

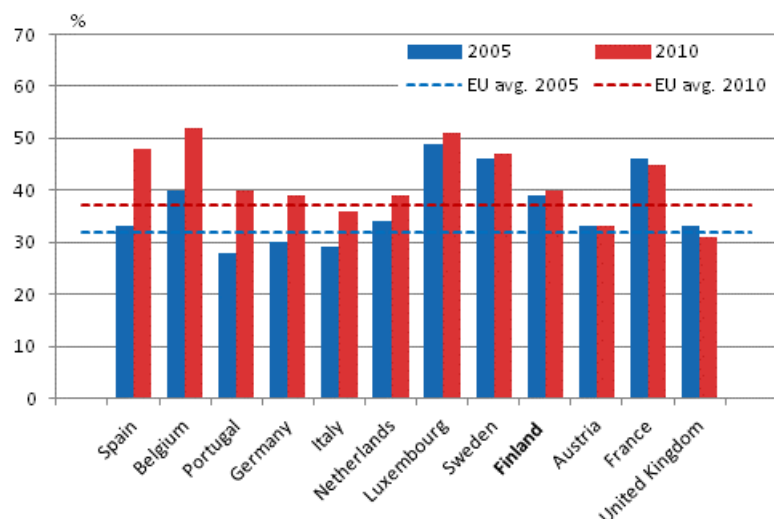
CVTS, Continuing vocational training survey 2010

Trends of personnel training point in different directions in EU countries

Participation in training sponsored by employers has increased somewhat in EU Member States from 2005 to 2010. The development in different Member States has not been similar, however. In some of the old Member States (EU 15) participation has increased clearly and in some it has remained somewhat unchanged. In the new states that have joined after 1995, the participation rate has been consistently growing.

On the EU level, 32 per cent of private sector employees participated in course format personnel training in 2005 and in 2010 the rate was 36 per cent. Statistics Finland collected the data pertaining to Finland.

Participation in course format personnel training in 2005 and 2010, EU 15 countries



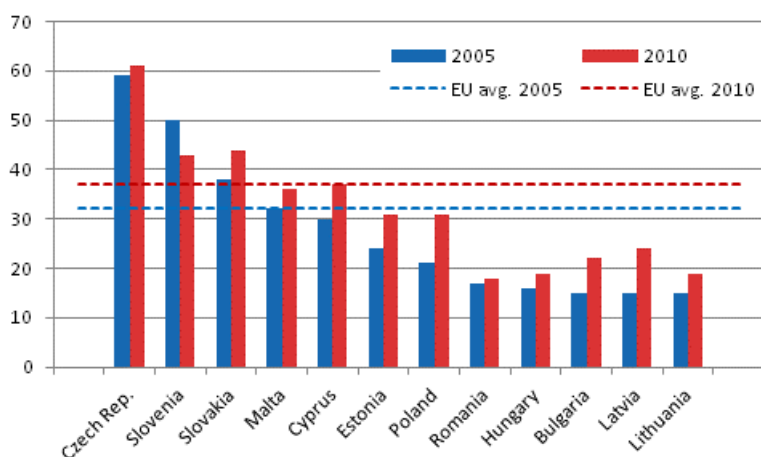
The countries are arranged based on the direction of the change and its size. Data for 2010 are missing for Denmark, Ireland and Greece. Dash lines describe the average for EU countries.

In the old EU countries, the trends related to training differ somewhat in the 2000s. In some countries (Spain, Belgium, Portugal, Germany, Italy and the Netherlands) the participation rate has grown clearly or somewhat compared to 2005. In some, the level has remained somewhat unchanged (Luxembourg, Sweden, Finland, Austria, France and United Kingdom).

The differences in the rate of participation have evened out slightly in the EU 15 countries because the level has remained unchanged in countries that previously had high rates, but in some countries that previously had a low participation rate participation in personnel training has increased. In Finland, the participation rate has remained somewhat above the average for EU countries.

In the new countries that joined the EU after 1995, there is still a clear growing trend in participation in personnel training. An exception to this is Slovenia, where the participation rate was already above the average for the old EU countries in 2005 and unlike in the other new Member States the participation rate has now decreased to some extent.

Participation in course format personnel training in 2005 and 2010, other EU countries

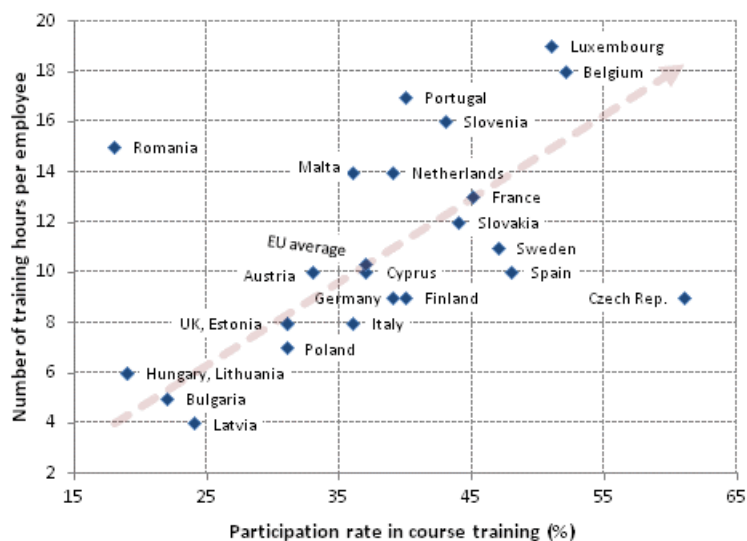


The countries are arranged based on the participation rate in 2005. Dash lines describe the average for EU countries.

The Czech Republic, Slovenia and Slovakia already exceeded the EU average with their participation rates in 2005 and they still do.

The following scatter chart gives a good general picture of personnel training in EU countries. It describes employees' opportunities to attend training and the amount of training received per employee. The linear trend line shows the interdependency of the participation rate and the amount of training hours.

Participation in personnel training and the amount of training in EU countries in 2010



Romania and the Czech Republic deviate most from the general line. In Romania, the participation rate is the lowest of the EU countries but the amount of training received per employee is relatively high. The Czech Republic makes an exception in the other direction, the participation rate is the highest among EU countries but the amount of training received is slightly below the average for EU countries. Measured by the participation rate, Finland is slightly above the average for EU countries (36%) and measured by the number of hours a bit below the EU average (10 hours).

The results can also be tabulated from Eurostat's database at:

<http://epp.eurostat.ec.europa.eu/portal/page/portal/education/data/database>

(> Education and training > Lifelong learning > Continuing Vocational Training)

The survey covers enterprises in the private sector with at least ten employees in 2010, excluding agriculture and forestry, education, and health and social work. Finland's response data contains 1,560 enterprises that represent a total of 16,380 enterprises and their 1,150,000 employees. The survey was conducted in the same form in 32 European countries.

The survey is conducted approximately every fifth year and it is used to describe employer-sponsored training, the numbers of participants in course training, and the number of personnel training days received, the content and arrangers of the training, as well as the costs incurred from the training. The survey also examines other training formats apart from course training, enterprises' training strategies and the obstacles for organising training.

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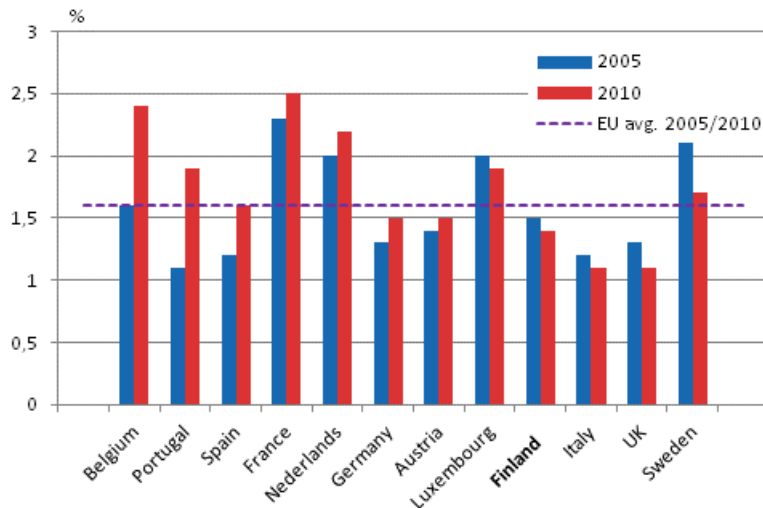
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1. Share of training costs unchanged in EU countries

The share of training costs in labour costs in EU countries was 1.6 per cent on average, which is the same as in 2005. Country-specific changes were similar to those seen for the training participation rates. Measured by costs, investment in personnel training has in the old EU countries grown most in Belgium and Portugal. Finland and Sweden belong to the countries where investment in personnel training has declined somewhat, clearly more in Sweden. Finland's percentage share was slightly below the average for EU countries during both measurements.

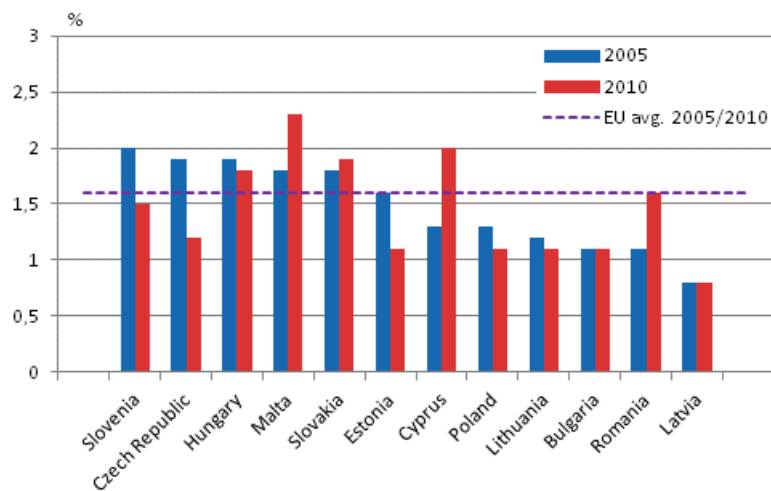
Figure 1. Share of course training costs in labour costs in 2005 and 2010, EU 15 countries



The countries are arranged based on the direction of the change and its size. Data for 2010 are missing for Denmark, Ireland and Greece. The dash line describes the average for EU countries.

Course training costs were divided relatively evenly between indirect (remuneration costs during training) and direct costs (charges and fees paid to training organisers, accommodation and travel costs, pay for internal training personnel, premises, and tools and equipment). However, the shares of direct and indirect costs vary considerably by country. In the United Kingdom, the remuneration costs during training form good one-third and in Belgium two-thirds of training costs. In Sweden and Finland, the share of remuneration costs in course training costs is nearly 50 per cent.

Figure 2. Share of course training costs in labour costs in 2005 and 2010, other EU countries



The countries are arranged based on the share in 2005. The dash line describes the average for EU countries.

In the new Member States, the trends deviate somewhat from the direction indicated by the participation rate. In Slovenia, the figure of the cost indicator has decreased in the same fashion as the participation rate. In the Czech Republic and Estonia, the share of training costs in labour costs has decreased clearly, even though the participation rate has grown slightly.

The share of remuneration costs in overall training costs varies even more in the new member countries than in EU 15 countries. In Romania, the remuneration costs during training form three-quarters of the costs but in Hungary their share is below 30 per cent.

Appendix tables

Appendix table 1. Participation in course format personnel training in 2005 and 2010 in EU Member States, Norway and Croatia ¹⁾

	2005	2010	Change
	%	%	%
Czech Republic	59	61	2
Slovenia	50	43	-7
Ireland	49	..	..
Luxembourg	49	51	2
France	46	45	-1
Sweden	46	47	1
Belgium	40	52	12
Finland	39	40	1
Slovakia	38	44	6
Denmark	35	..	..
Netherlands	34	39	5
Spain	33	48	15
Austria	33	33	0
United Kingdom	33	31	-2
Malta	32	36	4
Germany	30	39	9
Cyprus	30	37	7
Italy	29	36	7
Norway	29	..	..
Portugal	28	40	12
Estonia	24	31	7
Poland	21	31	10
Romania	17	18	1
Hungary	16	19	3
Bulgaria	15	22	7
Latvia	15	24	9
Lithuania	15	19	4
Greece	14	..	..
Croatia	..	23	..
EU average	32	36	4

1) Countries are arranged in descending order according to the participation rate in 2005.

Appendix table 2. Share of course training costs in labour costs in 2005 and 2010 in EU Member States, Norway and Croatia¹⁾

	2005	2010	Change
	%	%	%
Denmark	2,7	..	..
France	2,3	2,5	0,2
Ireland	2,2	..	..
Sweden	2,1	1,7	-0,4
Luxembourg	2,0	1,9	-0,1
Netherlands	2,0	2,2	0,2
Slovenia	2,0	1,5	-0,5
Czech Republic	1,9	1,2	-0,7
Hungary	1,9	1,8	-0,1
Malta	1,8	2,3	0,5
Slovakia	1,8	1,9	0,1
Belgium	1,6	2,4	0,8
Estonia	1,6	1,1	-0,5
Finland	1,5	1,4	-0,1
Austria	1,4	1,5	0,1
Germany	1,3	1,5	0,2
Cyprus	1,3	2,0	0,7
Poland	1,3	1,1	-0,2
United Kingdom	1,3	1,1	-0,2
Norway	1,3	..	..
Spain	1,2	1,6	0,4
Italy	1,2	1,1	-0,1
Lithuania	1,2	1,1	-0,1
Bulgaria	1,1	1,1	0,0
Portugal	1,1	1,9	0,8
Romania	1,1	1,6	0,5
Latvia	0,8	0,8	0,0
Greece	0,6	..	..
Croatia	..	0,7	..
EU average	1,6	1,6	0,0

1) The countries are arranged based on the share of training costs in 2005.

Appendix table 3. Course training costs in 2005 and 2010 in EU Member States, Norway and Croatia¹⁾

	Costs per employee, euro		Costs per participant, euro		Costs per training hour, euro	
	2005	2010	2005	2010	2005	2010
Denmark	1 011	..	2 724	..	93	..
France	842	935	1 849	2 057	66	73
Luxembourg	798	774	1 625	1 514	49	40
Sweden	763	697	1 653	1 465	49	62
Ireland	683	..	1 404	..	56	..
Belgium	681	1 084	1 709	2 094	55	61
Netherlands	677	830	2 084	2 150	54	61
Slovenia	534	526	1 077	1 188	37	32
Austria	525	637	1 577	1 916	59	64
Germany	487	592	1 640	1 499	55	66
Finland	448	464	1 144	1 154	46	51
Norway	447	..	1 544	..	48	..
Italy	420	442	1 459	1 227	57	53
Malta	408	472	1 282	1 319	36	33
Spain	370	515	1 109	1 066	43	52
United Kingdom	345	266	1 060	872	53	35
Czech Republic	332	240	565	394	24	27
Cyprus	325	677	1 072	1 840	49	69
Hungary	304	332	1 904	1 747	52	55
Slovakia	259	367	680	846	22	30
Portugal	238	475	849	1 196	32	28
Estonia	213	198	874	647	32	25
Poland	191	200	926	656	31	29
Greece	142	..	1 042	..	41	..
Lithuania	118	115	808	621	25	18
Romania	102	178	587	999	19	13
Bulgaria	79	92	539	425	18	17
Latvia	66	96	753	398	29	27
Croatia	..	244	..	1 084	..	38

1) The countries are arranged based on the costs in 2005.

The figures of the different countries have been made equal in terms of purchasing power using the PPP (Purchasing power parity) method. For this reason, the figures for Finland, for example, are not the same as the euro-denominated data of the release from 17 April 2013.

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