

Confederación Empresarial Vasca
Euskal Entrepresarien Konfederakuntza

Confe**Bask**

EMPRESA&FP
LH&ENPRESA



**BUSINESS
COMMITMENT
WITH THE
BASQUE VT**

**Bilbao, November
2019**

CONFEBASK: THE BASQUE BUSINESS CONFEDERATION



The Basque Business Confederation (Confebask) is the organization that **represents and defends the general and common interests of Basque entrepreneurs and companies** and their legal representative before the Administration, trade union organizations, professionals and the public opinion of Euskadi.

Integrates on a voluntary basis thousands of private companies of the Basque Autonomous Community belonging to all territories, sizes and sectors of activity. All companies are associated with Confebask through its three member organizations:

ADEGI MEJOR EMPRESA
MEJOR EMPLEO

CEBEK
Confederación
Empresarial de
Bizkaia
Bizkaiko
Enpresarien
Konfederazioa

SE EMPRESAS | ARABAKO
ALAVESAS | ENPRESAK

Training Area :

- Vocational training
- University
- Training for Employment (workers)
- Previous educational stages
- International mobility
- Entrepreneurship

Confebask: Basque Business Confederation
*"Confebask is the Basque Business Confederation that dynamizes and leads the role of companies, while defining the training needs (initial and continuous) of workers in the Basque Country. It constitutes a **reference and important interlocutor of the Vice-Ministry of Vocational Training** in order to defining the training needs for today's and tomorrow's jobs. "*

CONFEBASK AND VOCATIONAL TRAINING

Strategic scope of action for more than 25 years.



" Key to improving the competitiveness of our companies, through the qualification of the people who form them "

Born from the company (1988).

1991: Start of a close collaboration with the Basque Government on VT

- ✓ Governance: Basque Council of VT (Administration + Social Agents + Centers).
- ✓ Definition and development of programs related to practical training in business.

Objective:

- ✓ Greater link between the productive and educational systems
- ✓ Practical training in Business.

CONFEBASK AND VOCATIONAL TRAINING



PRACTICAL TRAINING IN A COMPANY IN COLLABORATION WITH THE BASQUE GOVERNMENT (since 1991):

- **Shared Professional Training (1991 - 1999).**
- **Training in Work Centers FCT (1997- present).**

DUAL TRAINING in alternating regime:

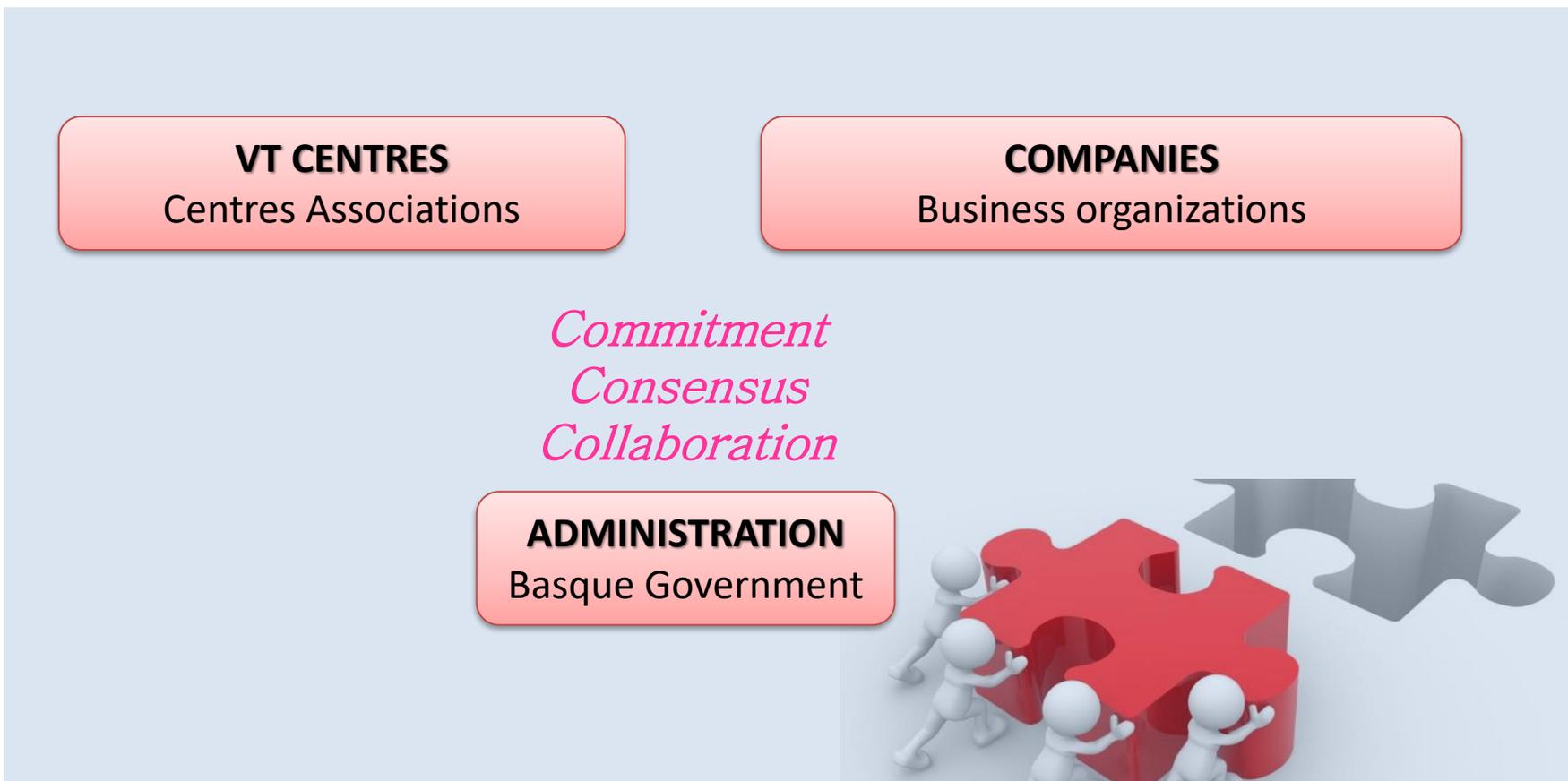
- **IKASI eta LAN (2005-2009).**
- **FP DUAL of EUSKADI (2012 - present).**

PRACTICAL TRAINING / INTERNATIONAL MOBILITY:

- **Leonardo, Erasmus and Erasmus + programs (1996 - present)**
- **Global Training Program (2013-present)**

Students benefited: More than 200,000

What is the key of the success of Basque PROFESSIONAL TRAINING AND DUAL VT?



Bases or Fundamental Principles:

- ✓ *To build on built ... for 25 years.*
- ✓ *Closeness with the company-needs*
- ✓ *Consensus / Collaboration / Commitment of all agents.*
- ✓ *Public-Private Collaboration.*
- ✓ *Administration: Boost, leadership and flexibility.*
- ✓ *Powerful Centers Network.*
- ✓ *Business Commitment*
- ✓ *Confebask: working as a "bridge" and pioneers*

BASQUE DUAL VT

FP.DUAL



**FP DUAL DE EUSKADI:
LA CANTERA DE NUESTRAS EMPRESAS**



BASQUE DUAL VT | PRINCIPLES

- **Own** adapted model .
- **Flexible** and **permanently adapting** to our sectors and companies.
- Centers lead, but adapting to business demand
- Build a **solid model**: strong roots but not massive.
- Consensual / Collaboration BG- Centers -Companies (Confebask)
- Open to all sectors / professional families.
- **Individualized** : 1 student 1 company 1 model
- Company-Apprentice Relationship: **Contract**
- Bet for **Quality** (remuneration in 100%)
- Joint initial regulation Education-Employment (2012)

BASQUE DUAL VT | EVALUATION

Percentage of Insertion 2017/2018: **96,2%**

PUPIL Evaluation

91% VERY SATISFIED with the **tasks** performed in the company. They have been very related to the contents of the cycle.

94% VERY SATISFIED with the **tutors of the company**, how they have organized the activities and how they have helped them.

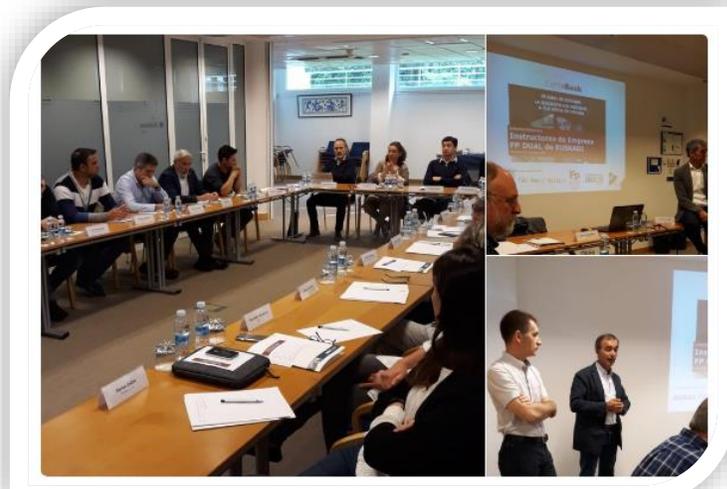
COMPANY Evaluation

98.8% Considers that the student has also been **productive and effective** for the company.

99.6% Considers that the Dual VT model in Alternance Regime is **very good**. They like the system.

BASQUE DUAL VT | OUR ROLE

- **Governance** of the System with the Basque Government: design, monitoring and evaluation of the program.
- **Dissemination** of the Program to Companies: Campaign, Conferences, newsletters, visits, etc.
- Intermediation between Centers and Companies.
- **Training of Business Instructors** in collaboration with the centers: methodology, contents, materials, etc.
- **Technical-legal advice and guidance** to companies.
- **Certificates** to participants in the program.



BASQUE VT SYSTEM

DOUBLE **SHARED** OBJECTIVE:



Answering to the **NEEDS** of
our **companies**
in a **flexible**
and **anticipated** way.

EMPLOYABILITY → **COMPETITIVENESS**

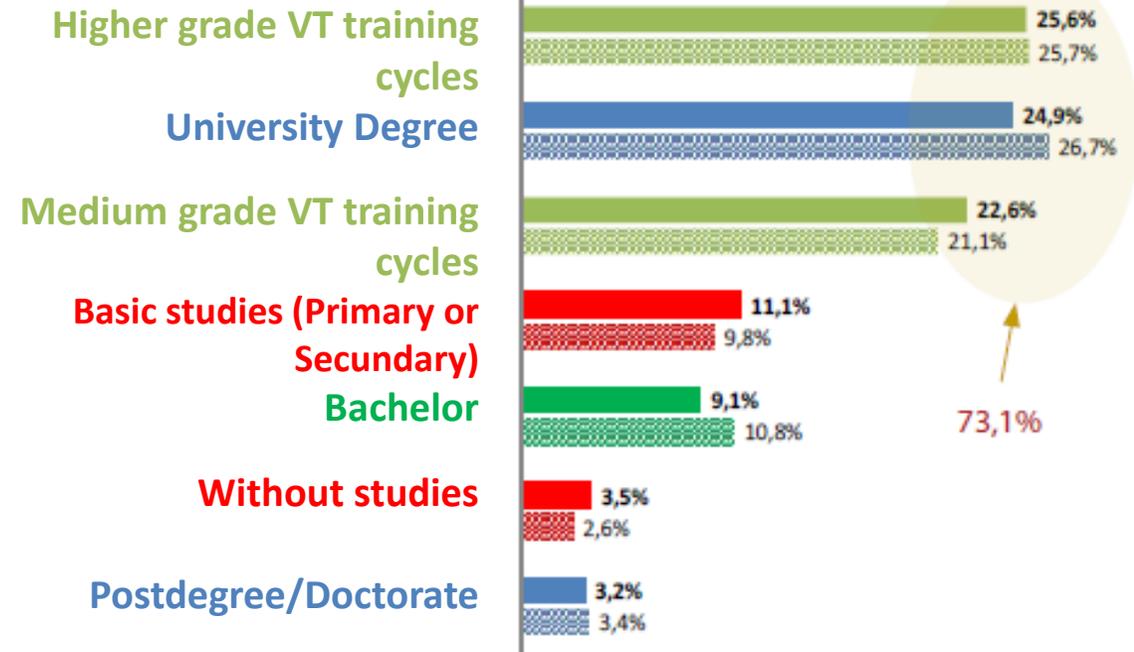


Employment and qualification needs of Basque companies for 2016 and 2018



The most demanded training profiles Will be those of the highest qualification

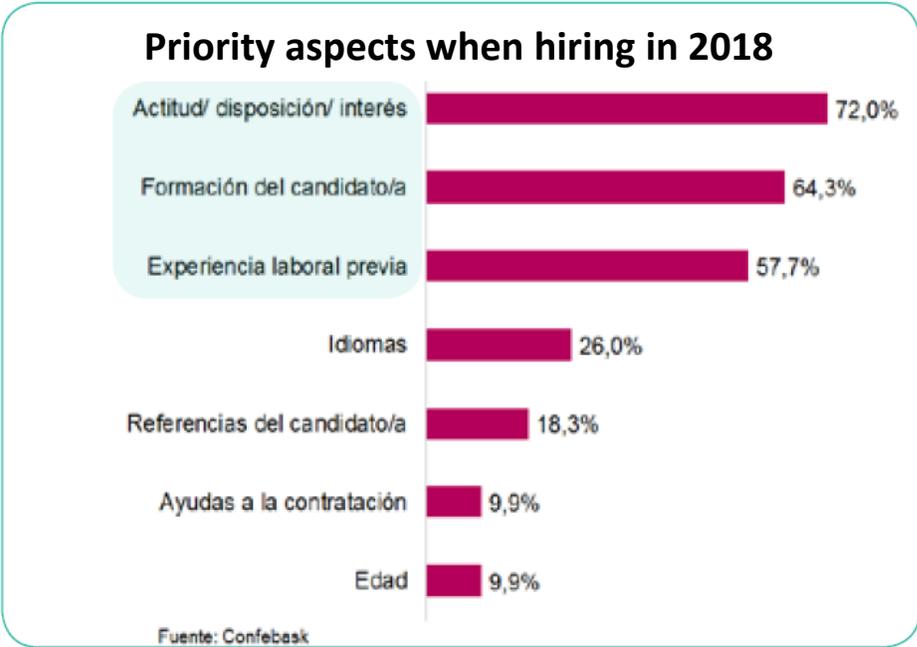
Distribution of the contracting planned in 2018 and 2016 by level of studies required



Fuente: Confebask

■ 2018 ■ 2016

Personal attitude, training and experience, remain as the most valued aspects when hiring



TRANSVERSAL Competencies + TECHNICAL Competencies + EXPERIENCE

ATTITUDE
Values

APTITUDE
Specialization

Basque Company's Needs



Measures taken Basque Government - VT

Quantitative adaption of offered places

Adequacy of title's content

New methodologies : ETHAZI – High performance

ENTREPRENEURSHIP VALUES

PASSION
BOLDNESS
CREATIVITY
TENACITY
ADAPTATION TO CHANGE

MORE EMPLOYABLE PEOPLE, WITH
GREATER CAPACITY TO GENERATE AND
DEVELOP VITAL PROJECTS

THANK YOU VERY MUCH

ESKERRIK ASKO

MUCHAS GRACIAS