



Cedefop Newsletter no. 26 - November 2012

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Main story



Interview: From education to working life

Should policy-makers steer people towards vocational pathways? Or should they encourage them to choose general education? Alex Stimpson explains the policy conundrum.

- [Watch the interview](#)

Links

- [Download the publication](#)

News from Cedefop



Skills supply and demand in Europe

Cedefop's medium-term skills forecasts have proven very popular. But how does the skills project approach the topic and draw conclusions? This publication provides an overview of the methods underpinning the project.

Cedefop's forecast is not intended to replace forecasting efforts in individual countries, but to share the knowledge acquired during the development of different systems and methods, and to highlight the results. This shared knowledge can help to improve the methods used in each country and to resolve outstanding issues. Cedefop's forecast can also inspire new forecasting initiatives. The feedback provided by countries can in turn help make the European forecast even more precise. The more solid the method, the more reliable the results.

Links

- [Download the publication](#)



Cedefop study draws implications for human resource management and training policies

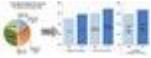
Attitudes toward what used to be called "the demographic time bomb" are improving: Europe's ageing workforce is increasingly seen as a factor of growth and innovation. Yet while employers are fully aware that the workforce is ageing, they do little to prepare for this change, and certainly not enough to make the best of it. Cedefop's latest publication on working and ageing, [The benefits of investing in an ageing workforce](#), collects papers that examine this '**ageing paradox**' and show how investing in learning later in life can bring real benefits to companies as well as individuals. The papers cover, among other EU Member States, Germany, Italy, England, Austria and Belgium, but also look at developments in

Canada and the USA; sectors discussed range from the pharmaceutical industry to retail.

The papers collected in this publication emphasise that employers need first and foremost to develop 'demographic literacy', i.e. to understand how to create a learner-friendly environment for employees of all ages. Successful companies, research shows, take a life-cycle approach to active ageing, addressing the learning needs of employees from recruitment to retirement.

Links

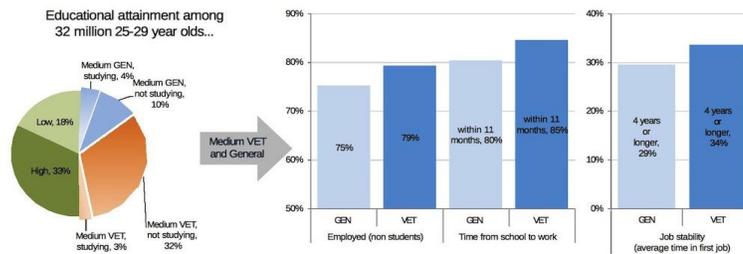
- [Download the publication](#)



A head start for young people with vocational education

In the EU, 79% of vocational education graduates were working in 2009. Reducing unemployment, increasing employability and ensuring better job quality and working conditions are key European Commission priorities. Vocational education seems to be a contributing factor.

Several indicators are considered in this survey. First, the 25-29 year-old population is broken down by level and orientation of educational attainment. For medium-level graduates of the same age, three more factors are taken into account: current employment rates for non-students, time elapsed from graduation to the first job lasting longer than three months, and length of time spent in the first job.



Key points

- A 79% of vocational education graduates at medium level were employed in 2009, compared to 75% for general graduates. The difference is twice as much for 20-24 year-old non-students (8.2%).
- VET graduates tend to find a job slightly more quickly: of employed 25-29 year-olds, 85% found a job within 11 months, compared to 80% for general graduates.
- VET graduates are more likely to stay longer in a job: 34% stayed in their first job for four years or longer, compared to 29% for general graduates. This could point to a slightly better match among VET graduates between the skills needed for the job and those of the individual.
- Although short-term employment prospects are better for vocational graduates, there are worrying signs, according to Cedefop's medium-term skill forecast. Fewer job openings in occupations traditionally filled by VET graduates will be entirely new, compared to occupations usually filled by higher education graduates. In the longer term, vocational education graduates would be well advised to continue training to ensure their skills are up to date.

Notes

Data originate from the EU labour force survey ad hoc module 2009 on the entry of young people into the labour market, and are subject to its methodology. Data were processed by Cedefop based on extractions provided by Eurostat. In interpreting the data, possible differences in national implementations of the EU LFS should be taken into account.

Indicators on time from graduation to work and average time in the first job do not include Germany. The first job is a job lasting longer than three months. Data date back to 2009, at which point EU Member States had been affected by and responded to the crisis in different ways.



These and similar findings are available in Cedefop's new report, [From education to working life: the labour market outcomes of vocational education and training](#)

Links

- [EU labour force survey](#)
- [More statistics of the month](#)
- [Cedefop statistics and indicators section](#)



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

Cedefop's "VETAlert" for November 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



Council conclusions on education and training in Europe 2020

The Council adopted conclusions on education and training in Europe 2020, outlining the contribution of education and training to economic recovery, growth and jobs. During the discussion on the issue, EU Education Ministers pointed out that investing in education at a time of crisis through smart and innovative actions will have a positive long term effect and therefore the EU must commit to a better Europe and a better future for citizens.

Links

- [Council conclusions on education and training in Europe 2020](#)



Commission presents new Rethinking Education strategy

The youth unemployment rate is close to 23% across the European Union – yet at the same time there are more than 2 million vacancies that cannot be filled. Europe needs a radical rethink on how education and training systems can deliver the skills needed by the labour market, and the challenge could not be tougher in the context of widespread austerity measures and cuts in education budgets. Yesterday, the European Commission launched a new strategy called *Rethinking Education* to encourage Member States to take immediate action to ensure that young people develop the skills and competences needed by the labour market and to achieve their targets for growth and jobs.

Links

- [Commission presents new Rethinking Education strategy](#)



Developing key competences at school in Europe

The teaching of IT, entrepreneurial and citizenship skills is fundamental for preparing young people for today's job market, but, in general, schools are still paying insufficient attention to these transversal skills compared with basic skills in literacy, mathematics and science, according to a new European Commission report. Part of the problem is rooted in difficulties with assessment. For example, only 11

European countries have standardised procedures to assess citizenship skills, which aim to develop critical thinking and active participation in school and society. Such testing does not exist at all for entrepreneurship and IT skills in any of the 31 countries which took part in the survey (27 EU Member States, Croatia, Iceland, Norway and Turkey). The report also outlines progress in teaching six of the eight key competences defined at EU level for lifelong learning in knowledge, skills and attitudes.

Links

- [Developing key competences at school in Europe](#)



NEETs - Young people not in employment, education or training: characteristics, costs and policy responses in Europe

This report analyses the labour market situation of young people in Europe, with a specific focus on the NEET ('not in employment, education or training') group. It also assesses how Member States through policies and interventions have sought to support young people to gain a foothold in the labour market. It shows that successful policy initiatives address specific, disadvantaged subgroups in the NEET population. They are client-centred in their efforts to set young people on a pathway to long-term, sustainable employment and they are innovative, adopting new ways of reaching a target group.

Links

- [NEETs - Young people not in employment, education or training](#)



2012 Joint Report of the Council and the Commission on the implementation of the renewed framework for European cooperation in the youth field (2010 - 2018)

The Council Resolution on the renewed framework for European cooperation in the youth field (2010-2018), also known as "EU Youth Strategy", requires an EU Youth Report to be drawn up at the end of each three-year cycle, with a dual objective: namely to evaluate the progress, and to serve as a basis for establishing a set of priorities for the coming work cycle. The draft Joint EU Youth Report is accompanied by two Commission Staff Working Documents: one which reviews the situation of young people in the EU and one which analyses actions taken under the renewed framework.

Links

- [2012 Joint Report on the implementation of the renewed framework for European cooperation in the youth field](#)

Working with us

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)

Assistant - Publications

Cedefop/2012/07/AST

Cedefop invites applications for drawing up a list of suitable candidates for the position of Assistant - Publications, grade AST 3, M/F.

Applications must be submitted on-line through the following link:

On-line applications form and text of the vacancy notices

Deadline: 18 December 2012 at 15:00 Greek time (CET +1)

■ Deadline:18/12/2012

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) notifying us.

■ Deadline:18/01/2013

Attachments

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

Agenda

Meeting of the Education Committee

■ Dates:03/12/2012 - 04/12/2012 ■ Venue: Nicosia ■ Country: Cyprus ■ Cedefop involvement: Not applicable

The meeting will allow the participants of the Education Committee to reflect on the work done during the Cyprus Presidency and discuss the directions to be followed by the incoming Presidency.

Links

- [Link to the event](#)

Employment, Social Policy, Health and Consumer Affairs Council (EPSCO)

■ Dates:06/12/2012 - 07/12/2012 ■ Venue: Brussels ■ Country: Belgium ■ Cedefop involvement: Not applicable

The EPSCO Council meets around four times a year. Two of the meetings are usually devoted exclusively to employment and social policy topics.

The EU's objective in the field of Employment and Social Policy is to contribute to a high level of employment and development of human resources, promoting working conditions and combating exclusion.

Links

- [Link to the event](#)

Workshop on Guidance in employers' age management strategies

■ Dates:10/12/2012 - 10/12/2012 ■ Venue: Thessaloniki ■ Country: Greece ■ Cedefop involvement: Organiser

The workshop will be targeted at 40 European and national policy-makers, stakeholders, researchers and experts, who show a professional interest in guidance in age management strategies and issues linked to the integration of immigrants. The objectives of the work-shop event are as follows:

- to discuss the preliminary results of the first interim phase of the European study currently being developed by Cedefop on employers' age management strategies;
- to address the key questions and challenges arising from these results;
- to suggest adjustments/improvements for the next phases of the study.

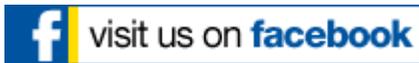
Attachments

News from the Member States



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

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