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CEDEFOP 1989-1992:

**RESULTS**  
**of comparative studies and analyses**

Now that the end of the four-year period covered by the **Action Guidelines 1989-1992** is approaching, CEDEFOP can present the **different institutions and persons involved in training and continuing training with a summary of what it has achieved and expects to achieve in 1992, i.e. the results of its endeavours to interpret and compare situations as highly diverse as those making up the mosaic of vocational training in the European Community.**

The study on the comparison of **occupational profiles** is based on the requirements of production processes with due consideration of various types of work organization and with the activities/tasks of the job and the standard skills required as the parameters for analysis. The purpose of this is to produce a "handbook" which will make it possible to compare different ways and means of exercising an occupation -

listing what is common and what is divergent in the different countries of the EC and in areas which are relatively homogeneous in occupational terms - thus providing mutual information on occupational qualifications with a view to the establishment of the single market. In those fields or areas of activity where this comparative instrument can offer well-defined results, it could serve as a frame of reference to re-structure

vocational training paths and to establish elements of validation for variable occupational careers corresponding to variable training and work experience processes. Within this field of study which is still experimental at Community level, CEDEFOP will complete **directories of occupational profiles** for

- tourism (with expert studies in 10 countries),
- electronics (in 7 countries - D, ES, F, IRL, IT, NL and UK),
- audiovisual (in D, ES, F and IT) and activities related to
- protection of the environment: in the metal and chemical industries (D, ES, B, IT and UK), in
- the care and restoration of architectural heritage (D, B, F, IT and UK), and in

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**Germany**  
**Amendments to the Vocational Education and Training Promotion Act**

The Vocational Education and Training Promotion Act which is the legal basis for the annual Vocational Education and Training Report and the Bundesinstitut für Berufsbildung (BIBB - Federal Institute for Vocational Education and Training) was revised in line with the wishes of the Federal Government. On 13 May 1992 the Federal Cabinet adopted a proposed amendment.

The aim of this amendment is to make the work of the BIBB more efficient and to adapt it to new requirements, in particular to enable more international cooperation in the field of vocational education and training. The new Federal Länder will be involved in the work of the governing body, the Board, which comprises representatives of employers' and employees' organizations, the Federal Government and the Länder.

continued on page 5 (D)

**Netherlands**  
**Improvement of the training-employment relationship**

The Ministry of Economic Affairs, together with the Ministries of Education and Science and Social Affairs and Employment are to set up 'impulse-programmes' in order to tackle the problem of the shortage in enterprises of people with an adequate vocational training. The improvement of the relationship between education and the labour market is central. The programmes aim at encouraging enterprises to intensify their cooperation with education and training. This is stated in the document "Enterprise and Vocational Training: new partners", which the Ministry of Economic Affairs sent to the Second Chamber on 21 May 1992.

continued on page 6 (NL)

**France**  
**PAQUE: A New Programme for Unskilled Young People**

Unskilled young people are generally disqualified a priori from benefiting from vocational training or work integration schemes as they lack either the necessary basic skills or the necessary occupational orientation.

continued on page 6 (F)

**Additional results of comparability work**

in the sector "**Clerical/Administration, Banking and Insurance**" have been published in the Official Journal of the EC Nr. C 108 of 28.4.1992.

This can be obtained in nine languages (DA, DE, EN, ES, FR, GR, IT, NL, PT) from the Sales Offices of the European Communities at a price of ECU 10.

S P E C I A L

2/92

flash



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Coordination: Bernd Möhlmann, Vespa Rous; Translation service: Alison Clarke, CEDEFOP; Layout/Design: Rudolf J. Schmitt, Berlin; Technical production mit DTP: Axel Hunstock, Berlin

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

CEDEFOP - European Centre for the Development of Vocational Training, Jean Monnet House, Bundesallee 22, D-1000 Berlin 15, Tel. (030) 88 41 22 22, Fax: 88 41 22 22  
CEDEFOP flash special is published at irregular intervals in DE, EN, FR and contains information on vocational training in Europe, in particular the findings of work carried out by CEDEFOP and reports

## CEDEFOP 1989-1992: **RESULTS** of comparative studies and analyses

- the question of atmospheric contamination (D, FR, IT and UK).

In all these cases the documents provide the reader with a frame of reference for the production structures and for training in the area studied in each country, and with a comparison of the descriptors of occupational tasks/activities and the types of skills considered to be necessary.

For more detailed information on these studies of occupational profiles the contact persons in CEDEFOP are:

Tourism

Duccio Guerra, Tel. (+49-30) 88 41 21 65;

Electronics and Metalworking

Benoist Bazin, Tel. (+49-30) 88 41 21 74;

Audiovisual

Norbert Wollschläger;

Tel. (+49-30) 88 41 21 29

Environment

Gesa Chomé; Tel. (+49-30) 88 41 21 29

and general coordination of the project -

Duccio Guerra, Tel. (+49-30) 88 41 21 65.

In other studies on the "**practitioners of vocational training**" CEDEFOP has completed national reports and a comparative synthesis report for the twelve Member States of the occupational profiles for the standard functions of **vocational guidance counsellors** plus the training programmes established for these groups.

Another series of studies aimed at identifying new components in **functions and role** expected today of **trainers**, especially in-company trainers, has reached the end of the research phase.

On the basis of these CEDEFOP studies, subsequent studies backed by the EC Commission through the PETRA programme, will - with the technical assistance of CEDEFOP - deal with the training and the information given to guidance counsellors on what is now being defined as the "European dimension" of vocational training. At the same time, transnational networks of projects will serve to update the training of institutional or in-company trainers in keeping with the new functions now required of them.

The coordinators and contact persons in CEDEFOP are:

Vocational guidance

Gesa Chomé Tel. (+49-30) 88 41 21 64,

Training of trainers: Fernanda Oliveira-Reis

Tel. (+49-30) 88 41 21 86.

With the aim of identifying and analysing models for the **evaluation of training programmes**, CEDEFOP will, in the second half of 1992, conclude a synthesis of 6 case studies conducted in various regions of six countries (D, E, F, I, P and UK); these studies which followed a systematic outline, have attempted to establish to what extent methods to plan and evaluate vocational training in some given contexts, have been developed.

The objective here is to show decision-makers and planners in specific geographical regions what paths have been followed and what difficulties and gaps have been encountered in the attempts to gauge the quality of training in terms of its impact on specific target groups and areas.

Contact persons:

Maria Pierret Tel. (+49-30) 88 41 21 23

Benoist Bazin Tel. (+49-30) 88 41 21 74

In a **sectoral survey of continuing training** to collect and analyse examples which the social partners consider to be useful for in-company training, CEDEFOP was entrusted within the context of the FORCE programme with the technical direction of the surveys in a number of pre-selected sectors; the first dealing with retail trade is approaching completion. The responsibility for these studies in CEDEFOP is in the hands of Tina Bertzeletou.

Tel.: (+49-30) 88 41 21 04.

In another project directed towards the managers of **small and medium-sized enterprises**, CEDEFOP is conducting studies in some areas of the Community which will test the hypothesis that - excluding the influence of the variable "sector" - the survival capacity of these enterprises is linked to the training (or lack of training) of the persons responsible for management.

Contact person:

Africa Melis, Tel.: (+49-30) 884 12 193.

By studying the **role of the "enterprise"** with some 60 in-depth case studies, CEDEFOP is tackling the complex problem of the **behaviour of the principal protagonists** in the company - top management, middle management, operatives - in the production of **vocational qualifications and their recognition** when individual careers are as-

sessed and training is given for the exercise of the job. The cases under study come from 8 Community countries and naturally take evolving socio-economic factors and changes into consideration.

Contact persons:

Fernanda Oliveira-Reis

Tel.: (+49-30) 88 41 21 86

Georges Dupont

Tel.: (+49-30) 88 41 21 22

Finally, another broad and complex field of studies and analyses tackled by CEDEFOP is the **development of vocational training systems and sub-systems**, including both initial and continuing training. This is a broad task closely linked to the fundamental mission of the Centre. In 1992, EUROSTAT and the FORCE programme launched an inquiry at Community level, on continuing vocational training, CEDEFOP is participating in its preparation and follow-up. Parallel to this, it tested a **model for combining different national statistics** available on flows of human resources in all vocational education and training processes, based on a comparison carried out between 4 countries (D, FR, NL, UK) in 1990.

The flows of people and funds in continuing vocational training in the 12 EC countries is also the subject of a study for which a synthesis report should be available during the last quarter of 1992 as a "Document CEDEFOP"

This broad range of comparative studies on the development of initial and continuing training systems is being undertaken in CEDEFOP under the responsibility of Fernanda Oliveira-Reis

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Georges Dupont

Tel.: (+49-30) 88 41 21 22

The attached "CEDEFOP publications list" gives details of publications available.

Enrique Retuerto de la Torre  
Deputy Director, i/c Research

## BI- AND MULTI-LATERAL RELATIONS

### European diploma in hotel studies

From 1992-3 onwards graduates of 76 European hotel schools affiliated to EURHODIP (an association established under Belgian law with its headquarters at the Brussels Hilton), among them 19 Belgian institutions of secondary and higher education, will be able to obtain a diploma at higher technical education level that is recognized throughout Europe. The aim is to offer wider opportunities to graduates in post-1992 Europe.

The committees which drew up the examination criteria comprise delegates from the boards of Europe's best known institutions offering hotel and hotel management studies, with a strong input from the management of international hotel chains and top restaurants.

The courses in cookery, food and beverage service, bakery and reception, emphasize a general familiarity with European culture, European law and economic affairs, a thorough knowledge of languages and include a six-month placement in another European country.

Source: ICODOC/CIDOC

### Hungarian training centres to be established with Irish expertise

Irish Labour Training Services (ILTS), the overseas training subsidiary of FAS, has won a IEP 1.8 million (ca. ECU 2.3 million) contract to help develop the Hungarian training system. The contract was awarded to ILTS in association with a Canadian company, the Association of Community Colleges of Canada.

The main task of ILTS will be to set up ten major training centres throughout Hungary and to advise on employment strategies for an economy that is in transition.

Source: FAS / Irish Independent

### Belgium/Poland and PME managers

In 1991 the Belgian French-speaking Community concluded a cooperation agreement with the Polish Chamber of

Commerce which is to provide 20 Polish experts with training in the general management of small and medium-sized enterprises and the associated marketing, accountancy and financial analysis skills.

This initiative, which was developed by the chief executives of the French-speaking Community and its General Commission on International Relations (CGRI), took concrete shape in February 1992 with the launching of the theoretical part of the training - provided by experts from FOREM. This theoretical part, which lasted five weeks, was held at the premises of the DEMBINSKI Foundation in Warsaw, a training and retraining centre providing continuing training for 6,000 Polish teachers and trainers annually. The Foundation is also Poland's main centre for training in computer science (programming, production and distribution of software).

The practical part of the training, based on periods spent in industry, has been organized jointly by the French-speaking Community's Regional Office for Vocational Training and Employment (FOREM) and the Ministry of Small and Medium Enterprise's Continuing Training Institute (IFPME), with headquarters in Liège and Charleroi, whose respective training officers coordinated, organized and monitored the practical training provided by the host companies.

Additional information can be obtained from:  
Mr. P. Debaty, FOREM  
tel: (+32-2) 510 20 11  
fax: (+32-2) 510 21 55

Mr. J. Vandamme, IFPME  
tel: (+32-2) 502 76 00  
fax: (+32-2) 502 66 97

Source: CGRI press release of 11.05.1992; ICODOC/CIDOC

### German-Russian-Ukrainian cooperation in education

The German Minister of Education and his Russian counterpart reached an

agreement on improving cooperation between the two countries in the field of vocational training on 16 April 1992 in Moscow.

On the basis of a German-Soviet Agreement concluded in 1989, several thousand persons at management level have been trained for their new tasks in a market economy. The present protocol envisages cooperation in the fields of continuing vocational training, exchange of apprenticeship trainees, establishment of model vocational centres and research in vocational education.

The training of trainers, foremen/supervisors and technicians should be done in Russia as far as possible. In addition to this there is a scholarship programme in which selected qualified persons will be prepared for their new tasks. The first scholarship-holders will already be coming to Germany this year. The exchange of apprenticeship trainees has the aim of providing technical qualification; on the Russian side it will also enable a better understanding of the operational mechanisms of a market economy.

The promotion of model projects will help to design qualification concepts for initial and continuing training (including learning and teaching aids) which are adapted to the changed conditions in Russia. They should be transferable to other vocational training institutions too. The measures envisaged to improve cooperation in the field of vocational training research are exchange of information and experience, joint research projects, exchange of scientists and short-term guest lecturers.

On 13 April 1992 the German Minister of Education signed an agreement in Kiev on cooperation in the educational sector between the Federal Republic of Germany and the Ukraine. The content of this cooperation will be discussed by educational experts from both sides in the coming months.

Source: Presse-Info BMBW No. 34/1992

## CEDEFOP- SEMINARS - WORKSHOPS - MEETINGS

22-23.9. 1992

### Berlin

Annual meeting of the members of the documentary network  
Michael Adams

23.9.1992

### Paris

Prix CEDEFOP:  
Award ceremony  
Norbert Wollschläger

13.-14.10.1992

### Berlin

Databases, terminology and glossaries on occupations and qualifications drawn from the "comparability" project experience  
Burkart Sellin  
Brigitte Linshöft-Stiller

21.-22.10.1992

### Berlin

"Forum" with directors of vocational training research and development institutes in the 12 Member States  
Alan Clark

25.-27.11.1992

### Lille/F

European Colloquium on training and business start-ups  
Africa Melis

## PARTNERSHIPS

### Foreign Language Courses

HK Interlink, a training project financed by HK (the Union of Commercial and Clerical Employees) is starting a new project: Foreign Language Courses in Vocational Training for commercial and clerical employees in Denmark. The teaching method is primarily learning by doing. During the courses we need direct foreign language contacts - by means of

correspondance, telephone, telefax, EDP-conference systems, etc. HK Interlink also want to establish out- and incoming personal exchange systems. HK Interlink is therefore interested in contacts and cooperation with similar institutions, teachers and students

involved in course activities concerning primarily English and German. Contact Ms. Katrine Winther or Mr. Bent Fenger Jensen, InterLink, HK Randers, Jernbanegade 12 A, DK-8900 Randers, Tel.: (+45 86) 42 60 90, Fax (45 86) 41 93 23.

*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

### The European Information Centre at Volos/ GR

The Association of Industries of Thessaly and Central Greece, recognizing the need for providing its members and other interested institutions with reliable information, has decided to join the European Information Network.

Through this network the Centre of Volos has up-to-date information on the decisions, recommendations, directives, and programmes of the Community. The areas of interest of this Centre are: Community legislation, European Court decisions, sources of finance, Community aid, programmes of social policy and vocational training, scientific research on technological developments and technology transfer, programmes of cooperation among educational institutions etc.

Source: Pedagogical Institute

### UK - Construction Industry campaign for NVQs

The Construction Industry Training Board (CITB) is to launch a GBP 3,000,000 campaign to urge its 60,000 member companies, many of which pay a statutory training levy, to give full support to the new construction NVQs (National Vocational Qualifications). It also plans to promote them to the industry's one million employees, as well as to training providers, people in schools and colleges, and among the unemployed.

Source: BACIE

### UK education business partnerships

The number of close working links between business and education has increased significantly since 1986, but there is a long way to go before the quality is world class, says a consultative report, "Education Business Partnerships: The learning so far", published by the Confederation of British Industry (CBI).

The report, prepared for the CBI by the London School of Economics Department of Geography, finds that in 1990-91 more than 78% of Local Education Authorities had formal agreements between some schools and some firms in their area. Four years earlier, in 1986/1987, only 4%

had them. "Education Business Partnerships" also pinpoints the increasing commitment of schools and staff to business links. 92% of LEAs now have staff responsible for such links and in 85% of LEAs, all secondary schools have designated link liaison teachers.

Source: BACIE

### German employers oppose legislation on continuing training

The representatives of the confederations of economic associations which are members of the Kuratorium der Deutschen Wirtschaft für Berufsbildung (Board of German industry for Vocational Training) are not in favour of a "Federal Continuing Education Law".

The experience gained in the individual Federal Länder with legal provisions for paid educational leave has shown that these laws do not substantially help to stimulate motivation or increase participation in continuing training schemes. Legal regulations on paid educational leave would mean much higher burdens and costs for the companies without giving them the corresponding benefits in return.

In the opinion of these industrial circles there is also no need for such additional legislation in the new Federal Länder of Germany. The new Länder need a continuing training system which is oriented to market-economy principles and can react flexibly to the demands of the labour market and regional and structural economic development.

Source: Press information from the Kuratorium der Deutschen Wirtschaft für Berufsbildung dated 11.5.1992

### Associação industrial portuense - training

This year the vocational training division of AI Portuense is introducing a new service to provide aid for enterprises in the field of continuing training. This is "Open Line Training" which will respond to requests from enterprises for information on the subject. Telephone messages or questions from callers will be recorded on an answering machine and a specialist from the division will be available to assist the caller within 24 hours.

The Associação Industrial Portuense vocational training division will provide 160 training activities with a capacity for a total of 3 100 trainees. The major projects for next year are implementation of projects in conjunction with similar European institutions and associations within Community programmes and the intensification of training in the Portuguese-speaking African countries of Angola and Mozambique.

AI Portuense will implement an integrated programme of training/action in Strategic Management within the Community for salaried staff and managers of small and medium enterprises, in conjunction with the Employers' Associations of Aquitaine and Gironde and the Association for the Development of Training in Management (ADFM). This programme, which is part of the pilot project FORCE, will enable discussion and investigation groups to be created, intercultural teaching to be instituted, teaching materials to be produced and an International Training and Strategic Management monitoring body to be formed.

In addition to the Community programmes FORCE and EUROFORM, the AI Portuense training division has planned activities for this year in conjunction with enterprise associations and other institutions, especially from Italy, Belgium, Spain and France, within the NOW, PETRA, EUROTECNET and COMET III programmes.

Source: 13 February 1992 SICT

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(608) **Guidelines for the activities of CEDEFOP 1989-1992**  
1988, 34 pp.  
Languages: DA, EN, ES, FR, GR, IT, NL, PT

(615) **Annual Report 1988**  
1989, 78 pp.  
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(617) **Rapport annuel 1990**  
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(620) **”Some thoughts on the Europe of tomorrow“.**  
Speech by Mr. Emile Noël, President of the European University Institut, Florence. On the occasion of the 50th meeting of the Management Board of CEDEFOP, in Berlin, on 5th December 1991  
1992, 26 pp.  
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- ▶ **Role of the social partners in initial and continuing vocational training.**
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- ▶ **Roads to an initial vocational qualification**

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**Vocational Training** tries to make the complex field of vocational training in Europe more transparent by way of a constant exchange of opinions, information and models amongst all EC Member States.

**Vocational Training** is an indispensable working tool for all decision-makers and trainers, in particular for those who look beyond national boundaries and are interested in co-operation at Community and international levels.

As a Community organization, CEDEFOP also has a contribution to make towards the achievement of the internal market. Through its research, comparative studies, its information and documentation service and its work on the comparability of training qualifications, CEDEFOP plays its part in promoting the social dimension of the 1992 objective.

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Findings of the conference on 7 and 8 December 1989 in Berlin, organized by the European Centre for the Development of Vocational Training (CEDEFOP)

**(902) No 4/90**  
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Workshop on "Occupational Structures in the Field of Environmental Protection" held at CEDEFOP, Berlin on 21 September 1990

**(906) No 8/90**  
Euroforum 1990

**(907) No 9/90**  
The phenomenon of business start-ups

**(908) No 10/90**  
Conference on european cooperation in the field of vocational guidance for young people and adults 27-28 November 1990, CEDEFOP, Berlin  
- Summary report

**1991**

**(909) No 1/91**  
Not aid, cooperation 3rd European Congress on Continuing Education and Training Berlin, 14/15 march 1991

**(910) No 2/91**  
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**(911) No 3/91**  
Dossier on completed and on-going activities in the field of "Small and medium-sized enterprises"

**(912) No 4/91**  
CEDEFOP Forum 1991

**(913) No 5/91**  
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European Conference: "Training for start-ups: existing programmes and policies in the 12 Member States of the EC" (Madrid, 24-25 October 1991)

**1992**

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**(983) No 4/90**

**(984) No 5/90**

NB: CEDEFOP News was discontinued with effect from 1.1.1991

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**[113] Youth Unemployment and Vocational Training The Material and Social Standing of Young People during Transition from School to Working Life**  
Synthesis report  
1981, 164 pp.  
Languages: DE, EN, FR  
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**[117] La planification des initiatives de préparation professionnelle en faveur des jeunes chômeurs**  
1983, 151 pp.  
Languages: FR, IT  
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Price: ECU 2.40, IRL 1.70, UKL 1.30, US\$ 2.90

**[118] Alternance training for young people: Guidelines for action**  
1982, 104 pp.  
Languages: DA, DE, EN, FR, GR, IT, NL  
Cat.-No: HX-32-81-714-EN-C  
Price: UKL 2.25, IRL 2.75, US\$ 4.25

**[121] Alternance training: Training contract for young people in the EC**  
1984, 131 pp.  
Languages: DE, EN, IT  
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Price: UKL 2.30, IRL 3.00, US\$ 3.50

**[124] Qualifizierung für alle**  
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1987, 152 pp.  
Languages: DA, DE, ES, IT, NL  
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**[125] Young people in transition - the local investment**  
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**212** Equal opportunities and vocational training  
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1983, 75 pp.  
Languages: EN, FR  
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**213** Equal opportunities and vocational training;  
In-company training;  
Proposals for action  
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**216** Equality of opportunity and vocational training  
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Synthesis Report (EN)  
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**235** Création et gestion d'entreprises par des femmes  
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**240** Creation and management of enterprises by women  
The situation in Ireland (EN)  
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De situatie in Nederland (NL)  
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Languages: DE/EN/FR  
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bénéficiant d'appuis financiers communautaires  
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350 The vocational training of young migrants in Belgium, Denmark, France, Luxembourg and the United Kingdom  
Synthesis report  
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351 Vocational training of young migrants in Belgium  
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Initial and continuing vocational training and work migration in Europe  
1989, 313 pp.  
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358 Formation professionnelle et (ré)insertion en Belgique et en Espagne des jeunes Espagnols issus de la migration  
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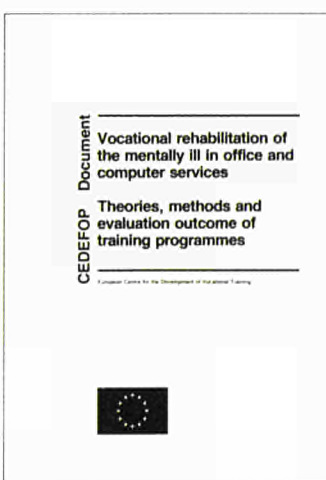
360 Management training programme for Greek migrants in the Federal Republic of Germany  
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## The Disabled

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431 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  
Congress Papers  
1992, 122 pp.  
Languages: DE, EN, FR  
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432 Formation continue en entreprise et métiers de la formation en République fédérale d'Allemagne  
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453 Textiles and training in Portugal  
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Languages: EN, PT  
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454 Vocational training in the textiles and clothing industries in Greece  
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Languages: EN, GR  
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**455** Possibilités et conditions d'une collaboration dans le domaine de la formation professionnelle dans l'espace Sarre - Lorraine - Luxembourg 1988, 151 pp.  
Languages: DE, FR  
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Languages: EN, GR  
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Languages: EN, FR, IT  
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Languages: EN, FR  
Cat.-No: HY-37-83-562-EN-C  
Price: UKL 2.40, IRL 3, US\$ 4

**412** Vocational training personnel in Belgium Situation, training and prospects 1983, 102 pp.  
Languages: EN, FR  
Cat.-No: HY-37-83-546-EN-C  
Price: UKL 2.40, IRL 3, US\$ 4

**413** Vocational training staff in Italy Current situation and future trends 1984, 76 pp.  
Languages: EN, FR, IT  
Cat.-No: HY-37-83-586-EN-C  
Price: UKL 2.40, IRL 3, US\$ 4

**414** Professional situation and training of trainers in the Member States of the European Communities - Synthesis report -  
Languages: DE, EN, IT  
Cat.-No: HY-37-83-691-EN-C  
Price: UKL 2.40, IRL 3, US\$ 4

**462** Technical training requirements of middle management in the Greek textile and clothing industries 1991, 97 pp.  
Languages: EN, GR  
Cat.-No: HX-59-90-839-EN-C  
Price: UKL 4.90, IRL 5.50, US\$ 8.20

**463** In-company trainers of young people in Irish industry 1989, 79 pp.  
Languages: EN, FR  
Cat.-No: HX-56-89-320-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**464** The in-company trainer of young people in the United Kingdom 1989, 103 pp.  
Languages: EN, FR  
Cat.-No: HX-56-89-304-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**465** The training/development of in-company trainers/supervisors of young people - The case of Greece 1989, 72 pp.  
Languages: EN, FR  
Cat.-No: HX-56-89-328-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**466** The training needs of in-company trainers engaged in the training of young people in Italy 1989, 68 pp.  
Languages: EN, FR, IT  
Cat.-No: HX-56-89-312-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**467** Les tuteurs et le développement de la fonction tutorale de l'entreprise dans la formation des jeunes en alternance - France 1989, 113 pp.  
Language: FR  
Cat.-No: HX-56-89-336-FR-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**468** In-firm trainers of young people in the framework of the dual vocational training system of the Federal Republic of Germany 1989, 91 pp.  
Languages: DE, EN, FR, IT  
Cat.-No: HX-56-89-344-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**469** The training of trainers of young people in enterprises - Synthesis report 1990, 61 pp.  
Languages: EN, FR  
Cat.-No: HX-56-89-699-EN-C  
Price: ECU 5, UKL 3.75, IRL 3.85, US\$ 6.20

**470** Training the trainers: An investigation into the training and qualifications of practical instructors working in the apprenticeship system 1990, 83 pp.  
Language: EN  
Cat.-No: HX-59-90-580-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**474** Continuing training in firms and trainer development in Italy 1991, 63 pp.  
Languages: EN, FR, IT  
Cat.-No: HX-70-91-823-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**475** Continuing training in firms and trainer development in Germany 1991, 66 pp.  
Languages: DE, EN  
Cat.-No: HX-70-91-815-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**476** Continuing training in firms and trainer development in the Netherlands 1991, 50 pp.  
Languages: EN, FR  
Cat.-No: HX-70-91-807-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**477** Continuing training in firms and trainer development in Britain 1991, 46 pp.  
Languages: EN, FR  
Cat.-No: HX-71-91-057-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**478** Training of trainers in Portugal 1991, 50 pp.  
Languages: EN, FR, PT  
Cat.-No: HX-70-91-023-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**479** Continuing training in firms and trainer development in France 1991, 70 pp.  
Languages: EN, FR  
Cat.-No: HX-71-91-049-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**1400** Les métiers de la formation en entreprise 1991, 24 pp.  
Language: FR  
Cat.-No: HX-71-91-744-FR-C  
Price: ECU 7, UKL 5, IRL 5.50, US\$ 9.50

**1401** Training of trainers: problems and trends 1991, 42 pp.  
Languages: DE, EN, ES, FR, IT  
Cat.-No: HX-72-91-649-EN-C  
Price: ECU 7, UKL 5, IRL 5.50, US\$ 9.50

**569** The training of trainers in Ireland: A documentary dossier 1987, 85 pp.  
Language: EN  
Cat.-No: HX-49-87-511-EN-C  
Price: UKL 3.50, IRL 3.60, US\$ 5

**570** Training of trainers in Denmark 1987, 43 pp.  
Language: EN  
Cat.-No: HX-50-87-550-EN-C  
Price: UKL 3.50, IRL 3.60, US\$ 5

**571** Training of trainers in the Netherlands A documentation dossier 1987, 53 pp.  
Language: EN  
Cat.-No: HX-50-87-542-EN-C  
Price: UKL 3.50, IRL 3.60, US\$ 5

**572** Bibliographie commentée Dossier sur la formation des formateurs en Belgique 1988, 79 pp.  
Language: FR  
Cat.-No: HX-52-88-162-FR-C  
Price: UKL 3.50, IRL 3.60, US\$ 5

**573** The training of trainers in the United Kingdom: A documentary dossier 1987, 69 pp.  
Language: EN  
Cat.-No: HX-49-87-503-EN-C  
Price: UKL 3.50, IRL 3.60, US\$ 5

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**574** Dossier documentaire sur la formation des formateurs en France  
1988, 53 pp.  
Language: FR  
Cat.-No: HX-52-88-534-FR-C  
Price: ECU 5, UKL 3.50, IRL 3.60, US\$ 5

**576** Ausbildung der Ausbilder – Eine Dokumentation  
1989, 209 pp.  
Language: DE  
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Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**Costs and Funding**

**491** The financing of continuing vocational training in France  
1991, 55 pp.  
Languages: EN, FR  
Cat.-No: HX-60-91-507-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**497** The financing of continuing vocational training in Belgium  
1991, 95 pp.  
Language: EN  
Cat.-No: HX-60-91-571-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**498** Le financement de la formation professionnelle et en particulier celui de la formation des adultes en Grèce  
1991, 78 pp.  
Languages: FR, GR  
Cat.-No: HX-70-91-015-FR-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**499** Country studies on the financing of vocational training with particular reference to continuing training for the gainfully employed  
1992, XIV, 105 pp.  
Languages: DE, EN, FR  
Cat.-No: HX-60-91-539-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**560** Le financement de la formation professionnelle en Belgique  
Bibliographie de base  
1986, 90 pp.  
Language: FR  
Cat.-No: HX-45-85-163-FR-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

**561** Le financement de la formation professionnelle au Danemark  
Bibliographie commentée  
1986, 50 pp.  
Language: FR  
Cat.-No: HX-45-85-107-FR-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

**562** Financing of vocational training in the Federal Republic of Germany – Annotated bibliography  
1986, 217 pp.  
Language: EN  
Cat.-No: HX-45-85-131-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

**563** Le financement de la formation professionnelle continue en France  
Bibliographie commentée  
1986, 78 pp.  
Language: FR  
Cat.-No: HX-45-85-115-FR-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

**565** Financing of vocational training and education in Italy – An annotated bibliography  
1986, 73 pp.  
Languages: EN, IT  
Cat.-No: HX-45-85-147-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

**480** Orientation et information professionnelle pour adultes, en particulier pour chômeurs de longue durée en France  
1989, 116 pp.  
Language: FR  
Cat.-No: HX-56-89-821-FR-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**481** Educational and vocational orientation for the adult unemployed and in particular the long-term unemployed in Denmark  
1989, 64 pp.  
Language: EN  
Cat.-No: HX-56-89-796-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**482** Educational and vocational guidance for the long-term unemployed in the Netherlands  
1989, 90 pp.  
Language: EN  
Cat.-No: HX-56-89-805-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**483** Vocational guidance and counselling for adults in the United Kingdom, particularly the long-term unemployed  
1989, 167 pp.  
Language: EN  
Cat.-No: HX-56-89-813-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**484** Adult vocational guidance in Spain  
1989, 155 pp.  
Language: EN  
Cat.-No: HX-56-89-829-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

**486** Vocational guidance and counselling for adults. Abridged version of the summary report Berlin, 7 and 8 December 1989  
1990, 17 pp.  
Languages: DE, EN, FR  
Cat.-No: HX-58-90-198-EN-C  
Price: ECU 5, UKL 3.75, IRL 3.85, US\$ 6.20

**487** Transnational vocational guidance and training for young people and adults  
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Languages: DE, EN, FR  
Cat.-No: HX-59-90-944-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**Initial Vocational Training**

**1800** Gestaltung beruflicher Erstausbildung in Unternehmen. Eine Diskussion am Beispiel neuer Technologien in der industriellen Produktion  
1991, 139 pp.  
Language: DE  
Cat.-No: HX-71-91-752-DE-C  
Price: ECU 7, UKL 5, IRL 5.50, US\$ 9.50

**Distance Learning**

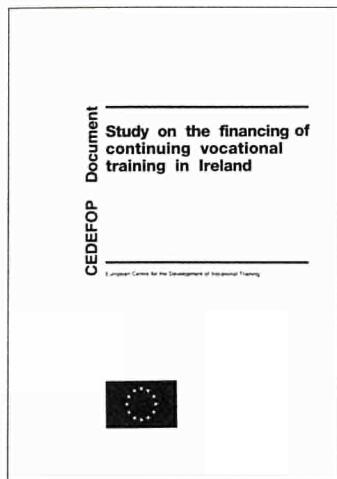
**419** Guide to transnational cooperation in the field of distance training  
1991, 97 pp.  
Languages: EN, FR  
Cat.-No: HX-59-90-443-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**450** Distance education in Western Europe: a selective annotated bibliography of current literature  
1986, 178 pp.  
Languages: EN, FR  
Cat.-No: HX-45-85-074-EN-C  
HX-46-86-517-FR-C  
Price: IRL 2.90, UKL 2.50, US\$ 4

**452** The provision of distance learning in Italy  
1986, 36 pp.  
Languages: DE, EN, ES, FR, IT  
Cat.-No: HX-46-86-791-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

**456** Supply and demand in the field of distance education for senior and middle management in small and medium-sized firms and craft enterprises in the Federal Republic of Germany  
1989, 176 pp.  
Languages: DE, EN  
Cat.-No: HX-53-88-116-EN-C  
Price: ECU 5, UKL 3.50, IRL 4, US\$ 6

**457** Distance training for management in small and medium-sized enterprises and craft undertakings in Spain  
1989, 98 pp.  
Languages: EN, ES  
Cat.-No: HX-53-88-124-EN-C  
Price: ECU 5, UKL 3.50, IRL 4, US\$ 6



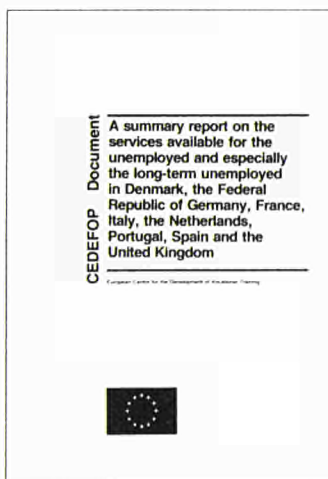
**492** Study on the financing of continuing vocational training in Ireland  
1991, 59 pp.  
Language: EN  
Cat.-No: HX-60-91-498-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**493** Financing continuing vocational training in Portugal  
1991, 57 pp.  
Languages: EN, FR, PT  
Cat.-No: HX-60-91-555-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**494** The financing of continuing training in Italy  
1991, 119 pp.  
Languages: EN, FR, IT  
Cat.-No: HX-60-91-523-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**495** The financing of continuing training in Denmark  
1991, 118 pp.  
Languages: DA, EN, FR  
Cat.-No: HX-60-91-563-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

**496** The financing of adult vocational education in the Netherlands  
1991, 135 pp.  
Languages: EN, FR  
Cat.-No: HX-60-91-515-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20



**485** A summary report on the services available for the unemployed and especially the long-term unemployed in Denmark, the Federal Republic of Germany, France, Italy, the Netherlands, Portugal, Spain and the United Kingdom  
1991, 99 pp.  
Languages: DE, EN, FR  
Cat.-No: HX-58-90-190-EN-C  
Price: ECU 5, UKL 3.50, IRL 3.90, US\$ 5.85

## Distance Learning

[458] Distance learning for heads of firms and managerial staff in the smallbusiness sector in France

1989, 144 pp.  
Language: EN  
Cat.-No: HX-53-88-108-EN-C  
Price: ECU 5, UKL 3.50, IRL 4, US\$ 6

[459] Distance training for management and administrative staff in small and medium-sized enterprises and craft firms in Italy

1989, 93 pp.  
Languages: EN, IT  
Cat.-No: HX-52-88-978-EN-C  
Price: ECU 5, UKL 3.50, IRL 4, US\$ 6

[460] Distance learning and training for small firms United Kingdom

1988, 118 pp.  
Languages: EN, FR  
Cat.-No: HX-53-88-132-EN-C  
Price: ECU 5, UKL 3.50, IRL 3.60, US\$ 5

## Vocational Training Systems/Systems Analysis

[501] Vocational training systems in the Member States of the European Community

Comparative study  
CEDEFOP Guide  
1982, 475 pp.  
Languages: DA, DE, EN, FR, GR  
Cat.-No: HX-31-80-207-EN-C  
Price: ECU 12, UKL 7, IRL 8.25, US\$ 13

[502] Vocational training in Belgium

1987, 138 pp.  
Languages: DA, EN, FR, GR, IT, NL  
Cat.-No: HX-45-85-252-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

[503] La formation professionnelle au Danemark

1988, 169 pp.  
Language: FR  
Cat.-No: HX-47-86-195-FR-C  
Price: ECU 10, UKL 7, IRL 7.80, US\$ 11.70

[504] La formation professionnelle en France

1988, 207 pp.  
Languages: DE, FR, IT  
Cat.-No: HX-49-87-971-FR-C  
Price: ECU 5, UKL 3.50, IRL 3.90, US\$ 5.85

[505] La formation professionnelle en Irlande

1988, 172 pp.  
Languages: FR, PT  
Cat.-No: HX-46-86-880-FR-C  
Price: ECU 5, UKL 3.50, IRL 3.90, US\$ 5.85

[506] La formazione professionale in Italia

1987, 76 pp.  
Language: IT  
Cat.-No: HX-47-86-745-IT-C  
Price: ECU 4, UKL 2.50, IRL 2.90, US\$ 4

## Vocational Training Systems/Systems Analysis

[508] De beroepsopleiding in Nederland

1988, 77 pp.  
Language: NL  
Cat.-No: HX-49-87-963-NL-C  
Price: ECU 5, UKL 3.50, IRL 4, US\$ 6

[509] Vocational training in the United Kingdom

1987, 110 pp.  
Languages: EN, GR  
Cat.-No: HX-46-86-864-EN-C  
Price: UKL 2.60, IRL 2.90, US\$ 4

[510] Vocational training in the FRG

Third edition, 1991, 229 pp.  
Languages: DE, EN  
Cat.-No: HX-59-90-233-EN-C  
HX-48-86-044-DE-C  
Price: ECU 8, UKL 5.60, IRL 6.20, US\$ 9.40

[513] The Classification of Skilled Workers in the Member States of the EEC

1981, 154 pp.  
Languages: EN, FR  
Cat.-No: HX-32-81-164-EN-C  
Price: ECU 6, UKL 3.30, IRL 4.20

[515] Demarcation of occupational groups/occupational fields with regard to vocational training at skilled level in the European Community

1982, 146 pp.  
Languages: EN, FR  
Cat.-No: HX-35-82-093-EN-C  
Price: UKL 2.30, IRL 2.80, US\$ 4

[518] Vocational training in the People's Republic of China Structures, problems and recommendations

1987, 119 pp.  
Languages: DE, EN, FR  
Cat.-No: HX-44-85-492-EN-C  
Price: UKL 2.40, IRL 2.90, US\$ 3.50

[520] Description du système de formation professionnelle en Espagne

1986, 156 pp.  
Languages: ES, FR  
Cat.-No: HX-45-85-260-FR-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

[521] Vocational training in Greece

1987, 175 pp.  
Languages: EN, FR, GR  
Cat.-No: HX-45-86-846-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

[522] Vocational training in Portugal

1987, 184 pp.  
Languages: DE, EN, FR, PT  
Cat.-No: HX-45-85-276-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

[523] Structures of the Education and Initial Training Systems in the Member States of the European Community

1991, 200 pp.  
Languages: EN, FR  
Cat.-No: HX-71-91-453-EN-C  
Price: ECU 14, UKL 10, IRL 11, US\$ 19

[540] Vocational education in France - Structural problems and present efforts towards reform

1989, 103 pp.  
Languages: DE, EN  
Cat.-No: HX-54-88-110-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

[541] Die berufstechnische Bildung in der UdSSR

1990, 30 pp.  
Language: DE  
Cat.-No: HX-58-90-085-DE-C  
Price: ECU 7, IRL 5.50, UKL 5.25, US\$ 8.60

[542] Die Berufsbildung in der Deutschen Demokratischen Republik (Eine Systemdarstellung)

1990, 27 pp.  
Language: DE  
Cat.-No: HX-58-90-102-DE-C  
Price: ECU 7, UKL 5.25, IRL 5.50, US\$ 8.60

[543] New technologies, labour organization, qualification, structures and vocational training in Bulgaria

1990, 112 pp.  
Language: EN  
Cat.-No: HX-58-90-126-EN-C  
Price: ECU 7, IRL 5.50, UKL 5.25, US\$ 8.60

[544] New technologies, work organization, qualification, structures and vocational training in Hungary

1990, 30 pp.  
Language: EN  
Cat.-No: HX-58-90-118-EN-C  
Price: ECU 7, IRL 5.50, UKL 5.25, US\$ 8.60

[545] Neue Technologien, Arbeitsorganisation, Qualifikationsstrukturen und Berufsbildung in der Volksrepublik Polen

1990, 41 pp.  
Language: DE  
Cat.-No: HX-58-90-110-DE-C  
Price: ECU 7, IRL 5.50, UKL 5.25, US\$ 8.60

[546] Neue Technologien und Anforderungen an die Qualifikation in der Entwicklung der Berufsbildung der Tschechoslowakei

1990, 41 pp.  
Language: DE  
Cat.-No: HX-58-90-093-DE-C  
Price: ECU 7, IRL 5.50, UKL 5.25, US\$ 8.60

[547] The enterprise and its role in the production of qualifications: constitution and development of medium-level qualifications in Germany and France - a comparison

1991, 45 pp.  
Languages: DE, EN, FR  
Cat.-No: HX-60-91-531-EN-C  
HX-59-90-564-DE-C  
HX-59-90-564-FR-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

## Technological Development

[702] Technological change, employment, qualifications and training

1984, 63 pp.  
Languages: DA, DE, EN, FR, GR, IT, NL  
Cat.-No: HX-38-83-427-EN-C  
Price: UKL 2.25, IRL 2.90, US\$ 3.50

[704] Robotics developments and future applications

1985, 100 pp.  
Languages: DE, EN, ES, IT, PT  
Cat.-No: HX-42-84-177-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 3

[705] Introduction of artificial vision in manufacturing and inspection work and its training implications

A Workshop Meeting  
6 and 7 November 1985  
1986, 104 pp.  
Languages: DE, EN, FR, ES  
Cat.-No: HX-46-86-622-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

[707] Women study microcomputer technology

1986, 107 pp.  
Languages: EN, ES, FR, IT  
Cat.-No: HX-46-86-226-EN-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

[750] Les rapports entre l'enseignement, l'emploi et la productivité et leur impact sur les politiques de l'enseignement du marché de l'emploi - comparaison Grande - Bretagne/Allemagne

1986, 109 pp.  
Languages: DE, FR  
Cat.-No: HX-45-85-082-FR-C  
Price: ECU 4, UKL 2.60, IRL 3, US\$ 5

[751] Neue Technologien und Weiterbildung in Büroberufen

1986, 96 pp.  
Languages: DE, FR, IT  
Cat.-No: HX-46-86-355-DE-C  
Price: UKL 2.50, IRL 2.90, US\$ 4

[752] Artificial intelligence and its potential as an aid to vocational training and education

1988, 105 pp.  
Languages: EN, FR  
Cat.-No: HX-52-88-647-EN-C  
Price: ECU 5, UKL 3.50, IRL 3.60, US\$ 5

[753] Formazione continua nelle imprese per il mutamento tecnologico

1989, 133 pp.  
Languages: ES, IT  
Cat.-No: HX-53-88-148-IT-C  
Price: ECU 5, UKL 3.50, IRL 3.90, US\$ 5.85

[754] New information technologies and office employment - European comparisons

1989, 132 pp.  
Languages: DE, EN, ES, IT, NL  
Cat.-No: HX-53-88-350-EN-C  
Price: ECU 5, IRL 4, UKL 3.50, US\$ 6

[755] Managing technological change. A key element in technology transfer

1990, 114 pp.  
Languages: EN, ES, FR  
Cat.-No: HX-58-90-554-EN-C  
Price: ECU 7, IRL 5.50, UKL 5.25, US\$ 8.60

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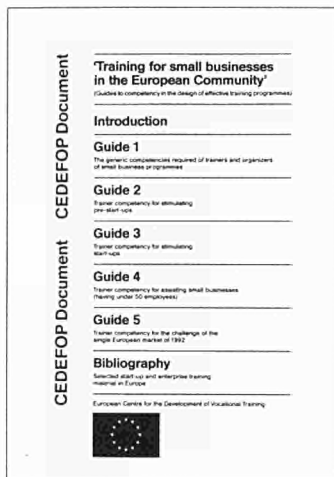
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[516] **Probleme der Berufsbildung in kleinen und mittleren Unternehmen Seminarbericht**  
1985, 307 pp.  
Language: DE  
Cat.-No: HX-42-85-161-DE-C  
Price: UKL 5.40, IRL 6, US\$ 8

[291] **Conception d'un réseau d'échanges pour le développement de la formation professionnelle dans les PME Rapport rédigé en 1985 et actualisé en 1988**  
1988, 90 pp.  
Languages: ES, FR  
Cat.-No: HX-53-88-140-FR-C  
Price: ECU 5, UKL 3.50, IRL 4, US\$ 6.25

[292] **Management education for small and medium-sized enterprises in the European Communities**  
1989, 129 pp.  
Languages: ES, FR, DE, EN, IT  
Cat.-No: HX-55-89-803-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75



[294] **Training for small businesses in the European Community**  
(Guides to competency in the design of effective training programmes)  
1990, 280 pp.  
Languages: DE, EN, ES, FR, IT  
(folder containing seven brochures)  
Cat.-No: HX-59-90-451-EN-C  
Price: ECU 20, UKL 14, IRL 15.50, US\$ 23.40

[295] **Papers presented at the Seminar on 'Small-business start up: support policies and the role of vocational training' (CEDEFOP, Berlin, June 1990)**  
1991, 82 pp.  
Languages: DE, EN, ES, FR, IT  
Cat.-No: HX-70-91-249-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[296] **Support policies for business start-ups and the role of training - National reports from France, Italy, Spain, United Kingdom and synthesis report**  
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[297] **Analysis and evaluation of databases on business and management training schemes for small and medium-sized enterprises in the European Community**  
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[456] **Supply and demand in the field of distance education for senior and middle management in small and medium-sized firms and craft enterprises in the Federal Republic of Germany**  
1989, 176 pp.  
Languages: DE, EN  
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[457] **Distance training for management in small and medium-sized enterprises and craft undertakings in Spain**  
1989, 98 pp.  
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[458] **Distance learning for heads of firms and managerial staff in the smallbusiness sector in France**  
1989, 144 pp.  
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[459] **Distance training for management and administrative staff in small and medium-sized enterprises and craft firms in Italy**  
1989, 93 pp.  
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Price: ECU 5, UKL 3.50, IRL 4, US\$ 6

[460] **Distance learning and training for small firms United Kingdom**  
1988, 118 pp.  
Languages: EN, FR  
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Price: ECU 5, UKL 3.50, IRL 3.60, US\$ 5

[295] **Papers presented at the Seminar on 'Small-business start up: support policies and the role of vocational training' (CEDEFOP, Berlin, June 1990)**  
1991, 82 pp.  
Languages: DE, EN, ES, FR, IT  
Cat.-No: HX-70-91-249-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[296] **Support policies for business start-ups and the role of training - National reports from France, Italy, Spain, United Kingdom and synthesis report**  
1991, 287 pp.  
Languages: DE, EN, ES, FR, IT  
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[461] **Exploratory study of the role and activities of 'Centres of excellence' in the textile industry in four EEC Member States**  
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Cat.-No: HX-53-88-366-EN-C  
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[471] **Vocational profiles and training requirements of foremen and overseers in the textile/clothing sector in Portugal**  
1991, 85 pp.  
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Cat.-No: HX-59-90-831-EN-C  
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[472] **Occupational profiles and training requirements at Level 3 in the Spanish textile and clothing industry**  
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Languages: EN, ES  
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[1200] **Occupational and qualification structures in the field of environmental protection in the metal and chemical industries - Study on the Federal Republic of Germany**  
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[1201] **Vocational training in the tourist industry**  
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[1202] **Analyse der Berufs- und Qualifikationsstruktur im Fremdenverkehr in Deutschland**  
1991, 69 pp.  
Languages: DE, FR  
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Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[1203] **Analyse de la structure des profils professionnels dans le secteur touristique en France**  
1991, 84 pp.  
Language: FR  
Cat.-No: HX-60-91-822-FR-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[1204] **Analyse de la structure des profils professionnels dans le secteur touristique en Italie**  
1991, 84 pp.  
Languages: FR, IT  
Cat.-No: HX-60-91-830-FR-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[1205] **Analyse de la structure des profils professionnels dans le secteur touristique au Portugal**  
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Languages: FR, PT  
Cat.-No: HX-60-91-838-FR-C  
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[1206] **The structure of professional profiles for tourism in the United Kingdom**  
1991, 71 pp.  
Languages: EN, FR  
Cat.-No: HX-70-91-814-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[1207] **Description of a framework of macroprofiles (archetypes)**  
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Language: EN  
Cat.-No: HX-70-91-257-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[1208] **Analyse de la structure des profils professionnels dans le secteur touristique en Grèce**  
1991, 80 pp.  
Language: FR  
Cat.-No: HX-70-91-693-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[1209] **Occupational and qualification structures in the field of environmental protection in the metal and chemical industries in Italy**  
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Languages: IT, EN  
Cat.-No: HX-71-91-243-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[1210] **Occupational and qualification structures in the field of environmental protection in the metal and chemical industries in the United Kingdom**  
1991, 125 pp.  
Language: EN  
Cat.-No: HX-71-91-251-EN-C  
Price: ECU 7, UKL 4.90, IRL 5.50, US\$ 8.20

[1211] **Occupations in the Hotel Tourist Sector within the European Community - A comparative Analysis**  
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Languages: EN, FR, IT  
Cat.-No: HX-60-90-490-EN-C  
Price: ECU 7, UKL 5, IRL 5.50, US\$ 9.50

[1212] **Berufsprofile und Beschäftigungsstrukturen im Umweltschutz in der Metall- und chemischen Industrie - Synthesebericht**  
1992, 86 pp.  
Languages: DE, ES  
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[1213] **Berufliche Tätigkeiten und Qualifikationsanforderungen bei der Erhaltung und Erneuerung des Architektur-erbes Länderbericht für die Bundesrepublik Deutschland** 1992, 173 pp.  
Language: DE  
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[1214] **Occupational profiles in the European steel industry** 1992, 25 pp.  
Languages: DE, EN, FR  
Cat.-No: HX-73-92-837-EN-C  
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[1215] **Occupation in building rehabilitation and restoration in Belgium**  
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1992, 43 pp.  
Languages: EN, FR  
Cat.-No: HX-73-92-845-EN-C  
Price: ECU 5.50, UKL 4, IRL 5, US\$ 8

[1216] **Umweltschutzbezogene Beschäftigungsstrukturen und Berufsprofile im öffentlichen Dienst der Bundesrepublik Deutschland Das Beispiel Luftreinhaltung** 1992, 116 pp.  
Language: DE  
Cat.-No: HX-74-92-419-DE-C  
Price: ECU 8, UKL 6, IRL 6.50, US\$ 11

[1217] **Occupational and qualification structures in the field of environmental protection in the public sector with reference to air pollution control - United Kingdom** 1992, VI, 94 pp.  
Language: EN  
Cat.-No: HX-74-92-427-EN-C  
Price: ECU 8, UKL 6, IRL 6.50, US\$ 11

[1218] **Occupational profiles of vocational counsellors in the United Kingdom** 1992, VI, 116 pp.  
Language: EN  
Cat.-No: HX-74-92-386-EN-C  
Price: ECU 8, UKL 6, IRL 6.50, US\$ 11

[1219] **Occupational profiles of vocational counsellors in the Federal Republic of Germany** 1992, 86 pp.  
Language: EN  
Cat.-No: HX-74-92-362-EN-C  
Price: ECU 8, UKL 6, IRL 6.50, US\$ 11

[1220] **Occupational profiles of vocational counsellors in Denmark** 1992, 71 pp.  
Language: EN  
Cat.-No: HX-74-92-370-EN-C  
Price: ECU 8, UKL 6, IRL 6.50, US\$ 11

[1221] **Occupational profiles of vocational counsellors in the Grand Duchy of Luxembourg** 1992, 82 pp.  
Language: EN  
Cat.-No: HX-74-92-378-EN-C  
Price: ECU 8, UKL 6, IRL 6.50, US\$ 11

## Comparability of Vocational Training Qualifications

[2000] **The EC Programme "Comparability of Vocational Training Qualifications" Aims, working methods, evaluation** 1992, 21 pp.  
Languages: DE, EN, ES, FR, IT, NL  
Cat.-No: HX-73-91-675-EN-C  
Price: ECU 7, UKL 5, IRL 5.50, US\$ 9.50

## Social Partners

[1020] **Die Arbeitgeberorganisationen und ihr Beitrag zur Entwicklung der Berufspolitik in der Europäischen Gemeinschaft** 1987, 119 pp.  
Languages: DE, FR  
Cat.-No: HX-48-87-387-DE-C  
Price: UKL 3.70, IRL 4, US\$ 5.75

[1021] **The role of the social partners in vocational education and training in Belgium** 1987, 117 pp.  
Language: EN  
Cat.-No: HX-49-87-826-EN-C  
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[1022] **The role of the social partners in vocational training and further training in the Federal Republic of Germany** 1987, 136 pp.  
Languages: DE, EN  
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[1023] **The role of unions and management in vocational training in France** 1987, 128 pp.  
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Cat.-No: HX-49-87-842-EN-C  
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[1024] **The role of the social partners in vocational education and training in the United Kingdom** 1987, 388 pp.  
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[1025] **The role of the social partners in vocational training in Italy** 1987, 228 pp.  
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[1026] **Arbejdsmarkedets partners rolle i ungdoms- og voksenerhvervsuddannelserne** 1987, 222 pp.  
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[1027] **Die Arbeitnehmerorganisationen und ihr Beitrag zur Entwicklung der Berufsbildungspolitik in der Europäischen Gemeinschaft** 1988, 133 pp.  
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[1028] **Social partners and vocational education in the Netherlands** 1988, 94 pp.  
Languages: EN, NL  
Cat.-No: HX-50-87-582-EN-C  
Price: UKL 3.50, IRL 3.60, US\$ 5

[1029] **The role of the social partners in vocational education and training, including continuing education and training, in Ireland** 1988, 180 pp.  
Language: EN  
Cat.-No: HX-52-88-154-EN-C  
Price: IRL 4, UKL 3.50, US\$ 6.25

[1030] **The social dialogue in the Member States of the European Community in the field of vocational training and continuing training Synthesis report** 1989, 105 pp.  
Languages: DE, EN, FR, IT  
Cat.-No: HX-53-88-358-EN-C  
Price: ECU 5, UKL 3.50, IRL 4, US\$ 6

[1031] **Le rôle des partenaires sociaux dans la formation professionnelle au Portugal** 1989, 156 pp.  
Languages: FR, PT  
Cat.-No: HX-53-88-407-FR-C  
Price: ECU 5, UKL 3.50, IRL 4, US\$ 5

[1032] **Le rôle des partenaires sociaux dans la formation professionnelle initiale et continue Le cas du Luxembourg** 1989, 127 pp.  
Language: FR  
Cat.-No: HX-55-89-819-FR-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

[1033] **Enseignement et formation techniques et professionnels - Le rôle des partenaires sociaux Le cas de la Grèce** 1989, 115 pp.  
Languages: GR, FR  
Cat.-No: HX-55-89-827-FR-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

[1034] **El papel de los interlocutores sociales en la formación profesional en España** 1989, 219 pp.  
Language: ES  
Cat.-No: HX-56-89-376-ES-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

[1035] **The role of the two sides of industry in initial and continuing training Documentation of the conference on 8 and 9 November 1988 in Brussels** 1989, 41 pp.  
Languages: DE, EN, FR  
Cat.-No: HX-56-89-368-EN-C  
Price: ECU 5, UKL 3.70, IRL 4, US\$ 5.75

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The role of the social partners in vocational education and training including continuing education and training

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[1036] **The role of the social partners in vocational education and training including continuing education and training Summaries of the reports of the Member States of the European Community Belgium, Denmark, Federal Republic of Germany, Greece, Spain, France, Ireland, Italy, Luxembourg, Netherlands, Portugal, United Kingdom** 1992, 213 pp.  
Languages: DA, DE, EN, ES, FR, GR, IT, NL, PT  
Cat.-No: HX-58-90-207-EN-C  
Price: ECU 5, UKL 3.75, IRL 3.85, US\$ 6.20

## Terminology

[1100] **Terminology of vocational training: Basic concepts** 1987, 96 pp.  
Languages: DA, DE, EN, FR, IT  
Cat.-No: HX-50-87-324-EN-C  
Price: UKL 3.50, IRL 3.60, US\$ 5

[1101] **Tools for multilingual institutional work in the field of vocational training** 1988, 239 pp.  
Languages: DE, EN  
Cat.-No: HX-50-87-590-EN-C  
Price: UKL 7, IRL 7.20, US\$ 10

## Exchange of Information and Experience

[630] **Promotion of cooperation amongst research and development organizations in the field of vocational training - Working meeting papers - 20/21 May 1985** 1986, 115 pp.  
Languages: EN, FR  
Cat.-No: HX-47-86-115-EN-C  
Price: UKL 2.50, IRL 2.90

[631] **Förderung der Zusammenarbeit zwischen Forschungs- und Entwicklungseinrichtungen auf dem Gebiet der Berufsbildung - Arbeitstagung: 11.-12. September 1986** 1987, 165 pp.  
Languages: DE, ES, IT  
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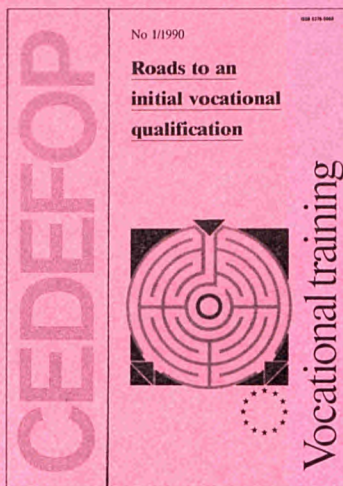
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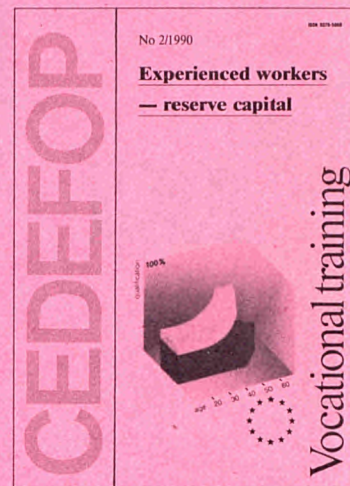
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## FROM THE EC COUNTRIES

### **B** Utilities training centre

Since the mainstream education and training system in Flanders does not offer any training courses specifically for specialists in natural gas, a new training centre has just been opened operated by the municipal consortia Intergem, Iverlek and Pligas and their private partner Electrabel. The intention is to provide initial and continuing training not just for these organizations' own staff but also for architects, building contractors, fire officers, fitters, technicians working for municipal authorities, firms and technical schools - in fact anyone concerned with electricity, gas, cable television, computers, traffic signalling and security systems. The centre's state-of-the-art laboratories also carry out research with the aim of constantly improving the services provided to affiliates. The centre is unique in Belgium and serves as a model for the whole of Europe.

More information from  
Electrabel,  
Electriciteitsstraat 68,  
B-2800 Mechelen

Source: ICODOC/CIDOC

### **DK** New opportunities for adults

New initiatives and measures to make it easier and more attractive for adults to take a vocational education and training course of precisely the same level of competence and skills, as in the training system for young people are in the pipeline. The Ministry of Education held a conference on 4 May with the participation of the trade (i.e. branch) committees, the social partners and the Minister. The conference dealt with issues such as planning specific courses for adults, giving full credit for their practical and educational experience by way of work-accreditation schemes, etc. A series of separate meetings with the 85 trade committees will be the next step. Courses up to the level of skilled worker are needed to bridge the skills gap, but are also viewed as a very promising alternative to the many temporary short-term courses, which have been set up during the last 10 years in order to combat long-term unemployment.

Source: SEL/Undervisningsministeriets Nyhedsbrev.,  
4 May 1992

### **Evaluation of the law concerning the provision of on-the-job training places**

A new committee has been set up to study the effects of the law of 1990, which made it possible to replace practical work experience within companies by a totally school-based vocational training course. The Danish vocational education and training system is a dual system,

based on alternating periods of school education and on-the-job training. The recurring problem since the 1970's has been the shortage of apprenticeship and training places. As a stop-gap measure, an opportunity for young people to complete their training by extending schooling has existed since January 1st 1991. In 1991 1,860 trainees started on this new scheme, and in 1992 2,400 have applied.

The government has now appointed a committee to examine the scheme, to evaluate the implications for the Danish vocational education and training system, and to submit proposals contributing to stabilizing the vocational education and training system so that the need for provisional measures can be reduced. Proposals will be submitted to the government at the latest by September 1992. Vocational training schemes without practical work experience are seen as a threat to the traditional school-company interplay, strongly recommended as a basic principle by the social partners and the public authority in Denmark.

Source: SEL

continued from page 1

### **D** Amendments to the Vocational Education and Training Promotion Act

Some of the Board's tasks will be transferred to a newly-established "Standing Committee". The arrangement of advising the Federal Government on matters relating to vocational education and training which in the past was entrusted to the Board and the Secretary-General has not proved to be efficient in the eyes of the Federal Government. In future this task will be entrusted to the Board alone.

The new Vocational Training Act will also stipulate quite clearly that the responsibility for issues with political weight lies in the hands of the Federal Government.

The provision on the obligation of the Federal Government to submit an annual report on the status and development of vocational training has also been revised. In future this annual report will put more emphasis on questions relating to quality, structure, financing, employment and regulation policy.

Source: Presse-Info BMBW No. 43/92

### **Continuing vocational training courses under scrutiny**

Last year 892,100 workers in the new Federal Länder joined a continuing vocational training course subsidized by the Labour Offices. Altogether the Bundesanstalt für Arbeit (Federal Institute of Labour) spent DM 4.735 billion (= ECU 2.3 billion) on continuing vocational training, re-training and induction

training including maintenance allowances in the new Federal Länder.

In order to ensure the quality and efficiency of this vocational qualification in the new Länder, inspection teams from the Labour Offices of the Länder have been visiting the courses.

The first round of inspections covered those courses where deficiencies were reported. Altogether 94 courses were inspected in the new Länder in November and December last year.

No deficiencies or minor shortcomings were found in less than one-third of the courses. Major defects which had to be corrected immediately and which required a further inspection were to be found in 58 training schemes. Eight courses had to be discontinued.

The deficiencies ranged from inadequate premises and technical equipment to insufficient qualification of teaching staff, frequent interruption of classes, lack of performance control and non-homogeneous groups of participants to lack of teaching material and non-implementation of prescribed practical training.

These inspection teams - at present there are twelve in the new Federal Länder - will continue with their work.

Source: Press information No. 13/1992 from the  
Bundesanstalt für Arbeit

### **E** Transfer of powers to the autonomous communities

After the signing of the "Autonomous Pact" on 28 February 1992 by the President of the Spanish Government, Felipe González, and the leader of the opposition, the transfer of powers to the Autonomous Communities (Regional Governments) which do not yet have them has begun; they are Madrid, La Rioja, Castilla-La Mancha, Castilla León, Baleares, Murcia, Extremadura, Cantabria and Aragón.

The transferred powers include those in the educational sector; this will become effective from the start of the school year 1996-97.

Source: Comunidad Escolar 4-3-92/INEM

### **F** A Programme To Develop Apprenticeship and Alternance Training Schemes

The French Government has set itself the target of raising the number of young people opting for an alternance-based traineeship by at least 400,000 within a period of five years. A corresponding traineeship development plan, drawn up by the Ministry of Education and the Ministry of Labour, was officially announced in February 1992.

Four strategic orientations have been adopted. First, as policy-making competence for apprenticeship rests with the regional authorities, the programme development activities are to be coordinated at regional level. Corresponding catalogues of objectives will be agreed on by the state, the region concerned and the industrial federations. Second, companies are to be given incentives to show a stronger commitment towards providing training opportunities for young people: a "training tax credit" is to be introduced in 1993. Third, training conditions are to be improved. More information on occupations is to be made available while the students are still at school, and such information events are to involve resource persons from the industry or sector concerned. The apprenticeship allowance is to be increased and brought into line with that payable under a standard training contract, thus remedying a long-standing discrepancy in remuneration levels between these two types of training. And finally, the training system is to be mobilized to make more provision for alternance-based training in vocational secondary schools, and there is to be encouragement for contractual arrangements agreed between regional authorities and apprenticeship training centres. The necessary legislative measures are to be submitted to the French Parliament during the spring session, and a monitoring committee is to be given the task of ensuring that the entire programme is implemented in an efficient and cohesive manner.

Source: Centre INFFO, Inffo-Flash no. 356

continued from page 1

### PAQUE: A New Programme for Unskilled Young People

This reasoning was behind the establishment this spring of an intensive programme called "Active preparation for training and employment" (PAQUE). The programme is the first stage in the individual training credit scheme (CFI) and is specifically designed for young people experiencing difficulties - whether cognitive, psychological or social in nature. The PAQUE programme sets out to provide adequate orientation by a combination of learning basic skills and intensively exploring a variety of occupations, sectors and work situations.

Having completed the programme, which lasts between 6 and 18 months, the young person should be able to obtain a traineeship or job.

For the training body concerned, the programme involves an obligation to achieve results. The training body undertakes to set up and operate a network of participating enterprises and partners and to ensure a suitable variety of organizational formats for the training.

For the state too, the programme brings a new type of commitment: an acknowledgement of training as a policy tool which is reflected in the way the subsidy is calculated; a clearer recognition of the actual costs of training; a contribution towards training the teaching and training personnel; and an impact-oriented financial interest in the programme for the training bodies concerned.

Source: Centre INFFO, Inffo Flash nos. 355 and 356

### IRL New training and job creation schemes

Training and employment opportunities are linked in **two new Schemes** recently introduced by FAS - the Irish Training and Employment Authority.

The **Job Training Scheme** is a new training approach linking the world of work and training in a practical way. It is aimed at using the training capacity and expertise within the workplace to train potential employees by designing tailor-made training programmes in practical, work-based skills. The benefits for employers are a trained workforce and improved company performance. The scheme provides full-time training for between 26 and 52 weeks. Certification will be awarded based on the successful attainment by the trainee of required standards.

The **Employment Subsidy Scheme** aims to support the creation by employers of additional jobs. The scheme offers employers financial support to increase their employment levels. The scheme is open to employers who can provide additional full-time employment opportunities which are capable of being sustained. Jobs which are subsidised must be additional jobs.

Source: FAS

continued from page 1

### NL Improvement of the training-employment relationship

It lists four priorities:

- the improvement of the information-transfer between the enterprise and the education service (e.g. by sectoral and technological research);
- improvement in the tuning of supply (education) and demand (enterprise);
- helping the improvement of the infrastructure for vocational training and schooling.
- stimulating good information about vocational training and schooling, aimed at a well-balanced career choice.

The document is a continuation of the Agreement "Working together on vocational training", which was signed by the social partners in December 1991.

Source: Staatscourant nr. 98, d.d. 22 may 1992/CIBB

### New regional training courses

A recent circular from the Ministry of Education and Science describes the innovations that will lead to the establishment of regional training centres for vocational training and adult education. These regional training centres can be seen as new education institutes, which result from the amalgamation of existing schools for full-time secondary vocational training, and part-time vocational training, as well as for general adult education and basic education.

A new law is required. The existing legislation will expire on 1 January 1996. Then there will be a new act for the integration of vocational training and adult education. The first regional training centres will be in operation on 1 August 1993.

Source: Hoofdlijnennotitie R.O.C.'s, Ministerie van Onderwijs en Wetenschappen, 1992./CIBB

### P Eurotraining 92 Forum

The main objectives of the Eurotraining 92 Forum held in Lisbon from 6 to 10 April were to:

- Discuss the many aspects of continuing training and submit proposals and/or recommendations to the national and Community authorities, the social partners and specialists and officials from training organisations.
- Report on the latest progress in the planning, development and execution of training.
- Report on and discuss new ideas in the field of training.
- Enable visitors and exhibitors to contact organisations and specialists engaged in activities in the field of training.
- Encourage international cooperation between the different sectors of training, thus contributing to the development of training in the Community.

This initiative has two aspects:

- simultaneous discussions in the form of workshops on different subjects, meetings on specific subjects and general meetings;
- an exhibition of services with 120 stands on which institutional and private exhibitors show their products, technology and illustrate their experience.

About 450 specialists from Portugal and abroad attended the workshops which covered a wide range of fields, namely, Community qualifications, international training, training technology, competitiveness in training, management, organisation and the relationship between employment and distance learning.

SICT, as the Portuguese representative in the CEDEFOP Information System, was invited to have a stand where literature and other material produced by CEDEFOP, such as the on-line link with the CEDO database, videos and posters were displayed.

Source: SICT

## THE EUROPEAN EDUCATIONAL HOUSE

The fourth IMTEC School Year 2020 conference, "The European Educational House", will be held in the conference centre GOSEN (near Berlin), Germany, from May 23 to May 27, 1993. The conference is organised by IMTEC, COMED Berlin and the German IMTEC-committee.

Europe is experiencing revolutionary changes which will have dramatic consequences for the next generations throughout the world. The School Year 2020 conference offers an opportunity to look at the European educational future, based on concrete educational evidence, and to discuss its policy implications. Educational thinking and experimental practices of innovative educators in Eastern and Western Europe will be a major part of the agenda.

The 1993 conference provides a forum for:

- \* examining new, future-oriented educational projects
- \* exploring alternative models for future schools together with educators from many countries
- \* examining the validity of the most promising educational models now being tested
- \* understanding better the change process in education under dramatic and turbulent conditions
- \* meeting policy-makers, innovators, practitioners and researchers from Eastern and Western Europe
- \* getting acquainted with key resource people from all over the world

### Among the Key-Note Speakers:

- \* Dr. Eduard Dneprov, Russian Minister of Education: "The Russian Educational Revolution and the European Educational House"
- \* Dr. Daniel Goudevert, President of Volkswagen: "Post-Industrial Europe: What are Our Future Options?"
- \* Dr. Jan Karel-Gevers, President of Amsterdam University: "The Role of Higher Education in the Transformation of Society"

### Call for papers and case-studies:

Many elements of the agenda are consistent with past School Year 2020 conferences. However, this time we are inviting papers and case-study proposals dealing with four areas that are especially crucial to "The European Educational House".

- Education for Democracy
- Education in a Multicultural Society
- Schools and the World of Work
- School and the Community

Some case-studies of important educational change endeavours in Eastern and Western Europe will be commissioned.

### Conference Location:

Wissenschaftliches Kommunikations- und Konferenz Zentrum Gosen, Humboldt University  
Eichwalder Strasse 100  
1251 Gosen, Germany

### Costs:

Participation Fee: DM 500,-

### Board/lodging:

#### Gosen Conference Center

Double room, per night, approx. DM 80,-  
Single room, per night, approx. DM 65,-  
Meals, per day, approx. DM 45,-

#### Alternative hotel near Gosen Center

Per night single room approx. DM 50,-  
Per night double room approx. DM 40,-

### East-European participants:

The conference organisers have committed themselves to fund the conference fee and board and lodging costs for up to 100 resource persons from Eastern Europe. Although some Eastern Europeans will be invited to participate, other interested educators are encouraged to apply.

## Preliminary Registration

### THE FOURTH SCHOOL YEAR 2020 CONFERENCE: "THE EUROPEAN EDUCATIONAL HOUSE"

Yes, I am interested in attending the IMTEC School Year 2020 conference in Germany May 23. - 27., 1993.

### I would like to

- Present a Paper, entitled:
- Present a Case-Study, entitled:
- Be an attending participant

### I am most interested in the theme:

- Education for Democracy
- Education in a Multicultural Society
- Schools and the World of Work
- School and the Community

Name: \_\_\_\_\_

Institution: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Tel.no: \_\_\_\_\_ Fax no: \_\_\_\_\_

Also, please send an invitation to the conference to:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

### Please return to:

IMTEC Denmark  
c/o SBK  
Viborgvej 128  
8210 Århus V  
Denmark

tel.: 45-86-752955, fax: 45-86-150003

We are living in revolutionary times, in which we witness simultaneous shifts in a number of critical sectors: the economy, social life, the world of politics, the environment, the educational system. Life on our planet is changing very fast. Entire regions are undergoing fundamental changes that have consequences for the lives of millions of people.

Psychologically, the world is experiencing a paradigm shift. Organisations that do not respond to this shift and the changes taking place may discover that they are no longer relevant. Large systems, like the educational system, that usually require at least a generation to bring about significant changes, are in particular danger of becoming irrelevant to the present and future generations. Although it is impossible to predict what education will be like in 2020, what we decide today has implications for what will exist at that time. We need to start reconstructing and creating new and meaningful changes in the educational enterprise. We need to decide our future.

And the future is now!

(Per Dalin, IMTEC)



THE INTERNATIONAL LEARNING COOPERATIVE is a 20 year old non-profit educational foundation, working for the renewal of educational practices world-wide.

#### CONFERENCE STEERING COMMITTEE

Gerold Becker (Neue Sammlung Journal)  
Per Dalin (IMTEC)  
Elizabeth Fuhrmann (Brandenburg State In-Service Education Center)  
Klaus Hofmann (COMED)  
Dieter Hopf (Max Planck Institute)  
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8210 Århus V  
Denmark  
tel.: 45-86-752955, fax: 45-86-150003

or

IMTEC, Oslo: tel. 47-2-567910, fax 47-2-567920  
COMED, Berlin: tel. & fax 49-30-2176471



## THE EUROPEAN EDUCATIONAL HOUSE

**BERLIN (GOSEN), MAY 23 - 27, 1993**



**IMTEC**  
**The International Learning**  
**Cooperative**

**in cooperation with COMED Berlin**

## **UK** New general national vocational qualifications

The Prime Minister participated in the launch, at a NCVQ (National Council for Vocational Qualifications) conference, of the first General National Vocational Qualifications and a new Advanced Diploma. The Employment Secretary observed, 'General National Vocational Qualifications', or GNVQs, will prepare people either to go on to more demanding job-specific training or to higher education. GNVQs, will test the kinds of skills which can be used in a whole range of occupations such as communication, problem-solving, information technology and language skills.

GNVQs are designed to appeal to young people across a range of abilities but will be as rigorous and demanding as their academic equivalents. They will be of tremendous value to employers, who will know that young people have skills and knowledge that are of real use in the world of work. The first GNVQs will be offered by schools and colleges from September 1992.

New Advanced Diplomas will be awarded to young people who have achieved NVQ level 3, or its academic equivalent, the A level, plus English, mathematics and languages. They will be even more fundamental in eroding the barrier that has always existed between academic and vocational qualifications.

Source: BACIE

## **Information system on qualifications**

Recently the National Council for Vocational Qualifications (NCVQ) launched a state-of-the-art database designed to provide government, industry and education with vital information on the numbers of people gaining National and Scottish Vocational Qualifications (NVQs and SVQs).

The National Vocational Qualifications Database (NVQIS) will be an instrument for recording the increasing skills of the workforce.

Source: BACIE

## **CONGRESSES - SEMINARS - CONVENTIONS**

28 - 30 September 1992

### **Frankfurt/Main / D**

Johann-Wolfgang-Goethe  
Universität  
Hochschultage Berufliche  
Bildung 1992  
Berufsausbildung für Europa -  
Ökologie und Markt  
Information:  
FB 04 - Wirtschaftspädagogik  
Senckenberganlage 15,  
D-6000 Frankfurt am Main 1  
Tel.: (+ 49 69) 798-3103/3506  
(Wed + Th)

29 September 1992

### **Düsseldorf**

2. Symposium der Wirtschaft  
zur beruflichen Bildung  
"Für Qualität und Wettbewerb"  
Veranstaltung der Industrie-  
und Handelskammern in  
Nordrhein-Westfalen  
Information: Industrie- und  
Handelskammer zu Düsseldorf  
Ernst-Schneider-Platz 1  
D-4000 Düsseldorf 1  
Tél.: (+49 211) 3557-280 or  
3557-295

5 - 9 October 1992

### **Berlin, Warsaw, Prague, Budapest, Vienna**

4th European Congress on  
Continuing Education and  
Training  
Eurotrain for Training  
Information:  
BBJ SERVIS gGmbH  
Alt-Moabit 73;  
D-1000 Berlin 21  
Tel.: (+ 49 30) 390 80 50;  
Fax: (+ 49 30) 390 80 540

7 - 10 October 1992

### **Brussels / B**

FORUM IRIS 1992 on wom-  
en's vocational training in  
Europe  
Information:  
IRIS Unit, CREW s.c.  
21, rue de la Tourelle,  
B-1040 Bruxelles  
Tél.: (+32-2) 230 51 58;  
Fax: (+32-2) 230 62 30

19 October 1992

### **Mannheim / D**

Fachtagung "Europa '93" -  
Chancen für eine europäische  
Migrationspolitik  
Information: Stadt Mannheim -  
Beauftragter für ausländische  
Einwohner  
Postfach 103 051;  
D-6800 Mannheim 1  
Tél.: (+49-621) 293-3642/3338;  
Fax: (+49-621) 101 452

26 - 30 October 1992

### **Montpellier / F**

"Evolution des qualifications et  
reponses éducatives en  
Europe"  
Méthodes et résultats des  
diagnostics d'évolution des  
métiers et les processus de  
reconnaissance des qualifica-  
tions en Allemagne,  
Angleterre, Italie et France.  
Information: Mme Dijol, Centre  
Académique de Formation  
continue (CAFOC) de  
Montpellier  
31, rue de l'Université,  
F-34064 Montpellier Cedex 02  
Tél.: (33) 67 58 00 15;  
Fax: (33) 67 58 98 56

10 - 12 November 1992

### **Karlsruhe / D**

LearnTec '92 -  
1st European Conference and  
Trade Show on Educational  
Technology  
Information:  
Karlsruher Kongreß- und  
Ausstellungs-GmbH  
Festplatz, Postfach 1208,  
D-7500 Karlsruhe 1  
Tél.: (+49-721) 37 20 -113;  
Fax: (+49-721) 37 20 - 348

15 -17 November 1992

### **Nice / F**

Palais des Congrès Acropolis  
Fourth IFCEB world confer-  
ence on the use of technology  
for training in banking and  
finance  
Information: International  
Foundation of Computer-  
based Education in Banking  
and Finance (IFCEB)  
Pauline Pechner (IFCEB  
Organiser)  
P.O. Box 667,  
L-2016 Luxembourg  
Tél.: (+352) 311 425;  
Fax: (+352) 311 644

25 November 1992

### **Heathrow / UK**

Penta Hotel  
Education Partnerships for  
Business  
Committing to Quality  
Information: Careers Re-  
search and Advisory Centre  
(CRAC)  
Conference Office, Sheraton  
House, Castle Park,  
Cambridge CB3 0AX  
Tél.: (+44-223) 460 277;  
Fax: (+44-223) 311 708

25 - 27 November 1992

### **Nürnberg / D**

Scandic Crown Hotel  
European Vocational Counsel-  
ling Conference  
New tendencies, challenges  
and technologies in  
transnational careers guidance  
Third European conference on  
computers in careers guidance  
Information: Dr. Jürgen Thiel,  
Bundesanstalt für Arbeit -  
Konferenzsekretariat -  
Regensburger Str. 104,  
D-8500 Nürnberg 30  
Tél.: (+49-911) 179-3507;  
Fax: (+49-911) 179-2123

9 - 11 December 1992

### **Berlin / D**

2. Fachkongreß Neue Berufe,  
Neue Qualifikationen -  
Entwicklungstendenzen und  
Lösungswege für die Berufs-  
bildungspraxis in Ost und  
West (mit kongreßbeglei-  
tender Ausstellung "Multi-  
mediales Lernen in der Praxis")  
Information: Bundesinstitut für  
Berufsbildung, Tagungsbüro  
Fachkongreß 92  
Fehrbelliner Platz 3,  
D-1000 Berlin 31  
Tel.: (+49 30) 8683-540;  
Fax: (+49 30) 8683-455

23 - 27 May 1993

### **Berlin (Gosen) / D**

Wissenschaftliches  
Kommunikations- und  
Konferenz Zentrum Gosen  
The fourth school year 2020-  
conference: "The European  
Educational House"  
Information:  
IMTEC Denmark  
c/o SBK; Viborgvej 128;  
DK-8210 Arhus V; Denmark  
Tel.: (+45-86) 752955;  
Fax. (+45-86) 150003

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ISBN: 92-77-76266-7  
Price on request  
Can be ordered from:  
Office for Official Publications of the EC, Luxembourg or its EC sales offices.

**nb:** This document is also published in EN, FR, DE, together with a report from the Commission 24/5/91 as a brochure available from the TASK FORCE Human Resources, Education, Training, Youth

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Muzenstraat 30  
NL-2511 VW Den Haag

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101, quai Branly  
F-75740 Paris cedex 15  
\* A copy in DE can be obtained from: IJAB  
Hochkreuzallee 20  
D-5300 Bonn 2  
\* A copy in ES can be obtained from: INJUVE  
(Instituto de la Juventud)  
71 José Ortega y Gasset  
E-28006 Madrid

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All Saints, White Hart Lane  
UK-London N17 8HR  
Tel.: (+ 44 81) 368 1299  
Fax: (+ 44 81) 365 1772

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19B de Montfort Street  
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P.O. 12 95  
D-5308 Rheinbach  
Tel.: (+49-2226) 10593  
Fax: (+49-2226) 10599

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in: *Bildung und Wissenschaft (Education and Science)*, 1991, no 11/12, 27 p.  
Languages : DE, EN, FR, ES  
Free of charge  
Limited distribution in Germany, intended for international circulation  
Distributed by: Inter Naciones  
Kennedyallee 91-103  
D-5300 Bonn 2  
Tel.: (+49-228) 88 00  
Fax: (+49-228) 88 04 57

Berichte zur Beruflichen Bildung - Band 130 - **Die betriebliche Berufsausbildung benachteiligter Jugendlicher - Befunde zur Ausbildungspraxis in Handwerks- und Industriebetrieben**  
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ISBN: 2-7081-1421-2  
Language: FR

**Selected by Maryse Peschel Documentation, CEDEFOP**  
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IRL - Dublin 4  
Tel.: (+353-1) 60 37 22

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cibb - centrum innovatie beroepsonderwijs bedrijfsleven  
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