



***CONTINUING TRAINING MANAGEMENT MODELS UPDATING
COMPATIBLE WITH CURRENT ECONOMIC AND SOCIAL CONTEXT:
SMEs Continuing Training Financing
Discussion and case studies from across the EU.***

Leonardo Da Vinci partnership project aims to, along with EU partners, generate proposals and recommendations for updating the management models applicable to CVT to the times of social change (migration, training low-skilled aged people ...) and economic (policy administration cuts, purchasing power, ...).

With findings aim to identify variables that may be applicable and transferable to EACH PARTNER model for lifelong learning.

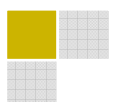
Also consider that, although in the last decade, training has improved both in terms of quantity and quality, there is still some way to go, especially in the case of small and medium enterprises (SMEs) and working groups with less training. **Therefore we will focus on SMEs.**

The Association shall be to:

1 -. In a ***first phase, the project context:***

a. Review and discuss the reasons why specific funding have been implemented to promote lifelong learning in SMEs:

- *Investment in training (specific public policies and the organizations themselves) as an indicator to compare the situation of HR in different countries.*
- *Organizations that provide training .*



b. Analyze the training in each State / Region describing the situation of this training subsystem (At time of application complex educational reforms and socioeconomic and political changes). Analyze the strengths and weaknesses of each.

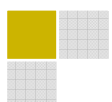
For example, these could be the highlights of the financing of SMEs from the perspective of:

- Continuing training in Europe. Definitions and objectives.
- Actors of continuing training systems in Europe
- The importance of SMEs in the EU
- The importance of continuing training.
- Definition of Continuing Vocational Training (CVT).
- Returns to education and training, continuing training in enterprises.
- Ongoing training in SMEs: facts and figures
- How are training SMEs in comparison to large-enterprises?
- How many employees participate in training?
- What kind of tend to provide continuous training to SMEs?
- What type of training received by employees of SMEs?
- Investment of SMEs in training compared to large companies
- Why SMEs tend to invest less in training than large companies?.
- Lack of familiarity with the potential benefits of training or resistance training.
- Lack of resources / failure to plan.
- Lack of internal funds for training and lack of access to external financing.
- Why support lifelong learning in SMEs?.
- Options for funding to support training in SMEs
- Options for financing training in SMEs.
- Financing.
- Types of financing mechanisms.
- Other policies that address barriers to investment in training in SMEs.
- Specific measures to increase training in SMEs.

2 -. In this *second phase*, it would be the *Case Study of SME financing*.

The Association would present a series of case studies from across the EU. An analysis of different training models in the European reality:

- *Actors involved in its management*
- *Beneficiaries of the training activities*
- *Activities that promote*
- *Methods of financing*
- *Levels of decentralization.*
- *Used Funding resources.*



The *original objective* of this case study section would highlight policies specifically related funding mechanisms for training activities in SMEs and discuss the different methods used. Present the Basque Euskadi Agreement Continuing Professional Training.

3 -. The *third phase* would be *Conclusions*.

Summarize and analyze the information of the cases (different methods implemented), it would be discussed in terms of their features and performance indicators and it would be collected some conclusions.

EXAMPLE:

a. Methods Summary: Main descriptive features. Basque Country example:

Scheme	Main aims (others)	Administration and operation	Target group/eligibility	Funding/allocation mechanism
Basque agreement for continuing training (Spain) Established 1995	Foster training within enterprises and employees in the Basque region.	Hobetuz: comprising social partner and Basque government representatives. Enterprises in the region (and Spain) contribute 0.35% of total compulsory social security contributions to a training fund..	All enterprises but special arrangements for those with <50 employees which have to present a 'grouped' training plan.	Based on the training undertaken by enterprises, training providers are funded. Funds allocated on case by case basis.

b. Obstacles found in the different training systems.

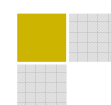
c. *Specific political system*.

d. *Target group of SMEs*-volume to which they are addressed.

e. *-Level of funding*-funding systems in accordance with the level and financing base.

f. *-Eligibility*-financing systems in accordance with the terms and conditions for the application.

g-assessment indicators derived from case studies.



Scheme	Type of training (personnel targeted)	Type of costs	Planning criteria	Maximum amount and length of support	Training provider
Basque agreement for continuing training (Spain)	Formal (external-Internal)	Training costs, preparation of training plan, individual training leave and activities to implement training	Enterprises with <50 employees must present 'grouped' training plans	No information	Quality standards are expected PQNS (Professional Qualifications National System)

4 -. In the *fourth phase*, we conclude with some *suggestions, proposals and recommendations* on how to move towards an updated model of management training in SMEs in the new socio-economic context.

For example:

- Identify future challenges facing the VC to be an effective strategy in maintaining employment and improving their quality:
 - Studies show participation levels in higher VT in certain qualification groups, balancing their participation
 - Take steps to encourage the recruitment of people from xxx years.
 - Enhance number of people trained and training hours.
 - Challenges in HR, transparency in the recognition of skills
 - New methods of training.
 - Number of hours the companies spend in training.
 - (Organization-Planning) suitable training (Trainin Needs Analisys (TNA)-making training plans-Development of training with qualified trainers-assessment results. Areas of professional companies to develop this task. Participation of social partners in the development of training plans.
- Complementing public policy-aid funding VC more active with other strategies by the administration. That is, development of measures in SMEs with the existence of joint strategies (through management, trade unions and employers ...

