

EUROPEAN ASSOCIATION OF CAREER
GUIDANCE

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ONE STEP UP IN LATER LIFE: LEARNING FOR ACTIVE
AGEING AND INTERGENERATIONAL SOLIDARITY

The European Commission's Directorate-General for Education and Culture organised on 19-21 November 2012 in Brussels the conference "One Step Up in later life: learning for active ageing and intergenerational solidarity" to mark the European Year 2012, which focuses on the benefits an older population can bring to societies by staying active. The focus of the conference was on developing ideas and orientations for European cooperation in adult learning related to active ageing and intergenerational learning policies, based on an analysis of policy needs and priorities in this area.

The conference gathered around 200 participants with a strong representation from governmental authorities including the National Coordinators for the implementation of the European Agenda for Adult Learning and the National coordinators for the European Year 2012. Important stakeholder organisations at international, European and national levels active in promotion of later life learning, were present as well as representatives of higher education, cross-sectoral research, learning centres, social partners, businesses and Grundtvig beneficiaries. At Commission level, DG Employment, Social Affairs and Inclusion and DG Health and Consumers took an active part alongside DG Education and Culture. The conference resulted in a conference memorandum, which summarises the key messages from the conference workshops.



During the conference.

More information: http://ec.europa.eu/education/adult/conf12_en.htm

Dr. Gregory Makrides, CAREER - EUshop Project Coordinator, was one of the distinguished speakers participating at the conference.

Dr. Makrides started his presentation focusing on the EU funded project "CAREER-EUshop One-Stop-Service Career Guidance Shop for Europe", the main purpose of which was to "provide EU Career Counsellors with a common framework of best career counselling services, methods and practices in public and private institutions and authorities and develop a training programme for career counsellors with an established continuous support." He outlined the project's outputs and good practices, and he continued by providing information about the structure of the Career-EUshop Platform, the kind of information that can be found in the platform, and how the platform operates. He also presented the CAREER - EU shop Guide for Good Practices and the Platform Guidelines, which were developed during the project.

Concluding, Dr. Makrides invited interested stakeholders to become members of the European Association of Career Guidance (EACG), to participate in the CAREER - EU training Courses during 2013 and attend the CAREER - EU 2013 Conference that will take place between 15 and 19 May 2013, in Poznan, Poland.



Speech by Mrs Androulla Vassiliou, Commissioner for Education, Culture, Multilingualism, Sport, Media and Youth.

“MIND THE GAP” - CAREER GUIDANCE FOR THE TRANSITION FROM EDUCATION TO WORK

Article by the Vice-President of EACG, Hessel Roger

When travelling through the underground in London, an automatic voice warns all passengers repeatedly when leaving the tube-wagons: “Mind the gap! Mind the gap!” Similar, those in power and responsibility of social and labour policies may reflect on how to warn the people of another kind of gap: the gap between the world of education and the world of work. Who would you call if you had bright ideas for, say, career guidance? The European Commission is not really in charge, since the core responsibility lays at national level. So which of the national ministries is responsible for education and training? “Several” is the answer in most cases. Does such a structure help to advance ownership and monitoring of progress? Hardly. As (youth) unemployment rates are roaring and more complex careers appear, career guidance services clearly become more important, but few decision-makers take due action.

Time for a new life-cycle approach

The conventional view is still deeply installed in our mindsets and organisational structures: once you have a certificate or a diploma, education is over, the educational institutions have done their job and your working life starts until you retire. Yet, this three-phase life-cycle model does not correspond anymore to reality. What mirrors more the reality is a horizontal, organic life-cycle approach – as shown in *Exhibit 2*. Today, learning and working paths are more complex: People learn on the job, take up evening classes to get up-skilled, quit the job for family obligations, change jobs, take unpaid leave for climbing a 6000 meter mountain, gradually retire and continue to deliver part-time consultancy services. For almost every of these transitions, guidance is desirable. Hence, the need to give up the view that life is the sequence of education, work, and retirement. Unlearning old mental patterns requires a new approach to think out of the box at institutional level.

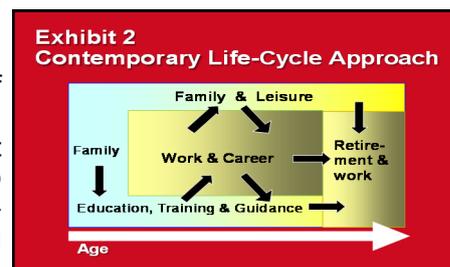
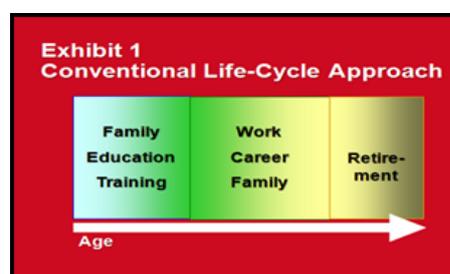
In terms of labour economics, several policy makers don't seem to be sufficiently aware of the twin crises of a shortage of jobs and a mismatch of skills. Another key shortage in many countries is: the lack of hard data about the existing and emerging labour market needs. This deficiency makes it difficult for career guidance counsellors to even begin to understand which skills are required for employment, what sector urgently needs, for instance, 50 automotive technicians and what web design practices are the most promising in training youth to become productive employees.

As we enter deeper into the computer age of knowledge-based work and more powerful technologies, digital-based labour is partly substituting human labour. Technology has taken a turn that places labour at a disadvantage. Even in high-profile industries, technology is starting to displace workers of almost all kinds. Workers with a low skills level and who cannot evolve during their career path due to lack of guidance will, hence, be the first to be made redundant due to constraints of global competitiveness and off-shoring, when a business process is delocalised or outsourced outside of the country's borders.

Learning through cross-border benchmarking

Learning from socio-economic practices in other countries is a crucial undertaking. A comparative overview of career guidance services at international level allows to understand shortcomings of the prevalent situation in any other country. Several international organisations have provided research related to career guidance services: the European Centre for the Development of Vocational Training (CEDEFOP), the European Training Foundation (ETF), the International Labour Organisation (ILO), the Organisation for Economic Co-operation and Development (OECD) and the World Bank. Their policy analyses can be summarised as follows:

- **Fragmentation of responsibilities:** Career guidance often suffers from an unclear division of roles and divers visions between stakeholders the world of education and the world of work.
- **Lack of funding and educated staff:** Several countries – in particular in Southern and Eastern Europe – are hampered by inadequate funding and by the lack of trained staff.
- **Trend to decentralisation:** Increasingly, the states in Europe tend to devolve funding to regions, to the municipality, or even to specific institutions, and some also outsource to community organisations and the private sector. Such a strategy of decentralisation is very promising, since it delegates decisional power to entities which are as close as possible to the beneficiaries of the services and encouraging local actors to draw on their resources.



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“MIND THE GAP” - CAREER GUIDANCE FOR THE TRANSITION FROM EDUCATION TO WORK

continued from page 2

- **Personalisation of services:** Public employment and HR experts provide more personalised, differentiated services, often supported by cross-sectoral collaboration between educational and labour market bodies.
- **Technology-supported guidance services:** Most EU countries provide guidance which is improving access to information through the judicious use of ICT. However, there is still a serious digital divide between and within countries. It is rare to come across guidance-oriented software or internet sites that function as multidimensional labour market information systems (LMIS), which connect educational and career information with labour market data.
- **Focus on unemployment:** Despite the emphasis on lifelong learning, in most cases guidance services are still mostly available only to the unemployed.
- **Governments' outsourcing responsibilities:** Private sector and community-based guidance appear to be promising, with public funding to groups that are closer to the realities of specific categories of the unemployed, and whose response therefore is often more innovative and effective.
- **Reputation of career guidance needs improvement:** Career guidance services find it difficult to combat the lingering image they may have among the general public as an institution that deals exclusively with those receiving unemployment benefit. Also, career counsellors do not enjoy any particular status in the public eye.
- **Low trade union involvement:** Workers' unions are not actively delivering career guidance services generally. Though they are increasingly aware of the assistance, it can provide to its members in retaining their employability through (re)training.

What is your left foot?

At age 10, Diego Maradona's talent was scouted in his Boca Juniors football club in the outskirts of Buenos Aires. Maradona's core strengths was his left foot. He guided and kicked the ball in the goal mainly with his left foot. When his talent was developed, his coaches wisely abstained from overemphasizing training of his right foot. Hence, he never lost his motivation to train hard, but flourished and the goals shot with his left foot played to his passion.

In 1986, Maradona captained the Argentine national team to victory in the World Cup. After scoring two goals in the 2–1 quarter-final win against England his legend was cemented. Maradona's second goal was later voted by FIFA as the greatest goal in the World Cup history. He received the ball in his own half, swivelled around, and with 11 touches ran more than half the length of the field, dribbling past five English outfield players and the goalkeeper (The goal can easily be found at YouTube, in slow motion or real-time, under “The best goal ever”).

What is the message of the Maradona success story? Generally, there is no world-class sports performance without guidance and coaching. But also non-sportsmen need mentors who help to strengthen their strengths and to unleash the individual potential. With an appropriate institutional framework for guidance everyone should benefit from a coach, who promotes the individual self-knowledge. Because everyone has a “left foot”.

EUROPEAN CAREER GUIDANCE CONFERENCE "CAREER-EU 2013"

The European Association of Career Guidance (EACG), in cooperation with the European Association of ERASMUS Coordinators (EAEC), the Adam Mickiewicz University in Poznan and the [INENTER Network](#), organises the 4th CAREER-EU Conference from 15-19 May 2013, in Poznan, Poland. The CAREER-EU is organised under the [9th annual ERASMUS Congress and Exhibition - ERACON2013](#). The INENTER Conference will also run in parallel.



Career Guidance Counsellors and other experts are invited to make presentations and submit papers. Workshops and Sessions within the conference are also invited to discuss specific topics and to draw up concrete suggestions, which can contribute to the improvement of Career Guidance Counselling.

The main themes of the Conference include:

- Good Practices to obtain Employability in the Crises
- Job Finding
- New skills for new jobs
- Recruitment
- LLP and Funding Policies
- ERASMUS for All 2014-2020
- Senior Citizens Support
- 2013 - The European Year of Citizens
- Diagnostic Tests
- Career Counselling
- Quality Assessment
- Mobility and Career
- Certification
- University-Enterprises Cooperation
- Training
- Guidance-Enterprises Cooperation
- Innovative Tools
- Linguistic Preparation
- Best Practices in Career Guidance
- Disabled Workers
- Quality Assurance for Career Guidance

CALL FOR ABSTRACTS

All abstracts must be at most **250 words**. The abstract is written on a single column A4 page. The language to be used is English. Abstract should be sent by email attachment in MS WORD for Windows (PC version) to career.eu@ucy.ac.cy, by **Friday, 19 April 2013**. Presented papers will be reviewed and invited to publication in the electronic proceedings of the conference to be published after the conference.

PRESENTATION OF PAPERS

All papers must be at most 10 pages long including the references, the tables and the figures. Each page must be a single column A4 page. Copies should be sent by email to career.eu@ucy.ac.cy by **Sunday, 30 June 2013**. The paper must be in MS WORD for Windows (PC Version) format. **The EACG Management Board will approve all papers to be published in electronic proceedings.**

POSTER DESIGN COMPETITION

The idea is to reward the excellent poster designs that institutions and organizations produce for Career and Employment purposes. To be eligible to participate in the competition a representative has to participate and register at the CAREER-EU 2013 conference. Each institution/organisation could submit up to two posters for the competition. Diplomas will be awarded to the **first three prizes**. The best posters will appear on the www.eacg.eu and www.career-eu.info website.

Prizes will be a diploma and free registration at the CAREER-EU 2014 as follows:

First Prize: Free Full Registration

Second Prize: 50% Registration

Third Prize: 25 % Registration

For more information concerning the participation to the Conference please visit the CAREER EU 2013 website:

<http://www.career-eu.info/index.php?id=984>



TRAINING COURSES ORGANISED BY THE EUROPEAN OFFICE OF CYPRUS



The European Office of Cyprus (EOC) regularly organises conferences and seminars that cater to the needs both of its members as well as the general public, based on the subject of European funding, successful submission of funding proposals and life-long education.

In 2013, the EOC will organise the Comenius/Grundtvig Training Course "**CAREER-EUshop: One-Stop-Service-Career-Guidance-Shop for Europe**". The course introduces to Career Guidance providers, the design of a One-Stop-Service-Shop for Career Guidance in Europe, as well as good practices and tools useful to Career Counsellors and Managers of Career Service.

The courses dates are:

• 24-30 January 2013	• 3-9 October 2013
• 28 February-6 March 2013	• 7-13 November 2013
• 23-29 May 2013	• 5-11 December 2013
• 19-25 July 2013	

All the courses will take place in Cyprus.

For detailed information about the courses, target groups and next steps to apply for a Comenius or Grundtvig funding, please contact **Dr. Gregory Makrides**, Executive Director of the EOC, at makrides.g@ucy.ac.cy, or visit the EOC website <http://www.eoc.org.cy/index.php?id=29>.

EU CONTRIBUTION TO ACTIVE AGEING AND SOLIDARITY BETWEEN GENERATIONS

The European Commission has published the brochure "*The EU Contribution to Active Ageing and Solidarity between Generations*", a comprehensive document which sets out what the European Union is doing to encourage active ageing. The brochure presents the EU's efforts regarding the active ageing agenda, showing that it is a strong partner in this regard.

The main tools to support active ageing are in the hands of policymakers in the Member States. However, the EU can mobilise a wide range of

More information: <http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=6920&visible=1>

policy instruments to support national governments and other stakeholders in their efforts. Hence, the brochure covers existing measures at EU level, but also looks at others that are still being discussed, such as legislation in the pipeline and proposals for funding programmes in the new 2014-20 budget cycle.

The overall aim is to inspire more determined efforts in all Member States to promote active ageing, thereby ensuring that solidarity between generations can withstand the test of population ageing.



THE EUROPEAN YEAR OF CITIZENS 2013



In November 2012, the European Parliament and the Council following the proposal by the European Commission, officially named 2013 "The European Year of Citizens". The better the men and women of Europe understand their rights as EU citizens, the more informed the decisions they can take in their personal lives, and the more vibrant democratic life in Europe can be at all levels. This is the vision for the European Year of Citizens 2013.

The European Year of Citizens 2013 will provide an opportunity for people throughout Europe to:

- learn about the rights and opportunities open to them thanks to EU citizenship;
- stimulate debate about the obstacles that prevent people from fully using these rights and generate specific proposals for addressing them;
- encourage people to participate in civic fora on EU policies and issues.

The Year's activities will be organised as much as possible at the grass-roots level, by citizens and civil society organisations themselves.

More information: http://ec.europa.eu/citizenship/european-year-of-citizens-2013/index_en.htm

COMMISSION LAUNCHES EU SKILLS PANORAMA TO TACKLE SKILLS MISMATCHES



The European Commission has launched the EU Skills Panorama, a website presenting quantitative and qualitative information on short- and medium-term skills needs, skills supply and skills mismatches. The Panorama, drawing on data and forecasts compiled at EU and Member State level, will highlight the fastest growing occupations as well as the top 'bottleneck' occupations with high numbers of unfilled vacancies. Currently, there are around 2 million job vacancies across the EU despite high levels of unemployment. The website contains detailed information sector by sector, profession by profession and country by country.

The Panorama is part of the follow-up to the Commission's recently published "Rethinking Education" strategy which encourages Member States to take immediate action to ensure that young people develop the skills and competences needed by the labour market and to achieve their targets for growth and jobs.

The Panorama also includes:

- Analytical highlights focusing on occupational trends as well as on specific sectors or on transversal skills. They analyse trends in the top growth occupations, and on the top 'in demand' occupations. They also present forecasts at sector level and specific skill needs and mismatches.
- An inventory of existing information sources at national, European or international level. This allows users to have easy access to previously dispersed information.

This first version of the Panorama is mainly intended for policy-makers, researchers, intermediary services and practitioners. It allows for **in-depth analysis and the development of evidence-based policy in the areas of training and education planning, as well as the development of targeted measures to tackle labour market mismatches.** The Panorama will be developed further to meet the needs of jobseekers, workers and students so that they can make more informed career choices.

The Panorama complements other EU tools such as the European Vacancy Monitor, employer surveys and the European Sector Skills Councils. It completes practical information such as the Europass CV which is used by more than 10 million Europeans. The Skills Panorama will be further developed and updated with the support of Member States and various partner organisations.

More information: <http://euskillspanorama.ec.europa.eu/>

EUROPEAN VACANCY AND RECRUITMENT REPORT

The overall labour demand is still affected by the recession, yet vacancies are hard to fill in the health, ICT, engineering, sales and finance sectors, the new European Vacancy and Recruitment Report (EVRR) says. This is the first of a set of biennial reports to be launched by the European Commission, focusing on labour demand and skills requirements, thus providing a better insight into the functioning of labour markets.

The EVRR is a key component of the European Commission's endeavour to develop a systematic labour market monitoring system focusing on changes in the demand for skills, including contractual arrangements, sector demand, occupation demand, growing occupations, difficult to fill vacancies and skills requirements. This first edition makes a significant contribution to the understanding of how the European labour market functions. Some of the key findings in this edition are:

- The number of vacancies in 15 EU countries fell slightly in the first quarter of 2011.
- Private sector recruitment responded faster and stronger to the business cycle than the public sector.
- Growth in major occupational groups was strongest for a number of high skilled occupations.
- Recent recruitment patterns reflect a trend of educational upgrading in general and rising skills requirements across all occupational groups.
- Most people found a job in low to intermediate skilled services.
- Recruitment difficulties in certain areas exist in all countries independently of the labour market situation.
- Bottleneck occupations with talent shortages are concentrated in the health, ICT, engineering, sales, and finance sectors.



More information:

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=1739&furtherNews=yes>

RETHINKING EDUCATION STRATEGY

The youth unemployment rate is close to 23% across the European Union. Europe needs a radical rethink on how education and training systems can deliver the skills needed by the labour market. The European Commission is launching a new strategy called Rethinking Education to encourage Member States to take immediate action to ensure that young people develop the skills and competences needed by the labour market and to achieve their targets for growth and jobs.

To ensure that education is more relevant to the needs of students and the labour market, **assessment methods need to be adapted and modernised. The use of ICT and open educational resources (OER) should be scaled-up in all learning contexts.** Teachers need to update their own skills through regular training. The strategy also calls on Member States to **strengthen links between education and employers, to bring enterprise into the classroom and to give young people a taste of employment through increased work-based learning.** EU Education Ministers are also encouraged to step-up their cooperation on work-based learning at national and European level. The recommendations outlined in Rethinking Education are based on the findings of the 2012 "Education and Training Monitor", a new annual Commission survey which outlines skills supply in the Member States. Rethinking Education in brief:

- There needs to be a much stronger focus on developing **transversal skills and basic skills** at all levels. This applies especially to entrepreneurial and IT skills.
- A new **benchmark on foreign language learning**: by 2020, at least 50% of 15 year olds should have knowledge of a first foreign language (up from 42% today) and at least 75% should study a second foreign language (61% today).
- Investment is needed to build **world-class vocational education and training systems** and increase levels of work-based learning.
- Member States need to **improve the recognition** of qualifications and skills, including those gained outside of the formal education and training system.
- **Technology**, in particular the internet, must be fully exploited. Schools, universities and vocational and training institutions must increase access to education via open educational resources.
- These reforms must be supported by well-trained, **motivated and entrepreneurial teachers.**
- Funding needs to be targeted to maximise the return on investment. Debate at both national and EU level is needed on **funding for education** - especially in vocational education and higher education.
- A **partnership approach** is critical. Both public and private funding is necessary to boost innovation and increase cross-fertilisation between academia and business.

More information: http://ec.europa.eu/education/news/rethinking_en.htm



KEY COMPETENCES AT SCHOOL IN EUROPE



The teaching of IT, entrepreneurial and citizenship skills is fundamental for preparing young people for today's job market, but, in general, schools are still paying insufficient attention to these transversal skills compared with basic skills in literacy, mathematics and science, according to a new European Commission report.

The report outlines progress in teaching six of the eight key competences defined at EU level for lifelong learning in knowledge, skills, and attitudes. Eight key competences for lifelong learning in knowledge, skills, and attitudes were defined at

EU level in 2006. They are: communication in the mother tongue; communication in foreign languages; mathematical competence and basic competences in science and technology; digital competence; social and civic competences; sense of initiative and entrepreneurship; learning to learn; cultural awareness and expression. These competences are fundamental in a knowledge-based society to meet the needs of the labour market, social cohesion, and active citizenship. The report outlines progress in teaching these competences and suggests measures to ensure that education and training providers respond to changing demands for skills.

More information:

http://eacea.ec.europa.eu/education/eurydice/documents/thematic_reports/145EN.pdf

RECOGNITION OF SKILLS GAINED OUTSIDE SCHOOL AND UNIVERSITY



As part of its strategy for creating jobs and growth, the European Commission has launched an initiative to boost the recognition of skills and competences gained outside school or university. The Commission's proposal aims to increase job opportunities in particular for the young unemployed and those with few formal qualifications such as older and low-skilled workers. It also seeks to increase access to higher education, especially among mature students.

the European Qualifications Framework which promotes validation of formal education. The proposal for the new Erasmus for All programme 2014-2020 foresees funding for all education sectors, including schools, adult learning, higher education, vocational education and training, as well as non-formal and informal learning.

More information:

http://ec.europa.eu/education/lifelong-learning-policy/doc/informal/proposal2012_en.pdf

FROM EDUCATION TO WORKING LIFE

In this new report, Cedefop looks at labour market outcomes for young people in Europe and across countries. Using data from the EU Labour Force Survey (2009), it examines how the various levels and orientations of education affect employment prospects, the transition to work, job quality, and wages.

The findings of the report should be placed within a larger picture, taking into account the structural changes in EU labour markets and how they are expected to affect the demand for occupations in different sectors.

More information: http://www.cedefop.europa.eu/EN/Files/3063_en.pdf



OECD EMPLOYMENT OUTLOOK 2012



This 30th edition of the OECD Employment Outlook examines recent labour market trends and short-term prospects in OECD countries. It finds that the recovery from the recent economic and financial crisis has been slow and uneven. Unemployment remains unacceptably high in many countries and long-term unemployment has risen, increasing the risk of higher unemployment becoming entrenched. An analysis of how labour markets weather economic shocks shows that policies to lower structural unemployment also help to dampen the adverse effects of economic downturns on unemployment, earnings losses and earnings inequality.

The report documents the decline in the labour share of national income that has been occurring in many OECD countries, primarily as a result of globalisation and technological change. Enhanced investment in education and better targeted tax and transfer programmes can help to ensure that the fruits of economic growth are more broadly shared.

Finally, the impact of climate-change mitigation policies on the labour market is examined. Some sectors could experience large employment changes even if the impact on the overall level of employment may only be small. As for other structural shocks, policies should be put in place to facilitate labour market mobility.

More information:

<http://www.oecd.org/employment/employmentpoliciesanddata/oecdemploymentoutlook2012.htm>

INCREASING WOMEN ON BOARDS

The European Commission has taken action to break the glass ceiling that continues to bar female talent from top positions in Europe's biggest companies. The Commission has proposed legislation with the aim of attaining a 40% objective of the under-represented sex in non-executive board-member positions in publicly listed companies, with the exception of small and medium enterprises.

The proposed Directive sets an objective of a **40% of the under-represented sex among non-executive directors of companies listed on stock exchanges**. Companies which have a lower share (less than 40%) of the under-represented sex among the non-executive directors will be required to make appointments to those positions on the basis of a comparative analysis of the qualifications of each candidate, by applying clear, gender-neutral, and unambiguous criteria. Priority shall be given to the under-represented sex.. The proposal is expected to apply to around 5.000 listed companies in the EU. It does not apply to small and medium-sized enterprises or non-listed companies.

More information: http://ec.europa.eu/justice/newsroom/gender-equality/news/121114_en.htm#Press



MORE WOMEN ENTREPRENEURS ARE NEEDED TO CREATE GROWTH AND JOBS



Women's entrepreneurial potential is a very much underexploited source of economic growth and new jobs. The fact that women only account for 34.4% of the self-employed in Europe suggests that they need more encouragement to become entrepreneurs. As a source of inspiration and practical advice for women, the European Commission has set up a European Ambassadors' Network and a European Mentors' Network.

As things stand, women account for over half of the population but for only a third of the EU's entrepreneurs. This leaves considerable un-

tapped human potential that is sorely needed to boost economic growth and create the new jobs required in today's difficult economic climate. If more women can be motivated to start up and lead companies, this could generate growth and jobs across the EU. The European Commission sees an important economic role for women as is clear from the wording of the Europe 2020 Strategy for growth and jobs. One of its targets for the year 2020 is a 75% employment rate for women and men aged from 20 to 64 – this will be achieved by getting more people into work, especially women, the young, older and low-skilled people and legal migrants.

More information:

http://ec.europa.eu/enterprise/magazine/articles/smes-entrepreneurship/article_11046_en.htm

ANNUAL GROWTH SURVEY 2013

On 28 November 2012, the European Commission adopted the 2013 Annual Growth Survey (AGS), setting out five priorities designed to guide Member States through the crisis to renewed growth. The AGS kick-starts the European Semester for economic policy coordination, which ensures Member States align their budgetary and economic plans with the Stability and Growth Pact and the Europe 2020 strategy.

The main message of the AGS this year is that while EU policies are beginning to show results, continued reform is needed to generate sustainable growth and jobs. That is why the Commission considers that the five priorities outlined in last year's AGS remain valid: **Pursuing differentiated, growth-friendly fiscal consolidation; Restoring normal lending to the economy; Promoting growth and competitiveness for today and tomorrow; Tackling unemployment and the social consequences of the crisis; Modernising public administration.** Each of the five priorities is focused on delivering growth and jobs, with a special emphasis on fairness.

More information:

http://ec.europa.eu/europe2020/making-it-happen/annual-growth-surveys/index_en.htm



LABOUR MARKET FACT SHEET – NOVEMBER 2012



Contrasting with a slower growth over the summer, the number of unemployed people in the EU rose sharply again in September, hitting a new high of 25.75 million, the latest monthly labour market analysis of the European Commission says. Since March 2011, it has risen for 18 months in a row, up by 3.1 million.

Over the year to September 2012, the EU average unemployment rate rose by 0.8 percentage point (pp) to 10.6 %, equally affecting women and men, and essentially driven by the Euro area. 20 Member States recorded rises in unemployment rates, while only seven saw decreases. Divergence across Member States is at its highest level. In September the gap between the lowest and the highest unemployment rates reached 21.4 pps, an all-time record. The youth unemployment rate rose again in September to a

new high of 22.8 %, with 5.52 million unemployed. Hiring activity remains depressed overall and restructuring sees persistent net job losses. Since June 2012, pessimism has gained new ground among EU consumers about future unemployment developments, while employers in all major sectors expect employment to decline in the coming months. Unemployment is expected to peak just below 11 % in the EU in 2013.

More information: <http://ec.europa.eu/social/BlobServlet?docId=9078&langId=en>

LONG TERM UNEMPLOYMENT - EEO REVIEW 2012

As the EU continues to try to overcome the current economic crisis, the reduction of unemployment – and in particular long-term unemployment (LTU) – is a priority for citizens and policymakers alike. This report from the European Employment Observatory (EEO) looks at how LTU has changed at national and EU level, and tries to identify groups according to age, gender, educational level, migrant/ethnic minority status, job sector/occupation, and region of residence.

Structural factors (skills mismatches, insurance contribution policies etc.) on the demand and supply side seeking to explain these trends are examined, before the report starts analysing different policy options that could be used to overcome this problem.

More information:

<http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=7107&type=2&furtherPubs=yes>



IMPROVING EURES JOBSEEKER MOBILITY NETWORK



A Decision to modernise and improve EURES, the pan-EU job search network, has been adopted by the European Commission. The Decision will help to increase mobility of workers across Member States and pave the way for a true European labour market. The EURES reform aims to make it easier for jobseekers to contact employers looking for particular skills, to focus on sectors and occupations with skills shortages and to support targeted mobility schemes for young people.

The reform will focus EURES more on young people, who have a higher propensity to be mobile, and cover forms of employment that combine work and learning opportunities, such as apprenticeships. Lastly, the EURES web portal will be

More information:

http://ec.europa.eu/commission_2010-2014/andor/headlines/news/2012/11/20121126_en.htm

revamped to create user-friendly online matching tools and access to skills-based labour market intelligence. The reform will extend the number of partners offering mobility services through EURES and will put in place co-operation between public and private job search organisations in order to cover an even higher percentage of available vacancies - currently it covers between 30-40% of the total vacancies available.

The Decision is due to be implemented by the Commission and Member States by 1 January 2014. By then, all participating countries will have to designate specialist services to organise the reform, work with new partners, and develop the necessary targeted services.

EU EMPLOYMENT AND SOCIAL SITUATION QUARTERLY REVIEW – SEPTEMBER 2012

The EU Employment and Social Situation Quarterly Review provides an overview of developments in the European labour market and the social situation in the EU, based on the latest available data. Against the backdrop of persistent divergence between the 27 labour markets and a strong tendency towards polarisation, social risks are increasing. According to the latest review, the employment and social situation in the EU remained very serious in the second quarter of 2012, while divergence remains persistent between Member States. The EU has been in recession or on the verge of it since late 2011 and the overall economic sentiment is at its lowest level in three years. In this context, employment is subdued compared to last year and job-finding prospects remain poor compared to pre-crisis years.

Especially worrying is the fact that **unemployment is still on the rise** and has climbed to 25.3 million, a historically high level. At 10.4% at EU level, the unemployment rate rose in 17 Member States and disparities have again widened. Long-term unemployed now account for 4.5 % of the active population (+0.4 pp over the year). Beside the unemployed, there were some **8.6 million underemployed part-time workers in 2011**, and a further 10.9 million people were in a grey zone between inactivity and unemployment, e.g. those who have given up searching for work.

Youth unemployment is still at a dramatic level - 22.5% in the EU in July. **Gross household disposable income** declined in two-thirds of EU countries between 2009 and 2011. The share of the EU population experiencing financial distress remains historically high. **Child poverty** is becoming an issue for a growing number of households because of insufficient earnings from parental work and inadequate support to households with children.

More information: <http://ec.europa.eu/social/BlobServlet?docId=8885&langId=en>



FUTURE SKILLS SUPPLY AND DEMAND IN EUROPE



Cedefop has produced its latest forecast for skill labour supply and demand up to 2020. According to the forecasts, assuming a slow but steady recovery, up to 2020, the European economy will create some eight million new jobs. However, nearly 10 times as many jobs, around 75 million, will need to be filled as people retire or leave the workforce.

Although there will be job openings for all types of occupations, most new jobs will be at the higher

More information: http://www.cedefop.europa.eu/EN/Files/5526_en.pdf

and lower end of the skill spectrum bringing a risk of job polarisation. Weak employment growth indicates that there may be an oversupply of people with high-level qualifications in the short term, but by 2020, Europe will have the most highly-qualified workforce in its history. This publication provides the data behind these trends and discusses the challenges they pose for policy-makers.

PROGRESS ANNUAL PERFORMANCE MONITORING REPORT 2011

The Progress programme plays a key role in providing support for modern, effective, and innovative employment, social and equality policies in the EU. This report details Progress's activities in 2011 and evaluates the measures taken over the year to achieve the programme's stated objectives.

The 2011 report clearly underlines Progress's added value and the impact it has had in EU

More information:

<http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=6835&type=2&furtherPubs=yes>

Member States on promoting lasting outcomes. The analyses covered by this Report have served to back up the Commission's proposal for a new programme (the Programme for Social Change and Innovation, adopted in October 2011), which will apply to the period covered by the forthcoming Multiannual Financial Framework (2014-20).



UPCOMING EVENTS

- **European Competition Forum 2013**
28 February 2013, Brussels, Belgium
<http://ec.europa.eu/competition/forum/2013/>
- **Senior Entrepreneurs and Youth Employment Conference**
8 April 2013, Brussels, Belgium
<http://ec.europa.eu/social/main.jsp?langId=en&catId=88&eventsId=782&furtherEvents=yes>
- **European Career Guidance Conference 2013**
15-19 May 2013, Poznan, Poland
<http://www.career-eu.info/index.php?id=984>
- **9th annual ERASMUS Congress and Exhibition - ERACON2013**
15-19 May 2013, Poznan, Poland
<http://eracon.info/index.php?id=153>

HOW TO BECOME A MEMBER

The Association is open to any individual or organisation interested or dealing with Career or Employment issues, as well as any organisation willing to become a One-Stop-Service-Shop for Career Guidance.

The application procedure to become a member of the Association is very easy. The following link provides direct access to the subscription webpage and all the necessary information that the applicant needs to know:

<http://www.career-eu.info/index.php?id=137>

The Association offers **two kind of subscription schemes**:

- For Institutional/Organization membership €150
- For Individual membership €100

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