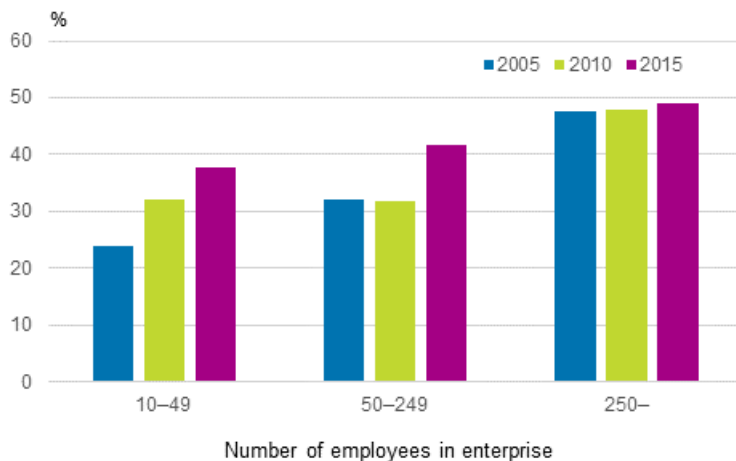


CVTS, Continuing Vocational Training Survey 2015

Employees of small enterprises participate in personnel training more than before

Participation in course format personnel training arranged by enterprises has increased over the past decade, especially in enterprises with 10 to 49 employees. In large enterprises with at least 250 employees, participation has remained unchanged. These data derive from Statistics Finland's Continuing Vocational Training Survey concerning 2015. The survey is repeated every five years in a uniform way in different European countries.

Participation in course training by size category of enterprise in 2005, 2010 and 2015, % of enterprises' wage and salary earners



In a smaller workplace the possibilities to participate in personnel training are clearly poorer than for employees of a large enterprise. The difference between participation possibilities has, however, narrowed in the past decade. The participation rate in course training in large enterprises (over 250 employees) has remained almost unchanged since 2005 but it has grown in small and medium sized enterprises. In 2005, the participation rate in small enterprises (10 to 49 employees) was 24 per cent and in large enterprises (over 250 employees) it was 47 per cent. In 2015, the respective figures were 38 and 49 per cent.

Seventy-eight per cent of enterprises had organised course format training. Of all employees in enterprises, 44 per cent had participated in course format personnel training during 2015. The increase from 2010 amounts to close on four percentage points. Previously, women’s participation rate has been slightly higher than men’s but in 2015 the participation rate of women and men was equal.

The variation by industry in the participation in personnel training was large both between industries and over time. The needs and possibilities for arranging personnel training are highly industry-dependent. Both on the labour market in general and in individual enterprises, cyclical and annual variations are large. For example, heavy investments in reforms and related training in a particular financial year can well be followed by a very slow training period.

Number of training hours has decreased

Thus the share of participants in training has risen slightly but the amount of training received by employee has decline somewhat. In 2010, there were nine hours of course training per employee when including all employees in enterprises and in 2015 the amount was eight hours. If, instead of all employees, only wage and salary earners that participated in course training are examined, the number of training hours was 19 hours per participant.

The amount of training received was the same for women and men and the change was also similar both by gender and in the two main industries (manufacturing and services).

In large enterprises with at least 250 employees, the number of training hours per employee was 9.5, which is over two hours more than in smaller enterprises.

Studying while working and online studying increased

In addition to participation in course training, the survey examines participation in other (not course format) training. Other training must be planned, organised and have a clear objective for learning. Occasional learning while working is not included.

Training and learning are becoming more versatile and, simultaneously, the difference between traditional training and other competence development is becoming blurred. Enterprises’ investments in course format personnel training has remained almost unchanged in recent years but especially various formats of studying while working, as well as self-learning, distance learning and online studying have correspondingly increased. This is also likely to be the trend in future.

Share of participants in other than course format training in 2010 and 2015, % of enterprises’ wage and salary earners

	2010	2015	Change
	%	%	Percentage unit
Studying while working	11.9	18.9	+ 7.0
Job rotation, assignments	2.1	4.1	+ 2.0
Conferences, workshops	12.5	12.6	+ 0.1
Learning circles, quality circles	5.4	3.4	- 2.0
Self-learning, distance learning, online studying	9.0	17.3	+ 8.3

For these formats of training, only the number of participants was asked, so there are no volume data on the number of training hours for such trainings. It should also be noted that the same persons may have participated in different formats of training. Similar overlapping also applies to those who have participated in course format training and in other formats of training.

The Act on Financially-Supported Development of Professional Skills entered into force at the beginning of 2014, based on which enterprises can deduct in taxation 50 per cent of employees' average daily pay with indirect costs multiplied by the number of actual training days. The hope was that this training support would encourage enterprises to increase their investments in personnel training. According to the results of the Continuing Vocational Training Survey, employees' possibilities to attend course format training has increased in small and medium sized enterprises but the amount of training per employee has not grown, however.

The survey covers enterprises in the private sector with at least ten employees in 2015, excluding agriculture and forestry, education, and health and social work. Altogether 1,579 enterprises in Finland included in the data collection for the survey responded and they represent 17,359 enterprises and their 1,050,000 employees. The data collection was conducted in the same form in 30 European countries.

The data collection for 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. In addition to course format training, the survey also examines other training formats, enterprises' training strategies and the obstacles for organising training.

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Appendix tables

Appendix table 1. Share and number of enterprises that have arranged training, course training and other training, as well as number of personnel by industry, sector and size class in 2015¹⁾

	All enterprises	Personnel	Arranged course-format and/or other training		Arranged course-format training		Arranged other training ¹⁾	
	number	number	%	number	%	number	%	number
Industry								
Mining and quarrying	72	3,293	74.8	54	67.6	49	58.4	42
Manufacture of food products	356	31,630	74.8	267	70.4	251	66.3	236
Manufacture of textiles and wearing apparel	101	5,089	66.7	68	52.5	53	56.2	57
Manufacture of paper and paper products	411	24,094	73.1	300	64.4	265	55.2	227
Manufacture of fuels and chemical products	190	29,638	75.8	144	63.2	120	64.3	122
Manufacture of fabricated metal products	440	38,914	84.3	371	76.0	334	69.8	307
Manufacture of machinery and equipment	800	43,999	76.4	611	68.8	550	49.1	393
Manufacture of transport equipment	896	96,928	89.8	805	86.6	776	73.8	662
Manufacture of wood products and furniture	122	14,584	80.5	98	69.9	85	69.8	85
Energy supply, water supply and waste management	292	13,241	97.4	284	97.4	284	74.6	218
Construction	2,618	100,063	82.3	2,155	81.8	2,142	51.6	1,351
Motor vehicle trade	433	22,758	90.8	394	85.2	369	71.9	312
Wholesale trade	1,272	53,096	90.2	1,148	73.1	930	80.9	1,029
Retail trade	1,672	124,531	84.5	1,412	75.4	1,261	77.3	1,292
Transport and storage	881	39,902	62.2	548	51.6	455	41.3	364
Accommodation and food service activities	1,341	87,987	84.5	1,133	82.6	1,108	59.3	795
Information and communication	925	78,520	93.3	863	86.7	802	77.1	713
Financial and insurance activities	283	22,546	96.8	274	93.6	265	86.2	244
Activities auxiliary to financial services and insurance activities	89	6,815	90.6	81	81.2	72	90.6	81
Other services	4,165	211,403	82.1	3,419	81.1	3,378	60.1	2,504
Principal activity								
Manufacturing	6,298	401,472	81.9	5,156	78.0	4,910	58.7	3,699
Services	11,062	647,559	83.8	9,271	78.1	8,639	66.3	7,333
Size category								
10 to 19 persons	7,659	106,463	73.2	5,607	67.7	5,183	55.3	4,235
20 to 49 persons	6,339	194,345	88.3	5,596	83.3	5,281	62.5	3,961
50 to 249 persons	2,779	277,910	95.4	2,653	90.6	2,517	82.2	2,285
250 to 499 persons	299	106,847	99.4	297	99.0	296	94.4	282
500 to 999 persons	170	117,256	94.3	161	94.3	161	93.7	160
1,000 persons or more	113	246,210	100.0	113	98.5	111	97.9	110

	All enterprises	Personnel	Arranged course-format and/or other training		Arranged course-format training		Arranged other training ¹⁾	
	number	number	%	number	%	number	%	number
All	17,359	1,049,031	83.1	14,427	78.0	13,549	63.6	11,032

1) Other training refers to

- planned and structured studying while working
- planned learning through job rotation, exchanges, secondments or study visits
- planned participation in conferences, workshops, trade fairs and lectures
- planned participation in learning groups or quality circles
- planned self-learning, distance learning and online studying during working hours

Appendix table 2. The number of employees that participated in course format training arranged by enterprises, participation share of men and women, and the amount of training hours per employee by industry, main industry and size category in 2015

	Total number of participants	Share of participants			Hours per employees		
		Men, %	Women, %	All, %	Men	Women	All
Industry							
Mining and quarrying	1,982	59.3	66.8	60.2	10.1	10.0	10.0
Manufacture of food products	13,848	44.6	42.7	43.8	5.8	6.3	6.0
Manufacture of textiles and wearing apparel	872	16.9	17.2	17.1	3.5	2.8	3.0
Manufacture of paper and paper products	8,206	30.4	43.4	34.1	5.5	7.0	5.9
Manufacture of fuels and chemical products	14,468	49.6	46.1	48.8	10.0	8.7	9.7
Manufacture of fabricated metal products	22,875	55.2	67.2	58.8	11.6	14.4	12.4
Manufacture of machinery and equipment	18,213	41.8	39.4	41.4	7.7	6.9	7.6
Manufacture of transport equipment	44,935	45.5	49.8	46.4	7.1	7.8	7.3
Manufacture of wood products and furniture	5,098	35.2	33.8	35.0	4.2	5.6	4.4
Energy supply, water supply and waste management	8,995	68.2	67.2	67.9	16.3	16.4	16.4
Construction	48,420	48.6	46.0	48.4	7.7	8.8	7.8
Motor vehicle trade	9,233	41.5	34.2	40.6	8.8	4.9	8.3
Wholesale trade	20,707	39.8	37.5	39.0	7.6	7.3	7.5
Retail trade	43,775	32.8	36.0	35.2	5.2	6.4	6.1
Transport and storage	12,831	22.1	36.8	32.2	3.3	6.1	5.2
Accommodation and food service activities	44,208	47.8	57.0	50.2	9.3	12.4	10.1
Information and communication	36,042	45.3	47.0	45.9	9.9	9.8	9.9
Financial and insurance activities	10,476	38.3	50.4	46.5	8.4	10.6	9.9
Activities auxiliary to financial services and insurance activities	2,600	41.5	35.9	38.2	6.1	5.7	5.9
Other services	91,317	40.4	45.7	43.2	8.2	9.8	9.0
Principal activity							
Manufacturing	187,912	46.5	48.0	46.8	8.0	8.6	8.1
Services	271,190	41.1	42.6	41.9	8.2	8.5	8.3
Size category							
10 to 19 persons	40,285	37.3	38.6	37.8	7.2	8.2	7.6
20 to 49 persons	72,911	38.0	36.3	37.5	6.8	6.8	6.8
50 to 249 persons	115,917	40.0	44.5	41.7	6.6	8.4	7.3
250 to 499 persons	52,340	52.0	44.0	49.0	9.8	9.4	9.6
500 to 999 persons	63,210	54.3	53.2	53.9	11.2	11.0	11.1
1,000 persons or more	114,439	47.5	45.2	46.5	9.0	8.5	8.8
All	459,103	43.8	43.7	43.8	8.1	8.5	8.2

Appendix table 3. Shares of enterprises having organised other forms of training and participants by form of training by industry, sector and size class in 2015¹⁾

	Share of enterprises that organised other forms of training, %	Share of participants by form of training				
		Studying while working, %	Job rotation, assignments, etc., %	Conferences, workshops etc., %	Learning circles, quality circles, etc., %	Self-learning and distance learning, online studying, %
Industry						
Mining and quarrying	58.4	19.3	2.2	12.3	0.3	6.3
Manufacture of food products	66.3	28.3	8.4	10.9	4.3	4.5
Manufacture of textiles and wearing apparel	56.2	12.2	2.5	5.2	0.3	2.3
Manufacture of paper and paper products	55.2	10.3	3.1	6.9	4.8	2.8
Manufacture of fuels and chemical products	64.3	26.2	20.5	22.9	6.7	8.3
Manufacture of fabricated metal products	69.8	16.0	5.1	22.4	7.7	17.8
Manufacture of machinery and equipment	49.1	10.8	2.3	7.0	6.9	16.5
Manufacture of transport equipment	73.8	21.6	6.1	11.9	5.0	25.3
Manufacture of wood products and furniture	69.8	7.9	1.3	4.4	1.1	4.7
Energy supply, water supply and waste management	74.6	6.3	2.7	21.3	3.8	12.0
Construction	51.6	15.5	4.1	5.4	1.4	3.4
Motor vehicle trade	71.9	12.4	4.4	12.9	2.4	21.2
Wholesale trade	80.9	12.3	1.2	17.6	1.7	12.7
Retail trade	77.3	30.7	4.3	8.8	2.4	31.5
Transport and storage	41.3	14.0	3.0	5.4	1.2	4.1
Accommodation and food service activities	59.3	21.0	4.1	6.2	2.8	18.0
Information and communication	77.1	20.8	3.4	25.5	3.1	24.6
Financial and insurance activities	86.2	15.3	3.9	13.1	7.0	44.5
Activities auxiliary to financial services and insurance activities	90.6	15.2	3.7	22.5	1.3	18.2
Other services	60.1	17.2	1.9	15.3	3.1	15.7
Principal activity						
Manufacturing	58.7	17.4	5.8	11.1	4.3	12.3
Services	66.3	19.9	3.0	13.6	2.8	20.4
Size category						
10 to 19 persons	55.3	15.7	2.1	12.1	1.6	11.1
20 to 49 persons	62.5	11.0	2.7	8.5	1.9	6.4
50 to 249 persons	82.2	15.3	3.2	13.8	4.2	13.5
250 to 499 persons	94.4	22.9	3.9	14.3	5.9	17.1
500 to 999 persons	93.7	17.6	2.3	14.7	4.6	16.1
1,000 persons or more	97.9	29.7	7.9	13.1	2.7	33.5
All	63.6	18.9	4.1	12.6	3.4	17.3

1) Other training refers to

- planned and structured studying while working
- planned learning through job rotation, exchanges, secondments or study visits
- planned participation in conferences, workshops, trade fairs and lectures
- planned participation in learning groups or quality circles
- planned self-learning, distance learning and online studying during working hours

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