



Newsletter

CVA-ACFP Newsletter April 2018

NEXT DACUM I PUBLIC WORKSHOPS in 2018

- June 4th to 7th, Regina
- June 18th to 21th, Montreal - In French
- September 10th to 13th, St-John's
- October 15th to 18th, Winnipeg
- November 5th to 8th, Halifax

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

The CVA/ACFP ARCHIVES

[CVA/ACFP Archives. The CVA/ACFP Journals 1965-2002 and the Occasional papers](#)

The bilingual CVA/ACFP Journal was published by the association from 1965 to 2002.

The CVA Journal was produced under the direction of a bilingual editorial committee and a professional editor and was supported for a number of years by the federal government. In its final years, it was financed solely by the association. It was the only national bilingual journal produced to support best practice and research in the field of vocational education and acted also as a forum for a wide variety of emerging issues in the field. It is still used as a reference today with many libraries holding complete sets of all CVA journals ever produced.

The [entire collection](#) can be read in our web page.

The CVA also publishes [occasional papers](#) to provide a forum for a broad spectrum of vocational education issues emanating principally from Canada. The views expressed do not necessarily represent the views of the Association. Each paper is usually intended to provide an in depth treatment of a specific topic. The occasional papers have been generated to encourage discussion on an emerging issue and to document either national

or regional achievements.

Tags : CVA/ACFP Archives 1965-2002; CVA/ACFP Occasional papers; Source: CVA/ACFP - Canadian Vocational Association;

ARTICLES and PAPERS

Switzerland. [Job opportunities and school-to-work transitions in occupational labour markets. Are occupational change and unskilled employment after vocational education interrelated?](#)

We investigate: (i) whether occupational change and unskilled entry level employment are two related transition outcomes among graduates from initial vocational education and training (IVET) in the occupational labour market of Switzerland. Our analysis further focuses on (ii) the impact of a low number of occupation-specific job opportunities on the risk of such a combined horizontal and vertical job-education mismatch, and (iii) the extent to which overall labour demand facilitates occupational changes to skilled employment.

Tags : Paper 2016; School-to-work transition; Source: Empirical Research in Vocational Education and Training; Switzerland; VET - vocational education and training;

Africa. [Developing skills for industrialization in Africa's extractive industries](#)

This article highlights the set of government interventions that are crucial for developing Africa's skill-based economy in the oil, gas and mining industries, and also illustrate how these skills are relevant to other sectors of the economy.

Tags : Africa; Article 2017; Development - skills; Mining industry; Oil and gas field; Skills - development; Source: AFDB - African Development Bank;

Latin America. [Education, vocational training and life skills: three ingredients of inclusive growth in Latin America](#)

To drive inclusive growth, Latin America must provide all its citizens with the opportunity to master the 21st-century skills they need to succeed in the rapidly evolving global digital economy.

Tags : Article; Employment trend 21st century; Latin America and the Caribbean; Source: World Economic Forum;

People, machines, robots and skills

Technological unemployment is a recurring theme, but joblessness in the digital age will depend on human, not artificial, intelligence.

En français. [Humains, machines, robots et compétences](#)

Tags : Automation; Briefing note 2017; Employment trend; Mismatch training/workforce - skills; Skills - mismatch training/workplace; Source: Cedefop - European Centre for the Development of Vocational Training; Trend - employment;

Gender and Skilled Immigration: Challenges and Recommendations

With population ageing occurring in all advanced industrial nations, immigration policy is one key way to augment the skill base of domestic labour forces. Though the economic benefit of skilled immigration for receiving states has been a central policy focus globally, the equity considerations of such policies have attracted less attention. Yet, in the global race for human capital, gender equality matters.

Tags : Article 2017; Immigration; Skills; Source: Development Matters; Women;

Want a job? It's still about education

During the 20th century, there was nothing that could help you achieve labor market success more than [a good education](#). Yet, the rules have changed. A high school diploma in 1950 (and maybe into the 1980s) could get you a solid, middle-class job. But a diploma today is a minimum requirement to get nearly any job – and, for most, it's not enough to get you into the middle class.

Tags : Article 2017; Éducation; Source: The Conversation;

Rethinking the skills gap

Evidence suggests that productivity would be much higher and unemployment much lower if the supply of and demand for skills were better matched. As a result, skills mismatch between workers (supply) and jobs (demand) commands the ongoing attention of policymakers in many countries. Policies intended to address the persistence of skills mismatch focus on the supply side of the issue by emphasizing worker education and training. However, the role of the demand side, that is, employers' wage-setting practices, garners comparatively little policy attention.

Tags : Analysis; Article; Gap - skills; Skills - gap; Source: IZA - Institute for the Study of Labor;

Vocational vs. General Education and Employment over the Life-Cycle: New Evidence from PIAAC

It has been argued that vocational education facilitates the school-to-work transition but reduces later adaptability to changing environments. Using the recent international PIAAC data, we confirm such a trade-off over the life-cycle in a difference-in-differences model that compares employment rates across education type and age. An initial employment advantage of individuals with vocational compared to general education turns into a disadvantage later in life. Results are strongest in apprenticeship countries that provide the highest intensity of industry-based vocational education.

Tags : Analysis - comparative; Apprenticeship; Comparative analysis; Paper 2016; PIAAC - Programme for the International Assessment of Adult Competencies; Programme for the International Assessment of Adult Competencies - PIAAC; School-to-work transition; Source: IZA - Institute for the Study of Labor; VET - vocational education and training;

How to Improve the Efficiency of your Training and Development Strategy

In order to encourage employee engagement, retain the best talent and remain competitive on the market, you have decided to rely on training and development of competencies (among other things). Bravo! The most competitive businesses know that they need to develop a culture of learning and innovation. Then again, you must be wondering how to make sure you truly reap all the benefits from your investments. So here are 6 suggestions to consider at the time of evaluating needs and devising a plan for

training your employees.

Tags : Article; Source: AtmanCo; Strategy - workplace training; Training - strategy in the workplace; Training - workplace; Workplace - training;

How to get an entry level job in human rights

One of the biggest challenges for students and recent graduates looking to get into the human rights field is getting the experience to be able to get that first entry-level job. Employers want to see that you have skills and experience that will be worth their time and efforts, to invest in you and make you a part of their team. Career counselors and professors will encourage you to apply for jobs, even if you don't have the full amount of experience; and it's true that employers are often willing to look past that 2 or 3 years' experience qualification if you have substantial skills and credentials on your resume.

Tags : Article; Human rights; School-to-work transition; Source: Human Rights Careers;

DOCUMENTS

Australia. Who are the persistently NEET young people?

This report examines the group of young people aged 15–24 that are not engaged in education, employment or training (NEET).

Tags : Analysis; Australia; NEET - not in employment - education or training; Report 2017; Source: NCVER - National Centre for Vocational Education Research; Youth 15-24;

Canada/Ontario. A stronger apprenticeship system for Ontario: Ontario's apprenticeship strategy.

Responding to the valuable insights and opportunities heard from partners, Ontario has developed an apprenticeship strategy to meet the increasing need for a highly skilled workforce. In a future-state vision, Ontario's apprentices, employers and sponsors will thrive in a modern apprenticeship system that maximizes potential; is clear, transparent, and accountable for outcomes; and provides the support and resources needed for all participants to benefit.

En français. Canada/Ontario. Un système d'apprentissage plus solide pour l'Ontario : Stratégie ontarienne pour l'apprentissage

Tags : Apprenticeship - strategy; Canada/Ontario; Document 2018; Source: Government of Ontario; Strategy - apprenticeship;

UK. Research to understand the extent, nature and impact of skills mismatches in the economy

This report looks at skills mismatches in the economy and their potential effect on employers, individuals and others. Mismatches are the failure of skill supply to meet demand.

Tags : Report 2016; Skills - mismatch; Source: Government of UK/Department for Business Innovation and Skills; United Kingdom;

UK. Another lost decade? Building a skills system for the economy of the 2030s

The UK economy is set to undergo significant change in the coming years. The impact of

rapidly advancing technology, an ageing population and exiting the EU will leave our economy looking very different by 2030.

Tags : Ageing workforce; Analysis; Brexit; Employment trend 2030; Report 2017; Source: IPPR - Institute for Public Policy Research; Trend - employment 2030; United Kingdom;

UK. [Vocational degrees and employment outcomes](#)

This report investigates the relationship between the extent to which a subject is vocational and the employment outcomes of its graduates. It seeks to develop understanding of how subject choice can lead to different employment outcomes.

Tags : Report 2018; School-to-work transition; Source: HEFCE - Higher Education Funding Council for England; United Kingdom; VET - vocational education and training;

Asia/Pacific. [Towards Quality Assurance of Technical and Vocational Education and Training](#)

This synthesis report offers insights into issues and challenges in assuring the quality of qualifications in TVET in 13 Asia-Pacific countries. It identifies common areas for improvement and provides recommendations that could lead to enhancements of the quality assurance systems in the region.

Tags : 2018 April Newsletter; Asia-Pacific Region; In English; Quality assurance; Report 2017; Source: UNESCO; VET - vocational education and training;

EU. [The gender employment gap: Challenges and solutions](#)

Fostering higher participation of women is crucial to meet the Europe 2020 target to achieve an overall employment rate of at least 75% by 2020. This report explores the main characteristics and consequences of gender gaps in labour market participation.

Tags : Employment trend 2020; European Union; Gender - equity; Report 2016; Source: Eurofound - European Foundation for the Improvement of Living and Working Conditions; Trend - employment 2020;

[Southern Africa Regional Forum On Technical And Vocational Education And Training.\(TVET\)](#)

Forum held in Lilongwe, Malawi, 5–6 December 2016

Tags : Africa/Southern Africa; Report 2016; SDG 4 - Sustainable development goal; Source: UNESCO; Sustainable development goal 4 (SDG); VET - vocational education and training;

[What to expect from the global jobs market in 2018](#)

The report examines the current state of the labour market, making global and regional projections of unemployment, vulnerable employment and working poverty.

In French. [Les prévisions pour le marché mondial de l'emploi en 2018](#)

Tags : Annual report 2018; Employment trend 2018; Source: ILO - International Labour Organization; Trend - employment 2018;

OTHER

USA. [A toolkit for building successful community college-employer relationships](#)

Amid persistent concerns about the [well-documented skills gap](#), community colleges have

the potential to provide low-cost, high-quality education and training to students. Robust relationships between colleges and local industry partners are critical to building strong workforce development programs for students. In this context, this toolkit offers practical advice on how community college leaders can take a deliberate approach to communication with potential partners in their community, including local businesses and industry leaders.

Tags : Collaboration - industry/colleges and universities; Gap - skills; Industry/colleges and universities - collaboration; Resources; Skills - gap; Source: Brookings Institution; Toolkit; United States of America;

UNICEF Competency Definitions

Each UNICEF job will require: CORE VALUES: attitudes and convictions that should be held by all UNICEF staff. COMPETENCIES: “sets of behaviors that are instrumental in the delivery of desired results”. KNOWLEDGE AND SKILLS: technical requirements for specific jobs.

Tags : Competence - model; Competences - profiles; Model - competence; Profiles - competences; Resources; Source: UNICEF; UNICEF;

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