



## Cedefop Newsletter no. 27 - December 2012

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### Main story



Cedefop Director Christian Lettmayr, Berlin, 11.12.2012

### "The right skills set counts for more in the job market than formal qualification levels"

On 11 December, German Federal Education Minister Annette Schavan hosted ministers responsible for vocational training from several Member States at a conference in Berlin. The event, held with the support of the European Commission, concluded with the signing of a memorandum of cooperation in vocational training in Europe between Germany, Greece, Italy, Latvia, Portugal, Slovakia and Spain, which aims to launch cooperative activities "to encourage and support dual forms of job-related vocational training". Acting Director Christian Lettmayr was at the Berlin conference to deliver a keynote speech.

#### *What was the impetus behind this memorandum?*

Strengthening the work-based components of initial vocational training has moved up on the EU policy agenda since 2010. The current crisis has led to a very significant rise in youth unemployment – the average is now hovering around 25% - but the figures differ widely between countries. Those with strong apprenticeship systems and dual learning have been weathering the storm much better, as pointed out in the Commission's recent Communication, "Moving Youth into Employment".

#### *What is the value of the dual-learning model, and what are the challenges?*

A close connection between training and real work situations – which is the basic premise of any dual or apprenticeship system – guarantees a close match between education and training and the requirements of employers. It prepares graduates for the requirements of work in an organisation, accustoms them to working with others in a team, and provides good training in social skills - for instance, in customer service. One can prepare for all this in a school setting, but it's much easier and more efficient to acquire such skills at the workplace.

It's not just about social skills. An apprenticeship is also a better way to acquire manual skills and dexterity, which helps those who have difficulty following theoretical studies.

It goes without saying that being in a real workplace during your training allows you to develop relations with employers and get to grips with how organisations function, which improves your chance of getting a job later.

The German system of apprenticeship is a very successful example of the dual learning model. It's also admired for its ability to adapt to new situations. For instance, it reacts quickly to the introduction of new technologies. So it's natural for Germany to take a central role in this new effort.

That said, the German system – or for that matter, the Austrian or Danish systems, both also very successful – cannot be simply imitated. Every educational system rests on established institutions and a series of governance practices, relations between social partners, and so on. The idea is not to 'copy-and-paste' the German dual system to, say, Italy but to examine in what way the underlying logic of dual learning can be applied within Italian education and employment practices.

Qualification levels have been rising everywhere in Europe, and yet thousands of jobs remain vacant for lack of suitable candidates. The right skills set counts for more in the job market than formal qualification levels. In the end, the real recipe for success – for individuals, employers and economies alike - is to achieve the best possible match between the demand and

supply of skills. This is why mechanisms like the dual learning model, which allow curricula to adapt to new demands in the workplace, are valuable.

*What role can Cedefop play in this process?*

Cedefop offers facts and analysis to underpin all EU policies that are related to vocational education and training. For instance, we've been working on how qualifications can open up to include work-based knowledge, on forecasting skills supply and demand, and on analysing the forms of skill mismatch and how they can be overcome. We look forward to providing our expertise to this new European alliance for apprenticeships and work-based learning.

## News from Cedefop

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### Learning and innovation in enterprises

What are the links between work organisation, workplace learning, training and innovation? How can our workplaces become good environments for learning and innovation? Are European companies applying any policies or public programmes that combine innovation and skills development? If so, how do these programmes operate?

Covering the EU-27 plus Norway, this report looks at innovation and learning in enterprises and examines the role that training and learning-conducive work environments can play in making companies more innovative.



### EU grey literature. Long-term preservation, access, and discovery

The preservation of the historical memory of the development of the European Union and its policies, which have helped to mould European history for almost 60 years, has never been more important in a world of rapid change. The growth of 'fast' publication of documents in print or on the various websites of Europa is alarming. A Eurolib working group on EU grey literature was set up in 2010. This first Eurolib Working Paper presents the major findings and recommendations issued after a detailed analysis.

#### Links

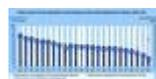
- [Download the publication](#)



### Training leave. Policies and practice in Europe

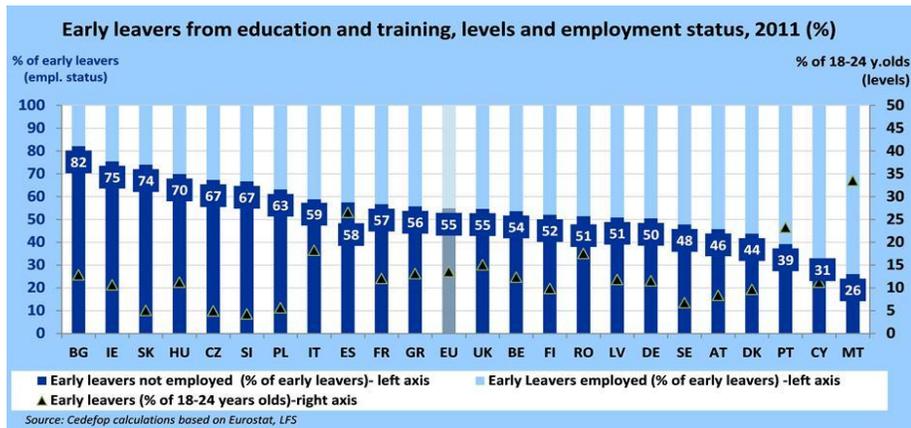
The need for lifelong learning is leading to rising demand for training opportunities. This will involve a transformation of the learning environment within companies, but also the provision of training outside the job itself. For adult employees, some of the most important barriers to training are lack of time, and conflicting training and work schedules. Paid training leave can therefore encourage more adults to add to and upgrade their skills. In times of economic crisis, paid leave can also be combined with part-time work to alleviate the effects of decreased demand.

With this study, Cedefop maps the application of training leave in Europe, reviews how it operates, analyses its performance in several countries (Austria, Belgium, Denmark, France, Hungary, the Netherlands, Poland and Spain), and sets out recommendations as to how to improve its effectiveness.



### Labour market prospects deteriorate for early leavers from education and training

In 2011, around 55% of early leavers from education and training were jobless (up by nine percentage points compared to 2008). Labour market prospects for young adults that leave education and training early are generally bad. This is one reason why it is so important to encourage young people to continue their education and training beyond lower secondary level, a key objective of the EU 2020 strategy, as well as of vocational education and training policy. This becomes even more urgent in the current economic downturn, where job prospects are deteriorating.



## Key points

- In 2011, 13.5% of 18-24 year-olds in the EU were early leavers from education and training. Around 55% of these young adults did not have a job.
- For young people leaving education and training early, 2011 labour market prospects were particularly bad in Bulgaria, Ireland, Hungary and Slovakia, where, 70% or more of them were not employed.
- This is a challenge across Europe. In 18 EU countries, 50% or more of young early leavers from education and training were not employed. In the remaining EU countries for which 2011 data are available, such shares were still high, ranging from 40% and 50% in three countries to between 25% and 40% in three other countries.
- Spain, Italy and Romania combined very high levels of early leaving (respectively 26%, 18% and 17% of young adults) with relatively high shares of early leavers not in employment (between 59% and 51%).
- In the period 2008-11, the share of early leavers among young adults declined by 1.4 percentage points in the EU. Over the same period, the share of early leavers that were not employed increased by 9.2 percentage points.

## Notes

Data refer to the number of early leavers from education and training as defined for EU statistical purposes: young individuals (aged 18 to 24) who have at most lower secondary education and who are not in further education and training. To look at their labour market prospects, this number is further decomposed into the share of jobless early leavers (early leavers not in employment) and the share of early leavers who are employed. To look at the overall level of early leaving for young people, figures are complemented with the EU benchmark indicator, which expresses the number of early leavers as a share of the population aged 18 to 24.

Data for the Netherlands, Luxembourg, Lithuania and Estonia are not presented due to small sample sizes.

## Links

- [From education to working life: the labour market outcomes of vocational education and training](#)
- [Labour force survey](#)
- [More statistics of the month](#)
- [Cedefop statistics and indicators section](#)



## VET-Alert - Just published on Vocational Education and Training - December 2012 issue

Cedefop's "VETAlert" for December 2012 is now available for download:  
<http://www.cedefop.europa.eu/EN/newsletter/vetalert-newsletter.aspx>

VETAlert is a monthly selection of publications on vocational education and training available from

## EU Policy

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### European vacancy and recruitment report

The *European vacancy and recruitment report* is the first of a set of biennial reports to be launched by the European Commission as part of the EU Skills Panorama. The report focuses on changes in the demand for labour, including analyses of contractual arrangements, sector demand, occupation demand, growing occupations, difficult to fill vacancies (bottleneck occupations), skills requirements and the market shares of public employment services and temporary work agencies. It also shows that top bottleneck occupations all over Europe are in health, ICT, engineering, sales and finance.

#### Links

- [European vacancy and recruitment report](#)
- 



### Commission launches EU Skills Panorama to tackle skills mismatches

The European Commission launched the EU Skills Panorama, a website presenting quantitative and qualitative information on short- and medium-term skills needs, skills supply and skills mismatches. The Panorama, drawing on data and forecasts compiled at EU and Member State level, will highlight the fastest growing occupations as well as the top 'bottleneck' occupations with high numbers of unfilled vacancies. Currently, there are around 2 million job vacancies across the EU despite high levels of unemployment. The website contains detailed information sector by sector, profession by profession and country by country.

#### Links

- [EU Skills Panorama](#)
- 



### Moving youth into employment

This Communication presents the action taken at EU and at national level to implement the Youth Opportunities Initiative. It also outlines further concrete initiatives proposed by the Commission and to be taken forward by the Member States and social partners, in order to address the different short-term and structural problems behind the youth employment crisis.

#### Links

- [Moving youth into employment](#)
- 



### Youth employment: Commission proposes package of measures

As requested by the European Council and European Parliament, the Commission's Youth Employment Package includes a proposed Recommendation to Member States on introducing the Youth Guarantee to ensure that all young people up to age 25 receive a quality offer of a job, continued education, an apprenticeship or a traineeship within four months of leaving formal education or becoming unemployed.

The proposed recommendation urges Member States to establish strong partnerships with stakeholders, ensure early intervention by employment services and other partners supporting young people, take supportive measures to enable labour integration, make full use of the European Social

Fund and other structural funds to that end, assess and continuously improve the Youth Guarantee schemes and implement the schemes rapidly.

## Links

- [Youth employment: Commission proposes package of measures](#)

## Working with us

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### Cedefop Director

Cedefop/2012/08/AD

The Governing Board of Cedefop invites applications for the post of Director (Grade AD 14 temporary contract pursuant to Article 2a of the Conditions of employment of other servants).

Reference: Cedefop/2012/08/AD

The deadline for applications is 25 January 2013, at 23:59 Central European Time (date of post registration).

Applications sent by door to door courier service must be delivered before 16.30 on 25 January 2013.

 [Mandatory application form Cedefop/2012/08/AD - Director \(in English only\).](#)

The full vacancy notice can be found below in all official EU languages.

■ Deadline:25/01/2013

## Attachments

-  [BG ОБЯВЛЕНИЕ ЗА СВОБОДНА ДЛЪЖНОСТ — ДИРЕКТОР](#) (93.50 Kb)
-  [CS OZNÁMENÍ O VOLNÉM MÍSTĚ ŘEDITELE](#) (90.50 Kb)
-  [DA MEDDELELSE OM LEDIG STILLING SOM DIREKTØR](#) (79.00 Kb)
-  [DE STELLENAUSSCHREIBUNG: DIREKTOR](#) (82.50 Kb)
-  [EL ΠΡΟΚΗΡΥΞΗ ΘΕΣΗΣ ΔΙΕΥΘΥΝΤΗ](#) (123.50 Kb)
-  [EN VACANCY NOTICE FOR A DIRECTOR](#) (90.50 Kb)
-  [ES CONVOCATORIA PARA EL PUESTO DE DIRECTOR](#) (87.00 Kb)
-  [ET DIREKTORI VABA AMETIKOHA TEADE](#) (73.00 Kb)
-  [FI JOHTAJAN TOIMEA KOSKEVA HAKUILMOITUS](#) (70.00 Kb)
-  [FR AVIS DE VACANCE POUR UN POSTE DE DIRECTEUR / DIRECTRICE](#) (140.50 Kb)
-  [GA FÓGRA FOLÚNTAIS LE HAGHAIDH POST STIÚRTHÓRA](#) (84.50 Kb)
-  [HU PÁLYÁZATI FELHÍVÁS IGAZGATÓI POZÍCIÓRA](#) (96.00 Kb)
-  [IT AVVISO DI POSTO VACANTE DI DIRETTORE](#) (78.50 Kb)
-  [LT SKELBIMAS APIE LAISVĄ DARBO VIETĄ DIREKTORIAUS PAREIGOMS UŽIMTI](#) (95.50 Kb)
-  [LV PAZINOJUMS PAR DIREKTORA AMATA VAKANCI](#) (96.50 Kb)
-  [MT AVVIŻ TA' POST BATTAL GĦAL DIRETTUR](#) (56.80 Kb)
-  [NL KENNISGEVING VAN EEN VACATURE VOOR DE FUNCTIE VAN DIRECTEUR](#) (108.00 Kb)
-  [PL OGŁOSZENIE O NABORZE NA STANOWISKO DYREKTORA](#) (108.50 Kb)
-  [PT ANÚNCIO DE ABERTURA DE VAGA PARA O LUGAR DE DIRETOR](#) (107.50 Kb)
-  [RO ANUNT PENTRU POSTUL VACANT DE DIRECTOR](#) (119.00 Kb)
-  [SK OZNÁMENIE O VOL'NOM PRACOVNOM MIESTE NA FUNKCIU RIADITEĽA](#) (86.00 Kb)
-  [SL OBJAVA PROSTEGA DELOVNEGA MESTA DIREKTORJA](#) (109.00 Kb)
-  [SV MEDDELANDE OM LEDIG TJÄNST SOM DIREKTÖR](#) (74.50 Kb)

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## Narrative of career/ labour market related learning of low skilled workers

AO/RPA/GRUSSO-ABARA/Narrative of learning from the low skilled/022/12

The study will investigate how low-educated / low-skilled workers with a low socio-economic background think about

education and continuous learning. The inquiry will be based on a collection of individual narratives that should bring out attitudes, aspirations and expectations towards learning. This research on low educated workers prone to the risk of unemployment and social exclusion intends to uncover the potential among individuals to re-engage in learning and become socially upwardly mobile. The results of the study will be used to inform Cedefop's research agenda on the topic of how adult and work-based learning can help people to better manage careers and working-life transitions, to set the stage for future analyses, and to pave the way for policy recommendations.

This call has been published in the Supplement to the Official Journal of the European Union 2012/S 228-374347 of 27/11/2012.

Deadline of submitting tenders: **18/01/2013** (17h00 for hand-delivered tenders).

Requests for additional information/clarification should be received by 10/01/2013.

The answers to such requests, if any, will be published under this banner, therefore please visit Cedefop's website frequently for updates.

If you are downloading these documents from our website, kindly send us an e-mail ([c4t-services@cedefop.europa.eu](mailto:c4t-services@cedefop.europa.eu)) notifying us.

■ Deadline:18/01/2013

## Attachments

 [EN Tender dossier](#) (1129.78 Kb)

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## Implementation of an employer survey on skill needs in Europe

AO/RPA/NSOFRO-AZU/Full-Scale-European-Employer-Survey/023/12

Cedefop will offer a single framework contract to the selected service provider/consortium to implement an employer survey to identify skill needs in Europe. The aim is to refine the survey instrument piloted by Cedefop in 2012, collect data and deliver a dataset which enables Cedefop and other stakeholders to carry out qualitative and quantitative analysis of emerging skill needs in organizations of different sizes covering the whole economy (including non-marketed services) in all EU Member States. Next to the dataset, relevant reports should be provided.

The activities envisaged in the course of the framework contract will mainly contribute to Cedefop research on skill needs and skill mismatch in Europe and the European Commission's flagship initiative on New Skills and Jobs (see description in '2. Technical specifications').

This call has been published in the Supplement to the Official Journal of the European Union 2012/S 242-397076 of 15/12/2012.

Deadline of submitting tenders: **06/02/2013** (17h00 for hand-delivered tenders).

Requests for additional information/clarification should be received by **29/01/2013**.

The answers to such requests, if any, will be published under this banner, therefore please visit Cedefop's website frequently for updates.

If you are downloading these documents from our website, kindly send us an e-mail ([c4t-services@cedefop.europa.eu](mailto:c4t-services@cedefop.europa.eu)) notifying us.

**Please note that Cedefop will be closed between 24/12/12 until 01/01/2012 included.**

■ Deadline:06/02/2013

## Attachments

 [EN Tender dossier](#) (1588.83 Kb)

## Agenda

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### European Conference on Quality in VET Practices

■ Dates:17/01/2013 - 18/01/2013 ■ Venue: Brussels ■ Country: Belgium ■ Cedefop involvement: Not applicable

The conference will host 150 persons bringing together representatives of the national ministries, stakeholders (social partners, VET providers, sectoral representatives, industries VET learners and chambers) and multipliers (Lifelong learning programme National Agencies). The main aims of the conference are to: offer an overview of the results of the work of the EQAVET projects; share methods and tools elaborated by the projects; take stock of the common challenges; reflect on the needs for further development of EQAVET.

#### Links

- [European Conference on Quality in VET Practices](#)

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### Higher education conference - "Rankings and the visibility of quality outcomes in the European Higher Education Area"

■ Dates:30/01/2013 - 31/01/2013 ■ Venue: Dublin ■ Country: Ireland ■ Cedefop involvement: Not applicable

The subject of this conference is higher education ranking systems with a particular focus on the needs of different users. The conference will also focus on the Commission's U-Multi-rank project and will provide an opportunity for the consortium leading this project to provide clarity to institutions and policy makers around the opportunities, challenges and requirements of the project.

Expected participants include representatives of the various users of rankings systems including students, institutional leaders, academics, enterprise leaders and policy makers.

#### Links

- [Rankings and the Visibility of Quality Outcomes in the European Higher Education Area](#)

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### Meeting of the Education, Youth, Culture and Sport (EYCS) Council

■ Dates:15/02/2013 - 15/02/2013 ■ Venue: Brussels ■ Country: Belgium ■ Cedefop involvement: Not applicable

The Education, Youth, Culture and Sport Council (EYCS) deals with European Union policies on a wide range of issues. These include teaching and dissemination of languages, improving knowledge of the culture and history of the EU, encouraging mobility of students and teachers, vocational training to integrate citizens into the labour market, and stimulating artistic and literary creation. It works to complement Member State policies in this area.

#### Links

- [Meeting of the Education, Youth, Culture and Sport \(EYCS\) Council](#)

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### Conference - "Integration, Innovation and Improvement - The Professional Identity of Teacher Educators"

■ Dates:18/02/2013 - 19/02/2013 ■ Venue: Dublin ■ Country: Ireland ■ Cedefop involvement: Not applicable

This conference will focus on the professional identity of the teacher educator. The issue of the quality of teacher educators has been identified by the EU Member States and the EU Commission as being an important contributor to the overall quality within education systems.

#### Links

- [Integration, Innovation and Improvement - The Professional Identity of Teacher Educators](#)
- 

## Youth Conference and Director Generals meeting

■ Dates: 11/03/2013 - 13/03/2013 ■ Venue: Bologna ■ Country: Italy ■ Cedefop involvement: Not applicable

The EU Youth Conference will be the culmination of the Structured Dialogue process between young people and policy makers across 27 Member States.

This joint event for youth people, youth organisations and policy makers will facilitate discussion on theme connected to the overall Trio (Ireland, Lithuania and Greece) thematic priority of "Social Inclusion". As it is the first phase of a new 18 month consultation cycle between young people and policy makers from 27 Member States, it will facilitate joint debate on the broad area of social inclusion, its challenges for, and impact on, young people and will explore the value of quality youth work (non-formal learning) for young people as a means to their social inclusion and to their development and well-being. This theme will be explored and developed via joint workshops – the thematic areas of which will be drawn from the results of reports of national consultation provided by 27 Member States and submissions from other stakeholders.

### Links

- [Youth Conference and Director Generals meeting](#)
- 

## Meeting of the Bologna follow-up group

■ Dates: 14/03/2013 - 15/03/2013 ■ Venue: Dublin ■ Country: Ireland ■ Cedefop involvement: Not applicable

Biannual meeting of Bologna Follow Up Group - the group charged with overseeing the implementation of reforms agreed by European Ministers of Higher Education. Expected participants include Government representatives and representatives of higher education stakeholders including students, staff, institutions, business and the European Commission.

### Links

- [Meeting of the Bologna follow-up group](#)
- 

## Conference on better assessment and evaluation to improve teaching and learning

■ Dates: 19/03/2013 - 20/03/2013 ■ Venue: Dublin ■ Country: Ireland ■ Cedefop involvement: Not applicable

This conference focuses on how assessment and evaluation frameworks and practices implemented by schools and educational systems can best promote the acquisition of key competences and improved learning for students. Delegates will be enabled to consider the implications for policy and educational practice of recent research conducted by both the European Commission and the OECD, and the experience of countries that have successfully combined assessment and evaluation systems to promote better teaching and improved learning.

Expected participants include education policy makers, personnel from government departments and local authorities, personnel involved in evaluation and assessment, including inspectorates of education, research and evaluation institutes, school leaders and teacher educators.

### Links

- [Better assessment and evaluation to improve teaching and learning](#)
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## News from the Member States

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Items submitted by ReferNet, Cedefop's European network for VET

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