



Newsletter

CVA-ACFP Newsletter October 2014

CALL FOR PAPERS AND DOCUMENTARY REFERENCES TVET Teacher and Workplace Trainer

In December, the Canadian Vocational Association (CVA) will publish another special bulletin. This time, the main focus will be the occupations of TVET Teacher and Workplace Trainer.

The CVA welcomes papers and recent documentary references discussing challenges or issues which teachers / trainers are presently or will be facing in the years to come.

All papers and references must be submitted to Madeleine Decker cvaacfpbulletin@gmail.com no later than 21 November 2014. The information must be accessible online.

The CVA reserves the right to publish or not any submitted paper or reference.

NEXT DACUM I PUBLIC WORKSHOPS in 2014

- **November 17-20 2014, Calgary, AB**

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

CVA's PICKS OF THE MONTH

UK. Professional standards, competence and capability

Standards and frameworks concerned with competence – broadly, the ability to do – are increasingly being used in professions, generally though not exclusively associated with the function of signing practitioners off as fit to practise. Current trends are towards a predominantly functional or activity based, rather than skills or attributes-based, model of competence. There are however limitations to how well a purely competence-based approach of either type can capture the ability to cope with the changing contexts, evolving practice and ethical demands of professional work. The less tangible notion of capability offers some pointers for improving frameworks so that they better reflect the needs of professions, and evidence of a capability-based approach can be discerned in recently-developed sets of professional standards.

Tags : 2014 October Newsletter; Certification; Competences - standards; In English; Paper; Skills - certification; Source: Stan Lester Developments; Standards - competences; Training - workplace; United Kingdom; Workplace - training;

ARTICLES and PAPERS

Canada. The Skill Gap. It's not about college or university, it's about lifelong learning

A looming skills shortage in Canada is grabbing its share of headlines and reigniting the debate about what's better – a college or university education? Colleges are wonderful training grounds for our skilled workers. Their more recent work delivering highly applied college degrees with a skills focus makes a valuable contribution to increasing demands for credentials to meet the needs of today's workplaces.

Tags : 2014 October Newsletter; Article; Canada; Education - higher; Employment trend; Gap - skills; Higher education; In English; Learning - lifelong; Lifelong learning; Skills - shortage; Source: The Globe and Mail; Trend - employment;

Canada. Who Is Still Standing in Line? Addressing a Mismatch of Skills and Jobs in the Canadian Labour Market

While the Canadian labour market has shown great resilience since the last recession and is nearly back to normal, important weaknesses remain for youth and the long-term unemployed. The author recommends broad policies to enhance labour mobility and emphasize skills training to help ensure unemployed Canadians have the right skill sets to integrate into the workforce.

Tags : 2014 October Newsletter; Analysis - trends; Briefing paper; Canada; In English; Mismatch

training/workforce - skills; Skills - mismatch training/workplace; Source: C.D. Howe Institute; Trend - analysis;

Canada. [Business must share responsibility for shortage of skilled workers](#)

Twenty years after the “brain drain” of the 1990s, a new threat to the supply of talent in Canada is apparent. Key industry sectors and leading employers in Canada are warning of a skills shortage and a lack of skilled tradespeople. Others call this a skills “mismatch.” Governments are under pressure to enact a range of labour market “interventions,” from short-term fixes to immigration to new investment in training and skills upgrading to changes to existing talent support programs.

Tags : 2014 October Newsletter; Analysis - trends; Article; Canada; In English; Shortage - skills; Skills - shortage; Source: The Globe and Mail; Trend - analysis;

Germany. [How Germany Beats The Youth Unemployment Trap](#)

How do they do it: The dual vocational training system – going to school (theory) and working (practice) simultaneously rather than consecutively. For most Europeans, that’s new: learning and working, instead of learning then working.

Tags : 2014 October Newsletter; Article; Best practice; Dual vocational training system; Germany; In English; Source: World Crunch; Training - strategy; VET - dual VET system; VET - trend;

India. [Rethinking vocational training](#)

The entire chain of post-secondary vocational and career training to apprenticeship and employment is broken in India. Existing institutes do not embody either adaptability or collaboration—imperative for success in a fast evolving economy. Even if they are successfully upgraded they do not offer the capacity required for the size of the economy. The full current capacity for public and private vocational training centres is less than a million seats. This is less than a fifth of India’s desired annual capacity.

Tags : 2014 October Newsletter; Analysis; Article; Case study; Field: TVET - Technical and Vocational Education and Training; In English; India; Source: Livemint; VET - vocational education and training;

Japan. [A response in Japan to low birthrates and labor shortage: humanoid robots](#)

Government projections estimate that over the next two decades, Japan will lose nearly a million people per year. There are less and less potential workers, and youths don’t want to work in factories anymore.

Tags : 2014 October Newsletter; Article; Employment trend 2023; In English; Japan; Shortage - workforce; Source: World Crunch; Trends; Workforce - shortage;

USA. [The Myth of America's Tech-Talent Shortage](#)

It still might be the case that tech companies are having trouble finding specific skill sets in certain niches (think cloud software development, or Android programming), but there simply aren't any signs pointing to a broad dearth of talent.

Related paper. [Guestworkers in the high-skill U.S. labor market: an analysis of](#)

supply, employment, and wage trends

Tags : 2014 October Newsletter; Analysis; Article; Briefing paper; Employment trend; Field: STEM - Science_technology_engineering_and mathematics; In English; Shortage - skills; Skills - shortage; Source: Economic Policy Institute; Source: The Atlantic; STEM - Science_technology_engineering_and mathematics; Trend - employment; United States of America;

USA. Developing Effective Clinical Trainers: Strategies to Enhance Knowledge Translation

Continuing education and training provides a means to improve performance among health care professionals (HCP). Research shows, however, that continuing professional education activities have inconsistent effects on HCP competence, performance, and patient health outcomes. Furthermore, the trainer's role as a facilitator of knowledge translation (KT) has been understudied. Creating an effective training, one that leads to transfer, requires active planning, communication, and command of the training topic by skilled trainers.

Tags : 2014 October Newsletter; Continuing education; Education - continuing; Evaluation - training; Field: Health; In English; Instructional design; Paper; Source: Sage Open; Target group: Trainers; Training - evaluation; United States of America;

Ebola infection in Dallas nurse underscores critical need for proper training

There's a need to enhance the training and protocol to make sure the protocols are followed.

2014 October Newsletter; Field: Health institution; In English; Occupational health and safety; Source: Science Magazine;; Target group: Health personnel; Training;

Generation "U": The Plight of 75 Million Unemployed Youth

Globally, 75 million youth between 15 and 24 years of age are unemployed. By all accounts, the problem of youth unemployment is a ticking time bomb scenario, making one wonder if being young is really an advantage and whether such a large group of disgruntled youth will hold the key to the future of nations.

Tags : 2014 October Newsletter; Analysis - trends; Article; Employment - youth; Employment trend; In English; NEET - not in employment - education or training; Source: Diplomatic Courier; Target group: NEET - not in employment - education or training; Target group: Youth 15-24; Trend - analysis; Trend - employment; Youth - employment;

Universities and Continuing Industry Education: Making an Impact is Key

If a higher education institution decides to deliver industry education, it should be for the opportunity to be recognized as industry experts and the chance to influence day-to-day operations of businesses. Increasing revenue should be an afterthought and often will not happen in the short term.

Tags : 2014 October Newsletter; Analysis - trends; Article; Continuing education; Education - continuing; Education - higher; Higher education; In English; Source: The Evollution; Trend - analysis;

70:20:10 - A Framework for High Performance Development Practices

The 70:20:10 framework is a simple concept that has developed from work carried out by various researchers over the past half-century that suggests a one-dimensional focus on structured training and development – a rut that many organisations had fallen into – misses the opportunity to exploit learning and development where most of it happens, which is within the workflow.

Tags : 2014 October Newsletter; 70:20:10 learning model; Article; In English; Learning model 70:20:10; Source: Charles Jennings;

The Peter Principle of Training

The Peter Principle describes a competent employee who continued to be promoted until he reached a job he did not have the skills to perform, where he was stuck and ultimately failed. Take a look around your department. Do you have a Peter employee? If so, could the right training and mentoring help develop the needed skills? Do you have a training program established for potential supervisors? If not, can you afford to lose other bright employees because you have neglected to give supervisors the tools they really need to succeed?

Tags : 2014 October Newsletter; Article; In English; Source: Training magazine; The Peter Principle; Training - workforce; Workforce - training;

DOCUMENTS

Canada. University tuition fees, 2014/2015

Canadian full-time students in undergraduate programs paid 3.3% more on average in tuition fees for the 2014/2015 academic year this fall than they did the previous year. A similar increase was observed in 2013/2014. In comparison, inflation as measured by the Consumer Price Index was 2.1% between July 2013 and July 2014 and 1.3% between July 2012 and July 2013.

En français. Frais de scolarité universitaires, 2014-2015

2014 October Newsletter; Canada; In English; Source: Government of Canada/Statistics Canada; Tuition fees 2014-2015;

Canada. Second survey report: skills shortages in Canada, 2014

More than 100 of the CCCE's 150 member companies, representing Canada's largest employers in all industrial sectors and regions of the country, participated in the survey – a response rate that clearly underscores the importance of these issues to corporate Canada. This brief examines the results of the survey as they relate to skills shortages. Specifically, it looks at whether CCCE members are concerned about shortages, where shortages are most persistent, in what fields workers are the most difficult to find and retain, why shortages exist and whether they have an impact on future projects and/or investments in Canada.

2014 October Newsletter; Canada; In English; Report - survey; Shortage - skills; Skills - shortage;

Source: Canadian Council of Chief Executives; Survey;

Canada. [Rethinking professional development](#)

Reference manual for developing professional skills among organizations and practitioners within an Integrated andragogical process.

En français . [Agir avec compétence. Référentiel pour le développement de compétences professionnelles des organisations et des intervenants dans le contexte d'une démarche andragogique intégrée](#)

Tags : 2014 October Newsletter; Adult education; Andragogy; Canada; Development - skills; Education - adult; Field: Andragogy; In English; Reference document; Référentiel; Skills - development; Source: RESDAC - Réseau pour le développement de l'alphabétisme et des compétences; Target group: Adults; Target group: Associations;

Canada. [Strategies for Connecting with Adult Learners in Ways that Work](#)

Workshop by Sherry Sullivan has been working as an adult educator for the past 17 years. She is an experienced leader in Recognition of Prior Learning (RPL), with strong development and facilitation skills.

Audio. Canada. [Strategies for Connecting with Adult Learners in Ways that Work](#)

Slide show. Canada. [Strategies for Connecting with Adult Learners in Ways that Work](#)

Canada. [Master Facilitator Competency Self-Assessment](#)

Tags : 2014 October Newsletter; Adult education; Andragogy; Canada; Education - adult; Field: Andragogy; In English; Learning - workplace; Source: WEM - Workplace Education Manitoba; Target group: Adults; Workplace - learning;

South Korea. [Aid for skills development: South Korea case study](#)

Skills development has played a critical role in the history of economic development in South Korea, where strong labor demand-driven approach effectively provided required skilled workers in time for industrialization. This approach has been well embedded in South Korea's aid for skills development where the focus has been on developing industrial skilled workers, both of quantity and quality, for the countries in need.

Tags : 2014 October Newsletter; Case study; Cooperation - international; Development - skills; Document; Guatemala; In English; International cooperation; Lao People's Democratic Republic; Skills - development; Source: UNESCO; South Korea;

European Union. [Internationalisation in European higher education: European policies, institutional strategies and EUA support](#)

The consultation asked: • what the university would expect from the EU higher education internationalisation strategy that is to be launched in June 2013. • whether and to what extent members participate in EUA's international activities, and what they would expect it to offer in the future.

Tags : 2014 October Newsletter; Document; Education - policy; European Union; Higher education; In English; Source: European University Association; Trend - analysis;

[Skills development as part of social protection programmes](#)

This review examines the development and performance of skills development interventions as a part of social protection programming in middle and low income countries to address issues of youth unemployment.

Tags : 2014 October Newsletter; Africa/South of the Sahara; Asia; Development - skills; Document; In English; Latin America; Lower-income countries; Middle-income countries; Skills - development; Source: UNESCO; Strategy - workforce development; Target group: Youth; Unemployment - youth; Workforce - development strategy; Youth - unemployment;

OTHER

China. [VTE Journal, no 3-4 2012](#)

NO.3-4, 2012

Tags : 2014 October Newsletter; Articles - journal; China; In English; Source: Vocational and Technical Education; VET - vocational education and training;

Video. [Competency Models introduction](#)

Introductory video for the Competency Models.

Tags : 2014 October Newsletter; Competence - model; In English; Source: PINOT - Performance Improvement Non-Training Solutions; Video;

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