



EmpleaFP: An employment platform for vocational training students

La bolsa de empleo de la Formación Profesional

Promising Practice

Implemented by: FPEmpresa (Asociación de Centros de Formación Profesional) together with CaixaBank Dualiza

Where: Spain

Where: Started in 2013

Summary: EmpleaFP is an online job platform to support the job seeking efforts of vocational training students. The platform is the result of a partnership between vocational education and training (VET) providers and enterprises and is implemented by FPEmpresa (the Association of Vocational Training Providers) and the foundation, CaixaBank Dualiza.

Overview

EmpleaFP is a free online platform targeted at graduates from the vocational training system. The platform is a nationwide initiative designed to strengthen the link between the VET system and the labour market.

The EmpleaFP online job platform initiative addresses two policy aims from the first Strategic Plan for Vocational Training (published by the Spanish Ministry of Education, Vocational Training and Sports), namely to:

- Connect companies and educational providers.
- Provide quality career guidance to young people.

It is implemented through FPEmpresa¹ and supported by the CaixaBank Dualiza Foundation.² FPEmpresa is a non-profit organization bringing together public, semi-private and private VET providers from across Spain to strengthen the VET system by creating a strong network dedicated to exchanging information and good practices. The Association works closely with the corporate sector as an interface between the VET system and the world of work. The CaixaBank Dualiza Foundation promotes vocational training by working closely with companies to engage them in creating dual training pathways for young people and supporting programmes for entrepreneurship.

The platform is designed to be of practical use for VET graduates to find employment and to ensure the value of their skills and qualifications for job entry is recognized. The platform also enables data gathering on the skills requirements of current employment opportunities and the jobs to which VET graduates are applying.

Description

The EmpleaFP platform enables VET graduates to search jobs and internship opportunities available in their chosen sector and/or occupation across Spain and, in turn, for enterprises to seek potential graduates for employment opportunities. VET providers can tailor available jobs to create a 'job board' for their own graduates, enabling them to signpost relevant job opportunities to their own trainees and gain knowledge on what employers are seeking.

There are three access points on the platform for graduate students, business and VET providers:



Fig 1.1 Three portals for graduate students (Titulado/a), businesses (Empresa) and VET providers (Centro educativo)

¹ For more information on FPEmpresa, see: <https://fpempresa.net/en/home-2/>

² For more information on the activities and projects in VET undertaken by CaixaBank, see <https://www.caixabankdualiza.es>

The platform is free for all users and is designed to be accessible for all parties to register and use.

The platform provides a rich set of data and information from which statistics, research studies and surveys can tap into to improve the design of career guidance programmes for students. Such research can be used to report trending demands for skills and qualifications by companies which can be utilized further to improve student preparation.

For it to work effectively, EmpleaFP requires continuous cooperation amongst companies, VET providers and other education and labour market stakeholders. The platform continuously monitors the suitability of job offers to ensure it retains a reputation for being relevant, high-quality and useful for all parties.

What is available for VET graduates?

After completing a simple registration process, VET graduates receive email notifications of appropriate job offers which match their VET qualifications. They can also access a list of appropriate job offers on the database. If there is a match, the VET graduate can choose to register their interest. Graduates can also be notified of specific opportunities available through their VET training centre.

What is available for enterprises?

Employers who sign up for EmpleaFP provide information on the training requirements which their job candidates should have. When a match becomes available, the human resources department is notified. The process is driven by being **simple** to operate, **effective** at finding the best candidates and **free**.

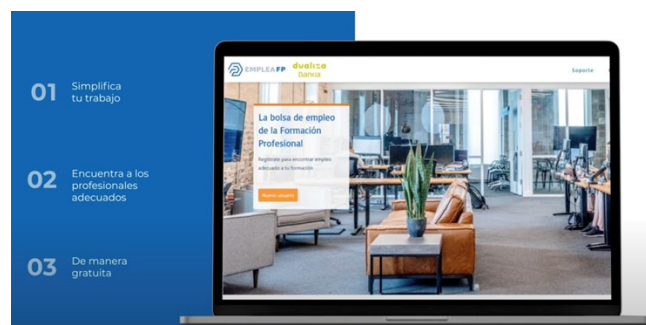


Fig 1.2 EmpleaFP prioritizes being simple, effective and free for its users

What is available for VET training schools?

Teachers and educators are invited to create a job board tailored to their graduates. For example, they might be seeking to tailor available jobs to match specific economic sectors and/or a region of Spain. The platform enables educators to create tailored data and reports of: available jobs in their region; in-demand qualifications; and registered graduates from their VET provider. If they see jobs or opportunities which they think may match their students' interest, they can advise them to apply.

Objectives

The EmpleaFP platform has multiple objectives for individual users; the VET system and labour market; and macro-economic, social and educational aims.

1. At the macro level, the platform improves the employability of VET graduates and raises the profile and value of having and/or studying for a VET qualification.
2. For the VET system, it can inform career guidance policy and improve qualifications development.
3. For the labour market, it strengthens job and skills matching and builds cooperation and trust between employers and VET providers.
4. At the individual VET graduate level, it assists with job seeking.
5. For individual companies, it supports human resource management.
6. For individual VET providers, it enables localization of job demands within a broader national context.

Outcomes and impact

An important objective of EmpleaFP was to create a platform which overcame three challenges typically experienced by VET systems and employers, namely how to:

(i) **Coordinate multiple actors:** VET providers, employers, and other education, training and labour market stakeholders.

Coordination is supported by the creation of a single centralized digital platform used by VET providers, companies, and students. All stakeholders utilize the same platform which encourages and facilitates coordination and communication.

(ii) **Collect and manage reliable labour market data** on the demand for different skills, qualifications and occupations.

Tools have been developed within the platform to support data management and analysis. These tools can collect, organize and generate statistics, studies and surveys enabling the generation of information for the different stakeholders and for researchers.

(iii) **Match** the skills and competence demands from employers with VET graduate qualifications.

The platform contains automated job offer filters to ensure that vacancies which match only the acquired qualifications of graduates are generated. This ensures a good match between the available employment opportunities to VET graduates with specific qualifications.



Fig 1.3 EmpleaFP's available job sectors

Insights and evaluation

In October 2025, there were more than 20,000 job listings on the site and more than 47,000 VET graduates registered³. Job offers in twenty-four different economic sectors were advertised, including in agriculture, food industries, cosmetology, mechanical manufacturing and many others.

FP*Empresa* and *CaixaBank Dualiza* recently conducted an internal audit to evaluate EmpleaFP. Participating companies were surveyed to assess their level of satisfaction to aid future efforts to effectively align available jobs with VET graduates.

119 companies have been contacted to carry out the audit. More than 50% of respondents report being fairly or very satisfied with the use of EmpleaFP, giving it a score of 8.5 among those companies that successfully filled a published job offer.

³ See: <https://www.empleafp.com/site/index.html#!/ofertas> (referenced 25th September 2025)

Conclusions and next steps

EmpleaFP is an initiative with the goal of overcoming traditional obstacles in the VET employability system to effectively facilitate labour market cooperation. It requires commitment from all partners to operate in a useful way for them and for individual VET graduates. The benefits of a national system which can be adapted locally ensures the platform is relevant and useful to users whilst also ensuring a data collection and management system which aligns with national policy goals.

The recent internal audit is likely to lead to further development and improvement of the platform. But as the number of registered users and job postings has increased over time, the platform will continue to grow and to attract new companies and graduates.

Enrique Blanco and Paolo Nardi from EfVET supported the identification of this promising practice. For more information on the European Forum for Technical and Vocational Education and Training (EfVET), see: <https://efvet.org>.

Learn more

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To learn more about FP*Empresa*, see: <https://www.empleafp.com/site/index.html#!/> and <https://youtu.be/vh-BwTmrwJY>

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<http://www.unevoc.unesco.org/promisingpractices>

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