



**HEZKUNTZA, UNIBERTSITATE ETA
IKERKETA SAILA**

Lanbide Heziketako eta Etengabeko
Ikaskuntzarako Sailburuordetza

**DEPARTAMENTO DE EDUCACION,
UNIVERSIDADES E INVESTIGACION**

Viceconsejería de Formación y
Aprendizaje Permanente

BASQUE VOCATIONAL TRAINING PLAN 2004/2007

ANALYSIS OF CURRENT SITUATION



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Ikaskuntzarako Sailburuordetza

*DEPARTMENT OF EDUCATION,
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VOCATIONAL TRAINING IN THE BASQUE COUNTRY

The current position of vocational training in the Basque Country is the result of strategic planning and the creation of a priority instrument: the Basque Training Plan. This plan defined a series of connected actions geared toward building an integrated system of vocational training. The various indicators obtained point to a favourable response by the different sectors involved in the area of vocational training. Thus, the results achieved are considered positive and can be used as a jumping off point for further actions.

The future success of the new Basque Vocational Training Plan 2004/2007 is based on the existence of a solid system of vocational training. The results from the evaluation of this system are detailed below:



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Actions taken by the Basque Government

Activities developed by the Basque Government have centred primarily on the institution of a series of organs, some of which were created prior to approval of the 1977 Basque Plan. These bodies contributed greatly to reinforcing the presence of vocational training. The most noteworthy of these organs are listed below in chronological order:

1. The Basque Council on Vocational Training, created in 1994.
2. The Basque Foundation for Continuous Training, Hobetuz, arising from an interprofessional tripartite agreement made in September 1995, and created in 1996.
3. The Basque Vocational Training System Observatory, created in 1998.
4. Basque Vocational Training and Qualifications Institute, created in 1998.
5. The Network of Integral Vocational Training Centres, created in 1998.
6. The Quality & Vocational Training Evaluation Agency, created in 2000.
7. Vice-Ministry for Vocational Training and Lifelong Learning, created in 2001.

In line with the Basque Government's policy on quality, the Vice-Ministry for Vocational Training and Lifelong Learning, which encompasses the Vocational Training Directorate, the Lifelong Learning Directorate, the Basque Qualifications Institute and the Quality & Vocational Training Evaluation Agency, has been ISO 9001:2000 certified, giving it particular relevance.



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Vocational Training Centre activities

Another determining factor in the current state of Basque vocational training is the extraordinary response from vocational training centres, which have decidedly stood behind the new concepts put forward by the Basque Plan. In this area there have been notable changes in terms of management structures, requalification of human capital and modernization of equipment. Centres have opted for continuous training and pushed for a rapid transition from old to new curricula in the regulated training offer.

Table 1.- Internal Evolution of Vocational Training Programmes. Percentages. 1993/94-2002/03

Year	VT I	VT II	Modules	CFGM	CFGS
1993/94	31.0	65.0	4.0		
1994/95	29.0	65.0	6.0		
1995/96	29.0	62.0	9.0		
1996/97	28.0	59.0	11.0		2.0
1997/98	21.0	50.0	6.0	10.0	13.0
1998/99	6.0	36.0	2.0	26.0	30.0
1999/00	2.0	14.0		34.0	50.0
2000/01		5.0		36.0	59.0
2001/02				37.0	63.0
2002/03				37.4	62.6

Source: Department of Education, Universities and Research. Own elaboration

CFGM= medium-level training

CFGS= upper-level training



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Another relevant indicator is the readiness and initiative on the part of vocational training centres to develop practices associated with quality and excellence.

As a result, the following outputs were achieved by early 2004:

- Two vocational training centres have received the EFQM Gold Q Award for achieving a score of 500 points.
- 18 vocational training centres have received the EFQM Gold Q Award for achieving a score of 400 points.
- A total of 36 vocational training centres have obtained ISO 9000 certification.
- 14 vocational training centres have received 300 points for EFQM excellence.
- 1 vocational training centre has obtained ISO 14000 certification.
- 10 vocational training centres are in the ISO 14000 audit stage.



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The third element that contributes to the current status of vocational training in Basque society is the increasing commitment on the part of the centres to the furtherance of continuous vocational training and occupational training. This is a key issue in the strategy of the Basque Plan, which encourages the integration of the three vocational training subsystems.

Continuous Vocational Training Integrated Modular Catalogue	
	Participants
2001	6,980
2002	8,383
2003	15,399

Continuous Vocational Training Updated training	
	Participants
2000	2,621
2001	12,518
2002	9,487
2003	24,235

Occupational Vocational Training	
	Participants
2003	1,849



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Response from families and students

The response of families and students is another key element in the development of the sector. Demand has increased as a result of the changes made, specifically in response to the advantages obtained through reforms in the vocational training programmes. Several indicators provide eloquent data on demand behaviour. For the purpose of brevity, two of them are included here.

Table 2. Evolution of VT Students by Level. Total numbers. 1997/98-2002/03

Year	CFGM	CFGS	TOTAL
1997/98	3,967	6,654	10,621
1998/99	8,422	10,967	19,389
1999/00	10,569	15,454	26,023
2000/01	10,898	18,091	28,989
2001/02	11,048	18,298	29,344
2002/03	11,203	18,626	29,829

CFGM= medium-level training

CFGS= upper-level training



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Unquestionably associated with the previous factor are the improved academic results among vocational training students, a relevant indicator of the level of success and satisfaction. The data shown in table 3 provide an idea of the intense changes in academic achievement between students enrolled in Medium- and Upper-level training programmes and students of earlier vocational training programmes.

Table 3. Academic Results. Success Rate. Percentages. 1995/96-2002/03

Year	3rd yr. VT II	MODULES	CFGM	CFGS
1995/96	65%	78%		
1996/97	65%	82%		
1997/98	67%	83%		
1998/99			79%	88%
1999/00			80%	87%
2000/01			81%	88%
2001/02			79%	86%
2002/03			81%	86%

Source: Department of Education. Own elaboration

CFGM= medium-level training

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Business

sector

Table 4 shows the employment rates over a period of four years among different graduating classes successfully completing vocational training programmes. The rate of incorporation is particularly high, with over half of the areas of specialisation included here reaching 80%. This means that eight out of ten degree holders enter the labour market and do not continue with their studies. The data is very reliable, since 100% of the students who completed their studies were surveyed each of the years included in the study.

Table 4. Vocational Training Employment Rate. Graduating classes 1998, 1999, 2000, 2001 and 2002. Percentages. Total Basque Autonomous Community. Survey of 100% of students who graduated each year.

ACADEMIC AREA	Employment rate				
	1998	1999	2000	2001	2002
Metal	92%	93%	95%	92%	88%
Motor Vehicle	84%	94%	91%	90%	88%
Electricity and Electronics	88%	86%	90%	88%	81%
Drafting	86%	80%	88%	87%	-
Wood	90%	83%	87%	83%	84%
Construction	96%	100%	87%	87%	88%
Computing	-	81%	84%	82%	72%
Catering and Tourism	86%	76%	81%	83%	86%
Textiles	-	67%	80%	69%	73%
Agriculture	64%	88%	75%	77%	63%
Hairdressing and Beauty	80%	82%	73%	79%	85%
Community Service	63%	79%	73%	75%	81%
Sports and Physical Activity	71%	-	72%	85%	90%
Administration and Business	70%	70%	71%	75%	77%
Sound and Image	42%	66%	71%	74%	64%
Health	62%	57%	66%	71%	69%
Chemistry	77%	67%	66%	70%	75%
Graphic Arts	64%	69%	65%	75%	71%
TOTAL GRADUATING CLASS	78%	79%	81%	83%	81%

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