Country Report

10th International Symposium on Career Development and Public Policy, Auckland, New Zealand, November 2026

Country name

El Salvador

This country report has been prepared for discussion and information purposes in connection with the 10th International Symposium on Career Development and Public Policy. It draws on an online questionnaire on the Symposium themes, which national teams were invited to complete in advance.

ICCDPP: Navigating new horizons - Country perspectives survey

Introduction

Q1. Do you agree to participate in this survey?

Yes

Q2. I confirm that I am providing a response on behalf of my country.

Yes

Q3. I confirm that I am happy for the responses to this survey to be shared publicly.

Yes

Q4. Is your country going to participate in the 2026 ICCDPP symposium in New Zealand?

Yes

Q5. Who have you consulted with before completing this survey?

As National Institute for Training and Education (INCAF), we are the governing body of the National Training System (Sistema Nacional de Formación Profesional) and we have the authority to ensure its completion.

About you

Q6. What is your name?

Rebeca Parker

Q7. What organisation do you work for?

National Institute for Training and Education (INCAF)

Q8. What is your job title?

President at INCAF

Q9. What is your email address?

rebeca.parker@incaf.gob.sv

Q10. Are you happy for your contact details to be published on the ICCDPP website/ relevant documents as part of the publication of this data?

Yes

About your country

Q11. What is the name of your country?

El Salvador

Q12. Which groups can access career development services in your country?

	Accessible and free to everyone	Accessible and free to some groups	Accessible to those who can pay	Not accessible
Indigenous people	X			
Young people in schools	X			
Young people in Technical and Vocational Education and Training (TVET)	X			
Young people in university or higher education	X			
Young people not in education or work (e.g. NEETs)	X			
Adults in education	X			
Adults in work	X			
Adults not in education or work (e.g. unemployed workers and the economic inactive)	X			
Migrants				X
People in the criminal justice system	X			
Employers/businesses	X			

Q13. Are there any other groups in your country, not listed in Question 12 above, that can access career development services?

No at the moment
In the case of El Salvador, in terms of the number of migrants we can assist, we can help returning Salvadoran migrants, but not migrants of other nationalities

About your country

Q14. How far do you agree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

Q14. How far do you agree with the following statements?

The career development policies, programmes and services in my country are meeting the career needs of the population.	X		
School leavers in my country are well prepared for successful transitions to work or further learning.		X	
There is a strong evidence base to support the provision of career evelopment services in my country.			X
AI is having a major impact on the education system in my country.	X		
AI is having a major impact on labour market in my country.	X		
AI is having a major impact on the provision of career development services in my country.	X		

Q15. Are indigenous groups involved in the design of career development services in your country?

No applicable / relevant

Note: At present, we do not have any groups defined as indigenous that are represented in the field of professional development in El Salvador

About your country

Q16. Please provide a short summary of your country's career development system. [Up to 300 words]

The National Training System (Sistema de formación profesional) is currently undergoing a process of institutional modernisation following the entry into force of the Act establishing the National Institute for Training and Education (INCAF), the body which has taken over the governing functions of the long-standing Salvadoran Institute for Vocational Training (INSAFORP).

Governing Body: INCAF is the autonomous public-law institution responsible for coordinating, regulating and evaluating the national system of continuing education and training in technical and vocational skills.

Funding: The system is funded through mandatory employer contributions from the private sector (contributions based on the taxable payroll). Under the current reform, the revenue is strategically distributed as follows:

20 per cent of the country's vocational training budget is allocated to the direct operation of INCAF's vocational training programmes.

Implementation Model

The system operates under a decentralised model of training service providers:

Partner Centres: INCAF validates, accredits and contracts educational institutions, technical centres, non-profit organisations and accredited independent consultants to deliver training programmes throughout the country.

Free of Charge for Beneficiaries: The public training provision funded through the system entails no direct cost to workers or jobseekers.

Q16. Please provide a short summary of your country's career development system. [Up to 300 words]

Alignment with Labour Market Demand: The skills and programmes are designed

Q17. Please provide links to any key reports, articles or websites that provide insights into your country's career development policies and systems. [Up to 300 words]

Instituto Nacional de Capacitación y Formación https://www.incaf.gob.sv/
Ministerio de Economía de El Salvador https://economia.gob.sv/
Dirección de Integración https://integracion.gob.sv/
Ministerio de Educación, Ciencia y Tecnología https://www.mined.gob.sv/

Q18. Do you have any other comments that you would like to make about the way in which your country organises its career development services? [Up to 300 words]

No comments

Productivity and the inclusive economy

Q19. To what extent do policies for education, training, and employment in your country reflect the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Career development services contribute to economic growth.	X				
Career development services contribute to workforce productivity.	X				
Career development services deliver a positive return on investment on public spending.			X		
Career development services support entrepreneurialism.			X		
Career development services help to address employers' skills and labour needs.	X				
Career development services can be accessed by small and medium sized businesses (SMEs).	X				
Career development services improve levels of job satisfaction.		X			
Career development services contribute to decent work (jobs with access to training, a living wage and other benefits).	X				
Career development services support equality of access to learning and work opportunities.	X				
Career development services contribute to the green transition.			X		

Productivity and the inclusive economy

Q20. Provide further information about the way in which policies and practices for career development services in your country support productivity. [Up to 300 words]

Labour Market Research and Intelligence Policy
To ensure that training remains relevant to the world of work, current policy requires anticipating the skills that businesses will require in the short and medium term.

Ongoing studies of labour supply and demand are carried out to identify skills gaps by sector (industry, technology, agribusiness, services and commerce).

Technological Upgrading and Digital Transformation
National policies prioritise the digitalisation of El Salvador's workforce and the strengthening of English language skills as key tools for regional competitiveness.

Large-scale programmes in digital skills (ranging from programming and data analysis to cybersecurity and automation) and intensive programmes in business and industrial English are offered.

Coverage of the Active Workforce
The Salvadoran system maintains a policy of continuous training throughout working life.

Contributing companies can organise technical refresher programmes for their active workforce at no additional cost, using the training infrastructure provided by INCAF.

Q21. Provide further information about the way in which policies and practices for career development services in your country support an inclusive economy. [Up to 300 words]

Financial Reallocation for Social Inclusion
INCAF's legal framework sets out a distribution of funds from employers' contributions that prioritises socio-economic equity:

Direct Funding for Vulnerable Groups: 40 per cent of the resources is allocated directly to programmes run by the National Directorate for Integration. This guarantees a permanent source of funding to provide training for historically excluded groups or those living in urban and rural poverty.

- Public Investment in Education: A further 40 per cent supports the public education budget to bridge infrastructure and technology gaps, ensuring that future generations have access to quality education regardless of their socio-economic background.

Territorialisation and Decentralisation of Training Provision
To prevent opportunities from being concentrated in the San Salvador metropolitan area, training provision is delivered through a decentralised network:

Network of Partner Centres: INCAF funds training through technical centres, NGOs and accredited universities across the country's 14 departments, bringing vocational and digital skills training to rural communities or municipalities with lower levels of industrial development.

No Cost to the Beneficiary: All courses aimed at vulnerable groups are 100 per cent funded, removing financial barriers to accessing technical education.

Women's Empowerment and Gender Equality
Development practices

Q22. Please provide links to any key reports, articles or websites that provide further insights into the relationship in your country between policies for career development, and policies for productivity and the inclusive economy. [Up to 300 words]

Página de la Presidencia de El Salvador https://www.presidencia.gob.sv/

Q22. Please provide links to any key reports, articles or websites that provide further insights into the relationship in your country between policies for career development, and policies for productivity and the inclusive economy. [Up to 300 words]

Estudios INCAF https://www.incaf.gob.sv/estudios-e-investigaciones/

Enhancing skills and developing technical and vocational education and training (TVET)

Q23. To what extent do policies for education, training, and employment in your country reflect the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Career development services support people to develop skills	X				
Career development services support people to access training			X		
Career development services support the uptake of TVET pathways			X		
Career development services support lifelong learning			X		

Q24. What are the biggest challenges for participation in the technical and vocational education and training (TVET) system in your country? [Please tick all that apply.]

School staff do not know enough about TVET pathways and the occupations they lead to
Career development practitioners do not know enough about TVET pathways and the occupations they lead to

TVET options do not offer opportunities for educational progression (for example, into higher education).The influence of gender stereotyping on TVET choices
High drop-out rates in TVET.

The influence of gender stereotypes on the choice of TVET.

Poor alignment between TVET provision and employers' needs

A shortage of employers offering work-based training placements.

Enhancing skills and developing technical and vocational education and training (TVET)

Q25. At what age do young people generally move onto a TVET pathway if that is the path they take?

From 18

Q26. Does the age of pathway selection cause challenges for your TVET system?

No

Q27. Is there anything else that you would like to say about the age of pathway selection? [Up to 300 words]

The younger the person, the greater the need for training in soft skills; by contrast, adults require technical training, upskilling and reskilling.

Q28. Provide further information on the ways in which policies for career development services in your country enhance policies for skills development, TVET, and lifelong learning. [Up to 300 words]

Ley del Instituto Nacional de Capacitación y Formación
https://www.transparencia.gob.sv/documentos/450-1

Q29. Please provide links to any key reports, articles or websites that provide further insights about how career development services can enhance skills and support TVET. [Up to 300 words]

Estudios e investigaciones
https://www.incaf.gob.sv/estudios-e-investigaciones/

Ensuring disadvantaged and vulnerable groups can thrive

Q30. To what extent do policies for education, training, and employment in your country reflect the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Career development services help vulnerable and disadvantaged groups to thrive.	X				
Vulnerable and disadvantaged groups can access career development services.	X				
Career development services support vulnerable groups to access decent work.	X				
Career development services support vulnerable groups to access the education and training system.	X				
There is adequate funding for career development services targeting vulnerable and disadvantaged groups.	X				
Policies for social inclusion intersect with policies for education, training, and employment.	X				

Q31. Which disadvantaged and vulnerable groups does your government have policies to support and which are provided with bespoke or targeted career development services. [Tick all that apply]

	Government has policies to support	Provided with bespoke or targeted career development services
Indigenous people		
Women and girls	X	X
Men and boys		
Ethnic minorities		
Religious minorities		
Lesbian, gay, bisexual and transgender people		
People from low-socio-economic backgrounds	X	X
People with low skill levels		X
Migrants	X	X
People with disabilities	X	
People with health and mental health challenges	X	
Younger people	X	
Older people	X	
Other		

Ensuring disadvantaged and vulnerable groups can thrive

Q32. Can you provide any further information about the way in which policies for career development in your country support vulnerable and disadvantaged people? [Up to 300 words]

This specific component is implemented through measures such as scholarships, which are administered by the Directorate https://integracion.gob.sv/

Q33. Please provide links to any key reports, articles or websites that provide further insights into the way that your country's career development system supports vulnerable and disadvantaged people. [Up to 300 words]

This specific component is implemented through measures such as scholarships, which are administered by the Directorate https://integracion.gob.sv/


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THE INTERNATIONAL CENTRE FOR
CAREER DEVELOPMENT AND PUBLIC POLICY


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