



## WP2 - Best practices and Training Needs Assessment

### Template for Best Practice Documentation (Case Study): SMEs in Apprenticeships with focus on role of intermediary organisations

Title	<p>What is the name that best describes the good practice?</p> <p><b>Part-time contract with training relationship</b></p>
Publication date	<p>When (month and year) was the good practice documented/published?</p> <p>It is a measure of stimulus to the hiring and creation of employment, of which both employers and workers can benefit. This measure is regulated in Art. 9 of <b>Law 4/2013</b>, of 22 February, of measures of support to the entrepreneur and stimulus growth and job creation.</p>
Source of Information	<p>Who (What) is your source of information?</p> <p>Edugedis Training</p> <p><a href="http://www.edugedis.com/contrato-a-tiempo-parcial-con-vinculacion-formativa/">http://www.edugedis.com/contrato-a-tiempo-parcial-con-vinculacion-formativa/</a></p>
Location (Region / Country)	<p>What is the geographical range where the good practice has been used?</p> <p>All Spanish territory.</p>
Context (appr. 500 words)	<p>What is the context (initial situation) and challenge being addressed? Provide a short description.</p> <p>The incentive to part-time hiring with a training relationship is part of the Spanish <b>Youth Entrepreneurship and Employment Strategy 2013/2016</b>, which aims to stimulate recruitment, while enabling young people to improve their employability by making training and professional experience compatible. This incentive allows the unemployed to obtain a professional qualification with connection to the job market.</p>
Methodological Approach (appr. 500 words)	<p>What methodology has been used in order to address the initial issue and lead to a successful outcome and finally to the good practice? What was the process? Who are the beneficiaries or the target group of the good practice? Who are the users of the good practice?</p> <p>The <b>requirements that the workers and companies must fulfill</b> in order to be able to perform this type of contract detailed in the “stakeholders and partners” section.</p>

	<p>Regarding, the characteristics related to the <b>training to be performed</b> by the employee hired with this type of contract are:</p> <ul style="list-style-type: none"> <li>○ The workers must reconcile employment with the training or justify having completed it in the six months prior to the conclusion of the contract.</li> <li>○ The training, which will not need to be specifically linked to the job that is the subject of the contract, may be: <ul style="list-style-type: none"> <li>- Training in Languages or in Information and Communication Technologies, of a minimum duration of 90 hours in annual computation.</li> <li>- Training officially accredited or promoted by the Public Employment Services.</li> </ul> </li> </ul>
<p>Impact and key success factors (appr. 500 words)</p>	<p>What are the lessons learned and the key success factors identified? What has been the impact compared to the initial situation / challenge addressed?</p> <p>The entrepreneurs find in this measure of incentive to the hiring a fast and very advantageous solution to incorporate personnel into its workforce. What are the main <b>key success factors</b> of this type of contract?</p> <ul style="list-style-type: none"> <li>○ Reduction of the corporate share to Social Security for common contingencies of 100% if the contract is made by companies whose workforce is less than 250 workers, or of 75% if the company has a workforce equal to or greater than 250 workers, for a maximum of 12 months.</li> <li>○ It can be extended for another 12 months, provided that the worker continues to be employed with training, or has completed it in the six months prior to the end of the period of the first twelve months.</li> <li>○ Possibility of Programmed Training (bonus) without hours of class participation by the worker.</li> <li>○ Immediate discharge of the worker without waiting time.</li> <li>○ Reduction practiced for a maximum of 12 months and with the possibility of extending it for another 12 months, but respecting the nature and legal regulation of the adopted contract model.</li> </ul>
<p>Stakeholders and Partners (appr. 500 words)</p>	<p>Who are the institutions, partners, intermediary organisations involved in the good practice, and what is the nature of their involvement? Explain the different roles and benefits from the good practice!</p> <p>The <b>workers beneficiaries</b> of this practice must be registered at the employment office and be less than 30 years old, or less than 35 with a recognized degree of disability equal to or more than 33%, and also fulfills at least one of the following requirements:</p> <ul style="list-style-type: none"> <li>○ Do not have work experience or that this is less than 3 months.</li> <li>○ Proceed from another sector of activity (taking into account the National Classification of Activities (CNAE-2009).</li> <li>○ Being unemployed enrolled uninterruptedly in the office of employment for at least 12 months during the previous 18 months</li> </ul>

	<p>to recruitment.</p> <ul style="list-style-type: none"> <li>○ Lack of official title of compulsory Education, title of Vocational Training or Certificate of Professionalism.</li> <li>○ Be a beneficiary of the Youth Guarantee System.</li> </ul> <p>The <b>requirements that the company must fulfill</b> in order to be able to perform this type of contract are the following:</p> <ul style="list-style-type: none"> <li>○ This incentive measure applies to companies, including self-employed workers.</li> <li>○ The companies, including self-employed workers, must not have made no-legal or unjustified dismissals in the six months prior to the conclusion of the contract.</li> <li>○ The level of employment achieved with the contract must be maintained for at least a period equivalent to the duration of the contract with a maximum of 12 months from its conclusion.</li> <li>○ The obligation to maintain employment is not considered unfulfilled when the contract is terminated for objective reasons or disciplinary dismissal when one or the other is declared or recognized as appropriate, or resignation, death, retirement or permanent total or absolute disability or major disability of the worker or by expiration of the agreed time or completion of the work or service object of the contract, or by resolution during the trial period.</li> </ul>
<p>Conditions (appr. 500 words)</p>	<p>What are the conditions (institutional, economic) that need to be in place for the good practice to be successfully replicated? Please mention funding and subsidies that were provided!</p> <p>This type of <b>incentive</b> can be applied to indefinite contracts and temporary contracts in its three modalities: those of work or service, those due to circumstances of the production and the interim, provided they conform to a part-time does not exceed 50% (except in cases of workers covered by the Guarantee System Juvenile, which may reach 75% in an agreed form).</p>
<p>Materials / Tools</p>	<p>What materials and tools were developed?</p> <p>Models and Templates related to the part-time contract with training relationship can be downloaded here:</p> <p><a href="http://www.edutedis.com/documentacion/">http://www.edutedis.com/documentacion/</a></p>
<p>Replicability and/or up-scaling (appr. 500 words)</p>	<p>What are the possibilities of extending the good practice more widely?</p> <p>The fact of being already regulated (with specific methodologies of learning in the company and delimited roles of institutions and partners), and having been implemented in the different Spanish companies, increases the</p>

	transferability potential of this practice. <b>Speed, effectiveness and flexibility</b> are only three of the advantages of the training contract.
Conclusion (appr. 500 words)	<p>Conclude specifying/explaining the impact and usefulness of the good practice.</p> <p>This type of contract can improve productivity and competitiveness of the companies. Including this training, the contract is much more cost effective than just hiring skilled staff, leading to lower overall training and recruitment costs.</p> <p>Also, the instrument can support to fill the skills gaps of companies as it operates as an a apprenticeship framework for delivering skills designed around their business needs, tailored to specific job roles so the companies know their apprentices are getting the relevant training and not a generic programme.</p> <p>This instrument can also help businesses to develop the specialist skills they need to keep pace with the latest technology and working practices in their sector.</p> <p>Finally, these contracts promote motivation in the company's workforce and workers tend to be eager, flexible and loyal to the company that invested in them.</p>
Other remarks:	