

EUROPEAN ASSOCIATION OF CAREER GUIDANCE

Dear readers, we would like to welcome you to the first issue of the EUROPEAN ASSOCIATION OF CAREER GUIDANCE (EACG) newsletter.

The EACG was established on 25th May 2010, during the European Career Guidance Counselling Conference 2010 "CAREER-EU 2010", which took place in Limassol, Cyprus in 23-27 May 2010, with the support of the European Commission. The EACG, as well as the CAREER-EU 2010 Conference, are one of the outcomes of the EU funded project CAREER-EUshop - One-stop-service Career Guidance Counselling for Europeans (<http://www.career-eu-shop.eu/>) (Lifelong Learning Programme sub-programme GRUNDTVIG), launched in October 2008, and coordinated by the University of Cyprus.

"The Association aims to support and improve the efforts of career guidance stakeholders and labour market experts to provide services that help European citizens to overcome the impact of the current crisis, but also to improve cooperation and exchange of information between career guidance and labour market practitioners".

The Association's main purposes are to:

- Enable information and experience exchange by the Career Guidance Counsellors,
- Circulate provisions of the Europe 2020 Strategy and its updates in academic and professional circles,
- Support the process of raising education and professional standards and quality in the territory of the European Union,
- Support and contribute to the European policy of Career Guidance and Employment,
- Organise training courses for the promotion of Lifelong Learning (LLL) of the Career Guidance Counsellors,
- Organise seminars and conferences, which will

enable direct communication among the Association members and beyond and for the definition of new areas of the Association activities,

- Prepare proposals within the framework of the European Commission's funds,
- Cooperate as a coordinator or partner in European projects,
- Produce publication of interest to the members

The EACG newsletter aims to inform the readers on current issues concerning employment, career, society and other related topics.

In this issue you will be able to read articles concerning conferences on the field of career guidance and employment, innovation and entrepreneurship, articles on training seminars for Career Counsellors and managers of Career Services, articles on education, employment, cohesion, lifelong guidance, workers rights, and reports from the EU institutions and other organisations.

On behalf of the members of the Association and the editing team, we wish you a pleasant reading.



Participants at the CAREER-EU 2010 conference

More information: <http://www.career-eu.info/index.php?id=12>



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EUROPEAN CAREER GUIDANCE CONFERENCE “ CAREER-EU 2012 ”

The ERASMUS CONFERENCE grows bigger, becomes a CONGRESS and hosts CAREER-EU 2012!

The European Association of Career Guidance (EACG) in cooperation with the European Association of Erasmus Coordinators (EAEC) & Babes-Bolyai University, organises the 8th Annual ERASMUS Coordinators Conference ERACON 2012 and GO-Exchange Education Fair, from 18-22 April 2012 in Cluj-Napoca, Romania. At the same time and place the European Association of Career Guidance, EACG, organises the 3rd Annual CAREER –EU Conference 2012.



Career Guidance Counsellors and other experts are invited to make presentations and submit papers on their experience in the themes below. 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
- Senior Citizens Support
- Preparing “2012-The European Year for Active Ageing”
- Diagnostic Tests
- Career Counselling
- Quality Assessment
- Mobility and Career
- Certification
- University-Enterprises Cooperation
- Training
- Guidance-Enterprises Cooperation
- Innovative Tools
- Linguistic Preparation
- Best Practices in CG
- Disabled Workers
- Quality Assurance for CG

CALL FOR PAPERS AND PRESENTATIONS

Career Guidance Counsellors and other experts from Europe as well as EU project representatives on Career and Employment issues are invited to make presentations and submit papers.

Call for presentations: 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. Stakeholders interested in submitting an abstract for presentations, could send a copy of their abstract by email attachment in MS WORD for Windows (PC version) to career.eu@ucy.ac.cy. Presented papers will be reviewed and invited to publication in the electronic proceedings of the conference to be published after the conference.

The deadline for the submission of abstracts for presentations is the **9th March 2012**.

Call for papers: All papers must be at most TEN PAGES long including the references, the tables and the figures. Each page must be a single column A4 page. The language to be used is English. Stakeholders interested in submitting a paper could send a copy of their abstract by email to career.eu@ucy.ac.cy **by the end of May 2012**.

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.

More information about the call for papers and presentations can be found at the Conference's website.

POSTER DESIGN COMPETITION

Within the conference, there will be a poster design competition for Career and Employment. The idea is to reward the excellent poster designs that institutions and organisations produce for Career and Employment purposes. In order for an organisation to be eligible to participate in the competition, a representative has to participate and register at the CAREER-EU 2012 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 site. Special Prizes will be awarded.

The deadline for application for poster participation is **30 March 2012**. Posters will be accepted on registration process of 18 and 19 April 2012.

For more information concerning the participation to the Conference please visit the CAREER EU 2012 website:

<http://www.career-eu.info/index.php?id=752>

EUROPEAN CAREER GUIDANCE CONFERENCE "CAREER-EU 2011"



Creating suitable conditions for the modernisation of labour markets and for increasing employment levels was one of the main objectives of the "European Career Guidance Counselling Conference 2011 CAREER-EU 2011", which took place in Athens-Greece on 27 April-1 May 2011.

The Conference was organised for the second consecutive year by the **European Association for Career Guidance**, and was sponsored by "**kariera.gr**", leading on-line recruitment site.

During the conference best practices were presented on how to increase employment rates in times of economic crisis, financial opportunities in field of career development, good practices for job search and innovative methods of vocational guidance, as they emerged from successful projects such as the "**CAREER-EUshop: One-Stop-Service-Career-Guidance-Shop for Europe**", coordinated by the University of Cyprus, while the European Office of Cyprus participates as a partner.



During the conference

Career Guidance Counsellors and other experts were invited to make presentations and submit papers on their experience in the following themes: Good Practices to obtain Employability in the Crises, "New Skills for New Jobs", LLP and Funding Policies, Preparing "2012-The European Year for Active Ageing", Career Counselling, Mobility and Career, University-Enterprises Cooperation, Guidance-Enterprises Cooperation, Linguistic Preparation, Disabled workers, Job Finding, Recruitment, Senior Citizens Support, Diagnostic Tests, Quality Assessment, Certification, Training, Innovative Tools, Best Practices in CG, Presentation in related projects, Career Guidance for talented people, Quality Assurance for Career Guidance.

More information: <http://www.career-eu.info/index.php?id=496>

EUROPEAN CAREER GUIDANCE CONFERENCE "CAREER-EU 2010"

The European Career Guidance Conference "CAREER-EU 2010", which took place in Limassol -Cyprus between the 24 and 26 May 2010, under the auspices of the Minister of Labour and Social Insurance of Cyprus dealt with current developments in the field of career guidance and employment.

Discussions were made for the exchange of experiences and for finding solutions to soften the impacts of the current crisis on the labour markets and to improve the quality of life of European citizens.

With the support of the European Commission, the Conference helped to address this lack of knowledge-sharing. Labour market practitioners, career guidance counsellors, public employment and job placement service, and university-based career guidance alike must deliver more effectively to meet the needs of jobseekers, unemployment and all citizens who are in a transition of their lifecycle. The recent Europe 2020 Strategy and the New Skills for New Jobs-initiatives of the European Commission put the need for high-level qualifications of European citizens as well as guidance for upskilling and learning paths on top of the agenda. Indeed, career guidance services have a great inclusion. Labour market practitioners and career guidance counsellors are facing new tasks directly arising from the crisis.

The core features of the Conference were:

- Over 180 participants from 24 countries across Europe.
- Contributions by keynote speakers from the European Commission, European think-tanks and consultancy firms, high-level experts and executives from public employment agencies and top executives from private human resources companies.
- Cross-country learning through 45 Workshop presentations.
- Target group: for the first time, a mix of public and private career guidance counsellors coming from the public, the private, the vocational training, and the higher education sectors across Europe were brought together.

More information: <http://www.career-eu.info/index.php?id=1>



During the conference



Speech by Dr. MAKRIDES Gregory, President of the European Association of Career Guidance

EAST-MEETS-WEST ON INNOVATION AND ENTREPRENEURSHIP CONGRESS AND EXHIBITION

The European Association of Career Guidance (EACG) is one of the collaborators and supporters of the East-Meets-West on Innovation and Entrepreneurship Congress and Exhibition will be held during 1-4 September 2012 at the University of Cyprus in Nicosia, Cyprus. The Congress is organised by the European Office of Cyprus and will explore new tools to bring researchers and enterprises together from all over the world.

The Congress will serve as a highlight global event for harnessing the potential of entrepreneurship to transfer innovation ideas into products and services.

The main objective of the conference is to *promote cross-national collaboration between East and West as a tool to overcome national limitations on knowledge, financial resources, technology, and services.*

More specifically, the **congress aims to:**

- Improve links between scientific and business communities,
- Promote private sector investment in science, innovation, and enterprise development,
- Encourage SMEs and scientists to exploit global knowledge resources and increase innovation financing mechanisms.

For this reason, the congress will trigger discussions on innovative policy tools and measures to build the necessary human capital, infrastructure, and financial instruments to create and facilitate international collaborations.

The **Congress and Exhibition will offer:**

- Round tables meetings where delegates will have the opportunities to discuss issues and draw conclusions on innovation and entrepreneurship.
- Sessions with international key note speakers giving the latest insights on innovation and entrepreneurship, policy and priorities.
- Exhibition of innovative research outcomes, products and services, employment and career guidance services. Special meetings, communication, and other social events will be part of the agenda.

Networking sessions, will involve key players who wish to network and develop partnerships. Several sessions will run parallel on different scientific fields as well as innovative services. An innovation exhibition with a number of communication events is expected to host the main stakeholders of the research world and entrepreneurs from all over the world.

The deadline for the **submission of abstracts for presentations** and for the **submission of sessions** is the **31 January 2012**.

To view the full programme and activities of the Congress please follow the link: <http://www.eastmeetswest.eu.com/index.php?id=18>

The Congress is organised with the collaboration of the following institutes:

- University of Cyprus
- Cyprus Tourism Organization
- Cyprus Investment Promotion Agency
- Cyprus Telecommunications Authority
- European Association of Erasmus Coordinators
- European Association of Career Guidance
- Thales Foundation Cyprus
- Euro-Mediterranean University
- Cyprus Chamber of Commerce and Industry
- Cyprus Employers & Industrialists Federation
- European Regions Research and Innovation Network
- Network for the development of Business Education Programmes
- Business and Cultural Development Centre
- Mediterranean Universities Union
- Cyprus Energy Agency
- The British Council, Cyprus
- Cyprus Mathematical Society
- Maritime Institute of Eastern Mediterranean
- UNICA - Network of Universities from the capitals of Europe



EAST MEETS WEST 2012

INTERNATIONAL CONGRESS AND EXHIBITION
ON INNOVATION AND ENTREPRENEURSHIP

1-4 September 2012, Nicosia Cyprus

A highlight global event for harnessing the potential of entrepreneurship to transfer innovation ideas into products and services!

More information
[Click here](http://www.eastmeetswest.eu.com/index.php?id=18)

ERASMUS FOR ALL: 5 MILLION IN LINE FOR EU FUNDING

Up to 5 million people, almost twice as many as now, could get the chance to study or train abroad with a grant from Erasmus for All, the new EU programme for education, training, youth and sport proposed by the European Commission on 23rd November 2011. Among them would be nearly 3 million higher education and vocational students. Master's degree students would also benefit from a new loan guarantee scheme set up with the European Investment Bank Group. The seven-year Erasmus for All programme, which would have a total budget of €19 billion, is due to start in 2014.

Erasmus for All will replace seven existing programmes with one: it brings together the existing **Lifelong Learning Programme** (Erasmus, Leonardo da Vinci, Comenius and Grundtvig), **Youth in Action**, and **five international cooperation programmes** (Erasmus Mundus, Tempus, Alfa, Edulink and the programme for cooperation with industrialised countries). The main actions of the existing programmes will continue (i.e. learning mobility, cooperation projects and support for policy reform), but activities will be strengthened where the systemic impact is strongest and where there is a clear EU added value.

The Commission is proposing an increase of approximately 70% compared to the current seven-year budget, which would allocate €19 billion to the new programme in 2014-2020. The figure takes account of future estimates for inflation and includes expenditure foreseen for international cooperation.

The new programme will focus on EU added value and systemic impact, with support for **three types of action**:

- **Learning opportunities for individuals**, both within the EU and beyond;
- **Institutional cooperation** between educational institutions, youth organisations, businesses, local and regional authorities and NGOs;
- **Support for reforms in Member States** to modernise education and training systems and promote innovation, entrepreneurship, and employability.

Two completely new elements will be part of *Erasmus for All*:

- **A loan guarantee scheme to help Master's degree students to finance their studies abroad and to acquire the skills needed for knowledge intensive jobs.**
- **The creation of 400 'knowledge alliances' and 'sector skills alliances'**. Knowledge alliances are large-scale partnerships between higher education institutions and businesses to promote creativity, innovation, and entrepreneurship by offering new learning opportunities and qualifications. Sector skills alliances are partnerships between education and training providers and businesses to promote employability by forming new sector-specific curricula and innovative forms of vocational teaching and training.

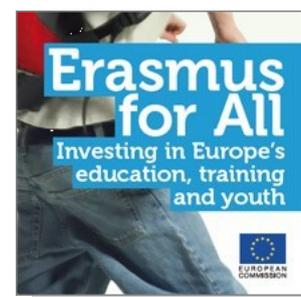
Two-thirds of the funding would be spent on mobility grants to enhance knowledge and skills.

The streamlined structure of the new programme – together with its significantly increased investment – means the EU will be able to deliver many more opportunities for students, trainees, young people, teachers, youth workers and others to improve their skills, personal development and job prospects. Erasmus for All will also promote research and teaching on European integration, and support grass-roots sport.

This proposal is now under discussion by the Council of the EU (27 Member States) and the European Parliament who will take the final decision on the budgetary framework for 2014-2020.

Key figures: Erasmus for All (2014-2020)

Overall budget	€19 billion (includes €1.8 billion for international cooperation)
Overall mobility opportunities	5 million people
Higher education	2.2 million students
Staff mobility	1 million teachers, trainers, youth workers and other staff
Vocational education and training	735 000 students
Volunteer and youth exchange schemes	540 000 young people
Master's degree loan guarantee scheme	330 000 students
International students	135 000 students
Joint degree grants	34 000 students
Strategic Partnerships	More than 20 000 linking together 115 000 institutions
Knowledge Alliances	200 set up by 2000 higher education institutions and businesses
Sectoral Skills Alliances	200 set up by 2000 education and training providers and businesses



More information: <http://ec.europa.eu/education/erasmus-for-all/>

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 2012, the EOC will organise the next 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 May 2012** and **22-28 November 2012**. Both courses will take place in Cyprus.

For detailed information about the course, 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=4>.

COMMISSION LAYS FOUNDATIONS TO BOOST IMPACT OF COHESION INVESTMENTS AFTER 2013

EU cohesion policy has been a force for change over the last ten years, making a genuine contribution to convergence and growth in the EU and directly creating over one million jobs. To continue this work in the future and strengthen the focus on European economic priorities the European Commission has adopted on 6th October 2011 a legislative package for cohesion policy for the period from 2014 until 2020.

It is designed to boost growth and jobs across Europe by targeting EU investment on Europe's Growth and Jobs Agenda ("Europe 2020").

The focus on fewer investment priorities in line with these objectives will be at the heart of the new Partnership Contracts, which Member States will agree with the European Commission. They will set clear targets and set aside a financial

performance reserve to reward regions who do best in reaching their goals. To ensure that the impact on growth and jobs of EU investments is not undermined by unsound macro-economic policies or by weak administrative capacity Commission can ask to review programmes or suspend the funding if remedial action is not taken.

The proposals will bolster in particular social investment, empowering people to face future challenges of the labour market, with the Globalisation Adjustment Fund and a new Programme for Social Change and Innovation complementing and reinforcing the European Social Fund

These proposals will now be discussed by the Council and the European Parliament, with a view to adoption by the end of 2012, to allow for the start of a new generation of cohesion policy programmes in 2014.

More information: http://ec.europa.eu/regional_policy/what/future/proposals_2014_2020_en.cfm



EU GLOBALISATION FUND SUPPORT FOR WORKERS INCREASES

Nearly 23.700 workers dismissed due to economic crisis and major structural changes in world trade patterns were helped by the European Globalisation Adjustment Fund (EGF) last year, more than double the number of workers helped by the Fund in 2009. The €83.5 million paid out by the EU's Globalisation Fund to nine Member States are intended to help the national authorities as they support dismissed workers in finding new job opportunities.

The EGF contributions targeted **23.688 workers dismissed in nine Member States**, with a total of **€ 83.554.141** from the Fund. The support was granted to co-finance active labour market policy measures proposed and organised for the workers by the Member States, over a 24-month period following the date of application. The EGF co-financed 65% of the measures, with national sources providing the remaining 35%. As part of its proposal for the next Multiannual Financial Framework beyond 2013, the Commission has proposed that the EU should continue to express solidarity with redundant workers and the affected regions through the EGF also in the future.

More information: <http://ec.europa.eu/social/BlobServlet?docId=6942&langId=en>



EMPLOYMENT AND SOCIAL SITUATION QUARTERLY REVIEW

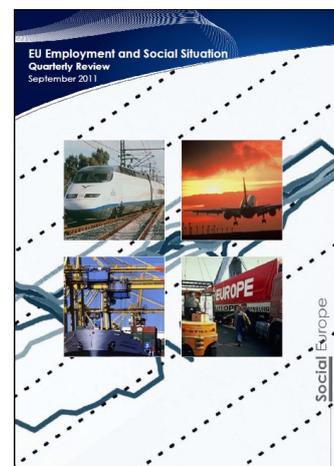
The latest EU Employment and Social Situation Quarterly review provides a more in-depth overview of developments in the European labour market, including from a social perspective, based on the latest available quarterly (and monthly) data. It presents the longer-term trends and focuses on the issue of the segmentation in EU labour markets.

The review, released on 30th September 2011 by the European Commission, shows that the hesitant recovery of the EU labour market has slowed down, with differences prevailing among the 27 Member States' labour markets. Overall, the number of people in employment remains well below the figures from before the crisis.

The labour market has started to stabilise for most population subgroups, however, the cumulative impact of the recession has caused a severe blow to the situation of underperforming groups, including young people, migrants, the low-skilled and, more recently, also women.

This edition of the Review includes a special focus on the social climate and poverty perception, based on the latest Eurobarometer survey, and another special focus on the social effects of employment in the crisis.

More information: <http://ec.europa.eu/social/BlobServlet?docId=7118&langId=en>



AN AGENDA TO PUT EUROPE ON THE ROAD TO FULL EMPLOYMENT

The "Agenda for new skills and jobs" is a flagship initiative of the EU's Europe 2020 strategy for growth and aims to help people of all ages gain the competences they need for the jobs of the future. The Agenda seeks to raise the employment rate while providing Europe with the impetus to create more and better jobs.

To drive the Agenda for skills and jobs forward over the coming years, the Commission has proposed 13 key actions. Some these are about reviewing or overhauling legislation which covers a range of issues including working time, the rights of migrant workers, employee consultation, and the rights of part-time and flexible staff.

One of the actions is the development of an online tool that can be accessed by jobseekers, workers, and employers. From 2012 the "EU skills panorama" will include updated forecasts of skills supply and labour market needs. It will improve transparency for jobseekers, workers, companies, and/or public institutions. The Panorama will contain updated forecasting of skills supply and labour market needs up to 2020.

The Agenda will address a number of issues to maximise people's chances of finding good jobs. Labour markets must be reformed so that they work more efficiently. That means finding ways to allow people to enter the jobs market more easily and to make career progress. The Agenda will harness the principle of flexicurity, which aims to improve worker job security while addressing employers' needs for flexibility, especially during challenging economic times.

The EU has been working to improve employment rates for some time and across many areas of the economy. For example, the Agenda complements work already carried out under the similarly titled 'New Skills for New Jobs' initiative, which was launched by the Commission in 2008.

The initiative is ongoing and aims to provide regular forecasts of labour market demand and supply while developing ways to match people's skills to jobs. The Commission will revise the Agenda's priorities in 2014, and adapt them to the new Multiannual Financial Framework. Till then, it will report on progress in the Annual Growth Surveys within the Europe 2020 strategy.



More information:

<http://ec.europa.eu/social/main.jsp?catId=370&langId=en&featuresId=131&furtherFeatures=yes>

CEDEFOP - MEDIUM-TERM PRIORITIES

The European Centre for the Development of Vocational Training - Cedefop published its medium-term priorities that define the multiannual framework which will guide its annual work programmes from 2012 to 2014.

The priorities respond to the European policy framework for education and training, which the European Commission and Member States redefined in 2009 and 2010, as the previous

planning period was coming to an end. The three medium-term priorities 2012-14 indicate broad areas for Cedefop's future contribution to developing VET and Cedefop's role as Europe's VET and LLL reference centre.

Cedefop's medium-term priorities 2012-14 are:

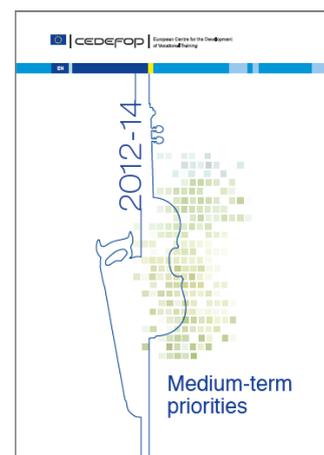
- Supporting modernisation of VET systems;
- Careers and transitions – Continuing VET, adult and work-based learning;

- Analysing skills and competence needs to inform VET provision.

Cedefop's medium-term priorities are fully aligned with the process of European cooperation in VET. They support the European Commission, Member States, and social partners to implement

European VET policy and achieve Europe's objectives and vision set for VET in 2020.

More information: http://www.cedefop.europa.eu/EN/Files/4104_en.pdf



GUIDANCE SUPPORTING EUROPE'S ASPIRING ENTREPRENEURS

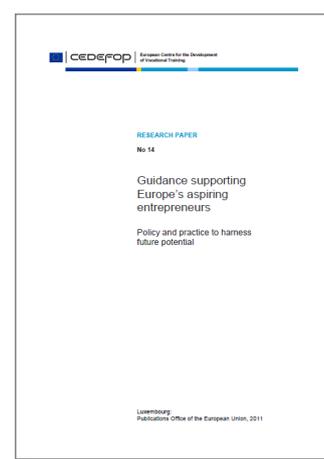
The European Commission and Member States have been working together since the 1990s to develop an entrepreneurial education and training agenda in Europe. However, to date no studies have been undertaken on the role of guidance in supporting entrepreneurship and entrepreneurial education. This European Centre for the Development of Vocational Training - Cedefop study aims at better understanding how guidance supports entrepreneurship learning and contributes to the development of entrepreneurs' career management skills.

The aims of the study were threefold:

- To illustrate and assess the role of guidance in supporting entrepreneurship learning in initial vocational education and training (IVET) and higher education (HE);
- To examine the availability and role of enterprise start-up guidance and support for IVET and HE students;
- To analyse the availability of guidance and other support to develop career management skills of aspiring and novice entrepreneurs.

The study covered the European Union (EU) countries, plus Iceland, Liechtenstein and Norway.

More information: http://www.cedefop.europa.eu/EN/Files/5514_en.pdf



LIFELONG GUIDANCE ACROSS EUROPE



The European Centre for the Development of Vocational Training - Cedefop published the report "Lifelong guidance across Europe: reviewing policy progress and future prospects", which reviews progress made across Europe in 2007-10 in developing guidance policy coordination, quality assurance mechanisms, access to services and career management skills.

The review shows that the EU policy framework and changing economic conditions have encouraged closer collaboration between policy makers, guidance professionals, and researchers. To-

gether they are locating assets and resources, identifying and engaging stakeholders, defining and completing joint goals and objectives, and balancing a diverse range of interests. These partnerships help everyone involved – education and employment sectors, various policy levels, and practitioners - to work more efficiently. The challenge is now to agree on what needs to be done to create a truly lifelong guidance system across all sectors, life situations and countries. Such services will support not just lifelong learning, but social inclusion and active citizenship for all.

More information: http://www.cedefop.europa.eu/EN/Files/6111_en.pdf

WORKERS FROM EIGHT MEMBER STATES FINALLY ENJOY FULL RIGHTS

May 1st 2011 marked the removal of restrictions on the right to work in any Member State for citizens from the Czech Republic, Estonia, Latvia, Lithuania, Hungary, Poland, Slovenia, and Slovakia.

All workers from the countries that joined the EU in 2004 are now be able to take up employment freely in those Member States where labour market restrictions have been in place until the very end of the seven year transitional period ending April 30th 2011.

The Commission does not expect huge flows of workers from the EU-8 countries as many wanting to move to work in an EU-15 Member State have already done so. Experience and studies show that the impact of any future mobility is likely to be positive, contributing to economic growth and filling existing labour market shortages.

More information: <http://ec.europa.eu/social/main.jsp?catId=508&langId=en>



PROGRESS ANNUAL PERFORMANCE MONITORING REPORT 2010

The PROGRESS annual performance report 2010 summarises the efforts and progress of the programme against each of the intermediate and immediate outcomes.

The report builds on the experience of the annual performance monitoring reports for 2008 and 2009 and takes into account comments expressed by the programme committee members.

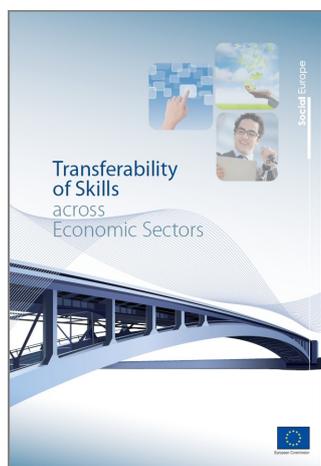
More information:

<http://ec.europa.eu/social/main.jsp?catId=987&langId=en&pubId=6015&type=2&furtherPubs=yes>

In line with the monitoring of outcomes, the report also presents detailed information on outputs delivered under the programme, which is necessary in order to understand how the outcomes were achieved. Therefore, summary tables and a separate annex on activities and outputs delivered in 2010 in different PROGRESS policy areas are presented.



TRANSFERABILITY OF SKILLS ACROSS ECONOMIC SECTORS



The importance of developing people's skills which are transferable between different occupations and sectors and their contribution to both work quality at microeconomic level and the effective functioning of the labour market at macroeconomic level has been stressed by the business sector, employers' and workers' representatives, academic institutions, policy-makers and other key players on several occasions. Economic restructuring requires a flexible workforce with a range of transferable skills.

This publication analyses the role of such skills in career pathways and the labour market, and levels of skill transferability across sectors in the current context and during the years leading up to 2020. It also looks at the roles of actors involved in promoting transferability and methods for enhancing job mobility, before making final recommendations.

Some of the recommendations of the study are:

- Certification systems for soft skills should be introduced as they are rather difficult, time-consuming and costly to assess. It could help both jobseekers to introduce themselves and employers to gain better information about candidates and new hires.
- Talent/skill/competence audits and subsequent skills/career development plans should be introduced as a standard measure for jobseeker support.

More information:

<http://ec.europa.eu/social/main.jsp?catId=101&langId=en&pubId=6070&type=2&furtherPubs=yes>

UPCOMING EVENTS

- **European Diversity & Inclusion Congress 2012**
1-2 March 2012, Wien, Austria
<http://www.diversityleadership.eu/event/european-diversity-congress/>
- **ERASMUS Coordinators Conference and GO-Exchange Education Fair 2012 - ERACON 2012**
18 - 22 April 2012, Cluj-Napoca, Romania
<http://www.eracon.info/index.php?id=119>
- **European Career Guidance Conference 2012**
18 - 22 April 2012, Cluj-Napoca, Romania
<http://www.career-eu.info/index.php?id=752>
- **CIETT World Employment Conference 2012**
23-25 May 2012. London, United Kingdom
<http://www.ciett2012.com/>

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**:

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