SWOT ANALYSIS

Involvement of companies in the vocational education and training
1. Strengths

- **Vocational Training**
  (System, Curricula, Teaching methods, Trainer, co-operations, etc.)

- Creation and development of the system of recognition of qualifications.

- Improvement of the accesses between the Intermediate level VET the Advanced level VET (courses of preparation for the entrance test to the Advanced level VET)

- Government is spending a lot of money in order to improve the public image of VET.
Strengths

- **Vocational Training**
  (System, Curricula, Teaching methods, Trainer, co-operations, etc.)

- The vocational training has practices in companies as obligatory content (25% of the time of education). This fact helps to improve the relation between centers of formation and companies.

  - The practices in the companies provide to the students the practical learning of a job.

  - The practices facilitate the labour insertion of the people titled in vocational training.
Strengths

- **Vocational Schools & training centers** (facilities, building infrastructure, staff, financing, etc.)

  - Improvement of the quality standards of the centers of formation.

  - The working conditions of teachers are quite beneficial, which makes it an attractive profession for high qualified professionals.

  - Companies have programs to finance training courses for their workers.
2. Weaknesses

- **Vocational Education**
  (System, Curricula, Teaching methods, Trainer, co-operations, etc.)

- Complexity of the system of vocational training, due to his great scope (from pupils in school age up to accreditation of workers and unemployed people).

- Lack of adjustment with the demands of the Companies

- The school failure in the compulsory education has the negative consequence that potential VET students not always have the necessary level of knowledge.

- Lacks of the vocational training in the areas of the languages and of the information and communication technology (ICT).
Weaknesses

- **Vocational Training**
  (System, Curricula, Teaching methods, Trainer, co-operations, etc.)

- The bureaucracy around arranging an agreement for practices.

  - Difficulties to fit the content of the formation with the activities that have to be carried out during the practices in companies.

  - Educational programs are proposed by educational administration and often they are not adapted to the specific needs of the companies.

  - Shortage of workers in companies prepared to attend students during their training.
Weaknesses

- **Vocational Schools & training centers** (facilities, building infrastructure, staff, financing, etc.)
  - In some cases the costs of the courses are higher than his financing.
    - The financing does not distinguish sufficiently between the most expensive specialities and the least expensive, or between the territories with more and fewer resources.
    - The budget investment is insufficient in public and private schools.
    - Public schools have difficulties to choose the equipment that they need out of the sets that administration provides them.
    - Private schools must obtain financing through other activities or donations if they want to buy equipment.
    - Educational staff for continuing vocational training does not have steady employ conditions.
3. Opportunities

- **Vocational Education**
  (System, Curricula, Teaching methods, Trainer, co-operations, etc.)

- High degree of labour insertion of the students titled in vocational education.

- Internationalization of vocational training through European programs and initiatives (Erasmus, Leonardo, ...)

- Creation of digital platforms that allow on-line learning modules for professional certificates or diplomas.
Opportunities

- **Vocational Training**
  (System, Curricula, Teaching methods, Trainer, co-operations, etc.)

- Development of national catalogue of professional qualifications in order to be the basis for organizing the training.
Opportunities

- **Vocational Schools & training centers** (facilities, building infrastructure, staff, financing, etc.)

  - Having agreements with companies allows the training of teachers, getting low-cost equipment, increasing employability of students, etc.
  
  - It is possible to obtain funds for financing from banks or foundations.
  
  - Manufacturer companies show special interest in lending equipments to vocational schools.
  
  - Usually, workers near retirement or retired enjoy teaching to young people. This is a good way for transferring knowledge from companies to schools.
  
  - The financing programs for training courses to prepare specific training adapted to the needs of companies.
4. Threats

- **Vocational Education** (System, Curricula, Teaching methods, Trainer, co-operations, etc.)

  - Traditional negative vision with which the Spanish society perceives the studies of vocational training.

  - Complexity of the configuration due to the implication of many agents: educational and labour administrations, businessmen's associations, unions and centers of formation.

  - Continuing VET depends on every company and on the importance that this one assigns it.

  - The small and medium enterprises, generally, do not detect the needs of formation in a systematic and orderly manner.
Threats

- **Vocational Training** (System, Curricula, Teaching methods, Trainer, co-operations, etc.)
  - Difficulties to combine work schedules with practices.
  - Some companies use practices as a free labour.
  - Lack of financing for non-labour practices.
Threats

- **Vocational Schools & training centers** (facilities, building infrastructure, staff, financing, etc.)

  - Ongoing changes in regulations, setting up new requirements that are sometimes very difficult to achieve when a workshops is already running.

  - The training course calendar for unemployed people changes every year according to the budget of the government.

  - There are no specific programs facilities and infrastructures. The initial investment in vocational schools is too high.
Thank you.

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