



Newsletter

CVA-ACFP Newsletter September 2014

URGENT. CONTRACTUAL WORK OPPORTUNITY WITH THE CVABY TUESDAY, 7 OCTOBER 2014, 16H30 (ET)

The CVA has been solicited by an organization in New Zealand to plan and coordinate a two-week TVET Study Tour in Canada (particularly in the Toronto and Montréal areas) for a delegation from Indonesia. Although the official dates have yet to be determined, there is a good probability that it will be planned for the first two weeks of November 2014.

The CVA is searching for a coordinator with previous similar experience who can:

- Collaborate in arranging the appointments;
- Receive the guests at the Toronto and Montréal airports;
- Accompany the guests to the various appointments
- Take photos and write a brief report relative to each visit
- Communicate in English and French

If you have this profile and you are interested and available, please contact Pierre Morin via email (pmforminc@gmail.com) or by phone (438-491-6001) NO LATER THAN TUESDAY OCTOBER 7 2014 16h30 (ET).

NEXT DACUM I PUBLIC WORKSHOPS in 2014

- **November 3-6 2014, Ottawa, ON**
- **November 17-20 2014, Calgary, AB**

For more information on DACUM : [here](#)

NEW! THE CVA/ACFP DATABASE IS ONLINE

Since 2011, the CVA Newsletter presents a survey of relevant links and documents on various specializations and topics related to the field of professional training.

The [CVA/ACFP database](#) is now available online, in English and in French. This browsable/searchable tool gives you access to thousands of keywords and the Filter option allows you to refine your search in just a few clicks.

CVA's PICKS OF THE MONTH

Canada. [Education Indicators in Canada: An International Perspective 2013](#)

A set of 11 international indicators is presented in Education Indicators in Canada: An International Perspective 2013. This year's set of indicators captures information on educational attainment, upper secondary graduation rates, labour market outcomes, expenditure on education, international students, transitions to the labour market, and the organization of learning environments at the elementary and secondary levels—for Canada, and for its provinces/territories.

En français. Canada. [Indicateurs de l'éducation au Canada : une perspective internationale 2013](#)

Tags : 2014 September Newsletter; Annual report 2013; Canada; Document; Education - indicators; In English; Indicators - education; Source: CMEC - Council of Ministers of Education of Canada;

ARTICLES and PAPERS

[A Roadmap to Vocational Education and Training Systems Around the World](#)

This paper provides a better understanding of VET around the world, dealing with three types of vocational systems: school-based education, a dual system in which school-

based education is combined with firm-based training, and informal training. We first explore the motivation for these different types of training, before summarizing the institutional evidence, highlighting the key elements of each training system and discussing its main implementation strengths and challenges. We subsequently review the evidence on the effectiveness of VET versus general education and between the three VET systems. There are clear indications that VET is a valued alternative beyond the core of general education, while the dual system tends to be more effective than school-based VET. Informal training is effective, however relatively little is known of its relative strengths compared with other forms of vocational education.

Tags : 2014 September Newsletter; Analysis - comparative; Comparative analysis; In English; Paper; Source: IZA - Institute for the Study of Labor; Target group: Youth; VET - review;

Canada/Manitoba. [Winnipeg Technical College to undergo name change, expanded role](#)

Manitoba has introduced legislation that would expand the role of the Winnipeg Technical College under a new name, the Manitoba Institute of Trades and Technology (MITT). Under the new legislation, MITT would be able to offer expanded opportunities in skills training for secondary and post-secondary students. WTC currently provides hands-on training for jobs in the fields of health care and human services, information and business technology, and the skilled trades.

Tags : 2014 September Newsletter; Canada/Manitoba; Colleges and Universities; En bref; In English; News; Source: Academia;

Canada. [New-Brunswick signs memorandum of understanding with B.C. to increase apprentice mobility](#)

The governments of New-Brunswick and British Columbia have signed an agreement which will allow apprentices to seamlessly train in their trade and work in either province.

En français. Canada. [Signature d'un protocole d'entente entre le Nouveau-Brunswick et la Colombie-Britannique pour améliorer la mobilité des apprentis](#)

Tags : 2014 September Newsletter; Apprenticeship - programs; Canada/British Columbia; Canada/New Brunswick; Collaboration - provinces; Government program; In English; Memorandum of understanding; News; Source: Government of New-Brunswick; VET - vocational education and training;

Canada/New-Brunswick. [Investment made in eLearning](#)

The provincial government will invest \$800,000 over two years in SkillsNB, a new eLearning platform offering training and up-skilling online courses.

En français. Canada/Nouveau-Brunswick. [Investissement dans l'apprentissage en ligne](#)

Tags : 2014 September Newsletter; Canada/New Brunswick; eLearning; Government program; In English; News; Source: Government of New-Brunswick;

Canada. [Lack of funds keeps Statscan study from public](#)

A survey of 25,000 employers that cost \$4.6-million and was commissioned by the federal

government could shed light on the extent of the country's skills gap, but it has sat idle for two years due to lack of funding to make it public.

Tags : 2014 September Newsletter; Canada; En bref; Gap - skills; In English; News; Skills - gap; Source: The Globe and Mail;

Canada. University grads see college diploma as key to jobs

Extra hands-on education can help university graduates find a meaningful career, college experts say. <http://www.theglobeandmail.com/news/national/education/university-grads-see-college-diploma-as-key-to-jobs/article15375257/>

Tags : 2014 September Newsletter; Article; In English; Source: The Globe and Mail;

Swaziland. Youth Employment in Africa: New Evidence and Policies from Swaziland

This paper provides first systematic evidence on recent youth employment challenges in Swaziland, a small, land-locked, middle-income country with one of the highest youth unemployment rates in Africa. The paper first documents the various labor market disadvantages faced by the Swazi youth, such as high unemployment and discouragement, and how they changed from 2007 to 2010. A multinomial logit regression analysis is then carried out to analyze the socio-economic drivers of the unfavorable youth labor market outcomes on the supply side. Since many of the factors that can unlock the employment potential of the Swazi youth are on the demand side of the labor market, the paper examines the barriers to job creation and youth entrepreneurship. It concludes with experiences of other countries that could inform design of more effective interventions for youth employment in Swaziland.

Tags : 2014 September Newsletter; Employment - youth; In English; Paper; Source: IZA - Institute for the Study of Labor; Survey; Swaziland; Youth - employment;

UK. Employment, partnership and skills

This document evaluates how well new skills and employment policies and systems have been implemented.

Tags : 2014 September Newsletter; Analysis - policy; Collaboration - public/private sectors; Evaluation; Government policy; In English; Policy - analysis; Policy - government; Skills - policies; Source: Government of UK/Department for Business Innovation and Skills; United Kingdom; Working paper;

USA. The Effect of Training and Development on Employee Attitude as it Relates to Training and Work Proficiency

It is incumbent on training and development professionals to design, implement, and evaluate the effectiveness of their programs in reducing disputes in workplace performance. This study explores the relationships between training experiences and attitudes about perceived job proficiency.

Tags : 2014 September Newsletter; Analysis - functional and occupational; In English; Paper; Source: Sage Open; Target group: Employees; Training - workplace; United States of America; Workplace - training;

European Union. [Quantifying skill needs in Europe Occupational skills profiles: methodology and application](#)

Statistical information on skill and qualification requirements for occupations is fragmented, inconsistent, difficult to compare across European countries, and usually not detailed enough to reflect the specific characteristics of a given occupation. The occupational skills profile approach aims at integrating several available European sources and supplementing them with data gathered from EU and US surveys. This has been made possible by developing specific methods of data mapping, matching and integration. As a result, the skill requirements of occupations can be not only defined at a detailed level and further aggregated at higher levels as required, but also compared across sectors, countries and over time.

Tags : 2014 September Newsletter; Analysis; European Union; In English; Occupational profiles; Occupational qualifications; Profiles - occupational; Research paper; Skills - needs; Skills - shortage; Source: Cedefop - European Centre for the Development of Vocational Training;

Global Youth Unemployment: Ticking Time Bomb?

Tens of millions of young people around the world are unemployed — and some analysts say that could be a major problem in the future. Host Michel Martin discusses the issue with Martina Gmur of the World Economic Forum.

Tags : 2014 September Newsletter; Article; In English; Source: NPR; Unemployment - youth; Youth - unemployment;

Your kids should consider petroleum engineering

Encouraged by some of the highest starting salaries available in any industry, record numbers of students are enrolling in petroleum engineering courses at U.S. universities.

Tags : 2014 September Newsletter; Employability - youth; Employment trend; Field: Petroleum; In English; Source: Financial Post; Trend - employment;

Immigration: High Skilled vs. Low Skilled Labor?

This policy analysis paper explores the implications for the host country population of alternative immigration policies. The two immigration options considered are a policy based on admitting primarily high-skilled workers and another that has the effect of admitting primarily low-skilled workers. The implications for the native-born population for their aggregate level of income, the distribution of their income by skill level, and the size of the income redistribution system are considered.

Tags : 2014 September Newsletter; Analysis; Field: Immigration; Foreign workers; Government policy; Immigration policy; In English; Policy - government; Policy - immigration; Policy brief; Skills - needs; Source: IZA - Institute for the Study of Labor; Target group: Foreign workers;

Gender and skills development

This paper argues that in order for women to have equal access to skills development opportunities, and equal opportunities to put their skills to work to provide decent livelihoods, the cycle of limited access to training, lack of decent work opportunities, and

lack of power in both public and domestic contexts needs to be addressed holistically.
Tags : 2014 September Newsletter; Development - skills; Gender - equity; In English; Paper; Skills - development; Source: UNESCO; Strategy - workforce development; Workforce - development strategy;

Organizational Learning and Its Practices

This article aims at investigating the main elements of the process of organizational learning and identifies its main characteristics resulting in creation of a learning environment as strategic competitive advantage for organizations. It focuses on how organizations learn and leverage from the benefit of organization learning and also highlights areas of learning interventions which will help organizations to maximize the benefits of learning.

Tags : 2014 September Newsletter; Conceptual paper; In English; Information and knowledge management; Learning - workplace; Review; Source: Sage Open; Workplace - learning;

DOCUMENTS

Canada. Canadian B-schools ranked among world's best in programs for executives

Six Canadian business schools – one of them new to the list – have made the Financial Times' annual global ranking of executive education programs that cater to companies and individuals.

Related dashboard. Executive Education Report 2014

Tags : 2014 September Newsletter; Annual report 2014; Education - higher; Higher education; In English; News; Source: Financial Times; Source: The Globe and Mail; Survey;

Canada. Employment changes across industries during the downturn and recovery

Occupations requiring a university education grew 4 per cent in the past two years, while jobs needing a college education or apprenticeship training rose 5 per cent.

Related article. Post-recession job market changing

Tags : 2014 September Newsletter; Apprenticeship; Canada; Employment trend; In English; News; Source: Government of Canada/Statistics Canada; Source: The Globe and Mail; Statistics; Trend - employment;

Singapore. Case study on: National policies linking TVET with economic expansion: lessons from Singapore

The Singapore Government believes in and has invested continuously and heavily in education and training, not only in the universities and polytechnics but especially so in vocational and technical education under the Institute of Technical Education (ITE).

Tags : 2014 September Newsletter; Case study; Economic benefits; Educational policy; In English; Policy - educational; Singapore; Source: UNESCO; VET - policy;

Monitoring ECVET implementation strategies in Europe

This report analyses developments in ECVET. Its main objective is to provide an overview of how countries are progressing towards putting into place the necessary conditions for ECVET.

Tags : 2014 September Newsletter; Analysis; Croatia; ECVET - European Credit System for Vocational Education and Training; Education - policy; European Credit System for Vocational Education and Training (ECVET); European Union; Iceland; In English; Lichtenstein; Norway; Policy - educational; Source: Cedefop - European Centre for the Development of Vocational Training; Switzerland; Turkey; VET - implementation; Working paper;

Mobile learning and policies: key issues to consider

This paper raises key issues and questions that need to be considered when formulating policies related to mobile learning.

En français. L'Apprentissage mobile et les politiques: questions clés

Tags : 2014 September Newsletter; Formulation - policy; In English; mLearning; Mobile learning; Policy - formulation; Source: UNESCO; Working paper;

Report on skills gaps

This report documents the extent of the skills gap in different countries, describes some of the causes for the skills mismatch, and unpacks what employers mean when they say graduates are not “employable.” While the impact of skills shortages (insufficient numbers) will be felt most heavily in the developed nations due to aging of the population, closing skills gaps (insufficient skills) is especially important for the world’s young people aged 15-24, most of whom live in developing countries where there are few opportunities for productive employment.

Tags : 2014 September Newsletter; Analysis - trends; Gap - skills; In English; Report; Skills - shortage; Source: UNESCO; Target group: Youth 15-24; Trend - analysis; Youth;

OTHER

The Canadian Journal of Career Development V13N1, 2014 | Revue canadienne de développement de carrière

Volume 13, Number 1, 2014

Tags : 2014 September Newsletter; Articles - journal; En français; In English; Source: CERIC - Canadian Education and Research Institute for Counselling; Source: CERIC - Institut canadien d'éducation et de recherche en orientation;

Instructional System Design (ISD) handbook

This ISD model is also known as ADDIE (Analysis, Design, Development, Implement, Evaluate) and SAT (System Approach to Training).


Tags : 2014 September Newsletter; Handbook; In English; Instructional design; Source: Big Dog and Little Dog's Bowl of Biscuits;

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The Canadian Vocational Association was created to promote and foster education and training which leads to occupational competence.