

HEALTH CARE

Health services are free and private-sector employees are covered by Mexico's mandatory system of health care, operated by the *Instituto Mexicano del Seguro Social (IMSS)*, Mexican Institute for Social Security. Funding is by employer and employee contributions, which are both deducted at source. *IMSS* hospitals are considered to be of generally good quality, but long waits are the norm, and many foreign companies provide private medical coverage for executive staff. There are several good private medical-care facilities in the Guadalajara region.

EDUCATION

There are 16 universities located in Jalisco, along with more than 1,000 secondary schools, 313 job training schools and 130 technical schools. There are also autonomous universities in Nayarit, Colima, Aguascalientes and Sinaloa.

A wide variety of college-level technical programs are available. *The Centro de Enseñanza Técnica Industrial*, Technical Industrial Training Centre, for example, operates a variety of business and accounting programs, and specialized programs for individual trades. Other regional universities include the *Universidad Autónoma de Guadalajara*, Autonomous University of Guadalajara.

A federal government program provides financial assistance for industrial training, which is contingent on the company hiring 80 percent of the trainees. This allows larger companies to set up their own training schools.