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CEDEFOP'S WORK PROGRAMME 1993

tion working at a specialized technical level in the field of vocational training. In particular, the Centre carries out transversal analyses of the data produced and the research undertaken in this field in the Member States of the European Community. ■ This information has to be timely and intelligible. It is primarily addressed to the Commission of the European Communities and to all persons in the Member States representing the public authorities and the social partners, the vocational education and training services, and the universities and research centres, who wish to have information on the situation in the eleven other Member States.

■ In this four-year reference period, CEDEFOP activities will focus on two main subject areas which are considered to be priority issues in the Member States and, consequently, also in the EC Commission and the bodies dealing with vocational training in the Community Social Dialogue. One of these subjects is the analysis of the process and the development of **occupational qualifications** in the twelve countries, and the other is an in-depth observation of trends in the **vocational training systems**.

As far as the Work Programme for 1993 is concerned, CEDEFOP is developing some fifteen projects. These have the objective of supporting the implementation of some of the phases of Community programmes or of observing and analysing experiences, which could be useful for the implementation of later Community action.

The following grouping of the projects by content will enable the reader to get a better understanding of this Work Programme as a whole.

Continued on page 2

SPAIN Presentation of the National Vocational Training Programme

The National Vocational Training Programme has been approved by the General Council of Vocational Training, a tripartite organization representing employment and education authorities, entrepreneurs and trade unions. The programme is meant to become a standard guideline to coordinate the two training systems, Regulated Vocational Training (administered by the education authorities) and Occupational Training, offered within the scope of Training and Vocational Insertion Programmes (FIP) run by the National Institute of Employment (INEM). Coordinated planning of available training, the creation of a certification system and the establishment of comparisons between

Continued on page 6

The CEDEFOP Action Guidelines for the years 1993-96, adopted by the Management Board of the Centre, reinforce its role as a Community institution

France/Ireland

Mutual recognition of diplomas

As a result of cooperation between AFPA (the Association for the Continuing Training of Adults) in France and FAS (the Training and Employment Authority) in Ireland, five vocational training certificates issued by the French Ministry of Employment have been officially recognized in Ireland. These are certificates in administrative technology, maintenance, electricity and industrial computer science, all at the French levels V and IV.

In a parallel development, four Irish certificates referring to the same occupations have been recognized by departmental order in France.

AFPA and FAS are currently investigating the possibilities of broadening these reciprocal recognitions to the United Kingdom and are considering similar arrangements for other vocational training certificates.

Source: INFFO-FLASH n° 377/378/
Centre INFFO

Transparency of qualifications

The EC Council Resolution of 3 December 1992 on transparency of qualifications has been published in the Official Journal of the EC, Nr. C 49/1 of 19.2.1993. In paragraph 6, the Council states that the proposals to be made "should also review and define the particular contribution CEDEFOP could make to the objectives in the light of its expertise". In the Resolution, the Council agreed the following objectives:

Additional results of comparability work

have been published in the Official Journal of the EC:

- **Tourism Sector**, Official Journal of the EC Nr. C 320 of 7 December 1992, price: ECU 10;
- **Transport Sector**, Official Journal of the EC Nr. C 338 of 21 December 1992, price: ECU 10;
- **Public Works Sector**, Official Journal of the EC Nr. C 20 of 25 January 1993, price: ECU 10.

These can be obtained in nine languages (DA, DE, EN, ES, FR, GR, IT, NL, PT) from the Sales Agents of the Office for Official Publications of the European Communities.

S P E C I A L

1/93

flash



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from the social partners and the Member States. It is provided free of charge upon request. Articles with a source reference do not necessarily reflect the views of CEDEFOP. Unsolicited manuscripts, books and other material will be carefully examined and assessed. Requests for contacts, news of forthcoming conferences and other information would be welcomed. For this, however, CEDEFOP bears no responsibility

CEDEFOP - European Centre for the Development of Vocational Training, Jean Monnet House, Bundesallee 22, D-1000 Berlin 15, Tel. (030) 88 41 20; Fax: 88 41 22 22 CEDEFOP flash special is published at irregular intervals in DE, EN, FR and contains information on vocational training in Europe, in particular the findings of work carried out by CEDEFOP and reports

CEDEFOP'S WORK PROGRAMME 1993

● Projects which aim to disseminate comparative information on qualifications and how they are certified in the EC Member States (see the projects numbered 1, 2 and 3 in the list given below).

● Projects which seek methods and instruments to describe better the development of qualifications in different territorial contexts and also, though to a lesser extent, at a sectoral level. These projects deal with the skills acquired by a person in the course of training or employment and the negotiations undertaken by the social partners on qualifications (see the projects listed under No. 4 below).

● Projects which have the ultimate aim of giving an overall survey - in categories which are common to the different national contexts - of the development of vocational training sub-systems. In this case the approach differs depending on whether the concern is public provision of training or training facilities directly offered by companies (details in projects 5, 6 and 7 of the list below).

All the projects contained in the above three categories put the accent on research and information of a qualitative and a quantitative nature produced in the Member States or in specific regions.

● Another group of projects accentuates CEDEFOP's role as a platform for the ex-

change of experience gained in the research and development of vocational training in various States. In these projects the added value for the Community is to be found in the capacity to select and disseminate to interested persons in each country - of which there are many - data on concrete on-going vocational training research schemes (see project 9 of the list below) or on how vocational training operates in the different countries (projects 10 and 12 of the list). Furthermore, in some cases inventories of these schemes and operations are prepared (project No. 11).

● Finally, at Community level, CEDEFOP is the centre par excellence for vocational training documentation and terminology. In Europe, it is also unique due to its specialized publications: the journal "Vocational Training", "CEDEFOP flash", "CEDEFOP flash special" and the series of "Documents".

For the reader interested in following the development of some of its projects in 1993 the following is a complete list:

1 Comparability and certification of vocational training qualifications.*

2 National databases on vocational training qualifications and certification.*

3 Experimental work (final stage) on the production of comparative directories of occupational profiles: Tourism, Electronics and the Audiovisual sector.

4.1 Occupational competencies. Identification and standards in several countries.

4.2 Structuring and re-structuring of qualifications following collective agreements and

other formal instruments; in some Member States and in the electro-telecommunications, banking and environment sectors.

4.3 Procedures and mechanisms for the validation of skills acquired through experience.

5 Sectoral surveys on training - the FORCE programme.*

6 Vocational training and its relation with labour markets and employment; practices in the Member States in the forecasting of vocational training requirements.

7 Structures and operation of vocational training systems; information instruments (national monographs and comparative Guide) and qualitative analyses.

8 Contribution to a periodic Community vocational training report.*

9 Network of national vocational training research institutes and centres; CEDEFOP FORUM.

10 Study visits for vocational training specialists. Directly related with several EC programmes.*

11.1 Vocational guidance: towards a European dimension. Directly related with the PETRA Programme.*

11.2 Training of trainers; inventory of provision.

12 "Prix CEDEFOP" for television programmes on subjects related to vocational training.

* With a direct link to Community programmes

Enrique Retuerto de la Torre
Deputy Director of CEDEFOP

International Enterprise Start-up Conference

This meeting in Lille, from 26 to 28 November 1992, was organized by CEDEFOP and the Regional Council for Nord-Pas de Calais in collaboration with the National Agency for Enterprise Start-up (ANCE, France) and focused on work done jointly by two groups of experts in enterprise start-up sponsored by CEDEFOP and ANCE. The initial objective of this work, started three years ago, was to identify the potential role to be played by training and guidance as supportive measures for entrepreneurs setting up business.

The seminar was run over three days, with the two first days dedicated to discussions on technical aspects of the work, organized in three round tables:

- guidance and training before, during and after start-up
- promoting entrepreneurial spirit
- access to capital

The last day, which was open to the public, was inaugurated by a representative of the Region and the Chairman of the

Luxembourg Chamber of Trades. Discussions on this day were held in the presence of representatives of the Commission of the European Communities DG XXIII (Directorate General for Enterprise Policy, Distributive Trades, Tourism and Cooperatives) and DG XVI (Regional Policy), of one of CEDEFOP's deputy directors and an expert from the ILO's Training Centre in Turin. They were also expanded to include non-Community Europe.

Two types of papers written on the basis of research projects run with the support of the ANCE network and of interest to both researchers and decision-makers were presented at this seminar:

● 12 files of 6 to 8 pages each describing support policies for would-be entrepreneurs in the 12 member-states of the EC. These files represent an effort at stock-taking and as such do not always allow for direct comparison between countries, due mostly to the disparity in methods of collecting statistics on enterprises and their start-up phase.

● a series of recommendations arising from the views of the 30 experts consulted and structured in three parts: future studies serving to improve understanding of the phenomenon of enterprise start-up; development of supportive measures; improvement of supportive policies.

A more thorough presentation of the work done at this seminar has been published in CEDEFOP flash No 8/92, which is available in DE-EN-ES-FR-IT.

Information:
Africa Melis, project coordinator, Tel.: 49-30+88 41 21 93

BI- AND MULTI-LATERAL RELATIONS

Hispano-Portuguese seminar on employment and vocational training

The logic of the Single European Market, which abolishes obstacles to the free circulation of persons, implies agreement on the principles and procedures for the removal of hindrances to the mutual recognition of training certificates and the development of a common policy of vocational training.

This gives rise to a need for a common strategy in terms of the skills required, qualifications, mobility of individuals, hiring policies, training course contents, etc., to evolve within the European dimension of the training qualifications market.

Achieving a "pan-European space of training qualifications" requires comparable information at Community level on occupational qualifications acquired by means of vocational training, further training and on-the-job experience.

It is essential to establish the connections and the networks required for the "single market" to function, giving any operator or person responsible access to the necessary information, particularly regarding the situations and innovations in the various member states.

This entire complex of issues was the topic of a Hispano-Portuguese Seminar held in Cárceres on 2 and 3 December, which dealt with the cross-border employ-

ment market and was attended by Portuguese, as well as Spanish, technicians and managers.

Source: Jornal Algarve Regiao/ SICT/MESS

More transparency for education and training in Europe

Education and training opportunities in Europe are to become more transparent. This was the conclusion arrived at by the participants (approx. 230 experts from 25 European countries and the USA) in the European Vocational Guidance Conference, organized by the German "Bundesanstalt für Arbeit" (Federal Employment Agency) and held in Nuremberg from 25 to 27 November 1992.

The Conference emphasized the particular significance of vocational guidance in the Single European Market. Of the 340 million citizens of the twelve EC member states, 130 million are aged 25 years or younger. In order to reach the upcoming generation more efficiently, participants stressed the need to expand computer-assisted vocational guidance. There was a great deal of interest shown in information and communication systems such as interactive media and data banks.

Conference participants welcomed the second EC action programme for the vocational training of young people and their preparation for adult and working life (PETRA II), in which vocational guidance

is treated as an area of action on its own. They requested that the EC Commission continue to increase its efforts towards a more pan-European vocational guidance service.

Both lectures and working groups explored new ways to strengthen the European dimension in the work of vocational guidance; this objective applies particularly to initial and further training for vocational counsellors and to a closer cooperation in Europe.

Source: Presse-Information no 57/92 der Bundesanstalt für Arbeit, Postfach, 8500 Nürnberg 1, Tel: 49911+179-0, Fax: 49911+179-2123.

German-Irish partnership in Russia

FAS International, the subsidiary of FAS - the Irish Training and Employment Authority, has in association with the German company BBJ won a major contract to provide technical assistance to the Russian Federation. The contract is worth IR£2.2m and is being financed by the E.C. under the TACIS (Technical Assistance Programme for the Commonwealth of Independent States).

FAS International will develop and establish model employment office networks in Moscow and Samara. It is envisaged that these model offices will be replicated throughout the Russian Federation. Work on the project begins in March 1993 and will take up to two years to complete.

Source: FAS

CONTACTS AND PARTNERSHIPS

Data bank for teaching aids in vocational training

For more than 20 years, the German Federal Institute for Vocational Training (BIBB) has been conducting scientific research in the area of initial and further vocational training.

Since 1976, it has maintained a data bank listing descriptions of more than 5,000 teaching aids of all kinds in the area of vocational training (audio-visual media, book series, course material, computer programmes) categorized according to type, vocational area, subject matter and contents. These descriptions are based on information received from some 350 publishing houses and media producers. "Literaturinformationen zur beruflichen Bildung" (Bibliographical information on vocational training), a printed information service containing some 1,200 references per year in the area of vocational training and vocational training research, has been published six times a year by the documentation department since 1974. As of

mid-1993, data from 1986 onwards will be available in computerized form.

Information:
Bundesinstitut für Berufsbildung (BIBB)
Fehrbelliner Platz 3, D-1000 Berlin 31

Source: BIBB

Training through simulation

EUNESSE E.E.I.G., European Network of Enterprise & Business Simulations and Students Exchange is the umbrella organization that co-ordinates the common activities in the field of training in simulation units and exchanges of trainees of five organisations in Belgium, Greece, the Netherlands, Spain and the United Kingdom. It offers both unemployed young and adult people an opportunity to acquire clerical experience in a simulated business situation. Owing to the fact that the units of the partner organisations are doing business with each other on an international scale, international trade is simulated in a realistic way. Furthermore,

EUNESSE offers the student-employees an opportunity to acquire foreign work experience. Within the framework of its International Exchange Programme participants spend four weeks of their training period in a unit in another member state.

EUNESSE is looking for partners in all European countries, and especially in Ireland, Denmark, the French speaking part of Belgium, Portugal and Italy.
Contact: EUNESSE E.E.I.G.,
Mathieu Huijnen;
Passage 22
NL-6411 JT Heerlen
Tel.: (+31 45) 731 683
Fax: (+31 45) 742 695

European Dimension in Curriculum Development

Eastleigh College, a Further Education College situated close to Southampton, UK, is very interested in making contact with educational institutions in other EC countries in order to develop European

content in the students' curriculum. Ideally these contacts would lead to staff and student exchanges.

The main curriculum areas at Eastleigh College are Business Studies, Engineering and Construction, Catering, Travel and Tourism, and Social Care. Eastleigh College is also particularly interested in making contact with people in other EC countries who are involved in the teaching of Adults (aged 21 and over) who have made a decision to enter Higher Education at a later stage of their lives. Please contact Dick Cervantes, Eastleigh College, GB-Hampshire, SO5 5HT, Tel.: (+44 703) 644 011, Fax: (+44 703) 620 654.

Adult Training Shop

Pier Training Shop is a training centre for the adult residents of an isolated estate in the London Borough of Newham providing certificated, free training in Basic Skills, Information Technology, Enterprise, Bookkeeping, Office Skills and Arts and Crafts. ESF funding is received and a new venture is a French/Word-Processing course which includes a one week visit to France.

We are currently seeking to establish links with a voluntary sector adult training centre based on an estate near Paris or elsewhere in Northern France. Our trainees could visit later in 1993 and perhaps plan future links. In the future we should like to arrange a partnership programme with other EEC countries in order to learn and share our expertise. We should like to hear from interested centres.

Contact: Patience Champion,
Project Manager,
2 Pier Parade, N Woolwich,
GB-London E16 2LJ,
Tel.: (+44 71) 473 0769

Computer-based training aids for the long-term unemployed

Training the long-term unemployed has to be tailored to the needs of the individual. Computer-based training and self-study programmes, integrated in conventional teaching, open the way for a new learner-centred training approach.

The Foundation for Vocational Training in Hamburg, has proposed a EUROFORM-

project on the development of computer-based training and self-study programmes for long-term unemployed persons and is seeking co-operation with a partner preferably in a Community Structural Fund priority one area.

It would like to exchange know-how in the use of computer-based training and self-study programmes in training for long-term unemployed persons, to develop programmes in general education jointly, basic training in metallurgy and electrical engineering or in other fields of common interest and to evaluate the possibilities and limits of computer-based training for long-term unemployed.

The partner should have some hardware and basic computer skills. Skills in how to develop computer-based training aids can be transferred within the framework of the project.

Contact person: Petra Mergenthaler,
Stiftung Berufliche Bildung,
Wendenstraße 493, D-2000 Hamburg 26,
Tel.: (+49 40) 211 121 12,
Fax: (+ 49 40) 211 122 20

It is an important aspect of CEDEFOP's work to promote the exchange of information, encounters and cooperation between all those involved in vocational training. CEDEFOP flash special serves as a platform for this. Well-prepared texts of a concise nature have a better chance of obtaining a positive reaction through this multilingual publication.

SOCIAL PARTNERS

Spain: Agreement on Continuing Training

A National Agreement on Continuing Training was recently signed in Spain between the social partners (employers' associations and trade unions) and the Government.

The reasons for the significance of this Agreement for Spain are:

- the introduction for the first time in the country of a continuing training system for all workers in employment linked to the collective bargaining process,
- the future recognition of job experience and training and qualifications acquired outside the educational system which is being developed by the Ministry of Education and Science within the framework of the Law on the General Order of the Educational System (LOGSE),
- the interlinking of the continuing education system with the general vocational training system in Spain and at Community level: comparability of qualifications.

Thus, Spain is making a contribution to the establishment and development of continuing vocational training by introducing an innovative model: the generalization of training (training programmes and individual leave) through collective bargaining or sectoral collective agreements.

Quelle: Jose Manzanares - UGT (Secrétariat confédéral de la formation), Hortaleza 88, E-28004 Madrid, Tel: 341+5897600; Fax: 341+5897603; January 1993

Social skills gaining in importance - learning at the workplace

As a result of changing organizational and hierarchical structures in enterprises, employees' social skills are continually gaining in importance. These skills can be honed through personality development courses within initial and further training concepts, with learning at the workplace playing a special role in these programmes. The teaching of specialized contents should be structured in such a way as to encourage the ability for self-study and the acquisition of qualifications going beyond the specialized area in question. In this respect, the growing cost awareness in enterprises should not stand in the way of a continued development of vocational training along these lines.

Before this backdrop, modern in-service initial and further training should increasingly be able to profit from academic and scientific knowledge; the cooperation between the workplace and teachers of vocational and economic skills should be improved.

These were the main results of a symposium of teachers of economic and vocational subjects held in Essen by the "Kuratorium der Deutschen Wirtschaft für Berufsbildung (German Industry and Trade Advisory Board for Vocational Education) under the patronage of AEG Aktiengesellschaft.

For more information, the brochure "Lernen am Arbeitsplatz" (Learning on the Job), written in German, can be requested free of charge from the Kuratorium der Deutschen Wirtschaft für Berufsbildung, Buschstraße 83, D-5300 Bonn 1, Tel.: 49228+915230 Fax: 49228+49249810.

Source: Presseinformation vom 5.1.1993 des Kuratorium der Deutschen Wirtschaft für Berufsbildung

France: individual training leave

Created in 1982 by the social partners, the joint committee for individual training leave (COPACIF) is intended to coordinate issues related to individual training leave (Congé Individuel de Formation - CIF) and to fix the roles to be applied by the joint bodies approved through the law on CIF.

Unique in Europe, the system of individual training leave grants every worker the right to attend a training programme on an individual basis and of his own initiative.

In January 1993, the compulsory contribution of enterprises to the individual training leave programme went from 0.15% to 0.20% of the total payroll. The Government and COPACIF have just signed a three-year agreement (1993-1995) covering overall government assistance to the development of individual training

Training in transition: comparative analysis and proposals for the modernization of vocational education and training in Poland

Peter Grootings (ed.),
Wladyslaw Adamski,
Martin Baethge,
Olivier Bertrand and
Adam Jozefowicz

CEDEFOP/BKKK
Berlin 1993

Like all other countries of Central and Eastern Europe, Poland is faced with the need to modernize and change its vocational education and training (VET) system in order to be able to face today's and tomorrow's challenges of a market economy in an integrated Europe. With financial support from the PHARE Programme, a mixed group of Polish and international experts has undertaken a comparative analysis of the Polish educational system. The unique composition of the group has made it possible to combine detailed

knowledge about developments in West European VET systems with a profound knowledge of the Polish situation. The results of the group's work have been widely discussed in Poland at the end of 1992 and are now available for a larger public.

The principal message of the report is that modernization of vocational education and training involves much more than simply changing the structures of the educational system or adapting the contents of curricula. All this is necessary given the traditionally limited access to forms of higher education, the relatively high numbers of young people entering narrow profiled dead-end types of lower vocational education, and the outdated educational materials and curricula resulting from long periods of underfunding. However, the most crucial issue is to change the very "logic" of the system and the attitudes, expectations and behaviour of all the people involved in vocational education. It has to

change from a system based on guaranteed employment and immobility to one based on uncertainty and mobility. This cannot be achieved by merely adopting a new law on education but involves a long learning process for all concerned. The conditions for this learning to take place have to be facilitated and intensified by proper guidance and monitoring.

The authors also argue that there is no model that can be copied. It is possible, however, on the basis of experiences elsewhere in Europe, to indicate the core issues that have to be addressed by Polish VET. The recommendations offer a realistic and pragmatic concept as to how to direct the modernization process, so that it may respond to urgent needs arising from the labour market, prepare the ground for institutional reforms needed to face the challenges of the medium term, and make efficient use of the resources that are available in the country.

The recommendations have been largely accepted by the Polish authorities and donor countries, and have been fully supported by the OECD in its Labour Market Review on Poland.

This study was published in Spring 1993 in English only and may be obtained from the sales offices of the Office for Official Publications of the EC at a price of ECU 10.50, excluding VAT and postage.

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leave, particularly aimed at employees with a low level of qualification. In 1993, therefore, the Government will contribute 648 million francs (=ECU 98,7 Mio) to the programme.

Source: COPACIF, 7 rue Pasquier, F-75008 Paris, Tel 331+42651996, Fax 331+492 49 81.

Training leave for part-time workers in the distribution sector in Belgium

Trade unions and employers in the distribution sector have recently concluded an agreement giving the almost 30,000 part-time employees in this sector the right to training leave. This law is a first of its kind, as legislation regarding training leave has until now given only full-time employees access to the system. The agreement, in fact, consists of separate collective

agreements signed by three out of four joint committees in the distribution sector. Part-timers attending recognized courses during working hours or preparing for examinations will now have the right to paid leave. There is, however, one significant difference: for compensation for lost wage costs, employers must approach not the Ministry of Employment, but a sectoral social fund. Furthermore, courses must be approved beforehand by a joint commission appointed for that purpose.

Source: De Morgen - ICODOC

Irish Business and Employers' Confederation established

The Irish Business Community has established a new unified organisation to represent its interests with the government, the public, and international organi-

sations. IBEC - the Irish Business and Employers Confederation - represents the merger of the country's two major business and employers' organisations - the Confederation of Irish Industry (CII), which, up until now, represented industry in matters of trade, economics, finance, taxation, and planning and the Federation of Irish Employers (FIE), which has represented employers in all matters relating to industrial relations, labour and social affairs. The aim of IBEC is to provide greater developmental leadership in the economy and to create improved conditions for business, economic development and job creation. IBEC represents 3,700 firms who employ 300,000 people. Its membership spans both the public and private sectors.

Source: FAS

FROM THE EC COUNTRIES

B A new three-phase plan against youth unemployment

At the end of 1992, Flanders had close to 39,000 unemployed young people under 25 years of age who were eligible for unemployment benefits. This figure is nearly 20 % higher than in December 1991. The Flemish Ministers of Education and Employment have now decided to join forces to combat youth unemployment with a three-phase programme.

The first phase aims at improving the transition from training to work through a reassessment of vocational and technical secondary education, with the various parties involved investigating how young people can best be assisted in making their educational choices.

At the same time, measures are being considered to regulate the part-time training system. Part-time trainees are to be offered a practical placement and work training guarantee plan. Enterprises cooperating in this phase of the project can then expect to receive premiums from the Flemish authorities.

Phase two starts when a young person registers as a job seeker. He/She then gets automatic assistance from the Flemish employment and vocational training agency (VDAB).

The last phase is aimed at young people who have been continually unemployed for two years and thus are among those with the least chances of finding employment. A "youth employment guarantee plan", offers these young people part-time jobs for one year in local administration or in social organizations. Combining these jobs with part-time training schemes is possible.

Source: Het belang van Limburg - ICODOC

DK Change of Government in Denmark

For the first time in more than 20 years a majority government (centre-left) was formed in Denmark in late January 1993. In the political platform of the Government, "A new start", vocational education and training as well as more flexible labour market policies have a prominent place.

During the coming years an adult and continuing training reform will be implemented increasing the number of people in continuing training by 60.000. A third route into vocational education and training courses with more emphasis on practical work experience and less school will be established. In the combating of long-term unemployment subsidized-wage employment schemes will be continued, but made more flexible so that ordinary jobs and placements are not crowded out of the labour market. Job rotation arrangements - unemployed people are trained to replace employed people while they are participating in continuing training - will be expanded. Active labour market policies will be decentralized and measures made more discretionary under the guidance of tripartite regional boards.

Source: Dagbladet Politiken, 3 February 1993 / SEL

Financial incentives for training placements

A serious problem in the Danish vocational training system, which was radically reformed in 1991, is the decreasing number of placements in the dual system. From January 1, 1993 new legislation will make it more attractive for employers to expand the number of placements. Private as well as public employers will be paid a sum of DKK 52.000 (ECU 6.500), spread over three years, for each new placement. The money will be paid from a fund,

financed by contributions from all the employers. In 1993 employers must pay DKK 1.500 per employee (up from DKK 840). The extra costs for companies in the private sector will be approximately DKK 350 mio. from 1993-96.

At the same time supplementary legislation has made it more attractive for colleges to try harder to find new placements in the dual system in place of establishing practice-place compensating training in the colleges (the so-called PKU scheme).

Source: SEL

D BIBB Congress: "New Occupations - New Qualifications"

From 9 to 11 December 1992, the Bundesinstitut für Berufsbildung (Federal Institute for Vocational Training, BIBB) hosted a congress on "New Occupations - New Qualifications: Trends and Solutions for Vocational Training Practice in East and West". More than 3,000 participants coming from the areas of vocational training practice, planning and policy used the congress as

- a forum to exchange ideas on the application of new skill requirements,
- a source of information on new methodological approaches and teaching concepts in vocational training and
- an opportunity to discuss current issues and problems in vocational training for skilled workers, skilled employees and journeymen.

The congress focused on the following points:

- new careers in the printing sector in practice
- health and social care occupations

- the new commercial occupations
- concepts and problems in the metal and electrical trades, 5 years after reorganization and 2 years after German reunification
- careers in further training to promote innovative ability in trade and industry
- multi-media learning in new training strategies
- application of new training requirements in vocational training practice
- environmental protection in vocational training

The papers read at this congress and the congress results will be published by BIBB as special issues of the "Berufsbildungs-serie Neu" (a thematic collection of brochures, subject catalogues, etc.). Anyone wishing to obtain it may do so by writing to:
Bildung und Wissen Verlag und Software GmbH Vertrieb,
Postfach 12 01 06,
D-W-8500 Nürnberg 10.

Source: BIBB

Continued from page 1

E Presentation of the National Vocational Training Programme
The two training systems are some of the salient characteristics of the Programme, which will involve an investment of 800,000 million pesetas (=ECU 5.750 mio) for the four-year period 1993-1996.

The programme's objectives can be defined in terms of three fundamental components: the renewal of available training, target groups of vocational training and the quality of the system.

In the first part, the programme foresees, among other measures, the creation of a national system of vocational certification and the preparation of a catalogue of titles and vocational certificates, together with a comparability and recognition system between Regulated Training and knowledge acquired within the scope of Occupational Training or on the job.

The second component includes plans for the identification and classification of vocational training target groups through the implementation of a "Certification Programme for Job Seekers" so that available training can be adapted and produce a real and efficient yield. The programme's activities will include measures for first-time job seekers lacking academic or vocational qualifications, vocational training for recipients of unemployment benefits, occupational training for young people with work experience or for long-term unemployed older than 25, and further training for employed workers; this last activity is regulated by the National Agreement on Continuing Training, signed on 16 December 1992 by the Government and the social partners.

In terms of improving the quality of training, the programme proposes specific joint plans for both authorities, measures which will affect teacher training, lead to the provision of equipment, vocational guidance, continuing evaluation of the system and innovation in, and research on, the development of vocational training.

Source: Comunidad Escolar 10-2-1993 / Instituto Nacional de Empleo (INEM)

More practical 'stages' in enterprises

More than 250,000 pupils undergoing vocational training throughout Spain will benefit from a cooperation agreement signed by the Ministry of Education and Science, and the Chairman of the Council of Chambers of Commerce. The agreement will facilitate practical stages in enterprises coordinated with classroom teaching; costs for the project will be in the area of 6,000 to 8,000 million pesetas (=ECU 57.5 mio).

The reform of vocational training stipulated by the Law on the General Regulation of the Education System (LOGSE) is largely based on the relationship between enterprises and education. The Council of Chambers of Commerce has agreed to oversee the fulfillment of local prerequisites in terms of technical means and quality, and to advise the enterprises involved in the training process. Trainees will not receive any remuneration and the educational authorities will cover the expenses of the programme.

Source: EL PAÍS

F 1991 Training Report

The statistics for 1991 training measures are now known: 5.5 million participants took part in continuing vocational training activities during the year, a 10% increase on 1990. Women have caught up with men (29% and 30% of the working female and male population respectively took part in a training activity), because there are particularly high numbers of women in training programmes for young people and for the unemployed.

Expenditure for training rose to 74 thousand million francs (=ECU 11.3 thousand million in 1991 (+ 8% when compared to 1990), with 55.6% coming from enterprises. The mean participation rate of enterprises - 3.2% of payroll - is slightly up from the previous year's figure.

From the more than three million employees taking part in training measures, over 220,000 received this training within the scope of the Government's contract policy with enterprises. By virtue of these single-enterprise or sector agreements, the government finances training up to 40% under the condition that the training schemes are part of a strategic development concept connected to technological change or market competition.

Source: INFFO-FLASH n° 374, Centre INFFO

IRL Programme of new government

The newly formed Coalition Government in Ireland has published its Programme for Government*. The creation of jobs is taken as the main theme and a new Department of Enterprise and Employment has been established. It will be responsible for all the action aspects of industrial policy including training.

The vocational training section of the programme contains a commitment to establish a Comprehensive National Training Scheme and a National Education and Training Certification Board. Legislation will be introduced to fund a new Apprenticeship Scheme which is at present being developed.

The respective roles of the Department of Education and the Department of Enterprise and Employment will be defined more clearly in relation to vocational education and training. The wide range of training and employment schemes run by FAS - the Training and Employment Authority and the Department of Education are also to be rationalised.

* Fianna Fail and Labour Programme for a Partnership Government 1993-1997. Dail Eireann, Leinster House, IRL-Dublin 2.

Source: FAS

I Trial of the ISFOL model for the survey of occupational needs

On 4 February 1993 at the Ivrea Industrial Association offices, ISFOL and the Piedmont Region presented the first results of the experimental implementation of the ISFOL model for the survey of occupational needs prepared by the staff of the ISFOL Occupational Research Sector. On the occasion, the part of the experiment related to the Canavese area (Ivrea) and to the cold moulding sector was assessed. A second parallel trial - in the Ravenna area - dealt with the ceramics sector, and will be discussed at a second seminar.

Source: ISFOL

Regional training policies for immigrants from outside the Community

Within the scope of schemes to facilitate the integration of non-Community citizens into their new social and economic context, the programmes sponsored by the regions to ease access to employment and training are among the most significant and the most diverse. With regard to these regional programmes, ISFOL is in the process of establishing six priority research activities:

- the monitoring and analysis of regional measures in the area of immigration; comparing legislative arrangements
- survey of the presence of foreign pupils in vocational training at a regional level
- investigation of training courses geared to the needs of non-Community

citizens financed by the Regions (with or without assistance from the European Social Fund)

- assessment of training activities and work insertion programmes
- elaboration of linguistic training standards within definite contexts; training towards commercial careers
- preparation and distribution at a national and regional level of a Bulletin (MULTIETNICA) which, among other things, reports on regionally and nationally financed plans and programmes for training and work integration for non-Community citizens.

Source: ISFOL

* Small Firms' Skill Needs and Training Survey.
GBP 35.00 from
IFF Research Ltd, 26 Whiskin Street,
GB-London, EC1R 0BB,
tel.: (+44 71) 837 6363.

Source: BACIE

More career development loans

Launching the first Career Development Loan annual report, the Employment Minister was able to announce that more than 10,000 people had taken out a Career Development Loan (CDL) in 1991-92, 30 per cent more than in the previous year. 'CDLs', said the Minister, 'stand at the front of the government's strategy for empowering individuals to take the lead in their own training and development'.

The Employment Department has been operating CDLs for vocational training in partnership with three major banks - Barclays, the Co-operative and the Clydesdale - since July 1988. Loans from GBP 300 to GBP 5,000 (about ECU 370 to 6100) are available to pay for up to 80 per cent of course fees, plus the cost of books and materials, for courses lasting between one week and one year.

Source: BACIE

Strategy for TECs and lecs

At a time when limited resources are the main preoccupation of the TECs (Training and Enterprise Councils in England) and lecs (local enterprise companies in Scotland), they have been on the receiving end of strategy guidance from the government. In "The Strategy for Skills and Enterprise**", the key aims they prescribe for TECs and lecs are

- raising academic and vocational achievements for young people so that, by 1997, 80 per cent of them attain NVQ/SVQ Level II or its academic equivalent;
- persuading individuals that training pays and that they should take more responsibility for their own development;
- targeting assistance to help unemployed people back to work;
- encouraging the provision of high quality and flexible education and training to meet the needs of individuals and employers;
- encouraging enterprise, particularly through small businesses and self-employment and, above all,
- boosting employer investment in skills.

There is not much direct reference, though, to boosting government investment in skills.

* "The Strategy for Skills and Enterprise".
Free from Employment Department Group,
Moorfoot, GB-60 Sheffield S1 4PQ.

Source: BACIE

UK Small firms keep up training

Ninety-two per cent of small firms have increased or maintained off-the-job training for their employees in the last year according to a survey of small firms by the Employment Department. "Small firms' Skill Needs and Training Survey"* is the first survey to collect detailed information from firms with fewer than 25 employees on their recruitment patterns and commitment to training. The report is based on telephone interviews with 1,800 employers across all regions and most industry sectors.

CONGRESSES - SEMINARS - CONVENTIONS

21 - 23 April 1993

Lisbon/P

Congress Centre of the AIP
2nd Eurotraining Forum 93
Information:
AIP/COPRAI
Praça das Industrias
P-1399 Lisboa Codex
Tel.: (+351 1) 3620100
Fax: (+351 1) 3639046

13 - 15 June 1993

Aalborg/DK

COMETT Conference "Cooperation between higher education and industry - the experience of COMETT"
Information:
Mr. Jens Thuesen
COMETT Information Centre
DK
Danish Rectors' Conference
c/o Ministry of Education
Frederiksholms Kanal 26,
DK-1220 Copenhagen K
Tel.: (+45 33) 925436 / 42,
Fax: (+45 33) 925075

14 - 16 June 1993

London/UK

Queen Elizabeth II Conference Centre
12th International Training Conference
Information:
Management Centre Europe
rue Caroly 15,
B-1040 Brussels
Tel.: (+32 2) 5161911,
Fax: (+32 2) 5137108

16 - 18 June 1993

Regensburg/D

Altes Rathaus
Europa-Kolloquien:
Education in Europe:
Education for Europe?
Information:
Europa-Kolloquien
c/o Stadtarchiv
Postfach 11 06 43,
Keplerstraße 1,
D-4800 Regensburg 11
Tel.: 49941+5071450/-52,
Fax: 49941+5074458

28 June - 1 July 1993

Luleå/S

SEFI (European Society for Engineering Education)
Annual Conference and 20th Anniversary: Achieving and Assessing Quality of Engineering Education
Information:
Ms Elisabeth Johnsson
CENTEK, University of Technology
S-95187 Luleå, Sweden
Tel.: (+46 920) 91322,
Fax: (+46 920) 91322

16 - 19 August 1993

Hamburg/D

Congress Centrum Hamburg
22nd IFTDO World Conference and Exhibition
Information:
IFTDO (International Federation of Training and Development Organisations) World Conference 1993 Hamburg e.V.
c/o Hanseatic Congress Management GmbH
Am Weiher 23,
D-2000 Hamburg 20,
Tel.: (+49 40) 407 623,
Fax: (+49 40) 491 7315

1 - 10 October 1993

Siberia/Russia

Europe - Siberia: Education in the perspective of the XXI Century
Information: "TAIS Interlink"
P.O. Box 21
125057 Moscow, Russia
Tel.: 7-95+ 1575266 / 1370575
Fax: 7-95+2302089

3 - 5 November 1993

Karlsruhe/D

Kongreß- und Ausstellungszentrum Karlsruhe
LearnTec 2. Europäischer Kongress und Fachmesse für Bildungstechnologie und betriebliche Bildung
Information:
Karlsruher Kongreß- und Ausstellungs-GmbH
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Postfach 1208,
D-7500 Karlsruhe
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Fax: (0721) 3720149

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Selected by:
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■ COM(92) 486 final
Proposal for a Council Recommendation on access to continuing vocational training

1992, 40 p.
ISSN: 0254-1475
ISBN: 92-77-51078-1

■ COM(92) 457 final
Communication from the Commission to the Council and the European Parliament concerning European Higher Education-Industry Cooperation: Advanced training for competitive advantage

1992, 79 p.
ISSN: 0254-1475
ISBN: 92-77-48792-5

■ COM(92) 512 final
Third report from the Commission to the Council and to the European Parliament on the third joint programme for the exchange of young workers

1992, 26 p.
ISSN: 0254-1475
ISBN: 92-77-50124-3

Commission of the European Communities
Languages: DA, DE, EN, ES, FR, GR, IT, NL, PT
May be obtained from:
Office for Official Publications of the EC, Luxembourg, or its sales offices

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1992, 71 p.
Languages: DE, EN, FR
Distributed by:
BMBW - Der Bundesminister für Bildung und Wissenschaft (The Federal Minister of Education and Science)
Heinemannstr. 2
D-5300 Bonn
Tel.: 49228+570
Fax: 49228+572096

Schools and Industry: Partners for a Quality Education

EC (European Community)/US (United States) Conference - The Proceedings - Noordwijk, NL, 25. - 26.06.92
1992, 92 p.

Languages: DE, EN
Distributed by:
Nuffic
Badhuisweg 251
P.O.Box 90734
NL-2509 LS The Hague
Tel.: 3170+3510510/569
Fax: 3170+3510513

Issues relating to the delivery of language training to small/ medium sized enterprises. A research report, April 1992

Commission of the EC,
LINGUA Programme
1992, 21 p.
Language: EN
Distributed by:
London Enterprise Agency
4 Snow Hill
UK-London EC1A 2BS
Tel.: 4471+2363000
Fax: 4471+3290226

Who is Who. European Research and Development Projects

People and Organisations in the Delta Programme (1992-1995)

Scienter (Centro di Ricerche e Servizi Avanzati per la Formazione)
1992, Tribune Collection, n° 1,
119 p.

ISBN: 3-8229-9910-5
Languages: DE, EN, FR
Price: ECU 10
Distributed by:
SCIENTER
Via S. Felice 26
I-40122 Bologna
Tel: 3951+230107-233195
Fax: 3951+235890

Europe, a manual
Employment Department
This guide concerns youth and lists useful addresses in 34 European countries: travel, study, work, seeking accomodation, exchanges, cultural activities.
1992, 143 p.

Languages: EN, FR
ISBN: 2-87212-079-3
Can be ordered from:
French version:
Fondation Roi Baudouin
rue Bréderode 21
B-1000 Bruxelles
English version:
The Prince's Trust and the Royal Jubilee Trusts
8 Bedford Row
UK- London WC1R 4 BA

Guide des formations à vocation européenne de l'enseignement supérieur français.

Ministère de l'Education Nationale et de la Culture.
Direction des Enseignements supérieurs
1992, 413 p.

Language: FR
ISBN: 2-11-086687-X
Distributed by:
Ministère de l'Education nationale et de la Culture
Bureau de l'orientation et de l'insertion professionnelle des étudiants (DESUP 9)
61-65, rue Dutot
F-75735 Paris Cedex 15

Rutter D.
Catering Education and Training in Germany - a comparative study

Research Report 1992
Hotel & Catering Training Company
1992, 36 p.

ISBN: 0-7033-0180-0
Language: EN
Distributed by:
Hotel & Catering Training Company
International House
High Street
Ealing
UK-London W5 5DB

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Ministry of Education and Research
1993, 83 p.

ISBN: 87-603-0075-2
Language: EN
Price: DKK 90
Distributed by:
Ministry of Education and Research
Frederiksholms Kanal 25 F
DK-1220 Copenhagen K,
Tel.: 4533+925567
Fax: 4533+925000

Education in Italy/ L'istruzione in Italia
Unità italiana di EURYDICE
1992, topical sheets

Multilingual version: EN/IT
Distributed by:
Unité EURYDICE
Ministero della Pubblica Istruzione
Biblioteca di Documentazione Pedagogica
Palazzo Gerini,
Via M. Buonarroti, 10
I-50122 Firenze
Tel.: 3955+241187
Fax: 3955+242884

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Fax: 332+235 72 95

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Fax: 322+502 54 74

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Fax: 4533+14 42 14

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Fehrbelliner Platz 3; D-1000 Berlin 31
Tel.: 4930+86 43 22 30 (B. Christopher)
Tel.: 4930+86 43 24 38 (M. Bergmann)
Fax: 4930+864 32 455

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Fax: 331+477 374 20

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Ministry of National Education and Religion
396 Messogion Street; GR-Athen
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Fax: 301+656 73 70

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P.O. Box 456; 27-33, Upper Baggot Street
IRL - Dublin 4
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Fax: 3531+60 90 93

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Fax: 396+884 58 83

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NL-5200 BP 's-Hertogenbosch
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Fax: 3173+12 34 25

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SICT - Ministério do emprego e da Segurança social
Serviço de Informação Científica e Técnica
Praça de Londres, 2-1 andar
P-1091 Lisboa Codex
Tel.: 3511+849 66 28
Fax: 3511+806 171

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INEM - Instituto Nacional de Empleo
Condesa de Venadito, 9; E-28027 Madrid
Tel.: 341+58 59 58 2
Fax: 341+377 58 81

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BACIE - British Association for Commercial and Industrial Education
35, Harbour Exchange Square, Marsh Wall
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