




Training






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STZ advies & onderzoek


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Training conditions




- Facilities from the employer: funding, time, interesting and motivating training offers
- Knowledge/expertise at the workplace: management and employees
- Individual steps and actions to take training and enter a learning process


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WageIndicator



- Three main questions (comparable with Working Conditions Survey EF Dublin):
- 1. Employer provided training received last 12 months?
- 2. Self-paid training last 12 months?
- 3. Opinion/attitude on importance of training

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Results 5 countries



- Employer paid: from 42 % (Spain) to 67 % (Finland)
- Self-paid: from 17 % (Netherlands) to 33 % (Spain)
- Spanish employees value training most ('often or always worthwhile'), Belgian and Dutch colleagues more sceptical

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Industries




- Low scores for employer-provided training in construction, hospitality and wholesale/retail in all countries
- Finance and Public administration (except Spain) on top
- Lots of country and industry variations in self-paid training

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For trade unions



- In all countries: workers experiencing self-paid training are more often female, younger, less educated and less protected (more non-permanent contracts) than those with employer-provided training
- No training: lower educated over-represented

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