



Cedefop Newsletter no. 20 - March 2012

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Main story

Skills forecast reveals risks and opportunities in Europe's labour market



Cedefop's latest skill forecast shows that the European Union can expect a net increase in employment of 8 million new jobs between 2010 and 2020. Nearly ten times more job opportunities (around 75 million) will be generated to replace workers who leave the labour market. But skill mismatches and, in some sectors, skill shortages create risks for the EU labour market and the competitiveness of the European economy.

The demand for higher qualifications continues to rise in Europe, but the effect of the crisis has been to slow it down. This has led many people to take jobs for which they are overqualified.



Cedefop Acting Director Christian Lettmayr cautions against drawing the wrong conclusions. Presenting the findings of the skills forecast at the European Economic and Social Committee on 22 March, he said: **"Concerns over possible mismatches should not discourage people from seeking higher qualifications.** A highly-qualified workforce is one of – if not the – most important factor for Europe's competitiveness."

Shortages persist despite high unemployment

While workers are affected by mismatches, some sectors face shortages. Too few people, for example, are studying science, technology, maths and engineering. These fields continue to be in high demand.

By 2020, about 40% of young people will have a university degree or equivalent. But qualifications are not enough. In search of the right skills profile, more and more students are opting for upper-secondary, pre-tertiary and university-level vocational qualifications. In 2020, jobs requiring medium qualification levels will still outnumber those requiring high and low qualifications.

Winners and losers in the future job market

The forecast finds that trends such as the shift to more skill-intensive jobs and towards services will continue, regardless of the effect of the crisis.



Alena Zukersteinova of Cedefop's skills team says: "What this forecast shows is that **the real decline is in routine jobs - but these are not always low-skilled**. Production-line jobs are obviously routine, but so are some administrative or clerical occupations. Personal care services, however, which are considered low-skilled, are not routine, and demand for such jobs will continue to grow. Clerical jobs, on the other hand, are projected to suffer serious losses by 2020."

Links

- [Forecast results by country, qualification, occupation, gender, age:](#)

News from Cedefop



Making curriculum reform effective

For the third consecutive year, Cedefop is organising an international workshop on curriculum innovation and reform. This time the focus is on learners' assessment.

There is little point in introducing new curricula and assessment methods unless they lead to better teaching and learning. For this reason, this year's workshop will look closely at how policy can create effective links between teaching, learning and assessing.

The workshop will bring together senior policy makers, researchers and practitioners from more than 30 European countries and from international organisations including the European Commission, the World Bank, Unesco-IBE, ETF, the Organisation of Iberoamerican States for Education, Science and Culture, etc.

Discussions will draw on the work of Cedefop on curriculum and assessment policies and practices – which now covers all 32 countries participating in the strategic framework for European cooperation in education and training ("ET 2020") – and other international bodies.

Findings from Cedefop's previous workshops on curriculum innovation are summarised in a [briefing note](#) (2011) and a [research paper](#) (2010)

Third International Workshop on

Curriculum Innovation and Reform: Changing Assessment to Improve Learning Outcomes

26-27 April 2012 in Thessaloniki, Greece.

Links

- [Workshop website, including contact information](#)



Working on vocational training with our host city

Cedefop is pleased to be involved in Thessaloniki's ambitious plan to improve lifelong learning and skills development in the municipality. At a press conference held on 26 March, Mayor Yannis Boutaris

and Cedefop's Acting Director Christian Lettmayr announced that the two bodies will be working together to improve links between vocational training and labour market needs.

The city aims to become a national point of reference for skills development and lifelong learning. To this end, Mayor Yannis Boutaris sought the advice and cooperation of Cedefop. Project Managers Loukas Zahilas and Konstantinos Pouliakas wrote a proposal on mapping the demand and supply of skills in the Municipality of Thessaloniki and the region of Central Macedonia, which can serve as the first step towards avoiding mismatches and creating the optimum balance between supply and demand.

Speaking at the press conference, Acting Director Christian Lettmayr said: 'We are very keen eager to support this initiative of the City of Thessaloniki, which is aimed at setting up a forecasting system for the supply and demand of skills - a topic in which we have been particularly active across Europe. This will allow for a better balance between labour market needs and the qualifications of citizens entering the labour market.'



A strategy for green skills?

A study on skill needs and training has wider lessons for successful transition to a green economy.

Briefing note available in Danish, English, French, German, Greek, Italian, Portuguese and Spanish.

Links

- [Briefing note](#)



Skills mismatch: The role of the enterprise

Understanding the dynamics of skill mismatch is a crucial component of Cedefop's work on skills in the European labour market.

While most research to date has focused on the individual perspective, this report is a first attempt to explore the role of enterprises in mitigating skill mismatch.

The report pays special attention to the potential role of human resource practices (e.g. recruitment, training, performance appraisal and pay-setting, job design, employee empowerment). It also examines how high-performing workplaces ensure that the knowledge and skills of their staff members are used to best effect.

The report allows for a closer look into what the role of the firm in anticipating and matching skill needs, an issue which had until now remained largely unexplored.

Links

- [Download the publication](#)



The green side of innovation

In 2008, at least 20% of innovative enterprises in many EU countries had procedures in place to identify and reduce their environmental impact.

Links

- [Cedefop/OECD forum: Green growth requires green skills](#)
- [An agenda for new skills and jobs](#)
- [Putting knowledge into practice: A broad-based innovation strategy for the EU](#)
- [Related methodology to EU Community innovation survey](#)
- [EU Community innovation survey](#)

- [More statistics of the month](#)
 - [Cedefop Statistics and indicators section](#)
-

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

Cedefop's "VETAlert" for March 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.

EU Policy



Strategies for improving participation in and awareness of adult learning - European guide

The objectives of this study is:

- Explore how to make adult learning more popular and more accessible for identified target groups, including potential adult learners, policy makers, education providers and social partners;
- Analyse existing initiatives already carried out in terms of awareness raising in the field of adult education, primarily at Member State level; and
- Provide recommendations for future activities and propose which existing strategies should be used.

Links

- [Strategies for improving participation in and awareness of adult learning](#)
-



Creating opportunities for youth

Dual systems are an important way to give young people easier access to the labour market and interesting career opportunities over a working life. At the same time, it contributes to lower youth unemployment, higher employment participation rates and economic growth in Europe.

In this report, BUSINESS EUROPE outlines what it sees as the constitutive elements of a European strategy on apprenticeships.

It looks at concrete proposals on how the EU can better support apprenticeships/dual learning systems through the use of EU funds and makes a set of 12 recommendations to the EU, Member States, employers' organisations and companies.

Links

- [How to improve the quality and image of apprenticeships](#)
-



Opinion of EESC on Youth employment, technical skills and mobility

This EESC believes in an open and dynamic labour market and praises an active labour market policy

which motivates jobseekers and people in employment to undertake lifelong learning and helps to boost vocational and geographical mobility.

Higher priority should be given to twin-track training in the education system.

Nobody really knows what tomorrow's jobs will look like, but training should be based on labour market needs and solutions to actual problems.

There should be greater recognition of skills acquired outside the training systems.

Curriculums should focus more on general and innovative competences.

Links

- [EESC Opinion on Youth employment, technical skills and mobility](#)
-



Opinion of the EESC on the Post-secondary vocational education and training as an attractive alternative to higher education

The Committee calls upon the Commission to encourage Member States to achieve the long-term and short-term objectives set out in the Bruges Communiqué and to improve the quality and efficiency of VET so as to enhance its attractiveness and relevance.

The social partners at all levels must continue to play an active role in the Copenhagen process and help attain the short-term deliverables. Both processes – Bologna and Copenhagen – should be brought together in an integrated approach.

Member states should balance education and training systems and implement the Bruges Communiqué and Copenhagen Process effectively and to help achieve the EU headline target of 40% completion of tertiary or equivalent education, which includes a higher level of VET.

Cedefop's work is referred as evidence base for the process of enhanced cooperation in VET.

Links

- [EESC Opinion on Post-secondary vocational education and training as an attractive alternative to higher education](#)
-



Promotion and validation of non-formal and informal learning - report from the public consultation

This report is the result of the Commission's public consultation aimed to collect views on whether further action on European level is needed to make learning outcomes acquired through work and life experience visible and give it value.

If so, what type of action is required and which should be the policy priorities to ensure future measures are relevant, well-focused and respond to real needs on the ground?

The Commission received 469 responses to the online consultation and 24 position papers of stakeholder organisations between the period 16.12.2010 to 10.02.2011.

Links

- [Link to the report](#)
-



New website promoting Health Ageing

EuroHealthNet, a European network representing national, regional and local public health and health promotion agencies in Europe, has launched a new [website](#).

The website is dedicated to raising awareness of healthy ageing within the context of the European Year 2012 on Active Ageing and Solidarity Between Generations.

The new website highlights key factors for healthy ageing such as promoting healthy diets, physical activities, social relations and lifelong learning opportunities throughout a person's life.

It will showcase a number of local, regional and national projects dedicated to promoting older people's health while also identifying a number of EU policy initiatives and instruments that are available to promote healthy ageing.

Links

- [Compendium of good practices](#)
- [Link to the website](#)



Council Conclusions on the Annual Growth Survey and the Joint Employment Report in the context of the European Semester Priorities

The Council adopted conclusions on The Annual Growth Survey and the Joint Employment Report in the context of the European Semester, meaning the priorities for action in the areas of employment and social policies and political guidance in 2012.

This will be submitted to Spring European Council of 1-2 March.

It stress that the situation in Europe's labour markets is of major concern to our citizens with more than 23 million people unemployed, and more than 115 million people at risk of poverty or social exclusion, almost a quarter of the EU population, and it underlines that the difficult situation for young people risks creating lasting damage to the labour market, with more than 5 million young people unemployed.

Links

- [Council Conclusion on the Annual Growth Survey and the Joint Employment Report in the context of the European Semester](#)

Working with us

ReferNet call for proposals Ireland-Spain

GP/RPA/ReferNet_FPA/001/12

Refernet is Cedefop's European network for VET. It was set up in 2002 to meet the growing demand for comparative information about VET systems, developments and policies. Its mission is to support Cedefop by reporting on national VET systems and policy developments and raising the visibility of VET and Cedefop's products. It comprises 29 members, known as ReferNet national partners, from an EU Member State, Iceland or Norway. ReferNet national partners are key organisations involved in VET in the countries they represent.

With the objective of establishing a European network for VET – ReferNet –, this call aims at selecting one applicant from Ireland and Spain with which Cedefop will conclude a four-year framework partnership agreement and concluding, with each successful applicant, a specific grant agreement for an eight-month work plan to be carried out in 2012 (May-December).

The announcement of this call for proposals has been published in all official languages in the Official Journal, series 2012/C 71/06 of 09/03/2012. The related links are:

[Notice in EN](#); [Notice in BG](#); [Notice in ES](#); [Notice in CS](#); [Notice in DA](#); [Notice in DE](#); [Notice in ET](#); [Notice in EL](#); [Notice in FR](#); [Notice in IT](#); [Notice in LV](#); [Notice in LT](#); [Notice in HU](#); [Notice in MT](#); [Notice in NL](#); [Notice in PL](#); [Notice in PT](#); [Notice in RO](#); [Notice in SK](#); [Notice in SL](#); [Notice in FI](#); [Notice in SV](#).

Deadline for submitting the proposals: 16/04/2012.

Requests for additional information/clarification should be received by **05/04/2012**. The answers to these requests will be published under this banner. Therefore, please visit Cedefop's website frequently for updates.

■ Deadline:16/04/2012

Attachments

 **EN** [Call for proposals IE-ES documents](#) (959.89 Kb)

Relaunch of "A short-term Sectoral-Based Anticipatory System for labour market trends and skill needs"

AO/RPA/ARANI/Sectoral Based Anticipatory System/002/12

The aim of the project is to build up a short-term Sectoral-Based Anticipatory System (SBAS) for labour market trends and skill needs at European level. To this end the framework contract establishes the terms of 3 work assignments aiming at:

- (1) Developing a suitable SBAS prototype(s) based on a well-defined model, and on a feasibility assessment of the implementation of the System;
- (2) Final implementation and validation of the selected model including the institutional and managerial aspects;
- (3) Further refinement of the System, draft guidelines on all the methodological and operational aspects, knowledge transfer, and technical and research assistance at the operational phase.

The nature of framework contract implies that the implementation of each subsequent work assignment is conditional on the acceptance by Cedefop of the deliverables and approaches proposed by the Contractor in previous work assignment/s. In case the feasibility assessment yields a negative result (1st work assignment), within the scope of the following work assignment/s the Contracting Authority might ask the Contractor to concentrate solely on developing a "SBAS toolkit" (summarising concepts, methodologies, data and tools) that can be used as a reference model to support transfer of most promising approaches to European Member States (EU-MS).

This call has been published in the Supplement to the Official Journal of the European Union 2012/S 49-079566 of 10/03/2012.

Deadline for submission of tenders: 30/04/2012 (17h00 for hand-delivered tenders).
Requests for additional information/clarification should be received by 20/04/2012.

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, we kindly ask you to send us an e-mail to (c4t-services@cedefop.europa.eu) notifying us.

■ Deadline:30/04/2012

Attachments

 **EN** [Tender Dossier - SBAS](#) (717.36 Kb)

Qualifications at level 5 of the European Qualifications Framework (EQF)

AO/ECVL/JB-SPEV/Qualifications_EQF_level_5/001/12

The purpose of this study is to acquire a better understanding of the roles and functions of qualifications referenced to level 5 of the European Qualifications Framework (EQF), for further learning as well as for employment. The study

should further contribute to the evidence base on how the learning outcomes approach is applied in qualifications frameworks across Europe – using level 5 as a reference point.

This call has been published in the Supplement to the Official Journal of the European Union 2012/S 58-093834 of 23/03/2012.

Deadline of submitting tenders: 07/05/2012 (17h00 for hand-delivered tenders).

Requests for additional information/clarification should be received by 27/04/2012.

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) notifying us.

■ Deadline:07/05/2012

Attachments

 [EN Tender Dossier EQF level 5 \(1317.54 Kb\)](#)

Agenda

e-Skills Week 2012

■ Dates:26/03/2012 - 30/03/2012 ■ Venue: Different cities ■ Country: Europe ■ Cedefop involvement: Not applicable

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](#)

Annual Forum of EQAVET Network

■ Dates:29/03/2012 - 30/03/2012 ■ Venue: Brussels ■ Country: Belgium ■ Cedefop involvement: Participant

The Annual Forum of EQAVET Network is going to take place this year within the context of the Danish Presidency. It aims at presenting the tools and overall work the Network in 2010-12 on one hand and at discussing the orientations of its work in the next years, on the other.

The CEDEFOP and ETF contributions to further implement the EQAVET Recommendation will be also presented.

Links

- [EQAVET website](#)

Learning and working pathways in Europe: Information event for Thessaloniki's academic community

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

Cedefop organises its annual information event for the academic community of its host city, Thessaloniki, in cooperation with the International Hellenic University and Europe Direct of Central Makedonia.

The event will focus on socio-economic challenges and trends and their implications for job demands and education and training policy, skills needs and skills mismatches and EU policies and tools to improve the quality and relevance of VET (key competences, learning outcomes, EQF etc.).

It will also include a session on Europass and a presentation of the European Union's Lifelong Learning Programme, especially Erasmus and Leonardo da Vinci.

Registration is open.

Links

- [Event registration](#)

Attachments

 [EN Agenda](#) (PDF 216.25 Kb 16/03/2012)

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, S. Australia). The workshop will also feature presentations by Dr. S. McGuinness (ESRI), Dr. F. Rycx (University Libre de Bruxelles), Dr. G. Mason (NIESR), Dr. R. Homkes (LSE) and representatives from Eurofound (Dr. M. Curtarelli) and the Chartered Institute of Personnel and Development (CIPD) (Dr. A. Baron). A panel discussion session will host Dr. K. Rudiger (CIPD), Dr. W. Mueller (Director, German Federal Employment Agency, European Representation) and Professor K. Mayhew (Oxford University, Director of SKOPE) as speakers. A draft agenda is available below.

Registrations are closed.

Attachments

-  [EN Workshop draft agenda](#) (PDF 88.46 Kb 13/01/2012)
-  [EN Workshop rationale and objectives](#) (PDF 92.58 Kb 10/01/2012)

Celebrating 25 years of the Erasmus Programme

■ Dates:08/05/2012 - 09/05/2012 ■ Venue: Copenhagen ■ Country: Denmark ■ Cedefop involvement: Not applicable

The Danish Presidency and the European Commission celebrate the Erasmus Programme with an anniversary conference, which focuses on the great impact the 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)

Current Trends in Education and Training Policy in European Union: National and European Qualifications Framework, Key Competences for Lifelong Learning and Validation of Non-Formal and Informal Learning

■ Dates:10/05/2012 - 10/05/2012 ■ Venue: International Hellenic University, Thermi - Thessaloniki ■ Country: Greece ■ Cedefop involvement: Participant

Cedefop's experts Dr. Irene Psifidou and Mr. Loukas Zahilas are keynote speakers to the scientific meeting: Current Trends in Education and Training Policy in European Union: National and European Qualifications Framework, Key Competences for Lifelong Learning and Validation of Non-Formal and Informal Learning. The event, organised by The Hellenic Adult Education Association, the Hellenic International University and the Municipality of Thermi, will take place on Thursday, 10 May 2012 at 18:00 at the International Hellenic University and it is open to the Greek education community.

Attachments

 **EL** [Ανακοίνωση – πρόσκληση](#) (Invitation in Greek only) (PDF 136.17 Kb 05/03/2012)

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

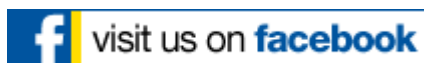
- [Link to the Meeting](#)

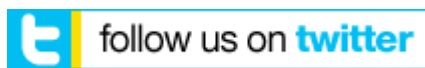
News from the Member States



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

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