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**TRAINEESHIP AT CEDEFOP**

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

Cedefop, the EU Agency based in Thessaloniki, offers a 9-month traineeship starting on 01/10/2019.

<b>WHAT THE TRAINEESHIP IS ABOUT</b>	
Department / Service	Department for Skills and Labour Market
Project description	<p>The purpose of the project is to use the latest European company survey (ECS) or the European Skills and Jobs Survey (ESJS) to advance the centre's understanding of organizational aspects influencing skills utilization as well as the drivers of skills utilization in organizations.</p> <p>In particular, the aim of the analysis is to link various organizational variables (quality of industrial relations, job complexity, support for learning, business strategy and product market approach) to skills utilization and this one to organizational success.</p>
Project outputs / outcomes	The output of the project will be a report and a batch file containing and documenting data manipulation and estimations (to ensure replicability of the analysis).
The trainee's main duties and tasks	<p>The project consists of four tasks:</p> <ul style="list-style-type: none"> <li>• Development of a theoretical framework and translation of the theoretical model of skills utilization into an empirical model amenable of estimation;</li> <li>• Derivation of the empirical counterparts of the theoretical constructs (comparing various methods of data reduction) and preparation of the data for the analysis;</li> <li>• Estimating the empirical model using the ECS or the ESJS (this phase will also include extensive robustness checks)</li> <li>• Description and presentation of the empirical results.</li> </ul> <p>Additional information on the third European Company Survey data set can be found at: <a href="https://www.eurofound.europa.eu/publications/report/2015/working-conditions-industrial-relations/third-european-company-survey-direct-and-indirect-employee-participation">https://www.eurofound.europa.eu/publications/report/2015/working-conditions-industrial-relations/third-european-company-survey-direct-and-indirect-employee-participation</a></p> <p>Information about the ESJS can be obtained from the following link: <a href="http://www.cedefop.europa.eu/en/publications-and-resources/publications/8088">http://www.cedefop.europa.eu/en/publications-and-resources/publications/8088</a></p>
Expected learning	<ul style="list-style-type: none"> <li>• Refine analytical skills and data processing skills.</li> </ul>

outcomes	<ul style="list-style-type: none"> <li>• Improve the trainee's ability to organize his/her work and keep a clear documentation of project advancement.</li> <li>• Deepens knowledge of empirical methodologies.</li> <li>• Improve the trainee's presentation skills.</li> </ul>
<b>ESSENTIAL REQUIREMENTS</b>	
Academic background	A degree in economics, sociology, organizational/work psychology.
Knowledge	Knowledge of quantitative methods for cross sectional and panel data analyses and experience with data management (writing and documenting data manipulation).
Previous experience	Previous experience with empirical analysis (translating research questions into empirical models and ability to understand and knowledge of statistical software (Stata will be an asset since the analysis will be carried out using Stata).
<b>DESIRABLE</b>	
Experience/exposure	<p>Previous experience in the following fields would be an asset:</p> <ul style="list-style-type: none"> <li>• Research on organizational issues;</li> <li>• Carrying out sensitivity analysis (to assess the impact of model mis-specification through the re-estimation of various versions of the models or re-estimation of the model on various sub-samples);</li> <li>• Presentation of empirical results.</li> </ul>

**For further information and on-line application please visit:**

<http://www.cedefop.europa.eu/EN/working-with-us/Traineeships.aspx>



**Deadline for the submission of applications: 30/05/2019 at 14:00 Greek time (CET+1).**

**Only applications submitted on line will be accepted.**