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INVESTMENT IN HUMAN RESOURCES

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



This LABSTAT Updates presents the highlights of the module on Training of Workers of the 2013/2014 Integrated Survey on Labor and Employment (ISLE). The ISLE is a nationwide sample survey covering 8,399 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 2013.

Training is a key management tool in managing the human resource development (HRD) 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. 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.

One in every two establishments provided job-related trainings to their workers

- Out of the estimated 34,579 establishments with 20 or more workers, 45.6% or 15,759 provided job-related trainings to their workers in 2013. (Table 1)

TABLE 1 - Establishments Providing Trainings and Workers Trained in Establishments with 20 or More Workers, Philippines: 2013

INDICATOR	Number
Total Establishments	34,579
- Establishments providing job- related trainings	15,759
- Percent share (%)	45.6
Total Employment	4,471,785
- Workers trained	1,378,849
- Percent share (%)	30.8

Source of data: *Philippine Statistics Authority, 2013/2014 ISLE.*

- The proportions of establishments providing job-related trainings varied across industries. The highest was noted in water supply, sewerage, waste management and remediation activities (66.6%) followed by private education (59.4%), financial and insurance activities (58.9%), and construction (58.4%). The lowest was in professional, scientific and technical activities (32.8%). (Table 2)

Nearly one-third of the total workforce were provided job-related trainings; proportion highest among workers in electricity, gas, steam and air conditioning supply

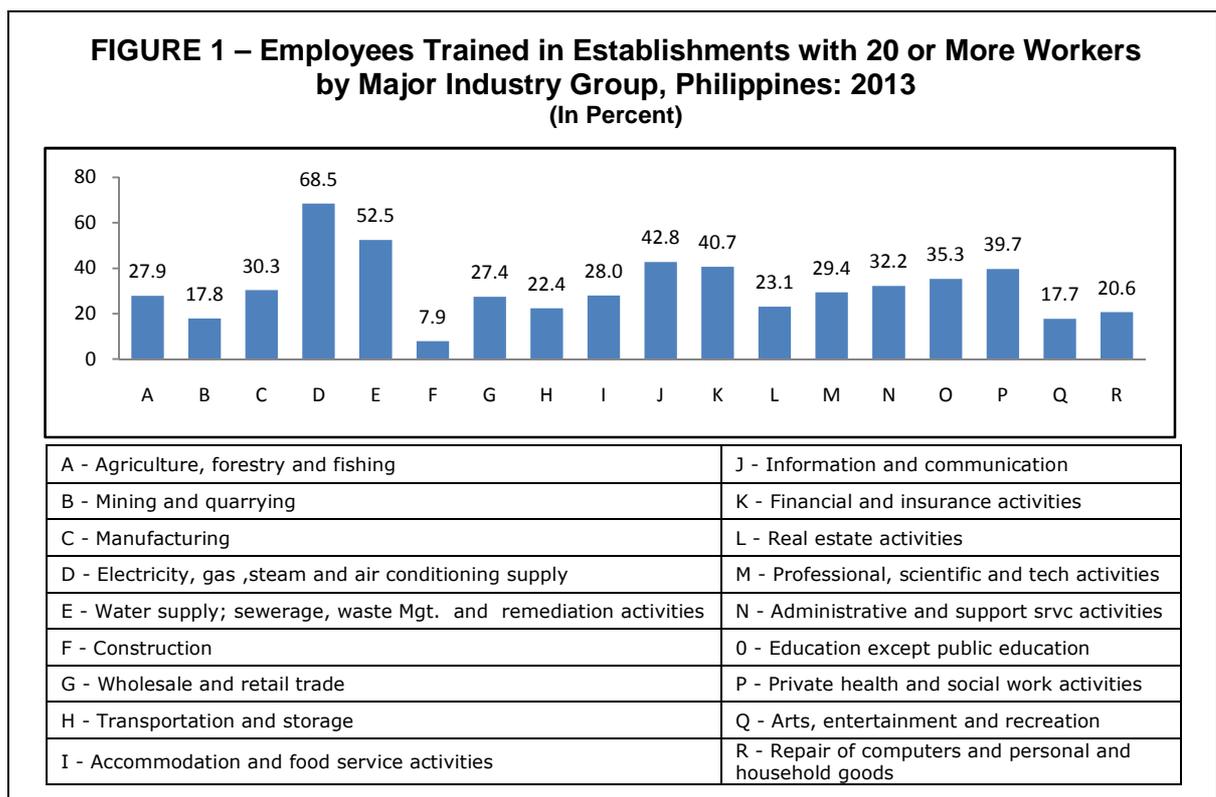
- More than one million (1,378,849) workers were provided job-related trainings in 2013. This corresponds to approximately one-third (30.8%) of 4,471,785 total employed. (Table 3)
- In relation to respective industry employment, electricity, gas, steam and air conditioning supply registered the highest proportion of workers trained (68.5%). This was followed by water supply, sewerage, waste management and remediation activities (52.5%); information and communication (42.8%); financial and insurance activities (40.7%); and private health and social work activities (39.7%). (Figure 1)
- In sub-sectors with large number of workers, the proportion of employees trained was close to the

overall industry average of 30.8 percent such as administrative and support service activities (32.2%), where business process outsourcing (BPO) belongs; and manufacturing (30.3%).

- The lowest proportion of workers trained was registered in construction at 7.9%. Lower proportions were also reported in arts, entertainment and recreation (17.7%); mining and quarrying (17.8%); and repair of computers and personal and household goods and other personal service activities (20.6%).

Majority of workers trained were rank and file

- In 2013, rank and file workers represented the bulk (77.7% or 1,071,309) of total workers granted job-related trainings by the establishments.
- Managers/executives (7.6% or 104,881) and supervisors/foremen (14.7% or 202,659) were also provided with job-related trainings.



Source of data: Philippine Statistics Authority, 2013/2014 ISLE.

Together, they comprised more than one-fifth (22.3%) of the total workers trained.

- In some industries, higher proportion of managers and executives were trained compared with other industries. This was recorded in water supply, sewerage, waste management and remediation services (19.2% or 3,165); financial and insurance activities (17.8% or 19,024); real estate activities (16.4% or 1,545); professional, scientific and technical activities (15.5% or 4,366); and electricity, gas, steam and air conditioning supply (10.9% or 5,167).
- Likewise, some industries allotted a larger part of their training to supervisors and foremen. This was most evident in information and communication (43.2% or 25,146); mining and quarrying (33.1% or 2,388); electricity, gas, steam and air conditioning supply (23.6% or 11,215); financial and insurance activities (22.3% or 23,841); and real estate activities (20.3% or 1,916).

Proportion of workers trained highest in medium-sized establishments

- The proportion of workers trained in small-sized establishments with 20-99 workers (25.6%) was smaller than those posted in medium-sized establishments with 100-199 workers (33.9%) and large-sized establishments with 200 or more workers (32.3%). Meanwhile, the corresponding proportions for medium-sized and large-sized establishments were almost the same. (Table 4)

In-house training still a common practice among establishments

- More than two-thirds (68.8% or 10,850) of the total 15,759 establishments that provided job-related trainings to their workers in 2013 conducted the trainings themselves (in-house). (Table 5)
- Industry-wise, almost all establishments in electricity, gas, steam and air conditioning supply (97.3% or 220) conducted in-house trainings. High proportions were also noted in other industries particularly in information and communication (85.4% or 426); accommodation and food service activities (82.4% or 1,775); and private health and social work activities (81.0% or 389).

Four out of every nine establishments provided trainings through local private training institutions

- The services of local private training institutions were also considered essential by establishments. Based on the survey, for every nine establishments providing job-related trainings in 2013, four (44.3% or 6,978) got the services of these institutions for their HRD programs.
- High proportions of establishments that engaged the services of local private training institutions were most evident in electricity, gas, steam and air conditioning supply (68.1% or 154); private health and social work activities (67.5% or 324); and real estate activities (66.8% or 139).

Services of government training institutions availed of by more than one-fourth of the establishments

- Out of the total establishments providing job-related trainings, a little over one fourth (27.8% or 4,387) engaged the services of government training institutions.
- The proportion of establishments that hired the services of government training institutions was most apparent in water supply, sewerage, waste management and remediation activities (80.4% or 168); electricity, gas, steam and air conditioning supply (75.7% or 171); and agriculture (57.7% or 310).

Only a small fraction of establishments availed the services of foreign training institutions

- During the period, only a small proportion of establishments (5.5% or 874) provided job-related trainings through foreign training institutions.
- Electricity, gas, steam and air conditioning supply was the only industry which reported a sizable proportion of establishments (36.3% or 82) that utilized the services of foreign training institutions.

Bulk of the total training cost spent for rank and file workers

- Training cost for 2013 totaled ₱6,180 million. More than half (57.0% or ₱3,520 million) of this amount were used for rank and file employees. The rest were spent for supervisors/foremen (22.5% or

₱1,389 million) and managers/executives (20.6% or ₱1,271 million). (Table 6)

- Across industries, the highest proportion of training cost was observed in administrative and support service activities. Of the total ₱2,434 million training cost, 88.4% or ₱2,153 million were appropriated for rank and file workers.

Average training cost per worker at ₱4,482

- Establishments covered in this survey spent an average of ₱4,482 per worker trained in 2013. This figure varied widely across industry groups. Electricity, gas, steam and air conditioning supply spent the highest per capita training cost at ₱10,594. (Table 6)
- Other industries which posted training cost per worker higher than the average figure were: professional, scientific and technical activities (₱8,711); administrative and support services activities (₱8,252); information and communication (₱7,095); private education (₱6,592); and mining and quarrying (₱6,394).
- The rest of the industries spent less than ₱3,000 per worker except financial and insurance activities as well as water supply, sewerage, waste management and remediation activities with average training cost per worker of ₱3,817 and ₱3,815, respectively. The lowest average training costs were noted in arts, entertainment and recreation (₱565), and agriculture, forestry and fishing (₱860).

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.labstat.psa.gov.ph>

TABLE 2 - Number of Establishments with 20 or More Workers Providing Job-Related Trainings by Major Industry Group, Philippines: 2013

MAJOR INDUSTRY GROUP	Total Establishments	Establishments Providing Job-Related Trainings	Percent to Total Establishments	Percent Share
ALL INDUSTRIES	34,579	15,759	45.6	100.0
Agriculture, forestry and fishing	1,258	537	42.7	3.4
Mining and quarrying	189	82	43.3	0.5
Manufacturing	6,555	2,316	35.3	14.7
Electricity, gas, steam and air conditioning supply	422	226	53.5	1.4
Water supply; sewerage, waste management and Remediation Activities	314	209	66.6	1.3
Construction	1,042	609	58.4	3.9
Wholesale and retail trade; repair of vehicles and motorcycles	7,562	3,151	41.7	20.0
Transportation and storage	1,140	472	41.4	3.0
Accommodation and food service activities	4,670	2,153	46.1	13.7
Information and communication	895	499	55.7	3.2
Financial and insurance activities	1,510	889	58.9	5.6
Real estate activities	498	208	41.8	1.3
Professional, scientific and technical activities	739	242	32.8	1.5
Administrative and support service activities	2,130	958	45.0	6.1
Education except public education	4,002	2,377	59.4	15.1
Human health and social work activities except public health activities	917	481	52.5	3.1
Arts, entertainment and recreation	248	108	43.5	0.7
Repair of computers and personal and household goods; other personal service activities	488	244	49.9	1.5

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

Source of data: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment (ISLE).

TABLE 3 - Number of Employees Provided Job-Related Trainings in Establishments with 20 or More Workers by Major Industry Group and Type of Workers, Philippines: 2013

MAJOR INDUSTRY GROUP	Total Employment	Employees Trained				
		Total	Managers/ Executives	Supervisors/ Foremen	Rank and File	Percent to Total Employment
ALL INDUSTRIES	4,471,785	1,378,849	104,881	202,659	1,071,309	30.8
Agriculture, forestry and fishing	238,774	66,630	2,082	7,301	57,247	27.9
Mining and quarrying	40,407	7,210	621	2,388	4,201	17.8
Manufacturing	1,005,562	304,878	18,335	49,221	237,322	30.3
Electricity, gas ,steam and air conditioning supply	69,330	47,497	5,167	11,215	31,115	68.5
Water supply; sewerage, waste management and remediation activities	31,378	16,461	3,165	1,890	11,407	52.5
Construction	188,496	14,913	1,149	2,513	11,251	7.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	577,711	158,144	10,483	20,590	127,072	27.4
Transportation and storage	148,483	33,254	2,335	3,840	27,079	22.4
Accommodation and food service activities	250,611	70,265	5,950	7,553	56,761	28.0
Information and communication	136,057	58,252	5,696	25,146	27,410	42.8
Financial and insurance activities	262,569	106,822	19,024	23,841	63,956	40.7
Real estate activities	40,767	9,437	1,545	1,916	5,976	23.1
Professional, scientific and technical activities	95,788	28,138	4,366	4,623	19,149	29.4
Administrative and support service activities	915,774	294,989	11,861	22,592	260,536	32.2
Education except public education	307,479	108,658	9,068	12,049	87,541	35.3
Human health and social work activities except public health activities	108,250	42,992	3,564	5,024	34,405	39.7
Arts, entertainment and recreation	30,888	5,482	206	290	4,986	17.7
Repair of computers and personal and household goods; other personal service activities	23,460	4,830	265	668	3,897	20.6

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

Source of data: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment (ISLE).

TABLE 4 - Number of Employees Provided Job-Related Trainings in Establishments with 20 or More Workers by Employment Size and Type of Workers, Philippines: 2013

EMPLOYMENT SIZE	Total Employment	Employees Trained				Percent to Total Employment
		Total	Managers/ Executives	Supervisors/ Foremen	Rank and File	
ALL SIZES	4,471,785	1,378,849	104,881	202,659	1,071,309	30.8
20 - 99 workers	1,116,256	285,359	31,086	45,322	208,951	25.6
100 - 199 workers	607,725	205,858	15,685	33,297	156,877	33.9
200 workers or more	2,747,804	887,632	58,110	124,040	705,481	32.3

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

Source: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment (ISLE).

**TABLE 5 - Number of Establishments Providing Job-Related Trainings by Major Industry Group and Type of Training Providers
Philippines: 2013**

MAJOR INDUSTRY GROUP	Establishments Providing Job-Related Trainings	Training Providers ¹				
		Local private training institution	Government Training Institution	In-house	Foreign Training Institution	Others
ALL INDUSTRIES	15,759	6,978	4,387	10,850	874	200
Agriculture	537	214	310	367	80	1
Mining and quarrying	82	32	41	40	1	1
Manufacturing	2,316	1,272	982	1,673	155	19
Electricity, gas, steam and air conditioning supply	226	154	171	220	82	.
Water supply; sewerage, waste management and remediation activities	209	64	168	65	19	8
Construction	609	301	267	136	7	13
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,151	1,070	226	2,421	155	51
Transportation and storage	472	183	165	269	38	.
Accommodation and food service activities	2,153	496	195	1,775	34	2
Information and communication	499	192	62	426	34	53
Financial and insurance activities	889	471	246	559	59	1
Real estate activities	208	139	65	94	1	.
Professional, scientific and technical activities	242	141	54	144	18	5
Administrative and support services activities	958	367	138	674	38	16
Education except public education.	2,377	1,431	971	1,391	132	25
Human health and social work activities	480	324	261	389	21	2
Arts, entertainment and recreation	108	48	26	49	.	.
Repair of computers and personal and household goods; other personal service activities	244	80	40	156	.	2

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

¹ Multiple responses on training providers.

Source of data: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment (ISLE).

TABLE 6 - Annual Training Cost by Major Industry Group and Type of Workers, Philippines: 2013

MAJOR INDUSTRY GROUP	Number of Workers Trained	Training Cost (₱M)					Average per Worker (₱)
		Total	Percent Share	Managers/ Executives	Supervisors/ Foremen	Rank and File	
ALL INDUSTRIES	1,378,849	6,179.6	100.0	1,270.6	1,388.7	3,520.4	4,482
Agriculture, forestry and fishing	66,630	57.3	0.9	15.3	13.6	28.4	860
Mining and quarrying	7,210	46.1	0.7	11.5	23.1	11.6	6,394
Manufacturing	304,878	561.7	9.1	146.3	194.5	221.0	1,842
Electricity, gas, steam and air conditioning supply	47,497	503.2	8.1	185.4	139.8	178.0	10,594
Water supply; sewerage, waste management and remediation activities	16,461	62.8	1.0	25.9	11.2	25.7	3,815
Construction	14,913	22.6	0.4	6.7	6.5	9.5	1,515
Wholesale and retail trade; repair of motor vehicles and motorcycles	158,144	406.8	6.6	88.2	201.9	116.7	2,572
Transportation and storage	33,254	92.3	1.5	49.0	24.0	19.3	2,776
Accommodation and food service activities	70,265	99.4	1.6	30.3	22.1	47.0	1,415
Information and communication	58,252	413.3	6.7	55.5	203.3	154.5	7,095
Financial and insurance activities	106,822	407.7	6.6	123.2	98.4	186.1	3,817
Real estate activities	9,437	27.6	0.4	14.9	3.5	9.2	2,925
Professional, scientific and technical activities	28,138	245.1	4.0	69.3	60.7	115.2	8,711
Administrative and support service activities	294,989	2,434.3	39.4	146.0	135.8	2,152.5	8,252
Education except public education	108,658	716.3	11.6	282.3	234.5	199.5	6,592
Human health and social work activities except public health activities	42,992	70.1	1.1	19.1	13.6	37.5	1,631
Arts, entertainment and recreation	5,482	3.1	0.0	0.5	0.2	2.4	565
Repair of computers and personal and household goods; other personal service activities	4,830	9.9	0.2	1.2	2.2	6.4	2,050

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

Source of data: Philippine Statistics Authority, 2013/2014 Integrated Survey on Labor and Employment (ISLE).