

Responsible publisher:

Ernst Piehl, Director
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 Enrique Retuerto de la Torre, Deputy Director

Editors:

Bernd Möhlmann, Tel.: (030) 884 12 147
 J. Michael Adams, Tel.: (030) 884 12 125

NEW LEGISLATION

on vocational education, training and employment

Greece

In February the Greek Parliament adopted new legislation proposed by the Ministry of Education on Vocational Education and Training (VET). This framework legislation is based on proposals by an ad hoc committee aimed at modernising the VET system and its preparation for the impact of the Single European Market and Community activities on mutual recognition, and comparison of qualifications. The committee published its report in 1991 (Epitropi Idikon).

The general philosophy underlying the committee's proposals and the new law is to complement the existing network of vocational education schools, which operates within the formal education system, with a flexible network of public and private training centres.

The new policy is based on three principals:

- **Decentralization.** Emphasis is placed on decentralizing delivery. The current system, although it has an extensive school network, cannot maintain the same training quality throughout the country. Certification is time-based which means that there are no national qualification standards. A diploma awarded by an under-staffed and under-equipped school in the countryside (a common situation) has the same face value as a diploma awarded by schools in Athens or

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France

Adopted against a background of economic recession, the **law of 31 December 1991 on vocational training and employment** aims to improve employment and vocational training policies. It confirms the national interprofessional agreement of 31 July 1991 on training and occupational advancement.

The present training system is modified in four areas:

- financial contribution of enterprises;
- training opportunities for workers;
- methods of negotiation and consultation on training;
- measures concerning the integration of young people.

Over the past twenty years legislation in France has compelled enterprises employing more than ten workers to fund training to an amount equal to a certain percentage of total labour costs. The new law raises this percentage from 1.2% to 1.4% in 1992, increasing to 1.5% in 1993. The law also obliges enterprises employing less than ten workers, self-employed workers and the professions to fund training.

Enterprises employing less than ten workers must contribute 0.15% of total labour costs annually to a body appointed by the State. The self-employed and the professions contribute annually 0.15% of the amount paid to the social security system. This increases signifi-

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Additional results of comparability work

in the sectors "Textile" and "Commerce" have been published in the Official Journals of the EC. Results for the following 9 sectors at skilled-worker level have been published:

- Hotel and Catering Industry**
OJ No. C 166 of 3.07.89
- Motor Vehicle Repair**
OJ No. C 168 of 3.07.89
- Construction**
OJ No. C 292 of 20.11.89
- Electrical/Electronics**
OJ No. C 321 of 22.12.89
- Agriculture**
OJ No. C 83 of 2.04.90
- Textile/Clothing**
OJ No. C 253 of 8.10.90
- Metal**
OJ No. C 196 of 20.07.91
- Textile Industry**
OJ No. C 318 of 7.12.91
- Commerce**
OJ No. C 42 of 17.02.92

The Official Journals can be obtained in nine languages (DA, DE, EN, ES, FR, GR, IT, NL, PT) from the Sales Offices of the European Communities.

Results for the

- Clerical/Administration, Banking and Insurance
 - Chemical Industry
- sectors will be published in the near future.

Tables for the following sectors:

- Tourism
 - Transport
 - Food Industry
 - Public Works/Civil Engineering
 - Printing/Media
 - Wood
 - Iron/Steel
 - Leather
- are in preparation.

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flash



CEDEFOP

SPECIAL

1/92

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from the social partners and the Member States. It is provided free of charge upon request. Articles with a source reference do not necessarily reflect the views of CEDEFOP. Unsolicited manuscripts, books and other material will be carefully examined and assessed. Requests for contacts, news of forthcoming conferences and other information would be welcomed. For this, however, CEDEFOP bears no responsibility

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Saloniki, where the training resources and conditions are considerably better. It is proposed to decentralize assessment and certification, in the context of a national competence-based qualification scheme.

● **An active role for the social partners.** The new law will require a consensus among the social partners in the planning, assessment and certification of training and on the training of trainers. This will result in training curricula that are much more **occupation specific** than the current ones, and are also more compatible with the skills needed in the labour market.

● **Flexibility.** In accordance with European trends the flexibility in training provision and delivery systems are emphasized. The new VET system will provide accredited training to many target groups (school students, graduates, workers, etc.) through a flexible extensive network of training units (public and private) delivering initial, basic, further, continuing training and retraining in a variety of ways, e.g. modular, distance, part-time, open-, alternance and block training.

Source: Pedagogical Institute

Additional results of comparability work

Work on examining all 19 sectors selected should be completed by the end of 1992.

The Commission of the European Communities, Task Force: Human Resources, Education, Training and Youth (TFHR) is about to publish a **handbook, "Comparability of vocational training qualifications"** in nine languages. This handbook may be obtained free of charge from the Commission of the European Communities - TFHR, B-1049 Brussels, Tel.: + 32 2 235 11 11; Fax: 235 72 95.

A **"CEDEFOP document"** entitled "The EC Programme Comparability of vocational qualifications - aims, working methods, evaluation" has been published in English, French and German and may be obtained at a price of ECU 5.50 from the Sales Offices of the European Communities.

The national coordinating bodies, the addresses of which may be obtained on request, publish information on all occupational profiles published to date in the Official Journal of the European Communities.

Project coordinator in CEDEFOP:
Burkart Sellin,
Tel. +4930 884 12-120 or 191.
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cantly the funds available to small and medium-sized enterprises for training purposes. Three million workers in enterprises employing less than ten employees will have a sum of some 360 million French Francs at their disposal for training purposes.

The law also adds to the rights of employees through establishing leave for skills analysis and by making provision for training outside working time, known generally as co-investment training.

Other provisions broaden the area of negotiation which takes place every five years in the occupational sectors and methods of consultation with the works councils.

Finally, two new labour contracts have been formulated for young people without qualifications. The guidance contract (CO) replaces the periods of initiation to working life (SIVP). The local guidance contract (CLO) for young people between the ages of 16 and 17 replaces the employment-solidarity contract. Both new contracts aim to assist young people without qualifications to formulate occupational goals leading to employment or to training resulting in recognized qualifications.

Source: Journal officiel of 4.1.1992/ Centre INFFO

CEDEFOP - workshops - meetings

Comparability of vocational training qualifications:

Berlin

27-28-29 April 1992
Timber/woodworking
(1st meeting)

20-21-22 May 1992
Leather (2nd meeting)

24-25-26 June 1992
Iron/steel (2nd meeting)

15-16-17 July 1992
Timber/woodworking (2nd meeting)

Project-coordinator:
Burkart Sellin

Working group meetings on various topics in the 1992 CEDEFOP work programme with a number of vocational training experts.

April 1992
Evaluation of vocational training within a territorial framework
Maria Pierret / Benoist Bazin

April 1992
Workshop: development of work to evaluate the SME Guides
Africa Melis

May 1992
Evaluation of vocational training within a territorial framework
Maria Pierret / Benoist Bazin

June 1992
Modalities and conditions for accessing vocational training (technical meeting)
Maria Pierret / Burkart Sellin

June 1992
Evaluation of vocational training within a territorial framework (Technical meeting: final validation of the project)
Maria Pierret / Benoist Bazin

June 1992
Role of enterprises in generating skills
Fernanda Oliviera-Reis

July 1992
Modalities and conditions for accessing vocational training
Maria Pierret / Burkart Sellin

Juli 1992
Evaluation of vocational training within a territorial framework: proposals for following up the evaluation work
Maria Pierret / Benoist Bazin

Directory of occupational profiles:

April 1992
Tourism
Duccio Guerra

April 1992
Metalworking/electronics
Benoist Bazin

April 1992
Audiovisual
Norbert Wollschläger

May 1992
Metalworking
Benoist Bazin

June 1992
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Benoist Bazin

June 1992
Environment
Gesä Chomé

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Egalité des chances

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1991, 85 pp.
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Prix: ECU 7

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EN/FR
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Prix: ECU 7

- Enquête sur la politique de formation continue dans les grandes entreprises
1991, 69 pp.
 HX-72-91-003-FR-C
Prix: ECU 7

- 431** Perspektiven der Weiterbildung - Zusammenarbeit in Ost- und Westeuropa
3. Europäischer Weiterbildungskongreß,
Berlin 14. und 15. März 1991
Kongreßdokumentation
1991, 133 pp.
 HX-72-91-625-DE-C
Prix: ECU 7

- Perspectives for continuing education and training - Cooperation between Western and Eastern Europe
3rd European Congress on Continuing Education and Training
Berlin, 14 - 15 March 1991
1991, 128 pp.
 HX-72-91-625-EN-C
Prix: ECU 7

- Perspectives de la formation continue - Coopération entre l'Europe de l'Ouest et de l'Est
3^e Congrès européen sur la formation continue,
Berlin, 14 - 15 mars 1991
1991, 136 pp.
 HX-72-91-625-FR-C
Prix: ECU 7

- 432** Formation continue en entreprise et métiers de la formation en République fédérale d'Allemagne
1991, 63 pp.
 HX-72-91-633-FR-C
Prix: ECU 7



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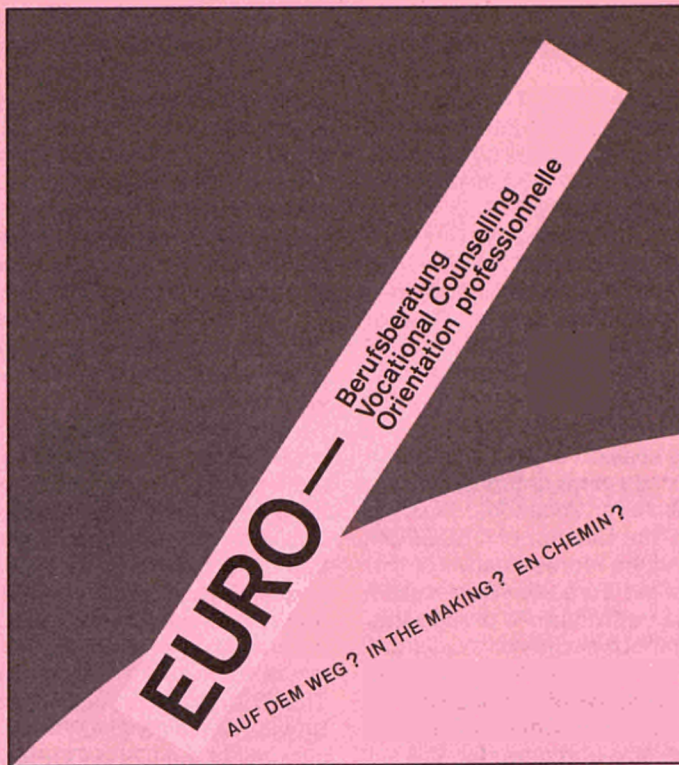
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Further steps towards giving vocational guidance a European dimension

It would be a platitude to state that the occupational guidance services in the Member States must leave their national enclaves and join forces with other Member States to meet young people's increasing demands for mobility. Certain steps have already been taken in this direction, in particular in border regions (see "Transnational vocational guidance and training for young people and adults", CEDEFOP 1991, available in English, French and German). Many further measures are in the planning or have been initiated in the EC Commission's PETRA II programme.

CEDEFOP sees its role in promoting such programmes for cooperation and exchange through its research and information activities (see CEDEFOP flash No. 3/90, 6/90 and 10/90).

It has been widely acknowledged that the most important and to date most neglected area is the offer of continuing training for vocational guidance counsellors in the Member States (or at least for certain groups of them), which would enable them to offer Community-oriented guidance in education, training and employment (see CEDEFOP flash No. 10/90).

In this context, two factors are indispensable:

- 1) formulation of a means of comparison between qualification structures and the relevant training programmes offered in the Member States,
- 2) development of continuing training models in line with the minimum requirements placed on vocational guidance by all Member States for the entire area of the Community.

With 1 above in mind, CEDEFOP undertook a comparative analysis of the occupational profiles in the sphere of guidance in the twelve Member States (see "Occupational profiles in vocational

guidance"), 12 national studies, which will shortly be published in their original language and English and a "synthesis report on the twelve national studies", which is in preparation.

These studies have given a detailed insight into requirements for the job, the qualifications needed, the national vocational guidance structures and various (mandatory and non-mandatory) training courses, and have thus created a good background for further tangible steps towards giving vocational guidance a European dimension.

With regard to 2 above, further training models "in a European dimension" may share joint standards, but depending on their suitability and as a result of their differing, usually post-graduate, training for the profession of guidance counsellor, have been evaluated and integrated differently in the various Member States.

CEDEFOP is presently formulating proposals for such continuing training models and upon completion will discuss these with the relevant national bodies with regard to their usability.

This will be parallel to research on the exchange programme for guidance counsellors in the PETRA II programme.

Project Coordinator in CEDEFOP: Gesa Chomé
Tel: +49 30 - 884 12 164

Editorial

CEDEFOP is pleased to present the first issue of **CEDEFOP Flash Special 1992**. This publication, which we hope to produce at least four times in three languages (EN, FR, DE) in 1992, should be seen as a supplement to CEDEFOP's other publications and the newsletter "Education and Training" published by the Task Force for Human Resources, Education, Training and Youth of the Commission of the European Communities (see page 8).

CEDEFOP Flash Special supplements this newsletter, in that:

- it attempts in brief reports to focus on CEDEFOP's own activities and on major activities in the Member States, with an indication of sources for further information;
- its target group extends not only to decision-makers, but also to training practitioners, and particularly to all those (trainers, trainees, etc.) involved in transnational activities in these fields.

CEDEFOP considers that **CEDEFOP Flash Special** would be particularly useful for those who are looking for individuals, organizations or institutions in other Member States, for co-operative projects, whether inside or outside the framework of existing Community programmes. CEDEFOP would therefore welcome (very) short items from anybody looking for such partners, or indeed other brief items of news for inclusion.

CEDEFOP will make every effort to ensure the accuracy of the information, and an overall balance during a year of publication. However, emphasis will be put on trying to respect publication deadlines, and to ensuring that items are published soon after the event to which they refer. It is clear, therefore, that no item can be considered to be a policy statement of the Centre, the Commission, other institutions of the European Communities, or national governments.

CEDEFOP Flash Special is available free of charge to all those interested. Requests to be placed on the mailing list, - should you not already be registered on it, - may be addressed to CEDEFOP, indicating which language version is required. Distribution will be organized by the Office for Official Publications of the European Communities in Luxembourg.

Ernst Piehl
Director
March 1992

The European conference on "Training for start-ups: Existing programmes and policies in the 12 Member States of the EC" at Madrid at the end of 1991 revealed the following:

- some one and a half million enterprises are set up every year within the Community;
- one third of new jobs are created in small enterprises starting up;
- the fatality rate of these enterprises after three years is around 40-50%;
- assessment shows that it is possible to reduce greatly the failure rate, through providing training and suitable advice (other start-up conditions being equal).

More detailed information is available in:

- CEDEFOP Flash No. 8/1991 in 9 languages
- **Training for small businesses in the European Community** (Guide to competency in the design and effect of training programmes) 1991, folder containing seven brochures Languages: DE, EN, ES, FR, IT Cat. No.: HX-59-90-451-EN-C ECU 20

The following documents are in preparation:

- 12 national reports, "CEDEFOP document"
- synthesis report, "CEDEFOP document"

Project coordinator in CEDEFOP:
Africa Melis, Tel. +4930-88412193

CEDEFOP/AM

Lisbon.

A centre of analysis and the exchange of ideas, experience and thoughts.

From 20-22 January 1992 'Training of Trainers' was the topic of a European and National Congress organized by the European Centre for the Development of Vocational Training (CEDEFOP) in cooperation with the Ministry for Employment and Social Security (M.E.S.S.) represented by the Institute for Employment and Vocational Training (IEFP) and the Interministerial Commission for Employment (CIME). It was attended by some 200 participants..

At the opening session of the European seminar, speeches were made by the Secretary of State for Vocational Training, Pinto Cardoso, the Director of CEDEFOP, Ernst Piehl, and the representative of the Commission of the European Communities, Rita Veiga da Cunha. 70 participants representing various bodies participated.

The first session dealt with issues concerning the interface between training bodies and industry with regard to the training of trainers. Discussion centred on concrete examples presented by French and Dutch experts.

The second session analyzed the trends in qualifications, profiles and skills for trainers based on the trends in current training practices, particularly with relation to the training of adults. Representatives from Germany and the United Kingdom

presented concrete examples from their countries.

The final session focussed on issues concerning the qualifications of trainers, from a variety of angles. Members of the CEDEFOP Management Board took part in this discussion.

The national meeting was organized jointly by CEDEFOP, IEFP and CIME. It was attended by 130 participants representing various bodies involved in issues concerning the training of trainers at national level, namely public administrations, employers and trade union confederations, industrial organizations and training bodies. There was broad debate on policies concerning the training of trainers in Portugal with participants from Italy, Ireland, Belgium and Germany.

The Scientific and Technical Information Service of MESS (SICT), the Portuguese member of the CEDEFOP documentary network, staged an exhibition of documents with CEDEFOP and other publications concerning the issue, contained in a catalogue drawn up for this purpose.

Additional information is published in 'CEDEFOP flash' no. 1/92 available in DE, EN, ES, FR and IT.

Project coordinator in CEDEFOP:
Fernanda Reis, Tel. +4930-88412186

CEDEFOP/FOR

1992 Work Programme adopted

On 6 December 1991, the **CEDEFOP Management Board** adopted the Work Programme 1992, comprising five main areas of activity:

- 1) Promoting the transparency of vocational qualifications and the free movement of persons by establishing Community-wide "comparabilities of vocational qualifications" and formulating "occupational profiles".
- 2) Research on the role of vocational training in bringing about "economic and social cohesion within the Community", particularly through the FORCE and PETRA Community programmes.
- 3) Support for the information flow, for Community publications and for setting up a documentation and communication network with a view to creating a "European vocational training area".
- 4) Contribution towards the on-going exchange of information between research institutions in order to encourage the transnational exchange of experts

and experience in the sphere of vocational training and thus to facilitate innovation in both initial and continuing vocational training.

5) Work as a forum for encouraging cooperation between the most important agents in vocational training, particularly the social partners, representatives of small and medium-sized enterprises and trainers.

The EC budgetary authorities have made some ECU 10.8 Million available to CEDEFOP in the **1992 budget**.

The Management Board, a quadripartite body representing employers, trade unions, national governments and the EC Commission, elected **Ms Anne Françoise Theunissen** as its **chairwoman**. In her capacity as representative of the Belgian trade unions she chaired the Management Board in 1989/90.

The Management Board plans to discuss **Guidelines for the future work of CEDEFOP** and to adopt these by the end of 1992 at the latest. An ad hoc group

has been formed to carry out the preparatory work. On 23 and 24 January 1992 a hearing of external experts and some CEDEFOP project coordinators took place in the Centre. Discussion focussed on "The Commission Memorandum on Vocational Training in the European Community in the 1990s", the role of CEDEFOP in implementing these political decisions and the evaluation and continuation of current working methods and topics presently being examined.

CEDEFOP/BM

On the eve of the 50th meeting of the CEDEFOP Management Board, the chairman of the Management Board and the Director of CEDEFOP invited a number of guests to a talk given by **Mr Emile Noël**, the President of the European University Institute in Florence who was for many years Secretary-General of the EC Commission, on "**Some Reflections on the Europe of Tomorrow**".

A brochure covering the event is available free of charge from CEDEFOP in all nine Community languages.

CEDEFOP/BM

A press conference was given by the **Vice President of the EC Commission, Mr Martin Bangemann**, in CEDEFOP on 20 December 1991.

In the light of the European Summit in the Netherlands which had just taken place, Mr Bangemann focussed on the topic "Europe after Maastricht":

- The process of integration in the '90s must encompass both economic and monetary union and political union. Attainment of the latter also required

progress towards a "Europe of Citizens", encompassing cultural, educational and social aspects.

- European union must also include other democratic states on this continent should these countries so desire and should they fulfil the requirements. Entry negotiations with Austria and Sweden are scheduled to commence in 1992 and it is possible that Finland and other EFTA countries may join their ranks. The "European Agreements" signed on 16 December 1991 with Poland, Czechoslo-

vakia and Hungary are also a first step towards the accession of these countries.

Both these topics were the subject of lively debate in which a high-ranking official from the Republic of Latvia also participated.

Ernst Piehl, the Director of CEDEFOP, made some introductory remarks at this event in CEDEFOP's Europa conference room which was packed to capacity on the eve of the Christmas holiday period.

CEDEFOP/EP

Bi- and multilateral relations

Sport Sciences Network

The first forum of the European Network of Sport Sciences in Higher Education took place recently in Lisbon and was attended by over 220 delegates from 145 institutions. The forum elected national representatives from each European Community Member State, and discussed in detail a proposed Charter.

The network undertakes a number of activities related to sport and tourism, adapted physical activity, sport history, health and fitness, sports and leisure management, and sports coaching.

Further information on the network can be obtained from:

Institute of Physical Education
Katholieke Universiteit Leuven
Tervuurse Vest 101
B-3001 Heverlee (Belgium)
Tel.: +32-16-201431
Fax: +32-16-201460

Euroqualification is launched at FOREM (Community and regional office for employment and vocational training) in Belgium

1. Euroqualification is a joint programme involving thirteen national bodies who are the main providers of vocational training qualifications in their countries. Its concern is the creation of new qualifications for vocational training in some fifty occupations. It aims to set up at national level, joint ventures between bodies playing an important role in this field, with a view to promoting the exchange of opinions and to initiating joint projects and creating favourable conditions for on-going cooperation on a broad front.

2. Euroqualification brings together in a number of occupational areas of importance for the development of the Single Market, specialists and technical staff responsible for formulating the content of vocational training qualifications for adults and young people. Having formulated a structured catalogue of existing training programmes, these experts will propose additional measures and vocational training content in the form of complementary models which are compatible with existing measures and which facili-

tate the mobility of workers and cooperation among enterprises. These models which include language training and preparation for a stay abroad will be tested within the framework of transnational exchanges by the local bodies grouped into consortia made up of training centres, networks of enterprises and local authorities. The local agencies will choose candidates to follow training in line with their level of qualifications and their job situation.

The areas chosen initially are:

- the hotel industry,
- tourism and catering,
- transport,
- telecommunications and mass communication,
- electricity and electronics,
- clerical and administration (banking and insurance),
- the food industry,
- chemical engineering,
- construction and language training.

Contact: Maryse Menu,
Pierre-Marie Thobois
7, boulevard de l'Empereur
B-1000 Brussels
Tel. + 32 2 5102191/ 89

Source: ICODOC/CIDOC

Erasmus project at nine universities trains first motion-study specialists

At Leuven Catholic University's Institute of Physical Education graduates in physical education and motion therapy from six EC countries are following a post-graduate course on motion and the disabled. After a first semester devoted to theory participants can gain practical experience at nine European universities, depending on the special study they choose. Those concerned with the paralysed go to Copenhagen, for example, while those concerned with the deaf go to Berlin. The universities are collaborating in the first inter-university Erasmus project (launched with funds from the European Commission), which is seen as a major step forward for the integration of the disabled in European society.

Source: De Standaard, 14.12.1991/ICODOC/CIDOC

Contacts

The Leeds Adult Learners at Work Project

Between September 1991 and September 1993, the University of Leeds "Adult Learners at Work" research project will survey employers' support for the personal development of their workers.

The study centres on the facilities employers provide for workers to continue their general education and training, rather than narrow training specific to existing jobs. Facilities can include time off to study, financial support, Open Learning Centres and courses on employers' premises.

The second year of the project will focus on international comparisons with Europe and North America. An international conference is planned for June 1993. The research team want to make contact with other European researchers who are interested in these themes, and with employers who have developed successful employee development schemes in their workplace.

Contact John Payne, Department of Adult Continuing Education, The University of Leeds, Leeds, LS2 9JT.

Tel: +44 532-333222; Fax: +44 532-333246.

Source: University of Leeds

Bildungsinstitut für Beruf und Computer Berlin GmbH (BiBC) trains "Europe secretaries" and is looking for partners in other Community Member States in which its secretaries, who have a solid language knowledge in English, French, and German, could fulfil a 10-week practical experience programme.

Contact: Dr. E. Schmidt - BiBC
Feldtmannstraße 23-25; D (O) - 1120 Berlin
Tel.: + 49 30 - 363 03 68/96
Fax: + 49 30 - 363.03.97

It is an important aspect of CEDEFOP's work to promote the exchange of information, encounters and cooperation between all involved in vocational training. CEDEFOP flash special serves as a platform for this. Well-prepared texts of a concise nature have a better chance of appearing in this multilingual publication.

Social Partners

Union memorandum to Flemish government on behalf of the unemployed, women, the elderly, the disabled and migrants

In a joint memorandum to the Flemish government, Christian and socialist trade unions have outlined the policies they would like to see adopted over the next few years. Help for the disadvantaged, concern for the environment and open and efficient government are three of its main themes.

The unions want to see vocational training and employment programmes targeted more selectively on the long-term unemployed. Equal-opportunities programmes are needed for vulnerable groups, among them migrants, while the education system has a special responsibility: it must take real action to prevent school failure. Study grants need to be

allocated more fairly. Long-term unemployment must also be countered by offering everyone who loses their job proper guidance on training and employment opportunities.

Source: Gazet van Antwerpen, 5.12.1991/
ICODOC/CIDOC

The Federation of Greek Industries promotes training

The Federation of Greek Industries has recently given emphasis to initial and continuing vocational training, arguing that this expenditure is a productive investment. For this reason the Federation is cooperating with the Greek General Confederation of Labour in order to create a framework for vocational training. The Federation of Greek Industries suggested an increase of employers' contribution for vocational training from

0,2% to 0,45% for the year 1991, that is an increase of six to seven billion drachmas per year. Taking into consideration that the European Social Fund subsidizes vocational training programmes by 75%, the funds made available are increased to 25 billion drachmas.

The Federation of Greek Industries has already taken the following measures:

- a Federation for Industrial and Vocational Training was established in 1980 to train workers. For meeting these goals an Institute for Industrial and Vocational Training was established in 1981;
- an Institute for Business Administration was established in 1989 for training managers;
- the Federation is intervening in pointing out summer job vacancies in industry during summer, to facilitate students' seasonal work.

Source: Pedagogical Institute

From the EC countries

DK Training for Danes abroad

In Denmark vocational education and training is given in sandwich-type courses in which theoretical education at a vocational school alternates with practical training in a business enterprise. There are now approx. 85 vocational education and training courses. For some years the lack of training places within the enterprises has been a growing problem. At the same time about 120 000 training places are vacant in Germany. At the moment legislation is in the pipeline to enable young people to take part of their practical training in other countries within the EC or the EFTA area. This new act will facilitate vocational courses with an international dimension. The practical part of the course in a foreign country must be recognized by the relevant sectoral committee composed of social partners. This is the normal procedure in Denmark. The trainees will be paid an extra amount of money to cover travel expenses, boarding etc., and this subsidy will be paid by the AER (Employers reimbursement for trainees' wages). About 500 young people are expected to use this opportunity in 1992.

Source: SEL

ACIU - Danish Centre for International Training Programmes

The aim of ACIU is to strengthen the internationalization of Danish training and education. ACIU deals with training and education within working life, that is vocational training, company training and continued education related to work.

The Danish Ministries of Labour and Education have appointed ACIU as the Danish National Coordination Unit for the FORCE and PETRA programmes. ACIU will disseminate information about these programmes through a newsletter, and in the form of meetings and conferences.

Founded in 1991 by the social partners in cooperation with the Danish Ministries of Labour and Education, ACIU has a close connection with the Danish labour market. The work of the Centre will be funded by the founding organizations and the two ministries as well as the EC.

Information: ACIU - Arbejdsmarkedets Center for Internationale Uddannelsesaktiviteter
Guldborgvej 25; DK-2000 Frederiksberg
Fax: + 45 31106433

Source: SEL

P Agreement on vocational training policy

In line with implementing the economic and social agreement reached on 19 October 1990 between the Government, the "União Geral dos Trabalhadores" (UGT: General Workers' Union) the "Confederação do Comércio Português" (The Confederation of Portuguese Commerce) and the "Confederação da Indústria Portuguesa" (CIP: Confederation of Portuguese Industry) an agreement on vocational training policy was signed on 30 July 1991 covering the following sectors: improving the links between training and working life; integration in labour markets of underprivileged groups; stepping up continuing training; social concertation on defining training;

the development and implementation of employment and training policies; the promotion of research and collation of training and employment statistics; cooperation within the European Communities.

Source: SICT/MESS

272 000 people underwent vocational training in Portugal

Between 1986 and 1990, some 272 000 people underwent some kind of vocational training in Portugal and of these, 81% were involved in activities within the enterprises where they work. These statistics are contained in a survey, carried out by the statistics department of the Ministry of Employment and Social Security (M.E.S.S.), the directory of social statistics, which has just been published and which reveal that 13% of people involved in training were unemployed prior to taking up training. Almost half the workers involved (48%) remained in the enterprises which provided the training courses. During this period (1986-1990), a total of 3 776 enterprises in the manufacturing industries carried out or promoted training activities. The latter were for the most part small enterprises (employing less than 50 workers). Of the enterprises employing between 100 and 499 employees, scarcely 28% carried out training activities. According to this study by the M.E.S.S with regard to the influence of vocational training activities on enterprises, one can conclude that the greatest effect is seen in increasing production and this has been confirmed by 76% of the enterprises providing training activities.

More than half the enterprises taking part in this survey stated that training had a definite impact on improving the socio-professional environment, whilst others ascertained that an increase in staffing stability was one of the main results of training activities.

Source: SICT "Jornal da Madeira"

UK More Compacts

The Government has made £21 million available to extend the Compact approach over the next three years, bringing more schools and industry together to guarantee jobs for school leavers who meet agreed goals. Announcing the new arrangements, Employment Minister Robert Jackson said, "The Compact

initiative, launched in 1988 as part of Government strategy to revitalise inner cities, has been a success. Fifty-eight Compacts have already been set up, involving nearly 500 schools and almost 9 000 employers and training providers. Another three inner-city Compacts are in development. Ninety-two thousand young people have already benefited from effective and targeted links between their schools and industry."

Source: BACIE

Employment Department an Opportunity 2000 Employer

The Employment Department is one of over 60 leading employers who have joined Opportunity 2000, the Business in the Community initiative to increase both

the quantity and quality of women's participation in the workforce. Employment Secretary Michael Howard says that the Employment Service, the biggest employer in the ED Group, has set itself the objective of employing women in a third of all higher grades.

Source: BACIE

Careers counselling for adults

Employment Secretary Michael Howard has launched a pilot project, Gateway to Learning, to set up careers counselling 'shops' for adults. Particularly likely to benefit if the idea catches on are women returning to work, mid-life career changers, and unemployed people in need of advice on education and retraining.

Source: BACIE

Congresses - Seminars - Conventions

11 - 13 June 1992

Birmingham, UK

The first international conference on "Education Business Partnership"

Information: University of Warwick
Centre for Education and Industry
SCIP/MESP
Westwood, Coventry CV4 7AL, UK

16-17 June 1992

Cologne

1st European Congress on Initial and Continuing Training for Small and Medium-sized Enterprises to be held during the Master Crafts Fair in North-Rhine-westphalia

"Forward-looking Small and Medium-sized Enterprises in Europe: A Qualifications Challenge to Safeguard the Future"

Information: Westdeutscher Handwerkskammertag
Auf'm Tetelberg 7; D-4000 Düsseldorf 1
Tel.: (0211) 30 108 - 0; Fax: (0211) 30 108 - 34

22 - 24 June 1992

Brussels

11th International Training Conference

Information: Management Centre Europe
Rue Caroly 15; B-1050 Brussels
Tel.: (32 2) 516 19 11; Fax: (32 2) 513 71 08

22 - 25 June 1992

Enschede, NL

University of Twente,
European conference on educational research

Information: ECER 1992- Convention Bureau Basics
University of Twente
P.O. Box 217; NL-7500 AE Enschede,
Tel.: 31 5333 1366; Fax: 31 5335 6770

6 - 7 July 1992

Birmingham, UK

Birmingham Polytechnic
- Higher Education, where does our future in Europe lie?

Information: CRAC Conference Office; Sheraton
House
Castle Park, Cambridge CB3 0AX, UK
Tel.: (0223) 460 277

7 - 10 Juli 1992

Munich

Messegeleände
MediaNet 92

Film - TV - Video - Audiovision - Multimedia
Information: MediaNet
Kaiserstraße 39; D-8000 München 40
Tel.: 089 - 38 19 04 12 /17; Fax: 089 - 38 19 04 61

30 August - 4 September 1992

Lahti, Finland

Integration of Technology und Reflection in Teaching: a challenge for European teacher education.

Information: Mrs. Eija Berman; Secretary of the
Organising Committee; ATEE 1992 Conference
University of Helsinki
Lahti Research and Training Centre
Teollisuuskatu 23; SF-00510 Helsinki, Finland
Tel.: 358 0 708 44 36; Fax: 358 0 708 44 39

30 September - 2 October 1992

Brussels

TEMPUS-conference 1992:

"Role of higher education in the reform process of Central/Eastern Europe"

Information: Service Commun Interprétation-
Conférence (SCIC); Commission des CE
200, rue de la Loi, B-1049 Bruxelles
Tel.: 02 236 08 46

5 - 12 October 1992

Granada, Spain

International Student Fair Andalusia 1992

Information: University of Granada
International Student Fair Andalusia '92, -SIE'92-
Cuesta del Hospicio, s/n; E-18071 Granada, Espagne
Tel.: 34(9)58 - 24 30 03/4/5; Fax: 34(9)58 - 24 30 71

25 - 28 November 1992

Nürnberg

5th Bavarian Vocational Training Congress "The way to Europe"

Information: Bayr. Staatsregierung
Organizer: Bayerisches Staatsministerium für Arbeit,
Familie und Sozialordnung
Winzerstraße 9, D-8000 München 40
Tel.: 089 - 1261 1262; Fax: 089 - 1261 1112

The 4th European Congress on Continuing Education and Training

is a European joint project of the relevant bodies in five capitals. Five regional and national conferences on continuing education and training taking place in Berlin, Warsaw, Prague, Budapest and Vienna will be connected by a specially equipped train, "the Eurotrain for Training" to form a single European event. Participants at the 4th European Congress on Continuing Education and Training have the opportunity to take part in five conferences within five days. They can participate in workshops and discussions and acquaint themselves with further training projects and further training requirements in the various countries through visiting local training centres.

The 4th European Congress on Continuing Education and Training is a Congress on wheels. The journey of "Eurotrain for Training" will commence in Berlin on 5 October 1992 and, following stops in Warsaw, Prague, Budapest and Vienna, the train will return to Berlin on 10 October. Some 500 participants from all CSCE-countries - specialists in continuing training, politicians, scientists, trade-unionists and employers - may share the 5-day journey on the "Eurotrain for Training".

It is the aim of the 4th Congress on Continuing Education and Training to provide a forum for exchanging views for all involved in continuing training, qualifications and in retraining. For experts, the Congress could provide a good opportunity for demonstrating national continuing training programmes, for discussing forms of international cooperation and mutual support and, as a result of this, planning new projects.

Information and contact:
BBJ Servis GmbH
Alt Moabit 73; D-1000 Berlin 21
Tel. +49 30 / 390 80 50

Literature

Education and Training

No. 2 - September 1991
A quarterly periodical from the Commission of the EC - TFHR
With the supplement "Joint opinion on access to continuing training"
Languages: DE, EN, FR, NL
Cat.no.: CM-BT-91-002-EN-C
For a free subscription, please apply in writing to:
Commission of the European Communities,
TASK FORCE: Human Resources, Education, Training and Youth

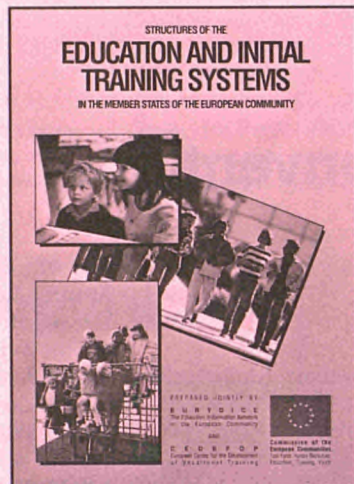
COM(91) 397 final Commission memorandum on vocational training in the European Community in the 1990s

Commission of the European Communities,
1991, 24 pages
Languages: DE, EN, FR
Cat.-Nr.: CB-CO-91-451-EN-C
ISBN: 92-77-76635-2
Price on request
Can be ordered from the Office for Official Publications of the EC, Luxemburg or the EC sales offices

COM(91) 349 final.
Memorandum on Higher Education in the European Community
Commission of the European Communities,
1991, 54 pages
Languages: DA, DE, EN, ES, FR, GR, IT, NL, PT
Cat.-no.: CB-CO-91-404-EN-C
ISBN: 92-77-75832-5
Price on request
Can be ordered from: Office for Official Publications of the European Communities

A guide to higher education systems and qualifications in the European Community
1991, 425 pages
Cat.Nr.: CE-59-90-386-EN-C
ISBN: 92-826-2676-8
Language: EN
Currently being prepared: DA, DE, ES, FR, GR, IT, NL, PT
ECU 32
Can be ordered from the sales offices of the EC or Kogan Page
120 Pentonville Road,
London N1 9JN, UK

Structures of the education and initial training systems in the Member States of the European Community
CEDEFOP, EURYDICE, TASK FORCE: Human Resources, Education, Training and Youth
1991, 200 pages
Language: DE, EN, FR
Cat.Nr.: HX-71-91-453-EN-C
ECU 14
Can be ordered from the sales offices of the EC



Working in the European Community - A guide for graduate recruiters and job-seekers
1991, 210 pages
Cat.Nr.: CY-60-90-369-EN-C
ISBN: 1-85324-516-X
Language: EN
Currently being prepared: DE, ES, FR
ECU 13,80
Can be ordered from the sales offices of the EC
or
Hobsons Publishing PLC
Bateman Street,
Cambridge CB2 1LZ, UK

European system of documentation on employment
SYSDem papers: 1, Skill shortages in the EC
1991, 29 pages + supplements
Language: EN
ISBN: 0-86354
Can be ordered from:
ECOTEC Research and Consulting Ltd
Square de Meeûs 25
B-1040 Brussels

Education and Training for the 21st century
Two volumes
1991, 65+42 pages
Language: EN
ISBN: 0-10-115362-7
Can be ordered from:
HMSO Publications Centre
PO Box 276,
London SW8 5DT, UK

La formation professionnelle dans quatre pays d'Europe de l'ouest
1991, 94 pages
Language: FR
ISBN: 2-903054-75-4
ECU 14,50
Can be ordered from:
Centre Info

General law on Spanish Educational System
1991, 94 pages
Language: EN
N.I.P.O: 176.91.025.3
Free of charge
Can be ordered from:
Ministerio de Educación y Ciencia
Centro de Publicaciones
Alcala 34 ; E-28014 Madrid

Berichte zur Beruflichen Bildung - Band 130 -
Die betriebliche Berufsausbildung benachteiligter Jugendlicher - Befunde zur Ausbildungspraxis in Handwerks- und Industriebetrieben
1991, 339 pages
Language: DE
ISBN: 3-88555-439-9
ECU 12,50
Can be ordered from:
Bundesinstitut für Berufsbildung
- K3 Veröffentlichungswesen -
Fehrbelliner Platz 3,
D-1000 Berlin 31
Tel.: +4930-8683-520/516;
Fax: +4930-8683-455

Glossar zur Arbeitsmarkt- und Berufsforschung
Begriffe zu Arbeitsmarkt, Bildung und Sozialen
Französisch-Deutsch/Deutsch-Französisch
1991
ECU 15
Can be ordered from:
Bundesanstalt für Arbeit
(Geschäftsstelle für Veröffentlichungen)
Regensburger Straße 100,
D-8500 Nürnberg 30
Tel.: +49-911-17941 62/63

Addresses

EC
Commission of the EC - TASK FORCE -
Human Resources, Education, Training
and Youth -
Rue de la Loi, 200; B-1049 Brussels
Tel.: +32-2-235.11.11;
Fax: +32-2-235.72.95

Office for Official Publications of the
European Communities
2, rue Mercier; L-2985 Luxemburg
Tel.: (00352) 49.92.81;
Fax: (00352) 49.00.03 + 49.57.19

CEDEFOP - European Centre for the
Development of Vocational Training
Jean Monnet House
Bundesallee 22; D-1000 Berlin 15
Tel.: +4930 884 12-0
Fax: +4930 88 41 22 22

Belgium
CIDOC
Centre intercommunautaire de
documentation pour la formation
professionnelle

ICODOC
Intercommunautair documentatie-
centrum voor beroepsopleiding
Boulevard de l'Empereur 11
B-1000 Brussels
Tel.: 02/513 93 20 ext. 1001
Fax: 0032-2-511 29 60
(Grandjean, CIDOC)
0032-2-502 54 74
(Fred. Geers, ICODOC)

Denmark
SEL - Statens Erhvervspædagogiske
Læreruddannelse
Rigsgade 13; DK-1416 København K
Tel.: 01 14 41 14
Fax: 0045 - 33 14 42 14

Germany
BIBB - Bundesinstitut für Berufsbildung
Fehrbelliner Platz 3; D-1000 Berlin 31
Tel.: (030) 86 83 1
Fax: (030) 868 34 55

France
Centre INFFO
Tour Europe CEDEX 07
F-92080 Paris-la-Défense
Tel.: +33-1- 477 813 50
Fax: +33-1-477 374 20

Greece
Pedagogical Institute
Ministry of National Education and
Religion
396 Messogion Street; GR-Athens
Tel.: 0030-1-639 25 10
Fax: 0030-1-656 73 70

Portugal
SICT - Ministério do emprego e da
Segurança social
Serviço de Informação Científica e
Técnica
Praça de Londres, 2-1 andar
P-1091 Lisboa Codex
Tel.: 00351-1-896 628
Fax: 00351-1-806 171

United Kingdom
BACIE - British Association for
Commercial and Industrial Education
16 Park Crescent
London W1N 4AP
Tel.: 71 - 636 5351
Fax: 71 - 436 2624

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