



INVESTMENT IN HUMAN RESOURCES

*A survey of job-related trainings in establishments
with 20 or more workers*

One in every three workers were provided job-related trainings in 2011

This LABSTAT Updates presents the highlights of the module on Training of Workers of the 2011/2012 BLES Integrated Survey (BITS). The BITS is a nationwide sample survey covering 7,061 establishments with 20 or more workers. This issue focuses on establishment practices as these relate to training of workers and how these vary across industries. The reference period for this module covered the calendar year 2011.

OVERVIEW

Training is a key management tool in managing the human resource development program of an organization. The success of any business lies on the knowledge and skills of its workforce which must be constantly enhanced and enlarged through training to keep pace with the increasingly competitive business environment. In today's world of work, training of workers is a form of investment that contributes to the sustainability and profitability of a business.

This issue presents statistics on the number of workers trained in establishments with 20 or more workers; the category of workers given job-related trainings; and type of training providers.

HIGHLIGHTS OF SURVEY RESULTS

Three in every five establishments provided job-related trainings to their workers

TABLE 1 - Establishments Providing Trainings and Workers Trained in Establishments with 20 or More Workers, Philippines: 2011

INDICATOR	Number
Total Establishments	26,377
- Establishments providing job related-trainings	15,794
- Percent share (%)	59.9
Total Employment	3,623,852
- Workers trained	1,220,964
- Percent share (%)	33.7

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

- Around 60.0% (15,794) of the total 26,377 establishments with 20 or more workers provided job-related trainings to their workers in 2011. (*Table 1*)
- The establishment proportions varied across industries. The highest was reported in electricity, gas, steam and air conditioning supply (97.9%) and the lowest in agriculture, forestry and fishing (33.8%). (*Table 2*)

One in every three workers provided job-related trainings; proportion is highest among workers in electricity, gas, steam and air conditioning supply industry

- The number of workers provided job-related trainings in 2011 was placed at 1,220,964. This figure represents one-third (33.7%) of total employment of 3,623,852. (Table 3)
- The industries with the highest proportion of workers trained in relation to respective total employment were electricity, gas, steam and air conditioning supply (59.5%) followed by financial and insurance activities (47.7%) and accommodation and food service activities (44.2%).
- Fairly large proportion of workers were reported in repair of computers and personal and household goods; other personal service activities (43.3%); water supply, sewerage, waste management and remediation activities (41.6%); and private education (39.4%).
- In industries with large workforce, the proportion of workers trained was near the overall industry average of one-third such as manufacturing (34.0%) and administrative and support service activities, where part of the business process outsourcing (BPO), e.g., call center and related activities, belongs (32.4%).
- The construction industry stood out with the lowest proportion of workers trained at just 11.8%. Lower proportions than the all industry average were also reported in transportation and storage (23.2%); agriculture, forestry and fishery (24.1%); and mining and quarrying (27.2%).

Rank and file workers accounted for the bulk of the workers trained

- Training of workers was largely intended for rank and file workers. In 2011, nearly one million (986,618 or 80.8%) of total workers given trainings by the establishments belong to this group.
- Job-related trainings were also provided to managers and executives and supervisors and foremen. Because they are numerically small in numbers, their trainings comprised only a small share to total workers trained in 2011, i.e., 7.7% (94,044) and 11.5% (140,302), respectively.
- In certain industries, higher proportions of managers and executives were trained relative to other industries. This was noted in financial and insurance activities (26.5% or 20,939); real estate activities (17.8% or 2,642); water supply, sewerage, waste management and remediation activities (16.2% or 1,837); and professional, scientific and technical activities (15.2% or 4,505).
- Similarly, some industries devoted a bigger proportion of their training to supervisors and foremen relative to other industries. This is most apparent in electricity, gas, steam and air conditioning supply (24.6% or 10,407); information and communication (24.0% or 9,993); and mining and quarrying (21.2% or 1,751).

Proportion of workers trained generally increased as employment size increased

- The proportion of workers trained varies directly with the size of establishment employment. The difference was particularly large between small-sized establishments with 20-99 workers (28.4%) and

medium-sized establishments with 100-199 workers (34.6%). On the other hand, the gap was almost negligible between medium-sized establishments and large-sized establishments with 200 workers or more (35.4%). (Table 4)

In-house training - a common HR practice among establishments

- About three-fourths (72.1% or 11,385) of the total 15,794 establishments that provided trainings to their workers in 2011 conducted their training within the vicinity of the establishments or "in-house". (Table 5)

Private training institutions - key provider of training services to establishments

- Equally important are those trainings given by private training institutions. In this survey, nearly one-half (48.6% or 7,679) of total establishments with trainings in 2011 engaged the services of these institutions as part of their human resource development program.
- Industries which reported a high proportion of establishments that engaged the services of private training institutions include construction (80.5% or 425); electricity, gas, steam and air conditioning supply (79.1% or 292); agriculture, forestry and fishing (75.9% or 205); mining and quarrying (73.4% or 47); and information and communication (66.5% or 332).

Government training institutions - least provider of training services to the establishments

- About one-fifth (19.8% or 3,127) of total establishments with trainings in 2011 availed of government training institutions as part of their

HRD plan in upgrading the skills and knowledge of their workforce.

- The proportion of establishments that participated in government training programs was most evident in industries with small employment base such as water supply; sewerage, waste management and remediation activities (80.9% or 169); mining and quarrying (51.6% or 33); arts, entertainment and recreation (35.2% or 38); and electricity, gas, steam and air conditioning supply (33.6% or 124).
- In contrast, the engagement of government training institutions by establishments was the least practiced in construction (4.7% or 25); information and communication (7.8% or 39); real estate activities (8.1% or 28); and repair of computers and personal and household goods; other personal service activities (8.4% or 19).

Average training cost per worker at ₱3,604

- As a form of investment in human resources, establishments covered in this survey spent an average of ₱3,604 per worker trained in 2011. This figure varied widely across industry groups. Electricity, gas, steam and air conditioning supply spent the highest per capita training cost at ₱14,677. Arts, entertainment and recreation reported the lowest at ₱592 per worker. (Table 6)
- Three industries registered training cost per worker substantially higher than the average figure. These include electricity, gas, steam and air conditioning supply (₱14,677); professional, scientific and technical activities (₱8,189); and information and communication (₱6,728).

- Three other industries reported training cost slightly above the average figure, namely, water supply; sewerage, waste management and remediation activities (₱4,885); financial and insurance activities (₱4,610); and administrative and support service activities (₱3,810).
- Except for mining and quarrying and construction which posted training cost per worker at ₱3,213 and ₱3,055, respectively, the rest of the industries spent less than ₱3,000 per worker on job-related training in 2011. The lowest figures were observed in agriculture (₱923); and arts, entertainment and recreation (₱592).

FOR INQUIRIES

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TABLE 2 - Number of Establishments with 20 or More Workers Providing Job-Related Trainings by Major Industry Group, Philippines: 2011

MAJOR INDUSTRY GROUP	Total Establishments	Establishments Providing Job-Related Trainings	Percent of Total Establishments	Percent Share
ALL INDUSTRIES	26,377	15,794	59.9	100.0
Agriculture, forestry and fishing	800	270	33.8	1.7
Mining and quarrying	99	64	64.6	0.4
Manufacturing	4,958	2,353	47.5	14.9
Electricity, gas, steam and air conditioning supply	377	369	97.9	2.3
Water supply; sewerage, waste management and remediation activities	278	209	75.2	1.3
Construction	820	528	64.3	3.3
Wholesale and retail trade; repair of vehicles and motorcycles	5,606	2,918	52.1	18.5
Transportation and storage	985	515	52.3	3.3
Accommodation and food service activities	3,619	2,475	68.4	15.7
Information and communication	770	499	64.8	3.2
Financial and insurance activities	1,007	670	66.5	4.2
Real estate activities	525	344	65.5	2.2
Professional, scientific and technical activities	642	417	65.0	2.6
Administrative and support service activities	1,684	1,185	70.4	7.5
Education except public education	2,770	2,055	74.2	13.0
Human health and social work activities except public health activities	815	590	72.4	3.7
Arts, entertainment and recreation	253	108	42.7	0.7
Repair of computers and personal and household goods; other personal service activities	370	227	61.4	1.4

Note: Details may not add up to totals due to rounding of figures.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

TABLE 3 - Number of Employees Provided Job-Related Trainings in Establishments with 20 or More Workers by Major Industry Group, Philippines: 2011

MAJOR INDUSTRY GROUP	Total Employment	Employees Trained				
		Total	Managers/ Executives	Supervisors/ Foremen	Rank and File Workers	Percent of Total Employment
ALL INDUSTRIES	3,623,852	1,220,964	94,044	140,302	986,618	33.7
Agriculture, forestry and fishing	161,154	38,877	770	4,098	34,009	24.1
Mining and quarrying	30,316	8,248	431	1,751	6,067	27.2
Manufacturing	889,380	302,595	14,613	32,245	255,737	34.0
Electricity, gas, steam and air conditioning supply	71,110	42,318	3,412	10,407	28,500	59.5
Water supply; sewerage, waste management and remediation activities	27,197	11,321	1,837	1,452	8,032	41.6
Construction	145,814	17,155	1,400	3,064	12,691	11.8
Wholesale and retail trade; repair of vehicles and motorcycles	421,306	126,377	12,338	17,819	96,221	30.0
Transportation and storage	121,920	28,304	1,946	3,366	22,993	23.2
Accommodation and food service activities	198,039	87,619	8,467	8,106	71,046	44.2
Information and communication	106,159	41,559	5,405	9,993	26,162	39.1
Financial and insurance activities	165,700	78,967	20,939	9,966	48,062	47.7
Real estate activities	43,433	14,832	2,642	2,607	9,584	34.1
Professional, scientific and technical activities	87,250	29,698	4,505	4,535	20,658	34.0
Administrative and support service activities	751,470	243,644	7,194	15,882	220,567	32.4
Education except public education	227,767	89,682	5,248	9,006	75,429	39.4
Human health and social work activities except public health activities	112,100	38,272	1,884	3,203	33,184	34.1
Arts, entertainment and recreation	46,849	14,178	762	2,045	11,371	30.3
Repair of computers and personal and household goods; other personal service activities	16,887	7,317	254	757	6,306	43.3

Note: Details may not add up to totals due to rounding of figures.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

**TABLE 4 - Number of Employees Provided Job-Related Trainings in Establishments with 20 or More Workers by Employment Size
Philippines: 2011**

EMPLOYMENT SIZE	Total Employment	Employees Trained				Percent of Total Employment
		Total	Managers/ Executives	Supervisors/ Foremen	Rank and File Workers	
ALL SIZES	3,623,852	1,220,964	94,044	140,302	986,618	33.7
20 - 99 workers	852,084	242,091	25,067	29,191	187,834	28.4
100 - 199 workers	442,006	153,037	11,796	19,963	121,277	34.6
200 workers or more	2,329,761	825,836	57,180	91,148	677,507	35.4

Note: Details may not add up to totals due to rounding of figures.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

TABLE 5 - Establishments Providing Job-Related Trainings by Type of Training Providers and Major Industry Group, Philippines: 2011

MAJOR INDUSTRY GROUP	Establishments Providing Job-Related Trainings	Training Providers ¹			
		In-house	Government Training Institution	Private Training Institution	Others
ALL INDUSTRIES	15,794	11,385	3,127	7,679	784
Agriculture, forestry and fishing	270	57	40	205	17
Mining and quarrying	64	39	33	47	3
Manufacturing	2,353	1,868	703	1,266	87
Electricity, gas, steam and air conditioning supply	369	302	124	292	5
Water supply; sewerage, waste management and remediation activities	209	98	169	71	6
Construction	528	246	25	425	5
Wholesale and retail trade; repair of vehicles and motorcycles	2,918	2,334	355	1,077	163
Transportation and storage	515	291	137	253	58
Accommodation and food service activities	2,475	2,055	234	584	98
Information and communication	499	288	39	332	31
Financial and insurance activities	670	502	181	309	93
Real estate activities	344	240	28	207	1
Professional, scientific and technical activities	417	266	86	266	26
Administrative and support service activities	1,185	758	143	610	50
Education except public education	2,055	1,436	601	1,290	64
Human health and social work activities except public health activities	590	377	173	319	42
Arts, entertainment and recreation	108	75	38	46	-
Repair of computers and personal and household goods; other personal service activities	227	151	19	81	35

Note: Details may not add up to totals due to rounding of figures.

1 Multiple responses on training providers.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

**TABLE 6 - Training Cost in Establishments with 20 or More Workers
by Major Industry Group, Philippines: 2011**

MAJOR INDUSTRY GROUP	Number of Workers Trained	Training Cost	
		Total (₱M)	Average per Worker (₱)
ALL INDUSTRIES	1,220,964	4,400.3	3,604
Agriculture, forestry and fishing	38,877	35.9	923
Mining and quarrying	8,248	26.5	3,213
Manufacturing	302,595	808.4	2,672
Electricity, gas, steam and air conditioning supply	42,318	621.1	14,677
Water supply; sewerage, waste management and remediation activities	11,321	55.3	4,885
Construction	17,155	52.4	3,055
Wholesale and retail trade; repair of vehicles and motorcycles	126,377	354.1	2,802
Transportation and storage	28,304	81.0	2,862
Accommodation and food service activities	87,619	169.9	1,939
Information and communication	41,559	279.6	6,728
Financial and insurance activities	78,967	364.0	4,610
Real estate activities	14,832	41.0	2,764
Professional, scientific and technical activities	29,698	243.2	8,189
Administrative and support service activities	243,644	928.4	3,810
Education except public education.	89,682	240.1	2,677
Human health and social work activities	38,272	82.9	2,166
Arts, entertainment and recreation	14,178	8.4	592
Repair of computers and personal and household goods; other personal service activities	7,317	7.9	1,080

Note: Details may not add up to totals due to rounding of figures.

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.