

Continuing vocational training of enterprises

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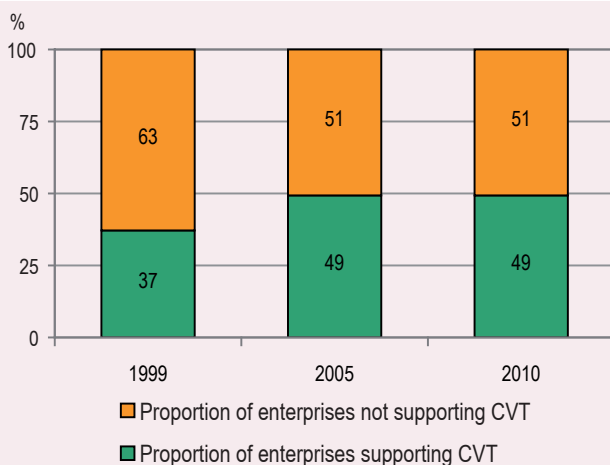
Employer-provided vocational trainings play an outstanding role in adapting enterprises to the fast-changing environment and retaining their competitiveness and long-term economic operation.

Based on a methodology harmonized at European Union level, HCSO conducted a survey on continuing vocational training (CVT) of enterprises for the third time in 2011.

The representative survey, covering over 30 thousand enterprises, focused on the respondents' training policy and on CVT provided by enterprises to their own employees: i.e. on the type CVT supported as well as on the participation of employees. In addition to this, there were questions on the quality management of trainings and on factors limiting or hindering the provision of training.

Figure 1

Proportion of enterprises supporting and not supporting CVT



In the course of 2010, 49% of enterprises made it possible for their employees to participate in some kind of continuing training. This proportion was the same as in 2005; however, there were some changes in the distribution of training enterprises and in the provided trainings.

Similarly to 2005, the size of enterprises¹ significantly influenced the willingness to train: nearly all of the large enterprises, almost three quarters of medium-sized companies and only 43% of small enterprises with 10-49 people supported some kind of CVT. The proportion of

¹ Classification of enterprises is based on average staff number recorded by the Business Register of HCSO.

training enterprises with at least 250 employees was slightly higher compared with that of year 2005, however, this value decreased among medium-sized companies.

Table 1

Enterprises supporting training by enterprise size class, %

Size class	1999	2005	2010
10-49 employees	32	43	43
50-249 employees	51	79	74
250 employees or more	79	92	95
Total	37	49	49

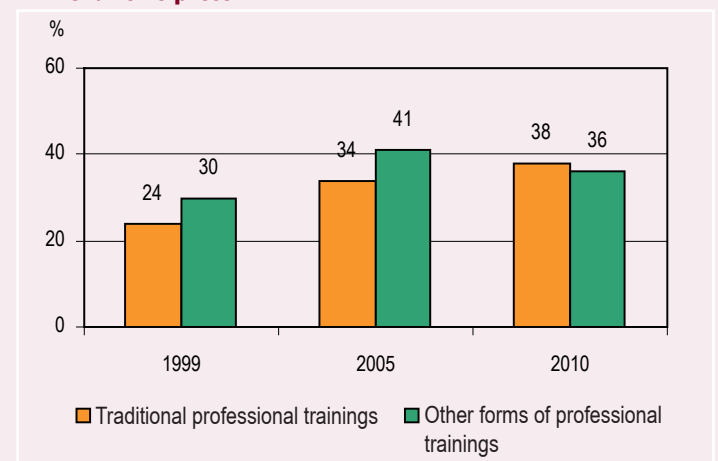
There are significant differences among enterprises supporting training in size and main activity: in 2010, the proportion of training enterprises in the section of electricity, gas, steam and air-conditioning supply as well as in that of water supply, sewerage, waste management and remediation was highly above average (75-90%), while in the section of accommodation and food service activities it remained significantly below average (24%). Comparisons between reference years were made more difficult by a remarkable modification in NACE, which is the nomenclature of main activities.

Enterprises supported their employees to take part in both CVT courses and other forms of CVT. CVT courses usually take place in locations specially assigned for learning (e.g. in a training room, classroom, training centre) with a formal, predetermined content, it is the most general form of continuing training. Other forms of CVT are more directly linked to work or a workplace, their content can often be better tailored to the individual needs of participants.

38% of enterprises provided CVT courses in 2010, which was higher than that of 2005 and exceeded the rate of other types of CVT.

Figure 2

Enterprises supporting training by type of training as a percentage of all enterprises



Similarly to the past period nearly 90% of enterprises providing CVT courses organized external trainings (which are provided by other businesses), at the same time there was an increase in the proportion of those ensuring internal trainings: in 2010, nearly half of enterprises provided CVT courses based on internal resources.

Figure 3

Proportion of enterprises supporting internal and external training as a percentage of those providing CVT courses



In 2010, a smaller proportion, 36% of enterprises provided other forms of training. The proportion of medium-sized enterprises was above, that of small enterprises was below the national average in all types of other forms of training provided for employees.

Out of other forms of training the most popular type continued to be conferences and seminars: 28% of enterprises provided that to their employees however, this was a significant decrease of 4% compared to year 2005. The highest fall occurred among small- and medium-sized enterprises, which influenced significantly the average rate because of SME's weight in the population.

On-the-job training continued to be the second most important type of "other" training. However, there were significant differences in the importance depending on the size of the enterprises: more than half of large enterprises and less than one fifth of those with less than 50 employees used this training tool.

Table 2

Proportion of enterprises supporting other forms of training by form of training as a percentage of all enterprises, %

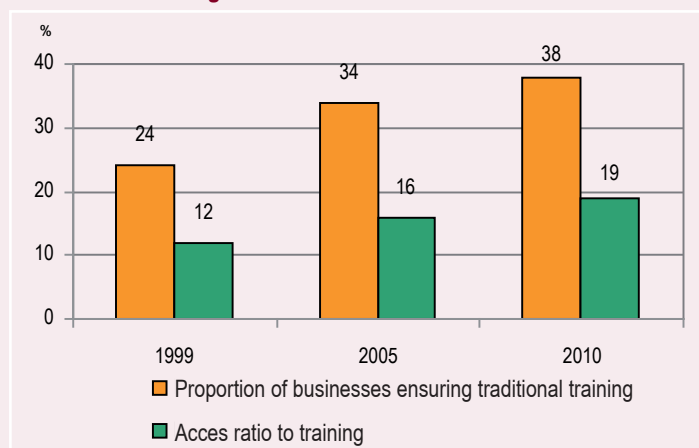
Type of training	1999	2005	2010
On-the job training	16	18	19
Job rotations, exchanges, secondments or study visits	5	3	4
Learning or quality circles	4	7	5
Self-directed learning	6	7	8
Conferences, workshops, fair trades and lectures	22	32	28
Total	30	41	36

Access ratio to training

In addition to the proportion of businesses supporting training another important indicator is the access ratio to training, which is the ratio of employees participating in CVT courses to all employees. In 2010, it was 19%, by 3 percentage points higher than in 2005.

Figure 4

Proportion of enterprises providing CVT courses and access ratio to training



Compared with year 2005, an increase in the access ratio can be seen at all size categories of enterprises. 25% of the employees of large enterprises, 14% of those of medium-sized companies and 11% of those of small enterprises took part in continuing vocational training in the course of 2010.

Table 3

Access ratio to training by enterprise size class, %

Size class	1999	2005	2010
10-49 employees	7	7	11
50-249 employees	9	11	14
250 employees or more	19	25	28
Total	12	16	19

Characteristics of professional training and quality assurance

Around half of the surveyed enterprises assessed skills and competences needed in the future. Small enterprises made such assessments on a less frequent, ad hoc basis, mainly linked to changes in personnel; the majority of large enterprises executed it as part of their overall planning process. Irrespective of their human resource planning activity enterprises considered different skills and competencies important. In general, team working, problem solving as well as technical, practical and job-specific skills were designated as important. Management, communication and language skills were considered important by an above average part of large companies. Survey questions covered the most important skill or competence: technical, practical and work specific skills were stressed by nearly one fourth of respondents.

The needs previously enumerated partly appeared in the topic of trainings among enterprises providing CVT courses. Around 40% of them supported technical, practical and work-specific trainings for their employees. This proportion was above two thirds among enterprises with more than 249 employees.

Language courses were ensured by one fourth of enterprises with continuous vocational training courses, 20% of them gave assistance for their employees to develop their special, professional IT skills. 15% of businesses developed team work and problem solving skills, this proportion was over 30% among large enterprises. More than half of enterprises with over 249 employees developed managerial skills. The highest number of training hours was dedicated to technical, practical and work specific education in all of the three size categories.

No quality management tools were used to qualify professional training by more than one fourth of enterprises supporting continuous vocational

training. This proportion was less than 10% among those with more than 249 employees. Certification of external training service providers played a leading role in quality management: more than 40% of training providers took its result into account. This proportion exceeded 80% among large enterprises.

Table 4

Most important targeted skills at enterprises ensuring continuing vocational training courses as a percentage of enterprises ensuring CVT courses, %

Denomination	10-49 people	50-249 people	Over 250 people	Total
General IT skills	15	17	35	16
Professional IT skills	19	22	41	21
Management skills	11	19	52	15
Team working skills	13	16	35	15
Customer handling skills	16	17	31	17
Problem solving skills	15	15	35	16
Office administration skills	8	9	14	9
Foreign language skills	19	35	61	25
Communication skills	7	8	26	8
Technical, practical, or job-specific skills	35	43	67	38

Half of the enterprises did not assess the outcomes of provided trainings, a proof of participation was sufficient for them. This was the most typical among small and medium-sized enterprises, less than one fifth of large enterprises followed this way. The most frequent method was the assessment of participants' performance in relation to training objectives. Nearly three fourths of training enterprises having assessed the outcomes of training applied this. There was a widespread need for test-based certificate and for participant satisfaction surveys: nearly 60% of those enterprises having assessed the outcomes of training and within them more than 80% of large enterprises required that.

Factors of limiting and reasons for non-provision of training

In 2010, more than half of enterprises did not support their employees to take part in training. According to three fourths of them one of the reasons of this was that employee skills were appropriate to the current

needs of the enterprise. In addition to this around 30% of them preferred to hire new employees with the required qualifications and competences. High training costs also played an outstanding role in this phenomenon. By employment size class there were smaller differences in the reasons for not providing trainings. Larger companies tended to employ properly trained employees instead of staff training. Medium-sized enterprises indicated the lack of proper training programs as a problem more frequently than average.

Table 5

Reasons for lack of trainings among enterprises not supporting training, %

Denomination	1999	2005	2010
The existing qualifications, skills and competences of the persons employed were appropriate to the current needs of the enterprise	83	82	73
The preferred strategy of the enterprise was to recruit individuals with the required qualifications, skills and competences	70	38	29
Difficulties in assessing training needs in the enterprise	5	4	3
Lack of suitable offerings of CVT courses in the market	..	9	4
High costs of CVT courses	22	25	15
Higher focus on IVT provision than on CVT	39	2	4
Major efforts in CVT realised in recent years	3	3	1
High workload and no time available for staff to participate in CVT	12	29	9
Other reasons	4	11	11

Training enterprises also faced with factors hindering continuing trainings. The high costs of CVT were problematic for over one fourth of training enterprises. More than 15% of enterprises stressed that their employees had no time available to participate in training; this proportion amounted to 30% among large companies.

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