

Responsible publisher:

Johan van Rens, Director
Enrique Retuerto de la Torre, Deputy Director
Stavros Stavrou, Deputy Director

Editors:

Bernd Möhlmann Tel.: 49-30+88 41 21 47
J. Michael Adams Tel.: 49-30+88 41 21 25
Georg Biekötter Tel.: 49-30+88 41 21 22
Frédérique Rychener Tel.: 49-30+88 41 22 07

CEDEFOP takes stock of implementation of 1994 work programme

Youth research is in a state of dire neglect in the majority of Member States. This was the impression gained by a group of authors who between March 93 and March 94 for the first time in the history of the European Union examined from the perspective of young people the issue "The need for (occupational) counselling among young people up to the age of 28".

Case studies were made on account of the absence of specific material in order to gain useful information (Project 6, Gesa Chomé).

The reports from the United Kingdom, Germany, Greece, Ireland (in the original languages and in EN and/or FR) and the synthesis report (in EN) are now available in the **CEDEFOP panorama** series. The study examines a total of 21 various target groups paying particular attention to socially disadvantaged groups. In the PETRA 3 action programme use is made of the results in developing a counselling model for young people above and beyond the official counselling instances. Deficits in the existing provision for preparing young people for working life will be discussed by policy-makers at the final PETRA conference in Rome in November. The transition from PETRA 3 to the LEONARDO Community programme will also feature on the agenda.

In implementing the new framework of Community vocational training policy, the European Community sets great store by the **CEDEFOP Study Visit Programme**. Article 127 of the Maastricht Treaty stresses promotion of the exchange of information and experience as the main political goal, in the words of the Director General of the Task Force, Human Resources, Education, Training and Youth (TFHR) at the annual meeting of national liaison officers at the annual meeting in Brussels in February (Project 9, Duccio Guerra).

The Study Visit Programme is reorienting itself to the LEONARDO programme.

A working group with this task was set up at the meeting in Brussels. A number of recommendations in this context were noted at the Rome meeting last April.

To date this year some 169 experts have participated in the Study Visit Programme. 32 more visits have been organized for the

continued on page 2

CEDEFOP - New Directors

CEDEFOP as Europe's top address for decision-makers in the field of vocational education - this is the avowed aim of the Centre's new Director and Deputy Director, Johan van Rens and Stavros Stavrou, who took office in early October and, together with Enrique Retuerto, now make up the Centre's management team. Their motto is "total quality management" and a cooperative leadership style. They intend the Centre's move to Thessaloniki to take place during the coming summer months.

In his position as CEDEFOP's new Director, the human resources specialist and former trade union official van Rens is planning a general overhaul of the Centre. Im-

continued on page 2

BI- AND MULTI-LATERAL RELATIONS	P.3
SOCIAL PARTNERS	P.4
CONTACTS AND PARTNERSHIPS	P.5
FROM THE EC MEMBER STATES	P.5
BIBLIOGRAPHY/ADDRESSES	P.8

3/94

SPECIAL

flash
CEDEFOP
CEDEFOP



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

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

CEDEFOP - European Centre for the Development of Vocational Training, Jean Monnet House, Bundesallee 22, D-10717 Berlin, Tel. 4930+88 41 20, Fax: 4930+88 41 22 22
CEDEFOP flash special is published at irregular intervals in DE, EN, FR and contains information on vocational training in Europe, in particular the findings of work carried out by CEDEFOP and reports

CEDEFOP takes stock of implementation of 1994 work programme

second half of the year so that some 550 experts will have participated by the end of the year.

A new guide, the "**European Guide to the Training of Trainers**", is in preparation. This guide is a country by country description of specific trainer profiles and provides information on training opportunities for trainers. The first part describes the situation in Germany, the United Kingdom, Spain and France. It should be available in print by the end of the year. Work on the contents of the second part was launched in June and will be completed by mid-1995 (Project 7, Africa Melis).

The **FORCE reports** on sectoral training plans accounted for the larger part of publications in the first half of the year. To date the following have been published in English (Project 3, Tina Bertzeletou):

■ **for the retail sector**, national reports for Belgium, Germany, France, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain and the United Kingdom

■ **for the motor vehicle sales and repair sector**, national reports for Belgium, Italy, Luxembourg, Spain and the United Kingdom

■ **for the agrofood sector**, national reports from Ireland and the United Kingdom

The European Report on the **retail trade sector** has been published in German, English, Spanish, French, Dutch and Portuguese.

New monographs **describing the vocational education and training systems** have been published in the original language for Belgium, Denmark, Germany, Italy, Ireland and Luxembourg, while translations exist for France (EN, DE, FR, IT, ES, PT), Netherlands (NL and EN), the United Kingdom (DE, EN, IT, ES, PT) and Greece (DE) (Project 4, Michael Adams).

The flagship of CEDEFOP's publications, the European journal "**Vocational Training**" has been revamped. The editorial committee has charted new ground and the journal has changed its presentation. The first half of 1994 was devoted to preparing the publication of three issues. The first issue, "**Competences, the term and its meaning**" is available in DA, EN, ES, FR, IT, NL and PT. The next two issues examine "**Training and the labour market**" and "**Vocational training in a European context**" in the wake of Maastricht.

All CEDEFOP publications may be obtained at a nominal charge from the sales offices of the European Union. On request, CEDEFOP is pleased to provide its publications list containing details of all available publications free of charge.

CEDEFOP / GBI + ERT

CEDEFOP - New Directors

proved efficiency and performance are his key-words: "this means clear aims, well-defined areas of responsibility and a service-oriented working style," explains Mr. van Rens, who was born in 1946 in the Dutch province of Limburg and has worked on a European scale for the past 20 years.

In addition to internal renewal, his agenda will also include the move of the Centre to provisional, as well as definitive, premises at the American Farm School just outside the city of Thessaloniki. This first case of a shift in location by a European institution whose 76 staff members are not civil servants, requires not only solutions to technical problems but also a package of social ancillary measures.

CEDEFOP's new Deputy Director is Stavros Stavrou, an economist born in Thessaloniki in 1945. He intends to secure and expand CEDEFOP's function. The Centre's products, according to the former assistant professor for work organization at the Aristoteles University of his home town, should be known for their completeness, their topicality, reliability and user-friendliness.

Due to the current unclear circumstances, Mr. Stavrou, who is a graduate of economic sciences at the Berlin Technical University, expects negative consequences for the CEDEFOP work programme in the coming year. He intends to ensure continuity by concentrating on the programme's main points, "qualifications" and "vocational training systems", and aiming at coherence among the various projects involved. Although he is critical of the circumstances surrounding the move towards northern Greece, he looks forward to the establishment of the Centre in Thessaloniki with optimism.

CEDEFOP/GBI

UK network member change

In July the business of BACIE (the British Association for Commercial and Industrial Education), including UK involvement in various current CEDEFOP projects, was taken over by IPD Enterprises Ltd, the commercial arm of the Institute of Personnel and Development - a new institute formed from the merger on 1 July 1994 of the Institute of Personnel Management (IPM) and the Institute of Training and Development (ITD).

Further details about IPD are available from the Communications Department, IPD, Camp Road, Wimbledon, London SW 19 4UX.
Tel.: 44-81 946 91 00,
Fax: 44-81 947 25 70

BI- AND MULTI-LATERAL RELATIONS

Young Italians in Germany: socially integrated, but occupationally disadvantaged

Young male and female Italians in Germany are socially integrated in many areas. More than other foreigners they spend their leisure time with Germans, have many social contacts with German friends and often marry German partners.

However, occupationally this seems of little advantage to them. Like their Turkish, Greek, Spanish or other foreign colleagues they lag behind their German peers in regard to school education, occupational qualifications and status and income.

Compared to some 15 years ago, they are more involved today in school and vocational training and gain more skilled employment. However, it has been ascertained that, occupationally, young Italian men do not surpass the occupational levels of their fathers. There has been little change in the numbers from the first to the second generation of immigrants exercising skilled occupations.

The picture is somewhat different for young Italian females. In comparison to their mothers of the first generation, these young women are more often employed as white-collared, and less often as blue-collared workers.

The study by Mona Granato, "Bildungs- und Lebenssituation junger Italiener" (The education and social situation of young Italians) has been published in Issue 171 of the BIBB series "Berichte zur beruflichen Bildung" (Reports on vocational training) and can be obtained in German at a cost of DM 15 (approx. ECU 7.80) from

W. Bertelsmann Verlag GmbH & Co. KG
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D - 33506 Bielefeld
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Source: Pressemitteilung des BIBB No. 30/94

JOC presents a 'Bill of demands for vocational training'

The Young Christian Worker Movement (JOC) recently published, as a result of a European forum held in Madrid in May, a 'Bill of demands for vocational training'. This document is addressed to all institutions and organisations involved in vocational training. In defining the kind of vocational training required, it emphasises education for all, rather than for an elite. The document considers the measures necessary for training young people excluded from the labour market, the links

between vocational training and employment, the development of human capacities and the participation by all relevant parties in defining the contents and objectives of vocational training. In conclusion, it underlines the right of all young people to high-quality education and training and emphasises the State's responsibility for education and training. The attractively produced document is available in English, French, German, Spanish and Dutch, from:-

JOC Internationale,
Secrétariat Européen,
Rue Vanderstichelen 21,
B-1210 Bruxelles
Tel.: 32-2+426 21 49
Fax: 32-2+426 41 72

Source: JOC + CEDEFOP

Together against exclusion

In Germany and France, associations and enterprises have been active for over ten years in seeking solutions to the problem of exclusion from the employment market. These structures - "integration enterprises" (entreprises d'insertion) in France, "employment and qualification companies" (Beschäftigungs- und Qualifizierungsgesellschaften), "social plants" (soziale Betriebe), "integration or employment promotional plants" (Integrations- oder Arbeitsförderungsbetriebe) etc. in Germany - link the social dimension to economic objectives.

The "Bundesarbeitsgemeinschaft (BAG) Arbeit" and "Comité National des entreprises d'Insertion" (CNEI) are two national organizations representing the interests of persons affected by exclusion and ensuring the development of social and employment policies in this area.

Within the context of problems of exclusion and of the social questions that arise from it, and with the firm intention of contributing towards finding solutions to these problems, the "Comité National des Entreprises d'Insertion" (CNEI) and the "BAG Arbeit" have concluded a partnership agreement covering:

■ The exchange of information on integration enterprises in France and in Germany, with a view to establishing joint standards for the work of these structures in the two countries.

■ The promotion of Franco-German partnerships between member enterprises and more particularly, assistance towards the elaboration of cross-border cooperation projects. In order to intensify such exchanges, meetings will be organized to discuss topics of common interest.

■ The representation of the interests of integration enterprises and the promotion of the concepts they stand for, vis-à-vis European Union authorities.

BAG Arbeit and CNEI would be pleased to consider an expansion of this cooperation to include other Member States of the European Union.

For additional information, please contact:

BAG Arbeit
Schönhauser Allee 185
D-10119 Berlin
Tel: 49-30+283 29 51

CNEI
17, rue Froment
F-75011 Paris
Tel: 33-48+05 67 55

A multi-cultural dimension in the training of trainers

Having sponsored and perfected a long cycle of training for trainers in multi-cultural environments during the last ten years, the Brussels Centre for Intercultural Action has been asked to export this module within the AGORA network and, since 1991, in Andalusia and in Madrid within the framework of the HORIZON programme. After two years of untiring and assiduous work, which has been extended to Germany, Denmark and Italy, the possibility has arisen that a centre for the training of trainers with a multi-cultural dimension will be created. Its trans-national character gives both content and shape to this common area, which the treaty establishing the Union has defined and which Europeans are now called upon to fill out and make their own.

The advantages of the project are:

- a European response to the wave of immigration involving all of Europe,
- a display of two stages of migration, on the one hand Belgian and Spanish, on the other Italian and Portuguese, which allows for more positive choices and the promotion of policies contributing to fewer errors and delays.

Contact:
Centre bruxellois
d'action interculturelle
M. Javier LEUNDA
Avenue de Stalingrad 24
B-1000 Bruxelles
Tel: + 32 2 513 96 02
Fax: + 32 2 513 95 06

Source: L'Observatoire, no. 3-1994 / ICODOC/CIDOC

Denmark: new Danish legislation on labour market training (AMU courses)

In June 1993 the Folketinget passed a new law on labour market training, which has changed the organisation of labour market training (Arbejdsmarkedsuddannelserne - AMU) courses, both centrally and locally, and has introduced a new system of financial management. The new rules were introduced on 1 January 1994.

In the new structure at the central level there is a Training Council (parity applies) in an advisory role to the Minister of Labour. Under this council four Occupational Area Committees, each with equal participation by the social partners, have been set up:

- Industry
- Construction, Agriculture
- Commerce, Office, Transport, Service, Hotel and Finance and
- Public Sector.

Under each of these Committees a number of Continuing Training Committees have been established, e.g. 24 committees in the field of industry, one of which is the Branch Committee of the metal industry for the education and training of semi-skilled workers. The social partners play a dominant role in the overall tripartite regulatory structure of labour market training.

Source: SEL

Germany: dissension in the coordination group for continuing vocational training

A conflict has arisen between representatives of employees and employers in the coordination group for continuing vocational training. The industrial trade unions and their umbrella-organisation, the German Trade Unions Confederation (DGB) decided on 16 August 1994 to suspend their cooperation in this body.

They accuse the employers of:

- blocking the inclusion of the Federal Institute for Vocational Training (BIBB) in the work of the Coordination Committee;
- jeopardizing the continuing vocational training concept drawn up jointly with the employee side;
- not respecting certain agreements, and
- attempting to direct continuing vocational training in the European context in Germany into channels which unilaterally serve employer interests.

In the opinion of the BIBB, this intensified conflict between employers and employees shows that the proposal discussed ten years ago when the Committee was founded, namely, that the BIBB should be included in the work of the Committee

because of its many years of experience in the field of continuing vocational training, has lost none of its relevance.

Source: BIBB aktuell 5/94

German trade unions demand quality assurance

The German Trade Unions Confederation (DGB) has pointed to the need to set up a quality assurance system for continuing training in some form of public body. As assuring the quality of continuing training is not only a concern of the trade unions but also of industry and the public sector, a way must be found, the DGB states, of entrusting certification of continuing training to a public body.

In Hamburg all parties involved, including the employment administration, had found a solution by setting up the "Weiterbildung Hamburg e.V." (Continuing Training Hamburg) which is operating to the satisfaction of everyone. This body, which is self-administered, assures an objective and flexible approach to formulating and applying quality standards.

Source: DBG - Gewerkschaftliche Bildungspolitik
No. 10/94

Structural crisis in the dual training system in Germany

The German Trade Unions Confederation (DGB) has warned of "dismantling" the dual vocational training system. It calls upon the Federal government, the political parties and employers to find solutions for the dramatic situation on the training market. "In view of the increasing number of applicants and the reduction in the number of available training places, problems in transition to work and a lack of equipment in vocational schools, politicians must at long last take action".

In-company vocational training is viewed increasingly as an unproductive cost factor and as an economic burden. Companies are retreating from training ever more frequently or reducing their training provision to the basic requirements of their own needs.

To improve the system in the long term the trade union youth organisation (Gewerkschaftsjugend) launched a campaign in the summer of 1994 entitled "Perspektive Jetzt!" (A Perspective Now!). It focuses on funding provisions to guarantee a sufficient offer of training places. "If employers want well-trained employees, they must invest in their training. This is only possible through a funding solution to which all companies must contribute, regardless of whether they provide training or not."

This regrettable situation, the DGB states, cannot be alleviated by financial solutions

on their own: "We must equate vocational training and general education certificates and provide skilled workers with access to university."

Other focal issues raised by the trade unions initiative are demands for better staffing and equipping of vocational schools, where future trainees should spend two days per week to match the growing need for qualifications.

Following initial training, employees should have a legal right to continuing training.

Information:

Lothar Juditz

-DGB-Bundesvorstand - Abt. Jugend

Hans-Böckler-Str. 39

D-40476 Düsseldorf

Tel.: 49-211+4301 381

Fax: 49-211+4301 409

Source: DGB-Nachrichtendienst No 216 and 241/1994

France: the results of negotiations on vocational training

The Five Year Law (loi quinquennale) of 20 December 1993 left a number of aspects open to negotiation with the social partners. These negotiations culminated in an **amendment to the national inter-occupational agreement (accord national interprofessionnel) of 3 July 1991.**

This amendment reorganizes the structure for collecting funds for vocational training by creating a new type of body, **approved joint "collection" bodies (organismes paritaires collecteurs agréés/OPCA).** The OPCA will collect the different parts of the 1.5% employer contribution which to date had been collected by a variety of bodies (FAF, OMA, OCA etc.).

The only portion over which the OPCAs have no influence is the 1.5% for individual training leave and for leave for the skills report (bilan de compétence), which remain the responsibility of the regional inter-occupational collection bodies (OPACIF).

In the area of **alternance integration contracts (contrats d'insertion en alternance)**, the government has entrusted the social partners with the task of proposing new measures. The amendment upholds the three existing measures: guidance, qualification and adaptation contracts.

The amendments envisage new means of deploying the **apprenticeship tax** devoted to funding apprenticeship and proposes simplifying the support measures for companies employing apprentices.

The diversity of vocational training systems in Europe



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If you would like to acquire a copy of the study on vocational education and training in Ireland, please contact one of the EC sales offices listed on the back of this form.

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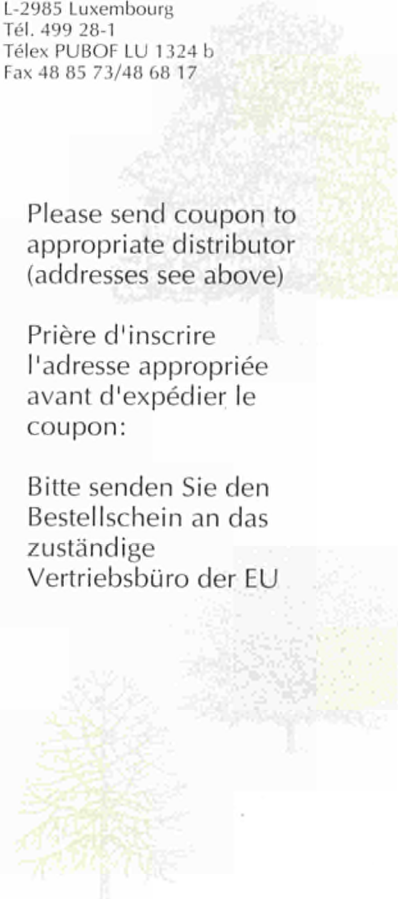
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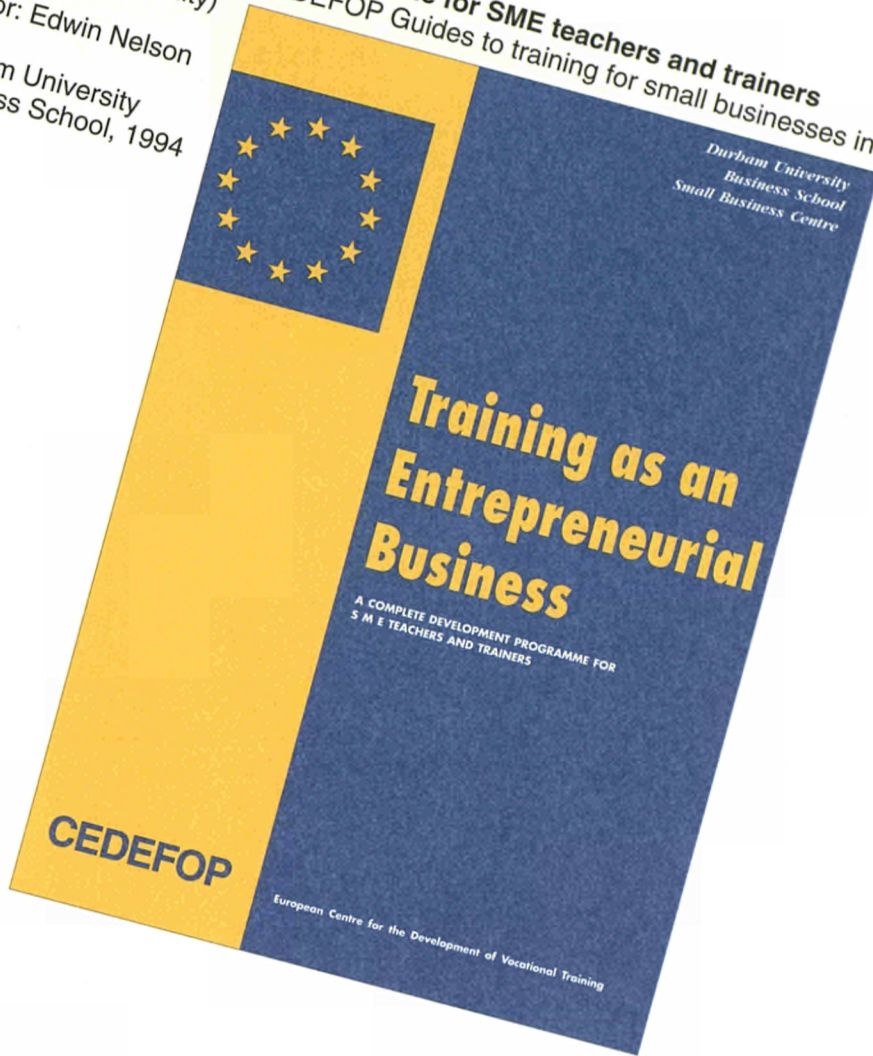


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This programme is based on the eighteen key areas of small business trainer competency that are identified in Part 1 of the CEDEFOP Guides to Training for Small Business in the European Community (1990). These competences were grouped under the headings: needs analysis; programme design; delivery capability; reaching the market; monitoring and evaluation and control.

To provide a balanced training programme, in both time and content, those five key areas have been expanded into seven trainer training modules, each of which can stand alone. This serves to give greater emphasis to broad market position-

ing and analysis and to the management and organization of programmes.

In order to assist those who want to use the original guides for exploring trainer needs, the corresponding area of competency that is covered in the CEDEFOP guides is indicated at the beginning of each module.

Contents of this training pack

The contents of this training pack is produced in eight separate booklets, an introductory booklet plus seven training modules, as shown below.

Introduction

Module 1: Assess the market and establish a position

Module 2: Determine the training and development needs of entrepreneurs and businesses

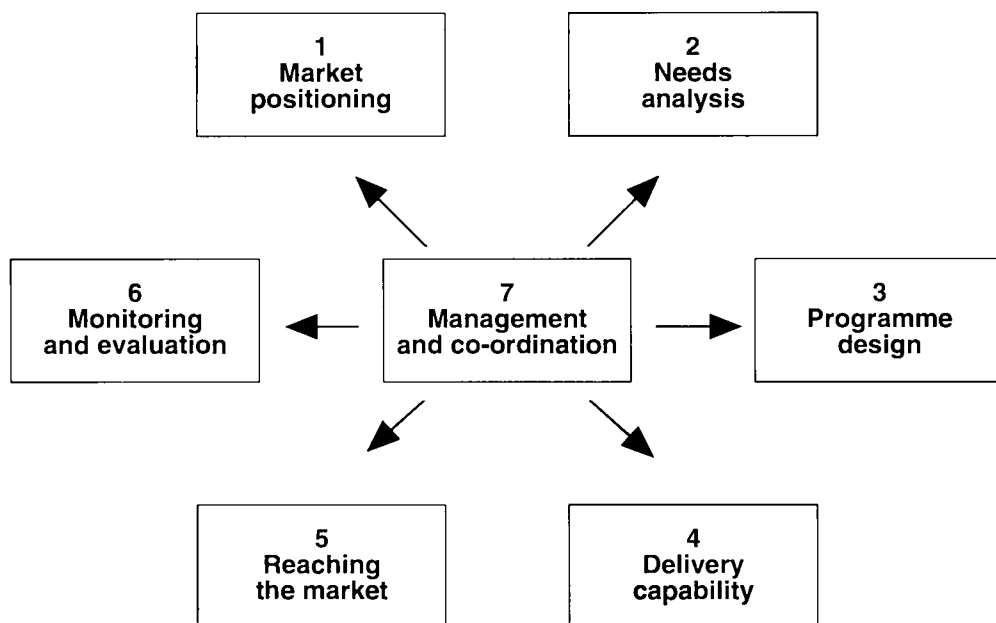
Module 3: Design a training programme to meet needs and objectives

Module 4: Facilitate entrepreneurship and business development

Module 5: Reach the market

Module 6: Monitor and evaluate the effectiveness of the programme

Module 7: Organize and co-ordinate the programme



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Finally it defines the characteristics of **training time capital (capital temps de formation)**, a new measure allowing employees, on request, to undertake training during working time provided it is part of the company training plan.

Source: INFFO-Flash special, July 1994

Irish employers on the training of employees

The Irish Business and Employer's Confederation (IBEC) has published a report on "The training of people in employment" (Dublin 1994). This calls for an overhaul in the approach to industry training, with the establishment of a new

training body run primarily by employers. At present FAS (the Training and Employment Authority) is responsible for training in industry and spends IR£ 30m (approx. ECU 37.4 m) out of a budget of about IR£ 120 m (approx. ECU 151 m) on employee or company-based training. A large part of the remaining expenditure is also directly related to the needs of industry.

Source: FAS / CEDEFOP

User-friendly NVQ's sought by UK employers

A Confederation of British Industry (CBI) report, "Quality Assessed: The CBI review of National Vocational Qualifications

(NVQs) and Scottish Vocational Qualifications" (SVQs), calls for NVQs to be given a higher profile, more effective marketing and greater user-friendliness for both individuals and companies. The report, based on a survey of 3,000 employers, says top priority should be given to redesigning NVQs to make them more flexible, with a core of basic subjects plus additional options to meet the specific requirements of different firms.

Source: IPD

CONTACTS AND PARTNERSHIPS

Partners sought for cultural and vocational training in Italy

The Association for the Promotion of Cultural and Vocational Training for Youth and Young Adults (BBJ-Consult) - Italian branch - is looking for organisations in other Member States of the European Union (EU) who are interested in active cooperation.

BBJ has been represented in Italy for the last three years. Its national and regional partners, over 40, include national training centres, universities, cooperatives, enterprises providing training, and continuing training institutions in the field of crafts, culture, environment and youth.

The work done by the BBJ Italy is focused on social policy and labour market, women, education and culture, the environment, environmentally-friendly tourism, continuing training for small and medium-sized enterprises (SMEs) and consulting firms.

Plans are already being made to establish the initial contacts between the Italian agencies and partners from other EU regions for cooperation in the new EU action programmes, LEONARDO and

SOCRATES, and the Youthstart, NOW II and LEADER II initiatives. To this end, it is planned to hold technical meetings and seminars in Italy and Brussels in winter 1994/95 and spring 1995.

Information:

Monika Savier, BBJ-Bruxelles, Sede italiana - Mercatello 94, I-06044 Castel Ritaldi (Umbria)
Tel.: 39-743+51441,
Fax: 39-743+56389

Source: BBJ Bruxelles - Sede italiana

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.

FROM THE EC MEMBER STATES

DK More young people receive education and training

Many more young people today stay on in the education and training system than 10 years ago. From 1982 to 1992 the proportion of a youth cohort staying on in education after compulsory school (Folkeskole) has risen by 6%, while the number of young people ending up with vocational qualifications has risen by 4%. New statistical information from the Ministry of Education shows that in 1992

- 94% of a youth cohort now continue after the Folkeskole,
- 76% stay on and obtain a qualification (gymnasium or vocational education and training)
- 66% of a cohort complete a formally recognized education giving occupational competence. Half of these finish a vocationally oriented education, the other half higher general education.
- 34% leave without receiving a vocational education leading to an occupational competence.

Source: Undervisningsministeriets Nyhedsbre/SEL

Folkeskole (compulsory education) reform

In 1993 a new Folkeskole Law was passed by parliament (Folketinget). It is being implemented from 1 August 1994. Some of the main features of the reform are:

- a decentralized school with closer cooperation between schools and parents;
- more differentiation of teaching in undivided classes;
- greater integration of teaching through project work and teacher cooperation;
- a stronger class-teacher role;
- a new curriculum, e.g. introduction of new subjects such as "Nature and technology" from the first form and an earlier start for foreign language teaching.

The implementation of the new law will be supported by a massive further training of teachers.

Source: SEL

D Measures to reinforce vocational education and training

A working group set up by the heads of government of the Federation (Bund) and the States (Länder), with equal represen-

tation of the social partners and the Bund and Länder, unanimously agreed on a package of measures to reinforce vocational education and training in the Federal Republic of Germany. The German Government had already accepted these proposals in spring 1994 and charged the Federal Minister of Education and Science (BMBW) with the implementation of the following steps:

- Commerce and industry in all parts of Germany must provide a sufficient number of qualified in-company training places. The Federal Government and the Länder, with the support of the social partners, will improve the quality of vocational training through accelerated modernization of the contents of training. The Federal Government will continue its efforts to set up and extend inter-enterprise group training centres in order to complement initial and continuing training in small and medium-sized enterprises and to promote training provision for the qualification of training staff.
- Efforts will be made to increase the attractiveness of initial and continuing vocational training for youth with greater

learning potential. This will be presented as an alternative to higher secondary and university education. To this end, additional and more demanding initial training programmes and subsequent further training phases will be developed. Foreign language instruction and the promotion of exchange with other countries in the field of vocational education will be intensified. New, recognized vocational training paths for medium and higher level occupational posts will be created by linking the contents and the time elements of initial and continuing training. Certificate-oriented promotional upgrading training will be expanded. The "Promotion of talent in vocational education" programme will be intensified.

■ A decisive pre-requisite for greater attractiveness is the higher status of vocational education in the world of work and society. Companies and administrations must do more than in the past to provide career development opportunities for persons with initial and continuing vocational training, and to improve their chances of promotion. The Federal Government will encourage career development models, particularly in the field of small and medium-sized enterprises.

■ The permeability of vocational training paths should be improved through the recognition of the equivalence of vocational training certificates so that they give access to advanced education and training paths. The Federal Government and the social partners have called on the Länder to make the status of Hauptschul-school-leavers with completed dual-system vocational training equivalent to that of Realschul-school-leavers. A uniform trans-Länder regulation of the so-called "Dritter Bildungsweg" (Third education path) is being envisaged in order to ensure access, recognised throughout Germany, to university studies for persons who have completed vocational training.

■ The percentage of youth and young adults without vocational training should be further reduced. In the new regulation of skilled occupations, the Federal Government and the social partners will provide training opportunities leading to secure employment. These will also cover young persons who are poor learners.

Source: Presse INFO BMBW No. 36/1994

The dual system is more attractive to school-leavers

Vocational training in the dual system is becoming interesting for youth in Germany once again. In the past the opposite trend could be observed. At present 75% of school-leavers wish to go in for vocational training. However, there are gender-specific differences in the old and the new German Länder: young women, more often than young men, wish to continue their schooling, shift to vocational schools or enter other training routes.

Despite some shadows thrown by the educational policy discussion on the present status of dual system training,

there is no doubt - in the eyes of the Federal Institute for Vocational Training (BIBB) - that the dual system, because of its proximity to actual practice, its pedagogical qualities and its flexibility, has proved its value in Germany and gained international repute.

However, the future prospects of vocational training in the dual system could be improved substantially if attempts were made to remove the weak spots, for instance, guaranteed employment for young persons directly after completion of training. Another requirement which is as important as immediate employment is a conceptually coordinated provision of further qualification. Very often there is no possibility of perfecting the qualifications acquired in dual system training through continuing training.

The qualification of young adults without vocational training is absolutely essential. Here, a combination of employment (on-the-job learning) and qualification measures accompanying employment (working and learning) appears to be most appropriate.

Source: BIBB

Vocational schools in trouble: alarming reduction of student numbers

At their 2nd congress on vocational training in late October 1994, some 2,000 members of the Association of Teachers at Vocational Schools (Verband der Lehrer an beruflichen Schulen, VLB) looked into the subject of "upheavals in vocational training".

Vocational schools are losing their students in alarming numbers. In the industrial field in particular, the number of training places has decreased rapidly. Craft businesses offer more apprenticeships than required but often for trades which young people and their parents alike do not find too attractive and where promotion prospects are limited.

In his keynote address, the chairman of the VLB appealed to trade and industry not to reduce the number of training places to just the number of young people they need right now on their shop floors and in their offices, but rather to think ahead and take into account the impending threat of a shortage of skilled workers. What was right at the moment on commercial grounds in the face of the need to economize, he said, could soon prove wrong in terms of the economy as a whole.

He continued to explain that the VLB without any qualification stood up for the "dual system" of vocational training in both enterprises and vocational schools. In view of the coming fundamental structural change in the world of employment and industry, it was hard to predict future requirements. This was where flexibility was called for.

With regard to the current shortage of apprenticeships, the Government should step into the breach and offer more full-time specialized vocational schools - also including training for industrial and commercial occupations, where major vocational opportunities will open up in the coming service-based society.

Commenting on the demand thus made, a representative of Bavaria's Ministry of Education and Cultural Affairs said such full-time specialized vocational schools would be considered only in the event of an overall imbalance between the supply of, and the demand for, apprenticeships. He likewise warned the business community against increasingly filling attractive positions for skilled workers and "classical" promotion positions with university graduates or even university or college dropouts whose training was then "upgraded" in the company concerned. He also appealed to trade and industry to make a major contribution themselves towards augmenting the attractiveness of vocational training.

Source: Süddeutsche Zeitung, October 1994

E Amendment of the law on the public programme for employment and training:

"Escuelas Taller" (workshop schools) and "Casas de Oficios" (trade houses)

The law governing the Escuelas Taller and the Casas de Oficios has been amended by Royal Decree 1593/1994 of 5 July and by the Ministerial Order of 3 August 1994. Both amendments define the Escuelas Taller and the Casas de Oficios as a public programme for employment and training aiming at the integration of unemployed young people under 25 years of age through measures alternating training with vocational practice in occupations related to the restoration and protection of the artistic, historical, cultural or natural heritage, the rehabilitation of urban areas or the environment, the improvement of living conditions in cities, and any other activity useful to the public or of general and social interest which lends itself to the integration of young people through training and experience of the participants.

This programme, established in 1985, has developed into the promotion of qualification and employment and into an adequate instrument for the integration of young people into the employment market.

The new law eliminates the legal requirement that young people must be initial job seekers. From now on, the only prerequisite for participation in any programme run by the Escuelas Taller and the Casas de Oficios will be to be unemployed and under 25 years of age.

Furthermore, the law establishes local and regional "Promotion and Development Units" to collaborate in the preparation, follow-up and evaluation of the projects run by the Escuelas Taller and the Casas

de Oficios, and to draw up integral plans of intervention for the Escuelas Taller and the Casas de Oficios, such as development projects to promote employment market integration for young people participating in these projects, over a maximum duration of 2½ years.

Another planned activity is the creation of "Centres of Entrepreneurial Activity", whose function it would be to advise young people in the Escuelas Taller and the Casas de Oficios in the area of entrepreneurial ideas, so as to help them go into business for themselves.

Source: Spanish National Employment Institute (INEM); Official Journal 30 July 1994 and 11 August 1994

F Decentralization of training courses for young people

As envisaged by the five year law (loi quinquennale) of 20 December 1993, the transfer by the state of funds to the regions for training young people was completed on 1 July. Now the regions have five years to sign agreements with the state transferring the second strand of training for young people, namely, pre-vocational programmes and the induction and guidance measures. Two regions, Rhône-Alpes and Languedoc-Roussillon, signed an agreement making transfer of both strands effective simultaneously while l'Ile-de-France has chosen 1 January 1996 for this to come into force.

Source: INFFO-Flash No 411, Centre INFFO

The training sector shows increasing professionalism

The profession is collaborating with the Ministry of Labour to improve the quality of the training on offer. The Office professionnel de qualification des organismes de formation/OPQF (Professional office for qualifying training bodies) has been set up under the aegis of the Office professionnel de la qualification des conseils en management - OPQCM (Professional Office for the qualification of management councils). In a protocol signed in June with the délégué à la formation professionnelle (delegate for vocational training), the OPQF will deliver qualifications, by skill areas, to the training bodies on the basis of criteria such as the anticipation of training activities, the professionalism of trainers and reference points provided by clients.

In addition, a study contract is being co-financed by the Ministry of Labour and the Fédération de la formation professionnelle (Federation of Vocational Training). The study, being carried out by a consultancy, should improve knowledge of jobs, qualifications and occupational paths in the vocational training sector. It should bolster a training strategy for white collar workers "in the service of employment" and form a basis for an observatory of jobs and qualifications. It should help improve the quality of training on offer.

Sources: INFFO-flash no 411 and 412 / Centre INFFO

IRL Measures against long-term unemployment

Long-term unemployment at present accounts for 10 % of unemployment in Ireland. It is against this background that the National Economic and Social Forum (NESF), a body representative of the social partners, has published proposals * which would involve considerable changes in existing labour market policy. The central recommendation is that a nationwide, comprehensive, locally-based Employment Service should be established with "mediators" working at local level to provide guidance, counselling and placement services to overcome the severe disadvantages the long-term unemployed face in finding jobs. These proposals are designed to respond more directly to individual personal, educational and training needs rather than be simply driven, as at present (the Forum states), by the supply of places on programmes which achieve very little for the long-term unemployed. The report, looking at experiences abroad, says "evaluations of various kinds and from different OECD countries have shown significant, positive effects from individual counselling for the long-term unemployed".

As well as recruiting "mediators" from FAS - the Training and Employment Authority and the Department of Social Welfare, the new Employment Service would be given the resources to purchase up to 10,000 temporary job placements in the public and private sector; would allocate places on FAS schemes; and would revamp the recently established Community Employment Programmes so that longer duration, contract-style employment could be provided in the public, voluntary and community sectors. The Employment Service would in effect be the "gateway to all employment and training schemes".

With the exception of the additional cost of the Employment Service, the Forum believes that the costs can be met from within the resources committed to programmes for the unemployed under the Programme for Competitiveness and Work, the recent national agreement between the social partners on ways to achieve economic progress over the next few years (see CEDEFOP flash special 2/94).

*Ending long-term unemployment. Forum report no.4 (1994). ISBN 1-899276-00-9

Source: FAS

P Use of Community funds

The Ministerial decree no. 394/94 of 21 June regulates the activities of the coordinating commission for the management of the European Social Fund (ESF) section of the Community Support Framework (QCA) for 1994-1999. In view of what has been experienced until now, three basic principles will guide the work of the commission:

- decentralization;

- improved coordination between the institutions which make up the system;
- increased participation of the social partners.

The commission consists of a chairman and the heads of several government departments. It is directly accountable to the Ministry for Employment and Social Security and supported by a technical council which evaluates the performance and the impact of the ESF section of the QCA. From a technical and administrative point of view, the commission is assisted by a technical unit which in turn is supported by technicians from the regional delegations of the Institute for Employment and Vocational Training (IEFP). Technical and pedagogical assistance for vocational training is first of all the responsibility of management bodies, then of the IEFP, jointly with other ministries when this assistance is related to the specific areas of activity of these ministries.

Source: Diário da República (official gazette of Portugal),

UK Occupational Standards Council for Personnel and Development

From Autumn 1994, a new "super" Lead Body will be formed which will have overall responsibility for NVQ's (National Vocational Qualifications) relating to Personnel Management and Training and Development. This new Occupational Standards Council will take over the responsibilities currently held by the Training and Development Lead Body, the Personnel Standards Lead Body and the TUC Sector Development Body.

Source: IPD

Modern Apprenticeships Arrive

Modern Apprenticeship pilot schemes, under which employers contract to provide skills training up to at least National Vocational Qualification (NVQ) Level 3, are under way. The Engineering Training Authority (EnTra), launched its prototype scheme in September. More than 750 young people embarked on a planned 3-4 year programme of practical and technical skills training. Their Modern Apprenticeships are in a range of industries including aerospace, electronics and motor vehicle manufacture. Other pilot schemes in different industries have also begun. However, the Industrial Relations Services' Employee Development Bulletin warns that the scheme "will target the same group of young people that are already in demand by employers and further education colleges, and will offer few opportunities for the 250,000 + young people without employment who are on the Youth Training programme."

Source: IPD

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D
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DK
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F
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GR
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Colombo Conti
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IRL
FAS - The Training and Employment Authority
Margaret Carey
P.O. Box 456
27-33, Upper Baggot Street
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Chambre des Métiers du G.-D. de Luxembourg
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Andy Sacks, Tony Stone

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