



CEDEFOP

European Centre for the Development
of Vocational Training



Making VET

fit for the future







CEDEFOP IS THE EUROPEAN UNION'S AGENCY FOR VOCATIONAL EDUCATION AND TRAINING

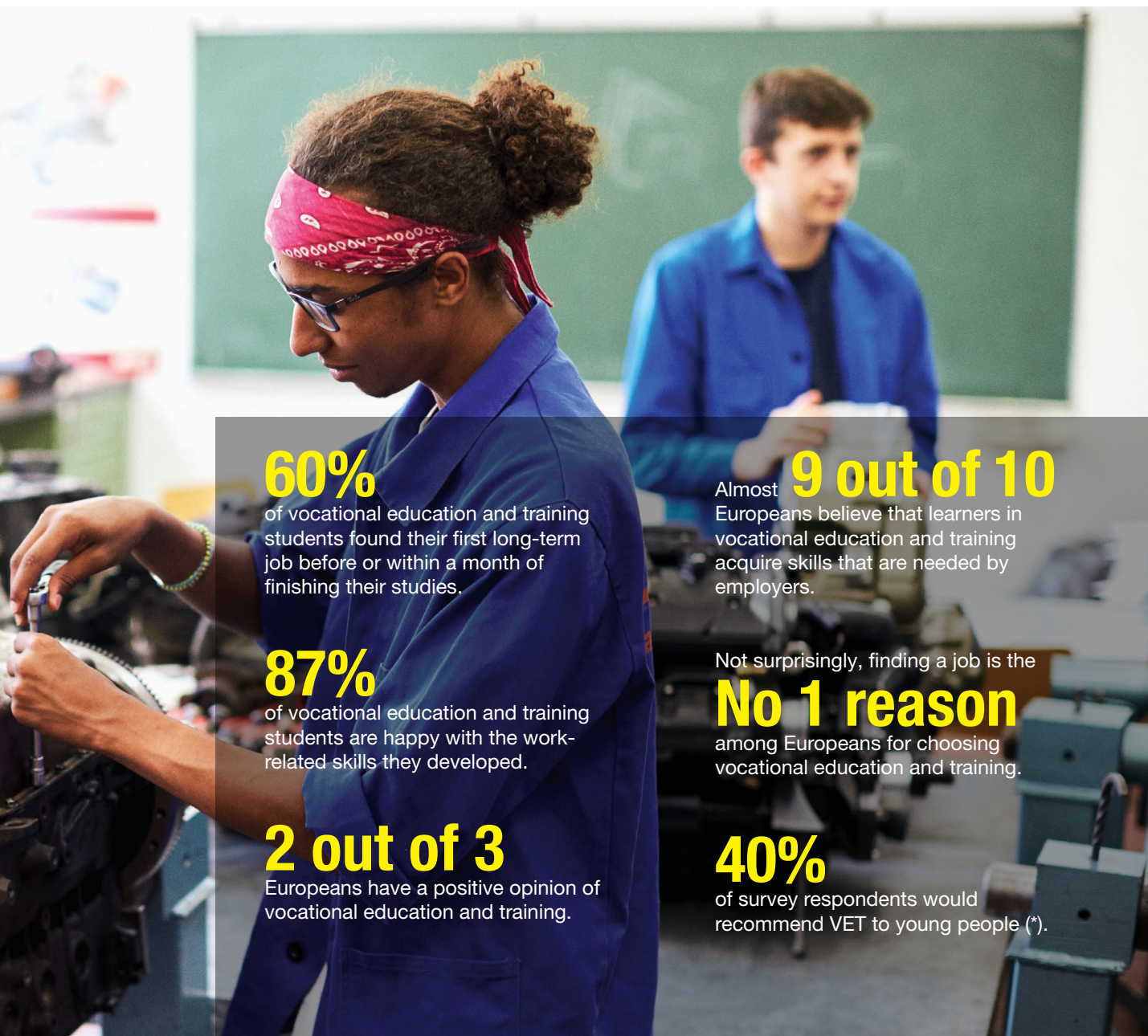
Cedefop supports the European Commission, EU Member States, social partners and education and training researchers, practitioners and providers in promoting and developing vocational education and training (VET). With its research and policy monitoring, its analyses and policy advice, it has inspired vocational education and training policy and practice across Europe for over four decades.

The agency is based in Thessaloniki, Greece. It employs around 120 staff from across the European Union. Its Governing Board is tripartite, with representatives from EU Member State governments and social partners as well as the European Commission.

Cedefop was established by Council Regulation (EEC) No 337/75 of 10 February 1975.

VOCATIONAL EDUCATION AND TRAINING IN EUROPE





60%

of vocational education and training students found their first long-term job before or within a month of finishing their studies.

87%

of vocational education and training students are happy with the work-related skills they developed.

2 out of 3

Europeans have a positive opinion of vocational education and training.

9 out of 10

Almost
Europeans believe that learners in vocational education and training acquire skills that are needed by employers.

Not surprisingly, finding a job is the

No 1 reason

among Europeans for choosing vocational education and training.

40%

of survey respondents would recommend VET to young people (*).

(*) Results from Cedefop's first opinion survey on VET in Europe, conducted in 2016, draw on more than 35 000 interviews. More information can be found on Cedefop's website.

SUPPORTING POLICY COOPERATION AND MUTUAL LEARNING

photo. © Shutterstock/logoboom

Vocational education and training (VET) is high on the EU agenda. It is seen as a policy lever which can help address challenges in an increasingly globalised and technology-driven economy. The European Pillar of Social Rights asserts European citizens' right to both excellent and inclusive education, training and lifelong learning, as a means of maintaining and acquiring skills that enable them to manage their learning and working lives and to participate fully in society. VET is central to achieving these goals.

Cedefop, with its evidence-based research and VET policy analyses, is a hub for information sharing and networking. It supports the European Commission, Member States and social partners in all European strands of VET. While cooperation with the European Commission continues to be at the core of our work, Cedefop has dynamically developed its activities and services: we have been fostering transnational policy learning, closely involving governments and social partners; policy learning forums and various online tools on our website aid exchange of knowledge and experience.

The recent external evaluation of Cedefop confirms that its work is relevant to both key EU-level and national stakeholders. As national stakeholders confirm, the Agency's thematic reviews on apprenticeships and skills governance have helped clarify and shape policies in several countries. Our closer interaction with VET professionals on the ground has also benefited Cedefop's own work: it has deepened our understanding of the challenges linked to the implementation of EU policies in the various countries – this understanding will be reflected in our current and future activities.

As a European organisation responsive to changing needs, Cedefop will continue to support policy cooperation and mutual learning between European and national VET policy-makers, social partners, researchers, providers and practitioners. It is our conviction that VET, with its dual goal of supporting individuals as they strive for excellence and the inclusion of those in need, not only meets European labour market needs but eventually also helps shape them, making them more ambitious in terms of the quality of the jobs they generate.



Mara Brugia
Acting Director



Tatjana Babrauskiene
Chair of the Governing Board

“ HELPING TO MAKE VOCATIONAL EDUCATION AND TRAINING A FIRST CHOICE ”

As Europe turns the page on the worst economic and social crisis in decades, there is reason for optimism. Employment has never been as high in Europe, and unemployment continues to fall.

Cedefop's work has played a key role in fostering reform in vocational education and training. The Centre has been at the forefront in promoting apprenticeships and work-based learning as a robust preparation for working life.

But this is no time to rest on our laurels! We have to cope with the challenge of future work and job requirements in the era of globalisation and industry 4.0, with its smart machines working side by side with humans. The work of Cedefop is crucial in forecasting skills needs and exploring training scenarios. Future young generations and people of working age must be equipped with skills that enable them to navigate rapidly shifting job environments and requirements. This includes being prepared for multiple career changes. We must not only promote learning for work, but learning at and through work.

I rely on Cedefop to excel in its role as reference expert centre for policy-makers, social partners and training institutions. Its work will help them in their task of designing and modernising systems and services that are fit for purpose in the rapidly changing environment of the 21st century.



**Marianne
Thyssen**

European Commissioner for Employment,
Social Affairs, Skills and Labour Mobility

Work in Europe is facing huge changes. While southern Europe is still feeling the effects of the economic and financial crisis with millions of young people out of work, other Member States are struggling to find enough qualified employees. In both cases, vocational education and training is key to integrating people successfully into the world of work.

The digital economy is growing rapidly, with even traditional industries becoming increasingly digitised. The education and training demands placed on workers and job-seekers are high. People with comprehensive and up-to-date expertise are the future of companies, guarantors of prosperity and growth.

With its wealth of knowledge and programmes, Cedefop makes an important contribution to improving and reforming vocational education and training. Providing practice-oriented networks, in-depth contributions to debates and effective solutions, Cedefop is a valuable partner for European Union citizens in attaining the goal of good education and training and good jobs for all.



**Thomas
Händel**

Chair of the Committee on Employment and
Social Affairs of the European Parliament

“ GOOD EDUCATION
AND TRAINING
AND GOOD
JOBS FOR ALL ”

CEDEFOP'S WORK IN A NUTSHELL



photo: © Euroskills, 2014

SHAPING VET SYSTEMS
AND QUALIFICATIONS

VALUING VET TO
EMPOWER PEOPLE

INFORMING VET USING
LABOUR MARKET
INTELLIGENCE



SHAPING VET

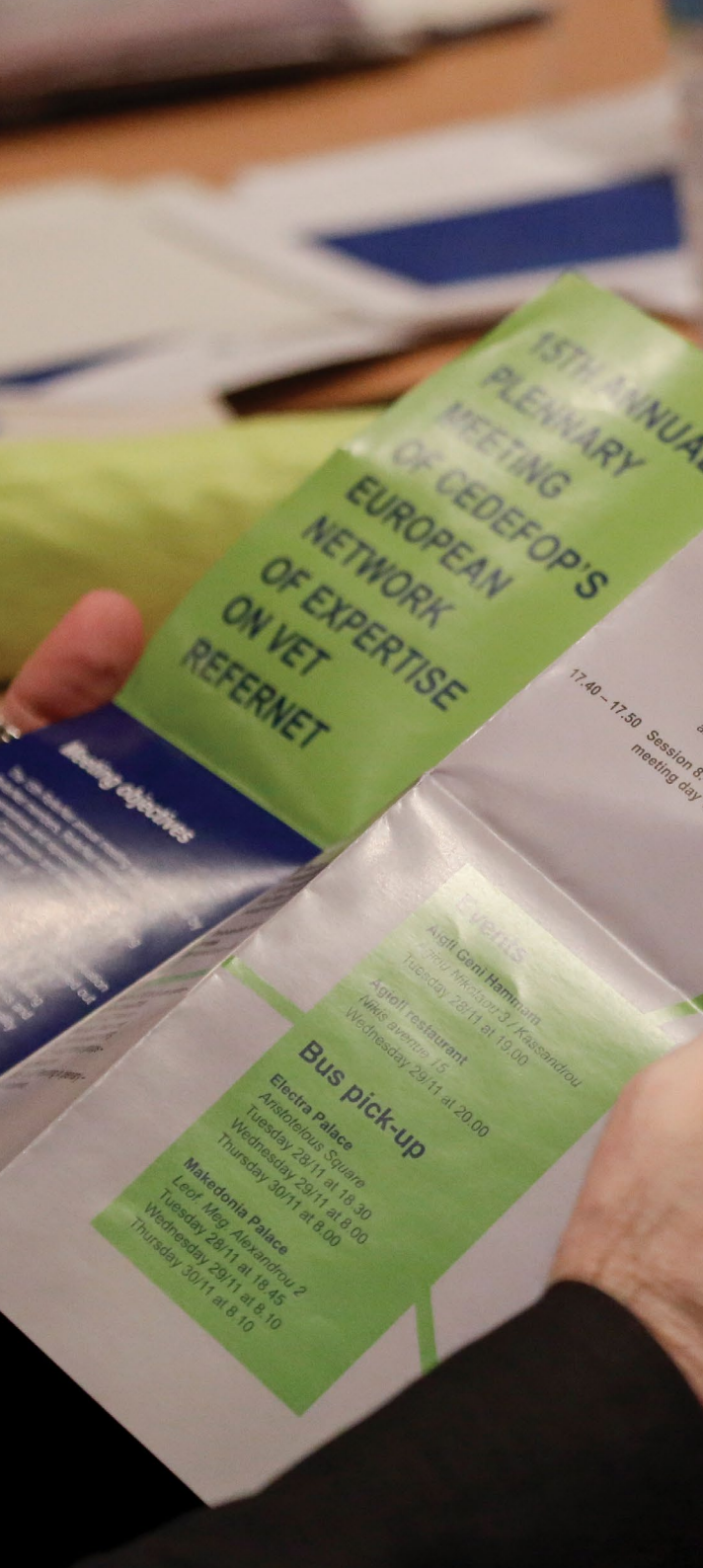
VET POLICY REPORTING

EUROPEAN TOOLS AND SYNERGIES

THE FUTURE OF VET

VET systems and institutions must be relevant to individual and labour market needs. Cedefop supports their renewal in response to rapidly changing policy needs. It monitors and reports on labour market changes and policy development in the EU Member States aiming to build predictive capacity. It is now looking further ahead to the future, to stimulate debate on European VET cooperation until 2030.

VET systems need to take into account learning acquired in different ways and at different times, and allow people to move across countries, education (sub)systems and economic sectors. Cedefop supports the development and promotes the use of European tools such as qualifications frameworks and Europass, which allow Europeans working or learning abroad to 'take their qualifications with them' by facilitating common understanding and recognition of qualifications.





info is very
to understand
easier to answer that
2. Greece: all taps are easy
Netherlands: all taps are easy
Australia: all taps are easy

VALUING VET

APPRENTICESHIPS AND WORK-BASED LEARNING

VET FOR LABOUR MARKET INTEGRATION AND SOCIAL INCLUSION

LIFELONG GUIDANCE AND VALIDATION OF LEARNING

Empowering people through VET is about helping all citizens to achieve competences and skills required for work, employability, entrepreneurship and lifelong learning in a constantly changing labour market.

Cedefop supports the development and implementation of European VET policies by promoting learning between countries and directly supporting countries on request.

Cedefop's work on apprenticeships and adult learning supports the development of VET policies and programmes that provide high-quality skills and qualifications relevant to the labour market. With its work on guidance and the validation of non-formal and informal learning, Cedefop promotes access to VET and contributes to its attractiveness. It encourages the inclusive role of VET by supporting the (re)integration into education and training of early leavers, the low-skilled and other vulnerable groups.





FROM
PROTOTYPE
TO PRODUCTION

10 day to
September
2017

ScalHybrid

Learning assistance to inform you with big data to guide

Aims	Results
1. Select the correct of about real LM electrodes	1. PMW on LM electrode
2. Assess the electrodes with skills normal data using tools	2. SNM on LM electrode
	3. SNM on LM electrode
	4. WDM on LM electrode

Data

1. Interpretable: There are 1
2. Interpretable: There are 1
3. Interpretable: There are 1
4. Interpretable: There are 1

10 day to
September
2017



INFORMING VET

FORECASTING SKILL DEMAND AND SUPPLY

BIG DATA ANALYSIS FROM ONLINE JOB VACANCIES

ASSISTING EU COUNTRIES IN SKILL MATCHING

Cedefop investigates technological, economic and societal trends affecting employment, the nature of jobs and skill demand in the labour market. It predicts future skill needs and supply, and analyses skill mismatch to help individuals, employers and policy-makers make informed decisions about education, training and careers.

Cedefop also helps Member States develop their own data and intelligence on skills and employment, supporting them in addressing skills mismatches and identifying the policies and practices most suitable to their needs. This encourages capacity building and policy learning between countries.

Cedefop develops and maintains the Skills Panorama, a unique website for data and intelligence on skill needs in occupations and sectors across Europe.

ALWAYS RESPONSIVE TO USER NEEDS

CEDEFOP WEB PORTAL

Cedefop's web portal brings the wealth of information generated by the agency to life, using a variety of tools and presentation formats, such as databases, videos, photos and data visualisations.

Among the data visualisations and tools worth exploring users will find:

- a new edition of our skills forecast, enriched with new dashboards;
- the European skills index;
- Cedefop's first European opinion survey on VET;
- Cedefop's European database on apprenticeship schemes;
- resources for career guidance;
- a toolkit for countering early leaving;
- the IVET mobility scoreboard.

Cedefop's web portal provides tools for policy-makers, social partners, researchers, practitioners and interested citizens. The agency is committed to continuing updating its web portal with features that allow easy access to resources and data sets, powerful search filters and enriched country-specific findings.

www.cedefop.europa.eu

DATA VISUALISATIONS AND TOOLS



Skills forecast



European skills index



Opinion survey on VET



European database
on apprenticeships scheme



Resources for guidance



Toolkit for tackling
early leaving



IVET Mobility scoreboard

**IN 2017
CEDEFOP**

was cited in **144**
EU-level policy documents

and **118** documents by
international organisations



CEDEFOP'S WEBSITE

506 000 visits

contributed to **39**
EU policy documents

participated in **167**
senior stakeholder
meetings

made **90**
contributions to major
conferences and events

had **377 000**
publication downloads

had **11 070**
followers
on Facebook

and **6 300**
followers
on Twitter



1 365 000 page views



REACHING OUT TO CITIZENS ACROSS EUROPE

Europass is a portfolio developed by the European Commission to support European citizens who learn and work abroad.

The Europass website is managed by Cedefop.

europass.cedefop.europa.eu

Since its launch in 2005, the Europass website has registered

195 million visits

128 million downloaded documents



5 documents in 28 languages



CURRICULUM VITAE

a document presenting acquired skills and qualifications effectively and clearly



DIPLOMA SUPPLEMENT

a description of skills acquired by holders of higher education degrees



LANGUAGE PASSPORT

a self-assessment tool for language skills and qualifications



CERTIFICATE SUPPLEMENT

a description of skills acquired by holders of vocational training certificates



EUROPASS MOBILITY

a record of skills acquired during a learning experience in a European country

120 million CVs generated through the online editor



7 European
and international
data sets

more than
2 000
dashboards

more than
160
analytical
highlights



over **50**
indicators
on trends in
occupations,
sectors, countries
and skills

over **100**
institutions
providing skills
and labour market
information

SKILLS PANORAMA

Inspiring choices on skills and jobs in Europe

EXPLORE

INDICATORS /

Future employment growth (per annum)

Projected changes in employment activity, occupational growth

SELECT DIMENSIONS

Year / Country

Year / Country / Education

Year / Country / Occupation

Year / Country / Sector

Year / Country / Sector

Year / Country / Occupation

SKILLS PANORAMA

Inspiring choices on skills and jobs in Europe

EXPLORE

EXPLORE / OCCUPATIONS /

Health professionals in EU

Overview

Who are they?

HELP CENTER LOGIN

NEWS & EVENTS



REPORTS & USEFUL RESOURCES BLOG NEWS & EVENTS

LAYOUT

Analytical highlights

SKILLS PANORAMA

Inspiring choices on skills and jobs in Europe



The Skills Panorama is an online platform supporting decision-making on skills and jobs in Europe. It provides clear, reliable, open and relevant information and data and offers new insights into skill needs in the European Union.

The platform brings together quantitative and qualitative data on skills and labour markets in Europe to help users track recent trends, assess the current situation, and anticipate future needs.

The Skills Panorama offers more than just data:

- **analytical highlights** provide up-to-date, focused analysis of trends in skills, sectors, occupations or EU countries;
- **blog** articles allow users to learn directly from labour market and skills experts who share their insights on various skills-related topics;
- links to European, international and national **institutions** providing relevant and valuable data and information on skills and labour markets;
- useful **resources**: quick access to documents, websites, glossaries and other relevant sources.

Visit us at:

skillspanorama.cedefop.europa.eu/en

Follow us on social media



*Follow your
passion.*

*Vocational Education
and Training is a first choice.*



EUROPEAN VOCATIONAL SKILLS WEEK

As the European Union's agency for VET, Cedefop participates in the European vocational skills week ⁽¹⁾. During one week each year, vocational education and training takes centre stage, with hundreds of activities organised across Europe.

Cedefop contributes to this European initiative with a number of conferences, activities and events organised both in Thessaloniki and in the city hosting the European vocational skills week.

#CedefopPhotoAward

One of the activities Cedefop contributes to the European vocational skills week ⁽²⁾ is the #CedefopPhotoAward promoting the theme 'Vocational education and training: tell your story' ⁽³⁾. The initiative, endorsed by the European Commission and supported by European VET provider associations, engages teams of learners in initial VET or in continuing vocational training (CVET) and adult learning in EU Member States, Norway and Iceland. Winners are invited to participate in the official award ceremony of the annual European vocational skills week and #CedefopPhotoAward exhibitions are organised at European and national events.

Jobs and mobility roadshow

Together with other national and European organisations, Cedefop takes part in an annual jobs and mobility roadshow travelling in different regions of its host country, Greece.

⁽¹⁾ ec.europa.eu/social/vocational-skills-week/european-vocational-skills-week-2017_en

⁽²⁾ www.cedefop.europa.eu/en/tags/european-vocational-skills-week

⁽³⁾ www.cedefop.europa.eu/en/tags/cedefopphotoaward

VOCATIONAL EDUCATION AND TRAINING IN EUROPE

Milestones



1957

European Economic Community is established: Article 128 of Treaty of Rome sets out 'general principles for implementing a common vocational training policy'

1963

European Council creates an advisory committee on vocational training

1968

Vocational training institutes are set up by various European countries, OECD and UNESCO

1970

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

1985

Launch of European social dialogue. 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

mid 80s

Introduction of learning outcomes to define qualifications. European tools and principles have since been based on this approach (Europass, EQF, validation)



Late 60s

Student unrest in Europe: education systems in crisis



Cedefop Berlin

1975

Council regulation establishes Cedefop in West Berlin



1995

Cedefop transferred from Berlin to Thessaloniki. Launch of Leonardo da Vinci programme

1957

1968

1985





photo: © Tanagh Trainees 2016/17

2002

Copenhagen declaration on closer European cooperation in vocational education and training.

Cedefop sets up ReferNet

2007

European lifelong learning programme (2007-13)

2010

Bruges communiqué on European objectives until 2020 and deliverables 2014

2013

European alliance for apprenticeships. Youth guarantee

2015

Riga conclusions on new deliverables in vocational education and training up to 2020

2016

Launch of *New Skills agenda*, to equip all Europeans with labour-market-relevant skills to help them find and keep jobs

2014

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

2017

European pillar of social rights



photo: © Shutterstock/Monkey Business Images

2002

2010

2015



INFORMATION AT YOUR FINGERTIPS

Cedefop's main source of information is its website. All its publications as well as information on its projects and events are available there: www.cedefop.europa.eu

- Headlines, newsletters and press releases
- Four-page multilingual briefing notes on Cedefop's work
- Executive summaries of its research papers
- Animations, thematic videos and data visualisations
- *Skillset and match* magazine published three times a year

The agency has an information network, ReferNet, representing all EU Member States, Iceland and Norway: 30 national websites run by Cedefop partners can be consulted in the languages of the individual countries.

Cedefop organises conferences and other events both at its premises in Thessaloniki and in other European cities, in cooperation with national or European partner organisations.

Follow us on social media: Facebook, Twitter, YouTube and Instagram.





Cedefop abides by European law for its governance, the rights and obligations of its staff, its finances, tendering procedures, data protection rules, and access to documents.

A great deal of additional information on the European Union is available at: <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

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www.cedefop.europa.eu



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