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Access to Continuing Vocational Training

One of the tangible results of discussions within the education and training group in the Social Dialogue is Joint Opinions, declarations demonstrating a convergence of opinion and of interest to the parties involved.

Representing crucial areas of vocational training policy, the topics of such Joint Opinions have always been regarded by CEDEFOP as an opportunity to reflect, to inquire and, when requested, to provide assistance.

After hearing the comments of the social partners at various stages of formulating the Joint Opinion on "Ways of facilitating the broadest possible effective access to training opportunities" published by the

Commission on 20 December 1991 in document SEC (91) 2531, CEDEFOP did some modest research work in this area from a sectoral point of view. Six comparative analyses were drawn up.

For the **construction industry**, comparisons were made between France and Italy and between Spain and the Grand Duchy of Luxembourg. A comparative analysis in the **banking and insurance** sector was made between the Federal Republic of Germany and the Netherlands and between the United Kingdom and Ireland. In the **electricity/electronics** sector a comparison was made between Belgium and Greece, and between Denmark and Portugal.

continued on page 2

CONTACTS AND PARTNERSHIPS

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.

Trainers organise themselves and seek contacts

The French Chambre Syndicale et Professionnelle des Formateurs et Conseils en Formation - CSFC (Trade Union and Professional Association of Trainers and Training advisers) was founded in 1981 and has more than 400 members, trainers and training advisers, who have pledged to uphold the Charter of Professional Equality, which sets out the criteria of professionalism, and the Deontological Charter, which defends the ethical principles of the profession.

The CSFC represents the profession, informs its members on legal, social, financial and fiscal matters, organizes training of trainer activities (summer university, workshops on exchanges and pedagogical development, brain-storming sessions, etc.), and aims to facilitate contacts and solidarity among professional trainers (exchange of information, networks, meetings, etc.)

In order to promote exchanges and international contacts among specialists of continuing training, the CSFC is seeking contacts with similar organizations in other EC member states, particularly in Germany, with the intention of setting up a network.

Contact: Mr Jean-Pierre Lorriaux
 - CSFC -
 153, rue de l'Université; F - 75007 Paris
 Tel: ++ 33 1 45 23 18 06; Fax: ++ 33 1 40 22 06 74
 or
 Ms Hannelore Rathsmann
 11, rue des Messageries; F - 75010 Paris
 Tel: ++ 33 1 45 35 92 22

EURESFORM, a training network for training staff

EURESFORM, a network of training organizations for trainers and human resources development specialists, consists of the Training and Social Forecast Department of the Conservatoire National des Arts et Métiers (CNAM) in Paris (F), the University of Barcelona (E), the National College of Industrial Relations (Dublin, IRL), the Euston Road Group and the Institute of Training and Development (London, GB), the Tilburg Institute for Advanced Studies (NL) and the Personalentwicklungszentrum (Berlin, D). Founded last March, EURESFORM has set its objectives as:

- the promotion of the development of the human resources function among institutional and economic actors;
- the development of competence and know-how in this area;
- the elaboration of training programmes.

EURESFORM is currently working towards the creation of a joint foundation for the training of trainers and human resources development specialists and towards the mutual recognition of diplomas of interest in this field, as well as exchanges of information and knowledge through seminars, publications or research projects.

Contact: Frédéric Séchaud, FFPS-CNAM,
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flash



CEDEFOP

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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-10717 Berlin, 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

Access to Continuing Vocational Training

For the Centre the task was to identify whether the sector of activity offers an adequate and homogenous framework to allow comparison between company practice in the sector regardless of the "nationality".

The findings of this exploratory work do not allow formulation of a "sectoral model" within the borders of Europe or even within a country.

Transnational trends can be identified, but they are of a general nature. Thus, legislators in all Member States are compelled to provide continuing vocational training where they have a better perception of the issues at stake, with a legislative and financial framework which is of an explicit nature. In a similar manner, the social partners have stepped up their commitment in managing, funding and providing orientation for continuing vocational training. This holds true for each of the sectors examined.

Viewing access to continuing vocational training from the perspective of comparison between companies' practices and strategies raises a great variety of related issues linked, for example, to work organization in the company, to motivation and initial qualification of its staff, to the condition of its local labour and qualification market, to the way in

which the company makes use of the legal framework and joint agreements in force in the country.

Without even examining the "local microcosm" peculiar to each company, more global organizational aspects make comparison fairly hazardous. A few examples in the **construction** sector are:

- There is a substantial divergence between the French and the Italian systems. In the case of France, companies are required to spend a minimum amount on training but they are free to select the type of training and the training body. In Italy, companies transfer funds to a training body in the sector, which organizes training activities which may or may not meet their requirements.

- In Spain and Italy there is a trend to train young unemployed, while in France efforts focus on employees in small enterprises. On the other hand, in the Grand Duchy of Luxembourg where the labour market can absorb the manpower available, the sector compensates for deficits through recruiting foreign staff.

- From the employees' point of view the national situations are heterogenous. French law gives great scope to the workers on account of recognition of individual training leave and certain courses leading to qualifications. In Luxembourg, where there is no

such legislation and where collective bargaining agreements in the sector are discreet, the training decision is often the personal choice of the worker. In Spain, on the other hand, continuing training is integrated in corporate training plans, but the role of the employees and their representatives in formulating these is relatively small.

Besides, interpretation of the national sectoral situations hits upon difficulties of another nature. There arises the issue of how to define a sector as there are identical occupations in several sectors. Analysis in terms of occupational groups would seem more opportune.

On the other hand, while the collation of information based on simple indicators such as the rate of access and the number of training days per employee and trainee may contribute to an international comparison, it in no way increases an understanding of the mechanisms and roles of those involved.

A survey of the latter would doubtless provide the opportunity to verify whether sectoral specific behaviour goes beyond general structures.

Source: Maria Pierret
Project Coordinator
Tel. 49 30 + 884 12 123

CEDEFOP - Workshops, Meetings

21 - 22 October 1993 in **Berlin**
CEDEFOP-FORUM 1993 - The response of the vocational training systems to training needs
Francis Alan Clarke

3 - 4 November 1993 in **Berlin**
Meeting of CEDEFOP documentary information network
J. Michael Adams

22 - 23 November 1993 in **Brugge/B**
Role of the enterprise in generating qualifications - the training impact of work organization
Fernanda Oliveira Reis

1 December 1993 in **Valencia (E)**
Prize-winners ceremony PRIX CEDEFOP
Norbert Wollschläger

Additional results

of CEDEFOP's work on the comparability of vocational training qualifications have been published in the Official Journal of the EC:

- "Iron/steel" sector, Official Journal of the EC No. C 182 of 5.7.1993, price ECU 12;
 - "Leather" sector, Official Journal of the EC No. C 223 of 18.8.1993, price ECU 18.
- The Official Journal can be obtained in nine languages (DA, DE, EN, ES, FR, GR, IT, NL, PT) from the Office for Official Publications of the EC and its sales agencies.

BI- AND MULTI-LATERAL RELATIONS

Further Austro-German agreement regarding the reciprocal recognition of examination certificates

On June 22, 1993, the ministers responsible for vocational training in the Federal Republic of Germany and Austria signed an amendment to the list of vocational examination certificates which are given parity of treatment in Germany and Austria in Vienna. As a result, approximately 260 vocational examination certificates now receive parity of treatment in both countries.

After the recognition of approximately 100 examinations in 1989 and a further 85 last year, the recently-approved list encompasses, above all, occupations in the

fields of **textiles, ceramics and leather**.

A person who has passed his journeyman examination as a furrier, upholsterer or as a glass or porcelain painter can now practice these trades in either Austria or Germany, as a result of the reciprocal recognition of the examinations for these trades.

Source: Federal Ministry for Education and Science, Germany, Press release no. 54/1993

German recognition of Irish qualifications expected

Recognition for Irish qualified craftsmen by the Federal German Republic is expected soon following favourable reaction by the Federal German Institute for Vocational Training (BIBB) to the new

FAS Curriculum Model and Assessment System for **apprenticeship**.

In drawing up the new apprenticeship system for Ireland, FAS (the Training and Employment Authority) in consultation with the National Apprenticeship Advisory Committee, incorporated the best elements from other member states in devising a system to suit Irish needs.

The inclusion of systematic off-the-job education and training in the preparation of apprentices, places the new Irish apprenticeship system in a similar position to the German dual system, which features employer commitment to apprentice training along with full support from trade unions.

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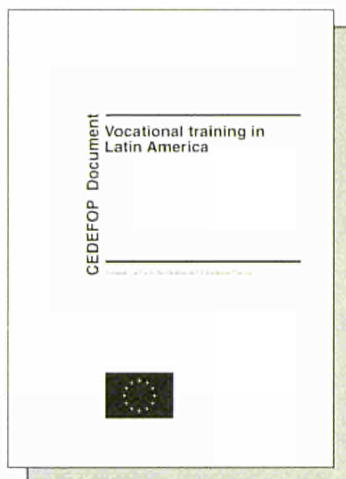
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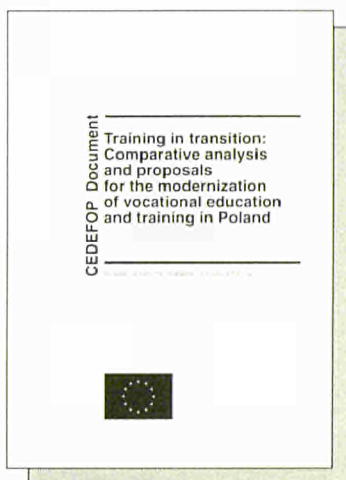
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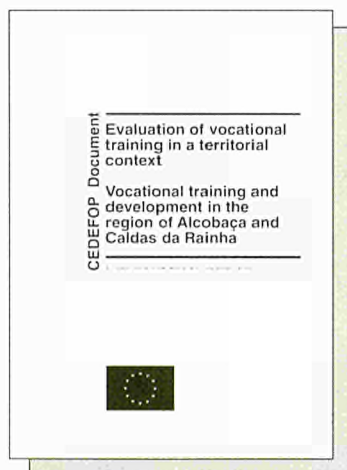
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Berufsprofile im Bereich des Erhalts und der Erneuerung des architektonischen Erbes

Occupational profiles

Restoration and rehabilitation of the architectural heritage

Profils professionnels

Restauration et réhabilitation du patrimoine architectural

Synthesebericht — Summary Report — Rapport de synthèse

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Project coordinator
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Gesa Chomé

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Sekretariat:
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Im Rahmen des Projektes **EG-Verzeichnis der Berufsprofile** hat das CEDEFOP in fünf Mitgliedstaaten Untersuchungen über die Qualifikationen im Bereich des Erhalts und der Erneuerung des architektonischen Erbes unternommen.

Die Länderberichte (D, B, F, I, UK) wurden 1992 in der Reihe "CEDEFOP-Dokumente" in der Originalsprache sowie in englischer und französischer Übersetzung publiziert. Der Bericht über Frankreich liegt auch in italienischer Übersetzung vor.

Der **Synthesebericht**, den wir in einer neuen Veröffentlichungsreihe unter dem Namen

CEDEFOP panorama

herausgeben, wird in fünf Sprachen veröffentlicht werden (DE, EN, ES, FR, IT). Auf Anfrage schicken

As part of the project **Directory of occupational profiles at Community level** CEDEFOP carried out research in five countries on qualifications relating to the restoration and rehabilitation of the architectural heritage.

The national reports (D, B, F, I, UK) were published in 1992 in the "CEDEFOP Document" series in the original language and in EN and FR. The French report is also available in Italian.

The **synthesis report**, has been published in a

CEDEFOP panorama

series, is available in five languages (DE, EN, ES, FR, IT). You may obtain a copy, free of charge, in the language of your choice on request to CEDEFOP.

In this report the author J.L. Paulet has made a

Dans le cadre du projet **Répertoire sur les profils professionnels à un niveau communautaire**, le CEDEFOP a entrepris des recherches dans 5 Etats membres sur les qualifications se référant à la restauration et la réhabilitation du patrimoine architectural.

Les rapports nationaux (D, B, F, I, UK) ont été publiés en 1992 dans la série "Document CEDEFOP" dans leur langue originale et respectivement en EN et FR. Le rapport français, également en IT.

Le **rapport de synthèse**, présenté dans la nouvelle série de publications,

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wir Ihnen kostenlos ein Exemplar in der von Ihnen gewünschten Sprachfassung zu.

In dem Bericht hat der Autor J.L. Paulet einen analytischen Vergleich der verschiedenen, in den Länderberichten behandelten Themen vorgenommen:

- gesetzliche und sonstige Regelungen im Bereich des Erhalts und der Erneuerung des architektonischen Erbes,
- berufliche Erstausbildung und Weiterbildung,
- die Entwicklung der Auftragslage und Tarifverträge sowie vor allem
- eine Übersicht über die 14 verschiedenen Gewerke, die in diesem Zusammenhang eine Rolle spielen.

Übersichtstabellen über jedes Gewerk zeigen die Gemeinsamkeiten der beruflichen Tätigkeiten, Kenntnisse und Fähigkeiten der betreffenden Fachkräfte in den genannten fünf Ländern.

Der Synthesebericht liefert folglich eine Art "Europrofile", die die auf nationaler Ebene ermittelten Gemeinsamkeiten enthalten und in die auch die Erkenntnisse des Gutachtens des Europarates, Abteilung Denkmalpflege, sowie des Europäischen Zentrums für die Ausbildung von Handwerkern im Bereich des Denkmalschutzes, Venedig, eingeflossen sind.

comparative analysis of the various subjects examined in the national reports:

- legislation and provisions relating to the restoration and rehabilitation of the architectural heritage,
- the systems of initial and continuing training,
- market trends and collective bargaining agreements.
- A large part is also devoted to a summary analysis of 14 component parts of buildings.

Summary tables for each of the component parts identify common occupational tasks, occupational activities and the knowledge and skills of the manpower in the five countries reviewed.

The synthesis report provides "Euro-profiles" containing common basic elements classified at national level and is enriched by the expertise of the Council of Europe's, architectural heritage division, and by the European Centre for training skilled workers in conservation of the architectural heritage, Venice.

votre choix sur simple demande adressée au CEDEFOP.

Dans ce rapport, l'auteur J.L. Paulet a fait une comparaison analytique des différents sujets traités dans les rapports nationaux:

- les législations et les réglementations sur la restauration et la réhabilitation du patrimoine architectural,
- les systèmes de formation initiale et continue,
- l'évolution des marchés et des conventions collectives et,
- comme partie principale, une analyse synoptique des 14 éléments d'ouvrages figurant dans ce domaine.

Des tableaux synthétiques pour chaque élément d'ouvrage démontrent les aspects communs des tâches professionnelles, des activités à suivre ainsi que des connaissances et compétences de la main-d'oeuvre dans les 5 pays en question.

Ce rapport de synthèse offre, par conséquent, des "Europrofils" qui contiennent les éléments de base communs repérés au niveau national et enrichis par l'expertise du Conseil de l'Europe, division du patrimoine culturel, et par le Centre européen de formation d'artisans pour la conservation du patrimoine architectural, à Venise.

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Weiterbildungsmöglichkeiten auf dem Bau- sektor - Access to Continuing Vocational Training in the Construction sector - L'accès à la formation professionnelle continue dans le secteur de la construction

Vergleichende Analyse des Problemkreises in den vier Mitgliedstaaten Spanien, Frankreich, Italien und Luxemburg - Comparative analysis of four Member states France, Italy, Luxembourg and Spain - Analyse comparée de la problématique dans quatre Etats membres: Espagne, France, Italie et Luxembourg

Seit Beginn ihres Bestehens hat sich die im Rahmen des Sozialen Dialogs tagende Arbeitsgruppe "Allgemeine und berufliche Bildung" mit Fragen der Berufsbildungspolitik befaßt, die in ihren Augen für die Beherrschung der sozialen Veränderungen im Gefolge des Aufbaus der Gemeinschaft von besonderer Bedeutung sind.

Greifbare Ergebnisse der Diskussionen im Rahmen dieser Arbeitsgruppe sind die gemeinsamen Stellungnahmen und Erklärungen, die die gemeinsamen Haltungen und Interessen der beteiligten Parteien zum Ausdruck bringen.

Die Themen einiger gemeinsamer Stellung-

Since its inception the Education-Training group in the Social Dialogue has focused on vocational training policies it considers to be of crucial importance in mastering the changes brought about by the creation of the Community.

One of the tangible results of the discussion takes the form of Joint Opinions, declarations demonstrating convergence of positions and interests among the parties involved.

The topics of certain Joint Opinions have been regarded by CEDEFOP as an opportunity to reflect, to enquire and, if requested, to provide assistance. A new area, "Vocational training and

Dès le début de son mandat, le groupe Education-Formation du Dialogue social s'est penché sur des axes de politique de formation professionnelle d'importance cruciale à ses yeux pour la maîtrise des mutations sociales engendrées par la construction de la Communauté.

Un des résultats tangibles des discussions menées au sein du groupe se présente sous la forme d'avis communs, de déclarations, qui traduisent une convergence de positions et d'intérêts des parties concernées.

Les thèmes de certains avis communs étaient pour le CEDEFOP une occasion de réflexion,

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nahmen waren für das CEDEFOP Anlaß zu Überlegungen, Fragestellungen und - auf Wunsch - auch zu besonderen Hilfestellungen. Dementsprechend wurde auch ein neues Arbeitsfeld mit dem Titel "Berufsbildung und Sozialpartner" in das Arbeitsprogramm aufgenommen.

Am 20. Dezember 1991 veröffentlichte die Kommission in dem Dokument SEC (91) 2531 die "Gemeinsame Stellungnahme über einen möglichst breiten und wirksamen Zugang zur beruflichen Weiterbildung". Da das CEDEFOP die Fragestellungen der Sozialpartner im Verlauf der verschiedenen Etappen der Ausarbeitung dieser Stellungnahme verfolgen konnte, hat es dieser Problematik eine bescheidene Untersuchung betreffend den Bausektor in vier Mitgliedstaaten gewidmet.

Angesichts der allgemeinen Bedeutung des Baugewerbes für sämtliche Länder der Europäischen Gemeinschaft stellt das Zentrum das Ergebnis der vergleichenden Analyse der Weiterbildungssituation im Baugewerbe in den Ländern Spanien, Frankreich, Italien und Luxemburg in der kostenlosen Veröffentlichungsreihe "CEDEFOP panorama" vor.

the social partners" has been included in the Work Programme.

On 20 December 1991 in document SEC (91) 2531 the Commission published a Joint Opinion on "Ways of facilitating the broadest possible effective access to training opportunities". Having registered the reactions of the social partners at various stages in the formulation of this Joint Opinion, the Centre carried out some modest research on this issue in the construction industry in four Member States.

In view of the entire Community's current interest in the construction industry, the Centre has presented the findings of the comparative analysis on the situation in France, Italy, Luxembourg and Spain in the CEDEFOP panorama series; this is available free of charge from the CEDEFOP upon request.

d'interrogation et, sur demande, d'assistance particulière. Un nouveau champ "Formation professionnelle et partenaires sociaux" est apparu au Programme de travail.

Le 20 décembre 1991, par le document SEC (91) 2531, la Commission publiait l'avis commun sur les "Modalités susceptibles de permettre l'accès effectif le plus large possible à la formation". Ayant entendu les interrogations des partenaires sociaux au cours des diverses étapes de l'élaboration de cet avis, le Centre a dédié un modeste travail de recherche à cette problématique dans le secteur de la **construction** dans quatre Etats membres.

Vu l'intérêt actuel de la **construction** pour l'ensemble de la Communauté européenne, le Centre met gratuitement à la disposition du grand public, dans la série CEDEFOP panorama, le résultat de l'analyse comparée de la situation dans quatre Etats membres: l'Espagne, la France, l'Italie et le Grand-Duché de Luxembourg.

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Accès à la formation professionnelle dans trois secteurs de l'économie européenne - Analyse comparée

Access to vocational training in three sectors of the European economy - Comparative analysis

Dès le début de son mandat, le groupe Education-Formation du Dialogue social s'est penché sur des axes de politique de formation professionnelle d'importance cruciale à ses yeux pour la maîtrise des mutations sociales engendrées par la construction de la Communauté.

Un des résultats tangibles des discussions menées au sein du groupe se présente sous la forme d'avis communs, de déclarations, qui traduisent une convergence de positions et d'intérêts des parties concernées.

Les thèmes de certains avis communs étaient pour le CEDEFOP une occasion de réflexion, d'interrogation et, sur demande, d'assistance particulière. Un nouveau champ "Formation professionnelle et partenaires sociaux" est apparu au Programme de travail.

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Prenant une perspective sectorielle, il a fait procéder à des analyses comparées:

● La **construction**: comparaisons France/Italie; Espagne/Grand-Duché de Luxembourg;

Since its inception the Education-Training group of the Social Dialogue has focused on vocational training policies it considered to be of crucial importance for mastering the changes brought about by creating the Community.

One of the tangible results of discussions in the group takes the form of Joint Opinions, declarations which testify to a convergence of opinions and interests by the parties involved.

The topics of the Joint Opinions have been regarded by CEDEFOP as an opportunity for reflection, for enquiry and, when requested, for lending assistance. A new area of work, "Vocational training and the social partners" has been introduced into the Work Programme.

On 20 December 1991 in document SEC (91) 2531 the Commission published a Joint Opinion on "Ways of facilitating the broadest possible effective access to training opportunities". After hearing the comments of the social partners at various stages of formulating the Joint Opinion, the Centre did some modest research work in this area.

From a sectoral perspective, it made comparative analyses in the following areas:

- **construction**: comparative studies France/Italy, Spain/Luxembourg
- **electricity/electronics**: comparative studies Portugal/Denmark, Belgium/Greece;

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Access to vocational training in three sectors of the European economy

Accès à la formation professionnelle dans trois secteurs de l'économie européenne

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● **L'électricité/électronique:** comparaisons Portugal/Danemark; Belgique/Grèce;
● **Domaine Bureau - Administration - Commerce - Assurances:** comparaisons Allemagne/Pays-Bas; Royaume-Uni/Irlande.

Le document est le résultat de ces comparaisons.

Envisager la question de l'accès à la formation continue signifie du même coup soulever de multiples interrogations relatives à la formation initiale, à l'état du marché du travail, aux politiques et financements publics.

De même, l'entrée par la voie d'un secteur particulier dans le problème de l'accès à la formation, si elle permet de canaliser les informations, elle ne les réduit pas au seul problème du secteur. Celui-ci est organisé dans un cadre national prégnant, législatif notamment.

Les études envisagées par le Centre en 1991 avaient un caractère exploratoire. Que donne une comparaison entre Etats membres sur un sujet complexe comme l'accès à la formation professionnelle continue? Comment monter une expérimentation en entreprise commune à plusieurs Etats membres? Comment formuler les termes d'une étude comparée en entreprise de sorte que les résultats aient un surcroît de sens?

Tout en reconnaissant le caractère de faisabilité du travail entrepris, le Centre croit utile de diffuser une synthèse des travaux portant sur les trois secteurs et impliquant les douze Etats membres. Cette synthèse est disponible gratuitement dans la série "CEDEFOP panorama". Une traduction en anglais est en cours.

● **Clerical-administration-commerce-insurance:** comparative studies Germany/Netherlands, United Kingdom/Ireland.

The document presents the findings of these comparative studies.

Examination of the whole issue of access to continuing training also means raising a variety of questions relating to initial training, to the state of the labour market and to policies and public funding.

Analysis of access to training from the perspective of particular economic sectors, although providing opportunities to channel information, does not reduce the problem to one of a sectoral nature. The sector is organized in a national setting, particularly with regard to legislation.

The studies planned by the Centre in 1991 were of an exploratory nature. What is the benefit of comparison between Member States of the complex issue of access to continuing vocational training? How can such a project involving company surveys in several Member States be organized? How can such an in-company comparative study assure that the findings increase transparency?

While aware of the practicable nature of the work done, the Centre believes that it is useful to disseminate a summary of the work done in three sectors involving all twelve Member States. This summary is available free of charge in the "CEDEFOP panorama" series. A translation into English currently is being prepared.

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New Strategies to combat long-term unemployment in Belgium, Denmark and the United Kingdom

Under the above title, CEDEFOP has now published a second volume.

Both volumes were the result of a project involving the members of CEDEFOP's documentary information network in Belgium, Denmark and the United Kingdom.

The first volume, a synthesis report, contained a summary of the strategies and measures adopted in each of the three countries, a comparative table of key issues, and some observations and comments by the authors.

It was published 1992 by CEDEFOP in English and French under the title "**New strategies to combat long-term unemployment in Belgium, Denmark and the United Kingdom - Synthesis report**" (Cat.no.: HX-71-91-558-EN-C), at a price (excl. VAT) of ECU 7. It is available from the Office for Official Publications of the European Communities or its sales agents.

The second volume "**New strategies to combat long-term unemployment in Belgium, Denmark and the United Kingdom - Transnational CEDEFOP dossier:**

Part 1: Detailed descriptions,
Part 2: Mission reports,
Part 3: Information on organizations"

includes detailed descriptions of measures taken in the three countries concerned, as well as information on organizations active in this field and the reports prepared by the authors following short visits to selected projects.

It has been published in the **CEDEFOP panorama** series, in English only.

It can be ordered, free of charge, direct from CEDEFOP.

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J. Michael Adams

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The Secretary General of BIBB commented particularly on the balance achieved between on and off-the-job training, and on the integrated curriculum approach of the Irish dual system which brings together the theory - maths, science, drawing and personal skills - with practical skill development. The objective is to allow the apprentices to grasp the relevance of what they are learning, thus generating a high level of motivation and participation.

Source: FAS

German Cooperation with Central and East European States

The Federal Ministry of Education and Science promotes co-operation through programmes and projects in the field of **initial and continuing vocational training** with central and eastern European states. This cooperation relates to **Hungary, Poland, the Czech Republic, Slovakia, Bulgaria, Estonia, Latvia, Lithuania, Russia, the Ukraine, Belarus and Kazakhstan.**

In 1993, DM 16.45 million (ECU 8.45 million) has been made available for this work.

The main areas of co-operation are:

- advice on structural reforms in initial and continuing vocational training;
- support of vocational training centres which can serve as models;
- development and testing of selected curricula in pilot projects;
- training assistance for multipliers;
- promotion of partnerships between vocational training institutes;
- cooperation on research into vocational training through joint research projects;
- exchange projects with scientists and temporary lectureships.

DM 2 million (ECU 1.05 million) is being spent on funding exchange projects involving craftsmen. This is seen as a contribution towards the vocational training of **craftsmen**, towards reactivating common European craft trade traditions and thus, as a step towards creating small and medium-sized enterprises in these countries.

Great interest has been shown in the exchange project. There are currently over 3 000 applications from eastern Europeans wishing to undertake practical training. This on-the-job training in Germany lasts up to 18 months.

The craft trade enterprises provide board and lodging during this period. The scholarship holders receive a monthly grant of DM 600 (ECU 310) during the first six months, as well as health and accident insurance. If the training lasts longer, the host enterprise meets all the expenses.

Most of the participants come from Russia (40%) and the Baltic states (37%).

Carpenters (27%), bricklayers and roofers (16%) and cabinet makers (14%) are particularly well represented.

The seminars and courses focus on topics such as business economics and management, finance and cost accounting, as well as the position an enterprise has within a market.

Source: Federal Ministry for Education and Science, Press releases Nos. 21/93 & 26/93

Starting shot for the first EURO-PC in Germany and France

The first Franco-German multimedia EURO-PC, which permits instant access to various European database systems, was put into operation in the employment exchange in Rastatt, Germany, by the Federal Labour Agency in early August. Ten additional EURO-PCs will be installed in German employment exchanges by the end of 1994, linking them to the other EC member states.

In future, persons seeking advice regarding basic or advanced vocational training can inquire at the vocational guidance centres in the Federal Republic of Germany. The inquiry will then be faxed to the appropriate vocational information centre, each of which can supply detailed information for one of the member states. The reply will then be faxed back immediately by the EURO-PC. The Rastatt Employment Exchange will be the first centre of this kind and will be able to supply information concerning vocational training opportunities in France. The work of the German vocational guidance centres is supported by the Centre d'Information et Orientation (CIO) in Hagenau, France, which is equipped with similar technology and is linked to the PC in Rastatt.

The appropriate information can thus also be made available to young French persons seeking vocational training (complete or partial) or practical work experience in Germany.

Source: Federal Labour Agency, Germany, Press release No. 57/93

The Vocational Training Passport of the European Landscape Contractors Association

The European Landscape Contractors Association (ELCA) issues a vocational training passport which is in three languages to promote the international exchange of young landscape gardeners. The Vocational Training Passport was developed by ELCA along with other EC organizations, e.g. CEPFAR (European Training and Development Centre for Farming and Rural Life) and CEDEFOP as part of its project on the comparability of vocational training qualifications.

Up to now more than 400 Vocational Training Passports have been issued to young landscape gardeners in eight

European countries. The passport helped them to find employment or a trainee place abroad.

Apart from the usual personal data, the Vocational Training Passport contains a detailed description of initial or further vocational training and provides space for employers to add entries. It is issued to young landscape gardeners, who have completed their vocational training and who would like to broaden their professional qualifications through sojourns abroad.

In the ELCA member countries in which there are no State-recognized education guidelines or no independent training in garden landscaping or sports ground construction, the ELCA decides which qualifications are required for the passport.

According to the guidelines for the distribution of the passport, the applicant must have been trained by a company which is a member of a national association of ELCA or which belongs to the ELCA-Committee of Companies. The qualifications required for the issuing of the passport are examined by each of the national associations concerned. The Vocational Training Passport is free of charge and is issued by the ELCA office.

Information:

European Landscape Contractors Association
Haus der Landschaft
Alexander-von-Humboldt-Straße 4
D - 53604 Bad Honnef
Tel.: 492224 + 77070
Fax: 492224 + 770777

Source: ELCA-Info No. 3/93

European Association for Counselling

In December 1992, individuals from nine countries gathered in Montecatini, Italy to create a new European Association for Counsellors. The event was formally supported by the European Commission, the International Round Table for the Advancement of Counselling (IRTAC), and the European Professional Development Foundation.

The European Association for Counselling (EAC) was formally established in June 1993 in Brussels while the first EAC AGM and launch event is planned for 21/22 November 1993 in Brussels.

The objective of EAC is to develop an interactive view of counselling which approaches, in a holistic way, social, cultural, economic and emotional issues facing inhabitants of Europe. This work will be curative and preventive, and develop in individual, group, organisational and societal settings.

It will include:

- organising European conferences on counselling;

- defining criteria for counsellor training;
- formulating ethical guidelines of conduct for practitioners of counselling;
- working towards mutual recognition of qualifications and training;
- assisting members in their activities by providing information via a newsletter and a journal;
- promoting understanding and cooperation between its members;
- supporting the development of national representative organisations for counselling;
- representing members at European and international institutions;
- creating task-specific groups to realise these objectives.

For details of membership and other information please contact:
Interim Secretariat
European Association for Counselling (EAC)
c/o British Association for Counselling
1 Regent Place
Rugby,
UK – Warwickshire CV21 2PJ
Tel.: +44 788 55 08 99
Fax: + 44 788 56 21 89

Conference on occupational guidance and long-term unemployment

The research programme, **EUROCOUNSEL**, launched by the European Foundation for the Improvement of Living and Working Conditions in Dublin in 1989, aims to research the ways occupational counselling and information can counter unemployment and the professional and social marginalization phenomena which account for it. The programme also aims to analyze the growing interdependence of occupational counselling, education, training and occupational (re)integration.

From the outset, the Dublin Foundation has placed occupational guidance and information in this context in research projects on the requirements and problems of occupational guidance institutions at local level in ten market sectors (in six Member States). The findings relating to their tasks and experience in a variety of socio-economic, cultural and administrative contexts provided the Dublin Foundation with tangible conclusions on how to improve the quality and efficiency of occupational guidance, on setting up networks and transnational cooperation between those involved in counselling and

on promoting information exchange. The project has a steering committee to which CEDEFOP belongs.

The findings "**Counselling and long-term unemployment**" was published in six languages (ES, DA, DE, EN, FR, IT) and was presented at a conference attended by some 100 representatives of governments and the social partners, research scientists, project coordinators and practitioners, for their views. All EC Member States were represented as well as Austria, Sweden, Switzerland, the Czech Republic, Finland and the USA. Officials from the EC Commission, the ILO, OECD, AIOSP and CEDEFOP also attended.

A synthesis report, including the views of the participants, will be published before the end of the year by the Dublin Foundation.

Information:
European Foundation for the Improvement of Living and Working Conditions
Loughlinstown House;
Shankill
Co. Dublin,
Ireland
Tel.: 3531 + 2826888
Fax: 3531 + 2826456

Source: CEDEFOP/GCh

SOCIAL PARTNERS

Creation of a National Economic and Social Forum in Ireland

As part of its strategy to tackle rising unemployment levels, the Irish government has established the National Economic and Social Forum (NESF) which comprises representatives of the Oireachtas (Parliament) and the social partners. It also includes groups which traditionally have been outside the consultation process, such as women's groups, the unemployed and people with disabilities.

The main objective of the NESF is to forge a consensus on economic and social issues and on measures to tackle unemployment. To this end, two standing committees, on employment and on social policy, have been established.

The Forum will discuss government policy in these areas, invite outside experts to make presentations and will publish and submit all its reports to the Houses of the Oireachtas for debate.

Information:
The National Economic and Social Forum,
Government Buildings,
IRL - Dublin 2.

Source: FAS

Employees on training leave replaced by unemployed workers in France

To allow 800 production workers employed in eight businesses of the Oyonnax

(Franche-Comté) employment region to upgrade their qualifications, 400 job seekers in the region have been trained to replace the employees undergoing training measures. While the employees concerned - persons with low levels of qualification - were attending a training course of 260 hours each with the objective of broadening the scope of their qualifications and making them more autonomous in their work, they were replaced by job seekers coming from the same or similar vocational areas. This work-training scheme was supplemented by general training administered outside the workplace. The programme, implemented by the vocational and trade union organizations of the **plastics processing industry**, could well be applied to other regions.

Source: INFFO Flash no. 384

European Survey on conditions of employment in the Construction industry

The European Federation of Building and Woodworkers (EFBWW) has finalized a study on working conditions in the construction industry, covering 18 EC and EFTA countries. The most representative collective agreements of the branch were used.

The study covers a whole range of working conditions such as pay, different

bonuses, job classification, working hours, bad weather bonus, sundry social regulations, health and safety, career development, training and termination of contract.

The figures show that there are still surprising differences between the net earnings, in Portugal and Greece on the one hand and Denmark on the other. Denmark has the highest net wages (10.60 ECU/h), followed by Switzerland and Luxembourg (8.77 and 7.52 ECU/h respectively). Nevertheless, most countries have net wages between 4.50 and 7.50 ECU/hour.

Further information:
EFBWW secretariat
Rue Fossé aux Loups, 38; boîte 5
B-1000 Bruxelles
Tel.: +32 22181218
Fax: +32 2 2198228

Sectoral collective bargaining 1993-94 in Belgium

Under the inter-occupational collective agreement of December 1992 a start has been made in the different sectors on collective bargaining for 1993 and 94. A major feature regarding employment promotion is the proposal for an inter-occupational margin of 0.25 % of the total wage bill in 1993 and 0.3 % in 1994. From 1993 onwards 0.1 % of these sums will go into funding the national programme of

support and supervision for the unemployed, an initiative of the Belgian Minister of Employment. The programme provides for individualised training (updating or reorientation) for the target group, followed by help in job-finding.

For 1994 an employers' contribution of 0.05 % is also planned for childcare initiatives (crèches etc.). This leaves 0.15 % for the sectoral organisations, 0.1 % less than in 1991-92. This budget will be used mainly to help those in the at-risk groups and to bring job-seekers into the support and supervision programme. Activities include measures in the area of vocational training; the various sectors will be actively involved in these activities. Part of the national social security rebate will flow back into sectoral organisations collaborating with the Flemish Employment and Training Service (VDAB) and its counterparts in the other regions. These companies will also be exempt from the obligation to take on young people for training practice, if they recruit unemployed people from the support and supervision programme or cooperate with the employment and training services.

Source: Newsletter of the Steunpunt Werkgelegenheid, Arbeid, Vorming (Employment, Labour and Training Support Unit), ICODOC

Training Programme "Ost" launched

According to figures published by the **Federal Labour Office** at the end of August 1993 some 23 000 young people in the new German Federal States had failed to find a training place while 12 000 training places were still vacant.

On account of this the **Federal Government** adopted a Training Programme "OST" on 2.9.1993 which aims to provide every young person in the new Federal States with the opportunity to train for a career.

This programme will cost DM 500 million (ECU 260 million) up to 1997 and will be funded as follows:

25% from the Federal Government,
25% from the five new Federal States: Brandenburg, Mecklenburg-West Pomerania, Saxony, Saxony-Anhalt and Thuringia, and by Berlin,
50% from the European Social Fund.

The Federal Minister for Education and Science plans to give priority to:

- rectifying regional imbalances in training provision
- training in the service and commercial sectors and
- training for young women.

The Federal Labour Office, which proposed this programme, is in charge of running it.

The **German Trade Union Federation (DGB)** fears that such a programme does not go far enough and estimates that at the end of September 1993 40 000 young people in the east part of Germany will be without training provision. It also points out that the actual number of young people looking for training is higher if the numbers who have already started other courses, e.g. in schools, is taken into consideration. The problem is also aggravated by the fact that many trainees will not be kept on in the companies when training has been completed.

According to the **German Chamber of Industry and Trade (DIHT)** those young people currently looking for training places could be catered for by providing 10 000 training places outside companies. The Chairman of the DIHT stressed that the training provision offered within companies has increased substantially between May and August 1993.

The presidents of the leading professional associations which belong to the "**Vocational Training Board of the German Economy**" issued a call to companies in April 1993 to maintain their offer of apprenticeship training places.

Source: BMBW, Presse-INFO No. 77/93, Süddeutsche Zeitung of 7.9.1993, DGB Nachrichtendienst No. 270/93, Kuratorium der Deutschen Wirtschaft, Press release of 27.4.1993, Federal Labour Office, Press release No 55/93.

FROM THE EC MEMBER STATES

B Flemish School of Economics, launches postgraduate course in business communications

The Flemish School of Economics (VLEKHO), Brussels, has recognised the importance of communications since 1987. Now it has launched a new one-year postgraduate course in business communications. The key concept is relational communications, i.e. communications as an aid to businesses in establishing and strengthening relations with customers. Business communications increasingly enjoy the status of an essential management instrument, and the purpose of the course is to provide graduates with the theoretical understanding and practical knowledge they need to put business communications in industry on a professional footing.

Concretely the course is concerned with the business and marketing context, the specific features of internal and external communications and the use of the media.

Source: De Gentenaar, ICODOC

DK Vocational teacher training

During the last couple of years vocational teacher training in Denmark has been markedly revised. The school parts of vocational training courses have been

streamlined and geared to the rapid changes in industry.

The whole system of vocational education and training has been reformed in order to bridge skill gaps, and the social partners are now setting goals centrally as well as participating in the planning of teaching within the colleges locally.

The initial training of technical college teachers has been changed so that "analysis of qualification demands in firms and industry" projects now constitute a vital element in the course.

Continuing teacher training has been changed from supply-side provision (by SEL / the Royal Danish High School of Educational Studies for teachers at technical and commercial colleges) to demand-led approaches where competence building is the responsibility of the colleges and is now often organized as development projects jointly undertaken with local industry, instead of traditional teacher training courses.

A new further teacher training course was established by SEL in 1991 with its focus on skill demands in industry, qualification analysis and its "translation" to practical educational planning and teaching in the colleges.

Source: SEL

GR Regional Teacher Training Centres (PEKs)

The National System for Vocational Education and Training, established under the law 2009/1992, includes regulations concerning pre-school, primary and secondary education. One of the most interesting innovations established by this law, is the compulsory initial and on-the-job training of pre-school, primary and general secondary education teachers. This training is provided in the Regional Training Centres (PEKs), established by the same law.

The first 14 PEKs started their operation in September 1992. It is expected that 2 more PEKs will be established in the near future. For the time being, PEKs are using existing school buildings (mostly secondary education schools) and are working mostly on an afternoon basis.

Each group of teachers, is trained for 3 months (12 weeks) and the project's aim is to re-train teachers every 7-8 years. The first training cycle, which started in September 1992, was attended by teachers who had not yet obtained a position in a public school (initial training). The second and third cycles started in January and were attended by teachers with 5-25 active service years. 400 teachers are trained during each training cycle.

The teachers' trainers may be university teachers, school advisors and primary or secondary education teachers. A management board appointed in each PEK has the authority to select the trainers. Their selection must be approved by the Minister of Education.

At the end of each training cycle, each trainee must accomplish the following assignments:

- preparation of a paper,
- examination in one course of his/her choice,
- an exemplary teaching performance.

Source: OEEK

E The Continuing Training Foundation for company training plans

La fundación para la formación continua (Foundation for Continuing Training) was set up on 19 May 1993 by employers' organizations and trade unions - the Spanish Confederation of Employers' Organizations (CEOE - Confederación Española de Organizaciones Empresariales), the Spanish Confederation of Small and Medium-sized Enterprises (CEPYME - Confederación Española de la Pequeña y Mediana Empresa), the General Workers' Union (UGT - Union General de Trabajadores), the Trade Union Confederation of Workers Unions (CC.OO. - Confederación Sindical de Comisiones Obreras) and the Galician Inter-Union Association (CIG - Convergencia Inter-sindical Gallega) - with the title "Foundation for Continuing Training". It has the objective of providing assistance for the establishment of firms' continuing training plans.

This assistance is the outcome of the National Agreement on Continuing Training which was signed by the social partners on 16 December 1992.

Preference will be given to the following training plans:

- a) those directed towards the improvement of competitive advantage and employment;
- b) those covering the target groups with the greatest qualification needs;
- c) those aimed at correcting possible imbalances between supply of and demand for qualifications in the region or the sector;
- d) those aimed at improving SME competitiveness and management;
- e) those incorporated in an inter-sectoral plan;
- f) those integrated in modernization of technological innovation processes; and
- g) those incorporated in updating and adjustment processes for better work organization.

Source: Boletín Oficial del Estado 1.7.93 - Instituto Nacional de Empleo (INEM)

F National charter for apprentices and alternance insertion

A national charter to encourage apprenticeships and alternance insertion con-

tracts has been signed by the Ministry of Labour, Employment and Vocational Training with inter-sectoral and sectoral organizations and trade chambers. The latter undertake to sensitize enterprises to encourage them to take on more young people in apprenticeships or under alternance insertion contracts. The government undertakes to facilitate the recruitment of young people (financial incentives, dissemination of information and establishment of contacts between young people and enterprises, and the simplification of procedures). Regional charters will be prepared by the Prefects of the regions to establish quantitative objectives and specify financial commitments. A steering committee will follow the development of operations.

Source: INFFO Flash 388-389

IRL Structural funds and long-term unemployment

Major shifts away from the strategy used in the allocation of the last round of the **EC structural funds** are recommended in a recent report*. Great emphasis has been placed on the rate of return that must follow any investment of EC money and caution is called for in the selection of projects.

The Economic and Social Research Institute (ESRI) recommend that funds should be directed away from agriculture and concentrated on human resources, principally training initiatives, transport infrastructure, and environment programmes.

Training of trainers and training of employed workers should receive additional resources, while employers should be offered incentives to increase their training.

The problem of long-term unemployment warrants "a significant increase in resources". The current Social Employment Schemes with little or no training component do little to re-integrate the long-term-unemployed into the labour force, the ESRI report says, and it recommends adding an additional training or education component to produce better results.

* ESRI: EC Structural Funds, the Community support framework, evaluations and recommendations - Summary of report to the Department of Finance.

Source: FAS

I Assessment of the efficacy of vocational training measures

As part of the European Community programme for assessing training provisions co-financed by the European Social Fund, aims 3 and 4, ISFOL is promoting meetings with the regional bodies.

In matters relating to assessing the efficiency of training provisions, particular attention is being attached to new labour markets for those who complete training.

To formulate a common inquiry methodology for the various regional bodies, an initial seminar to promote awareness was held at ISFOL in April.

During the month of May a smaller commission met to formulate standardized methodology for analysing and processing the findings.

The aim is to formulate a common survey model, which will allow the collection of useful data for assessing, in terms of employment and training, every activity co-financed by the ESF.

Source: ISFOL

NL Discussion Paper "Continuing learning"

In March 1993 the discussion paper on adult education, "Bliven leren" (Continued learning) appeared. The subtitle is: Development perspectives for adult education in a broad sense. This offers a framework for an integrated discussion on a number of aspects of adult education policy. The basic idea behind the paper is that it is of crucial importance that people get basic vocational qualifications which enable them to continue learning processes throughout their working lives. In order to achieve this, a number of actions are necessary. These actions are announced in "Een goed voorbereide start" (A well-prepared start), a paper on the prevention of early school-leaving. These actions are aimed at young people, and should ensure that they obtain a qualification and that agreements are made with educational institutions on the improvement of educational output and with employers and employees on providing basic vocational qualifications for lowly-educated workers.

The actions should take place mainly on the sectoral level.

The main point of the paper "Continued learning" is that a normative and stimulative framework has to be created in which basic vocational qualifications can be realized to a maximum. The paper also contains proposals to improve the transparency of the qualification structure within adult education. Through these proposals private education obtains a clear position within the total educational system.

The paper also gives an overview of training for working people and unemployed workers in part-time non-formal education and in development activities for adults.

Source: CIBB

P Training/Employment Programmes

On 9 April 1993 a new regulation came into force regarding training/employment programmes sponsored by the "Instituto do Emprego e Formação Profissional" (IEFP - Institute for Employment and

Vocational Training), taking into account the Agreement on Policies of Vocational Training and intended to promote vocational training measures leading to improved qualifications lasting not less than one year.

The new measures have as their target groups young people and workers at middle management level, preparing them for a better adaptation to vocational activities, giving them means of access to employment and helping them obtain vocational and employment qualifications. They are also intended to benefit employers, providing them with vocationally qualified workers.

The specific target groups are:

- unemployed young people registered at employment centres, aged between 18 and 25 years, having completed at least obligatory schooling and not currently attending school, except for those attending evening courses;
- young people under 25 years of age registered at employment centres and having a university degree or equivalent qualification, or having attended a technical-vocational course or the 12th year of secondary school;
- unemployed workers who have been registered at employment centres for more than one year and are aged 25 or older.

Sponsoring bodies can be companies, cooperatives, professional associations,

private institutions of social solidarity and other non-profit organizations interested in the training and recruitment of workers and able to receive trainees on their premises after the conclusion of a training contract between the sponsoring body and the trainee stipulating relations between the parties.

The training activity and the practical stage for the trainees begin after a cooperation agreement has been signed between the Institute for Employment and Vocational Training and the sponsoring body.

The IEFP grants trainees a monthly training scholarship.

Sponsoring bodies who at the conclusion of the training activity enter into a permanent employment contract with trainees will be granted non-employment reimbursable financial support by the IEFP for each job created, with a value varying between 12 and 18 times the national minimum salary.

Source: Diário de República, / SICT

UK Industrial Society Finds Training Lags

British workers receive an average of just under four days' training each year, and companies spend an annual UKL 440 (ca. 575 ECU) on each individual's training,

according to a recent "Training Needs", the quarterly survey of the Industrial Society. The survey also finds that half of British companies have carried out no special training for the Single European Market, those who have done so mostly concentrating on language training.

Managers surveyed believe that the UK lags behind its EC competitors in terms of training effort. For the UK as a whole, 43% of managers thought UK training effort was worse than in the EC, only 4% thinking it was better.

Managers were evenly split on whether there should be a national levy on companies to boost training investment. But they believed their companies would overwhelmingly oppose such a levy.

Other survey findings include:

- women-only training courses are rare, only one in ten firms in the survey offering or considering this option;
- 36% of managers classify school leavers' literacy skills as poor or very poor, only 21% thinking them good;
- despite the recession there has been a marginal improvement in managers' optimism about firms' training budgets;
- 59% of firms encourage employees to seek NVQs, but only 42% offer financial help.

Source: BACIE

CONGRESSES - SEMINARS - CONVENTIONS

19 - 21 October 1993

Brussels/B

Employment in Europe, Employment week, First European Conference and Exhibition

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Fax: +44-81-3320874

2 - 4 December 1993

Den Haag/NL

Netherlands Congress Centre Fifth Annual EAIE Conference "Europe and Beyond", EAIE (European Association for International Education)

Information:

ICEF (International Consultants for Education and Fairs GmbH)

Am Hofgarten 18

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Fax: +31-20-620 94 06

13 - 14 December 1993

Brussels/B

European Conference - Flexible responses in higher education. Strategies and scenarios for the use of open and distance education in mainstream higher education.

Information:

StOHO

Coen de Vocht

Koningsstraat 80

B-1000 Brussels

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Fax: +32-2-502 61 05

8 - 10 March 1994

London/GB

Human Resource Development Week 1994

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9 - 15 May 1994

Quebec/Canada

International conference on the evolving requirements for facilities in vocational and technical education

Information:

The PEB Secretariat

OECD

2 rue André-Pascal

F-75775 Paris Cedex 16

Tel.: +33-1-45 24 92 60

Fax: +33-1-45 24 90 98

27 - 30 September 1994

Hannover/D

Qualifikation 94 - Internationale Fachmesse für berufliche Qualifizierung (International exhibition for experts on Vocational Qualifications)

Information:

Deutsche Messe AG

Messegelände

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MISEP (Mutual Information System on Employment Policy) is re-editing the basic information reports on employment policies in Europe.
- A report for each Member State will be available before the end of the year in EN, FR, DE; published in the series "Employment Observatory - Policies". Copies may be obtained from:
MISEP Secretariat
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D-12161 Berlin
Tel: 4930+85080051
Fax: 4930+85080052

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Office for Official Publications of the EC, Luxembourg, or its sales offices

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107, rue de Grenelle
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1993, 127 p. + enclosures
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Délégation Académique à la Formation Continue
Centre Académique de Formation Continue
31, rue de l'Université
F-34064 Montpellier Cédex 02
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