



Canadian Vocational Association | Association canadienne de la formation professionnelle

## **CVA-ACFP Bulletin**

### **APRIL 2012**

#### **Theme: National and International Competence Standards**

Dear readers,

On behalf of the CVA Board of Directors and of our excellent team of collaborators, I am pleased to offer you the first of what we hope will be a long series of **Special CVA Webwatch Bulletins** dedicated to a specific topic. It is our intent to publish such Special Bulletins 3 to 4 times a year.

This first issue focuses on **National and International Competence Standards**. You will find references to articles, studies, and other documents related to the notion of competence standards from various angles - national occupational standards, national qualifications systems, strategic, policy and methodological issues and challenges, etc.

We are taking this opportunity to invite you to visit the CVA website ([www.cva-acfp.org](http://www.cva-acfp.org)) and read about the **CVA DACUM Training and Certification Programs** (see the DACUM section). The DACUM model was designed and first experimented in Canada to perform occupational analyses and to develop competency-based training programs. The model is now used in several countries worldwide.. Key words that, through the years, keep being linked to the DACUM model are rigor, reliability, simplicity and cost-efficient. More than 1500 individuals in Canada and internationally have participated in the CVA DACUM workshops since the program was inaugurated in 1993.

We hope that you will find these suggested readings stimulating and useful.

Best regards  
Pierre Morin, CHRP  
President of the Canadian Vocational Association

In ENGLISH

## **Contributions of our members Eng. Moustafa Wahba and Henning Klaffke**

### **Competence Standards for Technical and Vocational Education and Training TVET**

The strategy of Competency Based TVET is based around "Occupational competencies" which are established for each career field and for each job title. A Competency Based TVET System generally uses combinations of powerful techniques to ensure that the needs of different Industry sectors are addressed (demand), courses or competency based training programmes are developed, competency based assessments / verifications are conducted, employees / apprentices / trainees / students are efficiently trained and competent. In this regards, techniques such as Management Information System MIS, Knowledge Management KM, Monitoring & Evaluation M&E; and Competency Assurance Management System CAMS are generally used.

<https://docs.google.com/file/d/0B5NJqo0Ayn92aEJoNkZ1cnpfNDg/edit>

*Tags: Source: Eng. Moustafa Wahba; Competency standards; VET - vocational education and training; Paper;*

**Contribution of Eng. Moustafa Wahba, Competency Assurance & TVET  
Consultant. e-mail: [mmm.wahba@gmail.com](mailto:mmm.wahba@gmail.com)**

### **Approach of Validation for Occupational Standards**

The validation process has positive effects to occupational standards:

- The reliability of test items due to identification item difficulty and discrimination
- The approved relationship of the test items to Major competencies of the occupational standards
- The representative status of an occupational standard to its work environment
- Validated test items can be used for future competence tests; the tests items have proved their correct test dimension in the field test
- In two different iterations the occupational standard will be validated

[http://www.klaffke.org/files/validation\\_klaffke.pdf](http://www.klaffke.org/files/validation_klaffke.pdf)

*Tags: Occupational standards - validation; Source: Henning Klaffke; Paper; Graphics; Methodology;*

**A contribution of Henning Klaffke - wiss. Mitarbeiter - Technische Universität  
Hamburg-Harburg. e-mail: [h.klaffke@tu-harburg.de](mailto:h.klaffke@tu-harburg.de) - URL: [www.klaffke.org](http://www.klaffke.org)**

## ARTICLES & PAPERS

### European Union. EQF Newsletter, December 2011

Series of articles focusing on European Qualifications Framework (EQF):

- Referencing to the EQF: Danish and Dutch experience
- Experiences of EQF referencing processes reflections from two international experts
- The involvement of social partners in the EQF referencing process
- Zooming in on EQF level 6 - Report from an EQF project
- Worldwide representation and expertise sharing on the implementation of qualifications frameworks

<http://ec.europa.eu/eqf/app/documents?action=get&id=-557047296716501874150023819679656881274277068784>

*Tags: EQF - European Qualification Framework; e-magazine; Qualifications frameworks; European Union; Source: European Commission/European Qualifications Framework;*

### New Zealand. An overview of the current qualification and assessment environment

The New Zealand Qualifications Authority has developed a new approach to qualification design that moves away from a collection of individual competency standards to defining the qualification in terms of graduate profile outcomes, and employment and education pathways

[http://skills-ap.iobkk.or.th/resources/new-approach-to-qualification-design/at\\_download/file1](http://skills-ap.iobkk.or.th/resources/new-approach-to-qualification-design/at_download/file1)

*Tags: Paper; Competency standards; Qualifications frameworks; New Zealand; Source: ILO - International Labour Organization;*

## DOCUMENTS

### Australia. AVETMISS Apprentice and Trainee Collection Specifications

This publication provides a national framework for the collection and dissemination of information considered necessary for consistent and accurate measurement of apprentice and trainee activity in Australia. It presents a set of file specifications that are the authoritative national reference for definitions, context, file structures, relationships and rules for the apprenticeship collection.

[http://www.google.com/url?q=http://www.ncver.edu.au/popups/limit\\_download.php%3Ffile%3Dstatistics/avetmiss60/apprenticeships/at\\_collection\\_specs60.doc&sa=U&ei=rNjiT9nmAoHh0QHJhrmdCA&ved=0CBQQFjAI&client=internal-uds-cse&usq=AFQjCNFvOJiMWmAWvhc\\_bJukUvhk2Y\\_3tg](http://www.google.com/url?q=http://www.ncver.edu.au/popups/limit_download.php%3Ffile%3Dstatistics/avetmiss60/apprenticeships/at_collection_specs60.doc&sa=U&ei=rNjiT9nmAoHh0QHJhrmdCA&ved=0CBQQFjAI&client=internal-uds-cse&usq=AFQjCNFvOJiMWmAWvhc_bJukUvhk2Y_3tg)

*Tags: Document; Apprenticeship; Target group: Apprentices; Framework - national framework; NOS - National Occupational Standards; Australia; Source: NCVER - National Centre for Vocational Education Research;*

### **Scotland. NOS Manual for Employers**

The Alliance Scotland National Occupational Standards outlines why NOS are a useful tool to assist employers in developing their workforce, how NOS can provide recognised benchmarks for competent performance and how they can be a particularly useful Human Resources tool in assisting professionals in recruitment, training needs analysis and appraisals.

<http://www.alliancescotland.org/nmsruntime/saveasdialog.aspx?IID=1359&slD:=3379>

*Tags: Target group: Employers; Manual; NOS - National Occupational Standards; Scotland; Source: Alliance of Sector Skills Councils Scotland;*

### **Scotland. Apprenticeship standard framework template**

Apprenticeship framework template for Scotland.

[http://www.skillsdevelopmentscotland.co.uk/media/6374/MA%20Standard\\_Framework\\_Template%20JD%20update%20010312.doc](http://www.skillsdevelopmentscotland.co.uk/media/6374/MA%20Standard_Framework_Template%20JD%20update%20010312.doc)

*Tags: Scotland; Apprenticeship; Template; Framework; Source: Skills Development Scotland;*

### **Scotland. Modern Apprenticeship Framework. Guidance and Proposal Template For Sector Skills Councils**

Development of the Template for sector skills in Scotland.

[http://www.skillsdevelopmentscotland.co.uk/media/6373/MA\\_Guidance\\_Document%20updated%20version%20010312.doc](http://www.skillsdevelopmentscotland.co.uk/media/6373/MA_Guidance_Document%20updated%20version%20010312.doc)

*Tags: Target group: Skills Councils; Skills development; Framework; Scotland; Source: Skills Development Scotland;*

### **European Union. Referencing National Qualifications Levels to the EQF**

The purpose of this Note is to support discussions and decisions on the process and methodologies of referencing national qualifications levels to the levels of the EQF and on the presentation of the results of this referencing process.

<http://ec.europa.eu/eqf/app/documents?action=get&id:=512627303949093506741361284922677157111353311248>

*Tags: European Union; EQF referencing; Methodology; Document; EQF - European Qualification Framework; Qualifications Framework - Europe; ource: European Commission;*

### **The Emerit Event Management -- International Competency Standards**

The Emerit Event Management represent the collective expertise of Event Management Professionals and industry leaders across the globe. It describes the skills needed in order to build an internationally-credible Event Management business.

To download the document

[http://emerit.ca/en/free\\_downloads/occupational\\_standards/download?download=Files/Emerit/national\\_occupational\\_standards/em\\_rit\\_event\\_management\\_international\\_standard\\_en](http://emerit.ca/en/free_downloads/occupational_standards/download?download=Files/Emerit/national_occupational_standards/em_rit_event_management_international_standard_en)

*Tags: Source: CTHRC - Canadian Tourism Human Resource Council; International qualifications; Document; Field: Event Management; Competency standards;*

## **Policy implications of national qualifications systems and their impact on lifelong learning**

Conference material seeking to identify processes and mechanisms through which national qualifications systems can influence the motivations of those who may wish to learn and the provision of learning opportunities generally. The objective of the work has been to inform decision-makers about possible policy actions in relation to national qualifications systems for the promotion of lifelong learning.

[http://www.ngai.ie/interdev\\_conferences\\_20102005.html](http://www.ngai.ie/interdev_conferences_20102005.html)

*Tags: Portugal; Greece; Mexico; France; Canada; Ireland; Australia; OECD countries; Education - lifelong; Analysis; NOS - National Occupational Standards; Source: National Qualifications Authority of Ireland;*

## **A Framework for Defining and Assessing Occupational and Training Standards in Developing Countries**

If a country decides to embark on development of national standards, stakeholder involvement must be formalized early in the process. Countries that embark on national standards development need a long-term view as national systems can take 3-5 years to develop before they have an impact on employment and training. Development should be prioritized to get the maximum benefit from resources. Financing must be available for development and recurrent expenses to ensure sustainability.

[http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099080000281/A\\_Framework\\_for\\_DefiningEn02.pdf](http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099080000281/A_Framework_for_DefiningEn02.pdf)

*Tags: Document; Lower-income countries; NOS - National Occupational Standards development; Source: World Bank;*

## **An Introductory Guide to National Qualifications Frameworks Conceptual and Practical Issues for Policy Makers**

This practical Guide draws on a survey of practice to date in the design and implementation of NQFs – highlighting both successful features of design and implementation and aspects which may now be considered mistakes. It does not advocate a ‘single best way’ for all countries because there is no approach which is universally applicable. Rather, it sets out key principles, explains the main issues that policy makers will need to consider, and reviews the advantages and disadvantages of the various ways of addressing these issues.

<http://www.ilocarib.org.tt/images/stories/contenido/pdf/TechnicalandVocational/ngfframe.pdf>

*Tags: Source: ILO - International Labour Organization; Target group: Policy makers; Qualifications frameworks; NOS - National Occupational Standards development; Guide;*

## **The implementation and impact of National Qualifications Frameworks: report of a study in 16 countries**

The research aimed to produce empirical evidence and analysis of countries' experiences as a basis for advising countries on whether, and if so, then how, to introduce a qualifications framework as part of a strategy to achieve their wider skills development and employment goals.

[http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/meetingdocument/wcms\\_126589.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/meetingdocument/wcms_126589.pdf)

*Tags: Source: ILO - International Labour Organization; Russia; Bangladesh; Tunisia; Lithuania; Turkey; Sri Lanka; Botswana; Mauritius; Malaysia; Chile; Mexico; South Africa; Australia; New Zealand; Scotland; Qualifications Frameworks comparison;*

## **The role of national qualifications systems in promoting lifelong learning**

The analysis presented focuses not only on the characteristics of the qualifications once they are developed, but also on the characteristics of the arrangements for the development of qualifications (and national standards). Critical of narrow 'efficiency' and 'responsiveness' perspectives, it tackles the difficult issue of developing an adequate basis for evaluation and review. This introductory analysis attempts to do this in respect of the development cycle for qualifications, focusing particularly on the role of partners in the production of the qualifications.

<http://www.oecd.org/dataoecd/60/34/34366099.pdf>

*Tags: Analysis; Education - lifelong; NOS - National Occupational Standards; Source: OECD - Organisation for Economic Co-operation and Development;*

## **OTHER**

### **Canada. Occupation Search**

'Working in Canada' provides detailed information such as job opportunities, wages, job prospects, and skill requirements and more, based on the National Occupational Classification (NOC). The NOC is Canada's national system to classify and describe all occupations across the country.

[http://www.workingincanada.gc.ca/report-eng.do?action=display\\_allnoc](http://www.workingincanada.gc.ca/report-eng.do?action=display_allnoc)

*Tag: Canada; Occupational qualifications; NOC - National Occupational Classification; Source: Government of Canada/Working in Canada;*

### **Canada. National Occupational Standards: Environment**

All of ECO Canada's NOS are compiled using a methodology that relies on broad-based input from professionals in the field. Using this bottom-up approach, in conjunction with the guidance of senior experts, ECO Canada strives to ensure the

standards are of the highest quality and relevance – creating an accurate depiction of current and emerging competencies.

<http://www.eco.ca/public/services/research/national-occupational-standards-environmental-employment/371/>

*Tags: Field: Environment; NOS - National Occupational Standards; Canada; Source: ECO Canada;*

### **Canada. Occupation Facts for foreign-trained workers**

These occupation facts aim at:

- understanding the general requirements foreign-trained workers must meet to work in their profession
- understand the steps that foreign-trained workers can take while they are still in their home country

<http://www.credentials.gc.ca/immigrants/factsheets/index.asp>

*Tags: Occupational qualifications; Target group: Foreign workers; Fact sheets; Canada; Source: Government of Canada/Foreign Credentials Referral Office;*

### **Canada/Saskatchewan. Bridge the Gap with Women in Skilled Trades & Technologies: Saskatchewan's Summit**

What do YOU think are some of the biggest barriers for women to get into the trades and what should be done to bring down those barriers? Here's what over 70 industry, training and government stakeholders had to say.

[http://www.saskapprenticeship.ca/siteimages/misc%20pamphlets\\_newsletters/BridgetheGapSummitReportFinal.pdf](http://www.saskapprenticeship.ca/siteimages/misc%20pamphlets_newsletters/BridgetheGapSummitReportFinal.pdf)

*Tags: Occupational qualifications; Analysis - comparative; Workforce development; Gender equity; Saskatchewan; Canada; Report; Source: Saskatchewan Apprenticeship and Trade Certification Commission;*

### **Canada/Alberta's Apprenticeship and Industry Training System**

Alberta's apprenticeship and industry training system is an "industry-driven" system that ensures a highly skilled, internationally competitive trained workforce in Alberta's 58 designated trades and occupations. Industry (employers and employees) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board (the Board). The Government of Alberta provides the legislative framework and administrative support for the system. Technical institutes and colleges provide technical training for apprentices.

[http://www.tradesecrets.gov.ab.ca/index.html?page=index\\_content.asp](http://www.tradesecrets.gov.ab.ca/index.html?page=index_content.asp)

*Tags: Canada; Government program; Apprenticeship; Task descriptions; Source: Government of Alberta/Ministry of Advanced Education and Technology; Alberta; Source: Government of Alberta/Trade Secrets;*



## **Canada/Saskatchewan. IMMSKILLS**

This assessment service provides an avenue for foreign trained workers to have a pre-assessment prepared for their training credentials prior to immigrating or working for an employer in Saskatchewan and Canada.

<http://www.immskills.com/>

*Tags: Target group: Foreign workers; Skills assessment; Saskatchewan; Canada; Web site; Source: IMMSKILLS;*

## **UK. NOS frequently asked questions**

1. What are National Occupational Standards?
2. What are National Occupational Standards used for?
3. What do the National Occupational Standards look like?
4. How are National Occupational Standards developed? Who is involved in this process?
5. Do employers or individuals have to use National Occupational Standards?

<http://www.ukstandards.co.uk/help/Pages/FAQs.aspx>

*Tags: NOS - National Occupational Standards; UK; NOC - National Occupational Classification; FAQ; Source: UK Commission for Employment and Skills;*

## **UK. National Occupational Standards (NOS) database**

National Occupational Standards for all sectors of UK industry and ultimately aims to help raise performance in business, industry and the public sector.

<http://www.ukstandards.co.uk/Pages/index.aspx>

*Tags: Database; UK; Web site; NOS - National Occupational Standards; Source: UK Commission for Employment and Skill;*

## **European Union. Compare Qualifications Frameworks**

Results of the referencing of countries national qualifications levels to the appropriate levels of the European Qualifications Framework. The interactive table allows to compare national qualifications systems or frameworks of countries that have already related their national qualifications levels to the EQF.

[http://ec.europa.eu/eqf/compare/uk-eni\\_en.htm](http://ec.europa.eu/eqf/compare/uk-eni_en.htm)

*Tags: EQF - European Qualification Framework; Qualifications Framework - Europe; Qualifications Frameworks comparison; Tools; Source: European Commission;*

## **Database. NORMLEX**

NORMLEX is an information system which brings together information on International Labour Standards (such as ratification information, reporting requirements, comments of the ILO's supervisory bodies, etc.) as well as national labour and social security laws.

<http://www.ilo.org/dyn/normlex/en/f?p=1000:1:169922823019724:::>

*Tags: Source: ILO - International Labour Organization; NORMLEX database; Database NORMLEX; Analysis - comparative; International Labour Standards;*



### **NOS Development interactive guide**

Step-by-step interactive guide for NOS development.

[http://www.ukstandards.co.uk/sitepages/nos\\_development.aspx](http://www.ukstandards.co.uk/sitepages/nos_development.aspx)

*Tags: Tools; NOS - National Occupational Standards development; Guide - interactive;*

*Source: UK Commission for Employment and Skill;*

### **Functional and Occupational analysis guides**

This step-by-step interactive guide provides an introduction and background to the principles of Functional and Occupational analysis.

[http://www.ukstandards.co.uk/sitepages/occupational\\_and\\_functional\\_analysis.aspx](http://www.ukstandards.co.uk/sitepages/occupational_and_functional_analysis.aspx)

*Tags: NOS - National Occupational Standards development; Tools; Analysis - functional and occupational; Guide - interactive; Source: UK Commission for Employment and Skill;*

### **Occupational Competencies Approach to TVET**

A thread on Occupational Competencies Approach to TVET.

<http://www.unevoc.unesco.org/forum.php?lang=en&skin;=efor&show;=1314>

*Tags: Analysis - comparative; Forum thread; Competencies - occupational; VET - vocational education and training; Occupational qualifications; Source: UNESCO-UNEVOC;*

\* Needs a one-time free registration to access the Forum

### **Scales of Competency Standards (Levels)**

Thread on Competency Standards (Levels) defined here as the method or process followed to establish, from the basis of a labor activity, the competencies that are involved while performing such activity satisfactorily is known as the method or process for Identification and Standardization of Competencies.

<http://www.unevoc.unesco.org/forum.php?lang=en&skin;=efor&show;=1523>

*Tags: Competency standards; Occupational qualifications; Forum thread; Source: UNESCO-UNEVOC;*

\* Needs a one-time free registration to access the Forum

En FRANÇAIS

## Thème : Normes nationales et internationales de compétences

Chers lecteurs,

Au nom du conseil d'administration de l'ACFP et de notre excellente équipe de collaborateurs, j'ai le plaisir de vous offrir le premier d'une longue série – c'est, en tout cas, notre souhait – de **bulletins thématiques de l'ACFP**. Notre but est d'en publier 3 ou 4 par année.

Ce premier bulletin thématique est consacré aux **Normes nationales et internationales de compétence professionnelle**. Vous y trouverez des références à des articles, des études et à d'autres types de documents qui abordent la notion des normes de compétence professionnelle sous différents angles - normes nationales de compétences professionnelle, systèmes nationaux de qualifications professionnelles, enjeux et défis aux plans stratégiques, politiques et méthodologiques, etc.

Nous profitons de l'occasion pour vous inviter à visiter le site de l'ACFP ([www.cva-acfp.org](http://www.cva-acfp.org)) et prendre connaissance **des programmes de formation et de certification à l'utilisation de la méthode DACUM offerts par l'ACFP** (voir la section DACUM). D'origine canadienne, la méthode DACUM a été initialement conçue pour développer des référentiels de compétences par métier et des programmes de formation technique et professionnelle. DACUM est aujourd'hui utilisé dans un grand nombre de pays sur tous les continents. Les mots clés qui, au fil des ans, sont invariablement associés à la méthode DACUM : rigueur, fiabilité, simplicité et coût / efficacité. Plus de 1500 personnes au Canada et ailleurs dans le monde ont participé aux ateliers DACUM de l'ACFP depuis le lancement de ce programme de formation en 1993.

Nous espérons que vous trouverez ces lectures à la fois utiles et stimulantes.

Meilleures salutations

Pierre Morin, CRHA

Président de l'Association canadienne de la formation professionnelle

Avril 2012

## DOCUMENTS

### **Canada. État actuel du développement des compétences : Le secteur communautaire Canadien**

Une stratégie de leadership et de développement des compétences à l'échelle du secteur est essentielle si le secteur entend poursuivre sa croissance et continuer à jouer son rôle en tant qu'employeur, mais aussi dans la prestation des services.

[http://www.hrcouncil.ca/documents/rapport\\_detat\\_actuel.pdf](http://www.hrcouncil.ca/documents/rapport_detat_actuel.pdf)

*Étiquettes : Rapport; Secteur: Communautaire; Canada; Analyse; Compétences - développement; Source: Conseil RH pour le secteur communautaire;*

### **Canada. Normes de compétence Emerit**

Description des connaissances, des habiletés et des attitudes nécessaires pour qu'une personne soit considérée compétente dans sa profession. Ces normes sont applicables dans le secteur du tourisme, car elles ont été élaborées par des professionnels du secteur en collaboration avec des organisations touristiques d'avant-garde au pays.

[http://emerit.ca/fr/free\\_downloads/occupational\\_standards](http://emerit.ca/fr/free_downloads/occupational_standards)

*Étiquettes : Compétences - normes; Description tâches; Canada; Secteur: Tourisme; Source: CCRHT - Conseil canadien des ressources humaines en tourisme;*

### **Canada/Québec. Guide du Cadre de développement et de reconnaissance des compétences de la main-d'œuvre**

Ce guide a pour objectif d'informer les acteurs du marché du travail à propos des paramètres de ce cadre. Il vise également à le traduire en termes opérationnels, afin de soutenir les comités sectoriels de main-d'oeuvre dans l'élaboration et la mise en place de normes professionnelles et de stratégies d'apprentissage en milieu de travail.

[http://emploiquebec.net/publications/Pages-statiques/00\\_ddcmt\\_guide\\_CGRC.pdf](http://emploiquebec.net/publications/Pages-statiques/00_ddcmt_guide_CGRC.pdf)

*Étiquettes : Groupe cible: Professionnels en développement de carrière; Groupe cible: Gouvernement; Groupe cible: Comités sectoriels; Compétences - développement; Compétences - reconnaissance; Québec; Canada; Guide; Source: Gouvernement du Québec/Emploi Québec;*

### **Canada/Québec. Guide des compétences professionnelles**

Ce guide énonce les principales compétences à maîtriser par les membres de l'Ordre des conseillers en ressources humaines ainsi que les normes qu'ils doivent respecter dans l'exercice de la profession.

<http://www.portailrh.org/formationcontinue/formulaires/GuidedesCompetences.pdf>

### **Voir aussi le Schéma des compétences professionnelles**

<http://www.portailrh.org/formationcontinue/formulaires/SchemaCompetences.pdf>

*Étiquettes: Compétences - profil; Groupe cible: Ressources humaines; Québec; Guide; Description tâches; Source: CRHA - Ordre des conseillers en ressources humaines agréés;*

## **Les normes internationales du travail: un patrimoine pour l'avenir. Mélanges en l'honneur de Nicolas Valticos**

« Progrès et stabilité sont donc bien deux fonctions parallèles – et en réalité complémentaires – des normes internationales du travail. Sans stabilité, en effet, le progrès risque d'être précaire et de se voir à tout moment remis en question. Sans progrès, d'autre part, la stabilité risque d'aboutir à l'immobilisme et, finalement, de s'effondrer, les structures vieillies éclatant sous la pression des changements nécessaires. » Nicolas Valticos

[http://www.ilo.org/wcmsp5/groups/public/--ed\\_norm/--normes/documents/publication/wcms\\_087688.pdf](http://www.ilo.org/wcmsp5/groups/public/--ed_norm/--normes/documents/publication/wcms_087688.pdf)

*Étiquettes : Témoignage; Normes internationales du travail; Source: BIT – Bureau international du travail;*

## **Directives sur la formation dans le secteur portuaire**

Les Directives de l'OIT sur la formation dans le secteur portuaire présentent un cadre axé sur les compétences appliqué à la formation des travailleurs portuaires. Les objectifs sont conformes aux normes internationales du travail et aux autres instruments de l'OIT se rapportant au secteur portuaire.

[http://www.ilo.org/wcmsp5/groups/public/--ed\\_dialogue/--sector/documents/meetingdocument/wcms\\_175435.pdf](http://www.ilo.org/wcmsp5/groups/public/--ed_dialogue/--sector/documents/meetingdocument/wcms_175435.pdf)

*Étiquettes : Normes internationales du travail; Groupe cible: Travailleurs portuaires; Compétences - acquisition; Formation; Secteur: Portuaire; Source: OIT - Organisation internationale du travail;*

## **Normes de qualité des services de développement de carrière**

Le document offre un aperçu un groupe représentatif des principaux fournisseurs de services en développement de carrière au Canada. Le volet international est conçu pour donner un aperçu des systèmes d'assurance de la qualité (AQ) mis en place dans certains pays de l'Union européenne.

<http://www.fimm-cds.ca/CMFiles/Report-%20Quality%20Standards%20FINAL-%20fr.doc>

*Étiquettes : Formation - entreprise; Secteur: Développement de carrière; Groupe cible: Fournisseurs de services; Normes de qualité; Document; Union européenne; Canada; Source: Forum des ministres du marché du travail;*

## **AUTRE**

### **Canada. Profil d'une profession ou d'un métier**

Profil d'une profession ou d'un métier au Canada.

<http://www.cicic.ca/356/profils-d'accès-a-divers-metiers-et-professions.canada?&crit=1&sprofession;=&sRegulated;=&sSkillLevel;=>

*Étiquettes : Site Internet; Profil national de compétence professionnelle; Canada; Source: CICDI - Centre d'information canadien sur les diplômes internationaux;*

### **Canada - Affiche. Parcours de carrière en hôtellerie**

Cadre de qualification en évolution pour le secteur du tourisme et de l'hôtellerie au Canada.

[http://cthrc.ca/fr/research\\_publications/credential\\_recognition/~media/Files/CTHRC/Home/research\\_publications/credential\\_recognition/qualifications\\_framework/HospitalityPosterFRE\\_july2010.ashx](http://cthrc.ca/fr/research_publications/credential_recognition/~media/Files/CTHRC/Home/research_publications/credential_recognition/qualifications_framework/HospitalityPosterFRE_july2010.ashx)

*Étiquettes : Compétences - techniques et professionnelles; Cadres de qualification; Formation professionnelle; Secteur: Tourisme; Affiche; Canada; Source: CCRHT - Conseil canadien des ressources humaines en tourisme;*

### **France. Répertoire des métiers - Espaces naturels**

Le Répertoire commun des métiers des espaces naturels.

<http://www.espaces-naturels.fr/Metiers/Outils-metiers/Repertoire-des-metiers>

*Étiquettes : Compétences - profil; Source: Atelier technique des espaces naturels; France; Répertoire; Description tâches;*

### **Base de données : NORMLEX**

NORMLEX est une base de données qui réunit des informations sur les normes internationales du travail (telles que des informations sur les ratifications, les obligations de faire rapport, les commentaires des organes de contrôle de l'OIT, etc.) ainsi que sur les législations nationales du travail et de la sécurité sociale.

<http://www.ilo.org/dyn/normlex/fr/f?p=1000:1:920297546679427::NO::>

*Étiquettes : Analyse comparée; Normes internationales du travail; Base données NORMLEX; Source: OIT - Organisation internationale du travail;*

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