



employment&inclusion

Conferência Internacional em Formação e Inclusão

-Educação de Adultos e Experiências para a Empregabilidade -

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The framework of the policies for training and labour insertion in Spain



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Summary

- Active employment policies
- The development of labor insertion policies in the EU
- Training for employment in Spain
- Training for employment and professional skills

Active employment policies

- Labor policies:
 - Passive: maintenance of the income of unemployed workers
 - Active: improvements in the possibilities of employment and labor insertion of workers
- Classification of active policies:
 - Demand policies: incentives for hiring by companies to people with problems of labor integration
 - Supply policies: adaptation of the qualifications of the workers to the needs of the companies. Professional training policies

Active employment policies in the EU (1)

- White Paper of the European Commission on growth, competitiveness and employment (1993)
- Objectives of the EU countries in the field of employment: Treaty of Amsterdam (1999) and Treaty of the European Union:
 - Increase in the employability of workers
 - Development of a culture of entrepreneurship and job creation
 - Improvement in the adaptability of workers to companies
 - Equality of opportunities between men and women

Active employment policies in the EU (2)

- Lisbon Summit (2000):
 - Improvements in employability and professional qualifications
 - Promotion of continuing education
 - Promoting equal opportunities
- Integrated Guidelines for Growth and Employment (2005-2008):
 - Education in professional skills
- Recommendation of the European Parliament of December 2006:
 - Competencies for lifelong learning

Training for employment in Spain (1)

- First National Agreement of Continuing Education (1992)
 - Foundation for Continuous Training in Employment (FORCEM)
- Law of General Regulation of the Educational System (LOGSE, 1990)
 - Initial, occupational and continuous professional training
- I National Vocational Training Program (1993)
 - Training itineraries
 - Certificates of professionalism
- II National Vocational Training Program (1998)
 - Promotion of investment in human capital as an essential part of active employment policies

Training for employment in Spain (2)

- National Institute of Professional Qualifications (INICUAL, 1999)
- Professional Training for Employment (2007)
 - Lifelong training
 - Education in professional skills
 - Improvement of productivity
- Accreditation of professional competences
 - Professional training system for employment in the professional field

Training for employment: skills strategy (1)

- Improvement of the skills and professional qualifications of workers
- OECD (2015): challenges in terms of competencies:
 - Ensure that students of higher education achieve a high level of professional qualification
 - Improvement of skills of low-skilled adults
 - Job activation measures for the unemployed
 - Improvements in the transition of young people from the education system to work
 - Training at work

Training for employment: skills strategy (2)

- OECD (2015): challenges in terms of competencies:
 - Quality information on job insertion and learning opportunities
 - Public-private collaboration in learning
 - Improvements in the financing of the education system. Greater participation of the private sector