

# SWOT ANALYSIS

**Involvement of  
companies in the  
vocational  
education and training**

A stylized silhouette of a mountain range in a darker shade of teal, located in the bottom right corner of the slide.

# 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.

# Strenghts

- ❖ **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 workshop 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.  
Agata Strudzińska  
Lubelska Izba Rzemieślnicza

A stylized, dark teal silhouette of a mountain range is positioned in the bottom right corner of the slide, adding a decorative element to the background.