



Improving Proximity Responses for the Adaptation of Vocational Education and Training

2015-1-ES01-KA202-015976

**CASE STUDY – CONSORCIO INTERMUNICIPAL DEL  
PACTO TERRITORIAL POR EL EMPLEO DEL VALLE  
DEL VINALOPÓ**



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Date of delivery	11/12/2017
Date of revision	
Version	

## CASE STUDY DATA

**Territory: VINALOPÓ VALLEY**

**Country: SPAIN**

**Promoter / Leading organization: CONSORCIO INTERMUNICIPAL DEL PACTO TERRITORIAL POR EL EMPLEO DEL VALLE DEL VINALOPÓ**

### A. THE CONTEXT

#### Introducing VINALOPÓ MIDDLE VALLEY

Medio Vinalopó has a long tradition in the industrial and agricultural sectors. There are three fundamental sectors on which the economy of the region is based: footwear, marble, and the vine.

Since the beginning of the s. XX in Elda has been developing a footwear industry, which has been gaining weight over the years, reaching its peak during the time when the International Footwear Fair (FICIA) was operating in this town. Although during the last years the footwear sector is going through a serious crisis, this industry has been expanding during the last decades, forming part not only of the economic activity of Elda, but also of other localities such as Petrel and Monóvar.

If Elda is the Spanish capital of footwear, Novelda is the marble capital. The soils of the region are very rich in terms of material extraction. It is rare to find a municipality of the region that has not opened a quarry of exploitation, either marble or stone, which although it is serving to expand the industry by smaller towns, the bulk of the volume of manufacturing these materials, is carried out in the factories of “ the city of Magdalena” Novelda.

The third most important traditional activity is the cultivation of the vine. Within this crop, we can differentiate two large areas: those that are dedicated to the cultivation of the vine for the production of wines, such as Moscatel, Fondillón (Monóvar, Pinoso, etc.); or those that are dedicated to the production of table grapes (Novelda, Aspe, Monforte del Cid, etc.). The high quality of the grapes collected in the region, has promoted the designation of origin Vinalopó bagged table grape. A white table grape, bagged, of superior quality.



### **CONSORCIO DEL PACTO TERRITORIAL POR EL EMPLEO DEL VALLE DEL VINALOPÓ**

Consortium of the Territorial Pact for the Employment of the Vinalopó Valley, was created in 2004 following the law 7/85 of the local administrations and with the participation of the Intermunicipal Association of Vinalopó, 6 municipalities, 2 unions (Workers' Committees and the General Union of Workers), the Association of footwear manufacturers, the Valencian Federation of Social Economy and the Valencian Association of Cooperatives. The Consortium covers 13 municipalities with 215,400 inhabitants and 7,347 registered companies. In accordance with its principles, the task in VET is the promotion of job creation in the region through the design and implementation of VET and employment policies. The Vinalopó Consortium has been recognized by the Generalitat Valencia as a Territorial Pact for Employment. The average of unemployment rates is over 22,04% in the territory.

### **The VET system in SPAIN**

Our VET system is organized in cycles of Basic Vocational Training, Middle Grade and Higher Grade, structured into professional modules that integrate theoretical and practical content suitable for various professional fields. This is the State VET organization and gives the official certificates, but nevertheless there is a Continuous VET system which doesn't give official qualifications but it has as a goal, to train more specifically workers improving their skills, and unemployed to improve their chances of getting a job. The duration of the training are between 3 and 6 months and are funded by autonomic administrations.

## B. THE EXPERIENCE

**Introduction to the experience**

Consortio Intermunicipal del Pacto territorial por el empleo del valle del Vinalopó, It's a group of organisations public and private which are a partnership. In total they are 23 organizations who have been working together until four years ago for training and employment projects. Consortio's partnership depends on autonomic or state funds for carrying out any project. Due to this fact Consortio because of Spanish economical situation, has been inactive since 2012 to 2015. Several fund state an autonomic resources, has been cut during this three year s and Consortio has not been able of funding any project itself. After this years without activity, arrived ImproVET at the end of 2015. It was a great opportunity of starting again, nevertheless, because the inoperability of the partnership during too long time, the Consortio has had several and serious problems for implementing the project in the territory.

### B.1. Phase 1. PARTNERSHIP

**The proces**

Consortio it's already a partnership, so this phase was already done it. Nevertheless, during the next step, Need analysis, we realized that the partnership was not opering properly enough for develop a right implementation. So after not being able to make the all implementation, we conclude that Consortio has to be reconsidered because after three years without contact with labour market needs and without real contact between the original organizations which compose it, Consortio is not available now a day for the purpose that they had at the very beginning.

Our model has shown us that there is a sequence between our guides, and the order in which you implement and complete them indicates you if you are doing or you have the right structure for making a complete adaptation of VET to labour market needs. In the case that one of the guides are not implementable on your territory, you have to reevaluate the previous steep, let's say the previous guide.

**Tools used**

There was a meeting on 2004 and as a result, there was a deal made by 6 municipalities, 2 workers' unions (Comisiones Obreras and Unión general de Trabajadores)

**Agents involved**

Worker unions and town halls





### Lessons learnt and important tips

Sometimes the Partnership is not the right one to carry out the model. If you try to implement the model and you cannot, then you have to stake out the partnership.

### Results and products

Our model it's able to discriminate if the partnership is correctly created for VET. After trying to implement Guide 2 Need analysis guide, we have had to go back to this step and reconsider it.

## B.1. Phase 2. NEED ANALYSIS

### The process

We started implementation on May 2017. We made a meeting with all the agents conforming Consortio. Previously we made a survey for detecting needs into our Consortio's members and into their organizations. After one month waiting answers, calling the organizations and trying to keep in contact to get the filled surveys, we only got 5 completed questionnaires of 23 organizations. As we had to keep on going with the project, we started to analyze why we hadn't answer. The most part of members told us that they didn't know what was the real purpose of this project and even explained in several meetings they continue without understand it. They wanted a direct employment project in which we introduce people to work intermediating directly between the companies and the participants. Consortio's members have been use to this kind of projects during all the Consortio's development, and since we are a local level, it is quite difficult to develop an International Project as ImproVET in our territory. Our needs are quite different from other territories and ImproVET model cannot discriminate them focused as it is. For Consortio's members, we need more jobs offers, more companies opening new job offers because we already have the qualified potential workers but not enough job posts in the companies. So we need policies to encourage companies from the central government to support and help create jobs from a realistic basis.

### Tools used

We used a survey which was applied in 2007 to the territory companies. We modified it and we tried to adapt it to Consortio's members.

### Agents involved

Worker unions and town halls





### Lessons learnt and important tips

Since we have not the right partnership we haven't got the right results.

Local levels have not the same needs than higher levels .

The different countries participating in ImproVET partnership have really different political situations and labour market developments.

We have found such a large heterogeneity between the different countries and between the different territories and levels, that we have conclude that we have to take into account :

Political situation about labour market in each country.

The level in which the model is implemented.

The size of the organization which is going to manage the implementation.



### Results and products

The Consortio, is going to have a meeting for changing and remake all what was made 13 years ago. They have realize that they are not adapted to the current situation in the territory.

We have been able to make the theoretical part Guide 2, nevertheless we are not able to applied to our territory because we have to do other kind of studies more focused on basic labour market needs.

As a result we had to stop the implementation just at this step and we could not continue anymore. We found a very low participation and involvement by more than 70 percent of Consortio's Partnership, they were even not answering calls and emails. After that fact it is impossible to continue the implementation. Nevertheless we continued with our initial project role and we finished all our intellectual outputs which were more than initial. We had to assume Avellino's role and most of the Golbasi intellectual output. As a conclusion, to experiment this project at local level could be interesting, always that we can adapt the model to the different levels and countries. For developing this adaptation, we need at least

18 months more of project. We are talking of 4 countries and about at least, four intervention levels (local, provincial, authonomical and national).

Apart from that we have had to organize one specific Partnership for ImproVET, at international level, dealing with the different ways of working, dealing with the problems of fulfilling their commitments for producing several Intellectual Outputs, for implementing the project, for doing dissemination activities and for promoting the results in their countries. We consider that this is a huge task for being developed in only two years.