TWG ‘Professional development of VET trainers’

Support to trainers competence development in small and medium-sized enterprises

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Strasbourg, 28 October 2013
The discussion should focus on:

- specificity and challenges of competence development in SMEs – effect on roles and tasks of persons who train in SMEs;

- opportunities and support measures to develop competences of 'trainers' in SMEs
  - apprenticeship(type) (IVET);
  - skills development in enterprise ('CVET')
Why SMEs?
**SMEs: backbone of Europe’s economy**

<table>
<thead>
<tr>
<th></th>
<th>SMEs</th>
<th>Micro</th>
<th>Small</th>
<th>Medium</th>
<th>Large</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of enterprises</strong></td>
<td>21,731,303</td>
<td>20,154,303</td>
<td>1,355,000</td>
<td>222,000</td>
<td>42,421</td>
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<tr>
<td><strong>Share in total</strong></td>
<td>99.68%</td>
<td>92.45%</td>
<td>6.22%</td>
<td>1.02%</td>
<td>0.19%</td>
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<td><strong>Persons employed</strong></td>
<td>89,586,900</td>
<td>39,645,700</td>
<td>27,230,700</td>
<td>22,710,500</td>
<td>43,157,400</td>
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<tr>
<td><strong>Share in total</strong></td>
<td>67.46%</td>
<td>29.85%</td>
<td>20.51%</td>
<td>17.10%</td>
<td>32.50%</td>
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<tr>
<td><strong>Value added (EUR Millions)</strong></td>
<td>3,422,300.20</td>
<td>1,261,663.40</td>
<td>1,080,760.90</td>
<td>1,079,875.90</td>
<td>2,518,044.40</td>
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<tr>
<td><strong>Share in total</strong></td>
<td>57.55%</td>
<td>21.22%</td>
<td>18.17%</td>
<td>18.16%</td>
<td>42.34%</td>
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</tbody>
</table>
SMEs: backbone of Europe’s economy
Enterprises which train

Source: Eurostat 2013; not included DE, DK, IE, IS, EL, IT, LV, SE, NO
Specificities and/or challenges?

As all enterprises need to develop strategies for skill development and upgrade

- assessment of needs
- use training incentives
- identify training offers and providers

But

all this is a bigger challenge for them

specificity is not in the need but in their capacity

(often limited by their size)
OECD (2013): Skill development and training in SMEs

- **Market** is the key driver (especially for informal)
- **Regulations, policies and other public incentives** supporting training and business development – not seen as dominant drivers

**BUT**

are important **supports**
OECD (2013): Skill development and training in SMEs

- Use both **formal and informal** training (KISA – knowledge intensive service activities)

**BUT**

- Report **better outcomes from informal** training and activities
OECD (2013): Skill development and training in SMEs

- Access equal to all employees (high-skilled and low-skilled); participation differs (in alternative types)
- In 'growth potential' SMEs – participation in informal training is twice as much
- Content:
  - low-skilled – routine, generic, IT, safety
  - high-skilled – productivity competence building (technical skills, business planning, management)
OECD (2013): Skill development and training in SMEs - Policy implications

- **acknowledge**: skill development is resource-intensive activity – focus on help to get a systematic approach (needs assessment, development plans, training capacity);

- **recognise** the importance of informal training – validation, bring together formal and informal

- allow market to inform policy-making – intervene at market failures and public good, impact points of decision by **company**

- allow **local responses** but demand uniform focus on productivity skills

- establish **communities of practice**, knowledge sharing
Questions to look for answers

What is and can be done to support competence development of those who train in SMEs taking into account SMEs challenges?

**SMEs and apprenticeship:**
- measures to involve SMEs in providing apprenticeships;
- training or other support to apprentice tutors or to any other staff in companies

**Skill development in SMEs**
- part of broader policy agenda (strategy/legal act/ national programme; specific reference to training of training staff or managers and owners)
- support measures to training of training staff, owners and managers