



Cedefop Newsletter no. 21 - April 2012

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Main story



Employment trends and labour market data at your fingertips

In last month's newsletter we featured the main findings of Cedefop's latest skills report. But did you notice that you can dig deeper in the data yourself - and find results not just by occupation, age and gender, but also by country?

Cedefop's on-line tool provides you with the detailed data and results of the latest (March 2012) medium-term forecast of skill supply and demand in Europe.

You can explore data by:

- gender
- age
- occupation and
- qualification level

And last but not least, you can check data by country... by clicking on the map of Europe featured on the right-hand column.

The data and results provide general indications of patterns and trends in skill supply and demand (measured by occupation and qualification) across the whole of Europe. They are based on high level quantitative methodology, using a combination of National Accounts, European Labour Force Survey and other relevant data.

News from Cedefop

How employers can help improve skills

A workshop in London explores how human resource practices can contribute to skills development.

Despite high unemployment in most of the European Union, about 35% of companies have difficulty finding people with the skills they need to fill vacancies. Meanwhile, workers depend on their company to replenish their skills and shape their careers.

To discuss how employers can do to make sure their employees have the right skills - both during recruitment and during the course of employment - on 27 April Cedefop held a workshop, *Skill mismatch and firm dynamics*, in cooperation with the University of Kingston's Centre for Research in Employment, Skills & Society (CRESS) in London.

Questions discussed included:

- Which recruitment practices have proven to attract people with the right skills?
- How can policies such as staff appraisal or job design be used to cover skill gaps?
- How do skill mismatches affect productivity? Is it a good idea to hire overqualified workers?
- Which human resource practices have helped to improve productivity, minimise skill gaps and

foster innovation – and are there cultural barriers to adopting such good practices?

The workshop is intended to frame the argument for an upcoming Cedefop study.

Links

- [Agenda of the workshop:](#)
-



Vocational education and training in Denmark - Short description

Vocational education and training in Denmark has embarked on a process of modernisation aiming primarily at increasing flexibility and individualisation, quality and efficiency.

Links

- [Download the publication](#)
-



Spotlight on VET Denmark

The Danish education and training system in a nutshell.

Links

- [Download the publication](#)
-



Europe's skill challenge

Lagging skill demand increases risks of skill mismatch.

Links

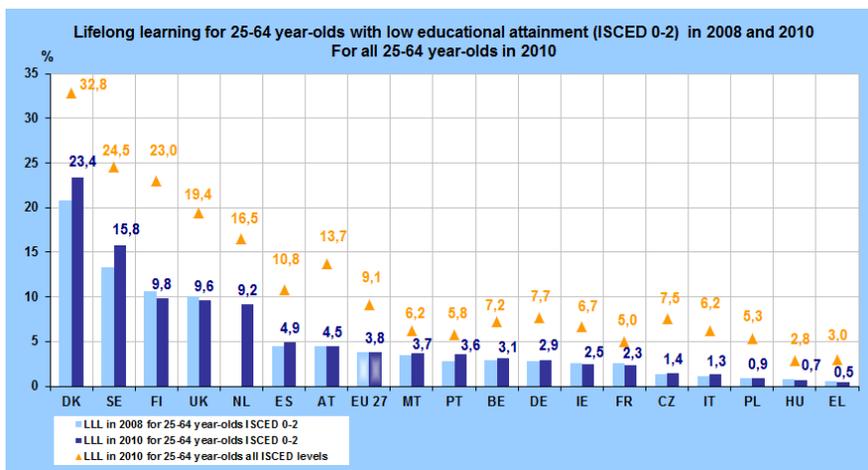
- [Download the publication](#)
-



Lifelong learning for adults with a low level of education: any recent progress?

Among 25-64 year-olds, those with low qualifications are less likely to participate in adult learning. In the EU, their participation rates have stagnated at 3.8 %. To increase economic competitiveness and create a more equitable and inclusive society, lifelong learning should be a reality for everyone in the EU. Adults' participation in lifelong learning should be increased, particularly for individuals and groups at risk of exclusion, such as those with a low level of education (Bruges Communiqué and ET 2020 Strategy).

The indicator considered here is the rate of participation in lifelong learning of adults with low educational attainment. The data refer to 25-64 year-olds with at most lower secondary education (ISCED levels 0-2) who participated in further education or training in the four weeks prior to the survey.



Key points

- In 2010, about 74 million adults in the EU had low educational attainment (at most lower secondary education). Of that number, 3.8 % had participated in further education or training in the four weeks prior to the survey. This was well below the corresponding figure for all adults (9.1 %).
- For 2010, country estimates for the rate of participation in lifelong learning of adults with a low level of education are available for 18 EU Member States. The rate was highest in Denmark (23.4 %) and Sweden (15.8 %) and was over 9 % in the Netherlands (9.2 %), the United Kingdom (9.6 %) and Finland (9.8 %). In the other EU countries for which data are available, participation rates were much lower. The lowest rates were recorded in Greece, Hungary, Poland, Italy and the Czech Republic (below 2 %).
- In the period 2008-10, participation in lifelong learning of adults with a low level of education stagnated. The EU rate was stable and in the majority of countries for which trends are available there was little or no change, with variations of less than half of one percentage point.
- In the same period, participation of adults with a low level of education increased only in Denmark and Sweden (by about 2.5 percentage points) and in Portugal (by 0.8 percentage points).
- Rates fell very slightly in Finland and the United Kingdom (by 0.8 and 0.5 percentage points respectively).

Notes

The indicator considers the number of adults (i.e. 25-64 year-olds) with low educational attainment (i.e. with at most an initial lower secondary education) participating in lifelong learning activities (formal and non-formal) in the four weeks prior to the survey. The indicator expresses this number as a percentage of the corresponding population (i.e. adults aged 25-64 with low educational attainment).

Data are annual averages taken from the EU Labour force survey and are subject to its methodology. Data were extracted from the Eurostat online database on 16 March 2012. When interpreting the data, possible differences in national implementation of the EU LFS should be taken into account.

Data for France (2010) are provisional. Data for the Netherlands for 2010 are not comparable with those for previous years. Data for some countries are not presented due to sample size constraints. Estimates for the EU27 aggregate are nevertheless possible and are provided by Eurostat.

Links

- [The Bruges Communiqué](#)
- [Related methodology to EU labour force survey](#)
- [EU Labour force survey](#)
- [More statistics of the month](#)
- [Cedefop Statistics and indicators section](#)

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

Cedefop's "VETAlert" for April 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



Towards a job-rich recovery

With EU unemployment hitting record levels and forecasts of a grim economic outlook for the months ahead, the Commission has just published a communication with a set of concrete measures to boost jobs.

The proposal focuses on the demand-side of job creation, setting out for Member States to encourage hiring by reducing taxes on labour or supporting business start-ups more.

It also identifies the areas with the biggest job potential for the future: the green economy, health services and ICT.

The policy communication underlines the need for a stronger employment and social dimension to EU governance and lays down ways to involve employers' and workers' representatives more in setting EU priorities.

Cedefop's work is referred.

Links

- [Communication Towards a job rich recovery](#)
- [Commission Staff Working Documents](#)
- [Questions and answers Employment package](#)



Public Consultation on Quality Framework for Traineeships

The objective of the consultation is to gather views about how the quality of traineeships can be enhanced through a framework in order to help young career starters make a smooth transition from education to work.

Target group(s): All citizens, in particular young people, trainees, social partners, enterprises, education institutions

Period of consultation: from 19/04/2012 to **11/07/2012**

Links

- [Public Consultation](#)



'We Mean Business': Commission launches campaign to encourage work placements

The European Commission has just launched the "We Mean Business" campaign, which aims to encourage companies to create more trainee placements to boost young people's skills and employability.

At the same time, traineeships can help young people make a smooth transition from education and training to a first good job.

Placements can also bring benefits to companies, enabling them to identify potentially excellent future employees who could, with their fresh ideas, be key to future productivity and competitiveness.

In 2012-2013, the Commission will provide funding support for a total of 280 000 placements through its Leonardo da Vinci and Erasmus schemes for vocational and higher education students.

Links

- [Campaign We mean business](#)
-



SME's, resource efficiency and green markets

This report presents the results of the Flash Eurobarometer 342 survey 'SMES towards resource efficiency & green markets', carried out between the 24th of January and the 10th of February 2012 requested by the Commission.

It was conducted in the 27 EU Member States and in Albania, Croatia, Iceland, Liechtenstein, the Former Yugoslav Republic of Macedonia, Montenegro, Norway, the Republic of Serbia, Turkey, Israel and the United States.

It addresses three core themes: resource efficiency, green markets and green jobs with a particular focus on SMEs.

Links

- [Factsheets for countries](#)
 - [Flash Eurobarometer Report 344](#)
-

Equity in and through Education and Training: Indicators and Priorities

This report is written in the context of the 2010 European Year for Combating Poverty and Social Exclusion.

On the strategic framework for European cooperation in Education and Training (E&T) up to 2020, equity is one of the four objectives of this framework. Member States identified priority areas of work on early leavers from E&T, preprimary education, migrants and learners with special needs.

This analytical report focuses on how issues of equity and social inclusion are addressed in the economics of education and makes recommendations of the most decisive indicators with an overview on existing and still required data for monitoring the equity and social inclusion performance of E&T systems.

Links

- [Equity in and through Education and Training](#)
-



Eurydice report: Entrepreneurship Education at School in Europe

The report consists of both a comparative overview and national descriptions.

The short comparative overview, covering EU Member States, plus Iceland, Liechtenstein, Norway and Turkey, shows that the great majority of European countries address entrepreneurship education through national strategies or initiatives.

At primary education level, two thirds of European countries explicitly acknowledge entrepreneurship in central steering documents while in secondary education virtually all countries integrate entrepreneurship into the curriculum, either as part of the general objectives of the overall curriculum, or within subject curricula or through a combination of these approaches. Thus the importance of entrepreneurship education is widely recognised.

Moreover, many European countries define specific **learning outcomes for entrepreneurship education** covering entrepreneurial attitudes, knowledge and skills.

Finally, the report also presents those countries where concrete guidelines and teaching materials give support to teachers, as well as a picture of current initiatives and ongoing reforms

Links

- [Entrepreneurship Education at School in Europe](#)

Working with us

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 Clarification \(1\) - Questions & Answers](#) (188.19 Kb)

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

Development and maintenance services for Europass web resources

AO/ECVL-RES/PHT-ASIA/Europass/004/2012

The subject of the contract will be the Provision of Web Development, Maintenance, Support, Consulting and Project

Management Services for the Europass web resources.

One specific major engagement for the first year is the development of a web-based tool for issuing the Europass Experience (EX) document. Technologies used are J2EE, PDF, XML, ODF, Web services and digital signatures.

This call has been published in the Supplement to the Official Journal of the European Union 2012/S 64-102999 of 31/03/2012.

Deadline for submission of tenders: 14/05/2012 (17h00 for hand-delivered tenders).

Requests for additional information/clarification should be received by 03/05/2012. 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:14/05/2012

Attachments

 [EN Clarification \(1\) - Questions & Answers](#) (247.70 Kb)

 [EN Cedefop's Correction - Europass](#) (155.92 Kb)

 [EN Tender Dossier - Europass](#) (9027.90 Kb)

Agenda

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](#)

Current Trends in Education and Training Policy in European Union

■ Dates:10/05/2012 - 10/05/2012 ■ Venue: 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 Themi, 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)

Forecasting skill supply and demand in Europe

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

Policy scenarios and recommendations for the future.

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](#)
-

Pilot employer survey on skill needs in Europe: focus group to review the first results

■ Dates:24/05/2012 - 25/05/2012 ■ Venue: Brussels ■ Country: Belgium ■ Cedefop involvement: Organiser

Cedefop organises an expert focus group on the first results of the pilot employer survey on skill needs.

The main objective will be to review and discuss the first results and potential scenarios for up-scaling the survey to the whole European Union.

The fieldwork started in February and is planned to be finalised by mid April in all 9 pilot countries.

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

For more details about the survey, click [here](#) or contact [skills analysis team](#).

News from the Member States



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

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