countries, more than 90% of large enterprises offered continuing training, while the figures for small enterprises ranged from 62% in the Czech Republic to 8% in Romania (Table 1).

The highest percentages of training enterprises were observed in the financial-intermediation branch

Table 2: Training enterprises as a percentage of all enterprises, by economic activity (%) candidate countries 1999

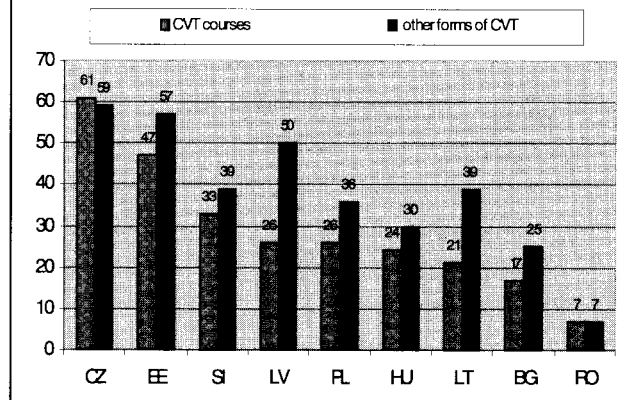
	BG	CZ	EE	HU	LV	LT	PL	RO	SI
NACE D	29	70	60	34	53	41	35	12	53
NACE G	25	63	60	39	51	39	33	9	30
NACE J	47	89	89	79	84	69	61	27	66
NACE K	36	77	70	48	60	54	55	21	60
NACE O	24	70	49	35	60	42	46	12	69
Other	29	67	66	31	51	45	43	11	46

(Section J of NACE Rev. 1) in all candidate countries except Slovenia. The figures ranged from 89% in the Czech Republic and Estonia to 27% in Romania

(Table 2). The figures for enterprises offering this training in wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods were relatively low, however, ranging from only 9% in Romania to 63% in the Czech Republic. The disparities between branches in the proportions of enterprises providing CVT were particularly wide in Hungary (79% in financial intermediation (J), compared with 34% in manufacturing (D)) and Slovenia (69% in other community, social and personal services activities (O) compared with 30% in wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods (G)).

Continuing vocational training at work is given in the form of courses and "other", usually job-related, forms. In the candidate countries, more enterprises gave "other" forms of CVT than courses in 1999, except in the Czech Republic and Romania, where the figures were similar for both (Figure 2). The Czech Republic heads the list, with 61% of enterprises offering

Figure 2: Training enterprises as a percentage of all enterprises, by type of training (%) candidate countries 1999



continuing vocational training courses and 59% "other" forms. In the Baltic States of Lithuania and Latvia, "other" forms of in-service continuing training far outweigh continuing training provided in the form of courses.

Even small enterprises had a strong tendency to offer external courses

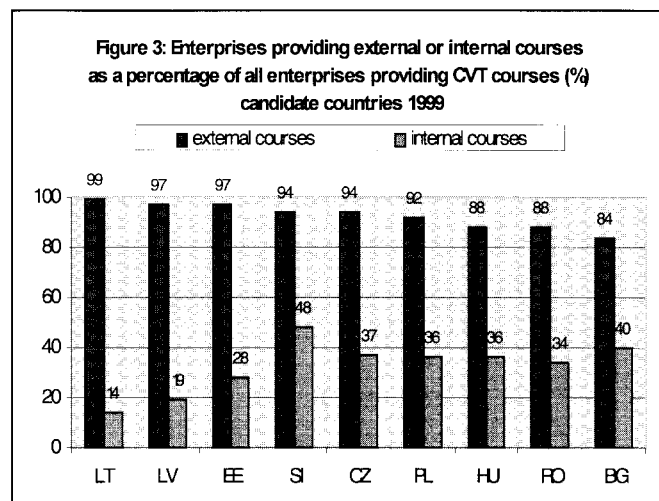
In all the candidate countries, enterprises providing continuing training courses organised more external than internal courses in 1999 (Figure 3). In Lithuania, almost all of such enterprises gave external courses, but only 14% internal courses. Slovenia had the highest percentage of enterprises offering internal courses, at 48%, but still had twice as many (94%) organising external courses.

Although the percentage of enterprises providing

internal courses clearly increases with size class in all nine candidate countries, are concerned, this is not true in the case of external courses. In all the candidate countries, the proportion of enterprises providing external courses was 90% or more in almost all size classes.

A breakdown by branch of enterprises providing internal and external courses reveals a disparate picture. In six candidate countries, financial intermediation was in the

lead for enterprises offering internal courses (Bulgaria 65%, Estonia 60%, Latvia 57%, Czech Republic 53%, Poland 47% and Lithuania 30%); in three it was manufacturing (Slovenia 60%, Hungary 47% and Romania 46%). In five countries, the lowest percentages of enterprises offering internal courses were in real estate, renting and business activities (Estonia 0%, Poland 5%, Romania 8%, the Czech



Republic 25% and Slovenia 30%), and in four (Lithuania 6%, Latvia 16%, Hungary 25% and Bulgaria 30%) they were in wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods.

Almost all enterprises in all the countries and branches ran external courses. The lowest percentage of enterprises providing external courses that was recorded in any branch or country was in manufacturing in Bulgaria, at 77%. Even here, however, three out of

four enterprises still ran external courses.

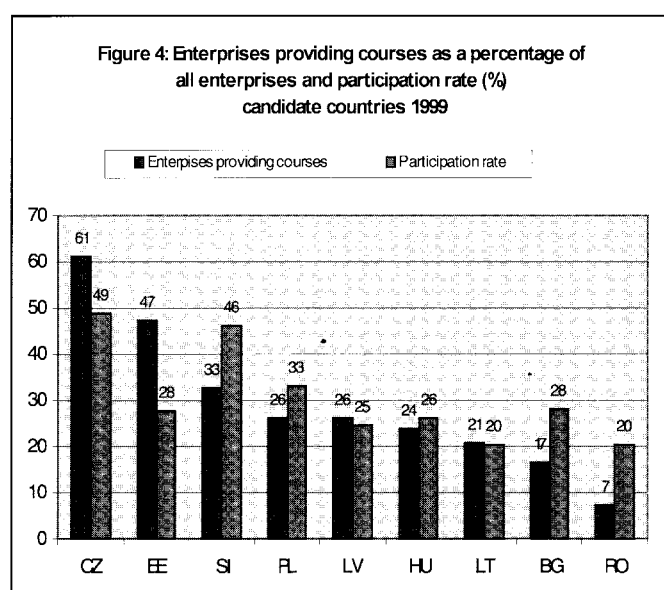
Of the "other" forms of in-service continuing training, popular in the candidate countries, the most frequent was attendance at information events not originally intended as training but used by enterprises for the individual continuing training of employees (Table 2). This form of vocational training is particularly widespread in Slovenia. In Bulgaria and Romania, however, the dominant "other" form is planned job-related measures, organised by 65% and 59% respectively of all enterprises giving other forms of continuing training. This form of training is less widespread in Lithuania, at 38%. Job rotation and/or

Table 3: Training enterprises by other forms of CVT (%) candidate countries 1999

Instruction at conferences, workshops etc	SI	EE	CZ	LT	LV	HU	PL	BG	RO
	93	86	84	83	77	72	72	62	45
Training using normal tools of work	BG	LV	RO	PL	HU	SI	CZ	EE	LT
	65	61	59	56	54	53	49	43	38
Job rotation, exchanges	PL	RO	EE	BG	SI	HU	CZ	LV	LT
	34	28	20	19	19	15	8	8	5
Learning / quality circles	SI	BG	RO	EE	LV	HU	LT	CZ	PL
	31	27	27	17	14	12	10	10	4
Self-learning	BG	CZ	LV	EE	RO	SI	HU	PL	LT
	32	30	28	26	26	23	20	20	18

exchange programmes, learning and quality-improvement groups and self-learning are relatively rare amongst "other" forms of in-service continuing training in the candidate countries. There is very little difference between the nine countries in self-learning rates, which account for 18% (Lithuania) to 32% (Bulgaria) of "other" forms of CVT.

Attendance at continuing vocational training courses highest in the Czech Republic and Slovenia



As mentioned above, the percentages of enterprises

offering continuing training that ran courses in 1999 ranged from 61% (Czech Republic) to 7% (Romania). The gaps between countries narrow significantly if the participation rate (participants as a proportion of the total number of persons employed) in enterprises providing courses is taken into account. The Czech Republic and Slovenia were in the lead, with participation rates of 49% and 46%, and Romania once again came last at 20%. Except in the Czech Republic and the Baltic States, the participation rate in the candidate countries was higher than the percentage of enterprises offering training (Figure 4). Hence, when enterprises did give continuing training courses in 1999, these were attended by a relatively high percentage of employees.

The results in Table 4 show that it is only in the Czech Republic that, amongst enterprises providing training courses, the participation rate rises with the size of the enterprise: from 42% in small enterprises to 53% in

large enterprises. In three candidate countries,

Table 4: Rate of participation in CVT courses, by size class (%) candidate countries 1999

	BG	CZ	EE	HU	PL	LV	LT	RO	SI
10-49 employees	27	42	27	32	31	31	23	30	50
50-249 employees	22	42	25	22	28	22	15	19	35
250 employees and more	29	53	30	26	37	24	22	20	50

participation rates in small enterprises were lower than in large ones, but higher than in medium-sized enterprises with 50 to 249 employees. Participation rates in four countries were actually highest in small enterprises (Hungary 32%, Latvia 31%, Romania 30%

Table 5: Rate of participation in CVT courses, by economic activity (%) candidate countries 1999

	BG	CZ	EE	HU	LV	LT	PL	RO	SI
NACE D	25	48	21	24	19	17	33	21	50
NACE G	26	36	34	22	27	22	30	21	44
NACE J	49	71	68	53	46	35	60	17	61
NACE K	25	47	21	29	24	25	32	23	44
NACE O	28	33	15	19	19	15	16	37	21
Other	30	53	30	29	27	21	33	19	39

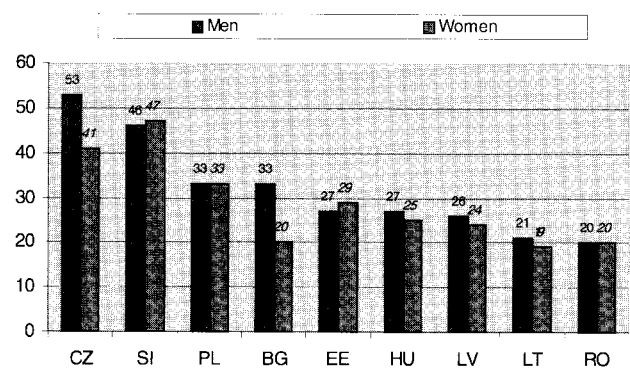
and Lithuania 23%).

The participation rate in eight of the nine candidate countries was highest in financial intermediation (J) (Table 5). The participation gaps between the financial

sector and the others are substantial. In the Czech Republic and Estonia 71 and 68 respectively of every 100 employees in financial intermediation attended training courses, but only 33 and 15 of every 100 working in wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods (O). In Romania the highest participation rate was in other community, social and personal services activities (37%).

The participation rate for men was higher than the rate for women, by 13 and 12 percentage points

Figure 5: Rate of participation in CVT courses, by gender (%) candidate countries 1999

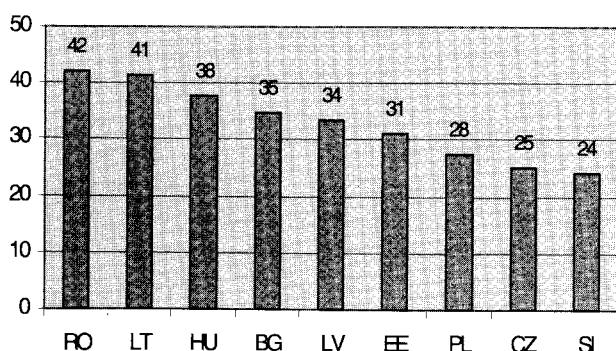


respectively, in only two candidate countries: Bulgaria and the Czech Republic. The rates in the other seven candidate countries differ by a maximum of two percentage points (Figure 5).

Romania has the highest number of course hours per participant

The CVTS1 results demonstrated some years ago that, in the EU Member States of the time, there was no correlation between percentages of enterprises providing in-service continuing training, the opportunity for employees to receive continuing training, and the length of training courses. This finding has now been corroborated in the candidate countries. Although the

Figure 6: Hours in CVT courses per participant candidate countries 1999



Czech Republic had both the highest percentage of enterprises offering CVT and the highest participation

rate amongst the nine candidate countries, its rate of 25 hours per participant puts it in only eighth place, just in front of Slovenia at 24 hours per participant (Figure 6). In Romania, Lithuania, Hungary and Bulgaria, where fewer than a quarter of enterprises gave continuing-training courses in 1999, the average number of course hours per participant was higher than in the other candidate countries. In Romania, where only 7 out of every 100 enterprises offered continuing-training courses, the time spent on courses was the highest at 42 hours per participant. In candidate

Table 6: Hours in CVT courses per participant, by size class candidate countries 1999

	BG	CZ	EE	HU	LV	LT	PL	RO	SI
10-49 employees	40	26	31	45	39	48	34	57	43
50-249 employees	24	24	26	38	33	39	27	40	24
250 employees and more	36	25	35	36	32	41	26	42	23

countries where a high percentage of enterprises offering training ran courses, the number of course hours per participant was thus relatively small. Conversely, in countries where fewer enterprises ran courses, courses lasted significantly longer.

As with the participation rate, there is no clear correlation between the duration of continuing-training courses and the size of the enterprise (Table 6). In eight candidate countries, it is in small enterprises that participants spend the longest time on courses (Romania 57, Lithuania 48, Hungary 45, Slovenia 43, Bulgaria 40, Latvia 39, Poland 34, Czech Republic 26 hours). Only in Estonia do large enterprises offer the highest number of course hours per participant (35 hours). In five candidate countries, the smallest number of course hours per participant was in the medium size class of 50 to 249 employees (Romania 40, Lithuania 39, Estonia 26, Bulgaria 24, Czech Republic 24 hours per participant).

Real estate, renting and business activities (K) showed the highest training intensity (Table 7) in seven

Table 7: Hours in CVT courses per participant, by economic activity candidate countries 1999

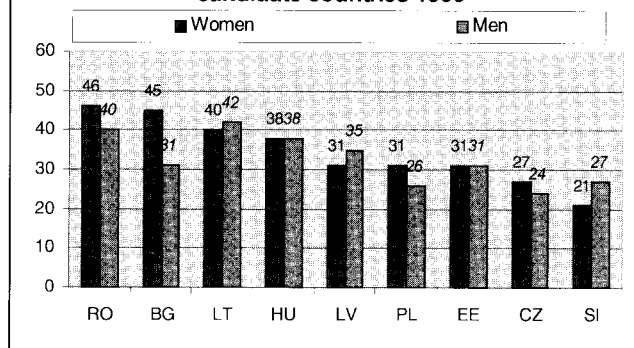
	BG	CZ	EE	HU	LV	LT	PL	RO	SI
NACE D	19	24	26	34	31	39	24	33	20
NACE G	35	24	42	42	26	45	29	31	14
NACE J	20	41	46	19	32	29	36	27	27
NACE K	50	46	32	47	56	48	43	57	47
NACE O	72	22	19	30	27	19	27	45	34
Other	46	20	26	44	34	45	25	56	31

candidate countries (Romania 57, Latvia 56, Lithuania

48, Hungary 47, Poland 43 and the Czech Republic 46 course hours per participant). The longest course hours in Bulgaria, at 72 hours per participant, were in other community, social and personal service activities (O), and in Estonia, at 46 hours per participant, in financial intermediation (J).

The differences between men and women in course hours per participant were small in almost all candidate countries (Figure 7). Only in Bulgaria was training intensity considerably greater for women, at 45 hours, than for men, at 31 hours. This compensates to some

Figure 7: Hours in CVT courses per participant, by gender candidate countries 1999



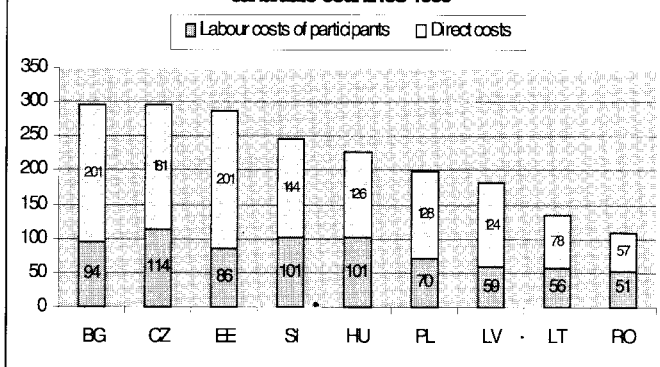
extent for the low female participation rate, as mentioned above.

0.5% to 1.9% of labour costs in the candidate countries were invested in in-service continuing training

Financial expenditure on continuing vocational training per employee and its share in the labour costs of all

organisations and receipts from national or other funding arrangements.

Figure 8: Structure of costs of CVT courses (PPS per employee) candidate countries 1999



enterprises are important indicators for estimating the willingness of enterprises to invest in this field.

The total costs of continuing-training courses in the candidate countries in 1999 ranged from 305 PPS per employee in Hungary to 109 PPS in Romania. These total costs are the sum of direct costs, staff time costs and the balance of contributions to national or regional

The direct costs of continuing-training courses ranged from 57 PPS per employee in Romania to 201 PPS in Estonia and Bulgaria, and staff time costs from 51 PPS per employee in Romania to 114 PPS in the Czech

Table 8: Structure of costs of CVT courses (PPS per employee) candidate countries 1999

	BG	CZ	EE	SI	HU	PL	LV	LT	RO
Direct costs	201	181	201	144	126	128	124	78	57
Labour costs of participants	94	114	86	101	101	70	59	56	51
Contributions (+)	0	0	0	1	84	0	0	0	1
Receipts (-)	1	2	1	8	6	0	2	1	1
Total	294	293	285	238	305	197	181	133	109

Republic (Figure 8). In view of the high hidden unemployment rates in some candidate countries, however, it should be borne in mind that enterprises bear only part of the staff time costs, so that this indicator does not necessarily reflect their efforts to provide continuing training. High staff time costs may even indicate that priority in continuing training is given to better-qualified and hence better-paid workers.

In six of the nine candidate countries, receipts per employee from national or other funding arrangements exceeded, if only very slightly, the contributions to national or regional organisations.

The situation in Hungary was unusual: contributions at 84 PPS per employee far outstripped the receipts, primarily from national sources, of only 6 PPS (Table 8).

The survey results for the share of continuing-training costs (courses) in the labour costs of all enterprises in the candidate countries in 1999 are similar to the results of the CVTS1 survey of the then Member States, when shares ranged from 0.7% in Portugal to 2.7% in the United Kingdom. For the candidate countries in 1999 they ranged from 0.5% in Romania to 1.9% in the

Czech Republic (Table 9). These percentages of labour costs spent on continuing training generally reflect the efforts of enterprises in the candidate country concerned to stabilise or improve the level of

Table 9: Costs of CVT courses as a percentage in total labour costs of all enterprises (%) candidate countries 1999

CZ	EE	SI	HU	LV	BG	PL	LT	RO
1.9	1.8	1.3	1.2	1.1	1.0	0.8	0.8	0.5

qualification of their staff and thus to ease the process of adaptation to changing economic structures and technologies and help to secure their employment.

Staff skills meet the needs of enterprises that do not provide continuing vocational training

The percentages of enterprises in the candidate countries that gave neither courses nor other forms of continuing training ranged from 89% in Romania to 31% in the Czech Republic.

reported having provided such training in 1997/98, for example. For Romanian enterprises, therefore, organising and financing their own continuing-training measures is still largely a new concept.

The first European continuing vocational training survey showed that not all enterprises which fail to provide

Conversely, 48% of such enterprises in Slovenia and 18% in the Czech Republic thought it certain or at least

Table 10: Non-training enterprises by reason for not providing CVT (%) candidate countries 1999

	BG	CZ	EE	HU	LV	LT	PL	RO	SI
Existing skills of employees correspond to the needs of the enterprise	82	86	69	83	79	54	82	77	60
Recruited people with the required skills	71	48	54	70	42	50	27	64	59
CVT costs are too high	37	14	41	22	16	45	37	29	22
Initial training is sufficient	14	12	30	39	13	1	36	40	27
Employee workload	13	6	17	12	9	5	14	11	16
Other reasons	5	5	5	4	6	4	2	3	13

such training take this decision as a matter of principle. Roughly one in four enterprises in Europe that gave no continuing training in 1993 had given such training in the previous two years.

probable that they would run continuing-training courses in 2000/2001.

The percentage of enterprises in the candidate countries that provided no continuing training in either 1999 or the previous two years is considerably higher. Of the enterprises that gave no continuing training in 1999, only 23% in Hungary and 3% in Romania

47% of such enterprises in Slovenia and only 20% in Bulgaria and Poland were planning "other" forms of continuing training.

The fact that the existing skills of persons employed already met the needs of the enterprise was the main reason in 1999 why enterprises in the candidate

countries did not provide continuing vocational training, with 86% of non-training enterprises in the Czech Republic and 60% in Slovenia (Table 10) giving this response. Roughly every second enterprise on average mentioned the possibility of recruiting people with the required skills via the job market; this applied above all to Bulgaria (71% of non-training enterprises) and Hungary (70%), but far less to Poland (27%).

vocational training were the cost (particularly in Estonia and Lithuania) and the ability to obtain suitable staff through initial vocational training. The latter is significant particularly in Romania (40% of non-training enterprises), Hungary (39%) and Poland (36%).

Employee workloads were a relatively insignificant reason for enterprises not to provide continuing vocational training.

Other important reasons for failing to provide continuing

➤ METHODOLOGICAL NOTES

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

Abbreviations: **BG** – Bulgaria; **CZ** – Czech Republic; **EE** - Estonia; **HU** – Hungary; **LV** – Latvia; **LT** – Lithuania; **PL** – Poland; **RO** – Romania; **SI** – Slovenia

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

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

Internally managed courses: courses designed and managed by the enterprise itself, even if held at a location away from the enterprise.

Externally managed courses: courses designed and managed by an organisation that is not part of the enterprise, even if they are held in the enterprise.

Other forms of in-service continuing vocational training:

planned periods of training, instruction or practical experience, using the normal tools of work, either at the immediate place of work or in the work situation.

planned learning through job rotation, exchanges or secondments.

Participation in learning or quality-improvement groups.

Self-learning

Information events: conferences, workshops, lectures and seminars.

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

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

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

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

PPS (purchasing-power standards): costs are indicated in PPS to allow for price differences between countries. The PPS conversion factors indicate how many national currency units the same quantity of goods and services would cost in individual countries.

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➤ Databases

New Cronos, Theme 3

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