

STATISTICAL RELEASE

DD70

Number 090 year LXXII, 15/04/2022

Education statistics

SERB090 DD70 150422

Continuing Vocational Training Survey, 2020 CVTS

Continuing Vocational Training Survey – CVTS was conducted in the Republic of Serbia for the first time in 2021.

According to the gained results, **almost a half of the enterprises in the Republic of Serbia** (49.2%) conducts some form of continuing vocational training of its employees, while 40.8% of enterprises participates in CVTS courses.

Observed by the sex of participants in trainings in all companies that conduct courses, women are more represented (40%) than men (35%). Women are also at the forefront when viewed according to individual groups of activities and size of the enterprise.

The average cost of CVTS courses in companies conducting trainings is EUR 45 per employee. The total share of costs for the organization of seminars in relation to total labour costs was 19%.

1. Enterprises that conduct continuous vocational training, by groups of activities¹⁾

	Total	Groups of activities				
		B, C, D, E	F	G, H, I	J, K	L, M, N, R, S
Total number of enterprises	15233	4457	1485	5498	1287	2506
Enterprises that have conducted some kind of training	7494	2194	788	2265	836	1411
Share of enterprises that implement some form of CVTS in total number of enterprises	49.2	49.2	53.1	41.2	65.0	56.5
Share of enterprises participating in courses in total number of enterprises	40.8	40.5	42.7	32.0	58.9	50.5
Share of enterprises conducting other forms of training in total number of enterprises	42.4	42.5	44.1	35.1	55.6	50.4

¹⁾ Based on the methodology used in the Survey, the following activity sections are included: B – Mining and quarrying; C - Manufacturing; D - Electricity, gas, steam and air conditioning supply; E - Water supply; sewerage, waste management and remediation activities; F - Construction; G - Wholesale and retail trade; repair of motor vehicles and motorcycles; H - Transportation and storage; I - Accommodation and food service activities; J - Information and communications; K - Financial and insurance activities; L - Real estate activities; M - Professional, scientific and technical activities; N - Administrative and support service activities; R - Arts, entertainment and recreation; S - Other service activities

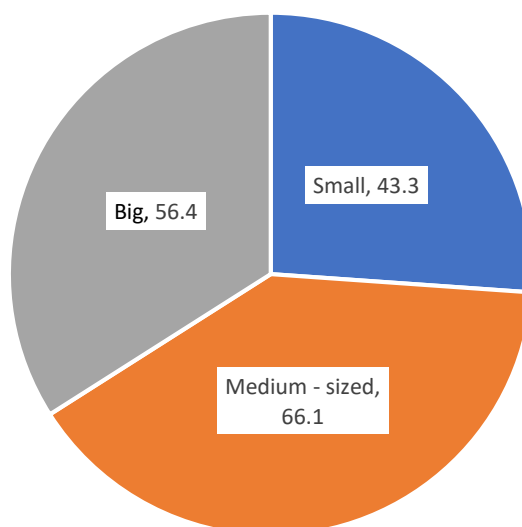
The share of enterprises **that participated in trainings** in sections (B, C, D, E) was 49.2%, in section (F) 53.1%, the section of activity (G, H, I) participates with 41.2%, sections (J, K) with 65%, while sections (L, M, N, R) participate with 56.5% of enterprises.

2. Enterprises that conduct continuous vocational training, according to the size of enterprise

	Total	Size of the enterprise		
		10-49 employees	50-249 employees	250+ employees
Total number of enterprises	15233	11854	2744	635
Enterprises that have conducted some kind of training	7494	5141	1814	539
Share of enterprises that implement some form of CVTS in total number of enterprises	49.2	43.3	66.1	56.4
Share of enterprises participating in courses in total number of enterprises	40.8	34.6	59.4	78.0
Share of enterprises conducting other forms of training in total number of enterprises	42.4	37.1	56.5	78.8

The share of enterprises that conducted some type of training for their employees is the lowest among small enterprises (43.4%), and the highest among medium-sized ones, amounting at 66.1%. The share of enterprises in courses is about 41% of the total number of enterprises.

Share of enterprises that implement some form of CVTS in total number of enterprises, %



3. Share of CVTS participants in total number of employees in enterprises, by groups of activities

	Total	Groups of activities				
		B, C, D, E	F	G, H, I	J, K	L, M, N, R, S
Employees, total	1072861	453024	72914	284283	105520	157120
Employees who attended CVTS courses	266552	112339	10058	56145	44157	43853
Share of employees who attended CVTS courses in total number of employees in all enterprises	24.8	24.8	13.8	19.8	41.9	27.9
Share of employees who attended CVTS courses in total number of employees in enterprises that conduct CVTS courses - total	36.4	34.0	25.2	34.9	47.9	39.8
Share of employees who attended CVTS courses in total number of employees in enterprises that conduct CVTS courses - males	34.5	34.0	24.5	31.1	46.4	37.5
Share of employees who attended CVTS courses in total number of employees in enterprises that conduct CVTS courses - females	39.1	34.1	29.1	39.5	49.4	42.9

The total number of employees in all enterprises was 1 072861. The number of employees in enterprises that organized some kind of courses / seminars was 799154, which represents 68.4% of the total number of employees. CVTS courses were attended by 266 552 employees, being 24.8% of total number of employees in all enterprises.

In total number of employed persons, women have a share of about 40%, and men are represented with about 60%, while about 40% of women and about 35% of men participated in trainings in enterprises that conduct CVTS.

4. Share of CVTS participants in total number of employees in enterprises, by size of the enterprise

	Total	Size of the enterprise		
		10-49 employees	50-249 employees	250+ employees
Employees, total	1072861	253939	282911	536011
Employees who attended CVTS courses	266552	41525	60986	164041
Share of employees who attended CVTS courses in total number of employees in all enterprises	24.8	16.4	21.6	30.6
Share of employees who attended CVTS courses in total number of employees in enterprises that conduct CVTS courses - total	36.4	43.6	34.3	35.7
Share of employees who attended CVTS courses in total number of employees in enterprises that conduct CVTS courses - males	34.5	41.4	32.0	33.9
Share of employees who attended CVTS courses in total number of employees in enterprises that conduct CVTS courses - females	39.1	47.8	38.6	37.9

The share of total employees in large enterprises is about 50% of total number of employees in all enterprises. Medium-sized enterprises participate with 26.4%, and small enterprises with 23.6% of employees in total number of employees in all enterprises.

The largest share of employees, in enterprises that organized some type of training, have large companies, 90%, medium-sized ones - 69%, while small enterprises have the smallest share of 46% of employees.

The largest share of employees in CVTS training belongs to large enterprises - 30.6%, and the smallest share to small enterprises - 16.4%, observed in relation to the total number of employees in all enterprises.

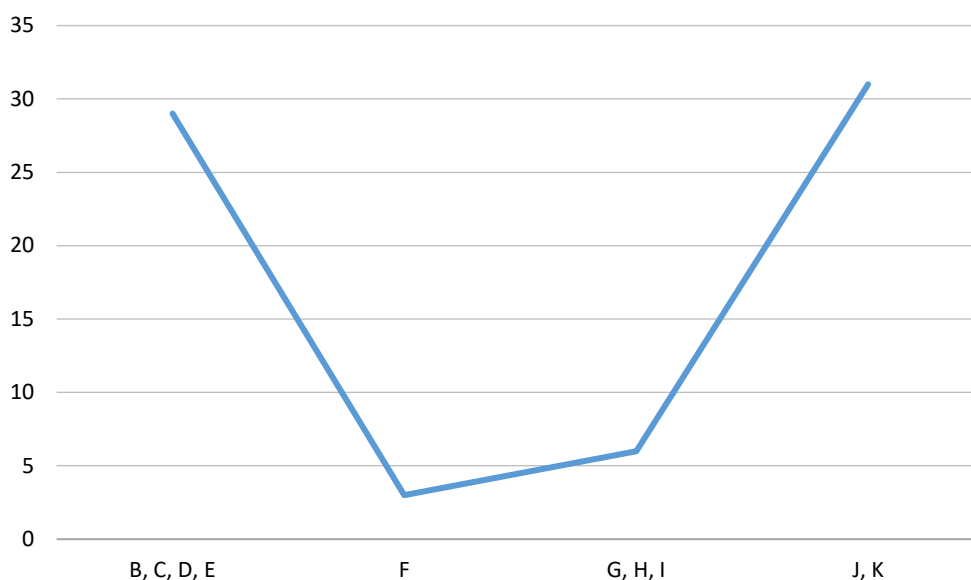
Observing the number of employees who attended trainings in relation to total number of employees in enterprises that organized CVTS trainings, the largest share is in small companies, 43.6%, and the smallest share is in medium – sized enterprises, 34.3% of employees.

5. Number of hours spent on CVTS courses per employee in all enterprises

By groups of activities	Number of hours	By size of enterprise	Number of hours
Total	5.1	Total	5.1
B, C, D, E	6.3	10-49 employees	3.5
F	1.7		
G, H, I	2.7	50-249 employees	3.8
J, K	8.9		
L, M, N, R, S	5.1	250+ employees	6.6

Total share of hours spent on CVTS courses in relation to total number of hours per employee in enterprises is 15%. The largest share in the number of hours spent on courses have companies from the sections (J, K), with 31%, followed by activities (B, C, D, E), with 29%. The lowest share of hours spent on courses is recorded in enterprises that fall into the activity (F), 3% and (G, H, I), 6%.

Share of hours spent on courses, %



6. Enterprises' costs for CVTS, by groups of activities

	Total	Groups of activities				
		B, C, D, E	F	G, H, I	J, K	L, M, N, R, S
Share of costs for CVTS courses in total operating costs of the enterprise	0.3	0.2	0.1	0.3	0.4	0.40
Direct costs of CVTS courses per employee in enterprises that conduct CVTS (in EUR)	45.1	27.9	30.7	47.9	78.9	69.2
Share of the labour costs of participants in CVTS courses in total labour costs of the enterprise	0.4	0.5	0.1	0.3	0.6	0.4
Labour costs of participants in CVTS courses per employee in enterprises conducting CVTS (in EUR)	69.0	78.5	22.6	39.6	111.4	64.2

The largest investments in CVTS courses were in the sections of Information and communications and Financial and insurance activities (J, K). Direct costs amounted to about EUR 70 per employee, while labour costs amounted to over EUR 110 per employee who participated in CVTS.

7. Enterprise's costs for CVTS, by size of the enterprise

	Total	Size of the enterprise		
		10-49 employees	50-249 employees	250+ employees
Share of costs for CVTS courses in the total costs of the enterprise	0.3	0.3	0.3	0.2
Direct costs of CVTS courses per employee in enterprises conducting CVTS (in EUR)	45.1	85.8	54.5	33.0
Share of labour costs of participants in CVTS courses in the total labour costs of the enterprise	0.4	0.4	0.4	0.4
Labour costs of participants in CVTS courses per employee in companies conducting CVTS (in EUR)	69.0	105.6	62.5	63.9

Most of the funds per employee in CVTS was invested by small companies, and the direct costs amounted to about EUR 86 per employee, while labour costs amounted to over EUR 105 per employee who participated in CVTS.

8. Share of enterprises that evaluate the results of the conducted CVTS in total number of enterprises that conduct training and education

By groups of activities	Results (enterprises conducting CVTS)	By size of the enterprise	Results (enterprises conducting CVTS)
Total	39.6	Total	39.6
B, C, D, E	41.4	10-49 employees	35.0
F	22.8		
G, H, I	35.9	50-249 employees	45.4
J, K	49.8		
L, M, N, R, S	46.1	250+ employees	63.4

9. Share of the enterprises that do not conduct CVTS in total number of enterprises

By groups of activities	Enterprises that do not conduct CVTS	By size of the enterprise	Enterprises that do not conduct CVTS
Total	50.8	Total	50.8
B, C, D, E	50.8	10-49 employees	56.6
F	46.9		
G, H, I	58.8	50-249 employees	33.9
J, K	35.0		
L, M, N, R, S	43.5	250+ employees	15.0

10. Share of the enterprises that conducted courses and / or other forms of CVTS in the previous year (2019), in total number of enterprises

By groups of activities	Conducted CVTS in 2019	By size of the enterprise	Conducted CVTS on 2019
Total	42.6	Total	42.6
B, C, D, E	40.6	10-49 employees	37.0
F	41.0		
G, H, I	34.7	50-249 employees	58.6
J, K	62.0		
L, M, N, R, S	54.3	250+ employees	78.4

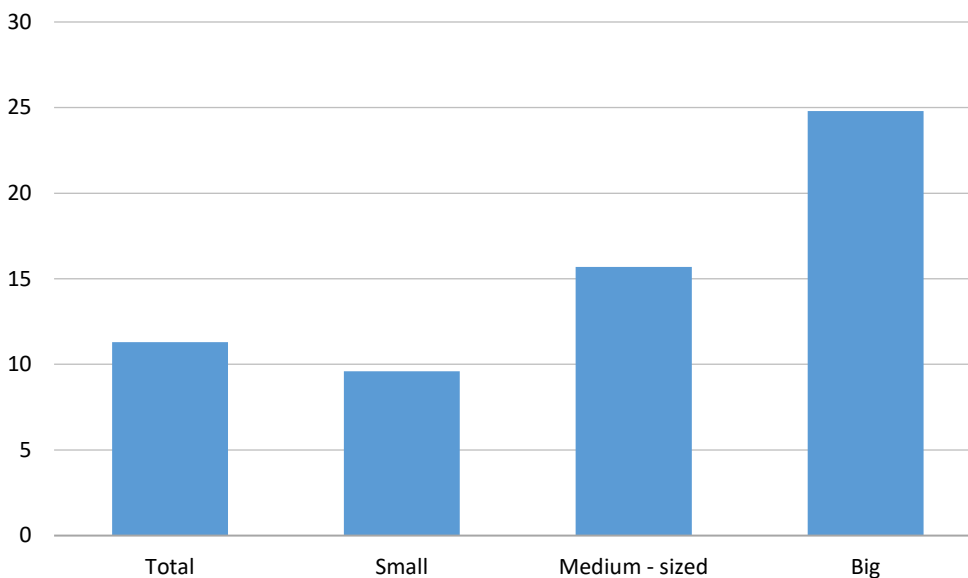
11. Share of the enterprises participating in dual education program¹⁾ in total number of enterprises

By groups of activities	Participating in dual education program	By size of the enterprise	Participating in dual education program
Total	11.3	Total	11.3
B, C, D, E	14.5	10-49 employees	9.6
F	10.9		
G, H, I	8.8	50-249 employees	15.7
J, K	13.5		
L, M, N, R, S	10.4	250+ employees	24.8

²⁾ Dual education is a model of secondary vocational education in which knowledge is acquired both in school and in the company/ enterprise. By learning through work, students acquire practical and applicable knowledge in a real work environment.

Most of the enterprises that participated in the survey on continuing professional development did not organize dual education. The total share of all enterprises that organized dual education is 11%.

Enterprises providing dual education (all enterprises), %



Methodological explanations/ notes

Continuing Vocational Training Survey (CVTS) is a survey that collects information on enterprises' investments in continuous professional training of their employees. CVTS refers to measures or activities of education and training that are fully or at least partially financed by the enterprise (directly or indirectly) and provides comparable data on vocational training in enterprises with at least 10 or more employees, belonging to a certain group of economic activities.

CVTS courses are usually separated from the active workplace (learning takes place in locations specifically designed for learning, such as a classroom or training centre). They show a high degree of organization (time, space and content) by the lecturer or training institution. The content is created for a group of students (e.g. there is a curriculum). Two different types of CVTS courses have been identified: internal (managed only by the enterprise) and external courses (managed by out-of the enterprise organizations).

Other forms of CVTS are, as a rule, related to active work and active workplace, but can also include participation in conferences, fairs, etc., the purpose of which is learning.

Different sub-contingents of enterprise are observed: total number of enterprises according to different modalities, enterprises that organize CVTS and enterprises that participate in certain trainings, which are not organized in the enterprise itself.

The Survey includes the following modules:

- providing courses and other forms of CVTS (enterprises that conduct / do not conduct training);
- professional development and training strategies;
- participants and costs of CVTS courses;
- time spent on CVTS courses;
- course characteristics;
- assessment of CVTS activities.

Conducting the Survey is of special importance, bearing in mind that it is based on standardized methodology for all member states of the European Union and that it provides internationally comparable data.

It is conducted in a five-year periodicity, the observation period is January 1st - December 31st, 2020.

The Survey was conducted on the basis of Article 26 of the Law on Official Statistics (listed in the Plan of Official Statistics for 2021) and the European Commission Regulation No. 1153/2014 of October 29th 2014 on data to be collected, sampled and precision and quality requirements.

The Survey was conducted in the period March-May 2021 on the territory of the Republic of Serbia without Kosovo and Metohija, on the planned sample of 6 749 enterprises. The realized sample is 4 697 enterprises with a response rate of 70.4%.

Contact: suncica.stefanovic@stat.gov.rs, Phone: 011 2410-414

Published and printed by: Statistical Office of the Republic of Serbia, 11 050 Belgrade, Milana Rakica 5
Phone: +381 11 2412922 (telephone exchange) • Fax: +381 11 2411260 • www.stat.gov.rs

Responsible: Dr Miladin Kovačević, Director

Circulation: 20 • Periodicity: five annual