

## Educació **TRAINING**

### No reglada

The company management may propose and organize advanced training courses throughout the year.

They can be organized at the same centre or outside. The resources needed to implement the training courses can be resources from the same company, or they can also come from other companies.

They can be done:

|                               | Type      | Expenses               | Calculation                               |
|-------------------------------|-----------|------------------------|---|
| <b>During the working day</b> | Mandatory | Payable by the company | Effective working time                    |
| <b>Outside working hours</b>  | Voluntary | Payable by the company | Do not count towards annual working hours |

Other considerations:

- It is highly recommended that the company's annual training plan should be designed by the RLPT and the company management.
- If you want more information about promotion and professional training at work, you can consult article 23 of the Workers' Statute

