

Vol. 21 No. 18

December 2017

## 2015/2016 INTEGRATED SURVEY ON LABOR AND EMPLOYMENT



### INVESTMENT ON HUMAN RESOURCES

## A survey of Job-Related Trainings in Establishments with 20 or More Workers

This LABSTAT Updates is based on the results of the 2015/2016 Integrated Survey on Labor and Employment (ISLE). Conducted every two years, the ISLE is a nationwide sample survey covering agricultural and non-agricultural establishments with 20 or more workers. The survey covered 12,926 establishments employing 20 or more workers.

This issue presents statistics on the establishments providing employees with job-related trainings with the calendar year 2015 as reference period. In the 2015/2016 ISLE, it is defined as "trainings conducted by the establishment and by other institutions. General orientations, team buildings, and similar activities are excluded".

The metadata and statistical tables of the survey are posted at the PSA website.

According to business dictionary, "job training is a method of preparing an employee to perform a task by providing them with information about the task, a demonstration of its performance, an opportunity for the employee to imitate the demonstration and subsequent feedback. Many business operators feel that effective job training makes an important contribution to their company's success."

### More than half of the establishments provided job-related trainings

- Based on the 2013 survey results, the total number of establishments was recorded at 34,579; wherein 45.6 percent (15,759) provided job-related trainings to their employees. (Table 1)

- Meanwhile, in 2015, the estimated establishments with 20 or more workers went down to 30,682, and yet more than half (16,271 or 53.0%) gave job-related trainings, resulting to 7.4 percentage points increase from the previous period.

**TABLE 1: Establishments with 20 or More Workers Providing Job-Related Trainings, Philippines: 2013 and 2015**

INDICATOR	Number	
	2015	2013
<b>Number of Establishments:</b>		
-Providing job-related trainings	16,271	15,759
-Not providing job-related trainings	14,411	18,820
<b>Percent of establishments providing job-related trainings</b>	<b>53.0</b>	<b>45.6</b>

Source of data: Philippine Statistics Authority, ISLE.

- Across industries, wholesale and retail trade; repair of motor vehicles and motorcycles recorded the highest number of establishments providing job-related trainings (20.1% or 3,271). This was followed by manufacturing (17.3% or 2,811); education except public education (14.4% or 2,346); and accommodation and food service activities (13.8% or 2,238); the rest had shares of less than 10 percent with the least posted in mining and quarrying and arts, entertainment and recreation (both 0.6%).

- Among industries, manufacturing had the highest number of trained workers at 24.0 percent (321,767); followed by administrative and support services activities at 21.8 percent (292,711); and wholesale and retail trade; repair of motor vehicles and motorcycles at 11.4 percent or 152,808.
- On the other hand, the lowest portion of workers trained was those from repair of computers and personal and household goods; other personal service activities at 0.1 percent (5,132).

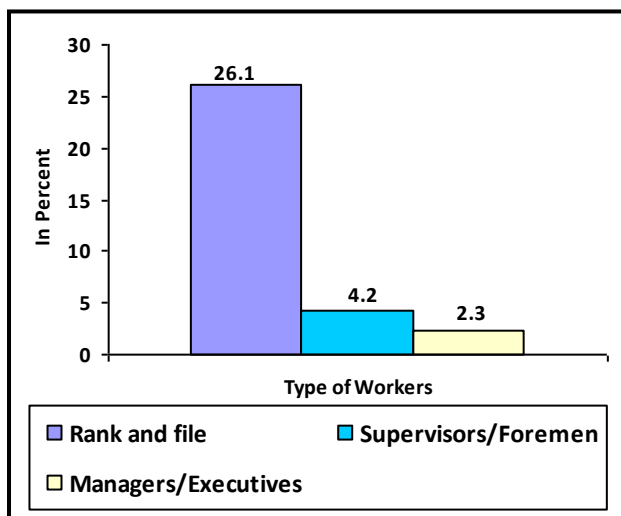
**326 workers per 1,000 employed received trainings**

- Out of the estimated 4.118 million total employed in the country in 2015, about one out of three employees (32.6% or 1.34 million) underwent job-related trainings. This signified that 326 workers per 1,000 employed were trained for the period. By type of worker, 23 (95,870) of the trained employees were managers or executives; 42 (172,335) were supervisors or foremen; and 261 (1.073 million) were rank and file workers. (Figure 1)

**Four out of five employees provided with job-related training were rank and file workers**

- Of the recorded 1.34 million trained workers; 7.2 percent (95,870) were managers or executives; 12.9 percent (172,335) were supervisors or foremen and 80.0 percent (1,072,542) were rank and file workers.
- Most of the trained managers or executives were from financial and insurance activities at 21.9 percent (21,001). This was followed by manufacturing at 14.5 percent (13,873); and wholesale and retail trade, repair of motor vehicles and motorcycles at 12.2 percent (11,729). On the other hand, only 0.3 percent (285) managers/executives were trained in repair of computers and personal and household goods, other personal service activities.
- Moreover, trained supervisors/foremen were mostly in manufacturing with 21.7 percent (37,410); followed by 17.5 percent (30,213) from financial and insurance activities; and 16.5 percent (28,484) from administrative and support services activities.
- Rank and file workers posted the highest proportion of trained employees, mainly found in

**FIGURE 1: Percent of Employees Provided Job-Related Trainings in Establishments with 20 or more workers by Type of Worker, Philippines: 2015**



Source of data: Philippine Statistics Authority, 2015/2016 ISLE.

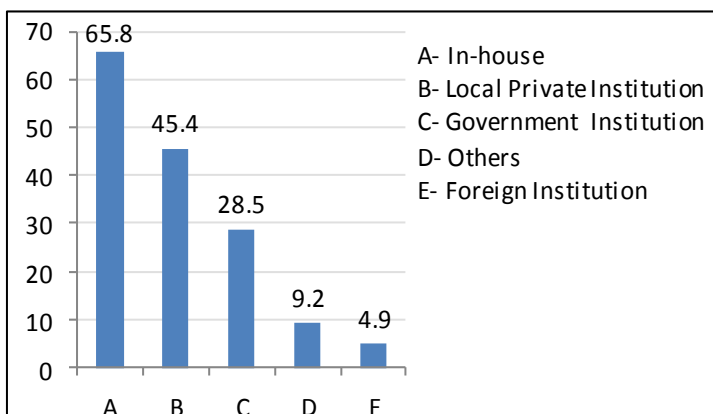
manufacturing industry with 25.2 percent (270,484); and administrative and support services activities at 23.6 percent (253,482).

- Majority of workers trained belong to large establishments. By establishment size, the proportion of workers trained for the period was highest in large-sized establishments employing 200 or more workers (73.0% or 978,642). The least share was registered in the medium-sized establishments employing 100 to 199 workers at 10.5 percent.

**Most of the establishments conducted in-house trainings**

- Furthermore, two out of three establishments provided in-house trainings (65.8% or 10,702) to their employees. This was followed by local private institution at 45.4 percent (7,394); government institution with 28.5 percent (4,645); other training institutions at 9.2 percent (1,492); and foreign institution at 4.9 percent (794) as training providers. (Figure 2)

**FIGURE 2- Percent Distribution of Training Providers in Establishments with 20 or More Workers, Philippines: 2015**



Source of data: Philippine Statistics Authority, 2015/2016 ISLE.

**Establishments spent Php 5,629.8 million for training in 2015**

- The annual training cost incurred by establishments stood at Php 5,629.8 million in 2015. Bulk of this cost was spent by establishments engaged in electricity, gas, steam and air conditioning supply at Php 1,266 million; followed by administrative and support services activities at Php 922.4 million and financial and insurance activities at Php 808.5 million.
- Meanwhile, the least cost was spent by those in repair of computers and personal and household goods; other personal service activities at Php 7.1 million.
- By type of workers, Php 1,111.0 million (19.7%) of the training cost was spent for managers/executives; Php 946.8 million (16.8%) for supervisors/ foremen and Php 3,572.0 million (63.4%) was utilized for rank and file workers.
- During the period, the posted average training cost per worker was registered at Php 4,199.

**FOR INQUIRIES**

Regarding this report, contact **EMPLOYMENT DEMAND STATISTICS DIVISION** at telefax no. 376-1952  
 Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834  
 Or visit our website at <http://www.psa.gov.ph>

**TABLE 1 - Number of Establishments with 20 or More Workers Providing Job-Related Trainings by Major Industry Group, Philippines: 2015**

MAJOR INDUSTRY GROUP	Total Establishments	Establishments Providing Job-Related Trainings	Percent to Total Establishment	Percent to Total Trainings
<b>ALL INDUSTRIES</b>	<b>30,682</b>	<b>16,271</b>	<b>53.0</b>	<b>100.0</b>
Agriculture, Forestry and Fishing	1,090	344	31.5	2.1
Mining and Quarrying	141	92	65.7	0.6
Manufacturing	5,936	2,811	47.3	17.3
Electricity, Gas, Steam and Air Conditioning Supply	249	193	77.6	1.2
Water Supply; Sewerage, Waste Management and Remediation Activities	335	266	79.6	1.6
Construction	973	470	48.3	2.9
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	7,040	3,271	46.5	20.1
Transportation and Storage	996	347	34.8	2.1
Accommodation and Food Service Activities	4,077	2,238	54.9	13.8
Information and Communication	804	439	54.6	2.7
Financial and Insurance Activities	1,350	1,049	77.7	6.4
Real Estate Activities	393	187	47.6	1.1
Professional, Scientific and Technical Activities	653	298	45.6	1.8
Administrative and Support Services Activities	1,800	990	55.0	6.1
Education except Public Education	3,327	2,346	70.5	14.4
Human Health and Social Work Activities except Public Health Activities	960	622	64.8	3.8
Arts, Entertainment and Recreation	237	96	43.5	0.6
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	321	212	66.3	1.3

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

*Source: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment (ISLE).*

**TABLE 2 - Number of Employees Provided Job-Related Trainings in Establishments with 20 or More Workers by Major Industry Group and Type of Workers, Philippines: 2015**

MAJOR INDUSTRY GROUP	Employees Trained				
	Total Employment	Total	Managers/ Executives	Supervisors/ Foremen	Rank and File
<b>ALL INDUSTRIES</b>	<b>4,117,989</b>	<b>1,340,747</b>	<b>95,870</b>	<b>172,335</b>	<b>1,072,542</b>
Agriculture, Forestry and Fishing	150,315	40,032	632	3,423	35,977
Mining and Quarrying	38,505	6,662	738	1,326	4,598
Manufacturing	1,080,116	321,767	13,873	37,410	270,484
Electricity, Gas, Steam and Air Conditioning Supply	45,122	24,735	1,953	4,247	18,536
Water Supply; Sewerage, Waste Management and Remediation Activities	27,780	13,539	2,181	1,286	10,072
Construction	192,176	24,194	1,699	5,678	16,817
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	470,857	152,808	11,729	17,512	123,568
Transportation and Storage	162,150	35,265	2,228	4,081	28,956
Accommodation and Food Service Activities	200,754	52,043	6,554	6,548	38,942
Information and Communication	116,828	42,617	5,606	10,892	26,119
Financial and Insurance Activities	171,006	129,965	21,001	30,213	78,750
Real Estate Activities	45,623	10,711	1,999	2,399	6,313
Professional, Scientific and Technical Activities	100,026	32,706	4,724	4,266	23,715
Administrative and Support Services Activities	891,376	292,711	10,744	28,484	253,482
Education except Public Education	250,623	98,859	6,761	8,116	83,983
Human Health and Social Work Activities except Public Health Activities	120,215	48,192	2,317	4,743	41,133
Arts, Entertainment and Recreation	40,510	8,807	847	1,395	6,566
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	14,008	5,132	285	316	4,532

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

*Source: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment (ISLE).*

**TABLE 3 - Number of Establishments with 20 or More Workers Providing Job-Related Trainings by Major Industry Group and Training Provider, Philippines: 2015**

MAJOR INDUSTRY GROUP	Establishment					
	Total	Local Private Training Institution	Government Training Institution	In-house	Foreign Training Institution	Others
<b>ALL INDUSTRIES</b>	<b>16,271</b>	<b>7,394</b>	<b>4,645</b>	<b>10,702</b>	<b>794</b>	<b>1,492</b>
Agriculture, Forestry and Fishing	344	143	151	213	7	48
Mining and Quarrying	92	52	43	53	15	2
Manufacturing	2,811	1,451	1,044	1,827	130	189
Electricity, Gas, Steam and Air Conditioning Supply	193	141	105	159	35	20
Water Supply; Sewerage, Waste Management and Remediation Activities	266	74	218	104	18	21
Construction	470	313	170	176	13	33
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	3,271	1,205	516	2,343	170	258
Transportation and Storage	347	182	86	199	29	27
Accommodation and Food Service Activities	2,238	438	327	1,751	30	286
Information and Communication	439	240	63	256	48	28
Financial and Insurance Activities	1,049	650	250	781	56	88
Real Estate Activities	187	128	63	99	10	16
Professional, Scientific and Technical Activities	298	176	66	179	24	13
Administrative and Support Services Activities	990	388	197	655	54	65
Education except Public Education	2,346	1,356	949	1,363	109	283
Human Health and Social Work Activities except Public Health Activities	622	378	349	315	29	46
Arts, Entertainment and Recreation	96	32	34	67	10	16
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	212	48	16	160	9	54

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

*Source: Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment (ISLE).*

**TABLE 4 - Annual Training Cost by Major Industry Group and Type of Workers, Philippines: 2015**

MAJOR INDUSTRY GROUP	Training Cost (Php M)				
	Total	Percent Share	Managers/ Executives	Supervisors/ Foremen	Rank and File
<b>ALL INDUSTRIES</b>	<b>5,629.8</b>	<b>100.0</b>	<b>1,111.0</b>	<b>946.8</b>	<b>3,572.0</b>
Agriculture, Forestry and Fishing	27.1	0.5	4.1	7.3	15.6
Mining and Quarrying	43.5	0.8	12.2	14.0	17.3
Manufacturing	741.0	13.2	271.4	158.8	310.7
Electricity, Gas, Steam and Air Conditioning Supply	1,266.0	22.5	49.8	57.0	1,159.2
Water Supply; Sewerage, Waste Management and Remediation Activities	66.9	1.2	21.3	11.4	34.2
Construction	62.1	1.1	13.5	17.3	31.3
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	354.1	6.3	85.6	79.8	188.6
Transportation and Storage	88.7	1.6	29.8	20.2	38.8
Accommodation and Food Service Activities	136.1	2.4	56.4	23.9	55.8
Information and Communication	312.4	5.5	57.0	108.9	146.5
Financial and Insurance Activities	808.5	14.4	173.8	179.9	454.7
Real Estate Activities	55.2	1.0	25.0	13.5	16.7
Professional, Scientific and Technical Activities	187.1	3.3	62.4	32.9	91.8
Administrative and Support Services Activities	922.4	16.4	135.7	134.0	652.7
Education except Public Education	393.0	7.0	80.4	53.5	259.0
Human Health and Social Work Activities except Public Health Activities	109.7	1.9	25.1	23.7	60.9
Arts, Entertainment and Recreation	49.0	0.9	5.9	9.4	33.6
Repair of Computers and Personal and Household Goods; Other Personal Service Activities	7.1	0.1	1.6	1.0	4.5

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

**Source:** Philippine Statistics Authority, 2015/2016 Integrated Survey on Labor and Employment (ISLE).