

1985-1986

# Annual Report 1985



# CEDEFOP





# **European Centre for the Development of Vocational Training**

# Annual Report 1985

# CEDEFOP

Annual Report 1985  
adopted by the Management Board on 7 March 1986

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## I. Introduction

The year 1985 was the third year covered by the "Action Guidelines 1983-85", the three-year work programme adopted by the Management Board of the Centre at the end of 1982.

Accordingly, the 1985 Annual Report is presented with a structure already adopted in the two preceding reports, this approach providing a more convenient basis for interested readers to compare and appreciate the Centre's achievements and difficulties.

As in the preceding year, the 1985 Work Programme, adopted by the Management Board on 23 November 1984, displayed strong links with activities of the Commission largely based on three Council Resolutions:

1983:

- Council Resolution of 2 June 1983 concerning vocational training measures relating to new information technologies;
- Council Resolution of 11 July 1983 concerning vocational training policies in the European Community for the 1980s;

1984:

- Council Resolution of 23 January 1984 concerning the promotion of youth employment.

Other notable features of the year 1985 included:

- the Centre's assumption, at the request of the Commission, of responsibility for the study visits envisaged in the three above-mentioned Council Resolutions;
- the establishment of a database of selected bibliographical references by the Centre's documentation service in the form of an experiment conducted with the assistance of the documentation network and the associated international organizations;
- a considerable increase in the number of issues of "CEDEFOP flash", a concise and up-to-date instrument of information on the Centre's activities;
- an initial meeting with directors of national research and development institutions engaged in the field of vocational training;
- the decision of the Council of Ministers of the European Communities on the comparability of vocational training qualifications in the EC Member States, a decision drawing on the studies and technical reports prepared by CEDEFOP at the request of the Commission;
- technical support provided for the Commission within the framework of its programme to develop vocational training centres in Greece;



- preparatory work prior to Community enlargement in 1986 in the form of initial contacts established with representatives of government, the social partners, and research institutes in Spain and Portugal, and the completion of monographs describing the training systems in these two countries.

The year 1985 also marked the Centre's 10th anniversary. To honour this occasion, the Centre cooperated with individual members of its Management Board and the local press and information offices of the Commission to organize meetings in the capitals of the Member States; the meetings were held in February 1985.

At the request of its Management Board, CEDEFOP devoted a special issue of its "Vocational Training" journal to the work it had accomplished to date under the title "CEDEFOP: Ten years on".

An official celebration organized jointly with the Senate of Berlin was held in the Reichstag on 28 November in the presence of senior officials of the EC institutions and high-ranking personalities from political life, in particular Mr. Boden, President of the EC Council of Ministers, Ms. Laurien, Minister of Education and Vocational Training in the Senate of Berlin, and the members of the Management Board.

The Centre also prepared the new "Action Guidelines 1986-88" which were subsequently adopted by the Management Board on 13 September 1985 and thereafter published in all the Community languages, including Spanish and Portuguese.

The 1986 Work Programme was adopted by the Management Board on 29 November 1985.

Community enlargement to include Spain and Portugal from 1 January 1986 presented a need for the Centre to undertake measures to expand its premises. Negotiations with the Senate of Berlin and the Commission in Brussels resulted in the renting of two floors in the building adjacent to the building currently occupied by CEDEFOP in the Wilmersdorf district, with modification work to be carried out in 1986, and also in plans for the construction of a new conference room to accommodate 100 persons and allow for simultaneous interpretation in 9 languages. Work on the new conference room is scheduled for 1986 and 1987.





**Activities**



A. PERMANENT ACTIVITIES

1. Periodical Publications

1.1 "Vocational Training" Journal

In accordance with the mandate set out in Article 3 of the Regulation establishing the Centre and with instructions given by its Management Board, the Centre once again published three issues of its "Vocational Training" journal in six languages (print run: 31 100 copies):

- no. 17: A propos young people: 10 200 copies
- no. 18: CEDEFOP: Ten years on 11 400 copies
- no. 19: Dossier: Training for adults 9 500 copies

The special issue to mark the 10th anniversary of the Centre was structured differently: it comprised on the one hand interviews with the Chairman and the three Vice-Chairmen of the Management Board, and on the other a series of articles in which the former Director and those responsible for the various projects reported on the work undertaken and the results obtained over the past ten years; the final part of this special issue was devoted to a reflective contribution by the new Director.

The last issue in 1985 was intended to test the working hypotheses discussed and approved by the ad hoc group of the Management Board:

- "Feature articles":
- "Dossier" and "Europe": single subjects.

The Centre succeeded in increasing the number of chargeable subscriptions by 22.2% while courtesy subscriptions increased by 2.1%:

	Chargeable	Courtesy
1984	1 936	5 815
1985	2 365	5 937

In an endeavour to upgrade the journal's presentation, a meeting was organized at CEDEFOP with personnel from the Office for Official Publications of the European Communities. Agreements reached during the course of this meeting made for a considerable improvement in cooperation in this field.

Since 1984 the Editorial Committee has been pursuing the concept of improving cooperation with the editorial offices of national journals specialized in the field of vocational training. This working hypothesis was submitted for approval to and endorsed in March 1985 by the ad hoc group which the Management Board had set up in 1982 with a view to developing an information strategy. The year 1985, therefore, was able to continue with a selection process and the establishment of contacts with the editorial offices of the most important journals specialized in the field. Approximately thirty national editorial offices have since reported their willingness to cooperate in this respect.

## 1.2 CEDEFOP news

"CEDEFOP news" is the CEDEFOP publication with the largest readership: it has a total print run per issue of 25 000 covering all the Community languages.

The network of correspondents providing information from each country has been expanded and now includes an institute in the Netherlands and a Belgian organization. In addition to providing information on interesting developments in the Member States, "CEDEFOP news" is intended to fulfil a complementary function, namely to familiarize readers with the most important initiatives taken at Community level (including those organized by CEDEFOP).

As a result of cooperation with the Press and Information Office of the Community in Athens, it was possible to secure a remarkable increase in the Greek readership. Adopting Greek as a language for the publication presented numerous technical problems relating to printing, which resulted in difficulty in adhering to the scheduled publication dates.

The Centre published nos. 11 and 12 in seven languages and also prepared no. 14. At the request of the Commission, a special issue (no. 13) was published in English, German and French to serve as an information update on recent developments in the field of vocational training.



### 1.3 "CEDEFOP flash"

Since the end of 1984 "CEDEFOP flash" has made it possible to disseminate the most important of the Centre's findings without delay, for example reports on conferences, workshops and other meetings and on the major areas of the Centre's activities.

"CEDEFOP flash" is published

- in the form of a photocopied information bulletin,
- at irregular intervals as and when findings which are likely to be of interest become available,
- as a rule in DE, EN FR;
- free of charge.

In 1985, eight issues of "CEDEFOP flash" were sent to approximately 1,200 subscribers to the "Vocational Training" journal, for example to:

- the services of the Council, the Commission, the Economic and Social Committee, national ministries, trade unions, and employers' organizations;
- the members, groups, committees and services of the European Parliament and national parliaments;
- scientific institutions, documentation centres and libraries;
- publishers of specialized journals and to journalists.

## 2. Documentary Information

Documentary information is one of the tasks of the Centre which the Management Board has emphasized as being of major importance on several occasions.

### 2.1 Expansion of the network of correspondents

In 1985 the documentation network had eight members, their participation being secured on a contractual basis (B, D, DK, F, I, IRL, NL, UK). With regard to Greece, a feasibility study was launched to assist the Greek authorities in establishing an information and documentation centre.

The Grand Duchy of Luxembourg is represented in the meetings of the documentation network by the Minister of Education, who also receives the documentary information sent by the Centre to the members of the network.

The Centre convened one meeting of the network in 1985, and national meetings attended by members of the Management Board of the Centre and representatives of specialized institutions were organized in Rome, Paris, and Bois-le-Duc.

## 2.2 Thesaurus

The new thesaurus is currently being printed and will be available at the beginning of 1986 in EN, FR, DE and IT. The provisional version was already used by CEDEFOP and the documentation network as a working document in 1985.

## 2.3 Computerization

With a view to obtaining access to all the information sources available and establishing its own database, the Centre:

- established an experimental database of 1,000 bibliographical references on the IBM host in Hamburg; the database, operational until 15 November 1985, was accessed by the members of the Centre's documentation network and the associated institutions (ILO, EURYDICE, etc.);
- organized two induction courses for the users of the experimental database;
- prepared a feasibility study on the basis of the experimental work carried out;
- obtained access to various databases servicing areas of interest to the Centre, in particular: CELEX, SCAD (Commission), EUDISED (operated by the EC Commission and the Council of Europe), LABORDOC (operated by ILO, Geneva) and ERIC (operated by ILO, USA).

#### 2.4 Dissemination and utilization of the available documentation

A number of the documentation dossiers and basic bibliographies published in 1984 were reprinted to meet the pressure of demand.

Basic bibliographies on vocational training were compiled for Belgium, the Federal Republic of Germany and the Netherlands, these being due for publication in 1986, and annotated bibliographies on the financing of vocational training were compiled for six Member States (D, DK, F, I, IRL, UK). An analytical description of the major journals exploring training problems was prepared for seven Member States (B, D, DK, F, I, IRL, UK), and in addition, numerous documentation dossiers were completed on the training provision for management personnel in small and medium enterprises.

#### 2.5 Use of catalogues

A total of approximately 3,000 new entries were recorded in the form of bibliographical references for the most important publications dealing with training provision in the Member States and the activities of the Community in this field. Since the end of 1984, the majority of such bibliographical references have been supported by a résumé (FR, DE, EN, IT). The items were indexed on the basis of the new thesaurus. The "subject" catalogues were adapted to conform with the descriptors used in the thesaurus.

The catalogues represent the most comprehensive and up-to-date instrument for responding to the requests for documentary information forthcoming from both EC Member States and non-Community countries in the form of written enquiries or during visits to the Centre's documentation service (see 3. first paragraph).

#### 2.6 Training in the television sector

Pursuant to a decision taken by the Bureau of the Management Board, the Centre convened a meeting in February to present and discuss the results of the study conducted on behalf of CEDEFOP by the European Media Institute (Manchester) on the training of manpower in the television sector. The purpose of the meeting, which was attended by representatives of the public broadcasting corporations of the majority of the Member States, of the European Commission, and Mr. Aigner, Member of the European Parliament, was to identify possible follow-up action in response to the findings presented in the report. Since the meeting, the conclusions drawn have served as a basis for work at the corresponding agencies of the Commission.

### 3. Visitors to the Centre

The Centre received a large number of individual visitors and visiting groups in 1985 (ca. 100 visits \*). These included, firstly, persons wishing to become familiar with the functions and activities of the Centre in general (approximately 10%), or specific aspects of vocational training in the Community (approximately 40%). A further 40% (approximately) of visitors were research personnel wishing to avail themselves of the Centre's documentation service. The remaining 10% were accounted for by official visits by delegations from Community institutions and national authorities.

The majority of the visitors came from EC Member States (two thirds), the remaining percentage being divided equally between industrialized non-Community countries and countries of the Third World.

The main subjects of interest were the following: structure and organization of training in specific countries (ca. 20%), the problems of young people - initial training, job creation, etc. - (ca. 20%), and training provision for work with new technologies (ca. 8%).

The other issues of interest concerned the entire field for which the Centre is competent to provide information.

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\* excluding participants in working sessions or information meetings organized by CEDEFOP

#### 4. Vocational Training Terminology

As was explained in "CEDEFOP flash", no. 9, terminology is an indispensable instrument in handling the multilingual work of developing vocational training in Europe.

Work continued on the pilot project launched in 1984 in conjunction with the "Groupe interinstitutionnel de terminologie et de documentation des Communautés européennes" (GIIT), and it is envisaged that a glossary will be published in 1987/88.

The GIIT terminology working group WG 6, which is composed of representatives of the relevant specialized services of the Parliament, the Council, the Commission, the Economic and Social Committee of the European Communities and CEDEFOP, pursued its ongoing activities.

The Centre arranged for seven coordination meetings to be held in Brussels and Luxembourg in 1985.

In addition to its regular activities, the group prepared an interim document which will be available in early 1986: a dossier entitled "Basic Concepts of Vocational Training" (provisional edition 1985) covering all the EC Member States except Greece, which has had to be made a special case for technical reasons. Incorporating some twenty concepts, this dossier is to be expanded in 1986 to include Greece, Spain and Portugal. It was prepared by

vocational training experts from the Member States who, at the invitation of the Centre, joined WG6 in Berlin on two occasions in 1985.

Special attention was given in this context to the new concept of vocational training at European level as defined by the Court of Justice of the European Community in its ruling of 13 February 1985 (Françoise Gravier/Municipality of Liège). (See also "Vocational Training" journal, no. 19).

In addition, as mentioned in "CEDEFOP flash" no. 9, parallel conceptual work was undertaken in cooperation with the International Terminology Information Centre (INFOTERM) in Vienna with a view to meeting the mounting challenge of multilingual operation, the number of language combinations increasing from 42 to 72 as of 1986.



## 5. Visual Presentation of the Results of the Centre's Work

### 5.1 Sound slide show

The plans to develop audiovisual material in the form of a slide show backed up by a soundtrack presenting the Centre and its activities were realized in 1985.

The slide show is intended to provide concise but fairly exhaustive information on the Centre, its institutional structure, the objectives it pursues, its working methodologies and its target groups.

The target group to be addressed by this information media are the numerous visitors to the Centre. During the course of 1985 the slides were shown on twenty-two occasions to various audiences in connection with meetings held both at the Centre and elsewhere. It is also to be used as an information medium for the participants in the Community study visit programme.

The slide show is currently available in German, French, English, Italian, Spanish, Dutch, and Danish. Greek and Portuguese versions are to be prepared at a later date.

## 5.2 Audiovisual information media

The Centre's statutory functions had already occasioned it to publish monographs on the vocational training systems in the various Member States and also a guide intended to shed light on the differences and similarities identifiable within these systems. These productions have hitherto been presented in the traditional form of printed reports. Finally, it was time for the Centre to begin developing audiovisual media to present the findings of its work on vocational training systems and innovative measures in the Member States.

By contractual arrangement, CEDEFOP commissioned five national institutions with the task of producing a film presenting the vocational training system in the country concerned. The contracts were of a "joint venture" type, i.e. providing for cofinancing by CEDEFOP and the national authority responsible for the production work.

Five films were completed in the original language, presenting the vocational training systems in Belgium, Ireland, Italy, the Netherlands and the United Kingdom.

The Centre also acquired a film on the German dual system of training provision produced by the Federal Ministry of Education and Science (BMBW) and available in DA, EN, FR, GR, IT, NL and ES.

In the interest of achieving a certain measure of homogeneity among the films, some being professional productions, others semiprofessional, and also of emphasizing the Community involvement in the project, work was started on developing a standard introduction to supplement each of the films. The production teams from the various Member States met on two occasions to discuss the content of this standard introduction and also the problems involved in dubbing soundtracks and producing the information brochures to accompany the films.

The Centre also started work on setting up a video library of films addressing vocational training problems and related issues. The films collected have been shown at numerous meetings and also lent on request to various national institutions.

## 6. Programme of Study Visits for Vocational Training Specialists

Pursuant to the Council Resolution concerning vocational training policies in the European Community (EC) for the 1980s (11 July 1983), the EC Commission was assigned the task of developing a "Programme of Study Visits for Vocational Training Specialists".

In 1984 the Commission approached the Centre Inffo in Paris and commissioned this Centre with the task of conducting a feasibility study for the programme; CEDEFOP undertook to cooperate with the Centre Inffo by making an active contribution to the feasibility study.

At the request of the Commission and the decision of the Management Board, the study visit programme was incorporated in the Centre's work programme for 1985.

The Centre assumed responsibility for the general organization of the programme, the administration of the financial support granted to the participants, the documentation intended for the participants, and the evaluation of the programme. During the first quarter of 1985 the Commission established the institutional structure required for operating the programme. In March, there followed the first meeting of the national liaison officers meanwhile appointed by the Commission. After this meeting, CEDEFOP finalized the operational and organiza-

tional arrangements before organizing the second meeting of national liaison officers, held in June 1985, and launching the programme.

The programme centred on two major themes:

- vocational training and the introduction of new technologies,
- vocational training for young people within the framework of job creation initiatives.

Proceeding from these central themes, the national liaison officers developed a set of approximately 80 subthemes which the Centre subsequently reduced to 9 priority areas.

The first visit organized within the framework of the programme commenced on 30 September and the final visit terminated on 20 December.

All the EC Member States participated in the programme on the basis of a participation quota fixed by the Commission. All nominated and received specialists in vocational training. The Centre received 121 requests for participation, and 96 persons were subsequently able to participate in the programme.

The Centre intends to organize a meeting to evaluate the programme and chart out plans for its development.

## B. PRIORITY AREAS OF ACTIVITY

### 1. Young People

Research into the link between education, vocational training and socio-occupational integration remained a priority area of the Centre's activities in 1985.

With regard to the project "Training for young people in new forms of employment", work was completed on the second phase, namely, the preparation of a guide for practitioners. Four workshops were organized on four different subjects relating to projects conducted in Denmark, France, the Netherlands and Italy.

Following up the work carried out on the project "Alternance training contracts", the Centre organized a meeting bringing together, in particular, representatives of the social partners and the EC Youth Forum. The synthesis report on this meeting appeared in "CEDEFOP flash" no. 10, and contains a number of suggestions concerning the substance of training contracts for young people.

By way of concluding the work on the subject, the Centre organized a conference on "Vocational training and job creation programmes" with a view to discussing the synthesis report and formulating suggestions for improving the link between training and job creation programmes.

Within the framework of its support for cooperation across national borders in the field of training for young people, the Centre launched and completed two feasibility studies, the first on innovations in vocational training for young people in the regions of Nijmegen (NL) and Cleves Rhine/Waal (D), and the second on Berlin (D) and Calabria (I) in the hotel and catering sector.

In addition, the Centre was represented at meetings and other events organized by the Council of Europe and the EC Commission within the framework of International Youth Year.

Furthermore, the Centre co-organized an international meeting of young people undergoing training in the automotive engineering sector who had been invited to Kassel (D) by members of the European Parliament.

The working group set up within the framework of the project "Social and occupational integration of young people - local and regional initiatives" convened on four occasions during the year. At its last meeting the group discussed and approved the draft final report. (\*)

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(\*) The working group, which initially comprised representatives from Denmark, France, Ireland, and the United Kingdom, was expanded to include representatives of the Netherlands and the Federal Republic of Germany.

The Centre was also represented at the conference organized by the Interministerial Commission on the Occupational and Social Integration of Young People in Difficulty held in Paris in June.



## 2. Equality of Opportunity Between Men and Women

The work to evaluate the diversification effect of innovative vocational training programmes on the range of occupational opportunities open to women and girls was concluded with the publication, in all the Community languages, of the report of the evaluation meeting held in Berlin in September 1984.

This conference had provided an occasion for determining the priority areas of work for the Centre in 1985:

### 2.1 Training for women in the new technologies

A questionnaire was sent to vocational training institutions believed to be potential organizers of training programmes in the field of office technology.

Drawing on the replies received, a report was drafted with a view to improving the organization and implementation of programmes intended for women. The report, prepared in German, is to be translated into other languages and made available for publication.

Proceeding on the basis of work initiated in 1984, three national studies were prepared in 1985 on corporate training provision in the tertiary sector. These reports were translated into various languages and a synthesis report is currently being compiled.

The findings are to be exploited in 1986 in a broader-based project "New technologies and tertiary-sector activities".

## 2.2 Equal opportunities counselling

The Centre conducted a survey among the relevant authorities in the Member States with a view to identifying commendable examples.

The scope and nature of the numerous initiatives taken at various levels to assist various target groups were then discussed at a conference held by the Centre in October, the findings of which were published in "CEDEFOP flash", no. 11.

The findings of this conference and the lessons learned from the experimental work carried out were compiled in a document prepared in French which is to be translated into other languages and published in 1986.

Furthermore, at the request of the Committee on Women's Rights of the European Parliament, a study was conducted into the representation level of girls in programmes intended for young people.

### 3. Migrant Workers

#### 3.1 Training of group leaders

This project was completed in early 1985. Twenty-five trainees from migrant family backgrounds were trained as group leaders. The Centre sought the support of Quartenaire Education in Paris in evaluating this pilot project and subsequently contributed to the work of developing a guide.

The guide, designed to serve as an instrument of support for those wishing to undertake a similar project, was published under the responsibility of the Centre, which has also undertaken to make it available in French and German.

This project is part of an endeavour to develop social and occupational advancement opportunities for young people from migrant family backgrounds.

In the wake of this initial experiment (conducted in France, Belgium and Switzerland), numerous individuals have expressed interest in repeating it in an adapted form to suit their specific circumstances.

This project also represents part of a constructive cooperation effort between ILO and CEDEFOP.

### 3.2 Migrants - integration

Within the framework of its policy to cooperate with vocational training institutions engaged in organizing programmes for migrants, the Centre lent its support to an "integration" project launched by ENAIP, Stuttgart. This pilot project was intended to test a training model leading to the award of a German diploma at skilled worker level; since the experiment proved to be positive, the Centre undertook to provide technical assistance in project evaluation. The evaluation work sought the opinions of the trainees, trainers, and the representatives of management, trade unions and also the public authorities which had been observing the project, and led to the drafting of a final report. The report is intended to serve as a working tool for interested parties, after due adaptation to suit local circumstances. The Centre is to disseminate this report in 1986.

### 3.3 Second-generation migrants: significant measures

In 1985 the Centre was able to proceed with the timely dissemination of study reports on "The training situation of young people with a migrant family background in the European Community". The reports had been updated and finalized and were subsequently disseminated in photocopied form.

Syntheses of the reports were translated into several languages and disseminated. The subject of numerous enquiries, these reports made it possible to establish contact with various organizations and institutions engaged in the field of vocational training for migrant workers.

With regard to the observation project "Significant measures in training provision for migrant workers", the Centre confined its activities in 1985 to establishing a preliminary feasibility study. This study shed light not only on a number of prerequisites for finalizing the observation mechanism but also on the financial input involved; since the budget funds and the priority rating envisaged by the work programme precluded allocating substantial amounts to this project, its implementation was postponed to a future, unspecified date.

A synthesis of the national reports on the initial observation experiments was drafted and prepared for publication.

### 3.4 Reintegration of migrant workers

Within the framework of its activities to facilitate the integration of young people into working life in both the host country and the country of origin, in the event of voluntary return to that country, the Centre prepared a feasibility study concerning training provision for young Greek migrants in the Federal Republic of Germany.

In its next phase, the project is to be taken up by the relevant authorities in Greece and the Federal Republic of Germany, the role of CEDEFOP then being confined to following up and evaluating the training measure.

This experiment is of course open to other EC Member States with ethnic population groups.

#### 4. The Disabled

The Centre's activities in this field largely concerned promoting vocational training provision. Such training provision is a fundamental prerequisite for the socio-occupational integration of the disabled.

Proceeding from this basic premise, in June 1985 the Centre organized a seminar on the training, employment and integration of the disabled. Attended by representatives of the Commission, the social partners and international organizations engaged in the field of rehabilitation, the meeting was an occasion for contemplation concerning the direction to be taken by the Centre in its future work in this field. The conclusions and suggestions emerging from the meeting were published in "CEDEFOP flash", no. 8.

The Centre also undertook preliminary measures for computerizing data on training provision for the disabled, this falling within the scope of its statutory task to disseminate information and documentation.

## 5. Continuing Training

### 5.1 General remarks

A comprehensive report was prepared on the activities undertaken within the framework of the project "Continuing training and the labour market". In addition, the Dossier section of "Vocational Training", no. 19, was devoted to continuing training issues.

Continuing training, with its links to other CEDEFOP activities in the fields of new technologies and the cost and financing of vocational training provision, remained a priority field of work in the 1985 Work Programme.

The results of the work carried out in 1984 were disseminated and submitted to the relevant services of the Commission.



## 5.2 Distance training

The activities undertaken in 1985 in the field of distance training centred on two aspects:

- exploitation of previous work,
- development of the project activities in accordance with the guidelines set out in the 1985 Work Programme.

The study completed at the end of 1984 on "Distance training opportunities in Italy" was followed up by a seminar convening representatives of the social partners, senior officials from government administrative agencies, persons concerned with organizing and running distance training measures, and specialists engaged in the production of media for distance training purposes.

The seminar served both to confirm the hypotheses and conclusions of the study and also to develop new working hypotheses for the Centre.

Before launching new initiatives, it was decided that the Centre should draw up an inventory of the literature and documentation available on this subject in Europe: an annotated bibliography was then compiled in cooperation with the Information Documentation Centre of the Open University in the UK and the CEDEFOP documentation network.

Distance training,, a theme largely concerned with adult education but also with the concept of applying new information technologies in its realization, displays clear areas of intersection with programmes launched (or currently being launched) by the Commission of the European Communities. Accordingly, close cooperation was sought with the services of the Commission, with the result that respective work areas could be defined and a workshop for experts in distance training convened in December 1985.

The results of these activities made it possible to define two priority areas in the work set out in the Centre's three-year work programme:

- development of cooperation possibilities among the producers/organizers of distance training measures,
  
- concentration on two priority target groups:
  - . small and medium entrepreneurs,
  - . trainers.

## 6. Technological Advance and Qualifications

### 6.1 The introduction of artificial vision in industrial and process control robots: implications for training

Imperial College London was commissioned with preparing a pilot study on this subject, and the completed study was made available in summer 1985. The report on the pilot study served as the basis for discussion at a workshop held at the Centre for external experts in November 1985. The final report on the project has now been completed.

### 6.2 Promotion of cooperation among research and development institutions in the field of vocational training

On 20 and 21 May 1985 the Centre held a meeting for directors and senior personnel of research and development institutions engaged in the field of vocational training, the meeting being attended by representatives of nine of the ten Member States of the European Communities.

The discussion revealed a large number of subjects which were of common interest to the research establishments in the various Member States, with particular attention being drawn to research into changing skill requirements to remain in line with new technologies.

Emphasis was placed on the importance of close cooperation with the Commission on the subject of research into train-

ing and new technologies, and reciprocal information meetings were subsequently held.

The findings of the meeting were summarized in "CEDEFOP flash", no. 7/1985.

### 6.3

The project being jointly implemented by the EC Commission and CEDEFOP to study changes in skill requirements in firms using new production systems continued according to schedule, and a seminar is to be held in July 1986 to mark the end of this initial work sequence.

The interim report will be made available in the form of a working document.

### 6.4

With regard to the question of training provision in small and medium enterprises, the Centre carried out a feasibility study on a "Concept for an exchange network to develop vocational training in small and medium enterprises"; the study is currently available in FR and EN. The Centre also carried out a study on management training problems entitled "Management education for small and medium-sized enterprises in the European Communities", the resulting document being available in EN.

The Centre also organized a seminar held in December 1985 to examine the following issues:

- integration of young people into small and medium enterprises,
- problems encountered in training provision for managerial personnel in small and medium enterprises,
- problems raised by the introduction of new technologies in small and medium enterprises (technological transfer).

The Centre also arranged a two-day meeting in Genoa, the findings of which are to be compiled for ultimate publication.

## 7. Regional Development and Vocational Training

Following up the first forum held in October 1984 on the problems of ensuring a link between economic policy and vocational training strategies, the findings of which are being prepared for publication, the Centre initiated preparatory work for a second forum to examine the regions which derive greatest benefit from the financial support instruments of the European Community.

Initial contact with representatives of the northern European states was made in Glasgow in April 1985 with the active cooperation and support of the Scottish Development Agency.

A meeting held in November brought together experts from all Member States to evaluate the analytical approach to be used in connection with the regions selected for consideration at the second forum.

## 8. Training of Trainers

The Centre continued exploiting the results of research carried out in the preceding years, one important feature being the publication of the synthesis report on the training of trainers; this report was prepared in Italian and translated into Greek.

A workshop held in May 1985 convened experts from the Member States and representatives of the social partners to discuss the theme "Trainers and in-firm instructors". The findings of the workshop were compiled in a report. In addition, two short reports were commissioned on recent developments in this field.

Partly drawing on the findings of this workshop and previous work carried out by the Centre, a paper was prepared for the Commission to serve as a working document at a meeting of the Directors-General responsible for vocational training held in September. This paper was subsequently revised with a view to serving as the basis for an eventual consultation process at Community level.

The Centre also made an active contribution to a conference organized by the Greek authorities on the same subject.

## 9. Vocational Training Systems and Structures

### 9.1

A steady demand was forthcoming for the "Guide to Vocational Training Systems".

The monograph on the training system in the Federal Republic of Germany was updated and is now available in FR, DA, DE, NL.

Monographs describing the vocational training systems in Spain and Portugal were made available in the original language and in French.

All the monographs describing vocational training systems in the EC Member States were updated and given a structure amenable to future updating work, each containing graphic material to allow comparison between the systems.

### 9.2

The first phase of the project work on "Financing of vocational training" was brought to a close at a meeting held in February 1985.

A résumé of this meeting was published in March 1985 in "CEDEFOP flash", no. 5.



National monographs on funding channels and funding instruments broken down into target groups between the ages of 16 and 25 are available in the form of working documents in the original languages and in EN; annotated bibliographies are also available for each country.

A publication summarizing the work carried out in this field is currently being printed.

### 9.3

With regard to the work to approximate certificates and diplomas, a notable feature of the year 1985 was the Council Decision of 16 July 1985 concerning the "Comparability of vocational training qualifications between the Member States of the European Community".

The Council Decision made it possible to develop the methodology used experimentally by the Centre with regard to vocational training qualifications at level two in the following five sectors: electrical engineering, automotive repairs, hotels and catering, construction (civil engineering) and agriculture/ horticulture/ forestry. At the request of the Commission, the work undertaken in the above-mentioned sectors is currently being updated in cooperation with the Member States.

The Centre completed its work on the agricultural sector and started extending the other sectors of the project mentioned above to cover Greece.

In addition, the Centre was invited to participate in the conceptual process initiated by the Commission and the Advisory Committee on Vocational Training with regard to implementing the Decision during the coming years.

#### 9.4 Meetings with the representatives of Greece, Portugal and Spain

Working meetings were held in Greece in June and in Portugal and Spain in October 1985.

The participants submitted valuable information on priority areas in the field of training in their respective countries, this subsequently enabling the Centre to take account of these priorities in formulating its 1986 Work Programme.

#### 10. Methodologies and Instruments of Comparative Evaluation

The Centre's work focussed on developing a system which would allow information to be drawn from demonstration projects in one national context and transferred to others.

This methodological approach can also be used in connection with the visits by vocational training experts within the framework of the Community study visit programme. The grid was designed to meet the requirements of various groups:

- individuals from one EC Member State visiting another with a view to obtaining information on current projects;
- evaluators of innovative projects;
- the staff of various Community institutions in their work to compare projects carried out within the Community.

The grid was subjected to a preliminary trial in Belgium. Before introducing the grid for large-scale utilization, it is important that this instrument should be tested in the various countries, in the various languages, and in connection with a number of different innovative projects.

In addition, the Centre conducted a study with a view to developing a training "package" for project evaluation. The training is intended to support future evaluators, i.e. practitioners in the field of vocational training requiring a basic knowledge of project evaluation. The study could have an impact on the implementation of demonstration projects at Community level, and could result in better evaluation work and greater transferability of the findings.



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

# Synopsis



## 1. Participation in Community Activities

Within the framework of its statutory task to provide scientific and technical support for the Commission, and more specifically in connection with its contribution to the implementation of the Resolutions of the EC Council, as emphasized in the introduction, the Centre made a special contribution alongside its standard work programme to the following:

- the work of DG V of the Commission and the Advisory Committee on Vocational Training on the approximation of training levels;
- the work being carried out by FAST on the development of qualifications to remain in line with technological advance (forecasting and evaluation in the field of science and technology);
- the work being carried out by the Advisory Committee on Vocational Training concerning training problems in small and medium enterprises and on the link between continuing training and the labour market;
- the work being carried out at the European Parliament and the Commission on equality of opportunity for men and women;



- the questions relating to young people being explored by the EC Youth Forum;
- the work being carried out at the Advisory Committee on Free Movement with regard to young people from migrant family backgrounds;
- the Community study visit programme for vocational training specialists;
- the documentation activities of Eurydice;
- the terminology work of the Groupe interinstitutionnel de terminologie et de documentation (GIIT);
- the reception of individual visitors and groups of visitors, including groups of trainees recruited by the Commission;
- the work of the expert group of the Commission concerned with developing vocational training centres in Greece.

The Centre contributed towards the editorial work for the "vocational training" chapter of the "Report on social developments" submitted annually by the Commission to the other Community institutions.

It also contributed towards developing the supplement devoted to vocational training published in connection

with "Social Europe", edited by Directorate-General V, Employment, Social Affairs and Education of the Commission of the European Communities.

The Centre had the honour of receiving numerous high-ranking persons from EC institutions, in particular Mr. P. Sutherland, Member of the Commission, Mr. F. Boden, President of the Council of Ministers, and numerous eminent Members of the European Parliament, including Ms. L. Cassanmagnago Cerretti, Ms. R. De Backer-Van Ocken, Ms. H. Salisch, Mr. H. Aigner, Mr. Debattisse, and Mr. E. A. Klepsch.

Cooperation with the European Foundation for the Improvement of Living and Working Conditions, Dublin, was reinforced by a visit by Mr. C. Purkiss, Director, and Mr. E. Verborgh, Deputy Director.

## 2. Participation in Activities of International and European Organizations

In addition to enjoying privileged links with the Community institutions, the Centre continued to strengthen its contacts with other organizations and was able to make an active contribution to various events:

- meeting in Delphi on the problems of young people in Europe, organized by the Council of Europe;
- consultation meeting in Brussels on the continuing training situation for young Belgians, organized by the Council of Europe;
- seminar on European youth held at Strasbourg at the end of June, organized by the Council of Europe;
- hearing of the European Assembly of the Council of Europe at The Hague in September;
- participation in the establishment of the IRTIS network (Interregional Information System on Training), set up by ILO in Geneva;
- European conference on Youth Information Centres, organized by the Institut national d'éducation populaire (INEP) in Paris in April;

- the conference on "Employment, training, apprenticeship", organized by the International League for Child and Adult Education in Paris in November;
  
- the conference on "Information technologies in trade union libraries and documentation centres", organized by the European Trade Union Institute in Brussels in November;
  
- 5th World Congress of the International Family Law Association, held in Brussels from 8 to 14 July 1985;
  
- general assembly of the European Association for the development of local employment initiatives, Brussels, 23 April 1985;
  
- seminar on "Women and new technologies", organized by the European Centre for Brussels, held in Brussels on 26 and 27 February 1985;
  
- OECD conference on "Women - local initiatives - employment" held in Paris on 30 and 31 May 1985;
  
- seminar on "Technological advance in the public sector" held by the European Foundation for the Improvement of Living and Working Conditions in Dublin on 19 and 20 September 1985;
  
- workshop on "Initial and continuing training provision for girls and women", organized by the Institut Frau und Gesellschaft in Hanover on 10 and 11 September 1985;

- meeting of training/development agents organized by Idée-Vosges, the ESF and the University of Nancy in Gérardmer from 16 - 18 October 1985;
- workshop on "Education policies for modernizing the region", organized by the Nord-Pas de Calais region in Lille on 7 and 8 November 1985;
- seminar on "Training experiments emerging from the associations sector", organized by CEPFAR in Minoprio from 25 to 30 June 1985;
- seminar on "The rural habitat as a factor of local development" organized by the Association ruralité, environnement, développement in Pont-à-Mousson on 20 and 21 June 1985;
- second meeting on "The future of traditionally industrial regions in Europe", held in Barcelona on 28 and 29 June 1985;
- second seminar on "The interdependency between cultural life and the economy at the regional level", held by the Council of Europe in Namur from 3-5 December 1985.

### 3. Manpower and Financial Resources

With regard to manpower and financial resources, a number of figures relating to the 1981 - 1985 period serve well to shed light on the development of the Centre's activities.

#### 3.1 Personnel

Posts as listed in the budget <sup>1)</sup>	1981	1982	1983	1984	1985
	44	45	45	45	46

Actual no. of staff in December 1985 by grade	A-posts <sup>2)</sup>	B-posts	C-posts	Local posts	Total
	20	8	15	2	45 <sup>3)</sup>

#### 3.2 Budget appropriations

	1981	1982	1983	1984	1985 <sup>4)</sup>
Total ECU	3 736 000	4 006 000	4 210 000	4 560 000	4 910 000
Increase in %	6.29	7.23	5.09	8.31	7.68

- 1) Including local staff
- 2) Including 2 Directorate personnel and 7 translators
- 3) 1 A-4 post vacant
- 4) Budget administration based on provisional twelfths

3.3 Total expenditure

	1981	1982	1983	1984	1985
Total ECU	3992 927.53	3864 243.10	3870 992.72	4210 171.74	4698 257.02
Increase in %	21.58	13.89	0.17	8.76	11.59

3.4 Operational expenditure

	1981	1982	1983	1984	1985 <sup>1)</sup>
Utilization rate for ap- propriations in Chapter "Operational expenditure"	98.51	99.46	95.92	97.36	97.91

1) Budget administration on the basis of provisional twelfths

### 3.5 Linguistic support

Application of the Community language regulations at the Centre makes for a considerable work input to support the Centre's activities (translations, interpretation).

In 1985 the Centre had to cope with a translation volume of 15 090 pages (in 7 languages with 42 language combinations); a major part was sent to external translators and subsequently monitored by the CEDEFOP translation team.

The translation service completed:

Translations	1982	1983	1984 <sup>1)</sup>	1985
No. of pages	13 786	16 690	8 445	15 090
Increase in %	60.06	21.06	---	78.69

The interpretation service covered 57 meetings, representing a total of 118 meeting days or 741 interpreter days. These figures include support for jointly organized conferences on two occasions at the express request of DGV of the Commission.

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1) Up to 1983, number of translation pages requested; from 1984, number of pages translated



### 3.6 Production and dissemination of publications

During the year the Centre published brochures (see Annex 6) and reports in seven languages on the findings of its research work, on the output from commissioned studies, and on its conferences, seminars and workshops.

The presentation and structure of the publications differs depending on type, content and target group. An effort was made to standardize the appearance of the publications and reduce production costs.

The majority of CEDEFOP publications are sold at a nominal price. The publications are sold via the Community Publications Offices in the EC Member States and elsewhere.

The Centre's mailing list currently contains over 21 000 addressees. The mailing list file is updated with the aid of a computer used in cooperation with the Office for Official Publications of the Community in Luxembourg.

All the addressees have been classified according to profession/position, main area of interest, language and organization, thus ensuring that an ad hoc selection can be carried out as necessary.

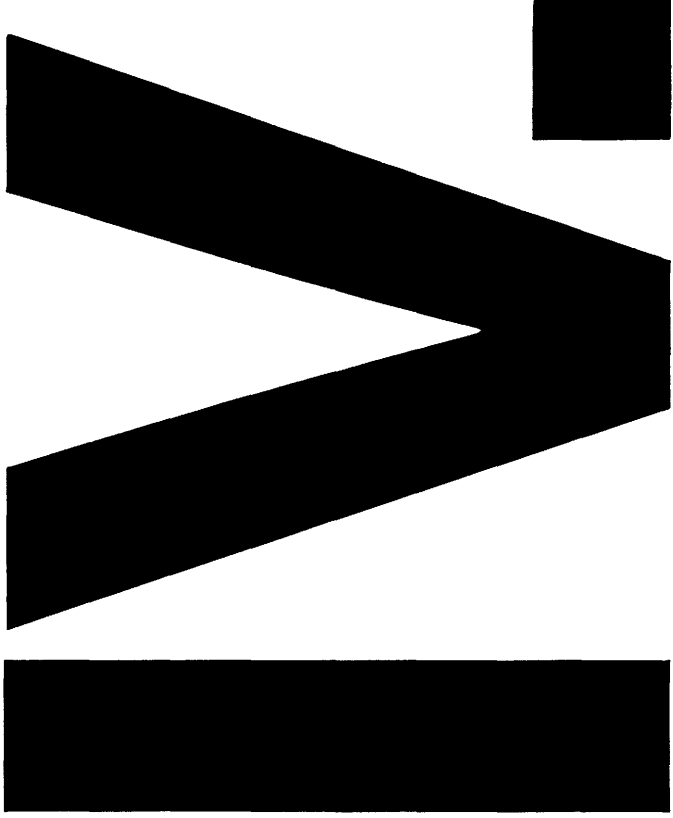
An expansion of the mailing list was secured, largely on the basis of publicity carried in specialized journals (e.g. advertisements, critical reviews, editorials):

- 5 in the Federal Republic of Germany,
- 9 in France,
- 4 in Italy
- 6 in the United Kingdom.

In addition, subscribers to the "Vocational Training" journal, "CEDEFOP news" and "CEDEFOP flash" were regularly informed on the Centre's recent publications and how to procure them.

CEDEFOP also presented its activities in an exhibition mounted within the framework of "European Youth Week" organized by the Council of Europe in Strasbourg from 1 to 6 July 1985 and, additionally, at international book fairs held in the EC Member States.





**Annexes**



Annex I, "Survey of Projects" was essentially drawn up for the information of the Members of the Management Board.

This 21-page paper setting out the objectives, progress and output of the project work conducted by the Centre in 1985, is available to readers on request.

LIST OF THE MOST IMPORTANT MEETINGS HELD BY THE CENTRE IN 1985

Date	Project	Expert	Title (no. participants)
5/6 Feb.	4225	G. Dupont/ B. Sellin	Financing of vocational training
25/26 Feb.	1105	J.M. Adams	Trends in training TV personnel (25)
20/21 May	2405	W. McDerment	Meeting of directors of R&D institutions in the field of training (17)
23/24 May	4115	J.M. Adams	Training of trainers (20)
19/20 June	2503	T. Bertzeletou	Training, employment and integration of the disabled (50)
24 June	1905	D. Guerra	Plan to implement the Community programme of study visits (30)
25/26 July	1005	B. Linshöft- Stiller	Expert meeting: Basic concepts of vocational training (20)
10/11 Sept.	4705	B. Sellin	Alternance training contracts (27)
18-29 Sept.	1104	J.M. Adams/ G. Chomé	Meeting of the docu- mentation network (30)
30/31 Oct.	4605	M. Pierret	Equal opportunities counsellor: training and professional profile (40)

18/19 Nov.	4715	B. Sellin	Vocational training and job-creation programmes (44)
20/21 Nov.	3405	W. McDerment	Introduction of computer vision in manufacturing and quality control (12)
26/27 Nov.	4615	M. Pierret	Regional development and vocational training (40)
2/3 Dec.	4205	G. Dupont	Vocational training, labour market and research in the field of SMI, Genoa (100)
6 Dec.	3305	D. Guerra	Multimedia approaches to distance training: towards an action plan, CEDEFOP/CCE, Brussels (30)
5/6 Dec.	2205	G. Dupont	New manufacturing systems: work in the factory of the future, vocational training, implications and policies, Grenoble (25)
6-8 Dec.	4105	J.M. Adams	Final meeting of the working group on the social and occupational integration of young people: local and regional initiatives (20)
12/13 Dec.	1005	B. Linshöft-Stiller	Second expert meeting: Basic concepts of vocational training (17)



MEMBERSHIP OF THE MANAGEMENT BOARD

The business of the Centre is transacted by a quadripartite Management Board (10 representatives of trade union organizations, 10 representatives of employers' organizations, 10 representatives of government, 3 representatives of the Commission).

1. Representatives of the governments of the Member States

Fed. Rep. Germany	Mr. Alfred Hardenacke
Belgium	Mr. Jean Dequan
Denmark	Ms. Grethe Erskov
France	Mr. André Ramoff
Greece	Ms. Katerina Grekiotou
Ireland	Mr. Arthur O'Reilly (Chairman)
Italy	Mr. Armando Gallo
Luxembourg	Mr. Herbert Hauptert
Netherlands	Mr. Theodor de Keulenaar
United Kingdom	Mr. John Fuller

## 2. Representatives of employers' organizations

Fed. Rep. Germany	Mr. Helmut Brumhard (Vice-Chairman)
Belgium	Mr. Alfons de Vadder
Denmark	Mr. Preben Kristiansen
France	Ms. Marie-José Montalescot
Greece	Mr. E. Boumis
Ireland	Mr. Anthony Brown
Italy	Mr. Vincenzo Romano
Luxembourg	Mr. Eugène Muller
Netherlands	Ms. Gertrude de Lange
United Kingdom	Mr. William G. Thorpe

## 3. Representatives of trade union organizations

Fed. Rep. Germany	Mr. Felix Kempf (Vice-Chairman)
Belgium	Ms. Anne Françoise Theunissen
Denmark	Mr. Christian Aagaard Hansen
France	Mr. Michel Tissier
Greece	Mr. Georgios Dassis
Ireland	Mr. T. McGrath
Italy	Mr. Carmelo Cedrone
Luxembourg	Mr. Jean Regenwetter
Netherlands	Mr. G. A. Cremers
United Kingdom	Mr. Fred Jarvis

4. Representatives of the Commission of the European Communities

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

5. Observers

Coordinator of the employees' group      Mr. Fritz Rath (European Trade Union Confederation)

Coordinator of the employers' group      Ms. H el ene Milas (Union of the Industries of the European Community)

The Management Board convened on three occasions in Berlin:

15 March 1985  
13 September 1985  
29 November 1985

and the Bureau of the Management Board convened on seven occasions in Berlin and Brussels.

ORGANIZATION

The Centre had a staff of 45 on 31 December 1985, with 43 posts being specified in the List of Posts and 2 being local posts.

DIRECTORATE	1 A post	Ernst PIEHL (D), Director
	1 C post	Doris HERRMANN (D)
	1 A post	Corrado POLITI (I), Deputy Director
	1 C post	Marie-Françoise CHATELAIN (F) <sup>1)</sup>
STUDIES AND PERIODICALS	8 A posts	Michael ADAMS (IRL) <sup>2)</sup>
		Tina BERTZELETOU (GR)
		Georges DUPONT (B)
		Duccio GUERRA (I)
		William McDERMENT (UK)
		Maria PIERRET (B)
	Burkart SELLIN (D)	
	Norbert WOLLSCHLÄGER (D)	
	1 B post	Catherine PRESLE (F)
	5 C posts	Gundula BOCK (D)
		Kirsten BRUUN-SCHMIDT (DK) <sup>1)</sup>
		Chantal CAMBRELIN (B)
		Monique CLAES (B)
	Barbara de SOUZA (UK) <sup>1)</sup>	
PUBLICATIONS	1 A post	Bernd MÖHLMANN (D)
	1 B post	Marieke ZWANINK (NL)
	1 C post	Nicole WEYLAND (L) <sup>1)</sup>
INFORMATION AND DOCUMENTATION	2 A posts	Michael ADAMS (IRL)
		Gesa CHOME (D)
	2 B posts	Alison CLARK (UK)
		Martina NI CHEALLAIGH (IRL)
1 C post	Gabriella TRICHES (I) <sup>1)</sup>	

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1) Also employed part-time in the Translation Service

2) Also employed part-time in the Documentation Service

LANGUAGE SERVICE	8 A posts	Brigitte LINSHÖFT-STILLER (D) coordinator of the interpretation service Marino RIVA (I), coordinator of the translation service Francis Alan CLARKE (UK) Giancarlo CARONELLO (I) Harald CHRISTENSEN (DK) Agnes HEUER (NL) Annick REPELLIN (F) Maria TAVLARIDOU-STEUCK (GR)
	1 B post	Letizia WEISS (I)
	1 C post	Ingrid ZAGERSKI (D)
ADMINISTRATION AND GENERAL SERVICES	1 A post	Marino RIVA (I) <sup>1)</sup> head
	3 B posts	Sabine REICH (D) Volker WURL (D) Bernard ZIECH (D)
	1 C post	Marion STRISSEL (D)
	4 C posts (clerical assistants)	Hildegard CERNITORI (D) Gerda MÜLLER-MÄRSCH (D) Heinz NEUMANN (D) Wolfgang TANG (D)
	2 local posts	Colin McCULLOUGH (UK) Rita VOGEL (D)

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1) Employed part-time in the Translation Service

Extract

# Official Journal of the European Communities

Volume 18 No L 39

13 February 1975

English Edition

Legislation

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## Contents

I *Acts whose publication is obligatory*

- ◆ **Regulation (EEC) No 337/75 of the Council of 10 February 1975 establishing a European Centre for the Development of Vocational Training**

### 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.

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 coordination of research in the above fields;
- to disseminate all useful documentation and information;
- to encourage and support any initiative 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 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.



**Bilag 6**

Liste over publikationer udkommet i 1985

**Anlage 6**

Liste der 1985 erschienenen CEDEFOP-Publikationen

**Annex 6**

List of CEDEFOP publications which appeared in 1985

**Annexe 6**

Liste des publications éditées par le CEDEFOP en 1985

**Παράρτημα 6**

Κατάλογος των εκδόσεων του CEDEFOP κατά το 1985

**Allegato 6**

Lista delle pubblicazioni apparse nel 1985

**Bijlage 6**

Lijst van in 1985 verschenen publikaties

Nr. Nr. No. No. Num.progr. Nr. Αριθ.	T i t e l T i t e l T i t l e T i t r e T i t o l o T i t e l Τ ί τ λ ο ς	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No.of copies Tirage Tiratura Oplage Αντίτυπα
1	Youth Alternierende Ausbildung: Ausbildungsverträge für Jugendliche in der Europäischen Gemeinschaft	DE	1 900
2	La formation en alternance: Contrats de formation pour les jeunes dans la Communauté européenne	FR	1 000
3	Formazione in alternanza: Contratti di formazione per i giovani nella Comunità europea	IT	500
4	De unges uddannelse i nye beskaeftigelses- former - Konferenceberetning	DA	200
5	Berufsbildung von Jugendlichen in neuartigen Beschäftigungsbedingungen - Konferenzbericht	DE	500
6	Vocational training of young people in new forms of employment - Conference report	EN	700
7	Formation professionnelle des jeunes dans de nouvelles formes d'emploi - Rapport de conférence	FR	600
8	Formazione professionale dei giovani in forme occupazionali a carattere innovativo - Relazione sulla conferenza	IT	300



Nr. Nr. No. No. Num. progr. Nr. Αριθ.	T i t e l T i t e l T i t l e T i t r e T i t o l o T i t e l Τίτλος	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No. of copies Tirage Tiratura Oplage Αντίτυπα
9	Beroepsopleiding voor jongeren in nieuwe vormen van werkgelegenheid - Congresverslag  <u>Equal Opportunities "Women"</u>	NL	200
10	Lige muligheder of erhvervsuddannelse Virksomhedsuddannelse: forslag til handling	DA	728
11	Parità di opportunità e formazione professionale La formazione in azienda: proposte per l'azione	IT	624
12	dto.	GR	400
13	Egalité des chances et formation professionnelle en Espagne, en Grèce et au Portugal	FR	1 200
14	dto.	GR	319
15	Egalité des chances et formation professionnelle en Grèce	GR	300
16	Lige muligheder og erhvervsuddannelse Fem år efter ... Erhvervsuddannelsesforanstaltninger for kvinder i Det europæiske Fællesskab	DA	300
17	Chancengleichheit und Berufsbildung Fünf Jahre danach ... Berufsbildungsmaßnahmen für Frauen in der Europäischen Gemeinschaft	DE	700
18	Equality of opportunity and vocational training Five years on ... Vocational training measures for women in the European Community	EN	800
19	Egalité des chances et formation professionnelle Cinq ans après Actions de formation professionnelle en faveur des femmes dans la Communauté européenne	FR	800

Nr. Nr. No. No. Num.progr. Nr. ΑΔΥΣ.	T i t e l T i t e l T i t l e T i t r e T i t o l o T i t e l Τ ί τ λ ο ς	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No.of copies Tirage Tiratura Oplage Αντίτυπα
20	Gelijke kansen en beroepsopleiding Vijf jaar na dato ... Maatregelen op het gebied van de beroeps- opleiding voor vrouwen in de Europese Gemeenschap	NL	300
21	Berufsbildungsbedürfnisse in Landgemeinden	DE	628
22	Vocational training needs in rural communities	EN 2nd edition	100
23	I fabbisogni di formazione professionale delle collettività rurali	IT	426
24	De behoeften aan beroepsopleiding van de plattelandsbevolking	NL	424
25	dto.	GR	214
	<u>Vocational training systems</u> <u>Description of the vocational training</u> <u>systems:</u>		
26	Denmark	DE 2nd edition	230
27	Netherlands	DE 2nd edition	230
28	Belgium	EN 2nd edition	230
29	Denmark	EN 2nd edition	200
30	Luxembourg	EN 2nd edition	200
31	Ireland	EN 2nd edition	230
32	Netherlands	EN 2nd edition	230
33	United Kingdom	EN 2nd edition	320

Nr. Nr. No. No. Num.progr. Nr. Αριθ.	T i t e l T i t e l T i t l e T i t r e T i t o l o T i t e l Τ ί τ λ ο ς	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No.of copies Tirage Tiratura Oplage Αντίτυπα
34	Belgium	FR 2nd edition	220
35	Denmark	FR 2nd edition	180
36	Ireland	FR 2nd edition	520
37	Das berufliche Bildungswesen in der Bundesrepublik Deutschland	DE 2nd edition	550
38	La formation professionnelle en République fédérale d'Allemagne	FR	540
39	Erhvervsuddannelsessystemet i Forbundsrepublikken Tyskland	DA	314
40	De beroepsopleiding in de Bondsrepubliek Duitsland.	NL	313
	<u>Technological development and vocational training</u>		
41	Entwicklungen und künftige Anwendungen der Robotik	DE	500
42	Robotics developments and future applications	EN	750
43	Technologische Veränderungen, Beschäftigung, berufliche Qualifikationen und Ausbildung	DE	520
44	Technological change, employment, qualifications and training	EN	520
45	Le changement technologique, l'emploi, les qualifications et la formation	FR 2nd edition	517
46	Evoluzione tecnologica, occupazione, qualifiche e formazione	IT	529

Nr. Nr. No. No. Num.progr. Nr. Αριθ.	T i t e l T i t e l T i t l e T i t r e T i t o l o T i t e l Τ ί τ λ ο ς	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No.of copies Tirage Tiratura Oplage Αντίτυπα
47	De technologische verandering, de werkgelegenheid, de beroepskwalificaties en de opleiding	NL	604
48	dto.  <u>Small and medium enterprises</u>	GR	204
49	Probleme der Berufsbildung in kleinen und mittleren Unternehmen Seminarbericht  <u>Continuing education and training</u>	DE	770
50	Weiterbildung als Vorbeugung gegen Arbeitslosigkeit	DE 2nd edition	266
51	Continuing training as a means of preventing unemployment	EN	1 317
52	La formation continue comme action préventive du chômage	FR	500
53	Den vedvarende uddannelse og arbejdsmarkedet Kortfattet rapport	DA	300
54	Weiterbildung und Arbeitsmarkt Zusammenfassender Bericht	DE	800
55	Continuing education and training and the labour market Synthesis report	EN	1 500
56	La formation continue et le marché du travail Rapport de synthèse	FR	1 500
57	dto.	GR	300

Nr. Nr. No. No. Num.progr. Nr. Αριθ.	Titel Titel Title Titre Titolo Titel Τίτλος	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No.of copies Tirage Tiratura Oplage Αντίτυπα
58	Formazione continua e mercato del lavoro Relazione di sintesi	IT	400
59	Permanente beroepsopleiding en arbeidsmarkt Samenvattend verslag  <u>Training of trainers</u>	NL	400
60	Formazione professionale dei giovani Situazione professionale e formazione dei formatori nella Comunità europea - Relazione di sintesi -	IT	532
61	Das Ausbildungspersonal in der Berufsbildung für die Jugend im Vereinigten Königreich  <u>Job creation schemes</u>  <b>Berufsbildung und Arbeitsbeschaffungsprogramme</b> <b>Vocational training and job creation schemes</b> <b>Formation professionnelle et programmes</b> <b>de création d'emplois</b> <b>in/en</b>	DE	300
62	Belgium	DE	220
63	Belgium	EN	220
64	Belgium	FR	200
65	Denmark	DE	200
66	Denmark	EN	240
67	Denmark	FR	150
68	Federal Republic of Germany	DE	470
69	Federal Republic of Germany	EN	270
70	Federal Republic of Germany	FR	200

Nr. Nr. No. No. Num.progr. Nr. Αριθ.	Titel Titel Title Titre Titolo Titel Τίτλος	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No.of copies Tirage Tiratura Oplage Αντίτυπα
71	France	DE	470
72	France	EN	270
73	France	FR	200
74	Greece	DE	190
75	Greece	EN	230
76	Greece	FR	100
77	Ireland	DE	190
78	Ireland	EN	260
79	Ireland	FR	100
80	Italy	DE	220
81	Italy	EN	220
82	Luxembourg	DE	180
83	Luxembourg	EN	210
84	Luxembourg	FR	150
85	Netherlands	DE	230
86	Netherlands	EN	230
87	United Kingdom	FR	150
88	United Kingdom	DE	270
89	United Kingdom	EN	350
90	United Kingdom	FR	200
	<u>Regional development</u>		
91	Vocational training and regional development - France	EN	103
92	Formation professionnelle et développement régional - France	FR	259
93	Formazione professionale e sviluppo regionale - Francia	IT	107

Nr. Nr. No. No. Num.progr. Nr. Αριθ.	Titel Titel Title Titre Titolo Titel Τίτλος	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No.of copies Tirage Tiratura Opilage Αντίτυπα
94	Formazione professionale e sviluppo regionale - Italia	IT	250
95	Vocational training and regional development - United Kingdom	EN	200
96	Formation professionnelle et développement régional - Royaume-Uni	FR	110
97	Formazione professionale e sviluppo regionale - Regno Unito	IT	109
	<u>Migrant workers</u>		
98	Pour une formation d'animateurs-formateurs issus de la migration: Analyse d'une expérience et guide pour l'action	FR	1 248
	<u>Bibliographies/documentation</u>		
99	Observation du marché du travail et formation - France Dossier documentaire	FR	207
100	In-company training in Ireland Documentary dossier	EN	150
101	Vocational and educational training in the United Kingdom A basic annotated bibliography	EN	935
102	Vocational education and training in the United Kingdom A basic annotated bibliography	EN 2nd edition -	300
	<u>Others</u>		
103	CEDEFOP "et overblik"	DA	1 000
104	CEDEFOP "Auf einen Blick"	DE	2 000
105	CEDEFOP "At a glance"	EN	2 000

Nr. Nr. No. No. Num. progr. Nr. Αριθ.	T i t e l T i t e l T i t l e T i t r e T i t o l o T i t e l Τ ί τ λ ο ς	Sprog Sprachversion Language Version Linguistique Versione linguistica Taal Γλώσσα	Uplag Auflage No. of copies Tirage Tiratura Oplage Αντίτυπα
106	CEDEFOP "en bref"	FR	2 000
107	CEDEFOP "με μια ματιά"	GR	1 000
108	CEDEFOP "In breve"	IT	1 000
109	CEDEFOP "In een oogopslag"	NL	520
110	Årsberetning 1984	DA	200
111	Jahresbericht 1984	DE	1 000
112	Annual Report 1984	EN	1 000
113	Rapport annuel 1984	FR	1 000
114	Rapport annuel 1984	GR	200
115	Relazione annuale 1984	IT	300
116	Jaarverslag 1984	NL	300
117	Retningslinjer for CEDEFOP's Arbejder 1986 - 1988	DA	550
118	CEDEFOP Leitlinien 1986 - 1988	DE	1 076
119	CEDEFOP Action Guidelines 1986 - 1988	EN	1 083
120	Lignes directrices du CEDEFOP 1986 - 1988	FR	1 067
121	Linee d'azione per le attività del CEDEFOP 1986 - 1988	IT	550
122	Beleidslijnen voor de werkzaamheden van het CEDEFOP 1986 - 1988	NL	550
123	Κατευθυντήριες Γραμμές 1986-1988	GR	543
124	Directrices para los trabajos del CEDEFOP 1986 - 1988	ES	523
125	Linhas de acção para os trabalhos do CEDEFOP em 1986 - 1988	PT	550
126	CEDEFOP "sumario"	ES	1 000
127	CEDEFOP "sumario"	PT	1 000



**CEDEFOP - European Centre for the Development of  
Vocational Training**

**Annual Report 1985  
1986 - 88 p. - 16 x 20 cm  
DA, DE, EN, ES, FR, GR, IT, NL, PT**

# **Annual Report 1985**

**CEDEFOP**

## **Annex 1**

### **Survey of projects 1985**







# **European Centre for the Development of Vocational Training**

# Annual Report 1985

## Annex 1

# CEDEFOP

### **Survey of projects 1985**

Annex 1 – Annual Report 1985

adopted by the Management Board on 7 March 1986

European Centre for the Development of Vocational Training  
Bundesallee 22, **D-1000 Berlin 15**, Tel. (030) 88 41 20

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## **SURVEY OF PROJECTS 1985**

### **The project outputs are classified as follows:**

**W.D.: Working document**

(Document to serve as a basis for a meeting or as a progress report on work currently being pursued).

Limited dissemination.

**P.P.: Publication in preparation**

(Document with finalized content, currently in production: translation, graphic design, in print).

Not yet published but intended for publication and dissemination.

**P.: Publication**

(Printed or repro document after completion of production).

Currently being disseminated.

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Theme–Project Type of Project	In Charge	Objectives
<b>(1305)</b> <b>“Vocational Training”</b> <b>(periodical publication)</b>	D. Guerra	To provide those with responsibility for decision-making in the field of vocational training with an instrument for better understanding problems and supporting the decision-making process.  To promote a broader-based exchange of views and ideas within the Community framework.
<b>(1805)</b> <b>“CEDEFOP news”</b> <b>(periodical)</b>	N. Wollschläger	To make available to a wide readership concise information on topical vocational training issues.
<b>(1915)</b> <b>“CEDEFOP flash”</b> <b>(ad hoc publication)</b>	B. Möhlmann	To inform readers promptly on topical issues and the results of the Centre’s activities.

Countries concerned	Achievements 1985	Output W.D. - P.P. - P.
12 countries	<p>12 meetings of the Editorial Committee.</p> <p>Establishment of a network of publishing houses with a view to selecting publications warranting bibliographical fiches.</p> <p>Announcement of intention to launch a cooperation network of specialized journals.</p> <p>Implementation of campaigns to promote the sale of subscriptions in certain countries (November 1985: 2,365 chargeable subscriptions).</p>	<p>P. No. 17 (July 1985) "A propos young people . . ."</p> <p>No. 18 (September 1985) "CEDEFOP, ten years on" (special issue)</p> <p>No. 19 (December 1985) DOSSIER: Adult Training</p>
10 Member States	<p>Enlargement of the network of correspondents.</p> <p>Awareness-raising among the readership of the importance of supplying information.</p> <p>Completion of a survey of readers.</p>	<p>P. No. 9 in 6 languages No. 11 in 7 languages No. 12 in 7 languages No. 13 (special issue) in DE, EN, FR</p> <p>P.P. No. 14 (1/86) in 5 languages No. 15 (2/86) in 5 languages</p>
10 Member States	<p>Preparation of reports by the Directorate and the vocational training experts.</p> <p>Printing and dissemination of information bulletins.</p> <p>Management of the mailing list.</p>	<p>P. No. 4: 1985 work programme (January)</p> <p>No. 5: cost and funding of vocational training measures (March)</p> <p>No. 6: documentary information—library and documentation centre (May)</p> <p>No. 7: promoting cooperation among research and development institutions engaged in the field of vocational training (June)</p> <p>No. 8: training, employment and integration of the disabled (July)</p> <p>No. 9: terminology of vocational training (October)</p> <p>No. 10: synthesis report on the proceedings and findings of the conference held at CEDEFOP on 10 and 11 September 1985 on alternance training: training contracts for young people in the European Community (November)</p> <p>No. 11: By profession: equal opportunities adviser (November)</p>

Theme–Project Type of Project	In Charge	Objectives
<p><b>(1105)</b> <b>Documentation</b> <b>(permanent activity)</b></p>	<p>J. M. Adams, G. Chomé</p>	<p>To run a network with a twofold purpose: to provide the Centre with up-to-date, selected and specialized documentation and to disseminate documentation and information within the Member States.</p>
<p><b>(1005)</b> <b>Vocational training</b> <b>terminology</b></p>	<p>B. Linshöft- Stiller</p>	<p>To facilitate communication and exchange in the field of vocational training by establishing a common language.</p>
<p><b>(1815)</b> <b>Audiovisual information</b> <b>media</b></p> <p><b>1. Films</b></p>	<p>N. Wollschläger</p>	<p>To develop audiovisual media to present the results of the Centre's activities on training systems.</p>
<p><b>2. Slide show on “CEDEFOP</b> <b>and its activities”</b> <b>(audiovisual)</b></p>	<p>D. Guerra</p>	<p>To supply an efficient and direct instrument for informing third parties, in particular visitors to the Centre, on the Centre and its activities.</p>

Countries concerned	Achievements 1985	Output W.D.-P.P.-P.
10 Member States	<p>One meeting of the network of correspondents.</p> <p>One feasibility study with a view to establishing a documentary information centre in Greece.</p> <p>Establishment of an experimental database containing one thousand bibliographical references and preparation of an evaluation study thereon.</p>	<p>P. Selective bibliography on v.t. in the UK</p> <p>P. Selective bibliography on v.t. (2nd edition) in DK, F, I, IRL</p> <p>P. Documentation dossier by country: v.t. and observation of the labour market in I and IRL</p> <p>P. Selective bibliography: training provision for the disabled</p> <p>P.P. Annotated bibliographies by country: financing of v.t. in D, DK, F, I, IRL, UK</p> <p>P.P. Basic bibliographies by country on v.t. in B, D, NL</p> <p>W.D. Dossier by country on training provision for managers of SMEs in D, DK, F, UK</p> <p>W.D. Feasibility study on a database drawing on the 1985 experiment</p> <p>P.P. Thesaurus on vocational training (DE, EN, FR, IT)</p>
10 Member States	<p>Organization of 9 meetings to coordinate the work of WG 6, the terminology working group of the GIIT.</p>	<p>W.D. Dossier "Basic concepts of vocational training"</p> <p>P. CEDEFOP flash N° 9/85</p>
5 Member States	<p>Production of 5 films on vocational training in B, IRL, I, NL, and UK.</p> <p>Two meetings to prepare a standard introduction and brochures to support each film.</p>	<p>P. Films on I, NL, B, IRL and UK</p> <p>P.P. Brochures to support the films</p>
9 Member States	<p>Audiovisual slide show "CEDEFOP and its activities" in FR, EN, NL, IT, ES, DE.</p> <p>Script and audiovisual design by the Centre, technical production in cooperation with the ILO Centre in Turin.</p>	<p>P. Black-and-white brochure in all languages</p> <p>P. Slide show (slides and cassettes) in FR, EN, NL, IT, ES, DE</p>

Theme–Project Type of Project	In Charge	Objectives
<p><b>(1905)</b> Community study visit programme (permanent activity)</p>	D. Guerra	<p>To provide vocational training specialists with opportunities to familiarize themselves with specific aspects of vocational training policy and provision in other Member States.</p> <p>To promote a continuous exchange of information.</p> <p>To sustain the flow of information among Member States on innovative measures and priority considerations of the Community with regard to vocational training policy.</p>
<p><b>Theme 1: Young People</b> <b>(3105)</b> Social and occupational integration of young people (local and regional initiatives)</p>	J. M. Adams, B. Sellin	<p>To observe and draw insight from initiatives taken at regional or local level to promote cooperation between government institutions and private-sector organizations with a view to improving the training provision for young people.</p>
<p><b>(3705)</b> Training for young people in local job-creation initiatives (comparative study and exchange of experience)</p>	B. Sellin	<p>To exploit the experience gained with training initiatives linked with measures to promote new forms of employment for young people.</p>
<p><b>(4705)</b> Alternance training contracts (comparative study)</p>	B. Sellin	<p>To formulate proposals for developing alternance training contracts.</p>

Countries concerned	Achievements 1985	Output W.D. - P.P. - P.
10 Member States	<ol style="list-style-type: none"> <li>1. Seminar with the national liaison officers with a view to ensuring continuous information on the development of the programme.</li> <li>2. Preparation and publication of an ad hoc information bulletin on the programme with a view to ensuring continuous information on the development of the programme.</li> <li>3. Implementation of 26 visits in the Member States for 96 vocational training specialists from 10 Member States.</li> </ol>	<p>W.D. Working document (IT, FR, EN, DE)</p> <p>P. 3 issues (FR, EN, DE, IT)</p> <p>W.D. Provisional document analysing the experiment (IT)</p>
6 Member States (F, DK, UK, IRL, NL, D)	4 meetings of the working group, including one to discuss the draft final report.	<p>W.D. - Interim report in 3 languages</p> <p>W.D. - 2 supplementary case studies (EN, FR)</p> <p>W.D. - Draft final report (guide for practitioners) (EN, FR)</p>
7 Member States B, D, DK, F, I, IRL, NL	Organization of 4 workshops.	P.P. Practical guide for practitioners
10 Member States	<p>Exploitation and publication of the findings.</p> <p>Support for cooperation between neighbouring countries in providing training for young people.</p>	<p>P. Final report (DE, FR, IT)</p> <p>P. "CEDEFOP flash", No 10/85</p> <p>W.D. Feasibility study on innovative measures in vocational training provision for young people in Nijmegen (NL) and Cleves (D)</p> <p>W.D. Feasibility study on innovative measures in vocational training provision for young people in Berlin (D) and Calabria (I) in the hotel and catering industry</p>

Theme–Project Type of Project	In Charge	Objectives
<b>Theme 2: Equal opportunities and vocational training (4605)</b> "Evaluation of the Community action programme on equal opportunities, 1982 – 1985"	M. Pierret	To evaluate standard and specific vocational training provision for girls and women.  To formulate recommendations.
<b>(4605)</b> The professional profile of the equal opportunities counsel- lor	M. Pierret	To analyse the professional profile and training of equal opportunities counsellors.
<b>Theme 3: Migrants (4305)</b> Significant measures	D. Guerra	To conclude the project and disseminate information on its results.  To disseminate information with a view to stimulating thought and debate on this problem complex.
<b>(4305)</b> Migrants: Women	D. Guerra	To provide support to agencies engaged in the field of vocational training provision for women.
<b>(4305)</b> Training situation for young foreigners within the Community framework	D. Guerra	To conclude the project work and disseminate the results.
<b>(4305)</b> Young migrants as trainers/ group leaders (pilot project)	D. Guerra	To support experimental work to promote the social and occupational advancement of young people with migrant family backgrounds.
<b>(4305)</b> Socio-occupational integration (pilot project)	D. Guerra	To provide technical support for evaluating a pilot pro- ject intended to promote the socio-occupational advancement of young migrants.

Countries concerned	Achievements 1985	Output W.D. - P.P. - P.
All Member States	Publication relating to the evaluation conference held in September 1984.	W.D. Proceedings of the conference (DE) P. Synthesis and recommendations (DA, DE, EN, FR, NL) P.P. as above
All Member States	Study on the participation of girls in training programmes intended for young people in general.	W.D. Study report (DE, EN, FR)
All Member States	Survey (400 questionnaires) Conference, October	P. "CEDEFOP flash", N° 11/85 W.D. Conference Report (FR)
B, D, F, I, UK	Synthesis report based on the country reports	P.P. Report (DE, FR)
D	Report "Vocational training provision for migrant workers in the FRG", edited in cooperation with the Friedrich Ebert Foundation.	P. Report (DE)
10 Member States	Preparation of a selective bibliography on vocational training measures for women.	W.D. Interim report (FR)
B, L, DK, F, UK	Exploration of the vocational training situation for young foreigners in Belgium, Luxembourg, Denmark, France and the United Kingdom	P. Reports: B: FR, EN, DE, IT L: FR, EN, DE, IT D: FR, EN, DE, DA F: FR, EN, DE, IT UK: FR, EN, DE, IT  Syntheses: In six languages (FR, EN, IT, DE, NL, DA) one for each of the above Member States
B, I, CH	Pilot project in cooperation with ILO (Geneva). Publication of a manual for pilot projects.	P. Manual (FR, DE)
I	Pilot project in cooperation with ENAIP, Stuttgart, "Occupational integration of young people with migrant family backgrounds": analysis of the experimental work, forum meeting with the "partners" participating in the project.	P.P. Report (DE)



Theme–Project Type of Project	In Charge	Objectives
<b>(4305)</b>	D. Guerra	To draw attention to a German pilot project based on distance training which has led to employment for 90% of those participating, i.e. more than 900 unemployed teachers.
<b>(4305)</b> <b>Migrants:</b> Vocational training and voluntary return	T. Bertzeletou	To promote vocational training and integration into working life for second-generation migrants in both the country of origin and the host country.
<b>Theme 4:</b> <b>The Disabled</b> <b>(3505)</b> "The Disabled"	T. Bertzeletou	To promote vocational training and the social integration of the disabled.
<b>Theme 5:</b> <b>Continuing training</b> <b>(3305)</b> Distance training	D. Guerra	<p>To monitor the development of distance training provision on the basis of a flexible study.</p> <p>To provide support in research and the implementation of distance training.</p> <p>To contribute towards developing research activities into solutions to problems encountered by social groups disadvantaged by geographic or social segregation.</p> <p>To examine, with experts, hypotheses concerning the establishment of a cooperation network.</p>
<b>(4105)</b> Continuing training and the labour market	J. M. Adams, B. Sellin	To advance reflection and the exchange of information on trends in adult education/training.
<b>Theme 6:</b> <b>Technological Advance and Qualifications</b> <b>(2205)</b> Development of qualifications to keep pace with technological advance	G. Dupont, B. Sellin	To contribute towards establishing a mechanism for monitoring occupations and qualifications.

Countries concerned	Achievements 1985	Output W.D. – P.P. – P.
I, E, P	<p>Launching of an action study on the transferability of a distance training model for unemployed teaching personnel.</p> <p>Preparation of one report.</p> <p>3 conferences.</p>	W.D. Working document (FR, DE)
D, GR	<p>Workshop.</p> <p>Launching of a study (working document) scheduled for the 2nd quarter of 1986.</p>	W.D. Working document
10 Member States	<p>Organization of a European conference on "Training, employment and integration of the disabled".</p> <p>Report on the above conference currently in preparation.</p>	<p>P.P. Report (DE, EN, FR)</p> <p>P. "CEDEFOP flash" N° 8/1985</p>
I	<p>Survey of distance training provision in Italy prepared in cooperation with the Pastore Foundation.</p>	<p>P. Report (IT)</p> <p>Synthesis report (IT, DE, EN, FR)</p>
10 Member States and E, P	<p>Selective bibliography: distance training in Europe, prepared in cooperation with the International Centre for Distance Learning (Open University).</p>	<p>P. Bibliography (EN, FR)</p>
10 Member States	<p>Distance training for specific groups in cooperation with the Bundesinstitut für Berufsbildung.</p> <p>1 seminar, 2 reports:</p> <p>Experience gained with distance training for the unemployed; distance training for migrant workers.</p>	W.D. Report (DE)
I, F, B, UK, D	<p>Workshop in cooperation with the Commission of the European Communities to outline activities for 1986–1988.</p>	W.D. Working document (IT, EN, FR, DE)
10 Member States	<p>Preparation of the dossiers for "Vocational Training", no. 19.</p>	<p>W.D. Report on the 1984 conference</p> <p>P. Summary in 7 languages</p>
10 Member States	<p>3 workshops in cooperation with FAST.</p> <p>Meeting on the interim reports.</p>	<p>W.D. Case study on flexible manufacturing (FR)</p> <p>W.D. Interim reports (FR)</p>

Theme – Project Type of Project	In Charge	Objectives
<b>(3405)</b> Introduction of computer vision in industrial and control robots	W. McDermott	To compile information on the probable impact of robot technology on training and employment in the next five years (in particular as a result of computer vision).
<b>(4205)</b> Small and medium enterprises (including cooperatives), network activation function	G. Dupont	To develop proposals for vocational training and other measures to promote the establishment and sustenance of SMEs within a changing economic context.
<b>(4605)</b> Training measures to support the introduction of new technologies in office work	M. Pierret	To identify well developed programmes. To develop a concept.  To draw attention to successful approaches
<b>Theme 7: Regional development and job creation</b> <b>(4615)</b> Vocational training as a factor of regional development	M. Pierret	To explore the experience gained in regions undergoing a process of economic restructuring, in particular those assisted by Community financial support.
<b>(4715)</b> Vocational training and job-creation programmes	B. Sellin	To identify obstacles to developing integrated programmes for vocational training and job-creation.

Countries concerned	Achievements 1985	Output W.D. - P.P. - P.
7 Member States	Organization of a workshop on the basis of a pilot study on computer vision, November 1985. The final report is to be published in 1986.	P. Robot developments and future applications (EN, DE) P.P. as above (IT)
10 Member States	Feasibility study on the establishment of an information and exchange network of SMEs. Survey of training provision for managers of SMEs. Meetings with a group of SME representatives in Genoa and Lyon, December.	W.D. Working document (FR, EN) W.D. Working document (EN) W.D. Preparatory documentation for the meetings (FR, IT) W.D. Dossiers by country: Training provision for managers of SMEs—D, DK, F, UK
F, I, D, UK	Comparative study of specific programmes.	W.D. Study report (DE) W.D. Country monographs (DE, EN, FR, IT)
F, I, D	Comparative study of corporate training provision	P.P. Synthesis report
All Member States	Preparation of a second forum. Meeting in Glasgow (5 Member States)	P.P. Proceedings and regional monographs from the first forum (1984) (EN, FR) P. Regional development and vocational training: experience gained and prospects (DE, EN, FR, IT) W.D. Vocational training instruments in economic restructuring strategies W.D. Analysis grid for a regional stocktaking P. "CEDEFOP flash", N° 11/85
10 Member States	Publication of the synthesis report. Organization of a conference.	P.P. Synthesis report (DE)

Theme – Project Type of Project	In Charge	Objectives
<b>Theme 8:</b> <b>Training of Trainers</b> <b>(4115)</b> <b>Training of Trainers</b>	J. M. Adams	To present a survey of the professional standing and training of training personnel, in particular in connection with alternance training and the changes resulting from the introduction of new technologies.
<b>Theme 9:</b> <b>Training systems and structures</b> <b>(3225)</b> <b>Financing of vocational training, comparative study</b>	G. Dupont, B. Sellin	To contribute towards understanding the mechanisms whereby vocational training is funded.
<b>(3715)</b> <b>Approximation of training levels, comparative and methodology study</b>	B. Sellin, G. Dupont	To provide the technical basis for developing initiatives to establish the comparability of qualifications at level 2 in the structure.
<b>(4215)</b> <b>“Guide to training systems”</b> <b>(National monographs describing training systems, comparative study)</b>	G. Dupont, M. Adams, B. Möhlmann	To provide interested parties with the information required for understanding the functioning of different training systems.
<b>Theme 10:</b> <b>Methodologies and instruments of comparative evaluation</b> <b>(3805)</b> <b>Methodologies and instruments of comparative evaluation</b>	N. Wollschläger	To facilitate the comparison of results of demonstration projects implemented in the Member States, drawing conclusions for vocational training.

Countries concerned	Achievements 1985	Output W.D. - P.P. - P.
9 Member States	<p>Workshop on the problems of trainers, especially in-firm trainers, May 1985.</p> <p>National conference in Greece.</p>	<p>P. Synthesis report (IT)</p> <p>P.P. Synthesis report (GR)</p> <p>W.D. Working document for training managers (EN, FR, DE)</p> <p>W.D. Conference report (EN, FR)</p> <p>W.D. Discussion document, "A European training manager" (EN)</p>
10 Member States	<p>Meeting to finalize the first phase of work.</p> <p>Establishment of country monographs, 9 countries.</p> <p>Cooperation with the Statistical Office Luxembourg.</p>	<p>P. "CEDEFOP flash", N° 5/1985</p> <p>W.D. 9 country monographs in the original language and EN</p> <p>W.D. Working document on definition problems (EN, FR)</p>
10 Member States	<p>Extension of all work to include Greece.</p> <p>Finalization of the work undertaken by the agriculture/horticulture/forestry group.</p>	<p>P. Report on the work of the agriculture/horticulture/forestry group</p>
12 Member States	<p>Completion of the monograph on ES.</p> <p>Preparation of the monograph on P.</p> <p>Updating of monographs on B, DK, I, IRL, UK, NL, F, GR.</p> <p>Preparation of the monograph on D.</p> <p>Development of a comparative analysis grid.</p> <p>Development of a training package on project evaluation.</p>	<p>P.P. Monograph (Original language and FR)</p> <p>P.P. Monograph (DE, EN)</p> <p>P.P. New editions of the monographs (Original language)</p> <p>P. Monograph D (DE)</p> <p>P.P. As above (EN, FR)</p> <p>W.D. Draft training package for intending evaluators (FR)</p>



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