European Guidelines on Validation

- Update of Guidelines is an European Commission and Cedefop joint initiative

  (Council Recommendation VNFIL)

- Meeting in Mechelen in April 2013
- General structure: principles, toolkit and examples
- Public consultation to MS and stakeholders

Guidance has an essential role

- February meeting of the EQF advisory group
- Publication foreseen mid-2014

Cedefop Studies' Highlights

2013-2014

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This presentation

- Presentation of two studies

Immigrants   Active ageing

- Departure points
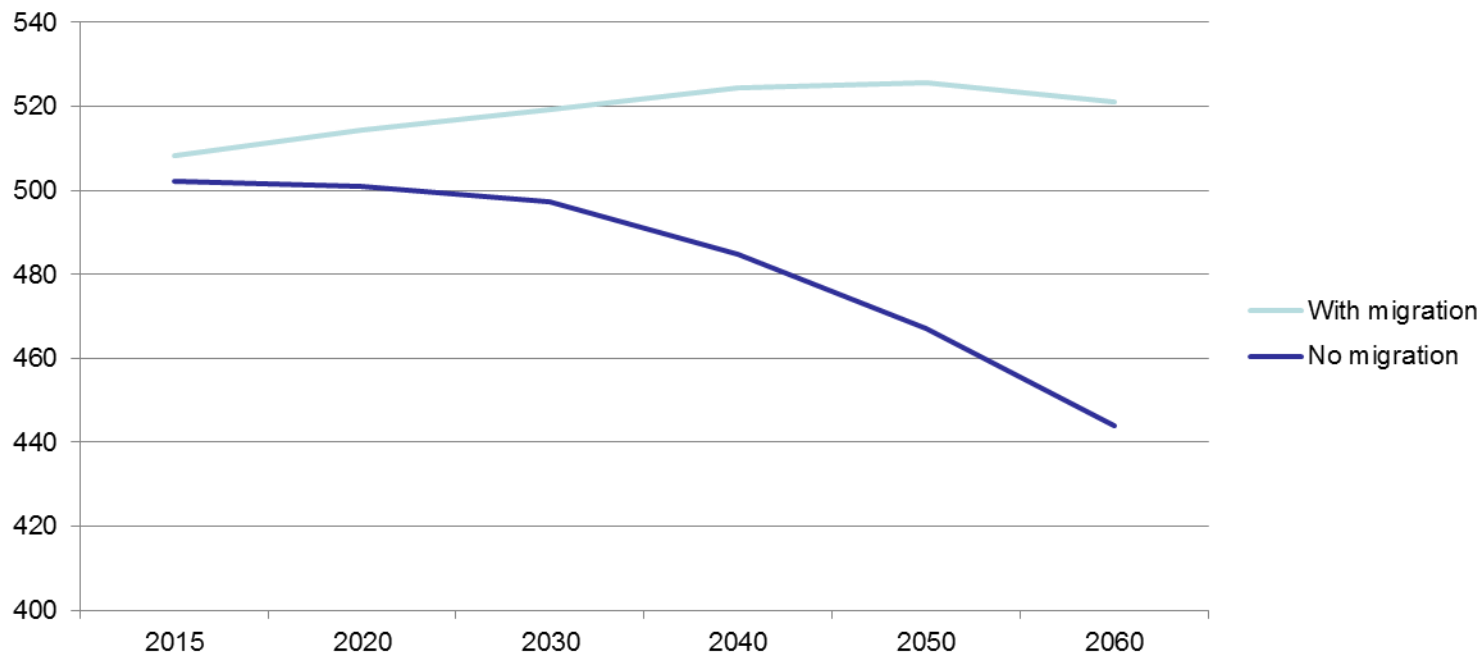- Objectives of study
- Methodology used
- Highlights

Study
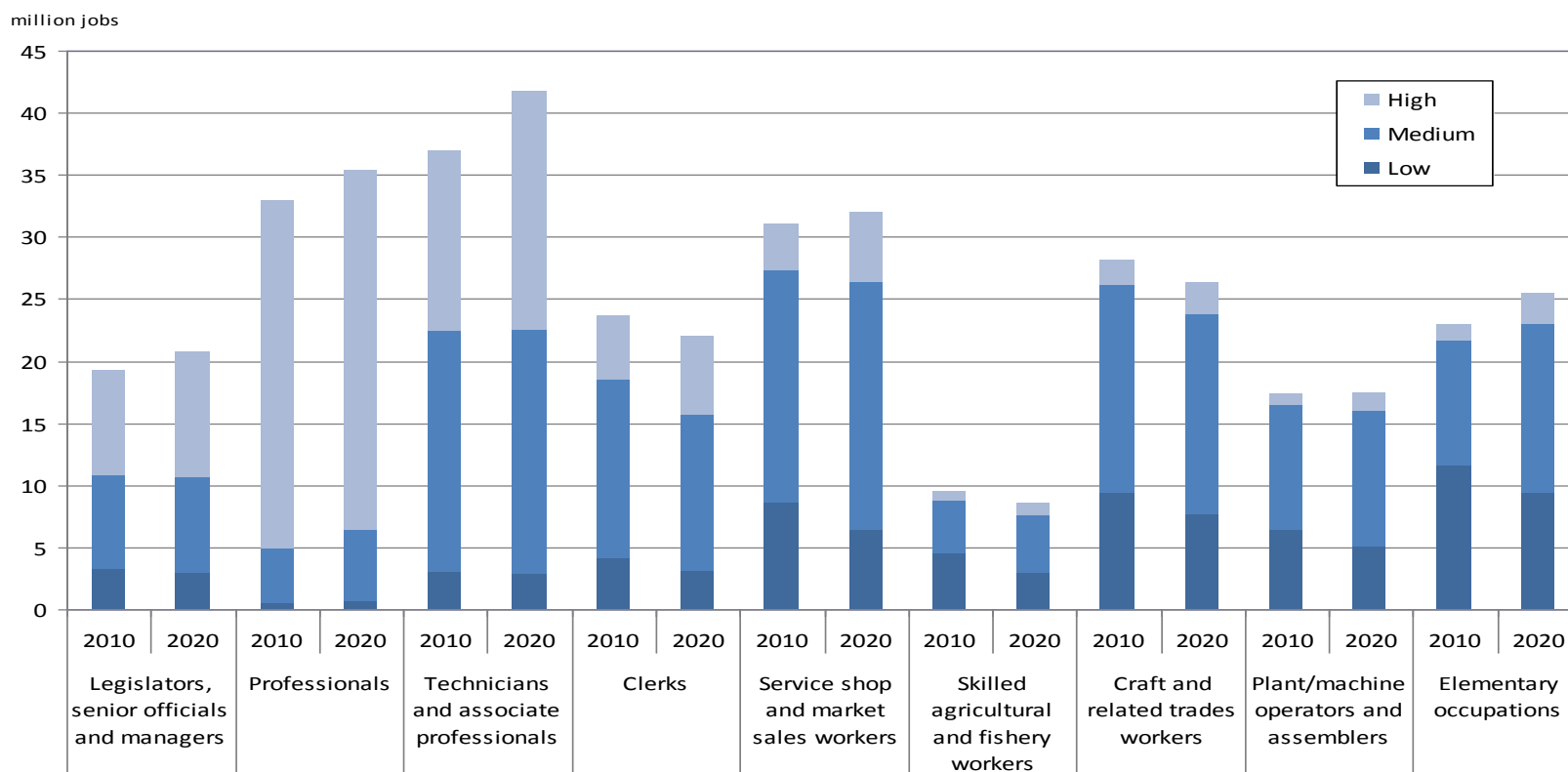
Guidance for the labour market integration of immigrants

•Population is aging
•Low fertility rates

Population projections in the EU27 with and without migration (millions)

- Highly qualified workers retiring in the older cohorts
- Jobs in Europe with high skilled trend (Cedefop)

Vilnius – December 2013

Known facts

- Population is aging
- Low birth rates
- Highly qualified workers retiring in the older cohorts
- Jobs in Europe with high skilled trend (Cedefop)

- Insufficient replacement of highly qualified workers

Known facts

The newly arrived

- Inflow of highly qualified migrants
- Age structure of immigrant population is lower

The currently resident

- Skills mismatch for highly qualified
- Disengagement from education
- Low activity rates of women

Role of Guidance

- Enable prospecting migrants
- Facilitate arrival stage (information and key skills)
- Facilitate recognition and validation procedures

Role of Guidance

- Foster autonomy in career decision (CMS, work, learn)

- Assist career planning

- Help in identifying and finding a job

- Follow-up of integration and development

Objective

- Map role of guidance in integration across Europe
- Identify effective practices according to context

Important questions

- Which aspects affect the quality of provision
- What strategies for stakeholder engagement
- How to assure sustainability
- How to promote and diffuse innovation

Methodology

- Secondary sources
(reports, statistics, policy documents,…)
- Interviews
- Case-studies

Methodology

Criteria for selecting representative countries

•Countries with relatively large migrant communities (relative to group type)

•With projections of notable immigrant community growth

Key messages

Identification of target groups is needed

- Preemptive approach concerning needs
- Policy visibility
- Assess the individual potentials and needs

Key messages

Engage communities efficiently

- Engage migrant individuals and representatives
- Build capacity
- Immerse practices in community (schools, associations)
- Market clearly and in cooperation

Key messages

Generate better evidence and accountability

- Harmonise criteria for monitoring and evidence gathering (nationally, EU)
- Compare practices, outputs and outcomes - transferability
- Make benefits understandable
- Generate accountability (financing)

Key messages

Assure the sustainability of practices

- Public commitment and cooperative spirit – resource pooling
- Employer engagement – needs evidence of return
  (cost sharing, apprenticeships, internships, mentoring)
- Support and mainstream NGO work – needs monitoring
- Assure community relevance and capacity

Key messages

Assure the quality of the services

- Skills and attitudes of professionals – multicultural training
- Knowledge base of professionals (kits?)
- Good, relevant and understandable information (also for professionals and SMEs)

Key messages

Make sure career development does not end with immediate output

- CMS: with, but beyond key skills in language and society
- Encourage and support further career development
- Assure the links with other support systems

Study

Guidance in employers' age management strategies

Known facts

- Share of older workers growing (over 45 are 40%)
- Older have lower share of employment, but growing (under 50%, except Northern Europe)
- More older workers in SMEs (lower resources and training)
- Increasing exit age (statutory pension age, expectations)
- Less participation in learning

Role of Guidance

- Help individuals assess their needs and aspirations concerning their mature career stage

- Help people devise exit strategies

- Improve the motivation of older workers

Role of Guidance

- Assist the transmission of knowledge between generations of workers

- Assess skills needs related to skills obsolescence

- Support redeployment processes

Role of Guidance

- Increase the contribution of older workers according to their potentials, wants and needs
- Generate integrated visions of career development across life-stages

Objective

- How the European Union and national policies and strategies address the issue of staying longer in employment.

- How lifelong guidance is embedded in employer's age management strategies supporting older workers' lifelong learning and skills development.

- To what extent different forms of guidance support are available to this target group

Methodology

- Secondary sources
(reports, statistics, policy documents,…)
- Interviews
- Case-studies

Key messages

Reduce fragmentation of policy support: a real lifelong framework (use portfolio, CMS frameworks)

Need to build a stronger case based on the contribution of older people to society and the economy (knowledge, experience, culture, enhanced value)

Key messages

Age management used for immediate problem solving rather than individual career development

(need to find balance – ICT can be useful)

Need to invest in CMS – current age management aimed at technical skills

(productivity, motivation, career development, participation)

Key messages

Evidence base: needed (again)

Employers are not very aware about the potential of guidance (engage stakeholders)

Better cooperation between enterprises and external stakeholders

(PES, E&T, improve information to firms and individuals)

Key messages

Establish incentives to firms (especially SMEs)

Promote access on the workfloor, with an ethical, individualised support (also empower choice – vouchers)

Guarantee the skills of professionals
(train, guidelines)

Thank you for your attention