

Edito

Dear colleagues of Cities of jobs,

Remember that professional equality is in line with our charter and is a longstanding concern in the Cities of jobs. We therefore welcome the Equality label obtained by the Cité des Métiers de Marseille when it prepares to host the 2013 Winter School on the theme of intercultural.

The program of the Winter School is accurate:

- host the difference and put at the heart of the services offered to the public;
- contribute to economic development by diversifying partnerships (social economy, corporate social responsibility, partnership with business networks, promotion of scientific and technical professions)
- innovate in how to provide services (cloud services, proximity and territorial coverage, valuation of companies in the social sector, planning reception areas, introduction of new tools).

As in previous years, several trades Cities present their new shares to the public for equal work.

A Winter School which looks rich exchange of knowledge and best practices.

Grégoire Evéquoz, president of the CDM Network

NEWS OF CITIES OF JOBS

The City of jobs of Marseille & PACA labeled "Professional Equality"

By decision of the national commission led by AFNOR (French Association for Standardization), The City of jobs of Marseille & PACA joined on December 18 the circle of 48 organizations accredited nationally. Among them, 50% of large groups, 35% of very small businesses and only 5% of organizations are holding this label, a sign of recognition of an organization that works effectively and permanently for equality and professional diversity.

Distinguished for the management of its internal Human Resources and in particular for its proper management relations and balances between Women and Men, the City of jobs becomes the fourth body in the PACA region to obtain this label joining Eurocopter, Coca-Cola, and Agefos, PME PACA .

Official recognition that comes attest a management concerned about the promotion of professional diversity, both in recruiting and in working conditions and career prospects (equal pay, working time arrangements

for mothers, access training ...).

Voluntary approach of the City of jobs of Marseille & PACA, the label reflects more broadly the attention paid to a gendered approach, also through partnerships with organizations and associations working for the professional mix:

- production in 2006, in partnership with the CIDFF Phocéén, a series of portraits of "Dare profession ...," an exhibition traveling reissued late 2012 highlighted by such men midwives, of conducting work, etc...
- driving with the support of the European Social Fund in particular, the program " Cité d'Elles " workshops, events and demonstrations to help women to fight against the discriminatory performances in the employment context
- valuing diversity in the choice of speakers and presenters on the events
- establishing operations "women recruit" with the network Women Business to enhance the representation and practices of "business women".

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The guide "Equal opportunities and gender in City of jobs"

"Get the Equality label for the entire network" is one of the lead suggested by way of conclusion in this guide on professional equality produced in 2010 by AMPLI project (Improving mutual performance) funded by the European Social Fund. For the record, this guide is the result of an international working group led by Anne-Sophie Berche (CDM North Franche-Comté) which brought together for a year twenty CDM. After recalling the issues of equal opportunities for CDM and some details about the concepts, this guide addresses the issue in a practical way by providing various examples of tools and experiences in the network to integrate the perspective of gender not only for the services to the public but also to settle permanently in the operation of each CDM. Different actors in CDM may therefore find ideas, humble and ambitious to promote equality.

The guide is only in French and it is available on the intranet and with the leaders of CDM.

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FOCUS ON THE CITY OF JOBS OF NANTERRE

The City of jobs of Nanterre was certified in 2005 and opened in July 2006. It is located in the building that houses the partner organizations of the House of Employment and Training of Nanterre. Its uniqueness is that it was built and developed in conjunction with the project House of Employment and Training of Nanterre.

In this way, the City of jobs relies on a combination of skills and resources provided by internal partners of the House of Employment and Training and external whose complement different vocations. This entity is also designed as a value-added of service offered by MEF Nanterre.

After a gradual increase in load, the City of jobs has seen its attendance stabilize in 2011 around of 11,200 visits a year. Attendance is 64% for men in all public irrespective of their place of residence. The Nanterriens represent 78% of attendance.

Offer workshops has grown. Of the 325 workshops in 2011, 2097 participants liked the following workshops:

- Job search 743 people including 354 workshops on job center 35% of participants
- The creation of activity 665 or 32% of participants
- Develop competence in computer 237 or 11% of participants

In the program of activities offered throughout the year, there are a few key events and permanent tools that attract the public (discovery of jobs, business creation, introduction to the use of ICT, recruitment thematic forums, "guest of the day"):

Some tools of the CDM / MEF Nanterre:

Future Challenge Course consists of different modules that take place during school time (hours dedicated to the discovery of jobs) on the premises resources professionals who run namely the City of jobs of Nanterre and the CIO of Nanterre. Students accompanied by their teachers who co-facilitate these modules. These group workshops using different tools to enable students to make a real choice of referral business while expanding their field of curiosity towards little or not known jobs.

I learn, I undertake, platform web entrepreneurship training

House of Employment and Training of Nanterre and the the City of jobs launch the "serious game: I learn, I begin," a game for future entrepreneurs, allowing them to plan for the creation of activities in a funny and realistic way. Users benefit from an opportunity to understand the challenges of entrepreneurship and test their abilities.

In 3D real time, "I hear, I begin" immerses the player in a city where it operates, dialogue with other characters, makes choices and answer quizzes.

This "serious game" that aims to promote entrepreneurship among people in priority neighborhoods and especially young people has been

implemented in the context of social experiments initiated by the High Commissioner for Active Solidarity.

www.japprendsjentreprens.fr

Cyber-base job of Nanterre is a free access to resources (PC, Internet), but mostly an accompaniment to their use as media workshops, allowing a good initiation and empowerment in the use of ICT.

Some key actions of the CDM / MEF Nanterre:

The "Club Crea" allow creators to enlighten and strengthen their project, to break their isolation, to find partners, sponsors and financiers, to share their journey with the institutional, professional and experts creating company to:

- Develop projects of social and solidarity economy and stimulate collective action.
- Encourage dialogue and exchanges between the department and contractors confirmed budding entrepreneurs.
- Promote opportunities for sponsorship and funding
- Provide representatives of institutional and consular contacts which will be useful to project.

Jobdating "special young", "special disability" ...

The principle is simple: to meet the companies present the maximum number of candidates in a minimum time. Modeled on the go "speed dating", this forum allows for dialogue and exchange, and more meetings. It is also to humanize the relationship between recruiters and candidates so that everyone can comment on their expectations, experience, beyond the traditional resume and cover letter.

Thus, the Day of Action, companies receive a schedule of appointments for the day with a folder containing the CVs of candidates according to job profiles transmitted.

Guest of the Day

The principle of this appointment is to hold hotlines professionals at the City of jobs of Nanterre. Thus, the public will have at its disposal a professional sector or a school that will provide the public with information on careers, training and conditions of service of this industry.

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RECALL CALENDAR OF CELEBRATION FOR THE 20 YEARS

As a reminder, the 20th anniversary of the City of jobs concept extends the period 30 October 2012 to 31 January 2014 (date of the Winter School 2014):

The group "Communication & 20 years," coordinated by Laurent Mauroy (CDM-St Quentin) in connection with the delegation Executive invites you to remember to:

- insert the logo of the 20 years on all documents relating to the City of jobs during this period. Logos are available on the intranet network: www.intranetcdm.org
- communicate information about the flagship event that you intend to organize for this occasion: the name, date period even if you do not yet know precisely the details so it appears in the "Program 20 years of concept" on which we communicate;
- notify the faster members of the International Network of Cities trades date and nature of your event if you want them to be present or involved.

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THE CITY OF PARIS-LA VILLETTE ORGANIZED DAY "OPEN" FOR PROFESSIONALS: APRIL 8 FROM 14H30 TO 19H WITH ALL ITS PARTNERS

The program:

understand the City of jobs; better use of the City of jobs; become partners in the City of jobs and a mini space debate.

All CDM of Ile-de-France are invited.

In addition, members that would like to duplicate the event on their territory can contact Olivier Las Vergnas.

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AGENDA

- **April, 4-5, PARIS** : next LabCom, Universcience
- **June 17-18, PARIS**: the next General Assembly of the International Network of Cities of jobs in Paris, celebration and workshop on the 20 years

CALL FOR PROPOSALS DEADLINE

- **2013 EUROPEAN YEAR OF CITIZENS:** consult the program guide "Europe for Citizens" 2007-2013: http://eacea.ec.europa.eu/citizenship/programme/documents/2013/eacea_2012_00730000_fr.pdf
- there are still some opportunities for financing of the European citizenship: <http://europa.eu/citizens-2013/fr/eu-funding-opportunities>

GRUNDTVIG:

- If you are working on illiteracy, there will be other opportunities for funding between August 2013 and September 2014 (see the website of your National Agency)
- attend an event, do an internship: filing application in June 2012 to 2014.
- assistantship: March 30, 2013 deadline

Link for information on the call for proposals and the annual European manner of filing:

www.ec.europa.eu/education/grundtvig/doc872_en.htm

CEDEFOP study visits 2013-2014, submission of applications:

- First phase: study visits in September 2013 to February 2014, 28 March 2013
- Second phase: study visits from March to June 2014: October 15, 2013

Switzerland is now a country that can access certain programs of the European Union.

THANKS

In advance, thank you for your cooperation.
Sincerely,

Grégoire Evéquoz : President of CDM's Network

Bernadette Thomas: Chief Editor and in charge of the Label

Alexandra Tundo Berman: Executive delegated

www.reseaucitesdesmetiers.org