



FIELDS OF EXPERTISE

DEVELOPMENT OF TRAINING PROJECTS FOR ADULTS

We design, request and manage training projects aimed at employed, self-employed and unemployed workers.

DEVELOPMENT OF TRAINING PROJECTS FOR COMPANIES

We design and implement customized training projects to improve the competitiveness of companies.

E-LEARNING SERVICES

Among our activity we have the consulting and development of digital content for corporations and universities, either through our own training platform, as well as adapting to the platforms of the different organizations.

We implement open source online training platforms (LMS) and reference solutions from manufacturers.

We provide support, management and follow up of e-learning training.

DUAL TRAINING IN THE WORKPLACE

Contracts for Training and Learning, this being one of the current contracting modalities of Spain's Public State Employment Service (SEPE) and which is a fundamental pillar for the Development of youth employment in Spain.

TRANSNATIONAL PROJECTS

We participate in European projects, such as Erasmus +, Interreg (Atlantic Area, SUDOE, POCTEP ...), LIFE, European Social Fund.

We also participate as partners in tenders derived from Multilateral Organizations abroad, working with the main international donors in the multilateral development scenario: Inter-American Development Bank, World Bank, United Nations or the Development Bank of Latin America directed to improve the qualification and labor insertion of young people and other groups.

TRAINING WITH FORMAL QUALIFICATION RECOGNIZED IN THE WORKPLACE

We are recognized and accredited by the Public State Employment Service (SEPE) to provide Professional Certificates. Grupo Femxa is the first private entity in Spain capable of issuing professional certificates by number of Communities, and the third private in number of accredited certificates.

LABOUR INSERTION PROJECTS

We are the leading company in relation to Insertion Projects under the state calls of the Ministry of Employment and we are used to work with youth collective.

Insertion projects are training projects that combine the development of specific training for the qualification of the participants with a subsequent hiring by a company, at a national and international level. In this last two years we achieved a rate of 80% in the consecution of employability in Cantabria in a pilot with EEA Norway grants fund for people under 30 years.

ENTREPRENEURSHIP

We participate in business incubators that support the creation of a new production fabric, such as the VIAVIGO Program aimed at generating new markets for newly created companies.

CONTACT DETAILS FOR ERASMUS+ APPLICATION

Partner Organisation	
OID:	E10156903
PIC:	940534796
Full legal name (National Language):	<i>FEMXA FORMACIÓN S.L. U</i>
Full legal name (Latin characters):	<i>FEMXA FORMACIÓN S.L U.</i>
Acronym:	<i>FEMXA</i>
National ID (if applicable):	<i>B36338051</i>
Department (if applicable):	
Address:	<i>CALLE SAN ROQUE 57-61 BAJO</i>
Country:	<i>ESPAÑA</i>
Region:	<i>GALICIA</i>
P.O. Box:	
Post Code:	<i>36205</i>
CEDEX:	
City:	<i>VIGO</i>
Website:	https://www.grupofemxa.es/
Email:	<i>mclopez@femxa.com</i>
Telephone 1:	<i>+34618857627</i>
Telephone 2:	<i>+34 986493464</i>
Fax:	
Profile	
Type of Organisation:	<i>SME COMPANY</i>
Is the partner organisation a public body?	<i>No</i>
Is the partner organisation a non-profit?	<i>No</i>

Legal Representative	
Title	<i>Mr</i>
Gender	<i>Male</i>
First Name	<i>Jose</i>
Family Name	<i>Álvarez Dafonte</i>
Department	
Position	<i>Legal Representative</i>
Email	<i>jdafonte@femxa.com</i>
Telephone 1	<i>+34 986493464</i>
Contact Person	
Title	<i>Mrs</i>
Gender	<i>Female</i>
First Name	<i>María del Carmen</i>
Family Name	<i>López Cruz</i>
Department	<i>Projects</i>
Position	<i>Project Manager</i>
Email	<i>mclopez@femxa.com</i>
Telephone 1	<i>+34618857627</i>

BACKGROUND AND EXPERIENCE

Please briefly present the partner organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group).

TYPE

Femxa Formación SL is a company specialized in consulting and training for employment, aimed at companies, public administration, consulting, professional offices, training centers and individuals. Our goal is to increase the competitiveness of organizations, employability and professional qualification of people.

We are part of Grupo Femxa, with 8 companies specialized in different fields, always focused on improving the qualification of people:

1. Femxa formación SL
2. Nred Soluciones Formativas SL
3. Learning and Support Services
4. Followup&Control
5. ETT Soluciones de Empleo Temporal
6. Activa Formación SL
7. Adquiero Servicios Integrados
8. Ideaspropias Editorial

SCOPE OF WORK

Since 1999, our experience in the development and implementation of training plans are setting in different business sectors.

We participate in all the processes involved in the teaching-learning process, from the analysis of the training needs of an entity, organization or public administration, to the design of the training plan that provides the specific solutions to these needs, through the development of materials and didactic means, the selection of teaching experts or advisors in the teaching process, the delivery of training activities both in training activities, in any type of teaching, and other activities (conferences, coaching sessions, workshops, conferences, etc.), the publicity and dissemination of the Projects, the selection of the participants or the justification of the funds received.

We highlight the specific training we have done for the most vulnerable groups.

- We have trained more than 64,000 unemployed, 40,000 over 45, more than 11,000 emigrants or more than 2,200 people with some type of disability.
- We have trained more than 15,800 young people under 30 years of age, within the Youth Employment Strategy.

CAPABILITIES

We have more than 20 years of experience in the development and implementation of Projects, especially training, where we have:

- Designed and implemented more than 1,300 training projects.
- Trained more than 550,000 students: self-employed, workers and unemployed.
- Taught more than 16,500 face-to-face courses in our training projects.
- Provided more than 13 million hours of online training, with its own methodology.
- We have implemented several Dual FP schools in large Spanish companies.

In addition, annually:

- We train more than 40,000 people in Spain and more than 20,000 in Latin America.
- We coordinate the development of more than 400 face-to-face and e-learning projects, training workers from all over Spain, as well as staff from corporations and universities in Mexico, Peru, Colombia and Romania.
- We carry out consulting, virtualization and e-learning platform services for large institutional and corporate clients: Inditex, Walmart, Bosch, Bayer, Nestle, Easter, BorgWarner, etc.



We have:

- Own training classrooms (more than 2,500 m2) in Madrid, Vigo, Barcelona, Valencia, Alicante, Castellon and Salamanca are accredited by the State Public Employment Service (SEPE):
- Classrooms arranged with different training centers, also accredited by the State Public Employment Service (SEPE). Femxa Group has 114 facilities with permanent availability in 40 provinces of 16 Autonomous Communities.
- Online training platform accredited by the State Public Employment Service (SEPE) for the delivery of professional certificates, with availability of face-to-face facilities throughout Spain.
- 11 Offices in several cities in Spain and one in Mexico.

We are an entity:

- Accredited by the Public State Employment Service (SEPE) for the delivery of 102 Certificates of Professionalism and Specialties in presence-based modality.
- Accredited by the Public State Employment Service (SEPE) for the delivery of 47 accreditations for the issuance of Certificates in e-Learning mode, being currently the Spanish company with the greatest diversity of accreditations in this modality.
- Officially accredited in 9 professional families: administration and management, graphic arts, commerce and marketing, mechanical manufacturing, hospitality and tourism, IT and communications, image and sound,

security and environment and social services and the community. In addition, we have 14 training specialties registered in the professional area of Complementary Training, which include all key competencies and languages.

- Certified in the international quality systems UNE-EN ISO 9000 and the European Excellence EFQM 500+ issued by the Club of Excellence in Management, the leading model in Europe. This system applies to the following sections, many of which are directly related to this project:
 - Design, development, management, execution and delivery of projects and training plans.
 - Quality control training plans.
 - Preparation and development of manuals, tailored programs, teaching guides, face-to-face and online content for publication in paper or computer support.
- Certified in the environmental system based on compliance with the requirements of the International Standard UNE-EN ISO 14001 and ISO 27001
- Adhered to the Spanish Strategy for Entrepreneurship and Young Employment, promoted by the Ministry of Labor, Migration and Social Affairs.

What are the activities and experience of the organisation in the areas relevant for this project?
What are the skills and/or expertise of key persons involved in this project?

ACTIVITIES

DEVELOPMENT OF TRAINING PROJECTS

We design, request and manage training projects aimed at any educational trend, particularly in the fields of digitalization, gamification, and IA. Furthermore, we are keen in Outdoors and blended systems, oriented towards employment and nature environment.

MEANS AND TRAINING MATERIALS

We analyze and develop all kinds of digital content, in any format , and we implement open source online training platforms (LMS), and other trainings methodologies, focused not only online, but blended and virtual face to face models. After Covid-19 Pandemic, we reinvent our systems and structures to offer great digital experiences to our alumni.

TRANSNATIONAL PROJECTS

We participate in European projects, such as Erasmus +, Interreg (Atlantic Area, SUDOE, POCTEP ...), LIFE, EEA Norway Grants, ERDF and European Social Fund, etc.

We also participate as partners in tenders derived from Multilateral Organizations abroad, working with the main international donors in the multilateral development scenario: Inter-American Development Bank, World Bank, United Nations or the Development Bank of Latin America., Aimed at improvement of the qualification and labor insertion of young people and other groups.

We are members of the Pact for Skills, and we intensively working with the Skills Agenda and the SDG's in this period to achieve a blueprint to achieve a digital and sustainable future.

LABOUR INSERTION

We are experts in training projects that combine the training and qualification of people. Soft skills face to face, blended

models and online training and coaching are our success key with employability of young and adults.

KEY STAFF

We have a human team made up of around 250 people specialized in different activities, being led by the following key personnel:

José Alvarez Dafonte

Industrial Engineer in the specialty of Automation and Electronics, and Bachelor of Business Administration and Management from the University of Vigo. He also has an Advanced Management Program by the Madrid Business Institute. Thanks to his initiative and career, he was a finalist of the X National Young Entrepreneur Award (2007). He currently holds the position of Managing Partner of Grupo Femxa, responsible for energizing the different business areas, coordinating the corporate area, implementing strategic and tactical policies, and constantly improving the quality of services delivered to our clients.

Patricia García

Graduate in English Philology from the University of Vigo, she has an Advanced Management Program from the Madrid Business Institute and a Professional Expert in e-Learning Training from the UNED. Thanks to her entrepreneurial work in the business field, she won the IV Young Entrepreneur Award granted by the Association of Young Entrepreneurs of Galicia (2008). Her professional career has always been linked to training - her true passion - and she is currently the institutional president of Grupo Femxa. Since 2018 she is also president Business Circle of Galicia.

Jose Manuel Campos

Industrial Engineer in the specialty of Automation and Electronics, and Bachelor of Business Administration and Management from the University of Vigo. He is a Founding Partner of Grupo Femxa, a member of the CEOE Social Dialogue Commission, and vice president of the State Association of Large Training Companies (AEGEF), having also been part of the board of directors of various associations linked to the training sector. Passionate about technology and marketing, it drives the digital transformation of the company, applying innovative data engineering techniques to improve the company's services.

Has the organisation received any type of accreditation before submitting this application?

- Certified in the international quality system UNE-EN ISO 9000
- Certified in the EFQM 500+ European Excellence quality system issued by the Management Excellence Club
- Certified in the environmental system based on compliance with the requirements of the International Standard UNE-EN ISO 14001: 2004
- Adhered to the Spanish Strategy for Entrepreneurship and Young Employment, promoted by the Ministry of Labor, Migration and Social Affairs.

Has the partner organisation participated in a European Union granted project in the 3 years preceding this application? (Yes/No)

Yes

Even we have many experience, in the last three years these projects:

Programme	Year	Project Number	Applicant/Beneficiary Organisation
Erasmus+	2020	NEF+ PL_01_KA226-7BEE807D	Center for Innovative Education
Erasmus+	2020	SPARKS IT01_KA226-523A43AD	Lascò srl
Erasmus+	2020	DigiFacT TR01_KA226-636CC069	Osmaniye il milli egitm mudurlugu
EEA GRANTS Y NORWAY GRANTS	2018-2022	FOLM From Outdoors to Labour Market 2017-1-192	Center for Innovative Education
INTERREG V A Spain – Portugal (POCTEP) 2014- 2020	2018-2019	Troco2 0292_TROCO2_1_E	Chamber of Commerce Industry and Navigation of Pontevedra, Vigo and Vilagarcía
Erasmus+	2015-2017	“Build your future” 2014-2-DE04-KA205- 001398	Akademie Berlin

OUR CONTRIBUTION IN DISSEMINATION

- Internationally we are partners of:
 - Association of Spanish Companies in Romania (ASEMER). PL_01
 - EFQM+
 - New Education Forum (annually in Brussels)
- Nationally we are members of:
 - ICT's Cluster of Galicia.
 - Foundation for the Quality and Innovation of Training and Employment (CIFE Foundation).
 - RedInvest, the network of private investors of the Business Circle of Galicia-CFV.
 - Jury of the Young Entrepreneur Award of the Community of Madrid, named as referents in matters of entrepreneurship and experience in start-up business.
 - AEGEF. State Association of Large Training Companies.

OUR SOCIAL MEDIA

- Website:
 - <https://www.grupofemxa.es/>
 - <https://www.cursosfemxa.es/>
- twitter:

- <https://twitter.com/grupofemxa>
- YouTube
 - <https://www.youtube.com/channel/UCOUVSRR-m2QfUfAG-iY-p5Q>
- LinkedIn:
 - <https://es.linkedin.com/company/grupo-femxa>

THE ROLE OF OUR ORGANISATION IN THE PARTNERSHIP

Please note that we can customise our profile further to match the context of the specific project.

Our role fits:

- a) Support the coordinator during the beginning and planning of the Project.
- b) Develop specific materials, referred to the training content, for any type of modality (classroom, online and/or mixed (b-learning, distance, etc.).
- c) Organize / participate in transnational project meetings.
- d) Organize / participate in teaching-learning processes or pilot courses.
- e) Mobilize relevant stakeholders and target groups in our country.
- f) Implement monitoring and evaluation activities.

Related to youth and VET:

In Spain, and specifically in Galicia, the project will access the knowledge and best practice in relation to cooperation between Government and Private organisations to mobilise and deliver digital education and training to youth. This Public/Private cooperation is one of the key pillars within the structures in Spain and compliments the other pillars which include the specific VET system in Spain. Basically, the youth educational strategy in Spain has two supports: National Youth Guarantee Plan and Contracts for training-apprenticeship. Until 2019, with this Plan, collaborating with the national government and the regional governments, we have managed more than 30 million euros, we have trained more than 15,000 alumni and we have delivered almost half a million hours of training. Femxa trained more than 15,800 young people under 30 years of age in Spain. We are in charge of a huge database of youth, and we also have a website with incomparable traffic in particular of this segment of age. We have a rate of 4.000 matriculations monthly, more during the Pandemic crisis. Contracts for training and apprenticeship are aimed at the professional qualification of workers in a system of alternation of paid work in a company with training activity received in the framework of the vocational training system for employment or the educational system.

Femxa Group is already carrying out a project called From Outdoors to the labour market (FOLM-www.folmweb.com) granted by EEA Norway Grants fund for youth employment.

Through this project, Femxa detected the need of some young participants (from 18 to 29 years old) when they looked for employment and decided to return to their studies, despite the initial difficulties. We oriented them towards the employment, with a personal customized itinerary with the help of trainers, coaches and mentors. This innovative methodology in Outdoors Learning created by Edinburgh University and developed by FOLM could help this project to focus on youth competencies and how to design an online training path with design thinking and one-to-one coaching sessions to make them know their best options improve their employment, needed for this generation