

The Navarra Region – Training for Business

Country: Spain

Project Name: Training plan for business in social economy

Total budget: 113 153 Euro

ESF support: 68 002 Euro

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There are certain skills which are elementary in almost every workplace – ability to communicate, quality management, computer legibility. Those key issues are quite often missing in companies' training plans. Association for Business and Social Economy (ANEL) of the Spanish region of Navarra prepared training modules which allow upgrading and developing those skills.

Technological progress and market changes require more and more flexibility and adaptation skills both on the part of whole organizations and individuals. In the region of Navarra, assistance to enterprises based on society-oriented legal solution is at hand. ANEL is created by such companies – many of which are co-operatives or employees associations – where most capital is owned by employees.

Since 2001, FUNDANEL – the training section of ANEL – has been implementing a training programme designed on the basis of the needs of the members of the association, 169 companies of the region at present. “Our members represent all branches of the economy, from industry to services. For them, human resources and social benefit come before profits.” – explains Maria Jose Vivar, a training consultant and manager.

FUNDANET conducted a detailed evaluation of training needs and, in order to meet the requirements of managers and employees, prepared trainings for the needs of all sectors represented in the association. “We are not involved in trainings related to the activity of individual enterprises or in specific management systems. We are trying to concentrate on the usually forgotten areas which may turn out to be very important for the efficiency of employees”. says Maria Jose Vivar.

Training modules cover four key areas: quality, environmental protection and work safety; work culture and organization; adaptive abilities and IT and communication technologies. In 2002, 27 courses were conducted for 332 persons, one third of which were women and two thirds were persons over 45.

Evaluation is conducted during and at the end of each course. As Maria Jose Vivar explains, “Employees appreciate new skills. Trainings improve their loyalty to the company, job satisfaction and evaluation of the work environment. Trainings may also facilitate organizational changes and improve productivity.”