

Area: Labour Market

GLOBAL PARTICIPATION RATE IN CONTINUING VOCATIONAL TRAINING COURSES WAS 17.4% IN 2020

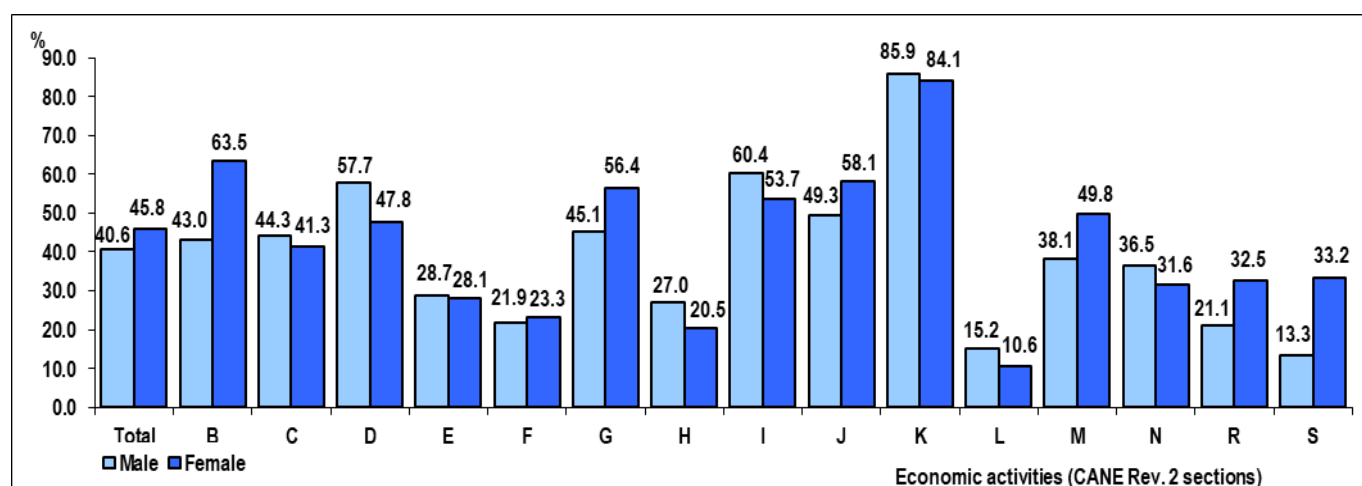
- **Global participation rate in CVT courses¹** was 17.4% in 2020, decreasing by 3.9 percentage points as against the year 2015.
- **The average cost of CVT** per participant was 2278 lei, and **one hour of CVT training** was 62.8 lei.
- **The share of enterprises that provided CVT** to their persons employed was 17.5% in 2020, decreasing by 9.2 percentage points as against the year 2015.
- About **two-thirds** of the enterprises providing **initial vocational training (IVT)** employ the IVT participants.

Participation in continuing vocational training courses

In 2020, the global participation rate in CVT courses¹ was 17.4%, decreasing by 3.9 percentage points as against the year 2015. The global participation rate in CVT courses for women was slightly higher compared to the one of men (18.6% for women compared to 16.5% for men).

The participation rate in CVT courses² was 42.7%, increasing by 0.4 percentage points as against the year 2015. The participation rate in CVT courses for women was higher than that of men (45.8% for women compared to 40.6% for men).

Global participation rate in CVT courses, by gender and economic activities, in 2020



[Graph data \(xls\)](#)

By **economic activities**, the highest rates of participation were in the activities of *financial and insurance activities* (84.6%), *accommodation and food service activities* (56.3%), *electricity, gas, steam and air conditioning supply* (55.5%), respectively *information and communication* (52.9%).

The lowest rates of participation were in *real estate activities* (13.3%), respectively *construction* (22.2%).

¹ the proportion of participants in CVT courses in the average number of persons employed in all enterprises that were the subject of the survey

² the proportion of participants in CVT courses in the average number of persons employed in the enterprises providing CVT courses

The participation rate in CVT courses for **women** exceeded that of **men**, especially in *mining and quarrying* (63.5% for women compared to 43.0% for men), *other service activities* (33.2% for women compared to 13.3% for men), *professional, scientific and technical activities* (49.8% for women compared to 38.1% for men).

By **size classes**, the highest rate of participation in CVT courses (45.4%) was in large enterprises (250 persons employed and over). The medium size enterprises (50-249 persons employed) had the lowest rate of participation (33.4%).

Continuing vocational training courses duration

In 2020, the **total duration** (within and outside normal working hours) of CVT courses was 20699 thousand man-hours and the average duration per participant was 36 hours/participant.

Most CVT courses (about 90%) took place **within the work program** and their average duration was 33 hours/participant.

More than three-quarters of the total training time for CVT courses was allocated for external courses.

The cost of continuing vocational training

In 2020, the **average cost of CVT³** per participant was 2278 lei.

By **economic activities**, compared to the average for the economy, significantly higher values of the average cost of CVT per participant were noticed in the activities of *information and communication* (4476 lei, almost twice above the average for the economy), *financial and insurance activities* (4040 lei, 1.8 times above the average for the economy), respectively in *professional, scientific and technical activities* (3931 lei, 1.7 times above the average for the economy). At the opposite side, the lowest cost of CVT per participant was in *arts, entertainment and recreation* (899 lei).

The average cost of CVT per participant was over the average for the economy in large enterprises (2307 lei) and medium enterprises (2561 lei).

One hour of CVT training was on average 62.8 lei. Significant variations were between the **economic activities**, from 34.7 lei/hour in *other*

service activities to 126.8 lei/hour in *professional, scientific and technical activities*.

In the small enterprises, the average hourly CVT cost was the lowest (53.4 lei/hour).

The average CVT cost of courses per participant was 572 lei.

By **economic activities**, the highest values of the average CVT cost of courses per participant were in *professional, scientific and technical activities* (1807 lei, by 3.2 times the average for the economy), respectively in *financial and insurance activities* (1007 lei). On the opposite side there were *other service activities* (191 lei), respectively *accommodation and food service activities* (156 lei).

By **size classes**, the highest cost of CVT courses per participant (974 lei) was in the medium size enterprises, while in the small and large enterprises was about of 500 lei per participant.

The average hourly CVT cost of courses was 15.8 lei/hour and took values between 5.0 lei/hour (in *accommodation and food service activities*, respectively *other service activities*) and 58.3 lei/hour (in *professional, scientific and technical activities*).

The medium size enterprises spent an average of 28.9 lei/hour for CVT courses, while the large enterprises only 13.3 lei/hour.

Continuing vocational training activities

In 2020, the share of enterprises that **provided CVT** to their persons employed was 17.5%, recording a decrease as against the year 2015, when 26.7% of enterprises implemented such programs for their persons employed. This decrease was mainly determined by the economic situation created in the context of the COVID-19 pandemic and the establishment of the state emergency/alert throughout Romania. Thus, during 2020 a significant number of economic and social units have temporarily suspended or even ceased their economic activity.

Of the total number of enterprises that provided CVT for their persons employed, 64.9% provided **CVT courses** for their persons employed, while 88.2% chose to train their persons employed through **other forms of CVT** (other than courses).

³ composed of the cost of CVT courses and the labour cost of participants in courses, **depending** on the influence of contributions to funds dedicated to CVT and receipts/subsidies

By **type of training courses**, more than a half of the enterprises that provided CVT opted for training their persons employed through *external courses*, showing a slightly higher interest compared to the *internal* ones (57.8% as against 50.0%).

The main training providers for **external courses** were private training companies (88.3% of enterprises benefited from their services), respectively equipment suppliers (48.4% of enterprises benefited from their services). At the opposite side were trade or professional unions that provided external training courses only for 3.0% of the enterprises.

Continuing vocational training provided by Romanian enterprises focused mainly on staff training through **other forms of CVT** (other than courses) such as planned training through guided-on-the-job-training (55.0%), respectively self-directed learning/e-learning (47.8%).

Learning or quality circles was the lowest form of CVT and was provided by 12.0% of enterprises.

The restrictions caused by the COVID-19 pandemic forced a large proportion of the enterprises that offered CVT (40.9%) *to provide fewer CVT activities than they had planned*. Also, there were enterprises with *fewer participants in CVT activities* (29.0%), *fewer hours spent on CVT activities* (26.8%), enterprises that *introduced or increased the share of CVT activities carried out in online or hybrid system* (22.1%), or enterprises that *recorded costs increases of CVT activities as a result of the health insurance measures* (22.0%).

Enterprises that did not provide continuing vocational training

In 2020, over 80% of the enterprises did not provide continuing vocational training to their persons employed.

The most important reasons given by the employers for not granting any form of professional training were *„the current qualifications, skills and competencies of persons employed meet the needs of the enterprise”* (84.7% of the enterprises that did not provide CVT), respectively that *„it was preferred to recruit individuals with the required qualifications, skills and competencies”* (76.9% of the enterprises that did not provide CVT).

Initial vocational training activities

In 2020, only 3.5% of the total number of enterprises offered initial vocational training (IVT).

The main reason for which the enterprises provided IVT was *“to qualify future persons employed according to the needs of the enterprise”* (87.9%), and as a result, almost two-thirds of these enterprises usually employ IVT participants.

Additional Information:

For an accurate interpretation of the indicators, please see the [Methodological notes](#) attached to the press release on the homepage.

Global participation rate in continuing vocational training courses (CVT) represents the proportion of participants in CVT courses in the average number of persons employed of all the enterprises object of this survey.

Participation rate in continuing vocational training courses (CVT) represents the proportion of participants in CVT courses in the average number of persons employed in the enterprises providing continuing vocational training courses.

Participation rates in CVT courses, total/average CVT cost, total/average CVT cost of courses, distribution of enterprises by type of CVT and distribution of enterprises by their IVT and CVT participation are presented in the [Annex](#).

Additional information can be obtained:

- *accessing on-line TEMPO database starting with September 30th 2022 for the continuing vocational training:*

<http://statistici.insse.ro:8077/tempo-online/#/pages/tables/insse-table>

- *the statistical publication „Characteristics of continuing vocational training in Romanian enterprises in 2020”, available for users starting September 30th 2022*

Next press release will be issued in the year 2027.

Press release archive:

<https://insse.ro/cms/en/comunicate-de-presaview>

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