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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 16/10/2020.

WHAT THE TRAINEESHIP IS ABOUT	
Department / Service	DSL
Project description	<p>The purpose of the project is to use the latest European company survey (ECS) to advance the centre understanding of organizational aspects influencing skills utilization.</p> <p>The main aim of the project is to fit the centre's current understanding of the drivers of skills utilization in organizations on the most recent wave of the ECS.</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> <p>Importance of the project for the Centre:</p> <ol style="list-style-type: none"><li>1. The project will help exploit the potential of the ECS survey. It will involve the engagement on secondary analyses of the ECS2019 data.</li><li>2. The project will give a broad brush description of organizational aspects that bears on skills utilization and skills demand.</li></ol>
Project outputs / outcomes	The output of the project will be a report on skill utilisation 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: first, contribute to the development of a theoretical framework and translation of the theoretical model of skills utilization into an empirical model amenable of estimation. Second, derive the empirical counterparts of the theoretical constructs (comparing various methods of data reduction) and prepare the data for the analysis.</p> <p>Third, estimate the empirical model using the ECS (this phase will also include extensive robustness checks).</p> <p>Fourth, the empirical results will be described and presented.</p> <p>The trainees will contribute to the implementation of the tasks under the supervision of one expert.</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>
Expected learning outcomes	Refine analytical skills and data procession skills. Improve ability to organize workflow and keep a clear documentation of project advancement
<b>ESSENTIAL REQUIREMENTS</b>	
Academic background	Master of science in economics, sociology, organizational/work psychology
<b>DESIRABLE</b>	
Experience/exposure	Research Master. Knowledge of quantitative methods for cross sectional and panel data analyses and experience with data management (writing and documenting data manipulation). Knowledge of latent class analysis (LCA) and structural equation models (SEM). Previous experience with empirical analysis (translating research questions into empirical models). Knowledge of statistical software: Stata, SPSS, and Latent-Gold.

**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 30/06/2020 at 15.00 Greek time (CET+1).**

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