

**Responsible publisher:**

Corrado Politi, Deputy Director  
 Enrique Retuerto de la Torre, Deputy Director

**Editors:**

Bernd Möhlmann  
 J. Michael Adams  
 Georg Biekötter

Tel.: 49-30+88 41 21 47

Tel.: 49-30+88 41 21 25

Tel.: 49-30+88 41 21 22

## France: Flood of reports on vocational training

The Commission of Enquiry on the utilization of funds earmarked for vocational training has submitted its report to the National Assembly, where it was adopted unanimously. Made public on 25 May 1994, it is based on the analysis of other existing reports on this topic, on some twenty public hearings and a questionnaire sent to more than 400 organizations receiving funds or other training organizations, as well as on auditors' reports.

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## CEDEFOP: New Directors nominated

The European Commission, acting on a proposal of CEDEFOP's Management Board, on 27 July 1994 decided to nominate Mr. **Johann van Rens** (NL) as Director and Mr. **Stavros Stavrou** (GR) as Deputy Director of CEDEFOP for the period from 1 October 1994 to 30 September 1999 (Official Journal of the EC No. C 212/6 of 3.8.1994). More detailed information will follow in CEDEFOP flash special No. 3/94. BM

## CEDEFOP's Move to Thessaloniki

"The Centre shall be non profit-making. It shall have its seat in Thessaloniki". This is the text of Council Regulation (EC) 1131/94 of 16 May 1994 which was published in the Official Journal of the European Communities (L 127 of 19 May 1994) and amended the third paragraph of the Regulation which established CEDEFOP. It was added that this Regulation "shall apply from 1 September 1994".

In considering this issue, both the Council and the Commission noted that the staff of CEDEFOP had voiced concern regarding the consequences for them of the transfer of CEDEFOP's seat from Berlin to Thessaloniki. The Council and the Commission undertook to consider, as soon as possible, the appropriate measures, in particular as regards staff conditions of employment, to accompany the transfer.

The Management Board of CEDEFOP held its meeting of 1 July 1994 in Thessaloniki and received reports concerning the measures being taken to provide CEDEFOP with a suitable building there. No firm conclusions in this regard were formulated.

Anybody wishing to contact CEDEFOP should continue to use the Berlin address, and CEDEFOP Flash Special will provide CEDEFOP's new address in Thessaloniki as soon as it is available.

JMA, 21 July 1994

### FROM THE EC MEMBER STATES

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#### Denmark - training-leave reforms a success

In June 1993 the Danish parliament passed new employment legislation, part of which introduced reforms in continuing training and paid leave provisions. The reforms provide the possibility of taking leave for training, childcare and sabbaticals. The distinctive features are set out in the table on page 5.

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### BI- AND MULTI-LATERAL RELATIONS

P.2

#### German-Spanish trade union project: Vocational education in the coal and steel regions of Ruhr/D and Asturias/E.

How functionally practical are the vocational education systems in Germany and Spain and is it possible to use the elements of initial and continuing training to exert a positive influence on the current recession and structural change in the comparable coal and steel regions of Asturias/E and the Ruhr/D?

These were the key questions tackled in a trans-national project "Vocational training in the Federal Republic of Germany" conducted by "Industriegewerkschaft Metall" (Metalworkers Union) and "Union General de Trabajadores" (Fédération Regional del Metal Asturias) (General Workers Union, Regional Metal Federation of Asturias) and financed by the European Union.

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CEDEFOP

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S P E C I A L

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# BI- AND MULTI-LATERAL RELATIONS

continued from page 1

## German-Spanish trade union project: Vocational education in the coal and steel regions of Ruhr/D and Asturias/E.

The contents of the project were:

- Vocational training in the dual system, legal bases and regulatory instruments in vocational training, a new regulation of the metal and electrical occupations, and technological development;
- Quality and methods of training, equipping of vocational schools and training centres, training of trainers;
- The role of vocational training in the labour market policy of the coal and steel regions, range of training provision for participants in company qualification schemes;
- promotion programmes of the European Union (EU).

Visits to companies, chambers of commerce and industry and crafts, continuing training institutions, vocational counselling institutions and labour offices give impressions of practical work in Germany and make it possible to compare the situation here with that of Asturias.

The participants agreed that the crafts enterprises play a predominant role in the positive development of the labour markets in the industrial regions of the Ruhr and Asturias. The German and Spanish trade union organizations signed a partnership agreement some time ago and wish to continue this exchange.

Information, contacts:

Klaus Peter Volkmann  
Industriegewerkschaft Metall  
Verwaltungsstelle Bochum  
Humboldtstr. 46  
D-44787 Bochum  
Tel: 49-234+964 46 28  
Fax: 49-234+18553

Jose Manuel Menendez Rozada  
Federación Siderometalurgica  
U.G.T. Metal Asturias  
Plaza General-Ordóñez  
1-Planta 10  
E-33005 Oviedo

Source: IG Metall, Verwaltungsstelle Bochum/D

## The Netherlands recognize Flemish VDAB crane operator training

As of 1 May 1994, Flemish construction workers who have successfully completed a VDAB [Flemish Employment and Vocational Training Service] training qualification as a crane operator will also be able to work in the Netherlands. This was decided in a recent agreement signed by the VDAB, the Flemish construction industry trade unions and employer representatives, and the Dutch Founda-

tion for Vocational Training for Road and Water Construction.

It is the first time that VDAB training courses and examinations are recognized by another Member State. The VDAB's ultimate aim is to establish certification procedures within the framework of internationalized vocational training. But rather than waiting for a comprehensive system covering all vocational fields in all European Member States, preference has been given to a pragmatic approach: the VDAB has been cooperating with the various vocational sectors, seeking international recognition in specific cases.

Source: ICODOC/CIDOC

## Experts call for European educational television

Experts from television, continuing training and the responsible administrations of 13 European countries made an appeal in Hamburg/D for a European educational television system. If the new educational needs arising from European integration are to be met, it is necessary to have not only educational programmes in the narrow sense (language courses, programmes teaching occupational skills, information on rights and duties in Europe), but also programmes which give information on daily cultural life in the European countries or background knowledge of economic and political events in Europe.

The participants of the expert meeting called for the establishment of a working group which would study the requirements and draw up the structures required for a European educational television system.

The German Federal Minister of Education and Science (BMBW) showed great interest in the cooperation suggested by France for the implementation of the new French educational television system.

The issues involved in cooperation for a European educational television system were already discussed at the last Franco-German summit. The Franco-German Cultural Council also called for the establishment of a European educational television system at its last meeting. The European Broadcasting Union declared in June 1994 that it was in favour of a European educational television system.

Source: Presse INFO BMBW No. 71/1994

## Chemical Operator Apprenticeships

A programme involving FAS - the Irish Training and Employment Authority and BASF AG (Badische Anilin- und Sodafabrik) of Ludwigshafen in Germany aims to provide a group of Irish appren-

tices with a fully certified Irish/German qualification in Chemical Plant Operations. Prior to receiving a contract offering a three-year apprenticeship, the apprentices completed a twelve-week language training course at the FAS training centre in Athlone (IRL), and then six weeks' practical experience at BASF.

Source: FAS

## Pilot centre for commercial clerks in Pilsen, CZ

The first centre in the Czech Republic set up with German support for vocational training in commerce has started work in Pilsen/CZ. In this mock company, young people will be trained in commercial occupations in three and four-year courses. The centre is an example for restructuring commercial vocational training throughout the country.

The German Ministry for Education and Science (BMBW) supported creation of the centre through providing several months of training for Czech teachers and trainers in Essen and Chemnitz. The Czech partners also received support in designing courses, in equipping their offices with computers and in the training of trainers.

Source: Presse Info des BMBW No. 32/1994

## Pilot centre in Allenstein/Poland opened: support for craft trades in training and further training

For some 11 years the Chambers of Trade in Ulm (Germany) and Allenstein (Olsztyn/Poland) have been involved in the bilateral exchange of tradesmen and in joint training and continuing training activities. The training centre in Allenstein (Olsztyn) is not only a training centre for craft trades but will also provide training opportunities for trade and industry.

In the coming years, high-quality courses in metal, wood and welding occupations, oriented towards the needs of the area, will be offered.

The pilot plan for training in the crafts sector in Allenstein (Olsztyn) has, since 1992, received DM 1.2 million (ECU 650 000) in funding from the German Ministry for Education and Science (BMBW). The Chamber of Trade in Ulm (Germany) was responsible for equipment and for training Polish trainers in German training centres.

Source: Press Info des BMBW No. 49/1994

## German-Russian cooperation: Results and new projects

Germany is cooperating with Russia to adapt its present educational system to

the changed social conditions. The basis for this cooperation is a cultural agreement and a Protocol on Initial and Continuing Training of Managerial and Executive Staff for Industry and Commerce.

Since 1991 the German Federal Ministry of Education and Science has made more than DM 10 million (= approx. ECU 5.2 million) available to its Russian partners. These funds were used to support the

drafting of a Russian Vocational Training Law and to finance a programme for the exchange of managerial personnel and cooperation in vocational training research.

Furthermore, German assistance concentrates on the establishment of training centres in St. Petersburg (CNC technology), Moscow and Jaroslavl (clerical training), and Kaliningrad near Moscow

where a model centre for orthopaedic technology has been opened.

The new projects include a large-scale project to promote vocational training in the crafts sector.

The Russian Minister of Education has invited all the Ministers of Education of the European Union to a meeting in St. Petersburg.

Source: Presse INFO BMW No. 64/1994

## CONTACTS AND PARTNERSHIPS

### Correction:

The telephone number of the contact address for **ARCHI-MED** - European network for adult training - (cf "CEDEFOP flash special no. 1/94, page 4 - Contacts) was incorrect.

The correct contact address is:

Réseau européen de centres de formation d'adultes  
Madame Josiane Elissalde  
Villa Bianchi - Avenue Vérani  
F-06100 Nice / France  
Tel: 33-93+53 82 24  
Fax: 33-93+53 28 96

### Trans-national European Knowledge Organisation (TEKO), Belgium

TEKO is a trans-national network comprising local development agencies, educational institutes and public bodies. The consortium co-ordinates and facilitates trans-national training programmes for long-term unemployed persons with higher education.

In order to strengthen the trans-national aspects and to expand the network, TEKO is looking for partners in Italy, France, Ireland, Spain and Portugal for its Euroconsultant or TEMPEST programmes. The former concentrates on SMEs doing business in Europe. The

latter is an export stimulation programme. Both programmes combine theoretical training with extensive practical project assignments with a local SME. The trans-national dimension of the programmes enables the participants to use a European network relevant to their placements.

For further information, please contact Katy De Wolf, Project Manager, rue Froissard 7, B-1040 Brussels, Tel.: 32-2+231-19-05 Fax: 32-2+230-41-91

Source: TEKO

### Distance Education Conference - Call for papers

The 17th World Conference of International Council for Distance Education (ICDE) will be held in Birmingham (UK) in June 1995. The Programme Committee invites all those interested to submit abstracts for papers which might be read at the conference.

Further information:  
ICDE Conference Office,  
The Open University,  
West Midlands Region,  
66-68 High Street, Harborne,  
UK-Birmingham B17 9NB  
Tel.: 44-21+426 16 61  
Fax: 44-21+427 94 84

### English business language courses

North City Training in Belfast is interested in making contacts with organizations involved in training refugee and migrant workers, who wish to increase their usage of English for business purposes.

The organisations should have the vision and experience to improve the prospects of immigrants, refugees and business people throughout Europe. The training initiative could be targetted at Eastern and Central European countries, but it could also be adopted to suit the needs of social partners in other European countries.

North City Training has previously operated a partnership with a Danish school concerned with training initiators for immigrants who wished to start up their own business.

For more information contact:  
Richard Henderson  
Assistant Director  
North City Training, Bryson House,  
28 Bedford Street, UK-Belfast BT2 7FE  
Tel.: 44-232+43 91 74  
Fax : 44-232+43 91 56

It is an important aspect of CEDEFOP's work to promote the exchange of information, encounters and cooperation between all those 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 obtaining a positive reaction through this multilingual publication.

## SOCIAL PARTNERS

### Continuing vocational education: does it have a high rating in Germany?

The results of findings of a representative survey carried out by the Institute of the German Economy (Institut der Deutschen Wirtschaft) shows, according to the German Industry and Trade Advisory Board for Vocational Education (Kuratorium der Deutschen Wirtschaft für Berufsbildung), the high rating given to continuing vocational training in companies:

At the beginning of the 1970s the companies spent some DM 2 billion (= approx.

ECU 1.05 billion) annually on continuing training. In 1992 they invested DM 36.5 billion (= approx. ECU 19 billion) in the continuing training of their staff. This amounted to almost DM 2 000 (= approx. ECU 1,050) per worker. The survey points out that companies make greater use of their own resources for continuing training, and apply practice-oriented, workplace-linked and individual forms of learning more than in the past. In the enterprises, continuing training mostly takes place during working hours. However, the staff realize that continuing

education is also an investment in their own future and are becoming more willing to use their own free time for this purpose.

The study also shows that small and medium enterprises are particularly active in the field of continuing training.

The results of this representative survey may be obtained from:  
Kuratorium der Deutschen Wirtschaft  
Adenauerallee 8a  
D-53113 Bonn  
Tel.: 49-228+915 23-0  
Fax : 49-228+915 23-99.

The **German Trade Unions Confederation (DGB)** called for a "second educational revolution" to boost continuing education: in its opinion, continuing education must be extended as a means of overcoming the problems of structural change and strengthening the innovative capacities of the economy.

Up to now neither educational policy nor in-company continuing training has reacted adequately to the challenges arising from this trend. The proof of this is the grotesque imbalance in the expenditure for initial training and for continuing training.

According to the DGB, the government, industry and commerce and the Federal Labour Office spent an estimated DM 187 billion (= approx. ECU 98 billion) on education, training and continuing training in 1992, but the DM 52 billion (approx. 27.3 billion) allocated to continuing training made up only 28% of the total education and training budget. The dramatic nature of this imbalance may be aggravated by the fact that the funds for initial training and continuing training are distributed between groups of extremely different sizes: 1.66 million young trainees as compared to 32 million persons in employment in 1992. In future the educa-

tion and training budget would have to be reallocated with a 3:1 ratio at least for the benefit of continuing training, says the DGB and also lists the following principles and components of a "second educational revolution":

- enlarged and improved access to continuing education,
- greater transparency of possibilities for continuing education,
- more qualification plans based on company and service agreements and collective agreements,
- the right for all employees to a minimum period of time for participation in continuing training schemes, and
- greater co-decision rights for works council members and staff representatives in the planning and implementation of continuing vocational training.

Further information available from:  
 Bundespressestelle des Deutschen  
 Gewerkschaftsbundes (DGB)  
 Postfach 10 10 26  
 D-40001 Düsseldorf  
 Tel: 49+211+4301-215  
 Fax: 49+211+4301-324

Sources: Press release of the Kuratorium der deutschen Wirtschaft für Berufsbildung of 14.04.1994,  
 DGB-Nachrichtendienst of 17.02.1994  
 "Die Quelle" No. 4, page 7, April 1994

## Provisional results of the Flemish job plan agreement

In March of last year, the Flemish government and the Flemish social partners concluded an agreement regarding a job plan, with 8.5 billion Belgian francs (approx. ECU 215 million) being earmarked to finance it for the 1993-1995 period. A major component of the Flemish job plan is the Youth Employment Guarantee Plan, which is not to be confused with the federal job plan for young people offering employers a reduction in financial burdens when they hire young unemployed workers. The Flemish Minister of Employment's Youth Employment Guarantee Plan aims at giving young people the chance of benefiting from a year's work experience, which would then put them in a stronger position in their search for a permanent job. A sum of BEF 2.1 billion (approx. ECU 53,3 million) has already been appropriated to provide temporary assistance to 4,000 unemployed and undereducated young people between the ages of 18 and 25. The Flemish authorities and the social partners have pledged to provide 2,000 jobs each.

Source: ICODOC/CIDOC

## FROM THE EC MEMBER STATES

### **B** Creation of the francophone Brussels institute for vocational training

By decree of 17 March 1994, the Commission of the French-speaking community of the Brussels region has established the francophone Brussels Institute for vocational training. The creation of this organization stems from political agreement between the francophone authorities of the Brussels region and those of the francophone community, who are giving up their jurisdiction over vocational training.

Vocational training consists of:

- learning a trade, a profession or a function;
- updating and acquiring qualifications while in a trade, a profession or a function;
- acquiring the necessary basic training to exercise a vocational activity;
- vocational retraining - perfecting and broadening vocational knowledge or adapting qualifications to the evolution of one's trade, profession or function;
- observing persons for the above-specified purposes and for such period of time as may be required to ascertain their

physical and intellectual aptitudes and determine the most advantageous vocational orientation.

The institute will cooperate with the relevant authorities in matters relating to employment and training, among others with the Brussels Regional Employment Office (ORBEM).

Source: Moniteur belge, 6 April 1994:  
 ICODOC/CIDOC

### **DK** OECD: "Review of Youth Education Policy"

The Danish education system has been examined by the OECD, and the results have just been published\*.

The main conclusions of the report are that Danish education is well-organized, and that in an international comparison the quality of vocational training courses is high, measured in terms of objectives, methods, facilities and equipment, educational range and labour market relevance. Danish youth education provides good, relevant qualifications.

Although the report is mainly positive, there are also some critical comments:

- The principle of educational management by objectives is in reality very confined due to the fact that the Ministry of Education has continued its central and detailed control of the way courses are run by schools.
- The upper-secondary schools (gymnasiums) get proportionally higher appropriations than vocational schools, which is a consequence of the fact that no single public authority has full control of the education system. Gymnasiums are financed by the counties and the technical and commercial schools by the state.
- The Danish educational system does not reflect on its own achievements. There is a lack of quality control by way of definition of standards to compare levels of performance.
- The overall youth education system is too complicated with too many, unclear choices for young people.
- The alternance-based vocational training system is positively evaluated, but the lack of placements in companies is seen as a very critical challenge. Practice-place compensatory training in vocational

# CEDEFOP

CEDEFOP panorama

Καθορισμός της ανάγκης επαγγελματικού προσανατολισμού για τις διάφορες ομάδες διάφορης ηλικίας έως 28 ετών στην Ευρωπαϊκή Ένωση. Οι ανάγκες των νέων για τον επαγγελματικό προσανατολισμό στην Ελλάδα.

CEDEFOP panorama

Détermination des besoins d'orientation professionnelle pour les différents groupes cibles des jeunes de moins de 28 ans dans la Communauté européenne

Les jeunes au Danemark et leurs besoins d'orientation

CEDEFOP panorama

Détermination des besoins d'orientation professionnelle pour les différents groupes cibles des jeunes de moins de 28 ans dans la Communauté européenne

Définition de deux groupes cibles - Belgique -

CEDEFOP panorama

Bestimmung des Berufsberatungsbedarfs für die verschiedenen Zielgruppen unter den Jugendlichen bis zu 28 Jahren in der Bundesrepublik Deutschland.

Zielgruppe: junge Frauen und Mädchen.

Länderbericht

CEDEFOP panorama

Determinación de la demanda de orientación profesional entre diferentes grupos destinatarios de jóvenes menores de 28 años en España.

Rapport national

CEDEFOP panorama

Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community

Young people in Denmark and their need for guidance

National report

CEDEFOP panorama

Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community.

Young people's need for vocational guidance in Greece

National report

CEDEFOP panorama

Determining the need for vocational counselling among different target groups of young people under 28 years of age in Ireland.

Case studies: rural disadvantaged youth.

National report

CEDEFOP panorama

Determinação das necessidades em orientação escolar e profissional de diferentes grupos alvo de jovens entre 15 e 27 anos em Portugal: o caso da península de Setúbal

Relatório nacional

CEDEFOP panorama

Détermination de la demande d'orientation professionnelle parmi divers groupes de jeunes destinataires de moins de 28 ans en Espagne.

Rapport de synthèse

## Berufsberatung

In den Berichten beschreiben die Autoren im Anschluß an einen kurzen Überblick über das Berufsberatungssystem ihres Landes bestimmte Zielgruppen von Jugendlichen unter 28 Jahren im Hinblick auf ihre materiellen und sozio-kulturellen Hintergründe und ihre spezifischen Probleme beim Übergang von der Schule in die Berufswelt.

Insgesamt werden 21 Zielgruppen innerhalb der gesamten Bandbreite zwischen Jugendlichen mit den günstigsten Übergangsbedingungen und den am stärksten Benachteiligten untersucht.

Der Beratungsbedarf bzw. die Beratungsnachfrage dieser Gruppen werden in Beziehung zum existierenden Beratungsangebot gesetzt. Die im Synthesbericht daraus gezogenen Schlußfolgerungen (Defizitanalysen) geben Hinweise für die Gestaltung künftiger Aktionsprogramme auf der Ebene der Europäischen Union.

Besondere Berücksichtigung finden die Mobilitätsbreitschaft und -chancen der Jugendlichen dieser Altersgruppe (PETRA II) in den Mitgliedstaaten der EU.

5030

FR Détermination des besoins d'orientation professionnelle pour les différents groupes cibles des jeunes de moins de 28 ans dans la Communauté européenne. Définition de deux groupes cibles. Belgique.

5031

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community. Young people in Denmark and their need for guidance.

FR Détermination des besoins d'orientation professionnelle pour les différents groupes cibles des jeunes de moins de 28 ans dans la Communauté européenne. Les jeunes au Danemark et leurs besoins d'orientation.

## Vocational counselling

Following a brief overview of the career guidance systems in their countries, the authors of the reports describe a number of target groups of young people under 28 years of age, their economic, social and cultural backgrounds and the problems posed by the transition from school to working life.

A total of 21 target groups from the whole spectrum are examined, ranging from young people with favourable conditions for transition to the most disadvantaged.

A comparison is made between the need for career guidance, the demand coming from these groups and the current offer. The conclusions drawn in the summary report (deficit analyses) provide indications for designing future action programmes at EU level.

Particular attention is paid to mobility and the readiness of young people in this age group (PETRA II) throughout the EU Member States.

5032

DE Bestimmung des Berufsberatungsbedarfs für die verschiedenen Zielgruppen unter den Jugendlichen bis zu 28 Jahren in der Bundesrepublik Deutschland. Zielgruppe: junge Frauen und Mädchen.

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in the Federal Republic of Germany. Counselling needs of girls and young women when choosing an occupation.

## Orientation professionnelle

Après un bref aperçu du système d'orientation professionnelle de leur pays, les auteurs de ces rapports décrivent certains groupes-cibles de jeunes âgés de moins de 28 ans, sous l'angle de leurs conditions matérielles et socio-culturelles et de leurs problèmes spécifiques rencontrés lors du passage de l'école au monde du travail.

L'étude porte au total sur 21 groupes-cibles couvrant l'ensemble des catégories, des jeunes bénéficiant des conditions de passage au monde du travail les plus favorables, à ceux qui sont le plus fortement désavantagés.

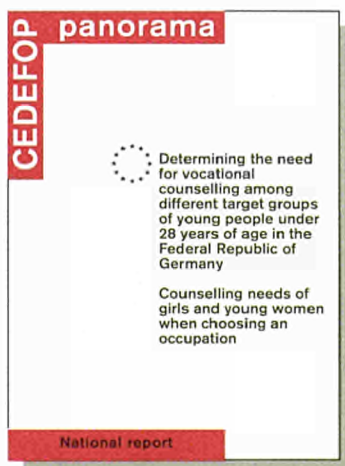
Les besoins et/ou la demande d'orientation de ces groupes sont mis en relation avec l'offre existante dans ce domaine. Les conclusions figurant dans le rapport de synthèse (analyses des insuffisances) donnent des indications sur la configuration des futurs programmes d'action au niveau de l'UE.

Une attention particulière est accordée à l'attitude et aux chances des jeunes appartenant à ce groupe d'âge (PETRA II) au égard à la mobilité dans les Etats membres de l'UE.

5033

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community. Young people's need for vocational guidance in Greece. The young population in general. Young people who leave school without completing compulsory education. Young women with no skills training.

GR Καθορισμός της ανάγκης επαγγελματικού προσανατολισμού για τις διάφορες ομάδες στόχους των νέων ηλικίας έως 28 ετών στην Ευρωπαϊκή Ένωση. Οι ανάγκες των νέων για τον επαγγελματικό προσανατολισμό στην Ελλάδα. Γενικός πληθυσμός νέων Νέοι(-ες) που εγκαταλείπουν την υποχρεωτική εκπαίδευση Νέες χωρίς επαγγελματική εξειδίκευση.



**5034**

ES Determinación de la demanda de orientación profesional entre diferentes grupos destinatarios de jóvenes menores de 28 años en España. Primer Grupo "target". Población de mujeres jóvenes cuya actividad principal consiste en realizar tareas domésticas en su propio hogar (Comunidad Autónoma de Madrid). Segundo Grupo "target". La población joven de ambos sexos afectada por procesos de reconversión industrial (Margen Izquierda de la ría de Bilbao).

FR Détermination de la demande d'orientation professionnelle parmi divers groupes destinataires de jeunes de moins de 28 ans en Espagne. Premier groupe cible: femmes jeunes dont l'activité principale consiste à effectuer des travaux domestiques dans leur propre foyer (Communauté autonome de Madrid). Deuxième groupe cible: jeunes des deux sexes frappés par les processus de reconversion industrielle (Rive gauche de Bilbao).

**5035**

FR Les besoins d'orientation professionnelle pour différents groupes cibles de jeunes de moins de 28 ans en France.

**5036**

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in Ireland. Case studies: rural disadvantaged youth.

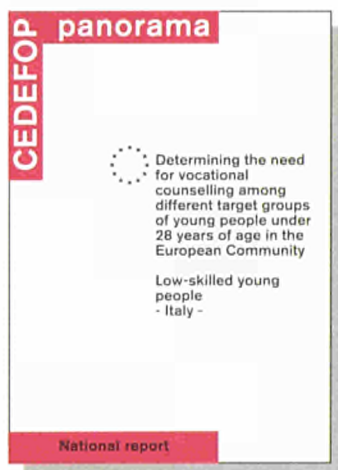
**5037**

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community. Low-skilled young people. Italy.

**5038**

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community. The guidance needs of school children in the 9th year of technical secondary education and school children completing extended primary education in the Grand Duchy of Luxembourg.

FR Détermination des besoins d'orientation professionnelle pour les différents groupes cibles des jeunes de moins de 28 ans dans la Communauté européenne. Les besoins des élèves des classes de 9e de l'enseignement secondaire technique et des sortants de l'enseignement complémentaire en matière d'orientation au Grand-Duché de Luxembourg.



**Abkürzungen  
Abbreviations,  
Abréviations**

- DA  
Dänisch, Danish, danois
- DE  
Deutsch, German, allemand
- EN  
Englisch, English, anglais
- ES  
Spanisch, Spanish, espagnol
- FR  
Französisch, French, français
- GR  
Griechisch, Greek, grec
- IT  
Italienisch, Italian, italien
- NL  
Niederländisch, Dutch, néerlandais
- PT  
Portugiesisch, Portuguese, portugais

**Bestellschein - Order Coupon - Bon de commande**

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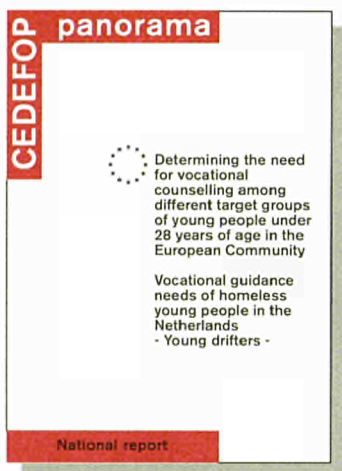
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**5039**

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community. Vocational guidance needs of homeless young people in the Netherlands. Young drifters.



**5040**

PT Determinação das necessidades em orientação escolar e profissional de diferentes grupos alvo de jovens entre 15 e 27 anos em Portugal: o caso da península de Setúbal



**5041**

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community. Young people in full-time employment and homeless young people in the United Kingdom.

**5042**

EN Determining the need for vocational counselling among different target groups of young people under 28 years of age in the European Community. Young Europeans and vocational counselling: what do which young people need and want? Synthesis report.

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schools is not seen as a bad solution, but it is just too expensive.

■ Most students in vocational schools would benefit if the teaching during the first year was more adapted to the needs of participants, e.g. more based on practical work and a gradual approach to theoretical insight. It is considered that many trainees, who today drop out of the ordinary vocational education and training system, would succeed if courses with a better balance between theory and practice were developed.

\* Available from:  
Undervisnings-Og Forskningsministeriet  
Frederiksholms Kanal 21; DK-1220 København K  
Tel.: 45-33+92-500; Fax: 45-33+92-55-47

Source: SEL

## **D** Companies make use of continuing education facilities

The companies in German industry and commerce make extensive use of the broad range of continuing education facilities to qualify their staff;

■ Almost 60% offer courses or seminars, i.e. the classical forms of continuing education.

■ More than four-fifths (82%) prefer other forms, e.g. information meetings (72%), workplace-linked forms of continuing training (56%) and self-guided learning (17%).

■ In the case of workplace-linked continuing training, "Coaching by superiors" (41%) and different forms of briefing (30-35%) are predominant. Quality circles

(5%) and job rotation (4%) are not so common.

These are the results of a preliminary survey conducted in Germany by the Federal Statistical Office (StBA) and the Federal Institute for Vocational Training (BIBB) as part of a Europe-wide study of in-company continuing training within the framework of the European Commission's FORCE Action Programme (Formation continue en Europe = Continuing training in Europe).

FORCE has the goal of assisting companies in Europe in their efforts to get more and better continuing training measures.

Further information is contained in the brochure "Continuing vocational training in the enterprises" which is obtainable from:

Statistisches Bundesamt  
Gustav-Stresemann-Ring 11  
D-65189 Wiesbaden  
Tel.: 49+611/75-3331 und -2632.

Source: BIBB-Press Release no. 14/94

continued from page 1

## **DK** Training leave reforms a success

In June 1993 the Danish parliament passed new employment legislation, part of which introduced reforms in continuing training and paid leave provisions. The reforms provide the possibility of taking leave for training, childcare and sabbaticals. The distinctive features are set out in the following table:

	Training leave	Childcare leave	Sabbatical
<b>Payment (as % of unemployment benefit)</b>	100 %	80%	80%
<b>Period</b>	1 year	1/2 year with possible extension of extra 1/2 year	1 year
<b>Admission requirements</b>	All insured employed, unemployed and self-employed who - are entitled to unemployment benefit - have been employed for over 3 years and - belong to an unemployment insurance system	All employed and self-employed who are entitled to benefit in the event of sickness and birth. Unemployed or receive other financial assistance	As with training leave
<b>Conditions for return</b>	Following discussion	Statutory. After discussion	After discussion

Leave provisions are a right for the individual employee, and the schemes are also open to unemployed people. The training leave grant covers 100% of unemployment benefit, but only until 1995 when it will be reduced to 80%. The government expects that negotiations in the 1995 collective bargaining round will ensure that the training leave grant will reach a minimum of full unemployment benefit, with effect from 1995-96.

The government had expected a take-up rate of 20,000 for the leave scheme in 1994, but by May, the number was already more than 45,000, and rising.

Source: SEL

## **E** Agreement on basic training for young people with apprenticeship contracts

On 18 April 1994, labour and education authorities signed an agreement establishing measures to guarantee the training stipulated in apprenticeship contracts with the aim of "acquiring the necessary theoretical and practical training to adequately fulfil a qualified job or position". For this a map on a provincial basis of training places is being established. These consist of 100,000 places in centres belonging to the training network of the Ministry of Education and Science (MEC) and to the National Employment Institute (INEM), with the planned inclusion of the training centres of other authorities and those of the employers' associations and of the trade unions. The Ministry of Education and Science will offer the courses through its teaching teams, to whom a guide on the development of the programme will be issued. The National Employment Institute will do so through its trainers, instructors, etc., with the possibility of enlarging this team in areas not adequately covered.

This basic training course, which is practical in character and includes mathematics, language skills and training in the world of work, is structured in three modules. The pupil will enter a level according to his/her degree of knowledge, and if he/she does not have a school-leaving certificate, the Ministry will ensure the means of obtaining this certificate through its provincial directorates.

The map of training places will be distributed in the employment offices of the National Employment Institute, where an official will be on hand to deal with registration, grouping, control, etc. of the apprenticeship contracts, so as to provide

employers with information on the various training resources available locally and on access to these resources. Finally, the training centres will issue the apprentice with a progress report and a certificate of attendance and, at the end of training, they will prepare lists of apprentices per training course completed, indicating the hours, costs and identity of the apprenticeship contract registered at the corresponding employment office of the National Employment Institute. The provincial directorates of the Ministry of Education and Science and the National Employment Institute are the bodies in charge of endorsing, once compared, both the certificates and the lists issued by the centres.

Source: Comunidad Escolar, 20 April 1994  
INEM

continued from page 1

## **F** Flood of reports on vocational training

Having ascertained an imbalance between the extent of the financial commitment and the poor results achieved, the author of the report lists a series of causes:

- growing confusion regarding training objectives
- competition between streams in alternance training
- excessive number of integration schemes
- insufficient compulsory contributions from companies
- lack of transparency and confusion regarding the structures involved in distribution of funds
- wastage of funds
- insufficient controls
- malfunction of equal representation system (of the social partners)

The report makes a number of proposals to reform the system, which must be simplified, clarified, improved and better controlled:

- stimulate better relations between the various streams of alternance training
- streamline integration schemes and vocational training schemes
- reorganize fund distribution structures, making their accounting systems more transparent
- upgrade the role of the apprenticeship tax restoring it to its original value
- ensure that training organizations have a uniform legal status and exact fiscal regulations
- guarantee training quality
- reorganize the public service in matters of employment and vocational training
- renew the equal representation system.

The report was preceded by the Government's report to Parliament on apprenticeship and alternance under employment contracts, which was published in March

1994, and by the annual report of the General Inspectorate of Social Affairs (IGAS), one chapter of which was dedicated to ongoing vocational training. According to IGAS, the offer of vocational training is still too diffuse. Its structure is hampered by the splintering of demand, which itself results from a fragmentation of demand from the public sector. Training organizations are not sufficiently controlled, and there is no equivalent to the pedagogical inspectors of the state education system in the field of vocational training for adults.

Source: Inffo-Flash 407, 408 and 409 / Inffo Centre

## **IRL** Programme for Competition and Work (PCW)

A new national agreement, the outcome of negotiations between the social partners, was launched in Dublin earlier this year. \* The Programme embodies a range of measures aimed at increasing competitiveness, developing economic growth and generating further employment.

The central objective of the PCW is job creation. Employment growth of 60,000 by 1997 is predicted in industry, services and agriculture and the required structural changes to facilitate such developments are set out by way of taxation reform and proposed labour legislation.

One of three main areas of the programme is the development of community-based work, education and training programmes for 100,000 unemployed people. Following this commitment, a new FAS (Training and Employment Authority) programme, COMMUNITY EMPLOYMENT, has come into operation. It replaces existing schemes and is to provide 40,000 places providing part-time work together with personal and skill development opportunities for the unemployed.

\* Programme for Competitiveness and Work. (PCW) 1994. Government Publications Sales Office, Sun Alliance House, Molesworth St, IRL-Dublin 2

Source: FAS

## **I** Italy goes Green

The new word to combat unemployment is "Environment". A medium-term plan, formulated by ISPEA (Vocational Training Centre for the Development of Enterprises) entitled "New Skills to serve the Environment" has been sponsored by the Environment League to encourage the ecological reconversion of productive processes.

The plan provides for the creation of 325,000 new jobs related to the environment by the end of 1997. This would increase to 400,000 by the year 2005 in contrast with the present 2000 such jobs. All these jobs are in the fields of the

prevention and treatment of water, air and soil pollution, and garbage recycling.

It was suggested that 20,000 new employees could be in water treatment by 1997 and 30,000 by 2005, with a figure for air monitoring of 5,000 in 1997 and 10,000 by 2005, while those employed in the control of natural park resorts could rise to 30,000 in 1997 and up to 40,000 in 2005.

ISFOL (the Institute for the Vocational Training of Workers) pointed to the rapid increase of vocational training courses for green labour skills offered by the regions, from 161 courses in 1989, to 316 in 1991. ISFOL also stress that environmental courses are just 1.5% of the total number run by regional authorities. 50% of these are located in the Mezzogiorno, mainly in Puglia and Sicily.

Source: ISFOL

## **NL** Priority for less-educated persons within the apprenticeship system

The priority group within the apprenticeship system is seen to be poorly educated persons. The Ministry of Education and Science has made a proposal for a law which provides a budget to finance participation at the first level of apprenticeship for individuals over 27 years of age. Financing of this group for higher level apprenticeship training has been terminated, the funds being used for the first level.

On 1 January 1995 it will be announced which types of training comprise these various levels of apprenticeship. The legislation will be implemented between January 1995 and August 1996 and up to this point the situation will remain unchanged.

Source: CIBB

## **P** Combatting long-term and very long-term unemployment

Following talks between the social partners, the Portuguese government has adopted a package of labour-market/politically-oriented measures (Ministerial Decree No. 1234/93 of 31 December).

Measures to promote training and employment programmes are foreseen especially to combat both long-term and very long-term unemployment.

Source: Diário de República, I Series - B / SICT + CEDEFOP

## **Vocational training within the public service**

The text of Decree No 9/94 of 13 January 1994 defines the general principles underlying vocational training in the public service, as follows:

- the aims of the training and its structure

- the nature of institutions authorised to carry out the measures,
- the type of evaluation.

The decree also defines the support bodies which should be consulted in terms of initial and in-service training in the public service.

Source: Diário da República / SICT-MESS

## UK **New qualifications prove popular**

Recent reports indicate that the new system of qualifications in the UK is proving popular. 44% of employers with more than 500 employees are already using National Vocational Qualifications (NVQs) or Scottish Vocational Qualifications (SVQs), with a further 34% anticipating doing so. The picture is different among small employers however. Only 6% with fewer than 50 employees were

using NVQs/SVQs, another 14% expecting to.

The number of students taking General National Vocational Qualifications (GNVQs), the new qualifications for 16 - 19 year olds in vocational subjects, has also exceeded expectations, according to the Business and Technology Education Council (BTEC). 10% of 16 year-olds are studying for GNVQs in over 1,000 schools and colleges. The government's aim is 25% of 16 year-olds starting GNVQ courses by 1996.

The report "National and Scottish Vocational Qualifications: early indications of employers' take up and use" is available from the Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton BN1 9RF.

Tel.: 44-273+686751 ; Fax: 44-273+690430  
UK £ 43.00

Source: BACIE

Further Information: IPD Enterprises Ltd.

## **New Focus for Training and Enterprise Councils (TECs)**

The TEC National Council report "The Role of TECs in Local Economic Development" details the actions that TECs can take in encouraging the successful development of local economies, beyond their core statutory duty of arranging government training schemes at a local level. It is argued that TECs now need a working partnership at local level with chambers of commerce, local authorities, further and higher education and business support agencies. A crucial step has already been taken in this regard with the agreement in principle that TECs and chambers of commerce should merge. Arrangements are being made for pilot mergers later this year.

Source: BACIE

Further information: IPD Enterprises Ltd.

# CONGRESSES - SEMINARS - CONVENTIONS

27 and 28 September 1994

### **Hannover/D**

Conference "Vocational Training in the European Union: Interim balance and perspectives".

Informationen:

BIBB - Bundesinstitut für Berufsbildung  
Fehrbelliner Platz 3  
D-10707 Berlin  
Tel.: 49-30+864 324 45  
Fax: 49-30+864 326 07

27 - 30 September 1994

### **Hannover/D**

Qualification 94 - International Congress and Fair for vocational qualification

Information:

Deutsche Messe AG  
Messegelände  
D-30521 Hannover  
Tel.: 49-511+89-0

29 September - 1 Oktober 1994

### **Den Haag/NL**

Study Fair '94: 3rd Exhibition for options in education in The Netherlands

Netherlands Congress Centre  
Information: STUDIE BEURS  
P.O. Box 82000  
NL-2508 EA The Hague  
Tel.: 31-70+354 06 35  
Fax: 31-70+354 06 99

6 - 7 October 1994

### **Saint-Étienne/F**

3rd Biennial Meeting  
Europe - Labour - Employment  
LASAIRE

Information: LASAIRE

53, rue Vauban  
F-69006 Lyon  
Tel.: 33-78+24 18 06  
Fax: 33-72+74 19 33

11 - 15 October 1994

### **Leeuwarden/NL**

Challenges of Unemployment in a Regional Europe (C.U.R.E.)

Information:

Fryske Akademy  
c.o. Kees Verhaar  
Doelestrjitte 8  
NL-8911 DX Leeuwarden  
Tel.: 31-58+131414  
Fax: 31-58+131409

13 -14 October 1994

### **Lille/F**

1st European Forum on Business Creation

Information: 1st European Forum on Business Creation  
Bernard Brassart  
CCILRT

Place du Théâtre  
BP 359; F-59020 Lille cedex  
Tel.: 33-19+20 63 78 00  
Fax: 33-19+20 74 82 58

18 - 21 October 1994

### **Trier/D**

Free Movement and Mutual Recognition of Diplomas in the European Union and the European Economic Area

Information:

Foundation  
for European Studies  
Europäische Rechtakademie  
Trier  
FEE-FES  
Avenue des Cerisiers 14  
B-1330 Rixensart  
Fax: 32-2+653 13 17

24 - 25 October 1994

### **Brighton/UK**

Metropole Hotel  
International Conference  
Education and Training for the 21st Century

Information:

The International Conference Office  
Mid-Kent College,  
Horsted Centre  
Maidstone Road  
UK-Chatham,  
Kent ME5 9UQ  
Tel.: 44-634+844265  
Fax: 44-634+409578

28 - 31 October 1994

### **Beijing/China**

International Seminar on Education - Business Partnership

Information:

China National Institute of Educational Research (CNIER)  
Mr. GE Zhengming  
Bei-San-Huan-Zhong-Lu 46  
Beijing 100088  
China  
Tel.: 86-1+203 3132  
Tel.: 86-1+201 3039  
Fax: 86-1+203 3132

8 - 10 November 1994

### **Karlsruhe/D**

LEARNTEC 94 - European Congress and Fair for educational technology in Europe

Information:

Karlsruher Kongreß und Ausstellungs-GmbH  
LEARNTEC  
Postfach 1208  
D-76002 Karlsruhe  
Tel.: 49-721+3720-0  
Fax: 49-721+3720 149

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rue de la Loi 200,  
B-1049 Brussels  
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Centre intercommunautaire de documentation pour la formation professionnelle  
ICODOC  
Intercommunautaire documentatiecentrum voor beroepsopleiding  
Boulevard de l'Empereur 11;  
B-1000 Bruxelles  
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(Grandjean, CIDOC)  
Tel.: 322+502 50 01,  
(Fred. Geers, ICODOC)  
Fax: 322+502 54 74

**Germany**  
BIBB - Bundesinstitut für Berufsbildung  
Fehrbelliner Platz 3; D-10707 Berlin  
Tel.: 4930+86 43 22 30  
(B. Christopher)  
Tel.: 4930+86 43 24 38  
(M. Bergmann)  
Fax: 4930+864 32 455

**France**  
Centre INFFO  
Tour Europe CEDEX 07  
F-92049 Paris-La-Défense  
Tel.: 331+412 522 22  
Fax: 331+477 374 20

**Denmark**  
SEL - Statens erhvervs-pædagogiske Læreruddannelse  
Rigsgade 13;  
DK-1416 København K  
Tel.: 4533+14 41 14  
Fax: 4533+14 42 14

**Greece**  
OEEK (Organization for Vocational Education and Training)  
1, Ilioupoleos Street;  
17236 Ymittos GR-Athens  
Tel.: 30-1+97 33 828  
(C. Georgopoulou)  
Fax: 30-1+92 50 136

**Ireland**  
FAS - The Training & Employment Authority  
P.O. Box 456;  
27-33, Upper Baggot Street  
IRL - Dublin 4  
Tel.: 3531+668 57 77  
Fax: 3531+660 90 93

**Italy**  
ISFOL - Istituto per lo sviluppo della formazione professionale dei lavoratori  
Via Morgagni 33; I-00161 Roma  
Tel.: 396+44 59 01  
Fax: 396+884 58 83

**Netherlands**  
cibb - centrum innovatie beroepsopdracht bedrijfsleven  
Pettelaarpark 1, Postbus 1585  
NL-5200 BP 's-Hertogenbosch  
Tel.: 3173+12 40 11  
Fax: 3173+12 34 25

**Portugal**  
Ministério do emprego e da Segurança social  
SICT - Serviço de Informação Científica e Técnica  
Praça de Londres, 2-1 andar  
P-1091 Lisboa Codex  
Tel.: 3511+849 66 28  
Fax: 3511+806 171

**Spain**  
INEM - Instituto Nacional de Empleo  
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IPD - Institute of Personnel and Development  
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