

**Responsible publisher:**  
Ernst Piehl, Director  
Corrado Politi, Deputy Director  
Enrique Retuerto de la Torre, Deputy Director

**Editors:**  
Bernd Möhlmann, Tel.: +49-30-88 41 21 47  
Michael Adams, Tel.: +49-30-88 41 21 25  
Frédérique Rychener, Tel.: +49-30-88 41 22 07

# TRAINING AND COUNSELLING SUPPORT FOR BUSINESS STARTERS

The study launched by CEDEFOP in 1990 identified various elements in several areas relating to business start-up in the 12 Member States of the EC.

On the basis of a common grid for data collection and analysis, a working group consisting of business start-up experts from the 12 countries produced:

- detailed information on support policies for business start-ups, the responsible organizations and useful contacts in each country;
- an initial collection of national statistical information on the establishment of new businesses and their "mortality rate";
- the identification of all training courses addressed to the business starter whether these were before (stimulation of entrepreneurial spirit), during or after start-up.

The national reports published under the title "Support policies for business start-ups and the role of training" are available in FR and EN and may be obtained from the sales agents for Community publications, (price ECU 10,50). This study also provided an opportunity for

close cooperation with the Agence Nationale pour la Création d'Entreprises (ANCE, Paris) in its project on a European Observatory for Business Start-up, and with the Network of the European Community for Women's Local Employment Initiatives (ILE), which promotes

initiatives for the establishment of new businesses.

The results of this joint work have been compiled in a document to be published at the end of 1992, which proposes recommendations for future action and new exploratory paths for studies to be conducted in this field.

This work and its results will be presented at the "European Seminar on Training and Business-Start-up" organized at Lille from 26 to 28 November 1992 by the Regional Council of Nord-Pas-de-Calais and CEDEFOP. After two days of round table sessions on promotion of entrepreneurial spirit, training during business start-up and access to capital, the last day will be devoted to a debate on intervention policies and recommendations for decision makers.

Information: Ms. Africa Melis,  
Project Coordinator,  
Tel.: (+49-30) 88412193.

## CEDEFOP What qualifications are needed for the preservation of European architectural heritage?

Historical buildings are without doubt an integral part of our cultural heritage; their care and maintenance have become a priority task of the Member States of the EC since the beginning of the 1980s.

But the authentic and true-to-original restoration of buildings from past centuries calls for specific qualifications which are seldom or insufficiently taught in the initial training for building occupations. The qualification requirements are extremely differentiated and very complex. They range from a re-learning of the old, sometimes extinct

continued on page 2

## SOCIAL PARTNERS DGB and BDI reactions to the Maastricht decisions on education

In the opinion of the DGB (Confederation of German Trade Unions) the inclusion of a separate chapter on general and vocational education in the Maastricht decisions is a distinct improvement in comparison to the EEC Treaty.

continued on page 4

## EC-COUNTRIES France

### Law on Apprenticeship

The law of 17 July, 1992 deals for the most part with apprenticeship. It marks the climax in a series of government efforts to give new impetus to this type of alternating training.

The law has four aims:

#### 1. To improve the situation of apprentices

Apprenticeship pay is raised to the level set out in the qualification contract, the length of apprenticeship varying in line with the young person's initial level of skills. The agreement will

continued on page 6

S P E C I A L

3/92

Se autoriza la reproducción total o parcial del contenido de esta publicación, siempre que se mencione la fuente. Der vollständige oder auszugsweise Nachdruck von Beiträgen dieser Veröffentlichung ist kostenlos und mit Quellenangabe gestattet. Reproduction in whole or in part of the contents of this publication is authorized, provided that the source is acknowledged. Les textes paraissent dans cette publication peuvent être reproduits librement, en entier ou en partie, avec citation de leur origine. La presente pubblicazione può essere riprodotta, integralmente od in parte, con previa citazione della fonte.

flash



CEDEFOP

### What qualifications are needed for the preservation of European architectural heritage?

crafts techniques of past ages to competent handling of the most recent technologies.

CEDEFOP undertook a study of this spectrum of qualifications in five Member States (B, D, F, I, UK) in the following occupations: ● mason ● stone-cutter and stone-carver ● plasterer ● tiler ● carpenter ● plumber ● glazier ● ironsmith ● electrician ● painter ● roofer ● joiner. The experimental methodology "Occupational profiles in the EC" developed by CEDEFOP was applied in the process.

These studies have now been completed and will be published as a "CEDEFOP Document" in two (EN, FR) or three (DE, EN, FR) languages. They can then be obtained from the EC sales offices for a token price of ECU 7.

A synthesis report will also be available at the end of 1992/ beginning of 1993 as a "CEDEFOP Document" published in the languages DE, EN, ES, FR, and IT. This report will compile all the common elements of the occupational requirements and technical competences listed in the country reports for the occupational categories in the form of so-called "Euro-profiles".

Information: Ms. Gesa Chomé  
Project coordinator  
Tel.: +49 30 88412164

### CEDEFOP FORUM 1992 - Annual meeting of European Research Institutions

On 21 and 22 October 1992, CEDEFOP will be holding its eighth annual FORUM. The series was set up in response to a request by leading institutions engaged in vocational training research in the Member States of the European Community for the purpose of establishing contact and developing cooperation in shared fields of interest.

The structure and scope of the FORUM underwent a major change in 1990 when the Centre decided that the recent devel-

opments in central and eastern Europe merited special consideration. Accordingly, the number of participants swelled and, although the discussion of the vocational training research activities of the twelve Member States remained the order of the day, the main focus was on the situation and needs of the non-member countries.

In view of the continued significance of developments in the eastern countries and, more recently, the closer association of the EFTA countries with the European Community, it was decided to maintain the size and structure of participation. Such was the interest that it was decided as from 1991 to add a day to the FORUM to provide a "platform" for an east-west dialogue.

From the beginning, the discussions at the CEDEFOP FORUM centred on a chosen theme and on current and future research activities and priorities of the Member States.

This year, the central theme of the FORUM discussions will be "**technological innovation, work organization and new qualifications**". A presentation will also be made of a "prototype directory" of current vocational training research projects in the Member States. This directory or file is being developed as an adjunct to the FORUM and is hoped to become a European work of reference.

A full report on the proceedings of the 1992 CEDEFOP FORUM will be published in an issue of CEDEFOP flash later this year.

Information:  
Francis Alan Clarke,  
Project coordinator  
Tel.: + 49 30 88412124

### CEDEFOP's Documentary Information Network

CEDEFOP's Documentary Information Network met on 22/23 September 1992, and dealt with a full agenda relating to CEDEFOP's activities in this field.

The bibliographical data-base, now containing over 18.000 entries, has been available for some time on the on-line system of the European Space Agency's Information Retrieval Service (ESA/IRS).

Work is now being completed so it could also be made available on local PC-networks, using the CDS-ISIS software, developed by UNESCO. How to encourage greater use of the data-base was one of the issues discussed by the Network.

Work on the revision of CEDEFOP's Multilingual Vocational Training thesaurus was completed in late 1991, and it is already been used by Network Members and CEDEFOP in indexing items for the bibliographical data-base.

The Network Meeting discussed proposals by CEDEFOP for the creation of a data-base of vocational training institutions, using the methods adopted for the bibliographical data-base.

More information on CEDEFOP's work in this field is contained in "CEDEFOP flash" 3/92.

Information:  
Martina NiCheallaigh  
Tel.: +49-30-88 41 21 19  
Letizia Weiss  
Tel.: +49-30-88 41 21 62

### Information on the Training Systems

CEDEFOP's work during 1991 and 1992 on the preparation of a new series of monographs describing the vocational training systems of the Member States is now near a stage at which published results are available. A draft of a monograph for each of the twelve Member States now exists in at least one language, and these drafts have been discussed in detail with each of the authors in meetings in Berlin. The first published volumes will be the monographs on the UK and France in the original languages, and they will be available in December. It is CEDEFOP's objective to have published before the end of 1993 all monographs in at least three languages, and if resources permit, in a number of additional languages.

Information:  
Michael Adams  
Project coordinator  
Tel.: + 49 30 88412125

## CEDEFOP- SEMINARS - WORKSHOPS - MEETINGS

21-22.10.1992  
**Berlin/D**  
"CEDEFOP-FORUM" with directors of vocational training research and development institutes in the 12 Member States  
Alan Clarke

25.11.1992  
**Brussels/B**  
Award ceremony of CEDEFOP prize  
Norbert Wollschläger

25-27.11.1992  
**Lille/ F**  
European Seminar on Training and Business Start-up  
Africa Melis

Early December  
**Berlin/D**  
Training of teachers in technical education  
Fernanda Reis

# BI- AND MULTI-LATERAL RELATIONS

## Road clear for "UNEVOC"

On 17 July 1992 the Federal Republic of Germany and UNESCO signed an inter-governmental agreement on the international vocational training project "UNEVOC". The UNEVOC project (UNESCO's International Technical and Vocational Education Project) is the outcome of a German initiative. The objective of this project is to improve the status of vocational education and to establish a closer link between vocational training and industry, especially in the newly industrializing and developing nations and in the countries of Central and Eastern Europe.

In a pilot phase lasting till the end of 1995 the emphasis will be on research in vocational education, policy counselling and database networking. In addition to this, the direct, time and cost saving exchange of information between the vocational education institutions in several continents will be promoted as part of the UNEVOC project. Some thought is also being given to the periodical publication of an international Bulletin on vocational

training. A central project unit will be set up in Berlin.

Source: Presse-Info BMW No. 74/1992

## Greek/Danish Cooperation

The Federation of Greek industries (SEV) and the Greek General Confederation of Labour (GSEE) have come to an agreement with a Danish labour market training centre (AMU) on the establishment of a two-year programme called HERMES. This programme has already been approved within the framework of the European Communities EUROFORM initiative. It aims at developing an educational package on the basis of the experience and know-how of the AMU Centre, adjusted to the dynamics of the Greek labour market. 86 persons will be trained in Greece and in Denmark. This training programme is intended for executives of the textile, and food and beverage, industries. It will be financed 70 % by the European Community, with the remaining 30 %, amounting to 60 million drachmas (approx. 240.000 ECU) by SEV and GSEE.

Source: Pedagogical Institute

## European Union, craft trades and SMEs

The fourteenth meeting dealing with "European Union and measures to promote craft trades and SMEs" was attended by representatives of French and German chambers of handicrafts at the Casino in Vichy on 11 and 12 June 1992. The delegates decided to strengthen their cooperation in supporting the organization and development of handicraft enterprises and small businesses in the countries of Eastern Europe (Poland, Hungary, Czechoslovakia).

By the end of the meeting, fifty partnerships between French and German chambers of handicrafts had been formed. These will provide a framework for conducting on a regular basis official exchange programmes, goodwill meetings and specialized conferences including inter-company trainee and journeyman exchange programmes, transnational cooperation, working groups, etc.

APCM (Assemblée Permanente des Chambres de Métiers) 12, avenue Marceau, F-75008 Paris; Tel.: +33-1-44431000

Source: INFFO-Flash No. 363 - July 1992

# PARTNERSHIPS

## Environmental training

A working group composed of representatives from BIBB - Bundesinstitut für Berufsbildung (Berlin), CIBB - Centrum Innovatie Beroepsopleiding Bedrijfsleven ('s-Hertogenbosch), and VDAB/ICODOC - Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding (Brussels) is working on the preparation of a CEDEFOP transnational documentary dossier on environmental training. Much material on courses, research projects, and organizations involved in environmental training activities has already been collected in these countries.

While, particularly in Germany, there seem to be a great number of specialist training activities in environmental protection, the group has noted a comparative lack of training activities within companies aimed at workers and employees in general, as distinct from those whose prime concern is environmental issues. The group would therefore like to hear about environmental awareness programmes, or more detailed training programmes, organised within companies, or specifically for company employees, who do not have any specific responsibility for environmental issues.

Any information in this regard should be sent to the group's chairperson Mr. Frederic Geers, VDAB/ICODOC, Keizerlaan 11, B-1000 Brussels  
Tel.: +32-2-5025001;  
Fax: +32-2-5025474

## Initial and continuing training schemes for women in Germany

The European network of qualification schemes for women has been extended by the Commission to the end of 1993. This means that innovative initial and continuing training schemes for women in the Federal Republic of Germany should send in their applications as soon as possible. This especially applies to projects from the new Federal States. Application forms and information material may be obtained from:

Gesellschaft für Informationstechnologie und Pädagogik  
Homburger Str. 75, D-4130 Moers 1  
Tel.: +49-2841-170707 and  
Bundesministerium für Bildung und Wissenschaft - Referat II B 6 -  
In der Raste, D-5300 Bonn 2  
Tel.: +49-228-572877

Gesellschaft für Informationstechnologie und Pädagogik (GIP) in IMBSE, 17.7.1992.

## Search for European partners

The "Centre de Ressources et d'Initiatives pour l'International" (CR2I) is the operational unit in the French Ministry of National Education to develop transnational partnerships in the field of adult vocational training.

The CR2I proposes different services:  
● information on European training programmes;

- assistance to international training structures;
- finding European partners for the GRETAs (Groupings of Establishments for the Training of Adults);
- finding GRETAs or university partners for organizations in other countries.

## Contact:

Mme Laure Duteil and  
Mme Nicole Verrier  
Centre de Ressources et d'Initiatives pour l'International (CR2I)  
Formation des Adultes  
Ministère de l'Éducation nationale, de la Jeunesse et des sports  
71, avenue du Président Wilson  
F-92800 Puteaux  
Tel.: +33-1-46 98 07 66;  
Fax: +33-1-46 98 04 28

Source: Centre de Ressources et d'Initiatives pour l'International

## Universities and Continuing Vocational Training

The Universities Council for Adult Continuing Education (UCACE) in the United Kingdom has established a Working Party to consider developments in European policy and practice in continuing education, and to sustain and extend collaboration with colleagues in other countries. The Working Party will advise UCACE on EC Policy initiatives, monitor the extent of activities in British University Continuing Education with a European dimension,

and assist UCACE in contributing where appropriate to major policy discussions.

At present the Working Party is interested in establishing contacts with partners in Community Member States, and those interested are invited to contact:

Mr. John Field BA PhD  
Director of Continuing Education  
University of Bradford  
Bradford West Yorkshire BD7 1DP  
Tel. +44-274-38 32 21  
Fax. +44-274-38 32 18

## ELLI

The European Lifelong Learning Initiative (ELLI) was established in 1991 to act as a European-wide catalyst in the mobilisation and dissemination of practical ideas, information, and policies in the field of lifelong learning. It is currently building up its membership and an agenda. It will organize the first European conference on lifelong learning "Lifelong for European Business - The Strategic Investment" at the University of Oxford on 6-7 October

1992. Industrial and Educational organizations can share ELLI's knowledge, and contribute to the further development of ELLI, by becoming a member. If you would like to receive more information on the benefits of ELLI-membership, contact W. Keith Davies, Chairman, Strategy Committee, ELLI, 60 rue de la Concorde, B-1050 Bruxelles  
Tel.: +32-2-514.33.40,  
Fax: +32-2-514.11.72.

Source: ELLI/JMA

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

continued from page 1

## DGB and BDI reactions to the Maastricht decisions on education

The DGB makes the following comments:

"The wording makes it clear that there is no intention of intervening in internal German legislation. On the contrary, the subsidiarity principle is applied.

The Treaty rules out a harmonization of legal and administrative regulations at EC level in this area. The goal is not uniformity, i.e. uniform types of schools, but useful cooperation between the Member States through joint promotion and exchange programmes and exchange of information and experience. National competences are maintained.

Article 127 deals with measures for easier and better integration and mobility of workers in the field of vocational training and on the employment market.

In our opinion this can only mean the maintenance and further development of the qualification standards which have already been achieved in the dual system and in full-time in-school training.

The only interpretation allowed by this text is that a downward levelling, justified through arguments about business and competition, will not be permitted.

For this reason, easier adjustment to industrial change processes can only come about through an improvement of qualified initial and continuing training for all persons. In this context qualification also implies ways and means of enabling the workers to adapt themselves to new situations in the industrial change process at all times and as quickly as possible.

In addition to spatial mobility, the inter-sectoral mobility of workers should be ensured through multiple long-term qualification facilities and the expansion of language promotion. The pre-condition for

this is the permanent continuing and further training of workers.

Instead of limiting exchange of information and experience to educational establishments and industrial companies alone, the participation of all persons and groups involved in vocational training, including the trade unions, should be considered an absolute necessity."

Source: DGB - Gewerkschaftliche Bildungspolitik No. 4/92

In the opinion of the BDI (**Confederation of German Industry**) the growing importance of education and qualification for the economic and political integration process in the EC is reflected in the inter-governmental agreement of Maastricht.

The powers vested in the EC Commission in the field of **vocational education** will be far-reaching. Through Article 127 the Community is enabled to apply a vocational training policy which gives it regulatory powers in this field. The BDI welcomes the fact that Articles 126 and 127 set up a contractual framework for competences in EC educational policy. But when implementing educational policy, care should be taken that, in keeping with the newly defined subsidiarity principle, national responsibilities are not undermined. Especially with respect to vocational training policy, the additional powers given to the Commission should not lead to a situation where EC promotional measures in initial and continuing training are used as new structural policy instruments. Educational measures which facilitate a dirigistic industrial or subsidy policy, would be subversive to competition in the Community.

It is welcomed that the **Memorandum on Vocational Training Policy** presented recently by the EC Commission pays particular attention to the needs of small and medium-sized enterprises. These enterprises should be given better access to initial and continuing training measures so that they are in a position to operate

successfully even under the new conditions of a European Internal Market.

Source: BDI Informationen und Meinungen No. 6/92

## Consultation by Belgian employers on education

Concern at the education system's failure to meet the needs of the labour market led at the end of last year to the launch of regular consultations between the employers' organizations in Flanders and Wallonia, the Vlaams Economisch Verbond (VEV) and the Union wallonne des Entreprises. Their purpose is to help find solutions for the problems that exist at the interface between education and work, and the two organizations see value in comparing the problems facing education and industry in their respective regions.

The consultations cover:

- the charting of training provision in the two regions, setting it against the European background in which vocational skills and qualifications from the Member States are compared;
- the attractiveness of teaching as a profession, particularly in technical subjects, and ways of attracting of technical expertise from industry;
- equipment for technical and vocational education;
- the appeal of technical and vocational education to students.

Source: Snelbericht VEV, no. 20, 21 May 1992./  
ICODOC/CIDOC

## The Danish Vocational Education and Training Systems in the Single Market

The Danish Employers' Confederation (DA) has published a new booklet in English describing the Danish initial vocational training system and the labour market training system for adults. It examines the background of the systems, their structure, where and by whom decisions are made and how the systems function and develop. Of special interest is the description of "the Danish model" which is a specific method of cooperation

between the social partners and the public authorities in the field of vocational education and training. The role of the social partners, traditionally strong in Denmark, has been increased by the 1989 reform of the vocational education and training system. The labour market organisations do not have a correspondingly prominent role in most other European countries.

The Danish Employers' Confederation: The Danish Vocational Education and Training Systems. 1992. ISBN 87-7755-059-5. Source: SEL

### **Preliminary inter-association agreement on a higher contribution to training to develop a programme of sectoral plans for continuing vocational training in Spain**

The employers' associations and the trade unions have reached an initial agreement in which they stress the necessity of drawing up some sectoral plans for the continuing vocational training of workers in employment.

The agreement anticipates that the contribution to vocational training made by

the companies and workers will increase threefold in the next three years; the contribution made by the State should also increase so that it is approximately 300,000 million pesetas, without however reducing the amount allocated for "regulated" and "occupational" vocational training addressed to youth and unemployed persons.

This agreement should be included in all collective agreements signed in the sectors and within companies.

Source: Cinco Dias: 7 April 1992/INEM

## FROM THE EC COUNTRIES

### **DK Reform of the Danish adult vocational education and training system**

The Danish system of adult and continuing education and training has been analysed by an inter-ministerial committee, which has just published a White Paper. This report describes the total system in great detail. In particular the complex interplay between Ministries and the many, at times overlapping, training opportunities for adults have been critically scrutinised. The report puts forward ideas to coordinate and optimise the total structure. A series of concrete measures should be adopted as soon as possible. The barriers between AMU Centres (for semi-skilled adults) and vocational schools are to be removed, and free competition between these institutions in the supply of training will be increased. A new system of financing training where money follows the trainee will be introduced. Coordination committees will be established locally, and centrally 5 - 10 branch committees will be formed with equal representation from the social partners. New legislation based on these recommendations is now in the pipe-line.

Source: SEL

### **New vocational courses for young people**

Due to the fact that 800.000 people in Denmark, adding up to 21% of the 16 - 66 years old, are permanently out of the labour market and on different schemes of public assistance or unemployment insurance, the Danish government in August 1991 set up a Social Commission. In its report the situation of young people is discussed and a wide range of proposals for education, training, social security payments and active labour market measures is put forward. Among the most interesting ideas is the suggestion of new models of vocational education and training for the least school-motivated among the young. 33% of young people still do not get a formal vocational quali-

cation as they find existing vocational courses too demanding. The reform of the Danish vocational education and training system in 1989 increased the theoretical level of courses and made it even more difficult for practically-oriented school-leavers. New courses of 2 - 3 years with an emphasis on practical training in the companies combined with short courses at vocational schools are suggested, as more on-the-job training of a practical nature and less theory and school teaching are expected to strike a better balance for this group. At the same time it is suggested that young people under 25 should never be offered passive (i.e. money only) provision, but should be activated through instant offers of education and training or temporary job schemes.

En god start. Forslag til en samlet uddannelses- og beskæftigelsesindsats for de unge. Socialkommissionen. 1992. ISBN 87-89811-10-0.

Source: SEL

### **D Competition for technical and managerial staff**

A - still - small group of highly-qualified employees, flexible in terms of language, technical know-how and culture, will be increasingly in demand with the establishment of the EC internal market.

This is the conclusion of a study undertaken by the Institute for Labour Research of the Federal Institute of Labour in Nürnberg. Interviews were conducted with experts in industrial companies, trade unions and professional associations in five EC countries (France, Italy, Spain, United Kingdom, Germany). The international dimension is becoming an integral part not only of large companies but, to a growing extent, of medium and small enterprises too.

The German companies which were interviewed complained about the uncer-

tainty prevailing today in the assessment of training certificates from other countries. Their wish is to make foreign education and training courses more transparent.

Companies make use of their wide-spread foreign contacts (e.g. with branch offices or training establishments) to gain access to the labour markets in Europe.

The study entitled "Zur Freizügigkeit für Arbeitskräfte in der EG - Bildungsabschluss und Beschäftigung von EG-Arbeitnehmern aus der Sicht der Unternehmen" has been published (see page 8).

Source: Presse-Informationen der Bundesanstalt für Arbeit No. 25/92

### **"Realschule" final certificate in the vocational school (Berufsschule)**

In future it will be possible to acquire the eligible rights of a "Realschule" (lower secondary school) final certificate with the final certificate of the vocational school. This was a decision taken by the Ministers and Senators of Education of the Federal Länder of Germany at their plenary meeting on 25/26 June 1992 in Münster.

The new version of the "Agreement on the Final Certificate of the Vocational School" adopted at this meeting states that the final certificate of the vocational school includes the eligible rights of the "Realschule" final certificate as laid down by the regulations of the Länder, provided specific conditions are fulfilled.

Up to now the final certificate from the vocational school only included acquisition of the "Hauptschule" (extended primary school) certificate. Through this decision of 25/26 June 1992 the Ministers of Education are helping to bring about the equivalence of vocational and general education.

Source: Press release from the Conference of Education Ministers dated 26.6.1992

**Training of trainers - The Board of the BIBB adopts framework training plan**  
The Board of the "Bundesinstitut für Berufsbildung (BIBB)" (Federal Institute for Vocational Training) approved a "Framework training plan for the training of trainers" at the beginning of August 1992.

The Board of the BIBB advises all institutions which deal with the training of trainers to use this framework plan. The text of this recommended framework plan has been published in German in the BIBB press release No. 21/92.

Source: BIBB press release No. 21/92

## **E** Experimental stage in the reform of technical and vocational studies

One of the key features of the educational reform undertaken by the Spanish Ministry of Education and Science is the introduction of vocationally-oriented modules in vocational training.

Instruction in these modules consists of a package of knowledge and skills which will provide the training required for the exercise of an occupation.

An important feature is the existence of a training area in the companies and production centres, which ensures the link between the training received and the world of work.

For this reason the Ministry has drawn up some instructions for the development of this company-connected training, whose aim it is to provide pedagogical guidance and to define the contents of the training programme. Since the introduction of these modules the number of students has been multiplied by ten (in 1987-88 the figure was 873).

At present 58 vocational modules are in operation at medium and higher level; they are especially to be found in Business Administration, the subject with the largest number of enrolled students.

Source: Comunidad Escolar:  
3 June 1992 (extract) / INEM

Continued from page 1

## **F** Law on Apprenticeship

... terminate when labour and health provisions are not adhered to.

**2. To increase the responsibilities of the enterprise.** The agreement procedure has been modified to take into account the development of apprenticeship in industry and the services sector. The role of the apprentice trainer is set out in detail. His/her training can be funded by the apprenticeship tax or by mandatory participation of the employers in continuing training.

**3. To broaden the role of the social partners.** The enterprise committee is consulted on the aims of the firm with regard to apprenticeship and the implementation of contracts. The occupational sectors may negotiate the guidelines with regard to apprenticeship. The training bodies, managed jointly by the employer organisations and trade unions may set up apprenticeship training centres (CFA).

4. Lastly, the law contains provisions for testing the apprenticeship scheme in the non-industrial and commercial public sector.

Source: INFFO-Flash special, July 1992

## **Law on the validation of acquired occupational skills**

Individuals who have exercised an occupational activity for five years may request validation of their acquired occupational skills in order to obtain a technical or secondary school diploma.

This is the essence of the law of 20 July 1992 on the validation of acquired occupation skills for the awarding of diplomas.

Having considered the individual's dossier, a jury will determine the examinations from which the candidate is exempted. Two decrees - one for secondary and one for technical education - will make provisions concerning the composition of the jury and the conditions for taking acquired skills into consideration.

Source: Centre INFFO / Law No. 92-678 of 20.7.1992,  
Journal officiel of 21.7.1992

## **GR** Repatriating businessmen

A training programme called EPSILON has been organized in Stuttgart by the Greek Productivity Centre, intended for Greek migrants, who have decided to repatriate and establish small enterprises in Greece. This programme provides training in the establishment, organization and structuring of small enterprises in Greece, contemporary methods of business administration and other related information for facilitating and preparing the repatriation of these people along with their investment. A data bank, called INFOBANK, has been established at the University of Piraeus, for providing information for the social and vocational reintegration of Greek migrants.

Source: Institute of Information, Training and Development "DIMITRA"/Pedagogical Institute

## **P** Employment monitoring unit to evaluate human resources

An "Employment Monitoring Unit" has been set up in Portugal in order to undertake a constant and day-to-day analysis of developments in the nation's labour market.

The Unit will monitor the employment and vocational training market at national and regional level, thus providing a basis for diagnosing training needs. It is managed in a tripartite way by the government, trade unions and the IEF (Institute for Employment and Vocational Training) and will collect from companies and responsible bodies information on the supply of, and demand for, employment, in a framework which will permit a diagnosis of training needs.

Inappropriateness of skills and re-training requirements for workers in the run-up to the establishment of the Single Market in January 1993 are two other areas with which the recently created department will concern itself.

Source: MESS/SICT

## **Inter-enterprise centres**

In the near future, inter-enterprise training centres will be introduced in Portugal, covering an extraordinarily wide range of subject areas, with a view to training anyone working in small and medium-sized enterprises.

The decision that it was essential to create these centres was taken at a forum of small and medium-sized enterprises held in Oporto last year. Since SMEs have difficulty in releasing workers for training and because many SMEs are situated a long way from the existing training centres, it was resolved to set up inter-enterprise centres.

Their objectives are:

- To promote regular vocational training;
- to meet the wide range of needs of workers in enterprises; and
- to devote themselves entirely to serving a small number of enterprises

Source: Jornal o Correio da Manhã  
Training Supplement. /SICT

## **UK** New NVQs for training of trainers

Thousands of people involved in developing and delivering training programmes will now be able to get recognition for their skills through new qualifications launched recently.

New National Vocational Qualifications (NVQs) being introduced by the Royal Society of Arts (RSA) Examinations Board are:

- Training and Development NVQ Levels 3 and 4, for people who are expected to be competent across all areas of training, and,
- Training and Development - Design and Delivery NVQ Level 4, for people who provide training in specific subjects.

The NVQs are offered in partnership with the Training and Development Lead Body (TDLB), responsible for setting standards for training.

Source: BACIE

### Training- an investment?

Two recent but totally unconnected research reports consider the question of company investment in training.

An Industrial Relations Service (IRS) survey\* of more than 100 companies show that employers' training efforts are still operating in isolation from mainstream business activities.

The survey found that only a quarter of employers always set overall targets for their training; even fewer take as their starting point the training implications of the organisation's business plan, and just over a fifth begin by conducting a training needs analysis of the workforce. Such findings contradict the growing belief that employers are becoming more rigorous in their training activities, and that they are integrating training with normal business activities.

This is confirmed by the survey's findings on the evaluation of training. For training to be seen as an investment, it would have to be costed, evaluated, and its results considered at a senior level. Yet the survey found that a third of the employers do not always cost training, less than 5 per cent always evaluate training in relation to hard data (output, time and cost savings, quality, customer complaints, etc.), and in only a fifth of cases does senior management invariably receive this information.

The second study\*\*, carried out by Lancaster University and the University of Wales, identifies a direct link between Human Resource Strategy and the financial performance of companies. The three-year research project - "Human Resource Management: Corporate Strategy: Financial Performance" - was funded by the Economic and Social Research Council. It studied the human

resource management practices, corporate strategies and financial success of 60 major UK companies over a ten-year period, 1978-88.

One of the authors commented "Before this Research, many companies were believed to benefit from good human resource policies but it was difficult to assess the impact of human resources on the bottom line. This research provides the positive link between financial success and well developed human resource management."

\* Training evaluation: an IRS survey in Employee Development Bulletin No 29, Mai 1992, from IRS, 18-20 Highbury Place, London N5 1QP (tel.: +44-71-354 58 58); Price: UK £ 17.50

\*\* Human Resource Management: Corporate Strategy: Financial Performance". From Department of Management Learning, University of Lancaster (tel.: +44-524-65201 extension 4019); Price £ 20.00

Source: BACIE

## CONGRESSES - SEMINARS - CONVENTIONS

7 - 10 October 1992

### Brussels / B

FORUM IRIS 1992 on women's vocational training in Europe

Information:

IRIS Unit, CREW s.c.  
21, rue de la Tourelle,  
B-1040 Bruxelles  
Tel.: (+32-2) 2305158;  
Fax: (+32-2) 2306230  
E-mail MCR1:CREW

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  
Tel.: (+49-721) 3720113;  
Fax: (+49-721) 3720348

25 - 27 November 1992

### Nürnberg / D

Scandic Crown Hotel  
European Vocational Counseling 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  
Tel.: (+49-911) 1793507;  
Fax: (+49-911) 1792123

9 - 11 December 1992

### Berlin / D

International Congress Centre (ICC)  
2. Fachkongreß Neue Berufe, Neue Qualifikationen - Entwicklungstendenzen und Lösungswege für die Berufsbildungspraxis in Ost und West (with accompanying exhibition "Multimediales Lernen in der Praxis")  
Information:

Bundesinstitut für Berufsbildung, "Tagungsbüro Fachkongreß 92"  
Fehrbelliner Platz 3,  
D-1000 Berlin 31  
Tel.: (+49-30) 8683-540/322;  
Fax: (+49-30) 8683-455

26 - 30 October 1992

### Montpellier / F

"Evolution des qualifications et réponses éducatives en Europe"

Méthodes et résultats des diagnostics d'évolution des métiers et les processus de reconnaissance des qualifications 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  
Tel.: (+33) 67580015;  
Fax: (+33) 67589856

23 - 24 November 1992

### Strasbourg / F

Palais des Congrès de Strasbourg  
Seminar on "Vocational Training in France and Europe"

Information:

Eric Candas or Olivier Si-tahar  
Action Europress  
2, rue Stéphenson,  
F-78180 St. Quentin en Yvelines  
Tel.: +33-1-30430156

25-28 November 1992

### Nürnberg

5th Bavarian Vocational training Conference "The way to Europe"

Information: Bayerisches Staatsministerium für Arbeit, Familie und Sozialordnung  
Winzerstr. 9,  
D-8000 München 40  
Tel.: +49-89-1261 1262  
Fax: +49-89-1261 1112

1 - 5 March 1993

### Stuttgart

Didacta 93 - The international Trade Fair for Education and Training

Information:

Stuttgarter Messe- und Kongressgesellschaft mbH  
Postfach 10 32 52  
D-7000 Stuttgart 10  
Tel.: (+49-711) 2589-0  
Fax: (+49-711) 2589440

## SELECTED BIBLIOGRAPHY

### **Council Directive 92/51 EEC of 18 June 1992 on a second general system for the recognition of professional education and training to supplement Directive 89/48/EEC**

in: Official Journal of the European Communities, L 209, 24. July 1992  
Office for Official Publications of the European Communities  
L-2985 Luxembourg  
1992, 11 p.  
ISSN: 0378-6978  
Languages: DE, EN, FR

### **Comparability of vocational training qualifications**

Commission of the European Communities: Task Force Human Resources, Education, Training, Youth  
Office for Official Publications of the EC, Luxembourg  
1992, 29 p.  
ISBN: 92-826-3925-8  
Languages: DA, DE, EN, ES, FR, IT, NL, PT

### **Response to the European Commission's Memorandum on Higher Education in the European Community**

Committee of Directors of Polytechnics  
Kirkman House  
12-14 Whitfield Street  
UK-London W1P 6AX  
Tel: (+44-71) 637-00-68  
Fax: (+44-71) 436-49-66  
1992, 23 p.  
Language: EN, FR

### **A Multimedia Approach for Education and Training. The case of EC remote areas, a conference reader**

SATURN - Europe's Open Learning Network  
Keizersgracht 756  
NL-1017 EZ Amsterdam  
1992, 46 p.  
Languages: EN

### **Perspectives on the Education and Training of Adults in Europe**

Jarvis, Peter  
National Institute of Adult Continuing Education, England & Wales  
19b De Montfort Street  
UK-Leicester LE1 7GE  
1992, 432 p.  
ISBN: 1-872941-19-2  
Language: EN

### **Zur Freizügigkeit der Arbeitskräfte in der EG Bildungsabschluss und Beschäftigung von EG-**

### **Arbeitnehmern aus der Sicht der Unternehmen**

Werner H./ Walweit U.  
in: Mitteilungen aus der Arbeitsmarkt- und Berufsforschung  
Verlag W. Kohlhammer GmbH  
Hessbrühlstr. 69  
Postfach 80 04 30  
D-7000 Stuttgart 80  
1992, 12 p.  
ISSN: 0340-3254  
Language: DE

### **The European dimension in FE. A guide to good practice**

Central Bureau for Educational Visits & Exchanges  
Seymour Mews House,  
Seymour Mews  
UK-London W1H 9PE  
Tel: (+44-71) 935-57-41  
1992, 112 p.  
ISBN: 0-900087-93-5  
Language: EN

### **Education without frontiers. Mobility and the European single market**

Overseas Students Trust  
177 Vauxhall Bridge Road  
UK-London SW1V 1ER  
1992, 86 p.  
ISBN: 0-9515953-1-8  
Language: EN

### **Berufsverzeichnis/Liste des professions/Elenco delle professioni/Glista da las professiuns**

Office fédéral de l'industrie, des arts et métiers et du travail (OFIAMT)  
Division de la formation professionnelle  
Office central fédéral des imprimés et du matériel (OFCIM)  
CH-3000 Bern  
1991  
Languages: DE, FR, IT, Romansch

### **FEANI-Index: Schools/ Courses accepted for the Eur Eng. title**

European Federation of National Engineering Associations (FEANI)  
7, Rue Edouard Jacques  
F-75014 Paris  
Tel: (+33-1) 43-35-18-33  
Fax: (+33-1) 43-20-94-53  
1992, 203 p.  
ISBN: 2-906641-01-4  
Languages: DE, EN, FR

### **Planification des ressources humaines: méthodes, expériences, pratiques**

Bertrand O.  
Institut International de

### **Planification de l'Education de l'UNESCO**

7-9, Rue Eugène-Delacroix  
F-75116 Paris  
Tel: (+33-1) 45-68-10-00  
1992, 180 p.  
ISBN: 92-803-2142-0  
Language: FR

### **Education and New Information Technologies. Teacher Training and Research**

Centre for Educational Research and Innovation (CERI)  
Organisation for Economic Co-operation and Development (OECD)  
OECD Publications  
2, Rue André-Pascal  
F-75775 Paris Cedex 16  
Tel: (+33-1) 45-24-82-00  
1992, 238 p.  
Language: EN

### **The dual system of vocational training in the Federal Republic of Germany**

Carl Duisberg Gesellschaft (CDG)  
Verlag Druckpartner E. Moser  
P.O. 12 95  
D-5308 Rheinsbach  
Tel: (+49) 2226-105-99  
Fax: (+49) 2226-105-93  
1991, 34 p.  
Languages: DE, EN, FR, Polish, Hungarian, Czech, Turkish

### **Research Area Labour Market and Employment**

Auer P.  
Wissenschaftszentrum Berlin für Sozialforschung (WZB)  
Reichpietschufer 50  
D-1000 Berlin 30  
Tel: (+44-30) 25-49-10  
Fax: (+44-30) 25-49-16-84  
1992, 101 p.  
ISSN: 1011-9523  
Languages: EN

### **Training for Profit. The first comprehensive directory of training grants and providers throughout the UK**

Book Order Department  
Kilmartin Publishing Ltd.  
Freepost 159 Granton Road  
UK-Edinburgh EH5 0HZ  
Tel: (+44-31) 55-20-500  
Fax: (+44-31) 55-20-555  
1992  
Language: EN

**Selected by:**  
Maryse Peschel  
Documentation, CEDEFOP  
Tél.: +49-30-88 41 22 15

## ADDRESSES

**EC**  
Commission of the EC - TASK FORCE - Human Resources, Education, Training and Youth  
Rue de la Loi, 200; B-1049 Brüssel  
Tel: (+32-2) 299 11 11  
Fax: (+33-2) 235 72 95

Office for Official Publications of the European Communities  
2, rue Mercier; L-2985 Luxembourg  
Tel.: (+35-2) 49 92 81  
Fax: (+35-2) 49 00 03 / 49 57 19

CEDEFOP - European Centre for the Development of Vocational Training  
Jean Monnet House  
Bundesallee 22; D-1000 Berlin 15  
Tel.: (+49-30) 88 41 20  
Fax: (+49-30) 88 41 22 22

**Belgium**  
CIDOC  
Centre intercommunautaire de documentation pour la formation professionnelle

ICODOC  
Intercommunautaire documentatiecentrum voor beroepsopleiding  
Boulevard de l'Empereur 11; B-1000 Bruxelles  
Tel.: (+32-2) 502 51 41  
Fax: (+32-2) 511 29 60  
(Grandjean, CIDOC)  
Tel.: (+32-2) 502 50 01  
Fax: (+32-2) 502 54 74  
(Fred. Geers, ICODOC)

**Denmark**  
SEL - Statens erhvervspædagogiske Lærerdannelse  
Rigensgade 13; DK-1416 København K  
Tel.: (+45-1) 14 41 14  
Fax: (+45-1) 33 14 42 14

**Germany**  
BIBB - Bundesinstitut für Berufsbildung  
Fehrbelliner Platz 3; D-1000 Berlin 31  
Tel.: (+49-30) 86 43 0  
Fax: (+49-30) 868 34 55

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

**Greece**  
Pedagogical Institute  
Ministry of National Education and Religion  
396 Messogion Street; GR-Athen  
Tel.: (+30-1) 693 25 10  
Fax: (+30-1) 656 73 70

**Ireland**  
FAS - The Training & Employment Authority  
P.O. Box 456; 27-33, Upper Baggot Street  
IRL - Dublin 4  
Tel.: (+353-1) 68 57 77  
Fax: (+353-1) 60 90 93

**Netherlands**  
cibb - centrum innovatie beroepsopleiding  
bedrijfsleven  
Pettelaarpark 1, Postbus 1585  
NL-5200 BP 's-Hertogenbosch  
Tel.: (+31-73) 12 40 11  
Fax: (+31-73) 12 34 25

**Portugal**  
SICT - Ministério do emprego e da Segurança social  
Serviço de Informação Científica e Técnica  
Praça de Londres, 2-1 andar  
P-1091 Lisboa Codex  
Tel.: (+351-1) 896 628  
Fax: (+351-1) 806 171

**Spain**  
INEM - Instituto Nacional de Empleo  
Condesa de Venadito, 9  
E-28027 Madrid  
Tel.: (+34-1) 408 24 27

**United Kingdom**  
BACIE - British Association for Commercial and Industrial Education  
35, Harbour Exchange Square, Marsh Wall  
UK-London E14 9GE  
Tel.: (+44-71) 987 89 89  
Fax: (+44-71) 987 98 98

**N° de gestion des stocks:**  
ZD-CE-92-F03-EN-P