

# LMI4VET



## **Analysis of the situation and the potential of using LMI by social organisations in planning vocational training for vulnerable groups**

### **Survey Report - SPAIN**

## Index

|  |    |
|--|----|
| 1. Introduction .....                          | 3  |
| 2. Survey information.....                     | 4  |
| 3. Key findings .....                          | 5  |
| 4. Profile of Organisations.....               | 6  |
| 5. Target Groups, Services and Training.....   | 12 |
| 6. Use of Labour Market Information (LMI)..... | 16 |
| 7. Summary .....                               | 22 |
| Annex. Methodology & Notes.....                | 24 |



## 1. Introduction

The Labour Market Information for Vocational Education and Training (LMI4VET) project is an initiative designed to strengthen the role of labour market intelligence (LMI) in vocational education and training (VET). The project addresses the challenge of aligning vocational training programs with real labour market needs, ensuring that individuals—especially those from vulnerable backgrounds—receive training that enhances their employability.

A data-driven approach is at the heart of LMI4VET. Many social organizations and training providers, in this project called “Third Sector Education and Training Service Providers (TS\_ETSP)” currently lack the necessary tools and knowledge to systematically use labour market information when designing and delivering vocational training programs. This results in a mismatch between the skills provided in training and the demands of employers. The project seeks to bridge this gap by equipping training institutions with guidelines and digital resources that allow them to make informed decisions about which skills to prioritize and how to structure their courses to maximize employment opportunities for trainees.

LMI4VET is funded under the Erasmus+ programme, the European Union’s flagship initiative for education, training, youth, and sport. The project runs for 24 months, from 1 November 2024 to 31 October 2026, and is led by PROSPEKTIKER, S.A., an organization specializing in labour market forecasting and strategic foresight. In collaboration with five research institutions and five social partners (Third Sector Education and Training Service Providers (TS\_ETSP)) from multiple European countries, the project will develop methodological guidelines, interactive digital training tools, and validation mechanisms to ensure the successful adoption of LMI-based strategies in VET planning.

## 2. Survey information

Among the tasks of WP2 is to develop a methodological guide that can support professionals from TS\_ETSP entities in the preparation of a quality diagnosis of the labour market, so that they can guide their vulnerable groups with data-based decisions. To do this, the first thing to do is to know the current situation in which these professionals find themselves in relation to their knowledge of the labour market, the resources they have, the groups to which they direct their actions, the use of sources and tools, the difficulties or challenges they have to face on a regular basis... To do this, a common technique is usually the survey.

The proposal already mentioned that a number of interviews and awareness-raising surveys with the social partners would be carried out in each partner country, on the one hand, to obtain information on the needs of the social partners, and on the other hand, to disseminate the objectives of the project and highlight the importance of LMI training.

The survey has been co-designed with each and every one of TS\_ETSP entities of the project. During all stages of the survey design, these entities have participated as validators or evaluators of the survey. For distribution, it has also relied on them, taking advantage of their regular contacts and networks in which they regularly participate. That is why it is understood that the survey was adjusted to the realities and specificities of these entities.

A total of 25 responses to the survey (objective 25) have been collected for Spain.

### 3. Key findings

Sample: 25 organisations from Spain responded to the survey.

Funding remains mixed between structural and project-based models, with some expectations of change in the near future.

Organisations deliver a broad portfolio of employment-related services and training, often tailored to vulnerable groups.

Use of labour market information (LMI) is uneven; respondents highlight challenges such as limited knowledge of sources and difficulties accessing or interpreting data.

## 4. Profile of Organisations

### Type of organisation

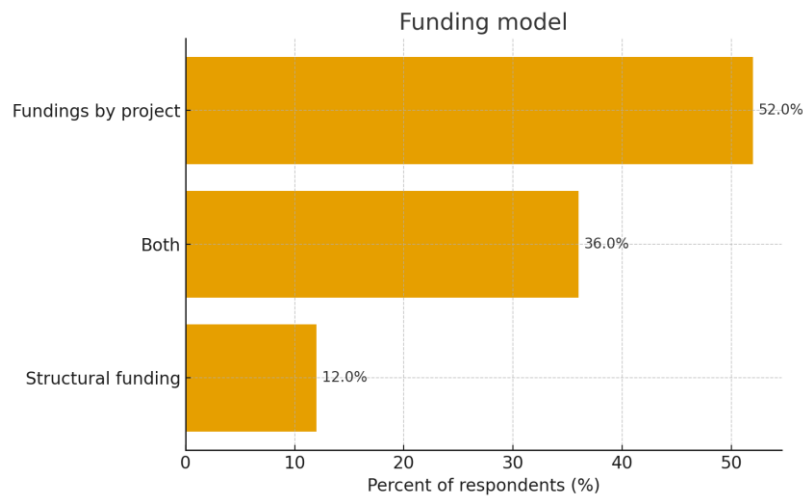
| Category   | Count | %     |
|------------|-------|-------|
| Non-profit | 25    | 100.0 |

Base: 25 respondents.

### Funding model

| Category            | Count | %    |
|---------------------|-------|------|
| Fundings by project | 13    | 52.0 |
| Both                | 9     | 36.0 |
| Structural funding  | 3     | 12.0 |

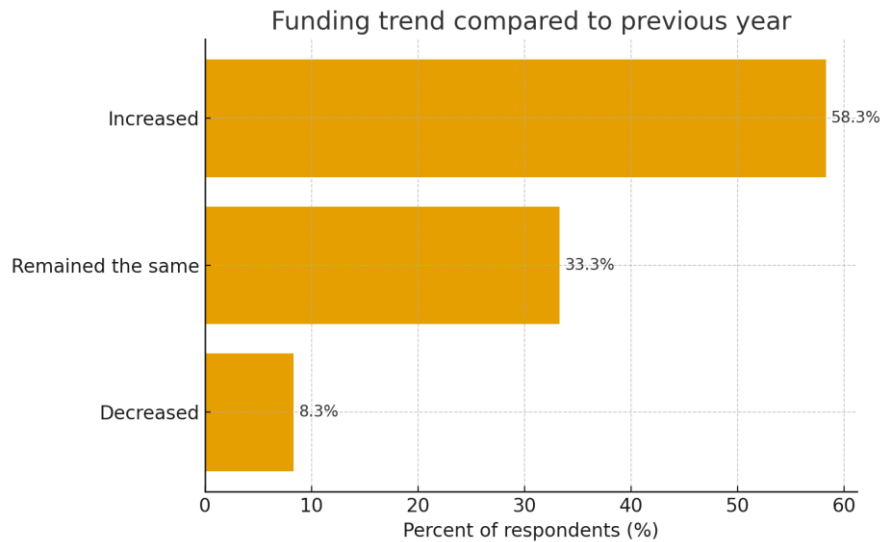
Base: 25 respondents.



### Funding trend compared to previous year

| Category          | Count | %    |
|-------------------|-------|------|
| Increased         | 14    | 58.3 |
| Remained the same | 8     | 33.3 |
| Decreased         | 2     | 8.3  |

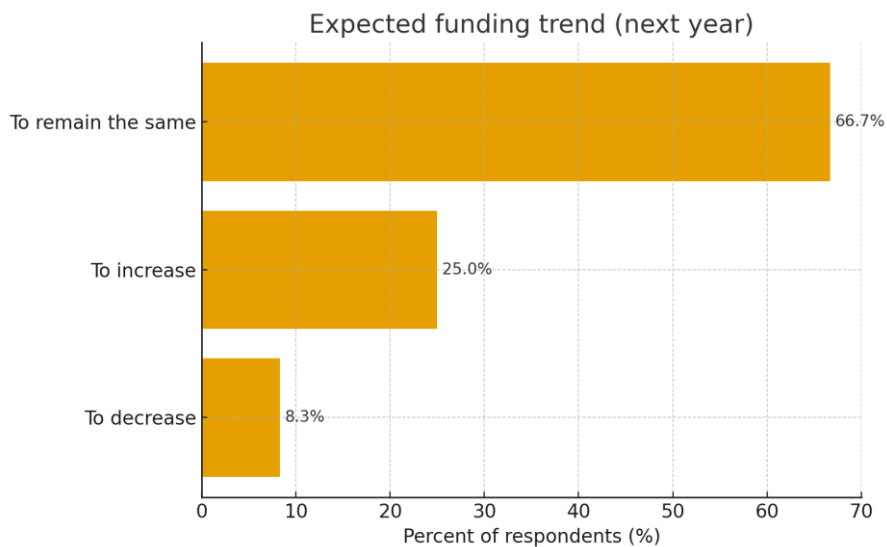
Base: 24 respondents.



**Expected funding trend (next year)**

| Category           | Count | %    |
|--------------------|-------|------|
| To remain the same | 16    | 66.7 |
| To increase        | 6     | 25.0 |
| To decrease        | 2     | 8.3  |

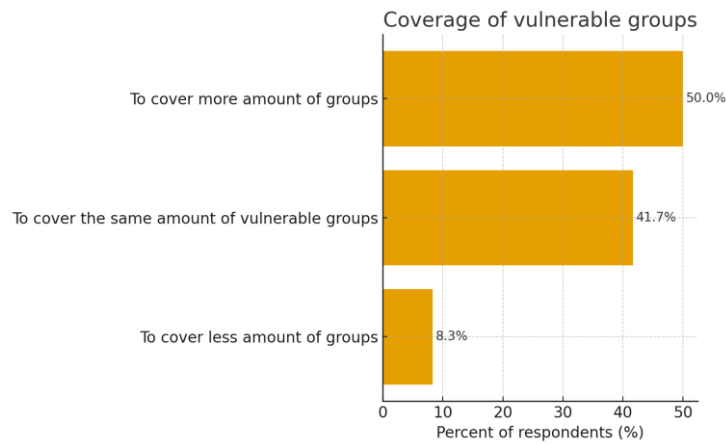
Base: 24 respondents.



**Coverage of vulnerable groups**

| Category                                      | Count | %    |
|---|-------|------|
| To cover more amount of groups                | 12    | 50.0 |
| To cover the same amount of vulnerable groups | 10    | 41.7 |
| To cover less amount of groups                | 2     | 8.3  |

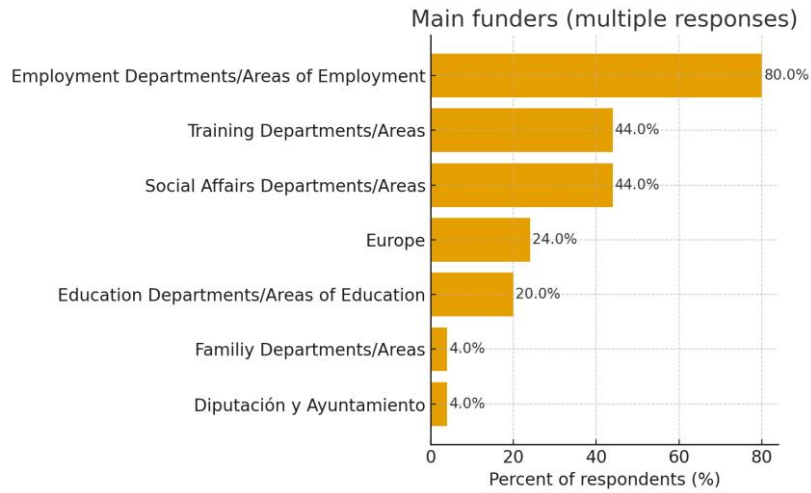
Base: 24 respondents.



### Main funders (multiple responses)

| Category                                   | Count | %    |
|--|-------|------|
| Employment Departments/Areas of Employment | 20    | 80.0 |
| Training Departments/Areas                 | 11    | 44.0 |
| Social Affairs Departments/Areas           | 11    | 44.0 |
| Europe                                     | 6     | 24.0 |
| Education Departments/Areas of Education   | 5     | 20.0 |
| Familiy Departments/Areas                  | 1     | 4.0  |
| Local public bodies                        | 1     | 4.0  |

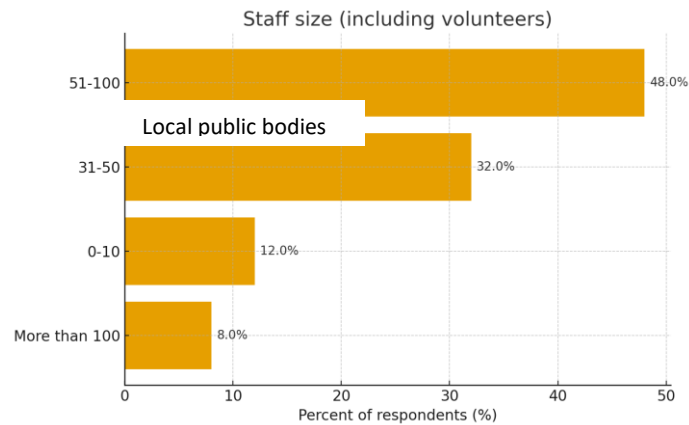
Base: 25 respondents.



### Staff size (including volunteers)

| Category      | Count | %    |
|---------------|-------|------|
| 51-100        | 12    | 48.0 |
| 31-50         | 8     | 32.0 |
| 0-10          | 3     | 12.0 |
| More than 100 | 2     | 8.0  |

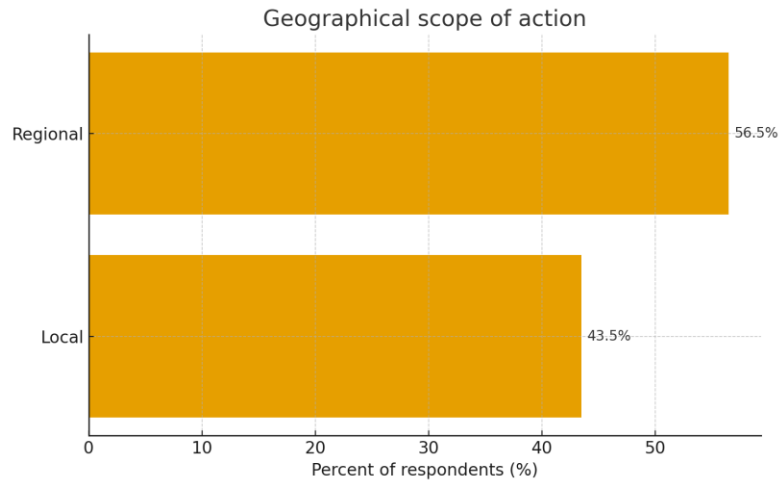
Base: 25 respondents.



### Geographical scope of action

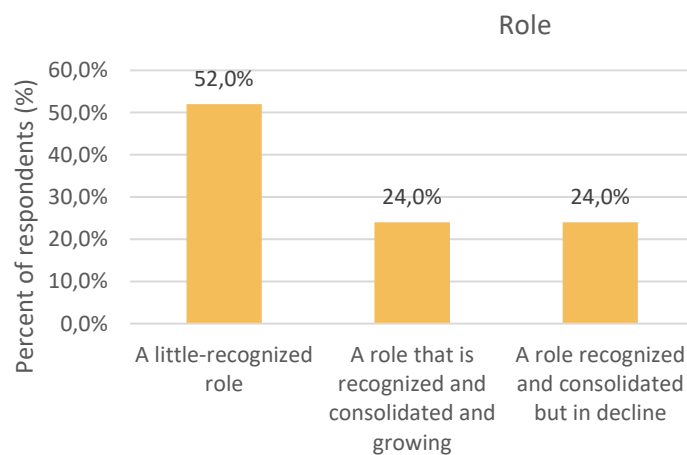
| Category | Count | %    |
|----------|-------|------|
| Regional | 13    | 56.5 |
| Local    | 10    | 43.5 |

Base: 23 respondents.



**Role**

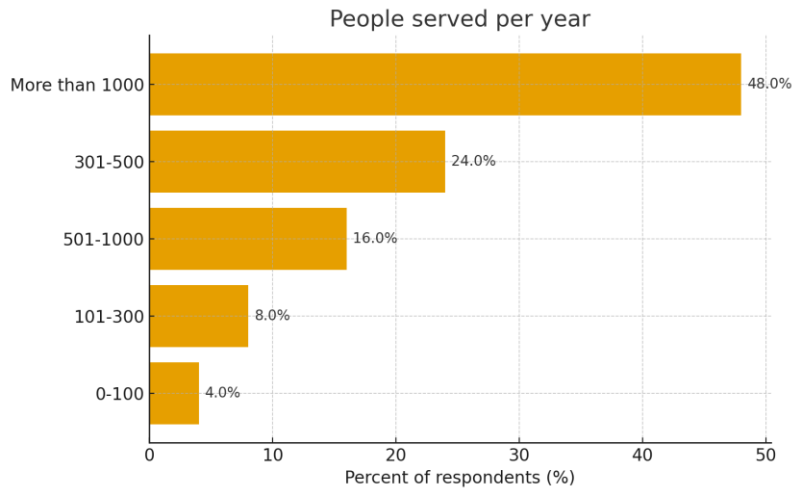
| Category  | Count | %    |
|---|-------|------|
| <b>A role recognized and consolidated but in decline</b>      | 6     | 24.0 |
| <b>A role that is recognized and consolidated and growing</b> | 6     | 24.0 |
| <b>A little-recognized role</b>                               | 13    | 52.0 |



**People served per year**

| Category       | Count | %    |
|----------------|-------|------|
| More than 1000 | 12    | 48.0 |
| 301-500        | 6     | 24.0 |
| 501-1000       | 4     | 16.0 |
| 101-300        | 2     | 8.0  |
| 0-100          | 1     | 4.0  |

Base: 25 respondents.

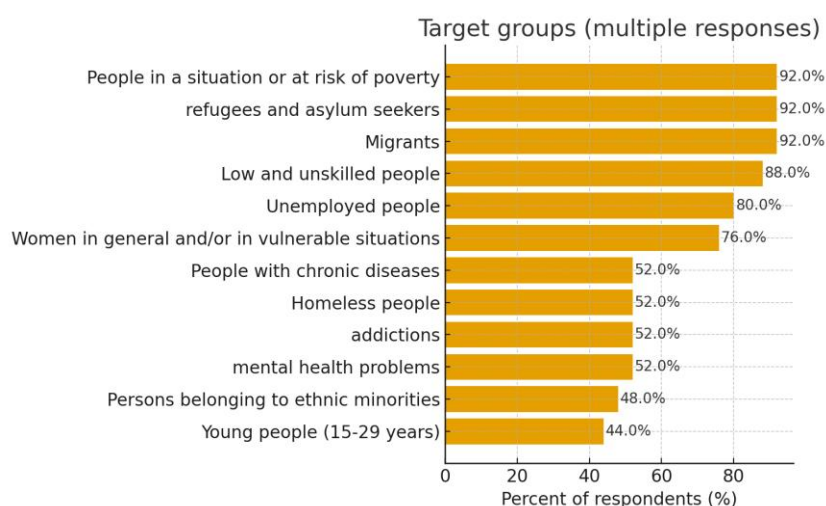


## 5. Target Groups, Services and Training

### Target groups (multiple responses)

| Category   | Count | %    |
|--|-------|------|
| People in a situation or at risk of poverty      | 23    | 92.0 |
| Migrants, refugees and asylum seekers            | 23    | 92.0 |
| Low and unskilled people                         | 22    | 88.0 |
| Unemployed people                                | 20    | 80.0 |
| Women in general and/or in vulnerable situations | 19    | 76.0 |
| mental health problems                           | 13    | 52.0 |
| addictions                                       | 13    | 52.0 |
| People with chronic diseases                     | 13    | 52.0 |
| Homeless people                                  | 13    | 52.0 |
| Persons belonging to ethnic minorities           | 12    | 48.0 |
| Young people (15-29 years)                       | 11    | 44.0 |
| Former prisoners                                 | 11    | 44.0 |
| People with disabilities and their families      | 4     | 16.0 |
| Elderly  | 2     | 8.0  |
| Childhood/ teenagers/ family                     | 2     | 8.0  |
| Other  | 1     | 4.0  |
| All types of users                               | 1     | 4.0  |
| LGTBIQ+ groups                                   | 1     | 4.0  |

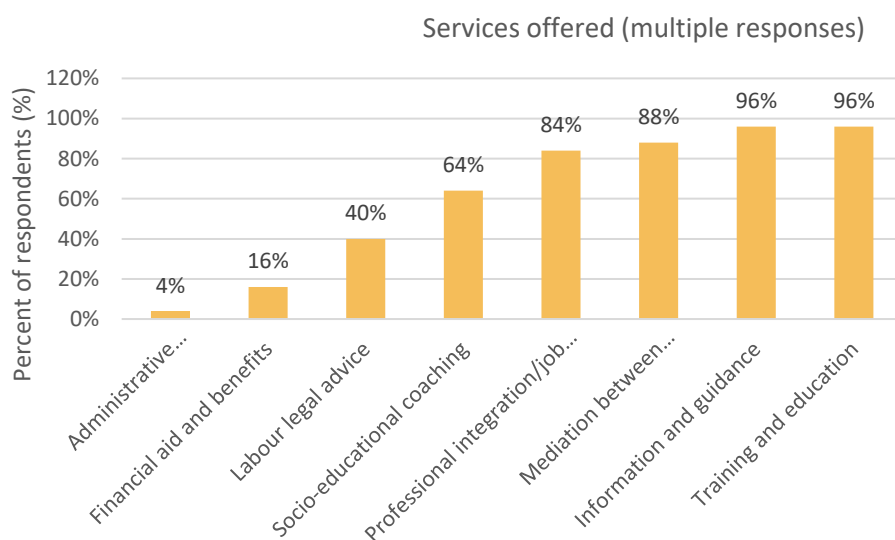
Base: 25 respondents.



### Employment-related services (multiple responses)

| Category  | Count | %    |
|---|-------|------|
| Information and guidance                                      | 24    | 96.0 |
| Training and education  | 24    | 96.0 |
| Mediation between employers and job seekers                   | 22    | 88.0 |
| Professional integration/job placement                        | 21    | 84.0 |
| Socio-educational coaching                                    | 16    | 64.0 |
| Labour legal advice   | 10    | 40.0 |
| Financial aid and benefits                                    | 4     | 16.0 |
| Administrative management advice (housing, immigration, etc.) | 1     | 4.0  |

Base: 25 respondents.

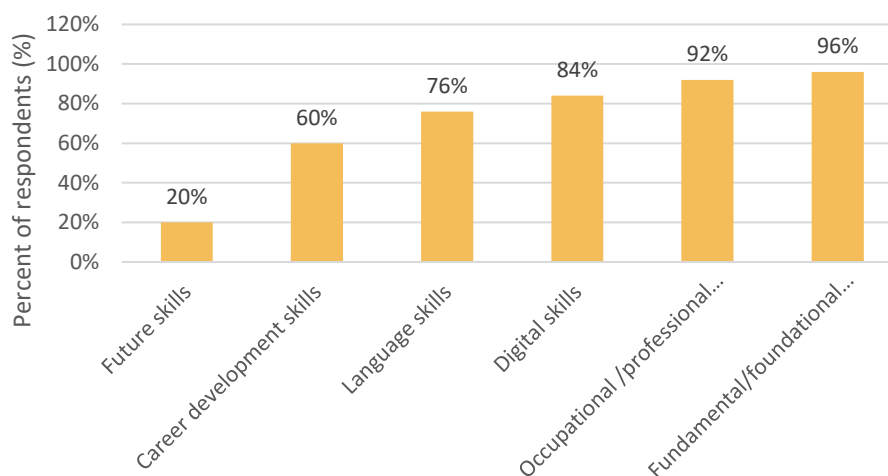


### Types of training delivered (multiple responses)

| Category                          | Count | %    |
|-----------------------------------|-------|------|
| Fundamental/foundational skills   | 24    | 96.0 |
| Occupational /professional skills | 23    | 92.0 |
| Digital skills                    | 21    | 84.0 |
| Language skills                   | 19    | 76.0 |
| Career development skills         | 15    | 60.0 |
| Future skills                     | 5     | 20.0 |

Base: 25 respondents.

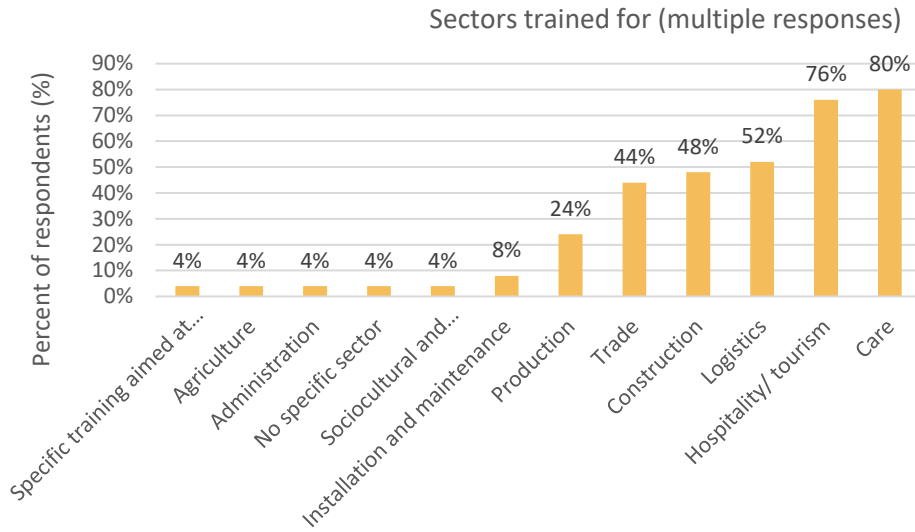
### Training delivered (multiple responses)



### Sectors trained for (multiple responses)

| Category                                       | Count | %    |
|--|-------|------|
| Care   | 20    | 80.0 |
| Hospitality/ tourism                           | 19    | 76.0 |
| Logistics                                      | 13    | 52.0 |
| Construction                                   | 12    | 48.0 |
| Trade  | 11    | 44.0 |
| Production                                     | 6     | 24.0 |
| Specific training aimed at women (empowerment) | 1     | 4.0  |
| Agriculture                                    | 1     | 4.0  |
| Installation and maintenance                   | 2     | 8.0  |
| Administration                                 | 1     | 4.0  |
| No specific sector                             | 1     | 4.0  |
| Sociocultural and community services           | 1     | 4.0  |

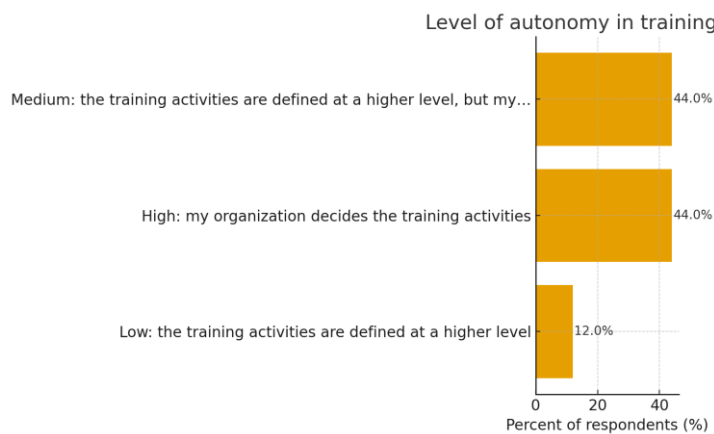
Base: 25 respondents.



**Level of autonomy in training design**

| Category   | Count | %    |
|--|-------|------|
| Medium: the training activities are defined at a higher level, but my organization takes part in the decision-making process somehow | 11    | 44.0 |
| High: my organization decides the training activities  | 11    | 44.0 |
| Low: the training activities are defined at a higher level   | 3     | 12.0 |

Base: 25 respondents.



## 6. Use of Labour Market Information (LMI)

### Familiarity with LMI

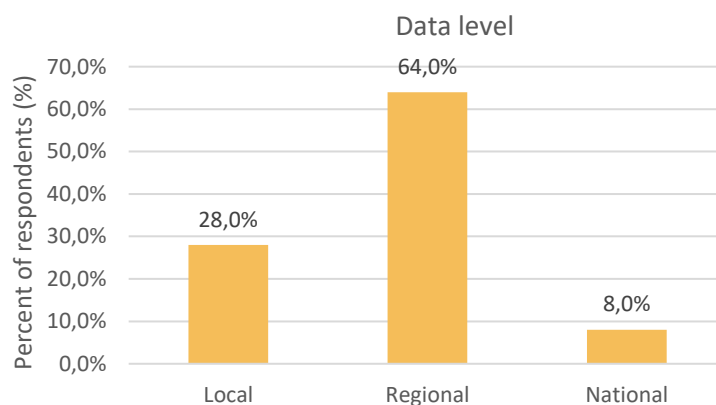
| Category | Count | %    |
|----------|-------|------|
| 4.0      | 15    | 60.0 |
| 2.0      | 5     | 20.0 |
| 5.0      | 3     | 12.0 |
| 3.0      | 2     | 8.0  |

Base: 25 respondents.

Average: 3.61

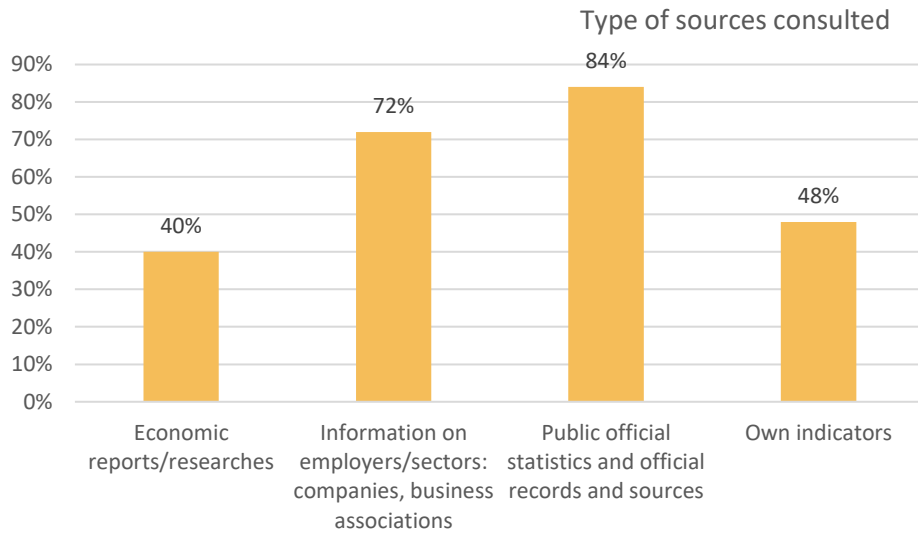
### Data level

| Category | Count | %    |
|----------|-------|------|
| Local    | 7     | 28.0 |
| Regional | 16    | 64.0 |
| National | 2     | 8.0  |



### Type of sources consulted (multiple responses)

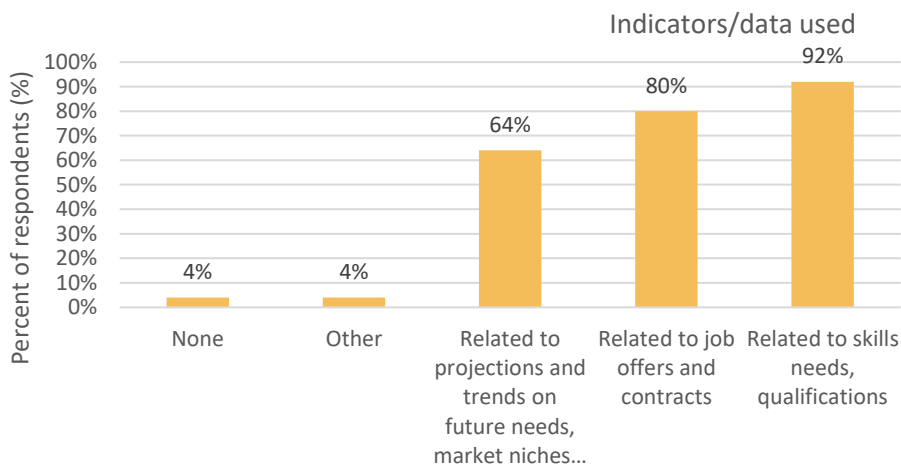
| Category   | Count | %    |
|--|-------|------|
| Economic reports/researches  | 10    | 40.0 |
| Information on employers/sectors: companies, business associations | 18    | 72.0 |
| Public official statistics and official records and sources        | 21    | 84.0 |
| Own indicators   | 12    | 48.0 |



**Indicators/data used (multiple responses)**

| Category  | Count | %    |
|---|-------|------|
| Related to skills needs, qualifications                             | 23    | 92.0 |
| Related to job offers and contracts                                 | 20    | 80.0 |
| Related to projections and trends on future needs, market niches... | 16    | 64.0 |
| None  | 1     | 4.0  |
| Other   | 1     | 4.0  |

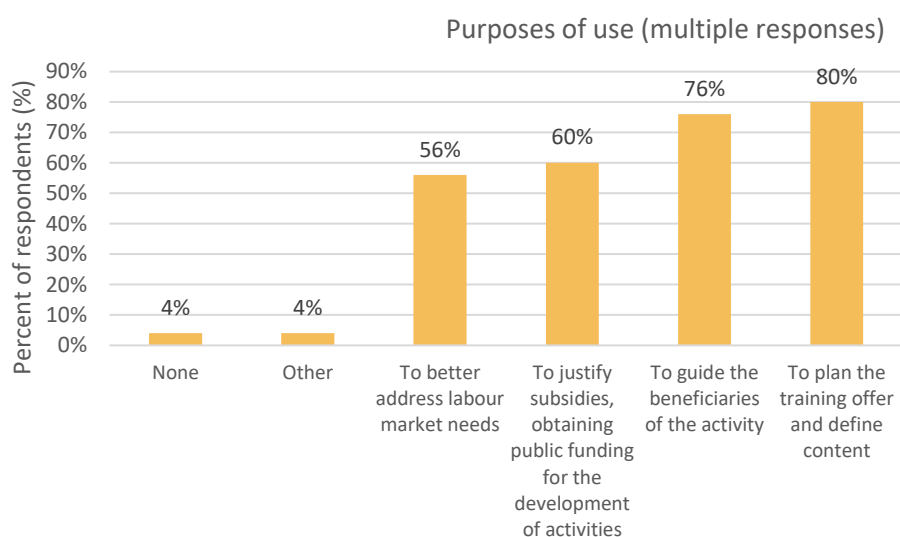
Base: 25 respondents.



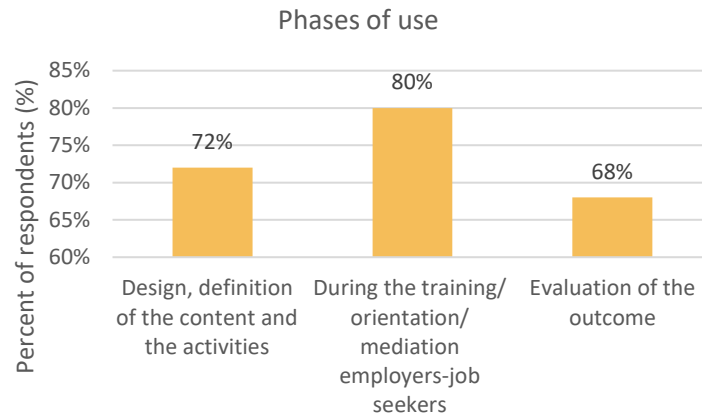
**Purposes of using LMI (multiple responses)**

| Category   | Count | %    |
|--|-------|------|
| To plan the training offer and define content                                    | 20    | 80.0 |
| To guide the beneficiaries of the activity                                       | 19    | 76.0 |
| To justify subsidies, obtaining public funding for the development of activities | 15    | 60.0 |
| To better address labour market needs  | 14    | 56.0 |
| None   | 1     | 4.0  |
| Other  | 1     | 4.0  |

Base: 25 respondents.


**Phases of use (multiple responses)**

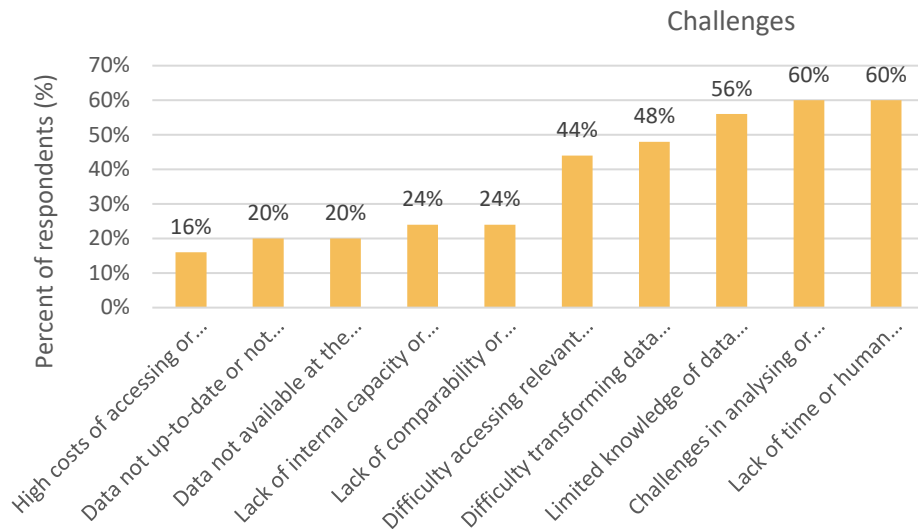
| Category  | Count | %    |
|---|-------|------|
| Design, definition of the content and the activities              | 18    | 72.0 |
| During the training/ orientation/ mediation employers-job seekers | 20    | 80.0 |
| Evaluation of the outcome   | 17    | 68.0 |



**Challenges in using LMI (multiple responses)**

| Category   | Count | %    |
|--|-------|------|
| Challenges in analysing or interpreting data             | 15    | 60.0 |
| Lack of time or human resources                          | 15    | 60.0 |
| Limited knowledge of data sources                        | 14    | 56.0 |
| Difficulty transforming data into actionable insights    | 12    | 48.0 |
| Difficulty accessing relevant information                | 11    | 44.0 |
| Lack of internal capacity or expertise                   | 6     | 24.0 |
| Lack of comparability or consistency across data sources | 6     | 24.0 |
| Data not up-to-date or not frequently updated            | 5     | 20.0 |
| Data not available at the required geographical level    | 5     | 20.0 |
| High costs of accessing or using data                    | 4     | 16.0 |

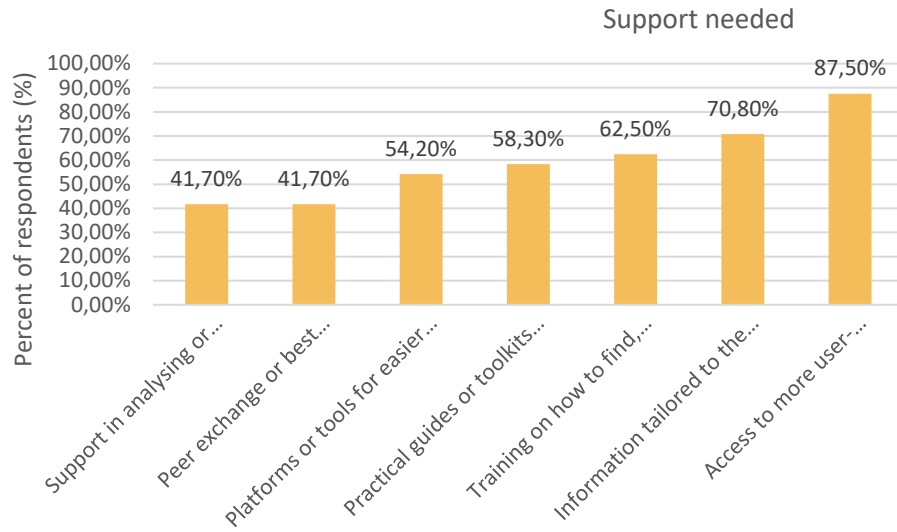
Base: 25 respondents.



**Support needed to improve LMI use (multiple responses)**

| Category   | Count | %    |
|--|-------|------|
| <b>Access to more user-friendly and accessible information</b>                                     | 21    | 87.5 |
| <b>Information tailored to the specific needs of your organization and the users you work with</b> | 17    | 70.8 |
| <b>Training on how to find, interpret or use data</b>  | 15    | 62.5 |
| <b>Practical guides or toolkits on key indicators</b>  | 14    | 58.3 |
| <b>Platforms or tools for easier data use</b>  | 13    | 54.2 |
| <b>Support in analysing or visualising data</b>  | 10    | 41.7 |
| <b>Peer exchange or best practices from other organisations</b>                                    | 10    | 41.7 |

Base: 24 respondents.



## 7. Summary

All the Spanish entities that responded to the questionnaire are non-profit entities, of which 52% receive funding for projects (13% receive structural funding and the remaining 39% receive both), mostly from the Departments of Employment (80%), Social Affairs (44%) and Training (44%). In 58% of the organizations, funding has increased compared to last year and in the near future it is expected to remain the same (67% of the responses), hoping to serve a greater number of groups (48% of the responses) with this funding.

For 52% of those surveyed, the role they play in the formation of vulnerable groups is not as recognised as they would like. 48% of the entities surveyed have between 51 and 100 workers in their organisation and their scope of action is usually limited to the region, territory, region or province (57%). The main group to which its actions are directed (multiple responses) is in most cases migrants, refugees or asylum seekers (92%) and people in a situation or at risk of poverty (92%), followed by people without qualifications or low qualifications (88%), unemployed people (80%) and women (76%). In 48% of cases, the entities serve more than 1,000 people a year. In 96% of the cases the services provided (multiple responses) are information and guidance and training and education, in 88% of the cases intermediation between employer and unemployed person and job integration/placement... In the case of training, in 96% of cases they are aimed at acquiring fundamental skills, in 92% to acquire technical skills, in 84% to acquire digital skills, in 76% to the acquisition of languages... In almost all cases, the training actions are aimed at responding to specific sectors: in 80% of cases to the care sector, in 76% of cases to hospitality/tourism, in 52% of cases to the logistics sector, in another 48% to the construction sector... Finally, regarding decision-making power in the design and definition of actions, 43% have a high decision-making power (it is the organizations themselves that decide what training to offer) and in another 44% the decision-making power is of medium level (decisions are taken at a higher level but the organizations participate in the decision-making process).

In 64% of the surveyed entities in Spain, the level of data they usually use is regional, with a level of familiarity with the use of labour market information of 3.61, somewhat higher than the average. The main sources used are official public statistics and records (84%) and information from employers and clusters (72%). When asked about specific sources, the most used sources are the Lanbide-Basque Employment Service contract statistics page (87%) and the Lanbide job offers statistics page (87%), followed by the analysis of the SEPE occupations observatory of the state public employment service (78%). At the European level, the most used source is Eurostat (48%), but with much lower levels of use compared to national sources. The most consulted indicators are those relating to current needs in skills and qualifications (90%), followed by those relating to job offers and contracts (80%). The main reasons for using labour market information are the planning of the training offer and the definition of content (80%) and the orientation of people (76%) and the most common phase of use is during training, guidance or intermediation (80%). The main problem faced by professionals when using labour market information is lack of time and resources (60%), difficulties in analysing and interpreting data (60%) and lack of

knowledge about sources and tools (56%), and being able to access information in a more accessible and user-friendly way (88%) and being able to access detailed information on groups (71%) believe they could perform better analyses.



## **Annex. Methodology & Notes**

Percentages for single-choice questions are calculated using the number of respondents who answered the question as the base.

Percentages for multiple-response questions use the number of respondents who provided at least one answer as the base; totals may exceed 100%.

Open-ended responses are summarised through short illustrative examples.