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CEDEFOP FORUM 1992 INNOVATION - SKILLS - TRAINING

The implications of innovation for work organization, skills and training were the topic at the 1992 **CEDEFOP FORUM** held in Berlin on 21 and 22 October 1992. This annual event, now in its eighth year, provides the directors and researchers of leading institutions engaged in vocational training research and development in the twelve Member States of the Community with an opportunity to exchange experience and discuss their current concerns and research priorities. This year, invitations were also extended to institutions in the EFTA countries and delegates from Austria, Finland, Sweden and Switzerland attended.

The FORUM was honoured by the presence of the Minister for Employment, Social Affairs, Health and Women of the Land Brandenburg, Germany, Dr. Regine Hildebrandt, who painted a vivid picture of the current situation in a region of Europe undergoing drastic change.

An additional aim of the FORUM is to encourage and develop information exchange and cooperative ventures amongst the participating institutions, and in the past a number of bi-lateral activities have been undertaken. As a possible instrument for the support of such activities, CEDEFOP presented to the participants at the 1992 FORUM a "prototype" file of current vocational training research projects in a number of Member States (Belgium, Denmark, Italy and the United Kingdom). In the coming year it is intended to develop the file to include all Member States and to cover a broader range of topics. It will be designed as part of the growing family of CEDEFOP databases.

A more detailed record of the proceedings of the 1992 CEDEFOP FORUM is presented in "CEDEFOP flash" No. 5/92, available in DE, EN, ES, FR, IT, and it is planned to publish a synthesis of the national reports and the presentations in a forthcoming "CEDEFOP Document".

Information: F. Alan Clarke Project coordinator, Tel.: 4930+88412137

Additional results of comparability work have been published in the Official Journal of the EC: ● **Chemical Industry Sector**, Official Journal of the EC Nr. C 262 of 12 October 1992, price: ECU 10; ● **Food Industry Sector**, Official Journal of the EC Nr. C 292 of 9 November 1992, price: ECU 14.

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

France Initiatives to improve the quality of training

AFNOR, the French Association for Standards, has, in cooperation with several organizations, drawn up and published four standards relating to vocational training in April 1992. They cover: ● the introduction and organization of measures to develop links between training providers and users; ● terminology; ● demand for training (drawing up of a formal list of requirements); ● information on training provision.

The bodies which apply these standards may obtain formal recognition from AFNOR.

continued on page 5

Source: SICT

Portugal Four new vocational training programmes

The Ministry of Employment and Social Security has announced the creation of four new training programmes to be introduced from 1993 to 1997. These programmes envisage the establishment of scholarships to finance training schemes of a limited length for the benefit of workers whose employment stability is endangered, with the aim of helping their re-employment.

The first programme is connected with initial qualification and integration into the labour market, the second aims at improving the level and the quality of employment, the third has the goal of promoting the economic and social integration of disadvantaged social groups. These three programmes involve several segments of the working population. The last programme, set up with the aim of supporting training and the management of human resources, consists of several measures with a number of instruments for - quantitative and qualitative - development of the three other programmes.

In order to improve the level and the quality of employment it is planned to create - as an experimental measure - training scholarships addressed primarily to sectors or regions undergoing a re-structuring process, plus aids for early retirement accompanying the process of re-training.

flash



CEDEFOP

4/92

SPECIAL

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Coordination: Bernd Möhlmann, Vespa Rous; Translation services: Alison Clarke, CEDEFOP; Layout/Design: Rudolf J. Schmitt, Berlin; Technical production with DTP: Axel Hunstock, Berlin Printed in the Federal Republic of Germany

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

CEDEFOP - European Centre for the Development of Vocational Training, Jean Monnet House, Bundesallee 22, D-1000 Berlin 15, Tel. (030) 88 41 20, Fax: 88 41 22 22 CEDEFOP flash special is published at irregular intervals in DE, EN, FR and contains information on vocational training in Europe, in particular the findings of work carried out by CEDEFOP and reports

"Eurotrain for Training" - transfer of know-how on continuing training

Some 450 vocational training experts boarded the Eurotrain for Training on 5.10.1992 to take part in a study and congress trip taking them from Berlin to Warsaw, Prague, Budapest and Vienna before arriving in Berlin again on 9.10.1992. The participants came from 25 countries in Europe and overseas and included some 50 representatives from 9 central and east European countries. The greater part of the participants, some 75%, were decision-makers in the various institutions concerned with vocational training and further training, while the remaining 25% represented ministries, public bodies and the social partners. They shared the common interest in making contacts in central and eastern Europe and of gaining first hand information on problems, needs, reforms and possibilities for cooperation to make a tangible contribution to know-how transfer and international cooperation in vocational training and continuing training. The various events in the five capitals - lectures, workshops, study visits etc - provided an opportunity to meet some 2 500 educational and vocational training experts and political decision-makers and provided ample opportunity for making contacts. The numerous talks held bear witness to the success of this venture.

The cost of the five national conferences for the most part was borne by the national organizers. CEDEFOP and the EC Commission made a contribution to enable a number of vocational training experts in central and east European countries to take part on the "Eurotrain" and in the national conferences on continuing training.

"Eurotrain for Training" was organized by BBJ Servis gGmbH - a nonprofit-making planning and consultancy bureau.

More detailed information is available in:

1) "CEDEFOP flash" No. 4/1992 in DA, DE, EN, ES, FR, GR, IT, NL, PT, obtainable from CEDEFOP, Berlin

2) "BBJ - EG News" - Informationen zur Jugend-, Sozial- und Arbeitsmarktpolitik - in DE only
Publisher: BBJ Servis gGmbH -Abt. Öffentlichkeitsarbeit -
Alt Moabit 73, D-1000 Berlin 21
Tel.: 4930+390 80 50
Fax: 4930+390 80 540

CEDEFOP/BM

CEDEFOP's Thesaurus on vocational training - now published

The Multilingual Thesaurus of Vocational Training was developed by CEDEFOP as an information tool to be used in indexing documents for its bibliographical database (available worldwide on the European Space Agency's Information Retrieval Service) and in retrieving information for the users of its library and information service.

The updated 1992 edition includes new terms appearing in the literature on training and related subject fields. The structure has been revised to make it more user-friendly. It is produced in seven languages (German, Spanish, English, French, Greek, Italian and Portuguese), and in seven separate volumes in order to allow consultation taking any one of the seven languages.

Each volume has three parts: ● a monolingual alphabetical list of descriptors and non-descriptors; ● a structured thesaurus consisting of 17 thematic sections, providing a hierarchical display of each descriptor and its equivalent in each language;

● a permuted index in which each term of a descriptor appears in the index.

The 17 thematic sections cover: Education; Vocational training, guidance; Pedagogics, certification, personal development; Information, communication; Research, science, technology; Labour, employment; Enterprise, human resources; Occupations; Economic activities; Economy; Administration, legislation, politics; Society; Population; Countries and regions; European Community; International relations; Document type.

This latest update was managed on UNESCO's CDS/ISIS software by TermNet, Vienna.

CEDEFOP's multilingual thesaurus of vocational training may be obtained from the EC Sales Offices in DE, EN, ES, FR, GR, IT and PT at a price of ECU 24. Catalogue no. HX-71-91-542-EN-C. Further information:

Martina Ní Cheallaigh, Project Coordinator, Tel.: 4930+88412119

PRIX CEDEFOP 1992 awarded to the BBC

For the fourth time the European Communities have awarded the PRIX CEDEFOP, a prize for television programmes which promote, transmit or provide information on vocational training. These films should not only deal with the subject of vocational training but should also have a European dimension.

The jury unanimously selected the contribution from the BBC's Youth Current Affairs Programme "Reportage: A decade on the dole?" as the best film in this year's competition and awarded it a prize of ECU 5.000.

Two second prizes amounting to ECU 1,000 each were awarded to FR 3 - Bourgogne - Franche-Comté, a regional studio of the French Third Television Channel, for its reportage "Laisse pas béton - Don't give up", and to the Zweites Deutsches Fernsehen (ZDF) for its production "Europa auf Achse - Travelling in Europe".

More information in "CEDEFOP Presse" No. 7/1992
Information:
Norbert Wollschläger
Project Coordinator
Tel.: 4930+88 412 129

CEDEFOP publications - free of charge -

flash 1/1992
Training of trainers: new institutional and functional structures?
DE, EN, ES, FR, IT, PT

flash 2/1992
Continuing education and training in the European automobile industry
DE, EN, ES, FR, IT,

flash 3/1992
CEDEFOP's library and documentation service
DE, EN, ES, FR, IT, NL

flash 4/1992
4th European Congress on Continuing Education and Training "Eurotrain for Training" - Berlin, Warsaw, Prague, Budapest, Vienna, 5 - 9 October 1992
DA, DE, EN, ES, FR, GR, IT, NL, PT

flash 5/1992
CEDEFOP FORUM 1992
DE, EN, ES, FR, IT,

flash 6/1992
Evaluation of vocational training in a territorial context
DE, EN, ES, FR, GR, IT,

flash 7/1992
Towards cooperation among researchers of vocational education and training (VET) in Europe (Platform meeting of VET researchers from EC, EFTA and Central Europe; CEDEFOP, 23.10.1992)
DE, EN, FR

Distributed by:
CEDEFOP
Bundesallee 22
D-1000 Berlin 15

EUDAT Conference and General Assembly

The General Assembly of EUDAT (European Association for the Development of Databases on Education and Training) will take place in Brussels on 12 February 1993. It will be accompanied by a conference and exhibition on databases which will be held within the framework of the annual European Student Fair at the Parc des Expositions, Heysel, Brussels from 10-13 February 1993.

The conference is being organized, with the financial assistance of the Commission of the European Communities (Task Force for Human Resources, Education, Training and Youth). It will consider the needs of specific interest groups in the area of databases:

- higher education
- vocational education and training
- qualifications
- open and distance learning
- regional and local databases
- databases of education and training systems
- the use of multi-media (especially pictures) in databases
- the use of databases for guidance
- statistical databases
- databases of published and 'grey' materials; bibliographic databases

The purpose is to provide opportunities for people with common interests to meet and discuss ways of working together across national boundaries and thus prepare an agenda for EUDAT during the next two years.

Those interested in participating in the exhibition and conference should contact: Ellis Salsby Venue Services
1 Bromsgrove Street, 1st Floor
Kidderminster
UK - Worcestershire DY10 1PF
Tel.: 44562+839939
Fax : 44562+820222

Source: EUDAT/CEDEFOP (JMA)

Greek/French cooperation

The Institute of Information, Training and Development "DIMITRA" and the French organization GRETA-SUD-MANCHE have launched a transnational collaboration within the framework of the European Community programme "NOW". The organization Greta-Sud-Manche supports the technical and vocational lycea of the region of Granville. This collaboration refers to "training of unemployed women in the establishment, organization and function of an enterprise with the method of simulated companies". In this framework, a group of trainees accompanied by a team of GRETA associates came to Greece and during their ten-day stay they attended training courses on production, marketing and sales and had common meetings with the group of Greek trainees.

Source: DIMITRA/Pedagogical Institute

Masters Degree for Vocational training in Europe

The project plans to set up a network of institutions and universities from various European countries (France: University of Paris-Dauphine; Spain: Polytechnical University of Catalonia; Italy: University of Bologna and ISFOL; Germany: Universities of Landau and Duisburg) in order to standardize levels of professionalism in the upper levels of vocational training.

The course aims to train officials and advisors who are responsible for planning, managing and assessing training activity at both public and private levels and who should have a thorough knowledge of national and Community aspects.

Source: ISFOL

Nordic Conference on Vocational Education and Training Pedagogics

A conference, arranged by the Nordic Council of Ministers, was held in Copenhagen in October. Two central questions were on the agenda: 1) the vocational further teacher training courses which have been created in Sweden, Norway, Denmark, and, on an experimental basis, as a joint Nordic course, and 2) new ways to stimulate and enrich the study of vocational education issues through increased inter-Nordic cooperation projects.

The educational and pedagogical aspects of vocational training have been discussed by involved teacher training institutions on a Nordic basis for several years. The conference strongly recommended that a stable forum for experience sharing and joint research and development projects should be established and supported by the Nordic Council of Ministers. During the next couple of years the common themes to be discussed will be:

- the future roles of vocational teachers,
- school-company interplay in vocational courses,
- vocational teacher training and the labour market,
- training of trainers in companies.

As part of the conference one of the keynote speeches dealt with the question of vocational teacher training and the international perspectives, in particular potential links between EC activities and those in the Nordic countries. SEL's position as the Danish member of the CEDEFOP Documentary Information Network was seen as a potential resource for the other countries which are planning to link up with EC policies and programmes.

A conference report (in Swedish) will be produced shortly.

Source: SEL

Expanded list of equivalent German and Austrian trainee occupations

In September 1992 the Austrian authorities recognized 68 further German vocational qualification certificates, thus bringing the number of German and Austrian vocational qualifications to have been put on par to some 150 within the last two and a half years.

The expanded list includes vocational qualifications such as: motor mechanic, retail trader, butcher, patissier, photographer, distiller, wood sculptor, stonemason and universal hardener.

Source: Presse Info BMW, Nr. 86/1992 / BIBB

Establishment of an educational TV channel via the satellite "Hispasat"

Following the second meeting for Ibero-american Cooperation in June 1992 between Spain and 17 Latin American countries, the Association for Ibero-american Educational Television (ATEI) was founded with the task of setting up an educational TV channel which would transmit its programmes via the "Hispasat" satellite system. This system started transmitting for a trial period during the last three months of 1992 before commencing its official broadcasts at the beginning of 1993.

Additional information from: Instituto Oficial de Radio y TV, Carretera Detresa de la Villa, s/u Madrid)

Source: Comunidad Escolar / INEM

Opening up higher education between Flanders and the Netherlands

From next year Flemish students attending institutions of higher education in the Netherlands and Dutch students coming to Flanders are to keep the study grants or funding they receive in their own country. This is one of the main provisions of an agreement which the Flemish and Dutch ministers of education signed in Maastricht on 23 June 1992. The agreement seeks further to strengthen Flemish-Dutch cooperation in higher education and builds on the Ghent action programme of 31 October 1990 adopted in Delft, where it was agreed that the Flemish and Dutch systems should be made mutually accessible with a view to forming a "single educational space". Full equivalence between Flemish and Dutch qualifications is due to be achieved in 1994.

Source: De Standaard / ICODOC/CIDOC

PARTNERSHIPS

Partnership with France

The creation of EUCLIDE (Centre de Liaison et d'Information pour le Développement des Echanges Européens) was reported in the Official Bulletin of the Ministry for Education (12.11.1990). It exists to help organizations and training bodies in France and in other European countries to develop partnerships. The objective is to encourage the mobility of young people as students, trainees or employees and their teachers. This can be within, or external to, existing European Community programmes. EUCLIDE collects information on organizations interested in this type of activity and uses it to respond to queries from potential partners.

Contact:

EU.C.L.I.D.E., André Stengel, Directeur Lycée "Jean Geiler de Kaysersberg" 14, rue des Bateliers F-Strasbourg Cedex
Tel.: 3388+36 49 90
Fax: 3388+36 44 55

Training in the Services Sector

Ithaque is a French training organisation, which specialises in training for the services sector (administration, secretariat, sales, export, management) at European training levels I to IV. Its target groups are companies and job-seekers (young people and adults).

Ithaque is looking for German partners to plan and implement projects, particularly those which lead to qualifications.

Contact:

Marie-Christine Lacan - Ithaque SA,
129 rue Saint Marceau,

F-45130 Orléans,
Tel.: 331+38667080 or 331+38807092,
Fax: 331+38668718

Local government administration

The West-Pomeranian School of Local Government is looking for partners in other countries which would co-operate with it in activities such as exchange of curricula and teachers, and language programmes for teachers. The school trains those working in local government administration and offers courses in business and office skills.

Contact:

Prof. Adam Sosnowski, Director
West-Pomeranian School of Local Government
ul. Skłodowskiej - Curie 4
71-332 Szczecin; POLAND
Tel.: 4891+785-22
Fax : 4891+706-04

KURS DIREKT - The on-line data base for continuing education and training

Information on more than 130,000 qualification and training programmes is now available via KURS DIREKT, the on-line data base for continuing education and training offered by the German "Bundesanstalt für Arbeit" (Federal Employment Agency).

The data base focuses on seminars, one and several day symposia and courses leading to vocational qualifications. The material covered includes

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

information on admission prerequisites, course duration, contents, certificates granted, costs and opportunities provided by the German Employment Promotion Law.

This information can be accessed by means of any PC and the data transmission network of the German Bundespost. The data bank is intended primarily for use by corporate departments of human resources and training, by associations, chambers and trade unions. Basically, it is available free of charge to anyone interested.

KURS DIREKT is managed on behalf of the Federal Employment Agency by the Institut der deutschen Wirtschaft (IW), Postfach 510669, D-5000 Cologne 51
Tel. 49221+37655-28/29;
Fax: 49221+37655-56

Training opportunities can also be listed free of charge in KURS DIREKT and in the German-language catalogue

"Einrichtungen zur beruflichen Bildung-EBB" (Institutions for Vocational Education).

Interested parties can send their programmes to

BW Bildung und Wissen
Verlag und Software GmbH
Südwestpark 82
D-8500 Nürnberg
Tel.: 49911+96 76-0

under the code word "EBB"

Source: Presseinformation Nr. 48/92 and Informationsblatt vom 26. August 1992 der Bundesanstalt für Arbeit

SOCIAL PARTNERS

DGB: Fragmentation in the education sector

The current discussion in the Joint Constitutional Commission of the Federation and the Länder (GVK) in Germany on education and training has given rise to some concern in the German Trade Unions Confederation (DGB).

In the eyes of the DGB the envisaged constitutional changes should not result in a regional fragmentation of vocational training legislation, disparate training and examination requirements, and an inordinate mass of regulations in Federal and Länder legislation which are no longer clear and comprehensible. The trade unions and the Federal Minister for Education and Science are of the opinion that disparate legal provisions in the Länder will endanger the acknowledged high standard of vocational training in Germany. Favourable pre-conditions for a uniform economic area in the Federal Republic of Germany would be reduced. Within the context of the forthcoming

European Internal Market too, uniform training and examination requirements are of significance, because they can support mobility and free circulation and can also promote the nation-wide recognition and utilization of vocational certificates.

The DGB has appealed to the Federal Government in this connection to carry out the necessary reforms in vocational training soon. In particular they include the replacement of single-firm financing by a central vocational training fund, the assumption of public responsibility for vocational training by shifting administrative and control functions from the industrial chambers to a Federal Office for Vocational Training, and the introduction of measures to make vocational education equivalent to general education.

Source: DGB Nachrichtendienst No. 336/92

Foreign languages improve competitiveness

The growing importance of foreign

languages for vocational training, particularly in view of the increasing tightness of international links in economy, science and society has been stressed by both the "Kuratorium der Deutschen Wirtschaft für Berufsbildung" (German Industry and Trade Advisory Board for Vocational Education), an umbrella organization representing major German trade and industrial associations, and the Federal Minister of Education and Science (BMBW). The Board recommends the following measures regarding the development of foreign language teaching in vocational education:

● For professions where foreign languages are a necessity, they should be included in vocational school curricula and integrated in specialized courses.

● Foreign language teachers in vocational schools should be trained with an orientation towards vocational teaching;

business managers with experience abroad should become involved in foreign language teaching.

● Further qualification in foreign languages should be tested by means of practical examinations run by the relevant Chambers or by final examinations at the conclusion of training courses.

The brochure "Fremdsprachen in der Berufsbildung - Empfehlungen der Wirtschaft" (Foreign languages in vocational education - industry and trade

recommendations), published in August 1992, contains additional information and is available free of charge in German from the Kuratorium der Deutschen Wirtschaft für Berufsbildung, Buschstr. 83, D-5300 Bonn 1, Tel.: 49228+915230 Fax: 49228+91523-99

The German Federal Minister of Education would like to draw attention to a programme called "Begabtenförderung

Berufliche Bildung" (Promotion of Talent in Vocational Education).

This programme, which is being funded with 9 million ECU this year, provides assistance for particularly gifted young workers in all vocational areas. Grantees receive subsidies of up to DM 3,000 (=ECU 1,500) per year for a maximum of four years to finance their further vocational training activities - such as for learning foreign languages.

Source: Pressemitteilungen des Kuratorium der Deutschen Wirtschaft für Berufsbildung vom 2.9.1992 and Presse Info BMW Nr. 101/1992

FROM THE EC COUNTRIES

B Retraining for customs staff

The Government of the German-Speaking Community in Belgium has decided to make 163 million Belgian francs available to assist 600 staff from the twenty customs posts who will lose their jobs on 1 January 1993 with the ending of internal frontiers in the EC. Most of the money will be used for retraining and other educational purposes. Retraining projects are being sought in the area between Liège and Cologne. In Eupen itself there has for some time been close cooperation with employment offices in Germany, notably in Aachen.

Source: De Standaard - ICODOC/CIDOC

Start of a support programme for the unemployed

To combat long-term unemployment among recipients of unemployment benefits in Belgium, the central government, represented by the Ministry of Employment and Work, has concluded a cooperation agreement with the regions and municipalities. This agreement grants one thousand million Belgian francs to FOREM, ORBEM and VDAB, who will organize a support programme to start on 1 January 1993 for all unemployed persons between 18 and 46 years of age in their tenth month of unemployment.

This programme will be run in two stages. The first aims at determining the unemployed person's professional diagnosis and establishing an individual, personalized plan along the lines of orientation, guidance and active job searching. In this case, assistance will be provided by the employment services, FOREM for the Walloon region, ORBEM for the Brussels area and VDAB for the Flemish region.

The second stage, on the other hand, will not be activated unless job placement is not immediately possible; here, the professional training services of the three communities - French, Flemish and German-speaking - will set up qualifying training activities with a series of institutional partners or through their own means.

Source: ICODOC/CIDOC

D Development of continuing vocational training personnel

The central committee of the "Bundesinstitut für Berufsbildung" (Federal Institute for Vocational Training, BIBB) discussed the issue of personnel in continuing vocational training and published a recommendation on this topic. The representatives of employer organizations came forward with a decision of their own.

Membership of the central committee is equally divided between the federal government, the state governments, employer organizations and employee groups.

The text of the recommendation and the minority proposal are published in German in BIBB press release no. 30/92.

Source: BIBB-Pressemitteilung Nr. 30/92

Conference of Ministers of Education on the EC memorandum on open distance learning

At its plenary session of 9-10 October 1992 in Saarbrücken, the "Kultusministerkonferenz" (German Standing Conference of Education Ministers, KMK) discussed the memoranda on open distance learning and on the Community's vocational training policies, which were submitted to the EC Council of Ministers by the EC Commission.

In its commentary on the memorandum on open distance learning in the EC, published after consultation with the federal government, the Standing Conference of Education Ministers basically agrees with the EC Commission that school and university level distance studies will take on a significant role in the future. For vocational training, however, the Ministers believe that the EC Commission overestimates the importance of distance learning and teaching. This form of teaching and learning could, however, help ease over-crowding in educational facilities, at least to a small degree. A prerequisite to participation in distance learning programmes, however, is a well-founded basic education and the ability to study independently.

The statement points out explicitly that the actions of the Community are subject to the principle of subsidiarity. Programmes for the promotion of distance

learning should therefore be limited to supporting and complementing the activities of the Member States.

Source: KMK press release, 12 October 1992

E Development of distance education and training

Distance learning is one of the educational measures established by the LOGSE (Law on the General Order of the Educational System).

To achieve this end the Centre for the Innovation and Development of Non-University Distance Education was founded. It is responsible for the management, administration, coordination, counselling and training of teachers for this type of education, not only in the study courses provided to date, Basic General Education (EGB), Polyvalent Standard Baccalaureate (BUP) and University Orientation Course (COU), but also for compulsory secondary schooling, vocational training and language instruction. This Centre is subject to the Ministry of Education and Science (Calle de Alcalá 34, 28071 Madrid).

The Ministry of Labour has also introduced distance education by making it a part of the Occupational Training and Integration Plan (FIP) and assigning INEM the task of setting up the structures, criteria and procedures for the recognition of the Centres for Distance Education - a task which is being undertaken since June 1992.

Source: Comunidad Escolar, 7 October 1992 / Instituto Nacional de Empleo (INEM)

Continued from page 1

F Initiatives to improve the quality of training

In addition to this, the Association for the Promotion of the Quality of Training (APQFC) which is open to all training bodies (recognized by a Members' Committee after a probationary period), offers its members the possibility of signing a Quality of Training Insurance Contract with their clients. This contract obliges the two contracting parties to provide mutual information (mutual trust contract), to define the objectives (formal

list of requirements) in common, to utilize appropriate resources and to evaluate the training. The training body undertakes to "give satisfaction or do again" and may in return use the quality mark (Quality of Training) created and administered by the Association.

APQFC which was founded in 1991 on the initiative of the "Delegation for Continuing Training" of the Paris Chamber of Commerce and Industry currently has some fifty members who have signed more than 200 contracts on in-company training.

Information:

AFNOR, Tour Europe

F-92049 Paris La Defense CEDEX 7, and

APQFC,

47 rue de Tocqueville

F-75017 Paris

Tel: 331+47 54 66 40

Source: Centre INFFO

Framework-agreements on the training of job-seekers

8,000 job-seekers will be trained within companies which have training capacity in sectors which are facing recruitment problems.

The Ministry of Labour, Employment and Vocational Education and the National Agency for Employment (ANPE) have signed nine framework-agreements on this subject with professional federations in the following sectors: metalworking and mining, construction/public works, machinery manufacture, hotels/restaurants, tree cultivation, forestry, agro-food industry, transport and the plastics industry.

Priority will be given to long-term job-seekers with a low level of qualification (French Level V).

The training schemes will be developed jointly by the companies and ANPE. Small enterprises will be able to use the training facilities of the large companies; thus, the training firm will not necessarily be the one which recruits the trainee, and workers in the firm will also be able to participate in the training organized for job-seekers.

Source: Inffo-Flash No. 368, 21 September 1992

GR Institutes of vocational training

Fourteen institutes of vocational training are operating experimentally since September 1992. These were established within the framework of the new system of vocational education and training established by Law 2009, passed by Parliament on February 14, 1992. They provide basic and specialized training in 42 specializations. These specializations refer to occupations in: agriculture, electronics and control systems, mechanical engineering, economics, administration, environment, automobile engineering, applied arts and paramedical professions. These training institutes are intended for secondary education graduates and the duration of training will be 2-5 semesters depending on the specialization. These institutes

create a new level in the educational pyramid between secondary and tertiary education and will provide diplomas of vocational training recognized in Greece and the European Community.

Source: Pedagogical Institute

IRL Trends in the occupational pattern of employment in Ireland 1971-90

This FAS/ESRI report is the result of a joint initiative between FAS - the Training and Employment Authority and the Economic and Social Research Institute in Ireland. The report is the second in a series of three publications which are concerned with the analysis and forecasting of occupational change in the Irish Labour Market.

Within the overall increase in employment of almost 7% during the period, there were a number of significant occupational shifts. There was a marked decline in employment in agricultural occupations. In most other occupational groups, employment levels were higher in 1990 than in 1971. The most rapid growth was in the employment of professional and related professional workers. During the period, the female share in total employment in the economy rose from 26% to 33%. The number of self-employed also increased by over 20%.

The extent to which the Irish workforce is technically qualified has been improving. The numbers in employment with scientific and technological qualifications rose from 3.5% to over 5% in this period. Data derived from recent Labour Force surveys indicate that about 25% of the Irish labour force has primary level education only; similar proportions are indicated as having completed the first and second cycle of secondary education respectively. About 17% of the labour force have third level qualifications.

- FAS/ESRI Manpower Forecasting Studies. Paper No. 2, July 1992.
ISBN: 0 7070 0131 5;
Price: IEP 12.00

Source: FAS, The Training and Employment Authority

I Multi-media and distance learning

The FAD (Distance Training) project is an experiment initiated in 1989 to study and assess the possibilities afforded by new informatic and telematic technologies in the sphere of distance training. Some 150 vocational training instructors work on 80 workstations distributed throughout the country and, linked by cable, in a network through which they receive courseware for their professional activities and can send data on use of the material. The courseware used in the experiment has been created especially for the purpose (7 CBT modules to broaden the technical and methodological basis for training).

A convention on the topic of "Multimedia instruction and distance learning in the Italian educational system" was held in the

University of Siena on 15 September 1992.

The convention was organized by the University of Siena, the Cud - Consorzio delle università a distanza, the Ministry of Education, the Ministry of Universities and Scientific Research, the Rai (the Italian state broadcasting company) and Olivetti, to celebrate the opening of the university's multimedia centre.

Lectures were given by representatives of the organizing institutions on the fundamental choices facing the entire education and training system in Italy in the near future, taking into consideration the particularly sensitive political and economic period the country is currently going through.

In this context, the multimedia approach and distance learning represent a concrete possibility, indeed a natural option, to contribute to the transformation of the system.

Sources: ISFO

NL Regional Service Centres. Regionale Dienstcentra (RDCs)

As a result of the Lower Chamber's agreement with the policy paper "Regionalization of intermediary facilities for educational and vocational guidance and the improvement of education-employment co-operation" in April 1990, a merger process is in progress that will lead to the creation of Regional Service Centres (RDCs). This process involves the regional bodies of the apprenticeship system, the education-labour contact centres and private agencies for career guidance. The merger process is to be completed by 1-1-1993.

The regional structure of facilities for educational and career guidance and the education-labour relationship are to be operational by 1 January 1993. From then on, there will be 17 RDCs. Their tasks in the field of educational and vocational guidance will complement the activities conducted by the educational establishments and the employment organizations.

The content of the subsidized services available is to be determined at regional level by the educational establishments and the regional employment offices RBA. As far as the educational establishments are concerned, this will occur with the aid of agreements to be made with the RDC. This also applies to adult education establishments. In addition, the RDCs will be responsible for creating conditions for improving the education-labour relationship.

Source: CIBB

Adult Education (Volwasseneneducatie)

On 1 January 1993, the Adult Education Act (KVE) comes into effect. Two component fields, are due to be defined by law within the framework of this Act by 1 August 1993:

- Course-based Vocational Education (WCBO)
- General Secondary Adult Education (VAVO)

Training and Labour Market: which information, which approach from a comparative point of view.

The creation of a European space for training and employment has provoked an increasing need for information and transparency on the links between training and employment. Thus it seemed important ● to examine methods of analysing these links and the use of these methods by policymakers as well as ● the limits of the available data at local, national and Community level in order to identify new means of producing information. In this context, the EC Commission (PETRA programme for the vocational training of young people), the "Groupe de Recherche sur l'Education et l'Emploi" (GREE-CNRS, Université Nancy II) and CEDEFOP organized in Nancy (F) in March 1991, a symposium on "Training and the Labour Market: The use of data in decision-making". This symposium attended by representatives of EC institutions, policymakers, experts from statistical departments and researchers from various Member States considered a variety of issues: **evaluation** of the status quo (observation tools, methods, indicators, results); **reflection** on the information needs of those concerned with the relationship between training and employment. **proposals** for new approaches adapted to existing sources, able to take account of current changes and, if possible, generally applicable to the various countries; **consideration** of the concept of insertion and the respective role of the different protagonists.

The questions discussed covered the field of theory, methodology and policy and were structured around the protagonists in the field of the relationship

Formation et marché du travail: quelle information, quelles approches, dans la perspective comparative?

Au moment où la constitution d'un espace européen de la formation et de l'emploi accentue le besoin d'information et de transparence sur le fonctionnement des relations formation-emploi, il semblait important ● d'examiner les divers modèles d'analyse de ces relations au regard des besoins d'information des décideurs, et ● les limites des données disponibles aux niveaux local, national et communautaire, afin de dégager de nouveaux axes de développement pour la production d'information.

C'est dans cette perspective que la Commission des CE (programme PETRA pour la formation professionnelle des jeunes), le Groupe de Recherche sur l'Education et l'Emploi (GREE-CNRS, Université Nancy II) et le CEDEFOP ont organisé en mars 1991, un colloque sur le thème "**Formation et marché du travail: l'utilisation des données pour la prise de décisions**". Ce colloque a rassemblé à Nancy (F), des décideurs politiques, des représentants d'instances de la CE ainsi que des experts des services statistiques et chercheurs de différents Etats-Membres qui ont mené une réflexion à plusieurs niveaux: **bilan** de l'existant en matière d'outils d'observation, de méthodes, d'indicateurs et de résultats; **besoins d'information** des différents acteurs de la relation formation-emploi; **propositions d'approches nouvelles**, adaptées aux sources existantes, si possibles généralisables aux divers pays et susceptibles de rendre compte des changements en cours; **notion d'insertion** et rôle des divers acteurs.

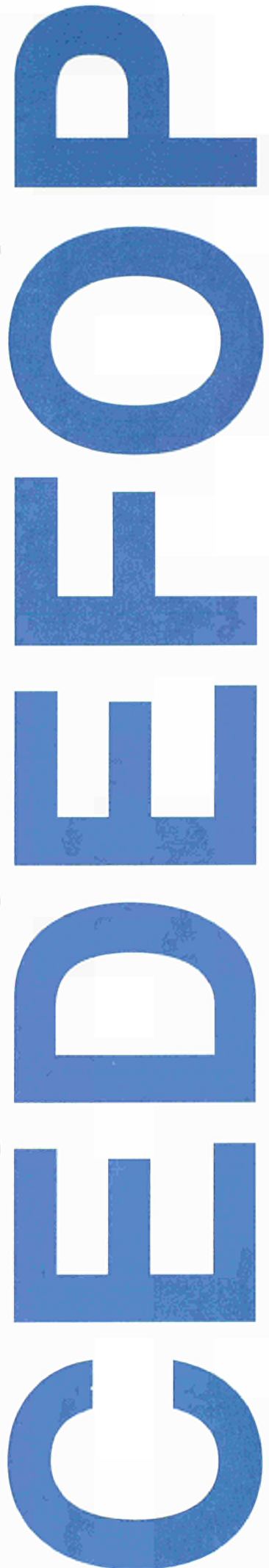
Ausbildung und Arbeitsmarkt: Daten und Modelle für eine vergleichende Analyse

Im Zuge der Schaffung eines europäischen Ausbildungs- und Beschäftigungsraumes wird der Bedarf an Informationen und Transparenz über die Beziehungen zwischen Ausbildung und Arbeitsmarkt immer grösser. Es schien daher an der Zeit, sich über ● die verschiedenen Modelle der Untersuchung dieser Beziehungen und deren Nutzung durch die Entscheidungsträger sowie ● die Grenzen des auf lokaler, nationaler und EG-Ebene zur Verfügung stehenden Informationsmaterials Gedanken zu machen. Außerdem sollten neue Wege der Informationsfindung beschritten werden.

In diesem Zusammenhang wurde von der EG-Kommission (Programm PETRA für die berufliche Bildung der Jugendlichen), der Forschungsgruppe Bildung und Beschäftigung (GREE) des CNRS (Universität de Nancy II) und dem CEDEFOP ein Kolloquium über das Thema "**Ausbildung und Arbeitsmarkt: Nutzung verfügbarer Daten für die Entscheidungsfindung**" im März 1991 veranstaltet. An diesem Kolloquium, das in Nancy stattfand, nahmen Vertreter von EG-Stellen, politische Entscheidungsträger sowie Experten der statistischen Ämter und Forscher aus verschiedenen Mitgliedstaaten teil. Im Mittelpunkt der Diskussion standen folgenden Themen: **Bestandsaufnahme** der vorhandenen Beobachtungsinstrumente, Methoden, Indikatoren und Ergebnisse; **Überlegungen** zum Informationsbedarf der beteiligten Akteure; **Vorschläge** für neue, den vorhandenen Quellen angepasste Ansätze, die es ermöglichen, den derzeitigen Veränderungen

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between training and employment - the firms, young people and the institutions which forecast and plan,

This symposium marked the genesis of a **"European network on survey and transition in youth"** focussing on the utilization and upgrading of longitudinal surveys on young people. Main purposes of the Network are to provide a European forum for discussion on empirical, methodological and theoretical developments of the analysis of the social and vocational transition of youth and to encourage new comparative approaches. The first meeting held in Paris (F) from 23-25 April 1992 was organized by the "Laboratoire d'Analyse Secondaire et des Méthodes Appliquées à la Sociologie" (LASMAS-CNRS) and the "Centre d'Etudes et de Recherches sur les Qualifications" (CEREQ). It was funded by the TASK FORCE Human Resources, Training and Youth of the EC Commission, the "Centre National de la Recherche Scientifique" (CNRS, F) and CEDEFOP. The aim of this meeting, attended by teams constituting the network as well as those involved in the set-up, monitoring or upgrading of longitudinal surveys on the transition in youth, was to organize the creation of the network.

The summary of the work carried out at the symposium, prepared by M. José Rose (GREE-CNRS) and a presentation of the Network and its activities made by M. François Pottier (CEREQ) are published in DE, EN and FR in the Brochure of CEDEFOP **"Training and the Labour Market: which information, which approach from a comparative point of view"**. It may be obtained free of charge on request from CEDEFOP.

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Les questions, à la fois théoriques, méthodologiques et politiques ont été traitées autour des acteurs de la relation formation-emploi que sont les entreprises, les individus et les institutions de prévision et de planification.

A l'issue de ce colloque, plusieurs équipes européennes ont pris l'initiative de constituer un **"Réseau européen de recherche sur l'insertion sociale et professionnelle des jeunes"** dont l'activité repose sur l'utilisation et la valorisation d'enquêtes longitudinales auprès des jeunes. L'objectif premier du réseau est d'être un lieu européen d'échanges sur les développements empiriques, méthodologiques et théoriques de l'analyse de la transition sociale et professionnelle des jeunes et de promotion de nouvelles approches comparatives. Une première rencontre, organisée par le Laboratoire d'Analyse Secondaire et des Méthodes Appliquées à la Sociologie (LASMAS-CNRS) et le Centre d'Etudes et de Recherches sur les Qualifications (CEREQ), cofinancée par la TASK FORCE "Ressources humaines, Education, Formation, Jeunesse" de la Commission des CE, le Centre National de la Recherche Scientifique (CNRS, F) et le CEDEFOP s'est tenue à Paris (F), du 23 au 25 avril 1992. Elle avait pour but d'organiser la mise en place du réseau et a réuni les équipes à l'origine du réseau ainsi que diverses personnes impliquées dans le montage, le suivi ou l'exploitation des enquêtes longitudinales sur l'insertion.

La brochure du CEDEFOP **"Formation et marché du travail: quelle information, quelles approches dans la perspective comparative?"** qui rassemble le résumé des travaux du colloque, préparé par M. José Rose (GREE-CNRS) ainsi que la présentation du réseau et de ses activités, faite par M. François Pottier (CEREQ), est disponible en DE, EN et FR et sera envoyé gratuitement sur demande, par le CEDEFOP.

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Rechnung zu tragen, und die sich, wenn möglich, auf die verschiedenen Länder allgemein anwenden lassen; **Überlegungen** zum Begriff der Eingliederung und der Rolle der einzelnen Akteure.

Diskutiert wurden verschiedene theoretische, methodologische und politische Problemstellungen im Zusammenhang mit den verschiedenen Beteiligten (Unternehmen, Jugendliche und Institutionen mit Planungs- und Prognosefunktionen).

Im Anschluß an dieses Kolloquium haben mehrere europäische Forschungsgruppen die Bildung eines **"Europäischen Forschungsnetzes über die soziale und berufliche Eingliederung von Jugendlichen"** angeregt. Ziel des Netzes ist es, die Verbreitung der theoretischen, methodologischen und empirischen Ansätze durch Kontakte zwischen den an den Untersuchungen über den beruflichen und sozialen Übergang der Jugendlichen beteiligten Forschern zu fördern und einen Anreiz für vergleichende Studien in den Ländern der EG zu schaffen. Das erste Treffen wurde vom "Laboratoire d'Analyse Secondaire et des Méthodes Appliquées à la Sociologie" (LASMAS - CNRS) und vom "Centre d'Etudes et de Recherches sur les Qualifications" (CEREQ) veranstaltet und von der EG-Kommission - TASK FORCE "Humanressourcen, allgemeine und berufliche Bildung, Jugend", dem "Centre National de la recherche Scientifique" (CNRS) und dem CEDEFOP finanziert. Es fand vom 23. bis 25. April 1992 in Paris statt. Teilnehmer des Treffens, bei dem die Organisation des Netzwerkes im Mittelpunkt stand, waren die Initiatoren des Netzwerkes sowie verschiedene, mit der Lancierung, Begleitung oder Auswertung von Längsschnitterhebungen befaßte Personen.

Eine Zusammenfassung der Arbeiten des Kolloquium durch José Rose (GREE-CNRS) sowie eine Präsentation des Netzwerkes und seiner Arbeit durch François Pottier (CEREQ) findet sich in der CEDEFOP-Broschüre **"Ausbildung und Arbeitsmarkt: Verfügbare Daten und Modelle für einen vergleichenden Ansatz"**, die in DE-, EN- und FR-Sprache vorliegt und auf Anfrage kostenlos von CEDEFOP zu beziehen ist.

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These new laws expire on 1-1-1996 and will be replaced with a single law on vocational and adult education.

These constitute interim stages towards further integration, which will result in regional training centres (ROCs).

Source: CIBB

P New training course for women

The Institute of Employment and Vocational Training has approved the introduction of a training course addressed to women aged 35 to 50 who, even though they had degrees, chose family life to the detriment of their careers. This course, a novelty in Portugal, is intended for some 100 women in a region close to Lisbon. Entitled "Working life", it covers three areas: Business Management and Marketing, Management of Information Technology and Human Resources, and Financial Management and International Trade. From the start it requires the outline of a new enterprise by the trainees.

This project, which was presented at the end of September in the course of a seminar in Lisbon, consists of workshops for the new entrepreneurs. The World Trade Center, which promoted the project, has agreed to finance the different businesses up to an amount of 3.5 million escudos for each enterprise.

The training is divided into three phases: Pre-training (one month for

preparation of the course, the definition of the training objectives and the outline of the planned business), Vocational Training (application of practical know-how acquired or updated to back the project), and Complementary Training (up to one year, for the start-up of the new businesses and eventual acquisition of specific in-depth knowledge).

Source: SICT

UK Skimping on Training

According to the latest Training Trends, the Industrial Society's regular survey of personnel and training managers, more than 80 per cent of managers in British Industry believe the government is spending too little on training. Two thirds of them also think that company training budgets in general are too low, though most do not make that criticism of their own companies. But they think there is some scope for recouping some of what is spent. A majority of the 434 managers surveyed thought staff leaving their companies should, in some circumstances, be required to repay some of the cost of their training. More than a quarter of firms surveyed already have such a policy.

Company reports also came under fire. Most managers would like to see employers required by law to reveal more information about their training activities in

Annual Reports.

The survey finds limited interest in National Vocational Qualifications, but growing interest in the Investors in People training "kite mark" scheme and in the work of Training and Enterprise Councils.

Source: BACIE

Last of the small spenders?

Britain's smaller companies spend less on training than their counterparts elsewhere in the European Community, according to a 3i/Cranfield survey of SMEs - small and medium-sized enterprises - in France, Germany, Italy, Spain and the UK.

British SMEs spend 1.29 per cent of turnover on average on training. This compares with 1.73 per cent in Spain and 1.76 per cent in France, where there is a legal obligation to finance certain training activities. But the British SMEs are better at monitoring employee training needs.

Professor Neil Cross, Director of 3i and Visiting Professor at the European Enterprise Centre at Cranfield School of Management, comments, "Three out of four British businessmen said our educational system was unsatisfactory, which perhaps explains why they devote considerable time to assessing training needs. It is exactly the opposite among the German businessmen, where three quarters of respondents were satisfied with their country's education."

Source: BACIE

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London NW1 4NS

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