

# CVTS, Continuing vocational training survey 2005

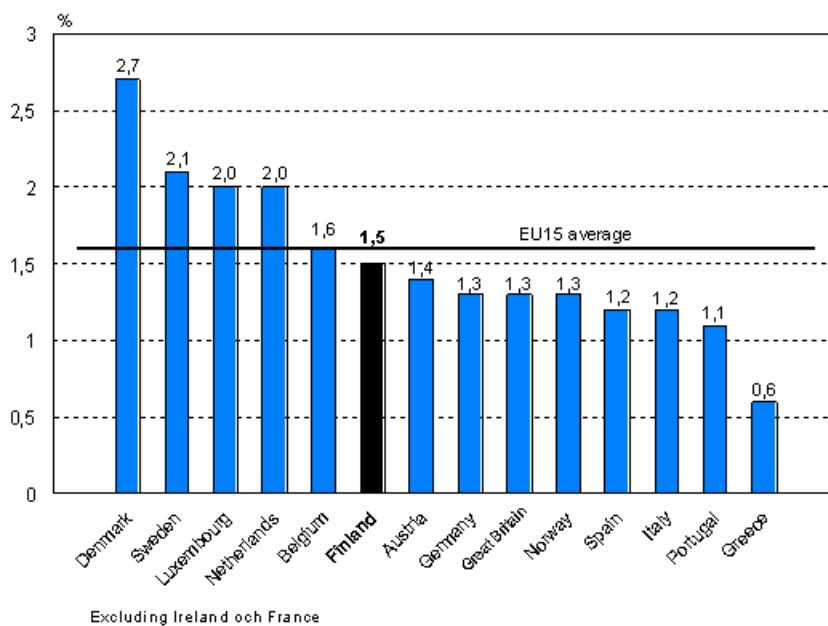
## *Purchasing of training services from private training enterprises has increased*

Private training enterprises are the main party from which enterprises procure continuous vocational training services. Their share as organisers of course format training was nearly 50 per cent, which contained an increase of approximately 15 per cent from 1999. The share of educational institutions within the school system (vocational schools, polytechnics and universities) as well as publicly funded training institutions as providers of vocational training has diminished correspondingly. The share of these training institutions of the supplied training hours has fallen from 36 per cent to approximately 20 per cent.

## *Costs of personnel training are falling*

In 2005, the amount enterprises invested in personnel training was EUR 522 per employee. In 1999, the respective figure was clearly higher, EUR 760. The decline in training activity is also seen in the relative share of training costs of labour costs. In 1999, training costs accounted for 2.4 per cent of labour costs whereas in 2005 the respective proportion was 1.5 per cent.

### Share of training costs of labour costs in EU15 Countries and Norway in 2005



However, the general trend has also been declining in other European countries. Whereas in 1999 the average for the old Member States (EU15) was 2.0 per cent of labour costs, in 2005 it was 1.6 per cent. The relative decreases were the largest in Norway, Finland and the Netherlands.

## ***Share of coaching for working life has grown***

The emphasis in the training offered by enterprises to their personnel has shifted somewhat from the development of professional skills to the improvement of the general skills needed in working life and work communities. However, the input into the development of general working life skills has not increased quantitatively since 1999, but a slight change has taken place in the prioritisation of the contents of training instead. The share of language training has remained unchanged, but those of training relating to computer use and information technology and especially of training associated with office work, book-keeping, management and administration have diminished between 1999 and 2005.

The trends in the contents of training are also pan-European. Whereas in 1999, training related to computer use covered over 15 per cent of employees in most Member States, a share of over 15 per cent was only achieved in a couple of countries in 2005. The share of language training of training hours has remained unchanged and is higher than the average especially in the new Eastern European Member States.

## ***Emphasis is shifting to internally organised training***

In 1999, the share of training internally organised by enterprises themselves of all training courses was 47 per cent while that of training provided by external organisers was 53 per cent. By 2005, the proportions had become precisely reversed. In 2005, 53 per cent of all course training days were implemented as training organised by enterprises themselves.

Manufacturing industries resort to external training suppliers less often than service industries. Respectively, small enterprises use external services more than large enterprises as they have less of the required training resources themselves.

## ***Young employees receive little training***

During 2005, over 40 per cent of employees aged between 25 and 54 had participated in training courses. The respective figure for the age group of over 54 was 34 per cent and only 25 per cent among those aged under 25. Thus, young employees of enterprises do not receive or seek training in the same way as middle-aged or ageing employees.

No change from the previous situation has taken place in the participation rates of different age groups in Finland but in, for instance, Sweden, Denmark and Norway the differences in the participation rates of different groups were smaller than in Finland.

Young employees' participation rate was slightly higher in manufacturing industries than in service industries. However, there were fairly large differences by industry within both sectors.

This is not necessarily a question of conscious policy among enterprises or of subconscious age discrimination. Underlying the phenomenon could be natural reasons relating to resources, training needs, or personnel's competence and educational background.

## ***Obstacles to training***

Nearly one enterprise in four did not organise any personnel training in 2005. Approximately 60 per cent of these enterprises gave as the main reason for not organising training the fact that their personnel's existing competence and qualifications met their present needs.

Other quoted reasons for not organising training included personnel's time pressure and lack of time, which 40 per cent of enterprises gave as the reason, and the fact that the enterprise had recruited persons with the necessary competence and qualifications, which 37 per cent of enterprises gave as the reason.

The same three obstacles were also the most important ones in EU Member States, but with different shares.

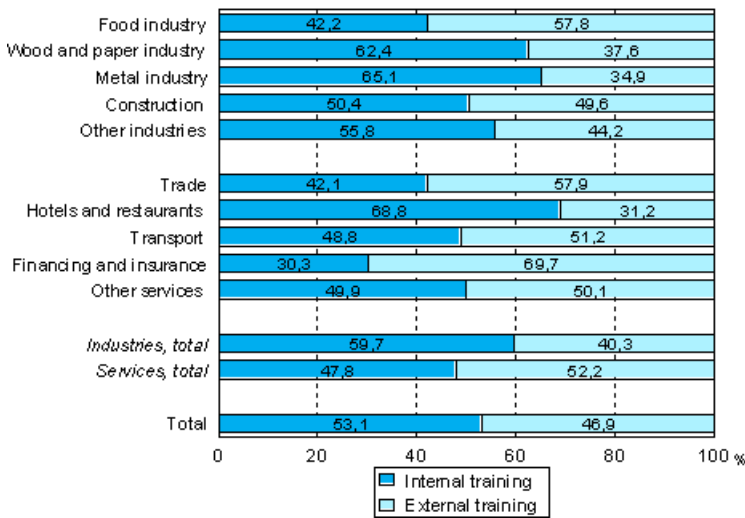
## Contents

1. Internally organised personnel training has increased in enterprises.....	4
2. Emphasis in providing course training is shifting to private training enterprises.....	5
3. Cost structure of course training unchanged.....	7
Share of training costs of labour costs has fallen.....	7
4. Point of emphasis in contents of training is changing.....	9
From professional knowledge to working life skills.....	9
5. Participation rate in course training is lowest among young employees.....	11
6. Obstacles of training.....	13
7. Participation in other training forms.....	15
Appendix tables	
1. External training hours by training provider broken down by field of activity, sector and size class in 2005.....	17
2. Costs of course training by cost factor broken down by field of activity, sector and size class in 2005.....	18
3. Training costs by field of activity, sector and size class in 2005.....	19
4. Shares of fields of education by field of activity, sector and size class in 2005.....	20
4. continuing, Shares of fields of education by field of activity, sector and size class in 2005.....	21
5. Participation rate in training courses by age broken down by field of activity, sector and size class in 2005.....	22
6. Proportion of enterprises providing other training forms and participation rate in other forms of training by field of activity, sector and size class in 2005.....	23
7. Main results from EU member states and Norway.....	24

# 1. Internally organised personnel training has increased in enterprises

The share of courses organised by enterprises themselves of all personnel training has grown somewhat from 1999. At that time, 47 per cent of all courses were internally organised and 53 per cent externally organised. By 2005, the proportions had become precisely reversed. In 2005, 53 per cent of all course training days were implemented as training organised by enterprises themselves.

**Figure 1. Internal and external course training by industry and sector in 2005**

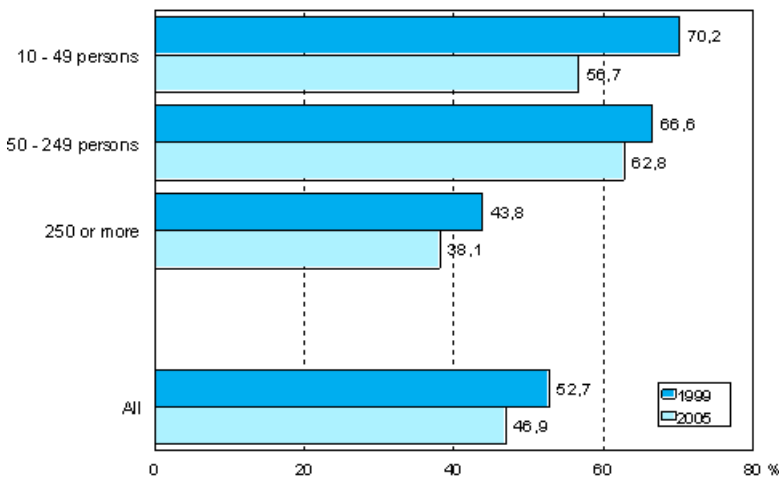


The concentration of course training to internally organised training is actually a very natural consequence from the slight overall reduction in enterprises' input into training on the whole. Training procured from outside is more expensive than internally organised training so cutbacks are therefore easily made in purchases of payable, externally organised training services.

In manufacturing industries courses organised by enterprises themselves make up the majority of course training (around 60%). Slightly over one-half (52%) of the courses offered by service industries were purchased from external training organisers.

The possibility of an enterprise to organise training is dependent on its size and resources. Large enterprises are more likely to have their own training staff or training unit/centre which are utilised for internally organised personnel training. Small enterprises are naturally more inclined to purchase training services from external organisers.

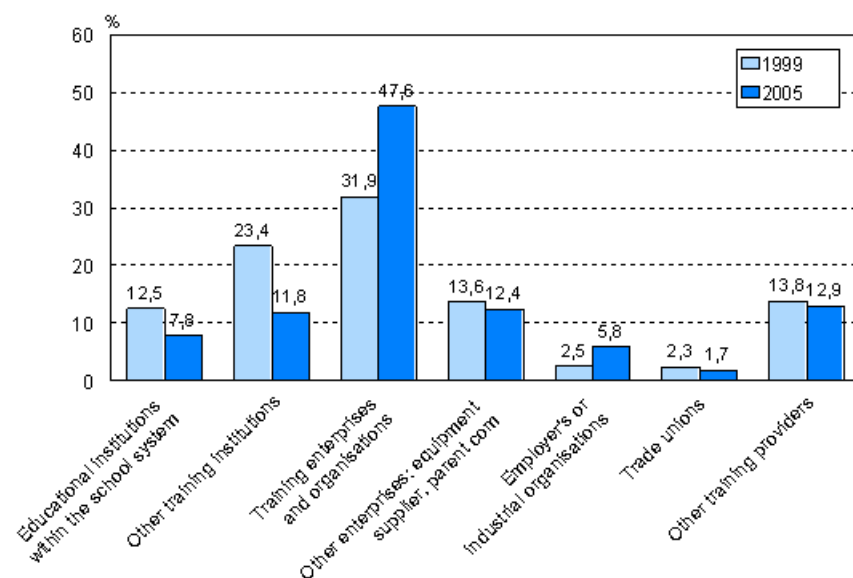
**Figure 2. Share of externally organised course training hours by size of enterprise in 1999 and 2005**



## 2. Emphasis in providing course training is shifting to private training enterprises

The share of educational institutions within the school system (vocational schools, polytechnics and universities) as well as publicly funded training institutions as organisers of personnel training for enterprises diminished clearly between 1999 and 2005. The share of these training institutions of the supplied training hours has fallen from 36 per cent to approximately 20 per cent. Correspondingly, the share of private training enterprises as training providers has risen by approximately 15 percentage points.

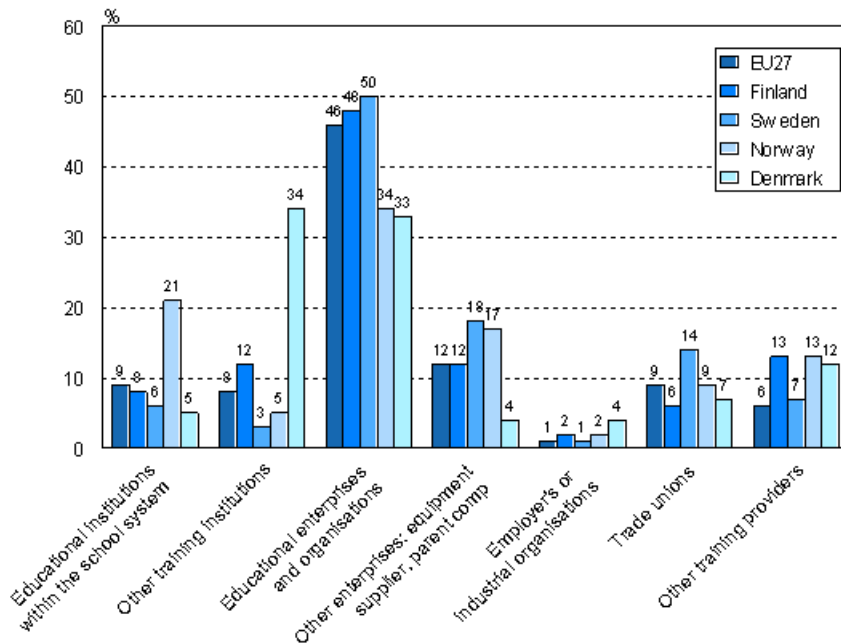
**Figure 3. External course training by training provider in 1999 and 2005**



With a few exceptions, private training enterprises are the most important party from which enterprises purchased training services in the EU Countries. In Denmark, Lithuania, Hungary, the Netherland and Great Britain the share of public or publicly funded training institutions as organiser of training was clearly larger than the average, accounting for over 30 per cent of all course training hours.

The shares of the different suppliers of training are approximately similar in Finland as in all the 27 EU Countries on the average. Although there are large differences between the countries, the profiles of the Nordic Countries are largely alike. However, in Norway the share of public training institutions and in Denmark that of publicly supported training institutions as organisers of training deviate from those in the other Nordic Countries.

**Figure 4. Share of course training hours by training provider in the Nordic Countries and in the EU on the average in 2005**

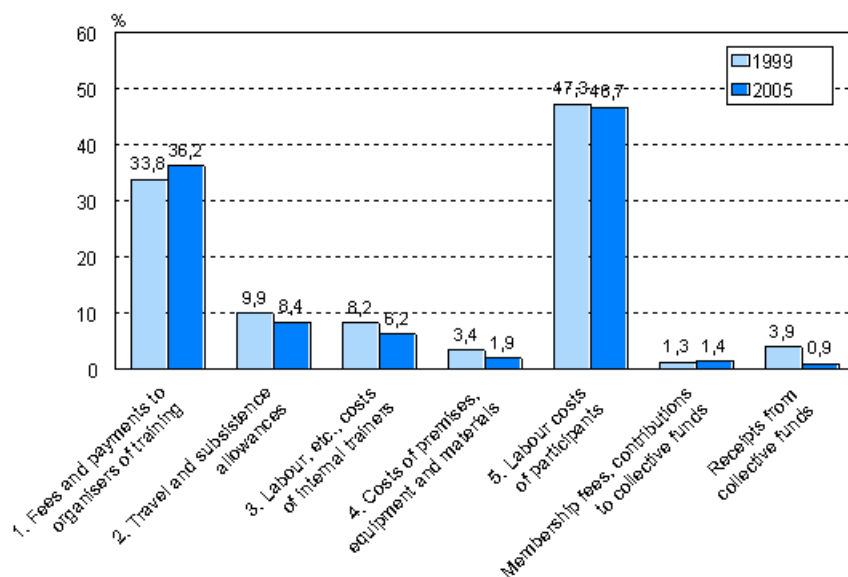


In a vast majority of EU Countries the total utilisation rate of the training supply of trade unions and employer's organisations remains below ten per cent of all course training. Their share as course training organisers exceeds 20 per cent in only Germany and Austria.

### 3. Cost structure of course training unchanged

Although the rate of participation in training and especially the number of training days have fallen from 1999, the structure of training costs has remained quite unchanged. The proportion of payments to external training providers of the total costs of training has grown slightly but the relative shares of the different cost factors are otherwise unchanged. The share of the labour costs of those participating in training of the costs of course training was 47 per cent in 1999 and remained the same in 2005.

**Figure 5. Costs of course training by cost factor in 1999 and 2005 1)**



1) The sum of net costs is 100% when fees and contributions are added to, and receipts are deducted from the five cost items in the figure

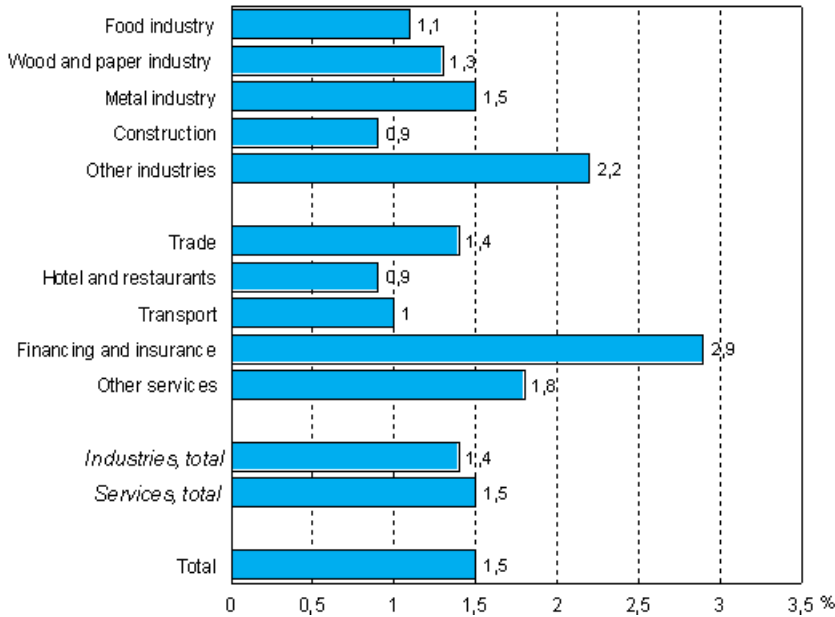
As in 1999, employers' contributions to training funds covered 1.4 per cent of the total costs. The contributions refer to enterprises' membership fees that cover training services, and separate contributions to regional, industry-specific and national training funds. By contrast, the share of received grants of the total costs of training had fallen from 3.9 per cent to 0.9 per cent. The grants refer to regional or industry-specific grants or grants from the central government or the EU for enterprises' training activities. National and EU grants were not separately distinguished in the questions but it can be assumed that especially the share of EU grants had diminished clearly from Finland's initial years of EU membership.

#### **Share of training costs of labour costs has fallen**

As the share of participants in training and the number of training days have fallen, so have also the costs incurred by enterprises from the training diminished clearly from 1999. In 2005, enterprises' training costs accounted for 1.5 per cent of their labour costs whereas in 1999 the respective figure was 2.4 per cent.

Examined by industry, the share of training costs of labour costs ranged from 0.9 per cent in construction, and hotels and restaurants, to 2.9 per cent in financing and insurance. In financing and insurance the biggest cost factor was expensive externally organised training: fees and charges to the organisers of training formed more than one-half of this industry's training costs whereas in hotel and restaurant activities the respective share was only 31 per cent. The difference between the manufacturing and the services sectors in personnel training had clearly evened out from 1999 as also had other differences between various industries in general.

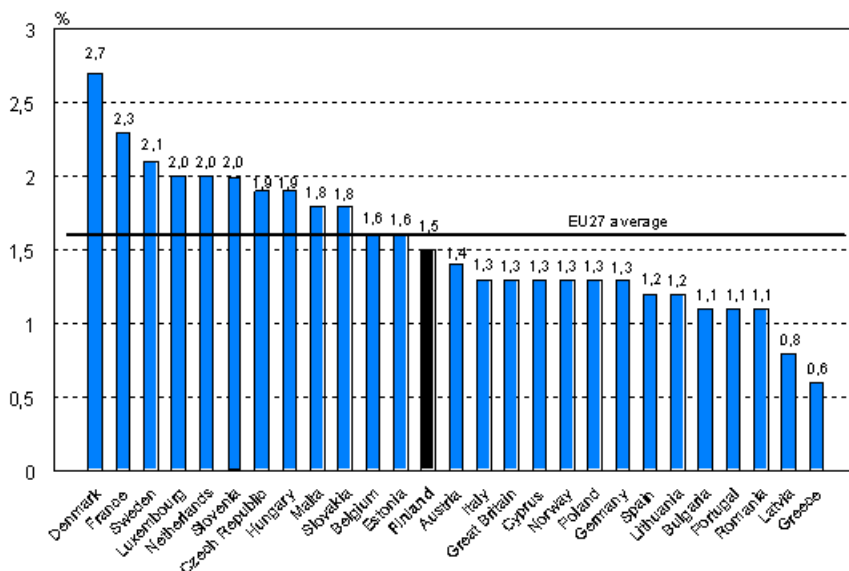
**Figure 6. Share of training costs of labour costs by industry and sector in 2005**



Although relative to labour costs large enterprises were more active trainers than small enterprises, differences by enterprise size category have clearly narrowed from 1999. If enterprises' units costs per one course training hour are examined the difference disappears in practice because large enterprises are more able to utilise their own, inexpensive internal course training services.

The share of training costs of labour costs has fallen slightly in most EU Countries. In 1999, the average for the old EU Countries (EU15) was 2.0 per cent and like the rest of the Nordic Countries Finland located towards the top of the table. In 2005, the average for the EU15 was 1.6 per cent and Finland's figure was not far from the EU average.

**Figure 7. Share of training costs of labour costs in EU countries and Norway in 2005**



The survey covered the costs of course training only. Direct and indirect costs of other forms of training (See Chapter 7) were not inquired about. Due to the nature of such training it is difficult for enterprises to monitor their volume and especially their costs, which also makes their measurement challenging.



## 4. Point of emphasis in contents of training is changing

Training connected with mastery of the technical aspects and contents of a profession has been making up a diminishing share of all personnel training in recent years. Whereas in 1999, training connected with increasing or maintenance of professional skills and competence accounted for approximately 68 per cent of all course training hours, the respective share was almost 10 percentage points lower in 2005.

### *From professional knowledge to working life skills*

During the examined six years, the emphasis in the training offered by enterprises to their personnel has shifted somewhat from the development of professional skills to the improvement of the general skills needed in working life and work communities. However, it should be borne in mind here that quantitative input into the development of general working life skills has not increased since 1999. Because the volume of personnel training has diminished fairly clearly, a question of a shift in priorities is concerned.

#### Two dimensions of contents of training

Field of training	1999	2005
Training subjects maintaining professional skills – <i>Training related to production and technology</i> – <i>Data processing and information technology</i> – <i>Languages</i> – <i>Sales and marketing</i> – <i>Management, administration, office work, bookkeeping and accounting</i> – <i>Training connected with service work</i> <sup>1</sup>	68,1	58,8
General training subjects connected with work and profession – <i>Personal working life skills, such as co-operative and presentation skills, corporate knowledge, development and organisation skills.</i> – <i>Environmental protection, occupational health and safety</i>	19,1	31,0
Other training fields	12,3	10,2
<b>Total</b>	<b>100,0</b>	<b>100,0</b>

1) *Contains training related to hotel, restaurant, tourism and similar personal services, transport, and protection of property and persons.*

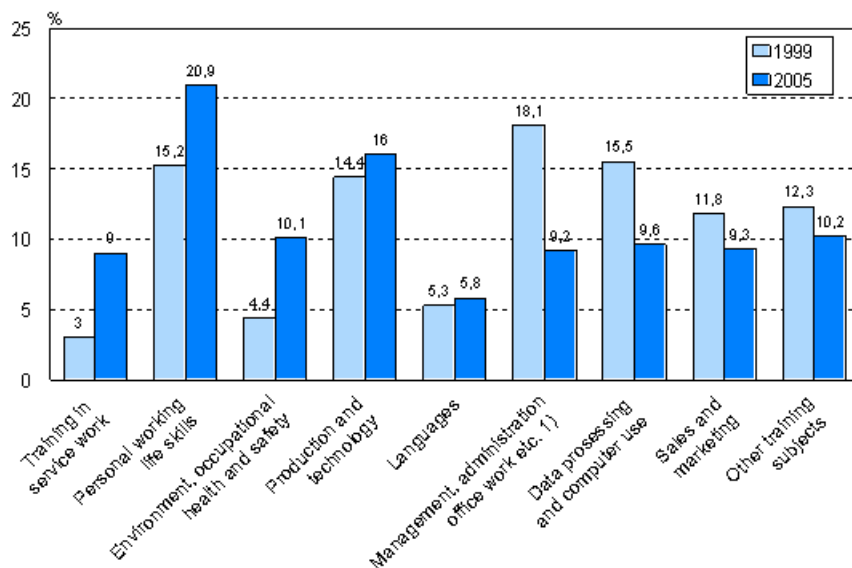
The contents of the category of personal working life skills are relatively clear. It comprises general training promoting the preparedness for working life, development in work and coping at work that are not associated with any specific occupation or field of occupation. In Adult Education Survey that is based on personal interviews the titles of the courses in this category include e.g. quality training, process of change, team coaching, planning work training, working life training, work community training, promotion of working skills, co-operative skills training, time management, presentation skills, human relations skills and career planning (Participation in Adult Education, Adult Education Survey 2006, Statistics Finland, Education 2008).

Environmental protection, and occupational health and safety is a slightly more complex field of training. In Adult Education Survey this category includes both general training to improve readiness for working life, such as occupational well-being, labour protection, work atmosphere training and occupational safety, and courses relating to specific occupations or occupational fields, such as occupational health care, information security training, electrical industrial safety, fire safety training, hygiene training or hot work training.

The fluctuation in the quantitative development of training can be assumed to be linked with the market and labour market situation, and with different technological or economic phases in various industries. However, due to the continuously changing working life the need to train employees is unlikely to diminish even in future.

Due to the generally risen educational level the basic readiness of employees for their occupations has improved and enterprises' training practices reflect this change. As the new age groups start entering working life there is no longer the same need to invest in basic information technology skills as before. Employees with longer work histories have mainly already received the basic training required by the new working tools. Thus, input into information technology skills has diminished in personnel training in both absolute and relative terms.

**Figure 8. Contents of training by field of training in 1999 and 2005 (In order of change in relative share)**



1) In 1999, management, administration and office work were training fields of their own (total 13.5%). In 2005, they were included in the training field of bookkeeping and accounting.

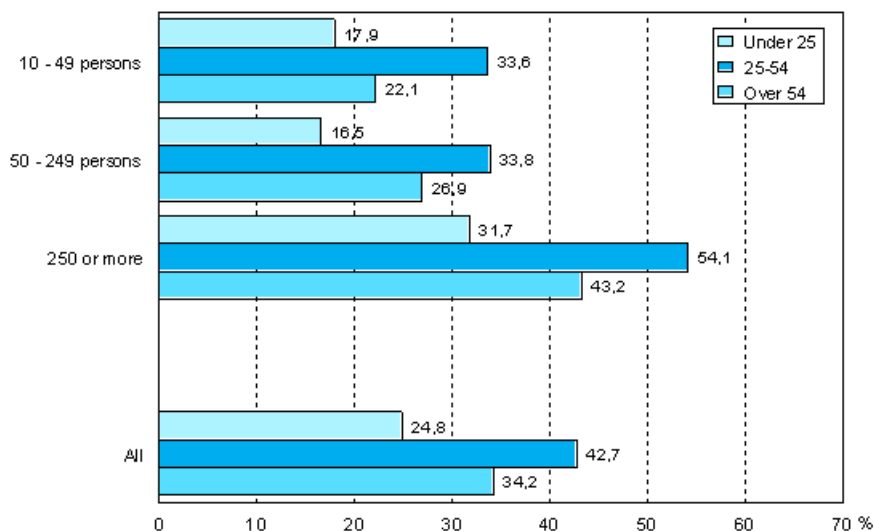
The same also partly goes for foreign language training, although the globalisation of enterprises and the labour force still continues to require foreign language skills from an increasing number of employees in their day-to-day work. The relative proportion of foreign language training of personnel training has remained unchanged although its volume has fallen since 1999 whether measured with participation rate or received training hours.

The data on the shift in the point of emphasis in course format personnel training are congruent with those of Adult Education Survey. According to Adult Education Survey, the proportion of participants in personnel training in computer use and information technology diminished by approximately ten percentage points from 2000 to 2005. By contrast, the share of participants in language training remained on level with 2000 in 2006 (Adult Education Survey 2006).

## 5. Participation rate in course training is lowest among young employees

Young employees of enterprises do not receive or seek training in the same way as middle-aged or ageing employees. During 2005, over 40 per cent of employees between the ages of 25 and 54 had participated in course training whereas the respective share among employees under the age of 25 was only 25 per cent.

**Figure 9. Participation in course training by age group and size class of enterprise in 2005**



The differences in the participation rates by age group were consistent regardless of the size category of the enterprise. In large enterprises, young employees participated in course training nearly twice as frequently as in small enterprises but differences in the participation rates of the age groups were still clear even in large enterprises.

A negative interpretation of the results could come to the conclusion that enterprises' training policies are discriminatory in respect of the oldest and the youngest age groups. A more positive approach could explain the results with the higher educational level and better readiness of the young people who are entering working life today. For instance, with regard to language or information technology skills the younger age groups are considerably more prepared for the demands of today's working life than their predecessors. The oldest age group acquired these skills at work or through training provided at the workplace.

Indeed, participation in training is not purely dependent on the supply but also on the employees' needs and willingness. Adult Education Survey (Adult Education Survey 2006, Statistics Finland) examined the respondents' personal, work or occupation-related training needs. More than one-half (51%) of the youngest age group (under 25-year-olds) reported a need for continuing vocation training, while the same proportion in the oldest age group (over 54-year-olds) was only 25 per cent. Thus, the youngest age group would appear to have a shortage of training. However, the survey does not provide an answer to whether this means shortage of own activity or of the supply of training.

Enterprises' own assessments do not shed much more light on the matter either. Enterprises that had provided training were asked about the factors which had influenced the amount of the training they had offered. The adequacy of the personnel's present competence (present training meets the needs) was especially emphasised by the enterprises in which young employees' participation rate in course training was low. In contrast, satisfaction with the present level of basic education was highlighted by the enterprises where young employees' participation rate was high. Precisely the same applied to the oldest age group (aged 55 or over). The results indicate that enterprises do not think of their supply of personnel training expressly from the perspective of equal participation of age groups, either because it is not necessary or because age equality is not regarded as a relevant aspect in the enterprise's training policy.

Young employees' participation rate was slightly higher in manufacturing industries than in service industries. However, there were fairly large differences by industry within both sectors.

The results on the participation of different age groups in personnel training are consistently congruent with the data of the 2002 In-service training statistics (In-service training statistics 2002, Statistics Finland). In all age groups, the rate of participation in training has fallen somewhat since 2002, but the differences between the age groups were then much like in 2005 regardless of the size category of enterprise.

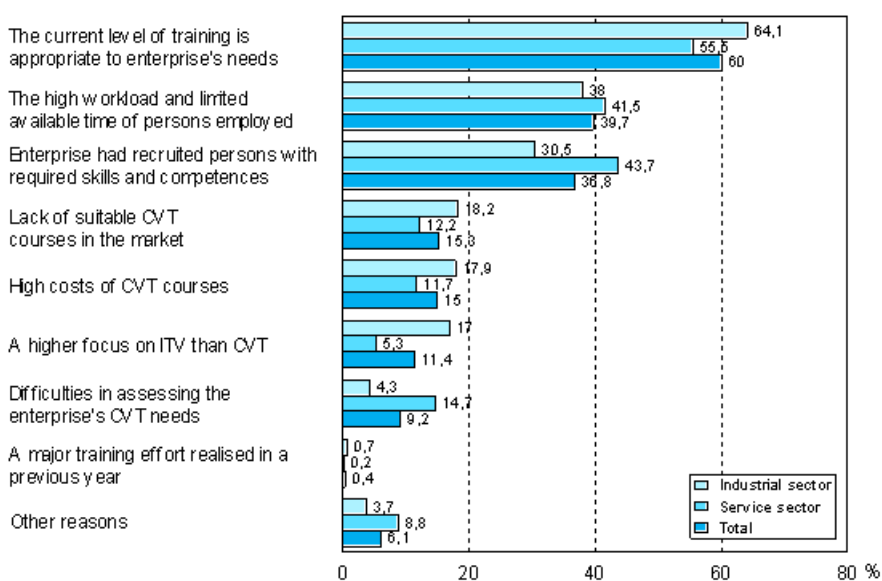
## 6. Obstacles of training

Just under one-quarter of enterprises did not organise any personnel training in 2005. The enterprises that had not organised training (course-format or other training) were asked to name their three most important reasons for not having organised training. The multiple choice question with approximately 10 alternatives could also be supplemented with an own reason.

A total of 60 per cent of the enterprises that had not provided training (N=3711) gave as the main reason for not having done so the fact that their personnel's existing competence and qualifications met their present needs.

Personnel's high workload and lack of time, and the fact that they had already recruited persons with the required competence and qualifications were given as the reasons by approximately 40 per cent of the respondent enterprises.

**Figure 10. Most important reasons why enterprise did not organise training in 2005 (Enterprises not having organised training) 1)**



1) Enterprises could name at most three reasons why they had not organised personnel training in 2005. Therefore, the shares do not sum up to one hundred.

The same three main reasons as in Finland, although not with the same shares, also emerged as the most important obstacles to training in the EU Countries (EU27). At the EU level, "Personnel's competence and qualifications meet enterprise's present needs" was the most often quoted reason, given by three-quarters of enterprises. Good one-half of enterprises reported as the reason the fact that it already recruited persons with the required competence and qualifications and approximately one-third blamed the personnel's high workload and lack of time.

The responses of the manufacturing and services sectors deviated from each other in some respects. Around 40 per cent of enterprises in the services sector said that they did not organise training because their primary strategy was to recruit persons who already had the required competence or qualifications. In the manufacturing sector the respective proportion was approximately 13 percentage points smaller. Respectively, the services sector saw assessment of the enterprise's personnel training needs as a greater obstacle to the organisation of training (15%) than the manufacturing sector (4%).

The manufacturing sector thought more often than the services sector that the reason for not organising training was because basic vocational education was viewed as more important than personnel training (manufacturing 17%, services 5%).

Especially in financing and insurance activities it was felt very strongly that the personnel's existing competence and qualifications met the enterprise's present needs because 100 per cent of the enterprises that had not organised training gave this as the reason.

Small enterprises of 10-49 employees felt clearly most strongly that the personnel's existing competence and qualifications met their present needs because good 60 per cent of this group mentioned this as the reason for not having organised training. Only good one-third of enterprises larger than this quoted this as an obstacle.

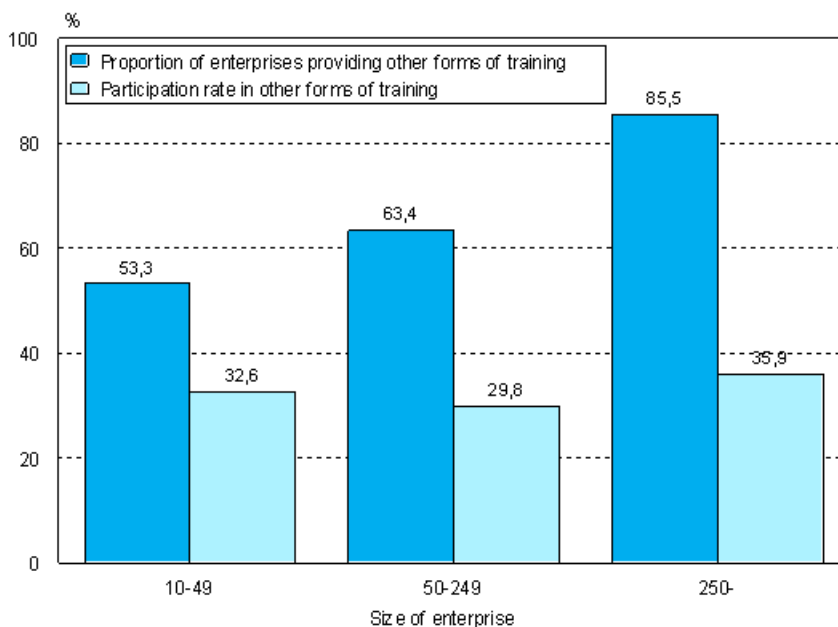
## 7. Participation in other training forms

In this survey, other personnel training refers to the following planned forms of training: 1) Training, instruction or practical experience periods, 2) Learning periods through job rotation, employee exchange, training secondments or study visits, 3) Participation in learning or quality circles, 4) Self-directed learning (incl. distance learning during working hours, and 5) Attendance at conferences, workshops, trade fairs or lectures.

Large enterprise offered more of this type of other personnel training for their employees than small enterprises. Approximately 85 per cent of the enterprises with at least 500 employees offered other forms of training whereas good one-half of the enterprises with fewer than 50 employees offered them.

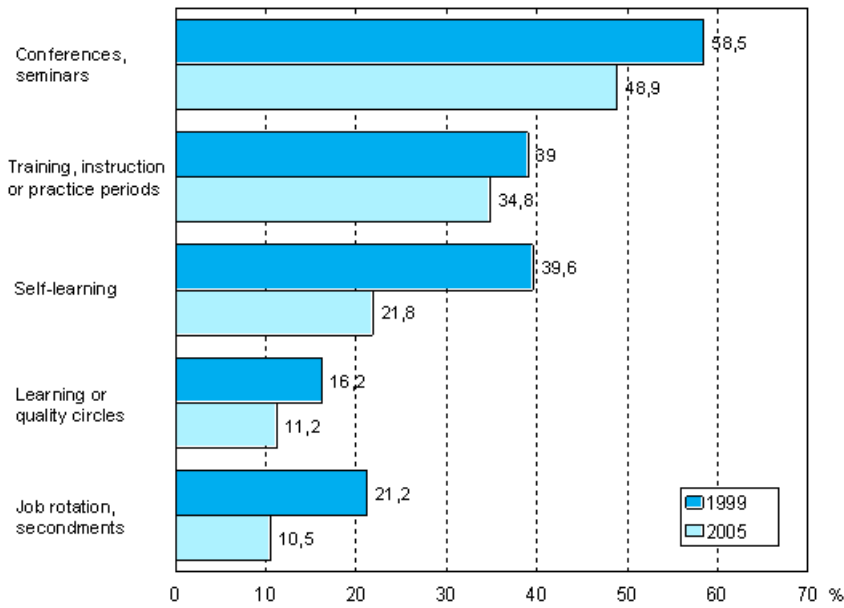
The relative proportion of employees having participated in the training was of almost equal magnitude in enterprises of different sizes, in other words it did not vary by the size of enterprise in the same way as the organisation of training did. The greatest proportions of employees participated in enterprises with at least 250 employees, of which good one-third took part in these other forms of personnel training.

**Figure 11. Shares of enterprises having organised other forms of training and participants in it by size class of enterprise in 2005**



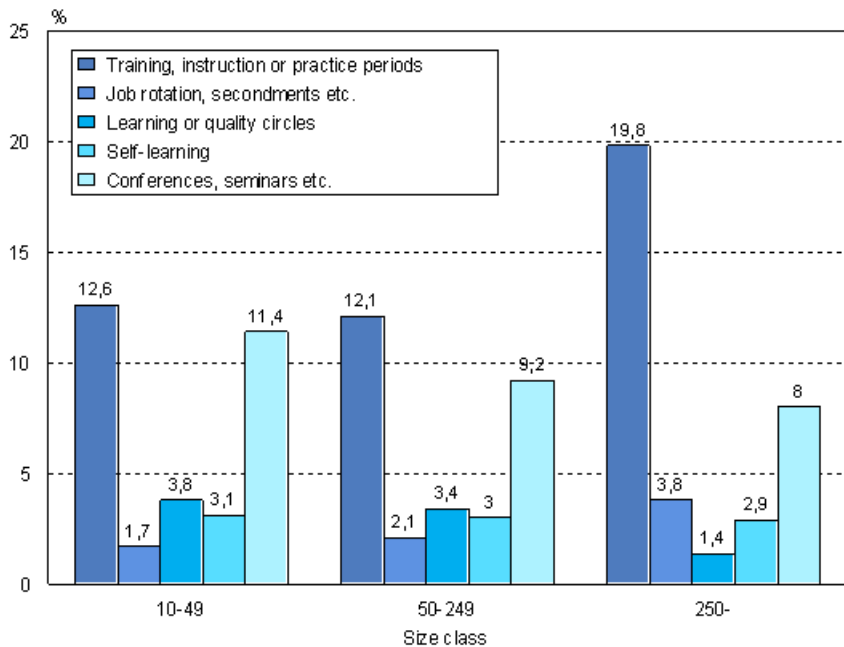
The organisation of self-directed learning diminished most from 1999 to 2005. Whereas nearly 40 per cent of enterprises organised opportunities for self studying for their personnel in 1999, six years later such opportunities were no longer offered by more than good 20 per cent of enterprises. The volumes of offered job rotation and secondment opportunities also diminished clearly. In 2005, only one enterprise in ten organised possibilities for this type of training while six years earlier they were offered by one enterprise in five.

**Figure 12. Share of enterprises having organised other forms of training in 1999 and 2005**



The rate of participation in some forms of training varied by the size of enterprise. Training, instruction or work practice periods were most frequently participated in by the personnel of enterprises with at least 250 employees of whom one in five had participated in such training. In relative terms, the rate of attending conferences, fairs, lectures or workshops was the highest among small enterprises.

**Figure 13. Participation rate in other forms of training by size class of enterprise in 2005**





## Appendix tables

### 1. External training hours by training provider broken down by field of activity, sector and size class in 2005

	Educational institutions within the school system	Other training institutions	Training enterprises and organisations	Other enterprises: equipment supplier, parent company, etc.	Employer's or industrial organisations	Trade unions	Other training providers
	%	%	%	%	%	%	%
<b>Field of activity</b>							
Mining and quarrying	2,1	1,0	79,5	0,6	9,8	0,3	6,7
Manufacture of food products, beverages and tobacco	5,8	26,2	50,8	7,9	3,0	1,9	4,3
Manufacture of textiles and textile products	23,8	9,4	43,5	9,1	3,9	2,1	8,1
Manufacture of pulp, paper and paper products, publishing and printing	9,8	4,8	52,1	22,5	5,2	3,6	2,0
Manufacture refined petroleum products and chemicals	9,8	4,8	52,1	22,5	5,2	3,6	2,0
Manufacture of basic metals and fabricated metal products	9,3	9,2	56,0	13,4	3,6	1,6	6,7
Manufacture of machinery and equipment	13,5	10,8	43,8	10,2	5,6	3,9	12,3
Manufacture of transport equipment	30,9	9,9	41,6	2,7	3,5	0,9	10,4
Manufacture of wood and wood products	8,4	34,3	25,3	7,7	8,4	3,7	12,2
Electricity, gas and water supply	5,3	9,0	49,6	15,9	8,8	2,0	9,3
Construction	6,6	19,9	35,9	4,3	20,2	4,0	9,1
Sale, maintenance and repair of motor vehicles	13,6	1,5	24,8	37,6	5,4	2,8	14,2
Wholesale trade and commission trade	10,0	10,5	51,6	23,5	1,8	0,2	2,3
Retail trade	6,9	1,6	58,7	11,4	6,5	0,7	14,2
Hotels and restaurants	37,2	1,8	19,9	19,0	6,3	0,0	15,8
Transport and supporting activities	8,9	23,8	38,6	17,2	2,5	1,1	8,0
Post and telecommunications	4,9	5,3	46,4	21,6	16,1	1,6	4,1
Financial intermediation, insurance and pension funding	2,4	2,1	43,9	7,6	4,4	0,7	39,1
Activities auxiliary to financial intermediation	6,0	22,4	61,2	7,2	1,8	0,5	0,8
Other service activities	4,3	13,1	50,4	7,9	4,6	1,1	18,5
<b>Sector</b>							
Industrial sector	9,7	13,1	46,7	12,0	7,5	2,9	8,1
Service sector	6,6	11,0	48,1	12,6	4,8	1,0	15,8
<b>Size class</b>							
10 to 19 employees	9,8	11,4	35,4	25,7	6,9	0,8	9,9
20 to 49 employees	7,3	7,3	43,6	19,7	9,6	1,0	11,5
50 to 249 employees	7,3	13,7	49,0	9,8	6,8	1,8	11,6
250 to 499 employees	7,4	10,8	48,5	12,6	5,7	2,6	12,6
500 to 999 employees	11,7	8,3	54,6	9,9	4,9	2,7	7,9
1000 employees or more	6,6	14,5	48,4	7,9	2,7	1,6	18,4
<b>All</b>	<b>7,8</b>	<b>11,8</b>	<b>47,6</b>	<b>12,4</b>	<b>5,8</b>	<b>1,7</b>	<b>12,9</b>

## 2. Costs of course training by cost factor broken down by field of activity, sector and size class in 2005 <sup>1)</sup>

	Labour costs of participants	Fees and payments to training providers	Travel and subsistence payments	Labour costs of internal trainers	Costs of premises, equipment and materials	Fees and contributions	Receipts from collective funds
	%	%	%	%	%	%	%
<b>Field of activity</b>							
Mining and quarrying	57,0	27,6	5,8	5,3	0,0	4,3	0,0
Manufacture of food products, beverages and tobacco	44,8	42,9	8,3	0,5	1,3	2,4	0,2
Manufacture of textiles and textile products	40,9	47,9	11,1	0,2	0,0	0,3	0,4
Manufacture of pulp, paper and paper products, publishing and printing	43,9	40,5	13,0	1,8	0,6	1,4	1,2
Manufacture refined petroleum products and chemicals	67,8	26,9	2,7	1,1	0,7	1,5	0,8
Manufacture of basic metals and fabricated metal products	49,7	39,0	6,3	3,2	1,7	1,2	1,0
Manufacture of machinery and equipment	40,8	33,2	5,9	20,1	0,0	0,4	0,5
Manufacture of transport equipment	61,1	26,2	11,8	1,0	0,2	0,6	0,9
Manufacture of wood and wood products	34,5	46,6	2,0	10,2	3,5	4,8	1,5
Electricity, gas and water supply	58,2	21,0	4,3	16,2	0,6	0,1	0,3
Construction	60,6	27,7	3,7	6,9	0,3	1,4	0,6
Sale, maintenance and repair of motor vehicles	34,7	40,0	20,5	1,8	0,2	4,5	1,7
Wholesale trade and commission trade	37,8	33,2	25,2	4,2	1,4	0,6	2,4
Retail trade	32,6	39,2	16,6	9,1	3,1	2,6	3,3
Hotels and restaurants	51,0	31,3	10,1	5,4	1,6	0,6	0,0
Transport and supporting activities	44,2	33,4	9,5	9,6	1,9	1,4	0,1
Post and telecommunications	34,8	45,9	13,0	5,6	0,8	0,5	0,6
Financial intermediation, insurance and pension funding	34,0	52,3	9,2	2,8	0,9	0,8	0,0
Activities auxiliary to financial intermediation	51,7	33,8	7,4	5,3	1,2	0,5	0,0
Other service activities	48,6	35,0	5,5	7,7	3,0	0,3	0,0
<b>Sector</b>							
Industrial sector	50,8	35,7	5,6	5,5	1,4	2,0	1,0
Service sector	43,1	36,7	11,0	6,8	2,3	0,9	0,7
<b>Size class</b>							
10 to 19 employees	38,1	33,0	21,0	4,8	2,7	0,9	0,5
20 to 49 employees	35,9	35,5	18,1	7,3	5,0	0,8	2,5
50 to 249 employees	46,5	39,5	7,4	5,1	1,2	0,9	0,6
250 to 499 employees	47,3	37,9	6,8	6,7	1,0	0,9	0,7
500 to 999 employees	50,3	33,3	7,2	6,8	2,3	0,9	0,8
1000 employees or more	50,9	35,0	4,6	6,4	1,0	2,6	0,5
<b>All</b>	<b>46,7</b>	<b>36,2</b>	<b>8,4</b>	<b>6,2</b>	<b>1,9</b>	<b>1,4</b>	<b>0,9</b>

1) The sum adds up to 100 % when receipts are deducted from other costs items.

### 3. Training costs by field of activity, sector and size class in 2005

	Costs			Share of training costs of labour costs
	Labour costs of participants per employee	Direct training costs per employee	Total costs per employee	
	EUR	EUR	EUR	%
<b>Field of activity</b>				
Mining and quarrying	203	138	357	0,8
Manufacture of food products, beverages and tobacco	180	213	402	1,1
Manufacture of textiles and textile products	120	173	293	1,0
Manufacture of pulp, paper and paper products, publishing and printing	374	475	850	1,9
Manufacture refined petroleum products and chemicals	633	294	933	2,2
Manufacture of basic metals and fabricated metal products	269	272	542	1,3
Manufacture of machinery and equipment	106	154	260	0,7
Manufacture of transport equipment	128	82	210	0,6
Manufacture of wood and wood products	285	515	826	1,6
Electricity, gas and water supply	1328	960	2283	4,5
Construction	208	132	343	0,9
Sale, maintenance and repair of motor vehicles	139	250	401	1,3
Wholesale trade and commission trade	263	445	695	1,6
Retail trade	83	174	256	1,1
Hotels and restaurants	113	107	222	0,9
Transport and supporting activities	162	200	367	0,8
Post and telecommunications	235	440	674	2,2
Financial intermediation, insurance and pension funding	496	950	1458	3,2
Activities auxiliary to financial intermediation	423	391	819	1,3
Other service activities	246	259	506	1,8
<b>Sector</b>				
Industrial sector	305	289	600	1,4
Service sector	202	266	469	1,5
<b>Size class</b>				
10 to 19 employees	117	188	306	0,8
20 to 49 employees	156	286	435	1,3
50 to 249 employees	225	258	484	1,5
250 to 499 employees	310	344	655	1,8
500 to 999 employees	357	352	710	1,8
1000 employees or more	280	258	550	1,4
<b>All</b>	<b>244</b>	<b>275</b>	<b>522</b>	<b>1,5</b>

#### 4. Shares of fields of education by field of activity, sector and size class in 2005

	Personal development, working life	Engineering, manufacturing and construction	Environment protection, occupational health and safety	Computing	Sales and marketing
	%	%	%	%	%
<b>Field of activity</b>					
Mining and quarrying	16,8	5,2	15,1	11,6	11,7
Manufacture of food products, beverages and tobacco	18,3	11,3	15,8	14,8	6,3
Manufacture of textiles and textile products	48,0	10,1	8,9	7,2	6,9
Manufacture of pulp, paper and paper products, publishing and printing	11,4	41,3	15,4	9,4	3,2
Manufacture refined petroleum products and chemicals	15,5	20,2	21,7	5,1	5,8
Manufacture of basic metals and fabricated metal products	35,0	24,5	21,5	6,4	2,1
Manufacture of machinery and equipment	17,2	21,7	10,5	13,1	6,4
Manufacture of transport equipment	19,8	25,5	5,0	9,3	1,4
Manufacture of wood and wood products	7,9	25,6	13,7	12,1	8,7
Electricity, gas and water supply	12,3	35,1	13,8	6,8	6,8
Construction	17,0	24,7	31,9	5,0	1,9
Sale, maintenance and repair of motor vehicles	32,3	12,7	1,9	3,4	19,5
Wholesale trade and commission trade	13,4	5,1	4,8	17,5	23,0
Retail trade	36,4	1,9	1,3	1,9	42,7
Hotels and restaurants	29,0	0,3	0,2	4,7	11,8
Transport and supporting activities	28,6	11,1	7,2	2,9	4,0
Post and telecommunications	10,2	33,4	6,3	15,9	15,1
Financial intermediation, insurance and pension funding	23,7	2,8	0,7	6,8	40,0
Activities auxiliary to financial intermediation	32,1	3,0	0,6	5,6	16,1
Other service activities	18,9	8,5	3,4	12,9	5,5
<b>Sector</b>					
Industrial sector	19,7	25,9	18,3	8,5	4,5
Service sector	21,8	8,1	3,5	10,5	13,1
<b>Size class</b>					
10 to 19 employees	22,0	21,3	4,1	3,3	17,1
20 to 49 employees	18,3	7,7	3,5	4,4	6,4
50 to 249 employees	21,9	10,7	9,6	12,4	14,8
250 to 499 employees	21,9	14,2	9,9	11,4	10,2
500 to 999 employees	18,6	19,8	12,5	10,0	4,1
1000 employees or more	21,8	21,4	13,0	10,1	7,8
<b>All</b>	<b>20,9</b>	<b>16,0</b>	<b>10,1</b>	<b>9,6</b>	<b>9,3</b>

#### 4. continuing, Shares of fields of education by field of activity, sector and size class in 2005

	Accounting and finance, management and administration, secretarial and office work	Personal services	Languages (foreign + mother tongue)	Other fields of training	Total
	%	%	%	%	%
<b>Field of activity</b>					
Mining and quarrying	12,9	1,5	12,8	12,4	100,0
Manufacture of food products, beverages and tobacco	14,5	0,2	8,3	10,5	100,0
Manufacture of textiles and textile products	9,8	0,4	4,4	4,3	100,0
Manufacture of pulp, paper and paper products, publishing and printing	7,6	0,1	9,3	2,5	100,0
Manufacture refined petroleum products and chemicals	12,1	0,4	9,1	10,1	100,0
Manufacture of basic metals and fabricated metal products	3,7	0,0	4,5	2,4	100,0
Manufacture of machinery and equipment	12,5	0,7	10,1	7,8	100,0
Manufacture of transport equipment	5,0	0,0	0,6	33,3	100,0
Manufacture of wood and wood products	10,2	0,2	4,7	16,9	100,0
Electricity, gas and water supply	7,0	1,0	3,4	13,8	100,0
Construction	9,9	0,5	1,8	7,2	100,0
Sale, maintenance and repair of motor vehicles	9,1	1,0	2,5	17,5	100,0
Wholesale trade and commission trade	14,0	0,5	15,5	6,1	100,0
Retail trade	9,4	0,3	0,8	5,1	100,0
Hotels and restaurants	16,4	33,6	3,5	0,4	100,0
Transport and supporting activities	7,1	14,8	2,2	22,2	100,0
Post and telecommunications	10,3	0,3	2,0	6,5	100,0
Financial intermediation, insurance and pension funding	13,8	0,2	6,0	6,1	100,0
Activities auxiliary to financial intermediation	6,3	0,0	15,5	20,7	100,0
Other service activities	8,3	23,0	5,4	14,0	100,0
<b>Sector</b>					
Industrial sector	8,8	0,4	6,4	7,5	100,0
Service sector	9,5	15,8	5,4	12,3	100,0
<b>Size class</b>					
10 to 19 employees	16,2	3,5	1,2	11,3	100,0
20 to 49 employees	8,2	41,6	4,2	5,7	100,0
50 to 249 employees	11,0	2,4	6,1	11,1	100,0
250 to 499 employees	11,1	2,6	7,0	11,6	100,0
500 to 999 employees	7,7	4,9	7,1	15,2	100,0
1000 employees or more	7,5	3,2	6,0	9,1	100,0
<b>All</b>	<b>9,2</b>	<b>9,0</b>	<b>5,8</b>	<b>10,2</b>	<b>100,0</b>

## 5. Participation rate in training courses by age broken down by field of activity, sector and size class in 2005

	Less than 25 years	Between 25 and 54 years	55 years and over	Total
	%	%	%	%
<b>Field of activity</b>				
Mining and quarrying	19,8	41,9	33,5	38,7
Manufacture of food products, beverages and tobacco	29,0	36,8	23,1	33,9
Manufacture of textiles and textile products	12,4	24,0	14,7	21,3
Manufacture of pulp, paper and paper products, publishing and printing	42,0	59,2	56,8	52,6
Manufacture refined petroleum products and chemicals	34,0	51,3	44,6	57,5
Manufacture of basic metals and fabricated metal products	36,8	42,7	40,9	48,5
Manufacture of machinery and equipment	31,7	26,1	16,8	42,0
Manufacture of transport equipment	45,9	34,6	30,2	25,2
Manufacture of wood and wood products	49,0	53,6	47,2	35,1
Electricity, gas and water supply	62,3	85,2	80,9	82,9
Construction	26,7	34,9	28,1	33,2
Sale, maintenance and repair of motor vehicles	18,8	34,5	26,3	30,0
Wholesale trade and commission trade	18,8	37,8	24,2	34,2
Retail trade	27,7	41,0	37,7	37,2
Hotels and restaurants	19,0	47,9	35,9	42,0
Transport and supporting activities	24,6	41,9	22,6	37,1
Post and telecommunications	6,9	42,2	30,9	30,8
Financial intermediation, insurance and pension funding	55,8	63,1	61,3	62,4
Activities auxiliary to financial intermediation	32,4	37,7	50,3	38,2
Other service activities	18,1	40,8	30,6	35,6
<b>Sector</b>				
Industrial sector	36,3	44,4	39,1	43,0
Service sector	20,9	41,4	30,5	36,5
<b>Size class</b>				
10 to 19 employees	19,5	26,9	14,4	24,7
20 to 49 employees	17,4	36,9	25,3	32,4
50 to 249 employees	16,5	33,8	26,9	30,7
250 to 499 employees	15,7	42,1	41,7	38,4
500 to 999 employees	40,0	50,1	39,9	47,3
1000 employees or more	34,8	55,1	44,9	50,9
<b>All</b>	<b>24,8</b>	<b>42,7</b>	<b>34,2</b>	<b>39,2</b>

**6. Proportion of enterprises providing other training forms and participation rate in other forms of training by field of activity, sector and size class in 2005**

	Proportion of enterprises providing other training forms	Participation rate in other forms of training				
		Training in worksituation	Job rotation, exchanges or secondments	Learning/quality circles	Selflearning	Conferences, workshops, lectures and seminars
	%	%	%	%	%	%
<b>Field of activity</b>						
Mining and quarrying	31,7	6,3	1,5	2,9	0,7	7,5
Manufacture of food products, beverages and tobacco	51,9	25,3	16,5	6,4	1,9	13,5
Manufacture of textiles and textile products	37,5	3,5	1,0	1,7	1,6	2,9
Manufacture of pulp, paper and paper products, publishing and printing	72,4	9,9	3,3	1,3	1,4	9,9
Manufacture refined petroleum products and chemicals	66,1	24,0	6,1	2,5	1,2	11,6
Manufacture of basic metals and fabricated metal products	55,5	36,9	2,7	3,5	1,6	9,5
Manufacture of machinery and equipment	57,2	14,6	3,9	5,0	2,3	10,1
Manufacture of transport equipment	52,3	11,9	0,4	2,5	0,5	4,4
Manufacture of wood and wood products	51,4	6,6	2,2	1,2	0,8	6,5
Electricity, gas and water supply	81,5	20,4	0,3	2,1	1,2	31,2
Construction	51,7	11,6	0,9	1,7	2,5	5,7
Sale, maintenance and repair of motor vehicles	57,2	21,7	4,1	4,1	10,3	14,9
Wholesale trade and commission trade	58,5	18,6	2,7	3,1	5,9	16,9
Retail trade	57,4	15,2	2,6	4,4	5,8	8,6
Hotels and restaurants	43,5	8,2	1,0	2,2	2,0	5,3
Transport and supporting activities	59,1	21,4	5,3	1,4	1,3	3,6
Post and telecommunications	75,5	22,9	2,0	2,2	2,8	11,9
Financial intermediation, insurance and pension funding	72,3	23,1	7,6	2,9	21,8	11,3
Activities auxiliary to financial intermediation	67,8	6,6	2,7	0,8	1,7	10,7
Other service activities	54,6	13,2	0,7	1,3	2,3	9,0
<b>Sector</b>						
Industrial sector	55,8	16,4	3,7	2,8	1,7	9,2
Service sector	56,5	15,9	2,3	2,2	3,9	9,0
<b>Size class</b>						
10 to 19 employees	53,4	11,1	1,5	4,5	5,3	13,7
20 to 49 employees	53,1	13,3	1,7	3,4	2,2	10,3
50 to 249 employees	63,4	12,1	2,1	3,4	3,0	9,2
250 to 499 employees	80,5	16,0	2,9	1,1	2,0	10,1
500 to 999 employees	92,8	26,0	5,8	2,4	4,8	10,1
1000 employees or more	91,0	19,1	3,5	1,2	2,6	6,7
<b>All</b>	<b>56,2</b>	<b>16,1</b>	<b>2,9</b>	<b>2,5</b>	<b>3,0</b>	<b>9,1</b>

## 7. Main results from EU member states and Norway<sup>1)</sup>

	Proportion of enterprises providing courses	Participation rate		Number of training hours		Percent of training costs of total labour costs
		of all employees in all enterprises	of employees in enterprises providing CVT courses	per employee (all employees)	per participant	
	%	%	%			%
<b>EU 27</b>	<b>49</b>	<b>33</b>	<b>43</b>	<b>9</b>	<b>27</b>	<b>1,6</b>
Czech Republic	63	59	67	14	23	1,9
Slovenia	61	50	59	14	29	2,0
Luxembourg	61	49	60	16	33	2,0
France	71	46	50	13	28	2,3
Sweden	72	46	51	15	34	2,1
Belgium	48	40	51	12	31	1,6
Finland	70	39	46	10	25	1,5
Slovakia	38	38	56	12	32	1,8
Denmark	81	35	37	10	30	2,7
Netherlands	70	34	39	12	36	2,0
Spain	38	33	51	9	26	1,2
Austria	67	33	38	9	27	1,4
United Kingdom	67	33	39	7	20	1,3
Malta	31	32	52	11	35	1,8
Germany	54	30	39	9	30	1,3
Cyprus	47	30	43	7	22	1,3
Italy	27	29	49	7	26	1,2
Norway	55	29	48	9	32	1,3
Portugal	32	28	46	7	26	1,1
Estonia	56	24	32	7	27	1,6
Poland	24	21	36	6	30	1,3
Romania	28	17	31	5	31	1,1
Hungary	34	16	23	6	37	1,9
Bulgaria	21	15	33	4	30	1,1
Latvia	30	15	27	4	26	0,8
Lithuania	26	15	28	5	32	1,2
Greece	19	14	28	3	25	0,6

1) Descending order according to participation rate in CVT courses. Excluding Ireland.



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