



TRAINEESHIP AT CEDEFOP

Would you like to gain professional experience in an international environment?

Cedefop, the EU Agency based in Thessaloniki, offers a 1-year traineeship starting on 1 February 2022.

WHAT THE TRAINEESHIP IS ABOUT	
Department/Service	Department for VET and Skills (Skills and work team)
Project description	This project involves using survey data (e.g. from the European Company Survey) to advance your and Cedefop's understanding of the drivers of skills development and utilisation in organisations. Under the supervision of a Cedefop expert, you will work on state-of-the-art empirical analysis which links organisational characteristics to skills development and utilisation and explore the mechanisms and channels linking skills and organisational success. As such analysis is grounded in several disciplines (organisational psychology, sociology, educational sciences, economics, management sciences) the project is multidisciplinary in nature.
Project outputs/outcomes	<ul style="list-style-type: none">• a research paper on the links between workplace characteristics and skills development/utilisation.• All syntax files used for the data manipulation and the empirical analyses with the required documentation of the analytical choices (for the purpose of replicability of the analysis)
The trainee's main duties and tasks	<ul style="list-style-type: none">• contributing to the development of a theoretical framework/model on skills development and utilization and translating it into an empirical model amenable of estimation.• deriving the empirical counterparts of the theoretical constructs (comparing various methods of data reduction) and prepare the data for the analysis.• Estimating empirical models using datasets such as European Company Survey and carrying out robustness checks• Interpreting, describing and presenting empirical results.
Expected learning outcomes	<ul style="list-style-type: none">• Fundamental understanding of the theoretical concepts underpinning the analyses• Advanced analytical skills and data processing skills• Ability to organise applied research work

	<ul style="list-style-type: none"> • Ability to document and report on progress
ESSENTIAL REQUIREMENTS	
Academic background	Master of science in economics, sociology, organizational/work psychology
DESIRABLE	
Experience/exposure	<ul style="list-style-type: none"> • Research Master or Ph d. • Knowledge of quantitative methods for cross sectional and panel data analyses and experience with data management (writing and documenting data manipulation). • Knowledge of methods based on latent constructs: latent class analysis (LCA) and structural equation models (SEM). • Previous experience with empirical analysis (translating research questions into empirical models). • Knowledge of one or more of the following statistical software: Stata, R, SPSS, MPLUS and Latent-Gold (the software of choice in the team is Stata).

For further information and on-line application please visit:

<https://www.cedefop.europa.eu/en/about-cedefop/recruitment/traineeships>



**Deadline for the submission of applications:
25/11/2021 at 12.00 Greek time (CET+1)**

Only applications submitted online will be accepted