



# Newsletter

## CVA-ACFP Newsletter May 2014

### NEXT DACUM I PUBLIC WORKSHOPS in 2014

- September 8-11 2014 St-John's, NL
- September 15-18 2014 Winnipeg, MB
  - November 3-6 2014 Ottawa, ON
  - November 17-20 2014 Calgary, AB

For more information on DACUM :

<http://cva-acfp.org/training-and-workshops/dacum-i-analysis-facilitator/>

## CVA's PICKS OF THE MONTH

### Australia. [Role of work integrated learning in developing professionalism and professional identity](#)

There is an increasing focus on the student as the nexus of integrating classroom and workplace learning. In the university context students are learners and in the workplace context students are pre-accredited professionals and in both contexts they can be facilitators of peer learning. Student participation in professional roles through workplace learning experiences are opportunities for transformative learning that shape professional identity formation and a sense of professionalism. Drawing on a higher education literature review of professional identity formation and a case study that explored how professionalism was understood, talked about and experienced by lecturers and students, this paper explores the role of work-integrated learning and its place in the curriculum to enhance professional identity development and professionalism.

[http://www.apjce.org/files/APJCE\\_13\\_3\\_159\\_167.pdf](http://www.apjce.org/files/APJCE_13_3_159_167.pdf) via VocedPlus

*Tags : 2014 May Newsletter; Australia; In English; Learning - workplace; Paper; School-to-work transition; Source: Asia-Pacific Journal of Cooperative Education; Workforce - development; Workplace - learning;*

# ARTICLES and PAPERS

## **Canada. Labour Shortages in Canada Despite the Downturn: Go West, Go Green**

Some regions, like Western Canada, have provinces that are making extra efforts to recruit the kinds of people that employers require. Alternatively an entire industry known as “green collar employment” is rapidly expanding. Either way, shortages of qualified workers do indeed exist.

[http://career-advice.monster.ca/job-hunt-strategy/regional-content/labour-shortages-in-canada-despite-downturn/article.aspx?WT.mc\\_n=Ycanada\\_YToday](http://career-advice.monster.ca/job-hunt-strategy/regional-content/labour-shortages-in-canada-despite-downturn/article.aspx?WT.mc_n=Ycanada_YToday)

*Tags : 2014 May Newsletter; Article; Canada; Employment trend; En bref; In English; Shortage - workforce; Workforce - shortage;*

## **UK. Placements and degree performance: Do placements lead to better marks, or do better students choose placements?**

This paper examines the relationship between undertaking a work placement and the class of degree achieved. It challenges earlier findings that undertaking a placement increases degree results. The paper concludes that the sample selection is much stronger, i.e. placement students do better because they are better students. The results highlight that it is not merely doing a placement that matters, but a successful placement adds significantly to subsequent performance.

[http://www.asetonline.org/documents/HelenHigson-2.1.4.pdf#\\_blank](http://www.asetonline.org/documents/HelenHigson-2.1.4.pdf#_blank)

*Tags : 2014 May Newsletter; Analysis; Education - higher; Employability; Higher education; In English; Paper; School-to-work transition; Source: ASET - The Work-Based and Placement Learning Association; United Kingdom;*

## **USA. Skills, tasks and technologies : Implications for employment and earnings**

It is valuable to consider a richer framework for analyzing how recent changes in the earnings and employment distribution in the United States and other advanced economies are shaped by the interactions among worker skills, job tasks, evolving technologies, and shifting trading opportunities. We propose a tractable task-based model in which the assignment of skills to tasks is endogenous and technical change may involve the substitution of machines for certain tasks previously performed by labor. We further consider how the evolution of technology in this task-based setting may be endogenized. We show how such a framework can be used to interpret several central recent trends, and we also suggest further directions for empirical exploration.

[http://www.nber.org/papers/w16082.pdf?new\\_window=1](http://www.nber.org/papers/w16082.pdf?new_window=1)

*Tags : 2014 May Newsletter; Analysis - trends; In English; Methodology; Skills; Source: National Bureau of Economic Research; Trend - analysis; United States of America; Working paper;*

## **Using technology to improve curriculum design**

Developing an agile and responsive curriculum to meet the diverse needs of students

and employers in the 21st century.

<http://www.jisc.ac.uk/guides/using-technology-to-improve-curriculum-design>

*Tags : 2014 May Newsletter; Article; Curriculum - development; Development - curriculum; In English; Source: JISC - Joint Information Systems Committee;*

### **Education and Skills in the Post-2015 Jigsaw: Post-MDGs, SDGs and Post-EFA**

This note is intended to give a quick round-up of where we are now with the post-2015 education and skills agenda; it reviews the post- Millennium Development Goals (MDG), Sustainable Development Goal (SDG) and post-EFA (Education for All) processes.

<http://www.norrag.org/en/publications/norrag-news/online-version/education-and-development-in-the-post-2015-landscapes/detail/education-and-skills-in-the-post-2015-jigsaw-post-mdgs-sdgs-and-post-efa.html>

*Tags : 2014 May Newsletter; Education - trend post 2015; In English; Source: NORRAG - Northern Research Review and Advisory Group; Trend - education post 2015;*

### **Team Workplace Training and Development Plans**

Every organization must have a regular training and development plan for establishing qualifications and improving the competencies of employees. Selecting the appropriate training course requires a clear understanding of the competencies, knowledge and qualifications that make up a training package.

<http://www.appliedtrainingsolutions.com.au/rto/choosing-the-right-training-and-development-for-employees/>

*Tags : 2014 May Newsletter; Article; In English; Program - training; Source: Applied Training Solutions; Training - programs; Training - workplace; Workplace - training;*

## **DOCUMENTS**

### **Canada. Job vacancies were lowest in 3 years in December**

Canadian businesses had just under 200,000 vacancies in December 2013, the lowest number since March 2011. The question of whether or not there is a labour shortage depends on where in Canada you're trying to find a job. The ratio of unemployed people to vacant jobs worsened in every province in December, but the absolute numbers were dramatically different from one province to another.

<http://www.cbc.ca/news/business/job-vacancies-were-lowest-in-3-years-in-december-1.2577323>

### **Related report. Job vacancies, three-month average ending in December 2013**

Canadian businesses reported 200,000 job vacancies in December, down 21,000 compared with 12 months earlier. There were 6.3 unemployed people for every job vacancy, up from 5.7 in December 2012. The increase in the unemployment-to-job vacancies ratio was the result of fewer job vacancies, as the number of unemployed people was little changed.

<http://www.statcan.gc.ca/daily-quotidien/140318/dq140318b-eng.pdf>

*Tags : 2014 May Newsletter; Canada; Document; Employment trend; In English; News; Source: CBC; Source: Government of Canada/Statistics Canada; Statistics 2011-2013; Trend - employment;*

### **Canada. [The Leaders' Summit "Towards a National Strategy for Developing Essential Skills"](#)**

The Summit reunited 100 participants from education, community groups, industry and government participated in the first pan-Canadian Essential. Its aims were to present the challenges faced by a shortage of labor in Canada and present winning solutions to strengthen the development of Essential Skills in Canada.

<http://www.accc.ca/essentialskills2011/index.php/en/eshome/the-leaders-summit>

#### **Summit Presentations**

Why invest in Essential Skills : A business perspective

ACCC National Framework for Essential Skills

Increasing ES levels in sector occupations

ES for successful integration of immigrants in the Canadian economy

Looking forward Quality assurance of ES interventions

<http://www.accc.ca/essentialskills2011/index.php/en/eshome/the-leaders-summit/summit-presentations>

#### **En français. Le Sommet des leaders «Vers une stratégie nationale pour le développement des compétences essentielles »**

<http://www.accc.ca/essentialskills2011/index.php/fr/accueil-ce/sommet-des-leaders>

*Tags : 2014 May Newsletter; Canada; Essential skills; In English; Source: ACCC - Association of Canadian Community Colleges; Trends;*

### **Canada/British Columbia. [An Update on the Economic Impact of International Education in British Columbia](#)**

In 2011/12 academic year, international students in British Columbia spent close to \$2.1 billion on tuition, to pay for accommodation and food, and on discretionary items such as participating in arts, culture, and recreation activities. This sum is translated to a direct contribution equivalent to \$1.48 billion in provincial GDP; supporting over 23,410 jobs; and almost \$75 million in government revenue generated. Enrolment of international students in Canadian education and training institutes has been increasing steadily over the past decade, and BC is not exception. During the period between 2009/2010 academic year and 2011/12 academic year where data on student enrolment is directly comparable, the number of international students in BC grew from 94,000 to 106,600, at an average growth rate of 6.5% per year. This rate of growth is much faster than enrolment growth of domestic students.

[http://www.bccie.bc.ca/sites/bccie\\_society/files/Kunin%20Report%202013%28Web%29.pdf](http://www.bccie.bc.ca/sites/bccie_society/files/Kunin%20Report%202013%28Web%29.pdf)

*Tags : 2014 May Newsletter; Analysis; Canada/British Columbia; Economic benefits; In English; International students; Report; Source: BCCIE - British Columbia Council for International Education; Students - international; Target group: International students;*

## **China. [Developing Skills for Economic Transformation and Social Harmony in China](#)**

China has achieved unprecedented growth over the past three decades. The study focuses on ways to improve an education system to spur lifelong learning and ongoing economic growth.

<http://issuu.com/world.bank.publications/docs/9781464800795>

*Tags : 2014 May Newsletter; Analysis; China; Development - skills; Document; Economic development; In English; Skills - development; Source: World Bank;*

## **France & Germany. [The shifting relationship between vocational and higher education in France and Germany: towards convergence?](#)**

Acknowledging important differences between countries, we compare the evolving relationship between HE and VET. We ask whether and how these two distinct organisational fields in France and Germany have changed in recent decades. Comparing institutional shifts, the article analyses whether long-standing differences in postsecondary education and training systems and the education/economy nexus in these two countries have remained stable. While the traditional typologies that contrast France and Germany have served as useful heuristic devices, they require revision to adequately represent incremental institutional change in these skill formation systems resulting from endogenous reforms and exogenous pressures due to Europeanisation.

<http://www.voced.edu.au/content/ngv52848>

*Tags : 2014 May Newsletter; Analysis - comparative; Analysis - trends; Comparative analysis; Education - higher; France; Germany; Higher education; In English; Source: VOCEDplus; Trend - analysis; VET - vocational education and training;*

## **Lao PDR. [Policy Review of TVET in Lao PDR](#)**

Technical and Vocational Education and Training (TVET) system policy review for Lao PDR. The skills base among the workforce in Lao PDR is low, due in large part to the low quality of education and high dropout rates at the level of basic education. Migration of skilled workers to neighbouring countries adds to the difficulties for Lao enterprises in finding such workers. Lao enterprises, in particular small, non-export oriented and domestic-owned firms, rarely provide training opportunities for staff. System-wide education reforms are necessary to provide a competent workforce for future inclusive and sustained socio-economic development.

<http://unesdoc.unesco.org/images/0022/002211/221146e.pdf>

*Tags : 2014 May Newsletter; Analysis - policy; Document; In English; Lao People's Democratic Republic; Policy - analysis; Review - VET; Source: UNESCO; VET - policy; VET - review;*

## **UK. [The Innovation Code: ensuring local decisions for skills meet the needs of learners and employers: an updated guide](#)**

Guide to help colleges and training organisations make the most of their freedoms and flexibilities in meeting the needs of their learners. This guide explains how the Innovation Code (the Code) can be used to do this.

[http://readingroom.skillsfundingagency.bis.gov.uk/sfa/innovation\\_code\\_guide\\_v2.pdf?goback=%2Egde\\_4250493\\_member\\_184207829](http://readingroom.skillsfundingagency.bis.gov.uk/sfa/innovation_code_guide_v2.pdf?goback=%2Egde_4250493_member_184207829)

*Tags : 2014 May Newsletter; Colleges and Universities; Educational strategy; Guide; In English; Source: Skills Funding Agency; Target group: Colleges and institutes; United Kingdom;*

### **Vietnam's Workforce Needs New Skills for A Continued Economic Modernization**

Cognitive, behavioral and technical skills are required for the Vietnamese workers to meet changing demands of employers.

<http://www.worldbank.org/en/news/press-release/2013/11/29/vietnams-workforce-needs-new-skills-for-a-continued-economic-modernization-says-vietnam-development-report2014>

#### **Related report. Vietnam development report 2014 : preparing the work force for a modern market economy**

[http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2013/11/26/000461832\\_20131126115640/Rendered/PDF/829400AR0P13040Box0379879B00PUBLIC0.pdf](http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2013/11/26/000461832_20131126115640/Rendered/PDF/829400AR0P13040Box0379879B00PUBLIC0.pdf)

*Tags : 2014 May Newsletter; Analysis; In English; Press release; Report; Skills - needs; Source: World Bank; Vietnam;*

### **Model curriculum for journalism education: a compendium of new syllabi**

This compendium of new syllabi represents UNESCO's strategic response to the question: How can journalism education continue to renew itself?

<http://unesdoc.unesco.org/images/0022/002211/221199e.pdf>

*Tags : 2014 May Newsletter; Curriculum - model; In English; Journalists; Model - curriculum; Source: UNESCO; Target group: Journalists;*

### **The right skills for the job? Rethinking training policies for workers**

This book addresses the question of how to build and upgrade job relevant skills. Specifically, the authors focus on three types of training programs relevant for individuals who are either leaving formal general schooling or those who are already in the labor market. The types of employment discussed are pre-employment technical and vocational education and training (TVET); on-the-job training (OJT); and training-related active labor market programs (ALMPs).

[http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2012/07/11/000333038\\_20120711021256/Rendered/PDF/709080PUB0EPI0067869B09780821387146.pdf](http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2012/07/11/000333038_20120711021256/Rendered/PDF/709080PUB0EPI0067869B09780821387146.pdf)

*Tags : 2014 May Newsletter; Analysis; Book; In English; Source: World Bank; Training - programs; VET - competence-based vocational education; Workforce - development;*

### **Digital Competence in practice: An analysis of frameworks**

This reports aims to identify, select and analyse current frameworks for the development of digital competence. Its objective is to understand how digital competence is currently understood and implemented in 15 cases, drawn from school curricula, implementation

initiatives, certification schemes and academic papers. It develops a proposal for a common understanding of digital competence and identifies the sub-competences that compose it.

<http://ftp.jrc.es/EURdoc/JRC68116.pdf>

*Tags : 2014 May Newsletter; Analysis; Case study; Digital skills; In English; Report; Skills - digital; Source: Institute for Prospective Technological Studies;*

### **Embodied learning at work: making the mind-set shift from workplace to playspace**

Valuing and validating embodied learning in the workplace makes space for individual learning and transformation and can increase organisational capacity for innovation, learning and change. Creative play and improvisation can facilitate learning, collaboration and creative problem solving. This article uses case studies to demonstrate embodied learning in action.

<http://www.voced.edu.au/content/ngv52647>

*Tags : 2014 May Newsletter; Case study; In English; Learning - process; Methodology; Source: VOCEDplus; Workforce - development; Workplace - learning;*

## **OTHER**

### **Canada/Alberta. Trades & Occupations**

There are more than 50 designated trades and occupations in Alberta, with careers related to everything from landscape gardener and powerline technician to steel detailer and residential construction site manager. Find the career that matches your interests and passion – and learn more about what you need to get started.

<http://tradesecrets.alberta.ca/trades-occupations/>

*Tags : 2014 May Newsletter; Canada/Alberta; Field: Trades; Government program; In English; Resources; Source: Trade Secrets; Trades; Web site;*

### **Video. Denmark - Matching skills to jobs**

Recovery in Europe is being hampered by the fact that many of the workers who lost their jobs to the crisis do not have the skills that the labour market now demands. Vocational training programmes help keep youth connected to the labour market by ensuring they have the skills that companies are looking for.

[http://www.ilo.org/global/about-the-ilo/multimedia/video/video-news-releases/WCMS\\_213074/lang--en/index.htm](http://www.ilo.org/global/about-the-ilo/multimedia/video/video-news-releases/WCMS_213074/lang--en/index.htm)

*Tags : 2014 May Newsletter; Denmark; In English; Mismatch training/workforce - skills; Source: ILO - International Labour Organization; Video;*

### **Sector Skills Councils and Standards Setting Organisations**

Sector Skills Council or standards setting organisation contact details.

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

*Tags : 2014 May Newsletter; Directory; Field: Skills Councils; In English; Skills Councils; United Kingdom;*

### **Study Guides and Strategies**

Twenty sections of 250 study guides and 100 exercises for learners, middle school through returning adult, in 39 languages.

<http://www.studygs.net/index.htm>

*Tags : 2014 May Newsletter; Guide; In English; Resources;*

## **NEWS in BRIEF**

### **Canada. Skilled immigrants to be offered 'express entry' to Canada in 2015**

The Canadian government is forging ahead with a new immigration system that will offer "express entry" to qualified immigrants starting in 2015 as a way to help fill open jobs for which there are no available Canadian workers.

<http://www.cbc.ca/news/politics/skilled-immigrants-to-be-offered-express-entry-to-canada-in-2015-1.2617961>

*Tags : 2014 May Newsletter; Canada; En bref; Foreign workers; In English; Legislation; News; Skilled workers; Source: CBC; Target group: Foreign workers; Target group: Skilled workers;*

### **USA. The 10 Best Jobs of 2014**

#### **Best Jobs of 2014 / Midlevel Income**

1. Mathematician / \$101,360
2. Tenured University Professor / \$68,970
3. Statistician / \$75,560
4. Actuary / \$93,680
5. Audiologist / \$69,720
6. Dental Hygienist / \$70,210
7. Software Engineer / \$93,350
8. Computer Systems Analyst / \$79,680
9. Occupational Therapist / \$75,400
10. Speech Pathologist / \$69,870

<http://blogs.wsj.com/atwork/2014/04/15/best-jobs-of-2014-congratulations-mathematicians/?mod=e2fb>

*Tags : 2014 May Newsletter; Employment trend 2014; En bref; In English; Source: Wall Street Journal; United States of America;*

### **Quick tips. Are You Avoiding the Top 10 Training Mistakes?**

How many of the top 10 mistakes are you making?

<http://www.kirkpatrickpartners.com/Blog/tabid/135/articleType/CategoryView/categoryId/14/Quick-Tips.aspx>

*Tags : 2014 May Newsletter; En bref; Evaluation - training; In English; Source: Kirkpatrick Partners;*



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