

Formation problems

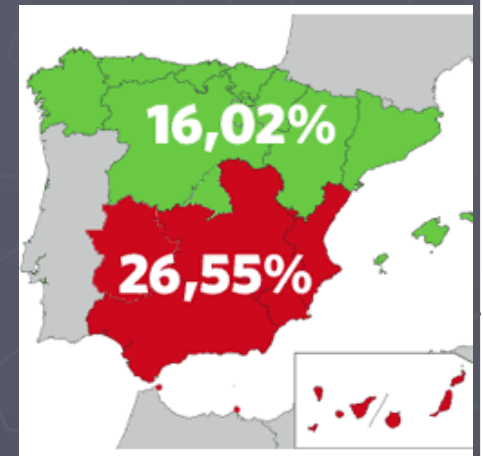


- Drop out and dysfunction rules
- Vocational training and internal training

1.- Drop out and dysfunction rules

Spain is 12 points below the OECD average in reading, according to the Eurostat report. Again Northern Spain (the younger unemployed) goes better on tests than the South. Spain has great educational deficits in much of its population and excess overqualification at the opposite end.

Map gross unemployment in Spain----->



The country has the highest proportion of laborers in the EU and the same as 20 years ago and almost 50% of the population does not exceed compulsory education compared with 30% in Europe (OECD data). The drop is very high (33% versus 20% in the EU). And 80% of job losses fed on low-skilled.

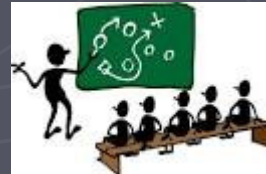
Eurostat's studies show an inverse relationship between unemployment and level of education. Regions with less unemployment are again those with more skilled workers (the North).



The same applies in the countries of northern Europe compared to South

2.- Vocational training and internal training

In Spain only 33% of young people attending vocational training. In Germany is 66%. And Spanish businessmen are the sixth in Europe (after those of Bulgaria, Romania, Portugal, Hungary and Greece) invest less in training and retraining workers. Before the crisis were trained in Spanish companies 7.8% of the workforce compared with 10.4% in the eurozone.





Businesses tend to adjust more capacity in the crisis by firing the less qualified is your staff and your business basics. The countries that are most sought alternatives to dismissal are those with more value-added activities and highly qualified staff and difficult to replace.