



Newsletter

CVA-ACFP Newsletter August 2015

NEXT DACUM I PUBLIC WORKSHOPS in 2015

- November 2-5 2015, Regina, SK
- November 2-5 2015, Moncton, NB

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

CVA's PICKS OF THE MONTH

[A Network Rethink for Learning and Development](#)

As work grows increasingly interdependent and collaborative, important implications for employee performance and development come to light. Against the backdrop of this new, more networked environment looms a big opportunity for learning functions. Namely, learning and development will be better able to harness the collaborative nature of work to drive business value. But to create an environment that fosters learning that is both effective and directed toward organizational objectives, the function must first redefine how it approaches employee development.

Tags : Article; Learning - workplace; Source: Workforce; Workplace - learning;

ARTICLES and PAPERS

USA. [How Millennials Could Upend Wall Street and Corporate America](#)

By 2020, Millennials will comprise more than one of three adult Americans. It is estimated that by 2025 they will make up as much as 75 percent of the workforce.

Millennials' desire for pragmatic action that drives results will overtake today's emphasis on ideology and polarization as Boomers finally fade from the scene. Thus, understanding the generation's values offers a window into the future of corporate America.

Tags : *Employment trend 2025; Paper; Source: Brookings Institution; Trend - employment 2025; United States of America; Youth - millennials;*

Zwaziland. Skills and Youth Entrepreneurship in Africa: Analysis with Evidence from Swaziland

The shortages of entrepreneurial skills have lowered search effectiveness of potential young entrepreneurs and the rate of youth start-ups. Our paper contributes to closing a gap in the entrepreneurship and development literature with a model of costly firm creation and skill differences between young and adult entrepreneurs. The model shows that for young entrepreneurs facing high costs of searching for business opportunities, support for training is more effective in stimulating productive start-ups than subsidies. The case for interventions targeted at youth rises in societies with high costs of youth unemployment. We test the role of skills and training for productive youth entrepreneurship on data from a recent survey of entrepreneurs in Swaziland.

Tags : *Entrepreneurship; Paper; Source: IZA - Institute for the Study of Labor; Swaziland; Youth;*

Europe. Use of validation by enterprises for human resource and career development purposes

Based on a survey of 400 enterprises, 20 in-depth case studies and interviews with human resource experts in 10 countries, this report analyses the main purposes of competence assessment, the standards and methods applied, the employee groups targeted and the way results are documented and used.

Tags : *Analysis; Assessment - competences; Competences - assessment; Human resources; Source: Cedefop - European Centre for the Development of Vocational Training;*

EU. The skills imperative

Skills and vocational education and training: this is what n°41 of *Social Agenda* is all about. Tackling employment and social affairs from the skills angle helps connecting the world of education to that of the labour market and tackling the challenges the EU is presently facing in a new, pragmatic way - taking people's concrete needs as a starting point.

Tags : *Articles - journal; European Union; Source: European Union/Employment_Social Affairs and Inclusion; VET - vocational education and training;*

Community-based learning in vocational education and training: making schools closer to the real world

Community-based learning is a potential learning model for vocational training and

education that enables schools and the real world to become closer. A community-based learning paradigm is built on the principle that it is not enough for us only to help students achieve academic skills in school, but we must also strengthen their involvement in productive activities that can deliver them to enter the adult world. This paper sets forth several ideas pertaining to community-based learning programs and their potential to overcome the gaps of what is done in school with what the public demands; strategies of community-based learning program development; project-based learning as a model of that learning; and a recommendation for carrying out community-based education.

Tags : *Article; Development - workforce; Learning - school based; School-based learning; Source: Atlantis Press; VET - vocational education and training; Workforce - development;*

Quality assurance in education and training establishments

Quality assurance can be defined as a system to monitor and evaluate a product or a service. It should identify and recommend measures to make improvements to standards and performance, or at least maintain the status quo if everything is working well. *Quality assurance* is different to *quality control* which seeks to find problems. Quality assurance seeks to avoid problems, stabilise, and improve products and services.

Tags : *Article; Quality assurance; Source: FE Week; Training - institutions/Community colleges;*

How do we value universities?

We have become accustomed to hearing the benefits of higher education measured in economic terms. But is this the only way we value them?

Tags : *Article; Colleges and Universities; Education - higher; Higher education; Source: The Conversation;*

DOCUMENTS

Australian vocational education and training statistics: apprentices and trainees 2014

This annual publication provides a summary of training activity in apprenticeships in Australia, including information on training rates and duration of training. State/territory cuts of data are also available in Excel format. As at 31 December 2014, 2.7 per cent of Australian workers were employed as an apprentice or trainee, with 12.9 per cent of teenage workers (aged 15 to 19 years) employed as an apprentice or trainee.

Tags : *Annual report 2014; Apprentices; Australia; Source: NCVER - National Centre for Vocational Education Research; Statistics; VET - vocational education and training;*

Turkey. The Impact of Vocational Training for the Unemployed Experimental Evidence from Turkey

The average impact of training on employment is positive, but close to zero and

statistically insignificant, which is much lower than either program officials or applicants expected. Over the first year after training, the paper finds that training had statistically significant effects on the quality of employment and that the positive impacts are stronger when training is offered by private providers. However, longer-term administrative data show that after three years these effects have also dissipated.

Tags : *Analysis; Source: World Bank; Turkey; Unemployment; VET - vocational education and training; Working paper;*

USA. [The Class of 2014. The Weak Economy Is Idling Too Many Young Graduates](#)

The Great Recession officially ended in June 2009. However, the labor market has made agonizingly slow progress toward a full recovery, and the slack that remains continues to be devastating for workers of all ages. Though the labor market is headed in the right direction, it is improving very slowly, and the job prospects for young high school and college graduates remain dim.

Tags : *Annual report 2014; Employment - youth; School-to-work transition; Source: Economic Policy Institute; United States of America; Youth - employment;*

Africa. [Advancing TVET for Youth Employability and Sustainable Development 17-18 September 2013, Abuja, Nigeria](#)

The forum's objective was to provide an opportunity for UNEVOC centres and TVET experts in Africa to address contemporary challenges with regard to the quality of TVET delivery, and demand-driven approaches to advancing GTVET and skills development for youth. Thus it provided a platform for sharing knowledge, experiences and promising practices (PPs) in TVET, focusing on GTVET and skills development for youth in the region. The objective was also to reinforce and extend regional networks and partnerships for advancement of TVET transformation towards regional harmonization and resource mobilization, and to further strengthen the UNEVOC Network consolidation process in the region.

Tags : *Africa; Employability - youth; Report - meeting; Source: UNESCO-UNEVOC; VET - vocational education and training; Youth - employability;*

Asia and Pacific. [Advancing TVET for Youth Employability and Sustainable Development 4-6 September 2013, Seoul, Republic of Korea](#)

The regional forum reflects shared understanding of the key priorities for TVET to support the needs of the youth and skills sector, underpinned by the principles of sustainable development. For the progress made to be built upon, there needs to be shared commitment and pooling of knowledge and resources within and across the region. As well as promoting regional harmony, it is envisaged that this will help those that are still in the process of defining national or sectoral skill strategies, and will sustain those that have started but have yet to see evidence of the long-term impact of skill development on nation-building and regional integration.

Tags : *Asia-Pacific Region; Employability - youth; Report - meeting; Source: UNESCO-UNEVOC; VET - vocational education and training; Youth - employability;*

EU. Apprenticeship and Traineeship Schemes in EU27: Key Success Factors

The Guidebook's primary aim is to provide an overview of the main apprenticeship and traineeship programmes ('what exists') which have been in operation in each Member State in the period 2007-2012, with a particular focus on their employment outcomes and overall effectiveness. The proven benefits of schemes which combine work and study and allow young people to acquire a first work experience have led to increased recent policy interest at both national and EU level. As a result, apprenticeships and traineeships have become more prominent in the EU's employment and youth policies in recent years.

Tags : *Analysis; Apprenticeship; Document; European Union; Source: European Commission;*

Europe. E-learning in European Higher Education Institutions

Results of a mapping survey conducted in October-December 2013. The results of this survey are surprising. Apart from a few notable exceptions, almost all institutions are involved in some forms of e-learning. It seems that there has been no sudden and disruptive change, but rather that a gradual adaptation has taken place, which continues at different paces and scales across Europe. Nevertheless institutional responses to MOOCs do suggest that European higher education institutions are capable of responding swiftly to new strategic challenges.

Tags : *Education - higher; eLearning; Europe; European Union; Higher education; Massively Open Online Course - MOOC; MOOC - Massively Open Online Course; Report - survey; Source: European University Association; Survey;*

The Hardest Roles to Hire For

Not all jobs are equally easy to fill. It's an obvious point, but one that sometimes gets missed in the debate over whether the American economy is suffering from a "skills gap." Companies complain that there is a shortage of talent, economists counter that if that were true it would be evidenced by rising wages. With wages stagnant, where's the skills gap? What stands out about health care and STEM is that, in contrast with other fields, it's taking longer to hire than it did pre-recession.

Related report. Still Searching: Job Vacancies and STEM Skills

Tags : *Article; Gap - skills; Health - personnel; Report; Skills - gap; Source: Brookings Institution; Source: Harvard Business Review; STEM - Science_technology_engineering_and mathematics;*

Advancing TVET for Youth Employability and Sustainable Development 28-30 October 2013, Moscow, Russian Federation

The three key challenges: to make quality TVET a more effective tool for tackling global youth unemployment; the need to integrate green skills in the curriculum to help promote sustainable development in the workplace; and the importance of improving and harmonizing regional and international co-operation in these fields, focused minds at the meeting for Europe, Commonwealth of Independent States, a post-Soviet governmental alliance that includes Russia, Kazakhstan, Belarus and other former

Soviet republics and North America.

Tags : *Belarus; Commonwealth of Independent States; Employability - youth; Europe; Kazakhstan; North America; Report - meeting; Russian Federation; Source: UNESCO-UNEVOC; VET - vocational education and training; Youth - employability;*

[Report on the implementation of the International Standard Classification of Education 2015 \(ISCED\)](#)

ISCED is the internationally agreed framework for compiling and reporting cross-nationally comparable statistics on education needed for the monitoring of countries' progress towards a wide range of education policy targets including the education for all and Millennium Development Goals.

En français. [Rapport sur l'état d'avancement de la mise en oeuvre de la Classification internationale type de l'éducation \(CITE\)](#)

Tags : *International Standard Classification of Education (ISCED); Report; Source: UNESCO;*

[Which country comes top for skills and education?](#)

Europe dominates the global league table for skills and education with seven of the top 10 places. There are two representatives from Asia, one from North America, and none from the Middle East and North Africa, Latin America and the Caribbean or Sub-Saharan Africa regions. However, detailed statistics show a more nuanced picture of the investments that nations are making in their people.

Related report. [World Economic Forum's Human Capital Report 2015](#)

Tags : *Analysis; Annual report 2015; Éducation; Skills; Source: World Economic Forum; Statistics;*

OTHER

[Employer Toolkit for apprentices living with disabilities](#)

This toolkit is designed for employers that want to develop a more inclusive and accessible Apprenticeship offer. It provides practical information, sources of support and inspirational case studies of employers who have benefited from hiring and supporting disabled apprentices.


Tags : *Apprentices; Source: NIACE - National Institute of Adult Continuing Education; Toolkit; Workers - living with disabilities;*

More services offered by the CVA

Become a member of the CVA/ACFP by filling out the membership form on our [website](#).

CVA/ACFP monthly Newsletter. To receive the Newsletter, sign up [here](#)

CVA/ACFP Database. Use our [browsable/searchable](#) tool to access thousands of keywords and the Filter option to refine your search in just a few clicks.

 [LinkedIn](#) Join us and share your ideas, your experiences and your resources with the other members of the community.

 [Twitter](#)

 [Scoop.it!](#) Find all the entries of the CVA/ACFP Newsletters, including the tags.

For comments or questions regarding the bulletin, or if you want us to add one of your resources in the Newsletter, write us at cvaacfpbulletin@gmail.com

[unsubscribe from this list](#) | [update subscription preferences](#)

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