



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 that underpins 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 analyses, 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 2014 Cedefop...

- was cited in **97** EU policy documents and **31** policy documents of international organisations
- contributed to **127** EU policy documents
- participated in **164** 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 **2 000** visitors at its own conferences and events



## Cedefop's website registered...

- **600 000** publication downloads
- **331 000** visits and **929 000** page views



# Past, present and **future**

In a labour market where skills and competences determine employability, the European Centre for the Development of Vocational Training (Cedefop) addresses the need for quality in lifelong learning, skills development and qualifications.

Located since 1995 in Thessaloniki, Cedefop is the European reference centre for policy-makers, social partners, training institutions, teachers and trainers, and learners of all ages – everyone who has a stake in vocational education and training. On its own, vocational training may not restore economic growth, create jobs or increase competitiveness. Nevertheless, it ensures that a bedrock of growth, employment and competitiveness – a workforce with the right skills – is in place giving people the capacity to attract employment and sustain working lives in a rapidly changing environment.

Governments, social partners and the European Commission have had a reliable part-

ner in Cedefop for over four decades. The Centre was originally established in Berlin in 1975 – a time of low European competitiveness, high unemployment, and challenging developments in technology and work practices. Forty years later, Cedefop's work is helping Europe to face similar challenges: serious threats to employment and living standards, environmental challenges, and high risks of increased social exclusion in many Member States.

The Centre aims to help political actors and social partners in Member States generate opportunities for learning and working. It is committed to ensuring that reforms to vocational education systems and mechanisms allow countries to meet challenges of a shifting labour market. The Centre does this through policy monitoring, exchanges, applied research and analysis.

Cedefop is also committed to sharing comparative data and policy solutions that allow citizens to pursue vocational educa-

tion and training in other countries. This includes development of qualifications frameworks, and systems allowing validation of all skills. Vocational education and training's changing role is also added value for a wider spectrum of European learners of all ages.

In 2015, Cedefop restructured its operations to focus more sharply on improving systems and institutions; developing learning methods that favour employability; and analysing links between skills and labour market needs. The Centre also moved, in 2014, from supervision of the European Commission's General Directorate for Education to that of Employment.

Anniversaries celebrate the past but also help to revisit the present and visualise the future. Thanks to unfailing commitment of past and present staff and directors of the Centre, Cedefop will continue to provide a service of the highest quality to Europe and its citizens. We are confident that with

the resources provided by the Commission, governments and social partners, we will continue to generate concepts, policy proposals and analyses that, without losing sight of social inclusion and environmental sustainability, will promote competitiveness, employment and economic prosperity.



**James Calleja**  
Director



**Barbara Dorn**  
Chair of 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 reinvigorating 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 40 years ago ”



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

‘This year marks Cedefop’s 40th anniversary. No organisation understands better 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 labour market 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.



**50** million CVs  
GENERATED THROUGH  
THE ONLINE EDITOR  
since 2005

**110** 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 110 million visits.

**85 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





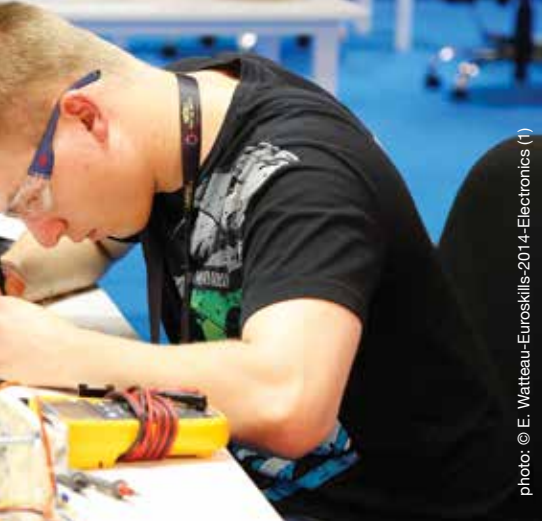


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# Skills and labour market

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

The Centre **forecasts** future skill 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

# 40 years Cedefop 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 der EG-Mitgliedsstaaten kritisch über das geplante Forschungsinstitut in Berlin geäußert. Er bezeichnet das Institut als Ausdruck einer möglichen allgemeinen Verhärtung des sowjetischen Westkurses gewertet, zumal der Kreml damit offenbar eine politische Konfrontation mit der EG in Kauf nimmt, an deren Gesprächsbereitschaft ihm in wirtschafts- und handelspolitischen Fragen gerade in den letzten Jahren gelegen war.

# 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

## 2014

Cedefop's parent DG changes from Education and Culture to Employment, Social Affairs and Inclusion

(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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**CEDEFOP**

European Centre for the Development  
of Vocational Training

Europe 123, 570 01 Thessaloniki (Pylea), GREECE  
Po Box 22427, 551 02 Thessaloniki, GREECE  
Tel. +30 2310490111, Fax +30 2310490020, Email: [info@cedefop.europa.eu](mailto:info@cedefop.europa.eu)

Cedefop manages **Europass, Skills panorama, ReferNet**

visit our portal [www.cedefop.europa.eu](http://www.cedefop.europa.eu)

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