

Annual Report 1982

CEDEFOP



European Centre for the Development of Vocational Training

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Annual Report 1982
adopted by the Management Board on 18 March 1983

European Centre for the Development of Vocational Training
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Established in 1975, CEDEFOP became operational in 1977
and can now claim 6 years of activity.

Annual Report 1982

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FOREWORD

As a major step forward in the year 1982, the Management Board prepared and adopted, on 1 December, the "Guidelines for the activities of CEDEFOP for the period 1983-1985", a programme defining the areas in which the Centre will concentrate its efforts during the coming three years. This document does not replace the Centre's annual work programmes but provides instead a flexible basis on which these programmes may be built up. The Guidelines were being formulated at the time the Commission submitted to the Council of Ministers two documents outlining the prospects for medium-term Community action:

- 10 June: "New information technologies and vocational training: new Community initiatives for the years 1983-1987"; (1)
- 21 October: "Vocational training policies in the European Communities in the 1980s". (2)

This ensured that the Centre's work remains closely in line with the initiatives developed by the Commission. At the same time, the Management Board, within the framework of the limited resources available to the Centre, sought to maintain a suitable balance between the Centre's technical and scientific support activities directed towards the most acute current problems and the contribution of the Centre in its capacity as a "development centre" towards identifying tomorrow's problems, through which decision-makers may formulate the most expedient decisions today.

It is with this in mind that this Report should be read.

(1) Official Journal, No C 162, June 29, 1982.

(2) COM (82) 637.

Introduction

INTRODUCTION

The Centre's 1982 Work Programme was adopted by the Management Board on 13 November 1981 in the light of the Centre's overall task (3) of providing scientific and technical support to the Commission by means of

- promoting and coordinating research,
- compiling and distributing documentation,
- promoting an exchange of information and experience,
- organizing meetings and
- facilitating a concerted approach to vocational training problems.

The priorities defined for the year 1982 were the following:

- development of information and documentation activities;
- analysis of the complex interrelations between technological innovation, changes in qualification profiles, and vocational training;
- development trends in adult education and training;
- training provision for trainers;
- contribution of vocational training to regional development and job creation.

With a view to ensuring a standardized approach towards documenting the activities conducted by the Centre, the structure adopted for this Annual Report follows that of the guidelines 1983-1985:

- I. permanent activities
- II. project activities, classified by themes.

(3) Regulation (EEC) No 337/75 of the Council of 10 February 1975.

1. Review of Activities

In 1982, the Centre discharged the functions assigned to it in its constituent Regulation by carrying out the activities set out in its Work Programme (4) and, more specifically, by way of the following projects (5):

- **contribution towards the promotion and coordination of research:**
study projects on qualifications (2.502), microelectronics (3.202), curriculum change (2.612);
- **compilation and distribution of information and documentation:**
publication of the Bulletin "Vocational Training" (1.112), of "CEDEFOP news" (1.122), development of the information/documentation network (1.202), dissemination of comparative studies and the guide to training systems (2.312);
- **promotion of an exchange of information and experience:**
activities relating to vocational preparation of young people (2.102), training for migrant workers (3.502), equality of opportunity for men and women (2.202, 3.102), trends in adult education and training (3.302);
- **organization of meetings:**
conference on new technologies (2.602); visits by numerous experts, officials, employers, trade unionists, etc., from both Member States and third countries;
- **promotion of a concerted approach to vocational training problems:**
projects concerned with the approximation of training levels (3.402), alternance training (2.702), training of trainers (3.602, 4.202), regional development (3.702, 4.502).

(4) Adopted by the Management Board on 13 November 1981.

(5) The references refer to the 1982 Work Programme and the Project Summary (Annex 1).

2. Participation in Community Activities

The Centre's scientific and technical support to the Commission in 1982 took the form of an active participation in the work of the various bodies concerned by vocational training issues. The Centre was thus able to offer expertise as follows:

- on alternance training and the approximation of training levels to the Advisory Committee on Vocational Training;
- on the training of women to the Standing Committee on Equality of Opportunity and to Directorate-General X (6) (on the occasion of an information seminar organized for women's organizations in Greece);
- on the situation of young migrants to the Advisory Committee on the Free Movement of Labour;
- on new technologies by organizing a major joint conference with DG V (7) and also by intensifying cooperation with FAST; (8)
- in the documentation field: with Eurydice. (9)

The positive effects of this close cooperation between CEDEFOP and various agencies of the Commission were emphasized by Mr. Gaston Thorn, President of the Commission, on the occasion of his visit to the Centre on 7 September.

CEDEFOP continued to strengthen its relations with the European Parliament, in particular within the framework of the work being conducted by the Committee on Youth, Culture, Education, Information and Sport. In addition, a working meeting was organized with Ms. Mechthild von Alemann, Vice-Chairman of the Committee of Inquiry into the Situation of Women in Europe.

(6) Information.

(7) Employment, social affairs and education.

(8) Forecasting and Assessment in the field of Science and Technology.

(9) Community information network in the field of education, attached to DG V.

The Centre also received a visit from Ms. Heinke Salisch, rapporteur for the Committee on Social Affairs and Employment.

Other guests of the Centre were Mr. Tomas Roseingrave, Chairman of the Economic and Social Committee, Mr. Joseph Houtheys, Chairman of the Social Affairs Section of the Economic and Social Committee, and Mr. Matthias Hinterscheid, Secretary-General of the European Trade Union Confederation.

3. Participation in the Activities of International Organizations

The Centre's cooperation with the International Labour Office in the field of vocational training focused mainly on

- the UNDP/ILO (10) project for second generation migrants, in particular the organization of a joint meeting held in Turin in June;
- documentation issues;
- training of trainers.

The Centre also fostered its contact with the Council of Europe, especially regarding adult education and training.

(10) United Nations Development Programme / International Labour Organization.

4. Personnel and Budget

On 31 December 1982, the Centre employed a staff of 40, (11) of whom 36 held posts provided for in the approved list of posts and 4 held local staff posts.

For the year 1982 the Centre received appropriations amounting to ECU 4 006 000.00.

As compared with 1981, this represented an increase of 7.23 %. The corresponding expenditure amounted to ECU 3 864 243.10. This represented 96.46 % of total appropriations.

"Operational Expenditure" represented 96.46 % of the relevant appropriation.

In addition, the Centre administered appropriations carried over from 1981 amounting to ECU 692 555.39.

Expenditure relating to these appropriations carried over from 1981 amounted to ECU 612 045.63. This represented 88.37 % of the said appropriations.

A comparison of these figures with those pertaining to previous years shows that the expansion of the Centre's activities was such as to fully utilize the resources made available to the Centre, in particular as regards operational expenditure. Some projects even had to be postponed until early 1983 as they could no longer be financed from the 1982 budget.

(11) As opposed to 38 on 31 December, 1981.

I Permanent activities

1. "Vocational Training"

In fulfilment of its tasks regarding the dissemination and exchange of information, views and experience in the field of training, and in accordance with the provisions of Article 3 of its constituent Regulation, the Centre published three issues of its Bulletin "Vocational Training", each in six languages and with a circulation of 12 000 copies. The revised structure of the journal now makes provision for the following sections:

- feature articles
- a documentation dossier
- a "Europe" section
- bibliographical information
- readers' letters.

The editorial policy introduced in 1982 sought to establish a link between opinion leaders and decision-makers in the field of vocational training: efforts were made to open and intensify discussion, to circulate ideas and points of view, and to provide information encouraging contacts between those providing training opportunities within the Community. In line with the priorities set out in the Centre's Work Programme and with a view to disseminating the findings of the activities of both the Centre and the Commission, the three issues covered the following subjects:

- No. 8: feature articles and a dossier on training and employment
- No. 9: specialized articles and a dossier on the future of adult education and training
- No. 10: specialized articles on the approximation of training levels and a dossier on young migrants.

Although it is still too early to undertake any valid assessment of the impact of the recent modification in the structure and presentation of this publication, a number of indications permit an initial impression of the readers' appreciation of this measure:

- a threefold increase in the volume of correspondence regarding the journal;
- confirmation from numerous interviews with those responsible for training provision at various levels (practitioners, social partners, etc.) to the effect that there exists an increasing interest in this type of publication and that the changes made have been welcomed.

An informal cooperation network - exchange of articles, sources, references, etc. - has gradually been built up with the editorial offices of national publications specializing in this field; this could also serve to promote the distribution of "Vocational Training".

2. "CEDEFOP news"

In 1982, the Centre was able to consolidate the organizational arrangements concerning the production of "CEDEFOP news". The measures taken involved the following:

- a strengthening of the network of correspondents (journalists, institutes, etc.) commissioned with providing the Centre with topical information for publication;
- the development of contacts with photographic agencies;
- the organization of a meeting with the translation team and the Office for Official Publications with a view to coordinating the various technical aspects.

Three issues (Nos. 2, 3, and 4) were published in 1982, each in six languages, and the mailing list was increased from 7 000 to 17 000. Initial reactions to the publication appear positive: a systematic evaluation of its content and form will be conducted in 1983. It should also be pointed out that the news items published gave rise to a relatively large number of requests for further information.

3. Information and Documentation

The Centre's tasks regarding information and documentation originate from its constituent Regulation. Examining this field at its meeting of 2 July 1982, the Management Board emphasized the importance of this section of the Centre's work. Activities in 1982 were mainly concentrated on the extension and strengthening of the documentation network and organizational arrangements for the revision of the Thesaurus.

The number of countries participating in the documentation network increased from 2 in 1981 (DK, F) to four in 1982 (DK, F, IRL, I); preparations have been made to include a fifth country (UK) at the beginning of 1983. The institutions cooperating in the network are called upon to provide CEDEFOP with bibliographical index sheets to be included in the catalogue at the Centre's library, as well as information, reviews, and a variety of documents which could be of use in establishing bibliographies and documentary dossiers on specific topics. Information is also exchanged amongst the various members of the network, including Eurydice, (12) and IRTIS (13).

The Centre arranged two meetings of the network in 1982, one in Copenhagen in May and the other in Paris in October, during the course of which the organization and functioning of the network were discussed and defined.

The Centre began preparations for a second version of the CEDEFOP Thesaurus with a view to making the latter compatible

(12) Community information network on education.

(13) Inter-Regional Training Information System, International Labour Office.

with those of EUDISED (14) and ILO on the basis of common descriptors. This will enable the CEDEFOP documentation system to have a direct link with these systems and to function as a sub-unit specializing in "vocational training".

In the course of 1982, the Centre's documentation service was called upon to reply to more than 600 written and telephone enquiries regarding documentation: bibliographical references, information on national institutions, addresses of bodies engaged in the field of vocational training, contacts, etc. The documentation service also compiled documentary dossiers on the following topics:

- the handicapped,
- the alternance training,
- new technologies and the tertiary sector,
- microprocessors,
- regional development,
- unemployment and vocational training.

As of 31 December, 1982, the Centre's library stocked some 14 000 volumes and documents as well as 260 periodicals which are regularly scanned.

(14) European Documentation and Information System on Education, jointly financed and managed by the Commission and the Council of Europe.

4. Language Service

The rules governing the languages of the European Communities also apply to the Centre. Accordingly, the Centre fulfils its statutory commitments in all the official languages, its operational activities being conducted in the appropriate working languages.

In 1982, the Language Service had 7 posts (one for each language), all of which were occupied on 31 December, 1982. As in previous years, work which could not be translated by the Centre's staff either for reason of the work volume or the language combinations involved - with 7 official languages there are 42 language pairs - was assigned to freelance translators in all Member States, subject to the supervision and coordination of the Language Service.

The 6 language translation requirement for the two periodicals "Vocational Training" and CEDEFOP news" was serviced by two teams of external translators operating on the basis of annual contracts.

CEDEFOP continued its participation in the work of the inter-institutional working group on terminology and documentation (GIIT) which held a meeting at the Centre in June.

As of 1 December, the work of the Language Service was divided into an Interpretation Section and a Translation Section.

<u>Translation:</u>	Total	13 786 pages
<u>Interpretation:</u>	Total	59 meetings
	On	90 meeting days
	Accounting for	578 interpreter days.

II Work Themes

1. Young People

The year 1981 having seen the completion of a number of projects on work preparation and alternance training for young people, activities in 1982 were mainly directed towards disseminating the findings of the completed studies and preparing new initiatives for 1983.

At a conference held in London on 29 March, which was attended by more than 450 participants and addressed by Commissioner Mr. Ivor Richard, the Centre launched its handbook on vocational preparation which had been compiled on the basis of the conclusions drawn from experimental projects conducted in seven countries. The handbook is intended to be of concrete assistance to those responsible for vocational preparation programmes for unemployed and unskilled youth. It was also presented in Dublin on 21 April, in the presence of the Ministers for Labour and the Public Service. The handbook was received with great interest in both countries.

With regard to alternance training, the Centre published and disseminated its report on "Alternance Training for Young People: Guidelines for Action". Intended for trainers in industry and in training institutions, this guide defines alternance training, describes the trainee groups and circumstances to which such training might be applicable, lists the didactic principles to be employed, and examines problems of organization, involvement of public and private enterprise, training of trainers, and financing. The Centre also conducted a study on the arrangements governing alternance training contracts: framework (legal basis/ collective agreements), selection and recruitment criteria, and provision for continued employment after completion of training.

2. Equality of Opportunity for Men and Women

CEDEFOP completed its project on new types of training for women in 1982 and proceeded to broach the question of the impact of new technologies on office work, a field of employment dominated by women.

The Centre continued disseminating the findings of its study project on training in non-traditional occupations and also made available an "awareness brochure" intended to widen the occupational choice of girls and women. In connection with this work, the Centre was introduced to several projects relating to new forms of activity (e.g. house-redecorating cooperatives, activities in the social welfare sector) which could warrant consideration for their employment prospects. The joint study project conducted with the Commission on the employment and training situation of women in Greece, Spain and Portugal was completed in 1982, as was the corresponding synthesis report. The Centre also completed case studies on 27 experimental projects being carried out in industry for women in seven countries, and prepared a synthesis report in which proposals are made for the implementation of similar projects.

At the intersection of the themes "Equality of Opportunity" and "New Technologies" the study project on office work (a field in which women predominate), provided an analysis of the research reports and other papers so far published on this subject in German, English and French. A synthesis report is now being prepared.

Within the framework of the preparations for its seminar on small and medium enterprises (postponed until 1983), the Centre also drafted a report on the qualifications and training needs of assisting spouses in business in five countries.

3. Migrant Workers

In 1982 CEDEFOP completed its study project on the general vocational training provision available to migrant workers in five countries, its institutional framework, financing, the competent institutions (public and private), and the types of training offered. This general overview will indicate which initiatives warrant more detailed examination with a view to their possible transferability.

The Centre also completed its investigations into the training situation for second generation migrants. It clearly emerged from these investigations that remedial linguistic, educational and pre-training measures are essential if the already precarious situation is not to be allowed to deteriorate further.

As a follow-up measure to the seminar held in 1981, the Centre compiled a selective and annotated bibliography on linguistic training for migrant workers.

4. Continuing Training

The Centre completed its investigations into innovative approaches to continuing training in eight countries. The reports, each of which were discussed by a national follow-up group, consist of an analysis of development trends followed by projects sheets describing the experimental projects selected. The reports reveal that only few measures are taken to assist the long-term unemployed, that in-firm continuing training measures are almost exclusively concerned with new technologies, and that priority consideration everywhere is given to the 16-18 age group, often to the detriment of other groups. A synthesis report is now in preparation.

The Centre also completed two studies, the first on the possible impact of educational leave on the labour market and the second on the role of training in preventing adult unemployment.

The findings show that both provision for measures of this type and actual recourse to such measures are inadequate. The possibility of expanding the concept of alternance training to include adult education and training are now being explored.

5. Technological Development and Qualifications

The focal point of activities in this field in 1982 was the preparation and organization, jointly with the Commission, of a conference held from 24 to 25 November on Technological Change, Employment, Qualifications, and Training. The conference served as an opportunity to present and discuss the work conducted in this field by the Centre since its establishment and also by the Commission. The some 150 participants formed four working groups to examine the following issues:

- transition from initial training to employment with specific reference to the new technologies: the need for vocational education;
- training needs to management, employers and employees' representatives in regard to new technologies;
- information technology and a changing society: the role of broadcasting;
- polarization or depolarization of qualification structures.

The following emerged from the discussions. Firstly, there is no absolute technological determinism: qualifications are not directly and unequivocally influenced by technological change.

It is essential that all concerned should become more aware of the implications if the introduction of innovative technology is to be successfully mastered. The relationship between job content and training (now and to an even greater extent in the future) is an indirect and complex relationship. Training needs among adults, especially their retraining needs, are considerable. Specific adjustments are required for those sectors which occupy a special place in the economy and the employment situation, one such sector being small and medium enterprise. Secondly, it was emphasized that in future knowledge and skills should be based on a sound,

overall appreciation of modern technology, this being essential if newly acquired skills are ultimately to be transferable from one occupational situation to another. Finally, it was established that there exists a need for greater awareness of this issue among the public at large.

In accordance with its role as a forum for the exchange of information and experience, the Centre convened a meeting of representatives of institutions and bodies concerned with changes in curriculum content as a result of the introduction of new technologies. The participants were invited to share their observations, preoccupations and concepts for the future. The discussions, which were consolidated in report form, revealed a need for information technology to be introduced into the school curriculum, thereby providing young people with a basic knowledge and awareness of the subject which would be of benefit to them irrespective of the occupational path they ultimately choose to follow.

The Centre also completed its study of support activities provided to accompany the introduction of new technologies. An expert meeting held in June examined case studies conducted in 44 firms in three countries. It emerged that the training provided for managerial personnel and staff representatives is generally too brief and lacks any overall, long-term dimension. In the absence of adequate contextual background material which takes account of all the relevant aspects, i.e. the social and economic as well as the technological, there develops a degree of resistance which can jeopardize the entire process of introducing new technologies.

It should be emphasized that these activities are closely linked with the proposals made by the Commission to the Council in its communication on new information technologies and vocational training.

6. Regional Development and Job Creation

CEDEFOP continued its work on the contribution of vocational training to regional development in three countries. It was found that if vocational training is to play a genuinely positive role, it must be made an integral part of the regional planning process and not represent merely a subsequent addition in the form of ad-hoc training measures for adults. In fact, the existence and development of an initial training infrastructure plays a crucial role in determining the qualification potential of the local workforce. A synthesis report is now in preparation.

At the request of the Commission in connection with a seminar on the enlargement of the Community to include predominantly rural countries, the Centre prepared a contribution on the experience gained in industrialized countries in the field of training provision for population groups in rural areas. It was found that training fulfils three different functions which are mutually complementary or mutually exclusive: a modernization and improvement function with regard to local production structures (especially agricultural structures), a transfer or emigration function (training in skills which are not in demand on the local labour market), and a development function with regard to new activities and the revitalization of the region.

The Centre also conducted a study project on job creation and retraining programmes carried out over the past ten years with a view to identifying the role of vocational training in this connection and developing suitable proposals and recommendations for concrete action.

7. Training of Trainers

In 1982 CEDEFOP completed its studies and prepared a synthesis report on the training situation of teaching and training personnel. The main points to emerge were a lack of in-service training - training in instruction techniques for in-firm trainers and practical experience for training personnel in training establishments. A limited degree of occupational mobility was also observed.

The Centre also undertook to examine the more specific aspect of trainers servicing alternance training programmes with a view to determining how their training could be improved.

8. Training Systems and Structures

The year 1982 saw continued work on the translation, publishing and dissemination of monographs on the training systems in the ten Member States. The consolidated guide to the national training systems was received with great interest when the first, German version was launched; versions in the other languages, which have already been updated to some extent, are now being published.

With regard to the approximation of training levels, CEDEFOP was able to complete its work on occupations in the hotel sector and set up a working group on the construction industry to finalize the work already conducted on training in this sector. The Centre also published the findings of the expert meeting held in November 1981 with a view to facilitating the approximation of training levels by classifying occupations into groups requiring the same initial training level.

The Centre cooperated closely with the Commission in its activities to develop and achieve a "correspondence" between occupational titles and vocational qualifications.

Annex

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p>Theme 1: YOUNG PEOPLE</p> <p>2.102 Vocational preparation for young people</p>			
<p>Case study</p> <p>DK,D,F,IRL,I,NL,UK</p> <p>J.M. Adams</p>	<p>Inform decision-makers and practitioners of promising experimental projects in vocational preparation, especially those strengthening the links between education, training and employment.</p>	<p>Presentation and dissemination of a handbook on setting up vocational preparation programmes.</p>	<p>P: 1 handbook (EN,DE) WD: 1 handbook (FR,IT)</p>
<p>2.702 <u>Alternance training</u></p>			
<p>Comparative study</p> <p>9 countries</p> <p>B. Sellin</p>	<p>Develop alternance training by promoting an exchange of information and experience, thereby support the implementation of the 1979 Council Resolution.</p>	<p>Publication and dissemination of guidelines.</p>	<p>P: 1 guide (DE,EN,FR,IT,NL) WD: 1 guide (DA,GR)</p>

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Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p>4.402 <u>Alternance Training (training contracts)</u></p> <p>Comparative study</p>	<p>Compare the modalities of alternance-type training. contracts: framework (legal basis/collective agreements), selection, subsequent job retention.</p>	<p>Implementation of study.</p>	<p>WB: 1 report (EN)</p>

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p>Theme 2: EQUALITY OF OPPORTUNITY BETWEEN MEN AND WOMEN</p>			
<p><u>2.202 New types of training</u></p>			
<p>Selective survey B, D, DK, F, I, IRL, UK FR, SP, P M. Pierret</p>	<p>Utilize the information obtained on experimental projects seeking to use training to desegregate the labour market. Contribute towards changing attitudes.</p>	<p>Publication of file and synthesis report. Publication and dissemination of an "awareness brochure". Completion of study projects on Greece, Spain, Portugal and also of synthesis report.</p>	<p>P: 1 file (6 languages) 1 synthesis report (6 languages) 1 brochure (FR, NL) WD: 3 national reports (original lang. FR) 1 synthesis report (FR)</p>
<p><u>3.102 In-firm projects</u> Case study B, D, DK, F, I, NL, UK M. Pierret</p>	<p>Verify, evaluate and compare the results of experimental training projects carried out in enterprises.</p>	<p>Completion of study projects on DK, I, NL. Completion of synthesis report.</p>	<p>WD: 7 national reports 1 synthesis report (EN)</p>

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Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
4.102 Information technology applications in office work	Assess innovations which are affecting the work situation in offices. Examine the type and scope of the initial and continuing training measures initiated in response.	Completion of a study of the available literature in DE,EN,FR, and also of a synthesis report.	WD: 3 reports (DE,EN,FR) 1 synthesis report
Documentary survey			
M. Pierret			

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p>Theme 3: MIGRANT WORKERS</p> <p><u>2.412 Second generation migrants</u></p>			
<p>Documentary survey</p> <p>F. Morgan-Gérard D. Guerra</p>	<p>Provide national and Community institutions with an overview of the situation with regard to training provision for young immigrants. Identify possible areas of action.</p>	<p>Completion of country reports and dissemination of findings. Publication of research report D.</p>	<p>P: 1 research report D (DE,EN,FR)</p> <p>WD: 5 national reports (original languages) 1 synthesis report (6 languages)</p>
<p><u>3.502 Significant activities for migrants</u></p> <p>Monitoring system</p> <p>B.D,F,I.UK</p> <p>F. Morgan-Gérard D. Guerra N. Wollschläger</p>	<p>Provide an instrument for monitoring and analyzing training opportunities for migrant workers. Establish a network for an exchange of information and experience.</p>	<p>Establishment of national follow-up groups.</p>	<p>WD: 5 national reports (original languages)</p>

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
Theme 4: CONTINUING EDUCATION AND TRAINING			
<u>3.302 Trends in innovation in continuing education and training</u>			
<p>Monitoring System</p> <p>9 countries</p> <p>J.M. Adams</p>	<p>Provide practitioners and policy-makers with practical information on significant innovations in continuing training.</p> <p>Promote an exchange of experience.</p> <p>Identify future trends.</p>	<p>Completion of the national reports. Discussion of each report with the national follow-up group.</p> <p>Preparation of a synthesis report.</p>	<p>WD: 8 national reports and file sheets (original languages)</p>
<u>2.702 Alternance in the framework of continuing education and training</u>			
<p>Comparative study</p> <p>10 countries</p> <p>B. Sellin</p>	<p>Extend the concept of alternance training to adult education and training.</p> <p>Promote educational leave.</p>	<p>Completion of the study on training leave.</p> <p>Completion of the study on the role of continuing training in preventing unemployment.</p>	<p>WD: 1 report (DE)</p> <p>WD: 1 report (DE) 1 report (FR)</p>

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p>Theme 5: TECHNOLOGICAL DEVELOPMENT AND QUALIFICATIONS</p>			
2.502			
2.602	Technological change, employment, qualifications and training		
Forum 10 countries	Examine the impact of technological change on the structure and content of jobs and qualifications. Outline a vocational training policy which integrates these changes.	Organization of a joint Commission-CEDEFOP conference, 24-26 November, attended by 150 participants.	WD: 1 introductory report (6 languages) 4 working documents (6 languages)
G. Dupont		Meeting of experts engaged in relevant research.	1 final report (DE)
<p>2.612 Curriculum changes in response to technological developments</p>			
Forum	Provide a forum for an exchange of information and experience among national training bodies seeking to adapt curricula to take account of new information technologies.	Organization of an expert meeting. Preparation of a synthesis report based on the national contribution.	WD: 1 report (EN,FR,DE)
B,DK,D,F,IRL,I,NL,UK W. McDerment			

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p>3.202 Implications of microelectronics for training</p> <p>Case study</p>	<p>Identify training needs provoked by the introduction of new technologies (micro-electronics informatics) in firms in the industrial and services sectors.</p>	<p>Completion of the study project. Organization of a seminar to discuss the findings.</p>	<p>WD: 3 reports (original languages) 1 synthesis report (DE, EN, FR)</p>

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
Theme 6: REGIONAL DEVELOPMENT AND JOB CREATION			
3.702 Vocational training and regional development			
Documentary study F, I, UK B. Pasquier	Demonstrate the contribution of vocational training to regional development in terms of job creation and retraining support.	Completion of the study project. Discussion of the draft synthesis report.	WD: 3 country reports (original languages)
4.502 Vocational training in rural zones			
Documentary survey B, DK, D, F, NL, UK M. Pierret	Assist the Commission in preparing a seminar on this topic by submitting a report on the relevant experience gained in industrialized countries.	Preparation of 6 monographs and a synthesis report on this topic.	WD: 1 report (FR)

ANNUAL REPORT 1982

Nature of report Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p>4.302 Vocational training and job creation programmes</p> <p>Documentary survey 10 countries B. Sellin M. Pierret</p>	<p>Define the role and function of vocational training in the implementation of job creation programmes.</p>	<p>Implementation of the study project.</p>	

ANNUAL REPORT 1982

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p>Theme 7: TRAINING OF TRAINERS</p> <p><u>3.602 Situation of training staff</u></p> <p>Documentary survey 9 countries B. Pasquier</p>	<p>Present an outline of the situation of personnel servicing initial and continuing vocational training measures.</p>	<p>Completion of national reports. Preparation and discussion of a synthesis report.</p>	<p>WD: 8 national reports (original EN,FR) 1 synthesis report (EN,FR)</p>
<p><u>4.202 Training of trainers servicing alternance programmes</u></p> <p>Documentary study F,NL,UK B. Sellin</p>	<p>Identify improvements to be introduced into the training of trainers servicing alternance programmes for young people.</p>	<p>Launching of the study project.</p>	

ANNUAL REPORT 1982

<p>Nature of project Countries concerned Project coordinator</p>	<p>Objectives</p>	<p>Work conducted in 1982</p>	<p>Products P: Publication WD: Working document</p>
<p>Theme 8: TRAINING SYSTEMS AND STRUCTURES</p> <p><u>2.302 Guide to national vocational training systems</u></p> <p>Comparative study 10 countries G. Dupont J.M. Adams</p>	<p>Provide interested parties with the information required for understanding the functioning of the various training systems within the Community.</p>	<p>Completion of the study on Greece. Further work on translation of the guide and dissemination of monographs. Presentation and dissemination of the German version of the guide; other language versions.</p>	<p>P: 1 guide (DE) 9 monographs (6 languages) WD: 1 monograph (GR)</p>
<p><u>2.312 Financing of vocational training</u></p> <p>Comparative study G. Dupont J.M. Adams</p>	<p>Promote knowledge and understanding of the various systems for financing vocational training. Shed light on the instruments available from the viewpoint of their impact on the training opportunities offered.</p>	<p>Preparation of an expert meeting to be held early 1983.</p>	<p>WD: 1 report (DE,EN,FR)</p>

Nature of project Countries concerned Project coordinator	Objectives	Work conducted in 1982	Products P: Publication WD: Working document
<p><u>3.402 Approximation of training levels</u></p> <p>Comparative study 9 countries B. Sellin G. Dupont</p>	<p>Establish a technical basis on which to develop the recognition of formal vocational qualifications in specific sectors.</p>	<p>Completion of the "HORECA" group work. Launching of the "Construction" group. Follow-up to the expert meeting held in November, 1981 on occupational groups at skilled worker level.</p>	<p>WD: 1 report (6 languages) WD: 1 synthesis report (FR)</p>
<p><u>2.802 Small and medium enterprises</u></p> <p>Conference/forum 10 countries G. Dupont</p>	<p>Shed light on the options open to decision-makers in the field of vocational training for the small and medium enterprise sector.</p>	<p>conference postponed until 1983.</p>	

CEDEFOP STAFF (Situation as per 31 December, 1982)

On 31 December, 1982, CEDEFOP employed a total staff of 40, 36 holding posts on the approved list of posts and 4 holding local staff posts.

In the course of 1982

- 1 category A and 1 category C staff member left the Centre
- 1 category A (Language Service) and 3 category C staff members were recruited.

DIRECTORATE

Roger FAIST (F), Director
Secretary: (Cat.C):
Doris HERRMANN (D)
Mario ALBERIGO (I), Deputy Director
Secretary: (Cat. C):
Alison CLARK (UK)

STUDY PROJECTS
PERIODICAL
PUBLICATIONS
DOCUMENTATION

9 Cat. A: James Michael ADAMS (IRL)
Gesa CHOME (D)
Georges DUPONT (B)
Duccio GUERRA (I)
William MCDERMONT (UK)
Florence MORGAN-GERARD (F/UK)
Maria PIERRET (B)
Burkart SELLIN (D)
Norbert WOLLSCHLÄGER (D)
1 Cat. B: Agata ALAIMO (I)
7 Cat. C: Gundula BOCK (D)
Marie-Françoise CHATELAIN (F)*
Nicole HOFFMANN-WEYLAND (L)
Eleni SAKALIDOU (GR)*
Barbara de SOUZA (UK)*
Gabriella TRICHES (I)*
Marieke ZWANINK (NL)*

* Working part of the time for the Language Service.

LANGUAGE SERVICE

7 Cat. A: Brigitte LINSHÖFT-STILLER (D)
Head of Interpretation Service
Francis Alan CLARKE (UK)*
Head of Translation Service
Lisbeth AL-SAYED (DK)
Giancarlo CARONELLO (I)
Agnes HEUER (NL)
Annick REPELLIN (F)
Maria TAVLARIDOU-STEUCK (GR)

1 Cat. B: Letizia WEISS (I)

1 Cat. C: Ingrid ZAGERSKI (D)

ADMINISTRATION
AND GENERAL SERVICES

1 Cat. A: Marino RIVA (I)

3 Cat. B: Bernd MÖHLMANN (D)
Volker WURL (D)
Bernhard ZIECH (D)

2 Cat. C: Sabine REICH (D)
Marion STRISSEL (D)

4 local staff posts: Hildegard CERNITORI (D)
Gerda MÜLLER-MÄRSCH (D)
Heinz NEUMANN (D)
Wolfgang TANG (D)

* As of 1 December.

Seminars and colloquia to which CEDEFOP contributed

Date Place .	Organization	Subject of the meeting
19/1	ESCA	Approximation of training levels
3/3 Athlone (IRL)	Regional technical college	Annual conference of further education and training teachers
4-5/3 Brussels (B)	Batibouw	Vocational training in the construction sector
20/3 Berlin (D)	INCONTRI	Migration and xenophobia
29-30/4 Velm (A)	International Social Science Council	New technologies
3-6/5 Granada (E)	I.L.O.	Second generation migrants
2/6 Paris (F)	Ministry for Vocational Training	Training of trainers
21-24/6 Turin (I)	I.L.O. (1)	Pilot training project for young migrants
30/6 Paris (F)	ADEP/Centre INFFO	Social and professional integration of young people
30/6 Dublin (IRL)	Dublin University	Educational achievement and youth employment
30/8 Canberra, Australia	Technical and Further Education Council	New priorities for vocational training
19-21/9 Sorrento (I)	Regione Toscana	Vocational training and regional development

(1) With the assistance of CEDEFOP.

Date Place	Organization	Subject of the meeting
1/10 Hanover (D)	Hochschultag Beruf- liche Bildung	Vocational preparation and training of young people
13-15/10 Parma (I)	Regione Emilia Romagna (1)	Vocational training and employment of women
21/10 Wiesbaden (D)	Deutscher Hand- werkskammertag	Vocational training in the EC
21/10 Brussels (B)	European Trade Union Confederation	Second generation migrants
4/11 Cork (IRL)	Association of Chief Executive Officers of Vocational Education	Transition from education to working life
6/11 Strasbourg (F)	European Youth Centre	Youth unemployment and vocational training
29/11 Exincourt (F)	CIPES	Vocational training in the EC
1/12 Lesmo (I)	Associazioni Scientifiche e Techniche	Technological development
14/12 Brussels (B)	European Trade Union Confederation	

(1) With the assistance of CEDEFOP.

MEMBERS OF THE MANAGEMENT BOARD

The Centre is governed by a quadripartite Management Board composed of 10 representatives of government, 10 trade union representatives, 10 representatives of employers' organizations and 3 representatives of the Commission of the European Communities.

Government Representatives:

Belgium	Mr. Jean Dequan
Denmark	Mr. Arne Højsteed
France	Mr. André Ramoff
Germany	Mr. Horst Lemke
Greece	Ms. Katarina Grekiotou*
Ireland	Mr. Arthur O'Reilly
Italy	Mr. Armando Gallo
Luxembourg	Mr. Norbert Feltgen
Netherlands	Mr. Herman Vrijhoef (Vice-Chairman)
United Kingdom	Mr. John Fuller

Trade Union Representatives:

Belgium	Mr. Guillaume Sauvage
Denmark	Mr. Christian Aagaard Hansen
France	Mr. Michel Tissier
Germany	Mr. Felix Kempf (Chairman)
Greece	Mr. Georgios Dassis
Ireland	Mr. Fintan Kennedy
Italy	Mr. Cataldo di Napoli
Luxembourg	Mr. Jean Regenwetter
Netherlands	Mr. Herman Hugenholtz
United Kingdom	Mr. Fred Jarvis

* Not yet officially appointed on 31 December, 1982.

Representatives of employers' organizations:

Belgium	Mr. Francis Buchet (Vice-Chairman)
Denmark	Mr. Erik Tøttrup
France	Ms. Marie-José Montalescot
Germany	Mr. Helmut Brumhard
Greece	Mr. Evangelos Boumis
Ireland	Mr. Anthony Brown
Italy	Mr. Vincenzo Romano
Luxembourg	Mr. Eugène Muller
Netherlands	Ms. Gertrude de Lange
United Kingdom	Mr. William G. Thorpe

Representatives of the Commission of the European Communities:

Mr. Jean Degimbe (Vice-Chairman)
Mr. Hywel C. Jones
Mr. Luciano Baroncelli

Observers:

Coordinator of the employers' group	Mr. Ernst Piehl (European Trade Union Confederation)
Coordinator of the employers' group	Mr. Franz Castin (Employers' Liaison Committee)

Meetings of the Management Board:

Berlin, 19 March, 1982
Berlin, 2 July, 1982
Berlin, 1 December, 1982

The Bureau of the Management Board held 9 meetings.

EXTRACT FROM THE REGULATION ESTABLISHING THE CENTRE

Council Regulation No. 337/75 (1) creating the Centre defines its aim in Article 2:

- 1) "The aim of the Centre shall be to assist the Commission in encouraging, at Community level, the promotion and development of vocational training and of in-service training (sic).

To that end, within the framework of the guidelines laid down by the Community, it shall contribute, through its scientific and technical activities, to the implementation of a common vocational training policy.

It shall, in particular, encourage the exchange of information and the comparison of experience".

- 2) "The main tasks of the Centre shall be:

- to compile selected documentation relating in particular to the present situation, the latest developments and research in the relevant fields, and to matters of vocational training structure;
- to contribute to the development and co-ordination of research in the above fields;
- to disseminate all useful documentation and information;
- to encourage and support any initiatives likely to facilitate a concerted approach to vocational training problems. The Centre's activity in this respect shall deal in particular with the problem of the approximation of standards of vocational training with a view to the mutual recognition of certificates and other documents attesting to the completion of vocational training;
- to provide a forum for all those concerned".

- 3) "In its activities the Centre shall take into account the links which exist between vocational training and the other branches of education".

(1) Official Journal No. L 39 of 13.2.75.

CEDEFOP - European Centre for the Development of Vocational Training

Annual Report 1982

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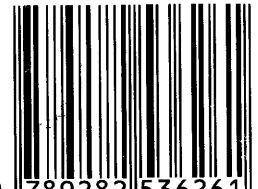
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