

Sigve Bjorstad



Sigve Soldal Bjorstad is a Policy Officer and Programme Manager in the European Commission, DG Education and Culture. His responsibilities lie within the areas of vocational education and training, work-based learning and youth employment. He is in particular in charge of efforts to promote the benefits of apprenticeship-type learning and targeted knowledge transfer in this area through the European Alliance for Apprenticeships. The Alliance is an initiative to bring together all relevant stakeholders in joint efforts to increase the number and the quality of apprenticeships in Europe.

Before joining the European Commission, Sigve Soldal Bjorstad worked for the European Economic Area Grants which provide funding opportunities in 15 EU Member States across Central and Southern Europe within areas such as education, research, environment, health and civil society.

Sigve Soldal Bjorstad holds the Diploma (Master) from Sciences Po Paris in international affairs and European integration.

Marius Busemeyer



Since 2011, Marius Busemeyer (*1978) is a Full Professor of Political Science (with a focus on Policy Analysis and Political Theory). Busemeyer studied political science, economics and public law at the University of Heidelberg. In 2006, he received his PhD (Dr. rer. pol.) in Political Science from the University of Heidelberg as well. His dissertation identifies structural, political and institutional determinants of education spending in OECD countries with a particular focus on the case of the United States. From 2003 until 2005, Busemeyer was enrolled in the MPA program of the Harvard Kennedy School, Cambridge, MA, as a McCloy-Fellow of the German National Merit Foundation. Between 2006 and 2010, Busemeyer was a researcher at the Max Planck Institute for the Study of Societies in Cologne, Germany, working with Kathleen Thelen and Wolfgang Streeck in a research project studying the dynamics of institutional change in the German vocational training system. His research focuses on comparative political economy, in particular education and training, public spending, individual preferences and attitudes towards the welfare state and theories of institutional change. In 2012, he received an ERC Starting Grant for the Project "Investing in Education in Europe: Attitudes, Politics and Policies". Recent publications include an edited volume on "The Political Economy of Collective Skill Formation" (Oxford University Press, with Christine Trampusch) and several journal articles in international peer-reviewed journals such as the British Journal of Industrial Relations, the Socio-Economic Review, the European Sociological Review, the European Journal of Political Research, the British Journal of Political Science, the Journal of European Public Policy and the Journal of European Social Policy.

Bruno Clematide



- Director of Kubix Research and Development, Copenhagen
 - Research and Development regarding VET
 - Project Leader and Research Fellow in analyses of qualification requirements in different industries.
 - Development of 'good practice' regarding 'new production concepts' in co-operation with enterprises, social partners, and authorities.
 - Participant in the following recent/current Cedefop studies:
 - 'Changing Qualifications Study'
 - Feedback mechanism, research and anticipation
 - Quality approaches in learning and training patterns in European small firms
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Mick Fletcher



Mick Fletcher is an education consultant, a Director of RCU Ltd. and a visiting research fellow at the Institute of Education, University of London. He specialises in the planning and funding of post secondary education and training. Mick has been involved in research and policy analysis concerning the funding of lifelong learning, fees and loans for many years having edited a book on loans (*'Loans for Lifelong Learning'* FEDA 2002) and led the LSDA Saving for Learning project which reviewed international experience of paying for learning and commissioned original research including *'Beg borrow steal or save'* (Callender 2006). He has reviewed UK experience with co-financing education for the World Bank (ILAs 2003) and CEDEFOP (*'The role of loans in English FE'* 2010 and 2012). He has undertaken studies of the impact of fee increases in further education (2006) and prepared guidance on fee collection from individuals and employers (2009). He also helped prepare estimates of investment in adult learning from all sources to underpin the NIACE led Inquiry into the Future of Lifelong Learning (2009). Current work includes research for CITB looking at employer responses to changes in arrangements for the public funding of training and mapping investment in skills for a Local Enterprise Partnership (LEP)

Nicholas Fox



Nicholas Fox, Director, Individual Learning Company

The Individual Learning Company works with public authorities to translate skills policies into operational activities through research, development and delivery of innovative projects.

Nicholas has worked in vocational education on a regional, national and European level with a particular focus on open and distance learning and finance for learning. He has worked for a sector based training fund dealing with employer based Group Training Associations and also a regional government training agency responsible for promoting and funding apprenticeship programmes. Through another business interest he has direct experience as a small employer in providing a company based apprenticeship scheme.

Among his current activities, Nicholas is supporting the work of the European Commission's Thematic Working Group on the Financing of Adult Learning and member of the Skillsbank Project to facilitate trans-national recognition of Master Craftsman (and other qualifications).

An economics graduate, Nicholas is a Fellow of the Chartered Institute of Personnel and Development.

Iñigo Isusi



Mr Iñigo Isusi is Licenciado (Bachelor degree) in Regional Economics in the University of the Basque Country and MSc in Regional Planning in the University of Wales College of Cardiff, in addition to several specialisation courses in the University of Leuven (Belgium). After a period as Associate lecturer in the University of the Basque Country, he enrolled IKEI Research and Consultancy, where he currently holds the Manager position.

Mr Isusi has got a large experience in socioeconomic analysis and consultancy activities, especially in areas such as SMEs and entrepreneurship, employment and working conditions, education, regional development and, finally, Corporate Social Responsibility. Mr Isusi has acted as consultant for several Spanish and International organisms, such as the European Commission, the OECD, the Interamerican Development Bank or several European agencies (i.e. CEDEFOP, the European Foundation for the Improvement of Living and Working Conditions). He also acts as national correspondent for the European Observatory of Working Conditions of the European Foundation for the Improvement of Living and Working Conditions in Dublin.

Jörg Markowitsch



Jörg Markowitsch, Senior Partner and Research Manager at 3s, is founder of *3s Unternehmensberatung* a research and consultancy company in the area of education and labour market based in Vienna. From 2001 until 2008 he was Managing Director at 3s. Before that he was research assistant and later Deputy Managing Director of the *Institute for Industrial Research* in Vienna. From 2009 to 2010 he was also interim Head of the *Department for Continuing Education Research and Educational Management* at the *Danube University Krems*. He is member in various scientific boards in VET, policy advisor at national and EU-Level for senior officials and policy makers, and expert for the EU's Education and Lifelong Learning Policy. As such he has been supporting the European Commission in the implementation of educational policies (e.g. EQF, ESCO) for several years.

His areas of research include: Comparative Research in VET and CVET; practice-oriented higher education; acquisition of competences; skills taxonomies; skills need analyses; European Educational Policy.

Jörg Markowitsch holds a Ph.D in Philosophy from the University of Vienna and a Masters degree in Mathematics from the Vienna University of Technology

Sandra Pattison



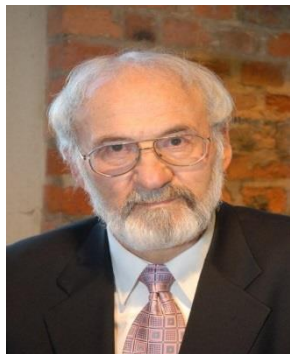
Sandra Pattison is the General Manager, Statistics at the National Centre for Vocational Education Research (NCVER). NCVER collects, manages, analyses, evaluates and communicates research and statistics about vocational education and training and the links between education and the labour market in Australia.

Sandra is responsible for the national statistics program covering the collection and analysis of student activity, apprentices and trainees, student outcomes, and employer views of the Vocational Education and Training system.

Sandra has previously worked at the University of Adelaide, the Senior Secondary Assessment Board of South Australia, and the Waite Agricultural Research Institute.

Sandra has a Masters degree in Statistics from the University of Adelaide and a Masters degree in Public Policy from the Australian National University.

Felix Rauner



Prof. Dr. Dr. h. c. Felix Rauner, Head of TVET Research Group I:BB, University of Bremen

Felix Rauner received his PhD from the University of Paderborn. He came to Bremen University in 1978 as a Professor for Vocational Education and Electrotechnology. He is the founding director of the Institute Technology and Education (ITB) till 2006. Today Prof. Felix Rauner is head of Bremen University's TVET Research Group (I:BB).

His domains of expertise and research interests cover a broad array of TVET research. Currently his work focuses on

- competence measurement and development in TVET,
- comparative evaluation studies on an international level,
- 'cost-benefit'-surveys of in-company training.

Prof. Rauner is advisory professor of the Tongji-University of Shanghai since 1992 and advisory professor of the East China Normal University of Shanghai since 2007. Moreover, he is founding chair of the Board of the INAP Network (International Network on Innovative Apprenticeship Research). In autumn 2011 he received an honorary doctorate, awarded by the Otto-von-Guericke University of Magdeburg / Institute for Vocational and Business Education.

He has published more than 500 articles and books, among others the International Handbook of TVET Research. His research and development projects are supported by German Ministries, the European Union, non-profit foundations as well as associations and firms.

Ursula Scharnhorst



Ursula Scharnhorst is Head of the Research Field "Learning Diagnostics and Encouragement of Learning" at the Swiss Federal Institute for Vocational Education and Training (SFIVET). She started her work at SFIVET in 1998 to develop and teach continuing training courses for teachers to foster learning and metacognition at VET schools. Since 2002 she was responsible for different projects and services of the research and development department, among them the provision of assistance to professional organisations in reforming their VET programmes. Prior to joining SFIVET, Ursula Scharnhorst was a postdoc researcher at UC Berkeley, research associate at Vanderbilt University and lecturer at Geneva University. Her research and teaching activities focused on cognitive and special education, educational technology and situated learning.

Ursula Scharnhorst holds a Ph.D. in educational science from Geneva University, Switzerland.

Erica Smith



Professor Erica Smith currently holds a Personal Chair in Vocational Education and Training at the University of Ballarat, near Melbourne in Australia. She worked in human resource management (in retail and the public service) and as a teacher in further education before becoming an academic in 1993. Erica has published widely, mainly in the areas of competency-based training, apprenticeships and traineeships, training policy, training in companies and VET practitioners. She is co-Chair of the International Network on Innovative Apprenticeship (INAP), based at the University of Bremen, Germany. She has edited two special editions of the journal *Education + Training* on apprenticeship and was invited to write the chapter on apprenticeship for the *International Encyclopedia of Education*. Erica is currently convenor of the Australian Council of Deans of Education national group of VET teacher-educators, and also convenes the Australian Vocational Education and Training Research Association's experienced researcher group. She has been invited to provide comment to many Australian government inquiries and consultations on the VET sector.

Erica has spoken on apprenticeship in several European and Asian countries. She recently completed a research project funded by the ILO and World Bank, on apprenticeship options for India, and presented her findings in New Delhi in 2012. Erica's other recent research projects have involved extensive research in workplaces. She is currently managing two major national Australian Research Council projects, one on the concept of skill in work, and one on enterprises which are accredited as training providers to award qualifications to their own workers.

Clemens Wieland



Clemens Wieland is a Senior Project Manager at the Bertelsmann Foundation, where he has worked since 1999. He heads a team that works on vocational education and training (VET), job orientation and school-to-work-transition. His current activities include advising VET policy reform processes in Germany, chairing various debates on the subject, as well as contributing to international exchange and research on VET reform.

His work at the Foundation includes doing broad media work, commissioning studies, writing articles, making presentations and giving interviews on radio and television.

Prior to joining the Bertelsmann Foundation, Clemens Wieland worked for the Institute for Applied Economic Research (IAW) in Tübingen, Germany, for the RWTH Aachen University and the Academy of Business Administration and Public Management Aachen (VWA). He studied economics in Tübingen, Germany and Bilbao, Spain. He is a Certified Transactional Analyst (CTA).



Helmut Zelloth is a Senior Specialist in VET Policies and Systems at the European Training Foundation (ETF), an agency of the European Union (EU) based in Italy. ETF's mission is to help transition and developing countries to harness the potential of their human capital through the reform of education, training and labour market systems in the context of the EU's external relations policy. His work focuses on vocational education and training policies, career guidance, work-based learning and apprenticeships. He has been leading in ETF various 'Communities of Practice', among them on 'Transition from education to work' and 'Learning context matters'. He gained international experience in more than 50 countries in the world, ranging from field work, peer reviews, project and programme design, assessments, key notes at national and international events up to publications. On career guidance, he co-ordinated several regional/cross-country policy reviews, provided policy advice and authored policy papers addressed to governments (i.e. Turkey, Serbia, Kosovo, Jordan and Egypt). On work-based learning he co-ordinated a cross-country policy review and network of policymakers in apprenticeship in ten Mediterranean countries and is currently developing a toolbox on work-based learning for ETF partner countries. He is also a member of the Editorial Board of the Indian Journal for Career and Livelihood Planning (IJCLP) and member of the Board of the International Network on Innovative Apprenticeship (INAP). Recently he contributed to the development of the International Memorandum 'An Architecture for Modern Apprenticeships'. Prior to joining ETF he worked in Austria as Head of a European Information Centre for rural areas, Project Director of a business cluster (public-private partnership) in urban infrastructure and environmental technologies, as high-school teacher and as Specialist in VET and adult education at the Chamber of Agriculture. He holds a master degree in philosophy, psychology and pedagogy, and geography with economic focus from the University of Educational Sciences in Klagenfurt/Austria.

Helmut.Zelloth@etf.europa.eu

Antje Barabasch

Antje Barabasch, Expert, Area Research and Policy Analysis at Cedefop, manages projects on career transition and lifelong learning and works on governance of apprenticeships.

She came to Cedefop in 2011 and manages the projects “Learning for career and labour market transitions – individual biographies” and “Narrative of career/labour market related learning of low skilled workers” (together with Giovanni Russo). She co-edited the book “Working and ageing – The benefits of investing in an ageing workforce”.

Prior to joining Cedefop, Antje Barabasch was Assistant Professor at the University of Magdeburg in Germany, where she conducted comparative research about governance in VET, policy learning and policy transfer as well as VET systems in various countries. She holds a Ph.D. from Georgia State University, Atlanta, USA and worked as a visiting professor/scholar at Ohio State University, University of British Columbia, University of Toronto and York University in Toronto, University of Heidelberg and the University of Bremen in Germany. From 2005-2012 she taught various classes related to vocational education and training at several universities in Germany.

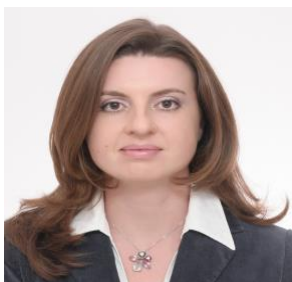
Pascaline Descy

Pascaline Descy, Head of Area Research and Policy Analysis at Cedefop, manages a team of European experts working in VET policy analysis, identifying skill needs in Europe and VET research.

She came to Cedefop in 1997 to develop comparable statistics on VET, lifelong learning and skills in Europe and prepared Key data on vocational education and training, a series run in tandem with Eurostat and the Commission. Since 1998, she has co-authored Cedefop’s Research Reports with Manfred Tessaring. The reports present every three years a comprehensive and critical European overview of VET-relevant socio-economic research, including implications for policy. In recent years, she coordinated Cedefop’s VET research and has investigated the economic and social benefits to education, training and skills. She also contributed to building Cedefop’s internal performance management system.

Prior to joining Cedefop, Pascaline Descy was a researcher at the University of Liège in Belgium, where she was involved in various action research and comparative education projects in the Department of Experimental pedagogy.

Pascaline Descy holds a master’s degree in education science from the University of Liege, Belgium.

Patrycja Lipińska

Patrycja Lipińska has worked at the European Centre for the Development of Vocational Training (Cedefop) since 2005.

She came to Cedefop to work on the policy analysis and report on the progress made by the EU Member States in implementing the European priorities for vocational education and training, agreed within the framework of the Copenhagen process. Since 2007 she has coordinated research and policy analysis on the financing of (vocational) education and training. Her projects focused on demand-side financing of adult learning - cost-sharing approaches, such as training funds, tax-incentives, vouchers, individual learning accounts, loans, training leave and payback clauses. Her current research interest and responsibility lie in the field of governance and financing of apprenticeships.

She is the member of the European Commission’s working group on financing adult learning.

She holds master degrees in economics from the University of Gdańsk, Poland and the University of Exeter, UK.
