

## PERSONAL SKILLS TRAINING

There is a substantial market in Mexico for specialized training marketed directly to individuals. This includes language training as well as computer training and a variety of other programs aimed at improving personal skills. The market for personal training has grown as the link between personal skills and career advancement has become more widely understood.

## INDUSTRIAL SKILLS TRAINING

By law, companies operating in Mexico must provide skills training to their employees. According to unofficial estimates, less than one-third of employers comply with this requirement. Nonetheless, the sheer size of the Mexican workforce, well over 30 million, means that there is a substantial market for training services. According to US Department of Commerce estimates, the market for industrial training services was about US \$45 million in 1993, and import penetration was about 30 percent.

The *Ley Federal de Trabajo*, Mexican Federal Labour Law, requires that each company maintain a joint management-employee commission to oversee training systems. Training programs must be approved by the *Secretaría del Trabajo y Previsión Social (STPS)*, Secretariat of Labour and Social Welfare. A training plan must be prepared at least once every four years. The training must be delivered by a training agent who is registered with the government. Officially, there are more than 500,000 participants enrolled in about 4,000 training facilities. Another 500,000 participate in on-the-job training programs. Many employers conduct unregistered training programs because they believe that government-mandated training is unproductive.