



Cedefop Newsletter no. 19 - February 2012

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Main story



Photo by Eileen Kennedy

Worrying signs for green skills?

Green skills have been in the limelight for quite some time now. They are seen in many quarters as something akin to ICT skills: not just as specialist knowledge, but as key competencies that underlie a vast swathe of jobs across sectors. But the present crisis is leading to cutbacks in education and training, affecting the development of such skills. What can be done to convince employers and training providers to change tack.

A team from Cedefop is presenting conclusions from its latest research on the green economy in the upcoming Cedefop/OECD "Skills for a low carbon economy" forum (27 February).

The study focuses on the availability of green skills in eight EU countries, which are at different stages of developing sustainable economies. The 9 jobs it examines in depth cover the entire educational spectrum, from nanotechnologists to energy auditors to recycling collectors.

In most countries, the economic downturn has resulted in less training in green skills. This is mainly because employers believe they can easily source the necessary skills in a "buyer's market" of high unemployment.

But this may cause trouble down the line. In fact, countries with low unemployment are already facing a skills shortage in these areas.

Demographic trends and the gender gap mean that too few people are acquiring higher qualifications in science, technology, engineering and mathematics. Meanwhile, low-skilled jobs in the sector suffer from a negative image among young people.

According to Cedefop's Antonio Ranieri, 'policy makers, social partners and training providers should work together so that we can better forecast green skills needs, and provide appropriate vocational education and training. National policies also need to deal with the fact that two crucial groups - young people and women – don't consider green jobs desirable.'

There are other factors at work besides the economic crisis. The study of green skill needs reveals problems with recognition and validation. In some cases, regional authorities may establish different standards even within the same country. As a result, companies may not know how and where to find the right people for the job.

Cedefop's Grethe Haugoy raises another issue: "Uncertainty about regulations isn't helping the situation – and regulation is a dominant factor driving both employers and private consumers to demand energy-efficient technology, products and services."

The Cedefop team found that despite the role of policy and regulation in influencing demand for green skills, most Member States do not yet integrate national skill strategies with their environment policies. This hinders cooperation and coherence between environment and energy policies and skill and employment policies. The need for close cooperation between interested parties, for integration of related policies and for guidance and career counselling to make green jobs more

attractive are the study's most important conclusions for policy-makers.

The **Green Skills Forum** is an opportunity to gather the latest insights on (1) what firms, trade unions and other organisations are already doing to foster the potential of green growth through skills development activities; (2) how strategies for green skills are integrated with other areas of workforce development and (3) tools and directions for further research.

The Forum aims to draw on lessons from work conducted by the OECD, Cedefop, and other organisations on the implications of the green economy for skills development and training policies.

These insights will contribute to the OECD's Green Growth Strategy studies, such as the LEED (Local Economic and Employment Development) projects on Measuring the Potential of Green Growth and Improving the effectiveness of green local development initiatives, and to Cedefop's Green Skills activities, which contribute to the European Commission's initiative on New Skills for New Jobs.

The Forum also provides insights for the Rio+20 process and the G20 pillar on the "Framework for Strong, Sustainable and Balanced Growth" and the G20 work on "Development".

Links

- [OECD/Cedefop Green Skills Forum 2012](#)

News from Cedefop



Employer survey on skill needs in Europe: Fieldwork begins

To be competitive, the availability of adequately qualified and skilled employees is a main issue for any firm or organisation. It is, therefore, essential to have the right information about relevant developments of skill need at an early stage. Employers' answers to this survey will help in meeting labour market requirements more effectively in the future.

The survey is...

- the first harmonised European employer survey on skill needs;
- currently being piloted in 9 European countries (the Czech Republic, Germany, Spain, France, Hungary, Ireland, Italy, Poland, Finland);
- measuring skill needs by asking for increasingly important working tasks in selected occupational groups and related drivers of change;
- going to help to understand better labour market needs, to shape targeted VET policies, and to develop and implement VET programmes teaching the right skills;
- part of Cedefop's work on the early identification of skill needs, supported financially by the European Community Programme for employment and social solidarity (2007-13), managed by the European Commission, Directorate General for Employment, Social Affairs and Equal Opportunities;
- developed within Cedefop's activities on the use of employer surveys to identify future skill needs, in collaboration with experts from TNS Infratest Sozialforschung (Munich), Fraunhofer Institute for Industrial Engineering (Stuttgart), LLAKES Centre - Institute of Education (London), and with helpful advice from Skillsnet members and other experts from the European Commission, Eurofound, the OECD and the ILO.

Links

- [More about the survey](#)
- [Survey documentation for experts](#)



Study visits catalogue 2012/13

The study visits programme for education and vocational training specialists and decision makers, part of the lifelong learning programme (2007-13), is an initiative of the European Commission's Directorate-

General for Education and Culture. Cedefop coordinates the programme at the European level; national agencies implement the programme in the participating countries.

Links

- [Download the publication](#)
-



Briefing note - From concept to practice - implementing the European training agenda

Cedefop's achievements in 2011 and new priorities for 2012-14.

Links

- [Download the publication](#)
-



How fares ECVET?

The 2011 monitoring report on developments in the European credit system for vocational education and training (ECVET).

This monitoring report describes how far the European credit system for vocational education and training (ECVET) has progressed in the Member States and the regions.

ECVET is now at a crossroads. It may well become the catalyst for innovation in education and training. But there is a risk that it will become lost among the many European education and training tools.

What will most determine the success of ECVET is not just the relevant policy decisions, but their wide dissemination.

The entire spectrum of education and training needs to understand how the ECVET contributes to learner mobility, transparency of qualifications, and greater parity between vocational and general education.

Links

- [Download publication](#)
-

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

Cedefop's "VETAlert" for February 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 Cedefop's bibliographic database VET-Bib.

Please [subscribe](#) to VET-Alert and you will receive this monthly review in your mailbox.



4th Cedefop Photomuseum Award

Cedefop, the European Centre for the Development of Vocational Training of the European Union, and the Thessaloniki Museum of Photography, the only state-run museum for photography, overseen by the Ministry of Culture and Tourism, invite photographers to take part in the 4th Cedefop Photomuseum

Award, which is being organised in connection with the PhotoBiennale 2012 / 22nd International Photography Meeting (exhibitions, portfolio reviews, screenings, masterclasses, colloquia).

Deadline: 11 April 2012.

Attachments

-  [EN Download the Photomuseum newsletter in English](#) (PDF 182.87 Kb 09/12/2011)
-  [EL Download the Photomuseum newsletter in Greek](#) (PDF 222.07 Kb 09/12/2011)

EU Policy



Main results of the Education, Youth, Culture and Sport Council on 10 February 2012

The Council has adopted the 2012 joint report on the implementation of the "Strategic framework for European cooperation in the field of education and training ("ET 2020"), together with the priorities for the next work cycle (2012-2014).

In public deliberation, the Council held a policy debate on the contribution of education and training to reducing youth unemployment, in the context of the European Semester and the 2012 Annual Growth Survey.

Links

- [Main results of the Council 10 Feb 2012](#)



Key Data on Education in Europe 2012

This Eurydice report warns of growing teacher shortages.

Several Member States, including Germany, the United Kingdom, Italy, the Netherlands, Austria and Belgium, may face serious teacher shortages in the future

The report shows that the number of graduates specialising in education is falling at a time when many current teachers are approaching retirement age. But it also highlights encouraging signs: funding for education is stable in most Member States and it underlines that higher education remains the best insurance policy against unemployment, with graduates more likely to find a job faster than non-graduates.

Links

- [Key data on Education in Europe](#)



ECVET Magazine No 7_2012

The 7th issue of the ECVET magazine contains

- an editorial by Christian Lettmayr, Acting Director of Cedefop on the active involvement of social partners in implementing the common European tools on the VET-Agenda;
- an article on the final events of eight of the 1st generation European pilot projects (Call 2008-2012) and the key messages conveyed
- an article on the 2nd generation pilot project CPU Europe that is an element of a major reform

- of the vocational education and training (VET) system in the French Speaking Community of Belgium;
- an article on the 2nd generation pilot project MENEVET that aims to examine how VET qualifications of the French Ministry of National Education compare with principles of ECVET;
- an article on the 2nd generation pilot project EASYMetal which develops and tests methods and tools to enhance transparency and permeability at the interface between pre-vocational training and vocational training in Germany;
- an article on the 2nd generation pilot project ICARE that aims at developing a recognition model in the field of personal care and establish mutual trust among the partner countries involved;
- an article on the 2nd generation pilot project 2get1care that seeks to develop an approach for inter-professional and transnational transferability of training components in health professions;
- a series of news items;
- an outline of the concept of the joint Final conference of the European pilot projects on 22-23 February 2012.

Attachments

 [EN ECVET Magazine No 07 2012 \(PDF 2652.75 Kb 13/02/2012\)](#)



Employment and social aspects in the Annual Growth Survey 2012

The European Parliament has just adopted two resolutions on the contribution to the Annual Growth Survey 2012 and on the employment and social aspects of it.

It agrees with the Commission's analysis that efforts at national and EU level should concentrate on the following five priorities:

- pursuing differentiated growth-friendly fiscal consolidation while ensuring economic recovery and job creation;
- ensuring long-term financing of the real economy;
- promoting sustainable growth through more competitiveness and investments;
- tackling unemployment and the social consequences of the crisis;
- modernising EU public administration and services of general interest;

Links

- [European Parliament resolution of 15 February 2012 on the contribution to the Annual Growth Survey 2012](#)
- [European Parliament resolution of 15 February 2012 on employment and social aspects in the Annual Growth Survey 2012](#)



Employment and Social Developments in Europe 2011

The economic, financial and sovereign debt crises and subsequent austerity measures underline the need for a more integrated approach to employment and social policy.

This review merges two previous European Commission reports on these areas. It begins with an overview of the current European employment and social situation before looking at recent shifts in Europe's job structure and in income inequality.

The review then examines patterns of poverty and social exclusion in Europe and the phenomenon of in-work poverty. Issues of active ageing, intra-EU labour mobility and the impact of enlargement are

also covered.

Links

- [Employment and Social Developments in Europe 2011](#)

Agenda

Skills for a low carbon economy: what next?

■ Dates: 27/02/2012 - 27/02/2012 ■ Venue: OECD, Paris ■ Country: France ■ Cedefop involvement: Co-Organiser

Cedefop and the OECD Local Economic and Employment Development Programme (LEED) are organising a joint Green Skills Forum to be held at OECD Headquarters in Paris on 27th February 2012.

The aim of this international forum of researchers, government advisers, employment and policy analysts and social partners actively involved in skills development and training needs for a low carbon economy is to review and discuss new research and policy approaches to foster a greener, more sustainable future.

It will identify tools, strategies and local initiatives from theory to practice. The forum is conceived as an experts' meeting; the discussions will assist OECD and Cedefop to draw future analytical work and research as well as to identify the obstacles and challenges lying ahead for the development of skills, education and training policies for a low carbon economy. The conference papers, discussions and exchanges are expected to:

- facilitate the understanding of the limitations and potentials inherent in research and policy approaches tackling key skills issues for a successful transition to a low carbon economy;
- compare methods and tools used in monitoring and evaluating developments in the green economy and local labour markets;
- indicate how research can support better targeted policy making and skills strategies;
- provide inspiration and ideas for future research and collaboration;
- provide information for processes towards the Rio+20 and G20 related meetings.

For more information on this event and to register, please refer to the [event's website](#).

Links

- [Event's website](#)

Conference on Reducing Early School Leaving: Efficient and effective Policies in Europe

■ Dates: 01/03/2012 - 02/03/2012 ■ Venue: Brussels ■ Country: Belgium ■ Cedefop involvement: Participant

The conference on "Reducing Early School Leaving" will be organised by the Commission and the Danish Presidency

International Conference on Validation "To implement a high quality validation process – a challenge!"

■ Dates: 05/03/2012 - 07/03/2012 ■ Venue: Oslo ■ Country: Norway ■ Cedefop involvement: Participant

Organised by the Nordic Network for Adult Learning (NVL), Norwegian Agency for Lifelong Learning (Vox), Norwegian Directorate for Education and Training and the Education and the Audiovisual and Culture Executive Agency (EACEA) the conference aims to:

- To get an insight into recent and latest research on validation and good / learning practice examples from the Nordic countries and the rest of Europe

- To qualify the discussion on the process of validation - how to implement high quality validation in a systematic and structured way
- To disseminate and discuss the experiences from the Nordic analyses of examples focusing on how validation could enhance flexibility in working life and the issues of access to validation for special target groups
- To share and disseminate experience of European projects in the field of validation (Grundtvig and Leonardo da Vinci/ECVET)

Links

- [Link to the event](#)
-

Social Innovation in Education and Training

■ Dates:06/03/2012 - 06/03/2012 ■ Venue: Brussels ■ Country: Belgium

This seminar organised by the European Civil Society Platform on Lifelong Learning it aims to give an insight on social innovation dynamics that are generally bottom-up and on how to create a favourable environment in Europe to stimulate innovation in teaching and learning.

Links

- [Link to the agenda](#)
-

Youth conference

■ Dates:18/03/2012 - 21/03/2012 ■ Venue: Soro ■ Country: Denmark

The subject of the conference is how to foster young people's creativity, innovative capabilities and talents as means of increasing their active participation in society and their transition to employment.

Links

- [Youth Conference 2012](#)
-

Director Generals meeting in the area of youth

■ Dates:20/03/2012 - 21/03/2012 ■ Venue: Soro ■ Country: Denmark

In continuation of the youth conference the Directors General will meet and discuss issues and policy of youth cooperation in the EU.

Links

- [Link to the event](#)
-

e-Skills Week 2012

■ Dates:26/03/2012 - 30/03/2012 ■ Venue: Different cities ■ Country: Europe

The European e-Skills Week 2012 is a European campaign focused on showing people how to get jobs through e-skills in the digital age.

Building on the success of e-Skills Week 2010, the DG for Enterprise and Industry has again teamed up with DIGITAL EUROPE and EU Schoolnet, to drive awareness of the need for e-skills and their benefits.

The campaign will deliver an exciting programme of events and activities in more than 30 countries.

Links

- [E-skills week 2012 website](#)
-

Director Generals meeting in the area of vocational education and training

■ Dates:22/04/2012 - 24/04/2012 ■ Venue: Copenhagen ■ Country: Denmark ■ Cedefop involvement: Participant

The Directors General of vocational education and training will meet and discuss – among other things – the cooperation between VET and the business sector.

In addition to this, the meeting contains a follow-up to the Copenhagen Process that was adopted in 2002 and constitutes the framework for the cooperation in the area of vocational education and training in the EU.

Links

- [Link to the DGVT Meeting](#)
-

Conference on VET-Business Co-operation

■ Dates:24/04/2012 - 25/04/2012 ■ Venue: Copenhagen ■ Country: Denmark ■ Cedefop involvement: Participant

The subject of the conference is cooperation between VET and the business sector.

The focus will be on – among other things – how a closer cooperation between the vocational education institutions, the business sector and other interested parties can contribute to developing new skills, innovation and growth.

The conference will have a both political perspective as well as a practical one.

Links

- [Link to the event](#)
-

Plenary meeting of the European Lifelong Guidance Policy Network (ELGPN)

■ Dates:24/04/2012 - 25/04/2012 ■ Venue: Copenhagen ■ Country: Denmark ■ Cedefop involvement: Participant

ELGPN Network meets every six months to discuss the Network's working plan.

At this meeting a decision on form and contents must be made regarding the Network's final report of the programme period 2011-12.

Links

- [Link to the Conference](#)
-

3rd International Workshop on Curriculum Innovation and Reform: Changing Assessment to Improve Learning Outcomes

■ Dates:26/04/2012 - 27/04/2012 ■ Venue: Thessaloniki ■ Country: Greece ■ Cedefop involvement: Organiser

This year the workshop will be focusing on policy links. In reforming curricula and assessment, the challenge for policy is to create effective links between teaching, learning and assessing. New curricula and assessment methods are

pointless unless they lead to better teaching and learning

Discussions will centre on key findings on how learning outcome approaches shape recent curriculum and assessment policies, drawing from two Cedefop related studies in 32 European countries. Policy makers, researchers and practitioners from all EU countries and beyond, and representatives of international organisations are invited to reflect on the following questions:

- How can curriculum and assessment policies strengthen each other?
- How can curriculum and assessment policies work together more effectively to improve learning outcomes in vocational education and training?

The goal of the workshop is to draw out general lessons for policy development and further research needs on two key issues:

1. Ensuring links between curriculum and assessment policies

- The alignment of standards with curricula and assessment
- The relationship between indented and assessed learning outcomes

2. Improving teaching, learning and assessment

- Innovations in teaching and assessment methods and tools
- Links between formative and summative assessment

The workshop will take an interactive approach, allowing participants to share experience and brainstorm on the various issues.

The conclusions and working reports produced from this workshop, as well as presentations given by the participants will be available for download in this website within two weeks upon the completion of the workshop.

For more information contact Dr. Irene Psifidou: rena.psifidou@cedefop.europa.eu

Links

- [Workshop website](#)

Skills mismatch and firm dynamics

■ Dates: 27/04/2012 - 27/04/2012 ■ Venue: London ■ Country: United Kingdom ■ Cedefop involvement: Co-Organiser

Cedefop is organising in cooperation with the Centre for Research in Employment, Skills & Society (CRESS) a workshop on skill mismatch.

The aim of the workshop is to obtain a clearer insight into the relationship between work-based training, work organisation/human resource policies (e.g. recruitment, training, wage policies and performance appraisals, career development, job design) and skill mismatch within enterprises (see attached background note for a summary of the workshop's aims and objectives).

The objective is to strengthen our understanding of the incidence and impact of mismatch in different types of skills for firm performance, and of the underlying motives and incentives of enterprises with respect to the recruitment, training and career development of mismatched workers. The discussion of the workshop is intended to inform the European Commission's policy goal of anticipating and matching the skills of the European workforce with the current and future skill needs of enterprises (e.g. Agenda for New Skills and Jobs).

Keynote speakers to the event include **Prof. Michael Sattinger** (University at Albany, New York) and **Prof. Kostas Mavromaras** (Flinders University, Adelaide, South Australia). The workshop will also feature presentations by Dr. Seamus McGuinness (ESRI), Dr. Francois Rycx (University Libre de Bruxelles), Dr. Geoff Masson (NIESR) and representatives from Eurofound and the Chartered Institute of Personnel and Development (CIPD). A panel discussion session will host Dr. Katerina Rudiger (Skill policy adviser at CIPD) and Dr. Wolfgang Mueller (Director, German Federal Employment Agency, European Representation) as speakers. A draft agenda is available below.

We invite interested participants to register their interest for the event by completing the attached registration form and returning it back to roula.panagiotou@cedefop.europa.eu. We regret that due to a limited number of spaces available, confirmation of participation to the event will only take place on a first-come-first-serve basis.

Attachments

-  [EN Workshop draft agenda](#) (PDF 82.59 Kb 13/01/2012)
 -  [EN Workshop rationale and objectives](#) (PDF 92.58 Kb 10/01/2012)
 -  [EN Registration form](#) (DOC 87.50 Kb 10/01/2012)
-

Celebrating 25 years of the Erasmus Programme

■ Dates:08/05/2012 - 09/05/2012 ■ Venue: Copenhagen ■ Country: Denmark

The Danish Presidency and the European Commission celebrate the Erasmus Programme with an anniversary conference, which focuses on the great impact the pro-programme has had in higher education, and looks on future perspectives of the Erasmus Programme.

Links

- [Link to the conference](#)
-

Conference on new qualifications for new jobs

■ Dates:09/05/2012 - 11/05/2012 ■ Venue: Copenhagen ■ Country: Denmark ■ Cedefop involvement: Participant

The conference aims to highlight and encourage debate on the current political agenda dealing with creating better skills for the future labour market.

It is also the objective of the conference to gather experience and present results from more than two years of work in the New Skills Network.

Links

- [Link to the Conference](#)
-

Forecasting skill supply and demand in Europe:

■ Dates:10/05/2012 - 11/05/2012 ■ Venue: Venice ■ Country: Italy ■ Cedefop involvement: Organiser

Cedefop organises the 12th technical workshop on European skills forecasting, with the participation of experts from Skillsnet, Cedefop's international network on early identification of skill needs.

The aim of this workshop will be to discuss the latest developments in the forecasting exercise and especially to design new policy scenarios and provide recommendations for the future.

The participation in this workshop is restricted and requires invitation from Cedefop.

For more information on the forecasting project, please visit the Forecasting page on Cedefop website.

The draft agenda is available below.

Attachments

-  [EN Draft agenda – Venice workshop](#) (PDF 167.35 Kb 09/02/2012)
-

Meeting in the Standing Group on Indicators and Benchmarks (SGIB)

■ Dates: 24/05/2012 - 25/05/2012 ■ Venue: Copenhagen ■ Country: Denmark ■ Cedefop involvement: Participant

A meeting every six months in the SGIB Network.

Links

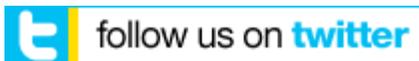
- [Link to the Meeting](#)

News from the Member States



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

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