



CEDEFOP

European Centre for the Development
of Vocational Training



Promoting
learning for work







Cedefop

Vocational education and training is a matter for national policy. But in a single European labour market, it is also a matter for European collaboration.

Cedefop carries out research and analyses that underpin European and national vocational education and training policy, with particular focus on how best to link education and employment through qualifications frameworks, validation of informal and non-formal learning and work-based learning.

By collecting, through its expert networks in Member States, specialised information on vocational education and training policies and practice across Europe, Cedefop produces data and statistics that allow for comparisons between countries and identify present challenges and future trends.

Cedefop submits its reports to the European Commission, European Parliament, Member States and European social partners. It also advises its stakeholders on issues linked to vocational education and training.

The Centre also operates as a forum, bringing together policy-makers, social partners, researchers and practitioners to share ideas and debate the best ways to improve vocational education and training in Europe.

matching people's skills to
labour market needs



linking lifelong learning
to employability

in 2015 Cedefop...

- was cited in **107** EU policy documents and **56** policy documents of international organisations
- contributed to **114** EU policy documents
- participated in **172** events organised by Council Presidencies, the European Commission, the European Parliament and other high-ranking decision-makers and opinion-leaders in European vocational education and training policy
- received around **1 800** visitors at its own conferences and events

Cedefop's website registered...

- **609 000** publication downloads
- **393 000** visits and **1 266 000** page views



Think European but act **locally**

European cooperation in vocational education and training (VET) has prompted reforms and has helped raise skills levels across the board. Education and training systems have become more flexible, offering pathways with more transition options. Education attainment is rising across Europe and VET is increasingly available in most Member States, both at secondary and tertiary levels. More people are in lifelong learning, although there is still much to be done to avert early leavers from school or VET with low or no qualifications. Digitalisation, with growing capacities of mobile devices, offers new interactive and remote ways of learning. We have come a long way.

But, at the same time, labour markets have become increasingly challenging and insecure. Globalisation, technology, growing environmental concerns, an ageing population and the need to integrate millions of refugees and immigrants into education systems and labour markets have created unprecedented economic uncertainties and challenges across Europe.

As Europe struggles to recover economically and socially, people in many European regions suffer from unemployment, underemployment and low-paid jobs; in other regions, employers seek qualified workers but cannot find the skills they need. Education and training, skills and qualifications are becoming prerequisites to growth and development.

Education and training systems need to ensure that people's skills are up to date and meet changing labour market needs. Cedefop's labour market intelligence and its forecasts of skills needs and supply help policy-makers shape VET in line with labour market requirements. In its core business, Cedefop delivers policy advice to Member States and social partners on VET, in particular, on issues related to skills and qualifications.

Education and training need to provide citizens with skills and qualifications they can take with them when moving within and across countries or systems: qualifications need to be understood and comparable

in all EU Member States. With its work on qualifications frameworks, quality assurance and other tools, Cedefop supports transparency of learning experiences and promotes increased mobility for European citizens.

It is now generally accepted that VET pathways with a significant share of work-based learning and apprenticeship-type schemes help young people enter the labour market. Cedefop's work on key competences, work-based learning and apprenticeships has contributed to demonstrating VET's value and to raising European policy-makers' interest in it.

In parallel to the Bologna process in higher education, the Copenhagen process has brought about new approaches to VET and closer cooperation between European countries. It has also captured two essential targets: inclusion and excellence.

Thinking European and acting locally ensures that new policies and tools reach and support those who face the day-to-day

challenges of delivering VET and those who are in VET to seek employment, re-employment and quality jobs. Together, they make VET reform a beneficial activity.



James Calleja
Director



Micheline Scheys
Chair of the
Governing Board



Martin Schulz

President of the European
Parliament

‘Enhancing the capacity of vocational education and training at a time of great economic difficulties is essential. No stone should be left unturned in seeking a solution to the crisis.

Vocational education and training must become an equal choice and not a second option to university education. Some jobs require university studies but many, many others require hands-on experience best provided through vocational training.

We need attractive vocational education and training because it has the power to match jobs and skills, thereby significantly improving employment possibilities for many.

With its impressive network established over all these years, Cedefop is ideally placed to lead the way in re-invigorating vocational education and training. Its unique forum, through which best-practice exchanges, expert policy advice and advocacy can be developed, is perhaps more important today than ever before.’

“ Europe will be counting on
Cedefop’s input ”

“Cedefop remains as relevant today as it was four decades ago”



Marianne Thyssen
European Commissioner for
Employment, Social Affairs,
Skills and Mobility

‘No organisation understands better than Cedefop how Europe’s vocational education and training systems are struggling to meet 21st century expectations.

As an expert centre, Cedefop knows the substantial efforts invested by the Commission, Member States and social partners in improving vocational education and training systems. These efforts are delivering results: reduced early leaving from education and training, better validation of non-formal and informal learning, and more opportunities for quality apprenticeships.

But many challenges remain. To make systems more flexible, and crossing borders for study or work easier, we must use the common European tools that Cedefop has helped to develop and that Member States have committed to.

We must further reinforce the link between vocational programmes and labour market needs to reduce skills mismatch and ensure that such programmes act as a bridge to work. We must also do more to increase attractiveness of vocational education and training and boost participation in lifelong learning so no talents go untapped.

I look for Cedefop’s support through its expert analysis of reforms in vocational education and training in Member States. I also look for its support through its insights into labour market trends such as forecasts of skills supply and demand and research on skill mismatch.’



To collect reliable, up-to-date and comparable data
for its analyses, Cedefop has networks
spanning all EU Member States



ReferNet

Cedefop's main network for information on vocational education and training, ReferNet, is made up of national partner institutions. They provide Cedefop with information on vocational education and training systems and developments, and on how their countries go about implementing European policy objectives.



SkillsNet

Cedefop's network for skills welcomes researchers who work on early identification of skills needs and support transfer of research results into policy and practice. SkillsNet members participate in Cedefop's activities on forecasting skills needs and supply and its surveys and sectoral analyses on how best to match people's skills with labour market needs.



65 million CVs
GENERATED THROUGH
THE ONLINE EDITOR
since 2005

125 million
visits
TO THE EUROPASS WEBSITE
since 2005



photo: © WorldSkills France_49ALS_Fraisage (30)

Europass

A portfolio of documents developed by the European Commission to support European citizens' mobility.

It consists of a standard curriculum vitae template, skills passport and language passport available in 27 languages and accepted across Europe.

The Europass website is managed by Cedefop for the European Commission. Since its launch in 2005, it has received 125 million visits.

93 million
downloads
since 2005



Cedefop's work in a nutshell



making vocational education and
training more attractive

Training systems and institutions

Cedefop **monitors:**

- changes to VET policies, systems and institutions;
- implementation of common European tools, such as qualifications frameworks, designed to allow comparison and recognition of qualifications from different countries or systems.

The Centre **supports** policy-makers in implementing related reforms.



DESCRIPTIONS

National education and training systems



REPORTS

European and national policy developments



FRAMEWORKS

European and national qualifications frameworks



OUTCOMES

Learning outcomes

Learning and employability

Cedefop **examines** policies, for example on adult learning and social inclusion, which make it easier for citizens to move between education and employment and to find and keep jobs. It also looks at policies that make vocational education and training a more attractive option for young people.

The Centre **advises** stakeholders on how to address both citizens' needs and European and national economic priorities.



EUROPEAN ALLIANCE FOR APPRENTICESHIPS

Cooperating with Member States, reviewing their apprenticeship provisions and giving advice



WORK-BASED LEARNING

Assessing work-based learning models in initial and continuing education and training to identify best practices and provide policy advice



EARLY LEAVING

Reducing early leaving from education and training



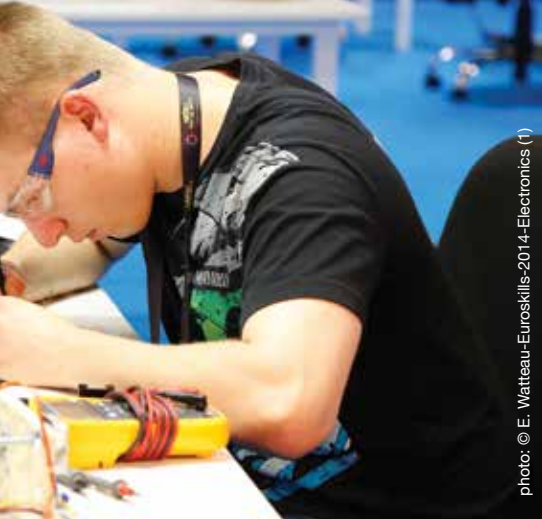


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Skills and labour market

Cedefop **researches** how socioeconomic and demographic trends affect employment, nature of jobs and demand for skills in the labour market.

The Centre **forecasts** future skills supply and demand and provides labour market intelligence to help individuals, employers and policy-makers to make informed decisions about education, training and careers.



PAN-EUROPEAN FORECASTING OF SKILLS NEEDS AND SUPPLY



FIRST EUROPEAN SKILLS AND JOBS SURVEY

Examining how people's qualifications and skills match (or not) changing demands and complexities of their jobs practices and provide policy advice



SKILLS PANORAMA

The EU's central access point for information on trends for skills and jobs across Europe

Cedefop

More than four decades 1975-2015



History

Over four decades, Cedefop's work has inspired the development of vocational education and training policy and practice across Europe.

The Centre was founded in 1975, against the backdrop of the 1968 student revolts and the economic and societal crises of the following years. Reforms in tertiary education triggered governments and trade unions to reflect on modernising vocational education and training, which was of vital importance for the success of a common labour market.

The European Economic and Social Committee, the social partners' representation at EU level, advocated the establishment of a European centre that would deal with vocational education and training research.

The new centre was established in West Berlin, to demonstrate that the divided city was part of the European Community. Nearly two decades later, when German unification and EU enlargement had changed the European political and economic landscape, the Council of Ministers decided to move Cedefop to Thessaloniki, Greece.



**Gromyko äußert sich kritisch über
das geplante EG-Institut in Berlin**

F. KEMNA/D. GOOS, Berlin/Bonn

Der sowjetische Außenminister Gromyko hat sich, wie in Berlin bekannt wurde, gegenüber den Moskauer Boten, gegenüber den EG-Mitgliedstaaten kritisch über das geplante EG-Institut in Berlin geäußert.

Moskaus als Ausdruck einer möglichen allgemeinen Verhärtung des sowjetischen Westkurses gewertet, zumal der Kreml damit offenbar eine politische Konfrontation mit der EG in Kolumbien, an deren Gesprächsbereitschaft sich in wirtschafts- und handelspolitischen Fragen gerade in den letzten Monaten gelegen war.

...meinen in...

European vocational education and training **milestones**



1957

European Economic Community is established – Article 128 of Treaty of Rome sets ‘general principles for implementing a common vocational training policy’

1963

European Council creates an Advisory Committee on Vocational Training

1970

European Economic and Social Committee study group calls for a European institute for vocational training

1975

Council regulation establishes the European Centre for the Development of Vocational Training (Cedefop) in West Berlin

Late 60s

Student unrest in Europe/education systems in a state of crisis

1968-73

Vocational training institutes are created in various European countries. OECD and Unesco set up institutes for research on education

1985

Launch of European social dialogue to involve social partners in development of the European internal market

- Council decision on comparability of vocational qualifications between Member States
- Launch of study visits programme for education and training experts, managed by Cedefop for the Commission



Berlin



mid 80s

Introduction of learning outcomes to define qualifications. European tools and principles have since been based on this approach: Europass

1995

Cedefop transferred from Berlin to Thessaloniki

- Launch of Leonardo da Vinci programme in support of vocational training

2013

European alliance for apprenticeships

2015

Cedefop celebrates its 40th anniversary and its 20 years in Thessaloniki, Greece

- Riga conclusions: a new set of medium-term deliverables 2015-20

(since 2005), European qualifications framework (2008), European credit system for VET (ECVET) and European framework for quality assurance (EQAVET) (2009), recommendation on validation of non-formal and informal learning (2012)

2002

Copenhagen declaration on closer European cooperation in vocational education and training. Cedefop sets up ReferNet

2007

European lifelong learning programme (2007-13)



Working from Thessaloniki for all of Europe

We are 120 staff from more than 20 European countries. Cedefop takes in around 10 trainees per year from all over Europe, usually graduates at EQF levels 6 or 7, offering them first-hand working experience in a European Union environment. The Centre reaches out to the local education and training community, organising and participating in events and advising the Greek authorities on vocational education and training matters.

Governing Board

Cedefop's Governing Board is composed of Member States' governments, employers' organisations and trade unions, and the European Commission. The Director carries out decisions of the Governing Board and is responsible for overall management of Cedefop's work and staff. The Centre annually reports to the European Court of Auditors on its budget execution. It is accountable to the European Parliament which gives it a discharge on its annual budgets.





Cedefop was created by Regulation (EEC) No 337/75 of the Council of 10 February 1975 establishing a European Centre for the Development of Vocational Training

A great deal of additional information on the European Union is available on the internet. It can be accessed through the Europa server (<http://europa.eu>).

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Panoramic view of Aristotelous square, Thessaloniki, Greece
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Cedefop manages **Europass**, **Skills panorama**, **ReferNet**

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