

Network Cités des métiers • n° 45 • October 2014

EDITORIAL

Dear colleagues of the CDM network,

On 17 and 18 September our Strategic Seminar was held in Paris. Two days of intensive discussion on the present and future challenges of the CDM Network. We should welcome the significant participation to the meeting and the commitment of everyone. All were given the opportunity to comment on the key issues of our network. The analysis made during these two days has not come to an end. We managed, starting from the plurality of viewpoints, to build consensus and to define the implementation of new working groups. In November there will be a further managers' meeting to deepen and consolidate the results already obtained.

We must also welcome the contributions that make possible the realization of this newsletter. I welcome the diversity of themes. In October, we talk, among others, about mobility, cross-border related issues, of diversity, skills and professions: all what reflects the true wealth of our network. Keep up the good work!

Warmest greetings,

Raquel Castello-Branco, president of the CDM Network

CDM NEWS

OVERSEAS: BE TRAINED AND WORK IN HAUTE-NORMANDIE

The CDM de Mayotte organizes, on Monday, Oct. 6 2014, a video conference with the CDM de Haute-Normandie on "Overseas: get training and work in Upper Normandy". The aim is to inform Mahorais who wish to be trained or to work in Normandy about the aid mechanisms and the structures to be contacted, and to give them advice to adequately prepare their departure to Upper Normandy.

The CDM de Mayotte in partnership with Adie (an association that provides financing and business advice to micro entrepreneurs who do not have access to bank loans, mainly unemployed and recipients of welfare benefits), the Job Centre and the Local Mission organizes Tuesday, October 7 a

morning of information and awareness for people under 31 on the procedures related to business creation. The goal is to teach young people that there is no age limit to get into entrepreneurship. After a collective information session, the young participants will be individually received by advisors, to study their project in detail.

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THE CDM DE LIMOGES ET DU LIMOUSIN AND JOBS RELATED TO THE AUTOMOBILE SECTOR.

"Discover by practicing": by following this principle, between September and December 2014 the CDM de Limoges et du Limousin and its associated centres will host the "spotlight on the professions in the automotive service sector".

The tool consists of four workshops where participants can discover professional actions related to different jobs. This will allow users to get in situation by meeting with professionals in a virtual garage, repairing the instrument panel of a car, repainting a damage created by an impact on the car body or by putting themselves in the shoes of a car seller.

During their visit, they will meet industry professionals to talk directly about training, employment opportunities, and the reality of the sector.

Public participation? The most important!

To complete the event, the CDM is organizing in parallel a photo contest on this topic, in order to engage the public. Photos should be sent before October 31. During the month of November, online visitors can vote for their favourite photo on the Facebook page (opened less than a year ago). In December 2014 the CDM will present the award to the winner: a "steering" gift box and a set of keys of the company Facom (offered by NAFA, the national association for automotive training, partner of the event).

All this is organised to create the desire to work in this field.

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THREE NEW POINTS RELAY AT THE CDM DU GRAND GENÈVE

The CDM du Grand Genève has expanded with three new Points Relay - one in France, in Saint-Julien and two in Geneva - as part of an INTERREG IV project for which funding has been accepted.

The objective of the cross-border project will enable advisors to exchange best practices and work together to best meet the users on both sides of the border.

A survey aims to assess in advance the recurring questions and to organize afterwards, depending on the various requests, thematic workshops with counsellors from both countries and, eventually, to achieve useful deliverables such as methodological tools.

A workshop entitled "GOT THE JOB! CV and motivation letter in English" has been set up. This training is for people who are in need to write their CV and application letters in English and should be able to speak English during a job interview. For more information: www.citedesmetiers.ch/geneve.

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"CASTING OUT NINES" AT THE CDM DE PORTO

On October 9 in the CDM de Porto will be held the second edition of "Casting out nines". The entire day is dedicated to developing "nine key competencies" for the labour market.

The day is divided into three modules (morning, afternoon and late afternoon). In each module, three workshops, lasting twenty minutes each, are held simultaneously.

In each workshop, through group dynamics and practical exercises, ten people are exploring a specific skill.

At the end of twenty minutes, participants move to the next workshop, to explore another skill.

At the end of each module, the team at the CDM stimulates a reflection and session to reflect on and to integrate the experience done.

So, in one day, each participant can explore up to nine core competencies.

All workshops are boosted by partners who share five basic characteristics: strong communication skills, capability of being objective, dynamism, technical knowledge and practical sense.

The partners of the first edition saw this as an opportunity to share with other training organisations and enterprises an experience of true empowerment of people looking for work and / or professional development.

The partners have recognized the importance of practical aspect of the initiative and they were unanimous in saying that the skills explored are indeed those increasingly valued by companies. The participants also recognized the importance of challenging themselves in exploring skills they have not enough developed, but are highly valued in the labour market.

It is, therefore, an initiative to be repeated!

Programme:

Module 1

Workshop 1.1. Emotional Intelligence

Workshop 1.2. "Becoming a Leader": how to motivate teams

Workshop 1.3. How to chair meetings

Module 2

Workshop 2.1. Creativity and innovation

Workshop 2.2. Decision-making

Workshop 2.3. Self-confidence

Module 3

Workshop 3.1. Conflict management

Workshop 3.2. Strategic thinking

Workshop 3.3. Pitch: Presenting with an impact.

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THE CDM DE CHARLEROI AND THE WORLDSKILLS COMPETITION

The CDM de Charleroi supports the City of Charleroi plan to bid to host the 45th WorldSkills Competition in 2019.

WorldSkills International has come to symbolise the pinnacle of excellence in vocational training.

Since 2009, the city of Charleroi is developing a strategy to promote excellence in technical and technological professions.

In 2013 this strategy resulted in the establishment of the plan titled: "Charleroi, capital of business".

The plan, supported by the government, aims at the establishment of large-scale projects such as a Technology Campus coupled with a Biopark, the establishment of the Open University Wallonia-Brussels, and a CDM matching information, consulting, discovery and training.

The plan also provides, as an outcome, the hosting of WorldSkills International in 2019.

If Charleroi is selected to organize the event, the CDM de Charleroi will become the place that hosts the activities aimed at the general public to discover the various jobs.

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THE CDM DE MARSEILLE & DE PACA WEAVES THE "FIL DE LA MIXITÉ" (THREAD OF THE GENDER MIX) IN THE PACA REGION.

To change the representations about jobs, to remove the gender stereotypes and obstacles to become more adapt to the new employment challenges by attracting new profiles on jobs hitherto deemed masculine or vice versa: these are the stakes of "Osez le Mix" (dare the gender mix), coordinated by the CDM Marseille & PACA and originated by the collaboration between the Regional Delegation for Women's Rights and Equality, the PACA Regional Council and all stakeholders – belonging to the government, to associations, to the economic or educational sector - engaged in the region Provence-Alpes-Côte d'Azur for the promotion of gender mix.

It is in this context that the CDM de Marseille & PACA inaugurates the «Fil de la Mixité» (thread of the gender mix), a cycle of events proposed in the PACA region in partnership with various networks of entrepreneurs and executives.

These monthly meetings, held in different places and in various formats (breakfast meetings, conferences, informal meetings, etc...), will aim to cross the public to multiply best practices in professional gender mix.

The appointments of this initiative can be found on osezlemix.fr, the Regional Platform of the "Osez le Mix" program. The platform shows all the breaking news about the events; a directory of professional actors committed to gender professional mix, and a toolbox of best practices and initiatives in the PACA region.

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Zoom on the CDM de la Région Mulhousienne

The CDM of the Mulhouse region is a regional project that seeks a cross-border dimension.

As associated centre, the "Agentur für Arbeit Freiburg" actively participates in the life of the CDM in Mulhouse.

In May 2013, the CDM professionals attended an information day at the Agentur für Arbeit Freiburg.

In July 2013, the CDM logo was installed at the BIZ (Berufsinformationszentrum) information centre, and a framework agreement was signed between the "Mulhouse Alsace Agglomération", the "Agentur für Arbeit in Freiburg" and the "Maison de l'emploi et de la formation du Pays de la région Mulhousienne ».

Specific objectives were:

- to remove the bottlenecks to geographical mobility
- to disseminate learning the German language and its culture
- to inform the public about the employment and training possibilities available beyond the border
- to inform professionals about job opportunities and training available beyond the border
- to facilitate access to cross-border and beyond the border training
- to identify and address regulatory obstacles that limit work mobility.

In July 2014, a steering committee made an initial review of the activities organised:

- A brochure to inform the public about apprenticeship opportunities in Germany was published in French and German. Counsellors of the CDM use the brochure daily and distribute it to those interested.

- In April 2014, a major event has attracted 700 people in Mulhouse. On this day, several workshops were held:

- three workshop for the public
- two workshops organised continuously throughout the day
- one workshop for professionals of the CDM.

Since June 2014, the Agentur für Arbeit attends the Operational Committees of the CDM and is integrated into all projects having a cross border dimension. For example, the Agentur für Arbeit will conduct a thematic workshop for professionals, dedicated to apprenticeship in Germany, which will take place in late 2014.

An on-going activity is the 2014 international mobility project: the Agentur für Arbeit is keen to take part in it and technical issues are currently being processed.

This collaboration brings to the counsellors working at the CDM an extra dimension and the public can only rejoice in having easier access to the German labour market, which has a very low unemployment rate.

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PUBLICATIONS ON CDMs

Recent publications on CDMs:

The publication in French and English of the QUADDEC project results (Grundtvig 2009-2011) putting into perspective the approaches to orientation in Germany, Austria and France from three perspectives: the professionalization of counsellors, the use of internet and telephony and quality management. The publication includes six articles on CDMs in French: "L'assurance qualité dans le conseil en orientation tout au long de la vie

une perspective européenne : Paris – Berlin – Vienne".

http://www.bildungsberatung-wien.at/fileadmin/user_upload/download/QuADEC_Franz%C3%B6sisch_Endversion_09042014.pdf

The same document is available also in English: "Quality assurance and development in educational guidance and counselling in a European perspective: Paris – Berlin –Vienne":

<http://ebookbrowse.net/quadec-englisch-endversion-09142014-pdf-d719451058>

Two articles have been published in the proceedings of the First Biennial on the Validation of Prior Informal and Non-formal Learning held in April 2014 in Rotterdam:

- The article by Bénédicte Halba on the experience of validation of prior learning of migrants led by IRIV in workshops organised at the CDM de Paris: "Supporting migrants in the process of Validation of Prior learning - A French perspective" pp. 201-217

<http://www.vplbiennale.com/1st/ebook-the-power-of-vpl/>

- The article by Bernadette Thomas on the accreditation of prior learning in relation to practice and to the answers given to the CDM users: "The Experience of the Cités des métiers in the French context of Validation of Prior Learning" pp.177-195

http://www.vplbiennale.com/wp-content/uploads/2014/05/2_linkagesofvpl.pdf

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AGENDA

9 October 2014

CDM de Porto

Second edition of "CASTING OUT NINES" (see article in CDM news section)

13 October 2014

CDM de Paris

Information on the process of professionalization engaged with Oppio-INETOP.

15h-16h30: CDM de Paris and in videoconference the CDM du Saint-Quentinois

14 October 2014

Telephonic meeting of the ARCDM

3 November 2014

CDM de Paris

Information on the process of professionalization engaged with Oppio-INETOP.

11h-15h: Meeting of 9 counselors participating in the analysis of practices with Oppio

24 November 2014

CDM de Paris

Strategic seminar second session

25 November 2014

CDM de Paris

Labelling committee (to be confirmed)

Save the date:

4-6 February 2015

WinterSchool 2015 in Liège

5-7 February 2015

Scientific symposium

Travailler, s'orienter : quel(s) sens de vie ?
Cnam – INETOP

292 rue Saint-Martin, Paris 3^e.
colloque.sens2015@cnam.fr

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The e-mail address for information regarding the Newsletter, the Winter School and the General Assembly is labelCDM@universcience.fr

Thank you for your cooperation.

Yours sincerely,

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<http://www.reseaucitesdesmetiers.com/eng/index.php>