

## EFVET Newsletter

April 2007

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## Message from the President (April 2007)

### Welcome

Spring is here at last and for some of us the sun is shining brightly especially for those of you who have successfully submitted transnational project proposals to the EC by the deadline of March 30<sup>th</sup>. No mean feat and all concerned deserve a day off in recognition of their commitment to VET and the future of learning in Europe.

Welcome to this April edition of our EfVET newsletter. I trust you will find the content of interest. Since I last wrote to you in the February newsletter, the Steering Committee has been busy progressing the actions necessary to realise our mission as set out at the AGM last October. I had hoped to share the details with you via our website by now but this has been somewhat delayed. I apologise for that but we will get there in the near future.

Sadly, I should inform you that our close friend and colleague Kent Andersen, who has worked tirelessly as our webmaster for many years, has recently resigned and we have moved the webmaster role to Intercollege in Cyprus. Our new webmaster is Aletia – full details and contacts are given elsewhere in this newsletter. It calls on me to say a big thank you to Kent for all his commitment, vision and tireless efforts to maintain our major communication tool. He will be sadly missed. Needless to say EfVET has not lost Kent – he remains as committed as ever and I hope to say a formal thanks at our Conference next October.

### Past President – Hans van Aalst

I have long been concerned when EfVET elects a new President, that we lose valuable knowledge and experience with the change. The Steering Committee recently discussed the possibility of retaining the services of our colleagues by creating a post of Past Presidency in order that such experience and contribution to our work is no longer cast aside. I am pleased that this idea received unanimous agreement. Hans has agreed to fulfil such a role and I personally welcome him back in to the fold. Hans will offer his substantial knowledge and experience to us in an advisory and representative role and I look forward to working closely with him again.

### EUCIS – European Civil Society Platform for Lifelong Learning

I would like to take this opportunity to recommend you to read the regular EUCIS Newsletters – details of which appear in this Newsletter. EfVET, through myself, are represented on the Executive of EUCIS. EUCIS is becoming the key Platform representing Civil Society in Europe and who are increasingly approached by the EC to enter in to Consultation and dialogue with DG EAC on issues pertaining to Education and Training 2010. EUCIS now has 13 European Networks in membership

with EfVET, EVTA, EAEA and Solidar as the primary founding members. In the next few months the EUCIS website will be re-launched on [www.eucis.net](http://www.eucis.net)

### **Lifelong Learning Programme – 2007-2013**

May I congratulate all those members who have been busy submitting new project proposals under the new LLP 2007 programme. These include Transfer of Innovation, Development of Innovation and mobility proposals to the Leonardo National Agencies and Executive Agency. They also cover Socrates and Culture programmes. I know from first hand experience the complexity of these proposals and admire those who persevere with the process.

The last few months have been very stressful for all concerned given the deadline of March 30<sup>th</sup> for all strands under the LLP

I am delighted to tell you that some 15 projects have been developed by EfVET members where EfVET has been invited to participate as a dissemination partner. There are some excellent proposals in the offering which highlight the creative thinking across our membership. I wish all project co-ordinators and their partnerships every success with the approval process. Moreover it is important that the whole membership benefits from the sharing of good practice emanating from these initiatives.

I look forward to announcing our members successes in later newsletters.

Development activity does not stop here – the next deadline for Transversal initiatives is 30<sup>th</sup> April 2007 – so watch this space and keep being creative.

EfVET itself is seeking to submit a bid under the Transversal programme – namely a project on ECVET. Geoff Scaplehorn our UK National Representative is currently co-ordinating this initiative which follows on from the recent consultation programme.

**In conclusion** – I would like to thank my colleagues for organising the 16<sup>th</sup> EfVET International Conference in Tours, France –October 24<sup>th</sup> to 27<sup>th</sup>. Registration details are already on the website with further additions uploaded shortly. Full details are in this newsletter. Suffice for me to say, I look forward to meeting you all again in Tours and I know the programme will be of great interest to you . I encourage you to register early via our website and to assist in promoting the conference to other stakeholders and transnational partners. If you have contacts or partnerships with VET institutions in France then please encourage them to participate – this way we hope to expand our membership and broaden the relationship with VET in France

**Peter Hodgson**  
**President**  
[president@efvet.org](mailto:president@efvet.org)

## **Méssage du Président (avril 2007)**

Soyez la Bienvenue!

Le printemps est enfin arrivé et pour certains de nous, le soleil brille clairement, surtout pour ceux qui ont répondu à l'appel à propositions de projets internationaux avant le 30 mars 2007. Cela n'a pas été une mince affaire de faire et vous méritez tous un jour de congé pour vous récompenser de votre engagement à l'éducation et à la formation professionnelle en Europe dans l'avenir.

Soyez la bienvenue à notre bulletin de l'EfVET d'avril. J'espère que vous en trouverez le contenu intéressant. Depuis notre dernier bulletin, les membres du comité de pilotage ont fait beaucoup de progrès pour implémenter les actions nécessaires pour réaliser notre mission, élaborée au cours de notre réunion annuelle en octobre 2006. J'avais espéré de vous informer par notre site web, les détails de ces actions mais je dois vous rapporter un délai. Je vous demande de nous excuser et nous y arriverons bientôt dans l'avenir.

C'est avec grand regret que je vous informe que notre cher ami et collègue Kent Andersen qui travaille comme notre <<webmaster>> depuis des années a dû renoncer à ce poste et nous avons accueilli notre nouvelle <<webmaster>> Aletia à l'Intercollege en Chypre. Vous trouverez ses coordonnées ci-dessous dans ce bulletin. Je voudrais vraiment remercier Kent pour son engagement, sa vision et son travail inlassable pour garantir notre outil de communication important. Heureusement l'EfVET n'a pas perdu Kent. Il reste aussi engagé que jamais et j'ai l'intention de remercier Kent formellement à notre conférence en octobre 2007.

### **Notre Ancien Président – Hans van Aalst**

J'ai des concerns depuis longtemps que lorsque l'EfVET élit un nouveau président nous perdons peut-être l'expertise et l'expérience à cause de ce changement. Le comité de pilotage a récemment discuté la possibilité de retenir les services de nos collègues et a accepté la proposition de créer le poste d'Ancien Président. Hans a accepté ce rôle et j'en suis personnellement fort content de l'accueillir encore une fois au sein de l'EfVET. Hans donnera à l'EfVET ses conseils et représentera l'EfVET plus largement. J'attends avec impatience l'occasion de travailler de nouveau avec lui.

### **EUCIS – European Civil Society Platform for Lifelong Learning**

Je voudrais vous recommander que vous lisiez régulièrement les bulletins de l'EUCIS (détails ci-dessous). Je représente l'EfVET sur l'exécutif de l'EUCIS. EUCIS devient de plus en plus le plateforme clef qui représente la société civile en Europe et accepte les invitations de la Commission Européenne de participer aux consultations sur les questions qui concernent l'éducation et la formation professionnelle 2010. 13 réseaux européens sont membres de l'EUCIS, y compris l'EfVET, l'EVTA, l'EAEA et Solidar (membres fondamentaux. Dans quelques mois le site web EUCIS sera relancé.

### **Programme Education et Formation Tout au Long de la Vie**

Je voudrai féliciter nos membres qui ont présenté de nouveaux projets dans le << Lifelong Learning Programme 2007>>. Projets tels que transfert d'innovation, développement d'innovation et mobilité d'enseignants et d'étudiants, ainsi que dans les programmes de Socrates et de Culture. Je comprends la complexité de ces préparations et je suis plein d'admiration pour ceux qui persévèrent .

On a beaucoup stressé pendant les derniers mois pour atteindre les dates limite.

Je suis ravi de vous annoncer que 15 projets ont été développés par nos membres où l'EfVET sera le partenaire de dissémination.

Il y a des propositions excellentes qui montrent la créativité de nos membres. Je souhaite que tous les coordinateurs de projets et leurs partenaires réussissent à être acceptés.

Il est important, d'ailleurs que tous nos membres tirent des bénéfices du partage de la bonne pratique développée par les projets.

J'espère annoncer beaucoup de succès dans les bulletins à venir.

L'activité ne s'arrête pas là. La prochaine date limite est le 30 avril pour le programme transversal.

### **En conclusion**

Je voudrais remercier nos collègues qui organisent la conférence à Tours en France du 24 au 27 octobre 2007. Pour s'adhérer, adressez-vous au site web pour le processus. Vous en trouverez les détails ci-dessous. Tout dit, je serai fort heureux de vous rencontrer tous à Tours. Je suis certain que le programme vous intéressera. Je voudrais vous encourager de vous inscrire le plus tôt possible et de nous assister à promouvoir la conférence à vos collègues et vos partenaires internationaux. Si vous avez des partenaires dans les institutions de formation professionnelle en France, alors je vous prie de les encourager à y participer. De cette façon nous augmenterons le nombre de nos membres français et nous améliorerons notre connaissance du système de formation professionnelle en France.

**Peter Hodgson**

**Président**

president@efvet.org

### **EfVET 2007 Conference in France**

The 16<sup>th</sup> EfVET Annual International Conference will be held in Tours from:

**24 till 27 October 2007.**

Tours is within easy reach from the airports of Paris and Brussels via a high speed train connection (TGV), the journey Paris-Tours takes about 55 minutes, Brussels-Tours about 3 h 30 minutes. It is a very old and beautiful University city along the river Loire.

The conference venue is the **Hotel de L'Univers**, ( [www.hotel-univers.fr](http://www.hotel-univers.fr) ) a five star hotel right in the centre of Tours and only about a 6 minute walk from the station.

**Theme/Title: VET - Meeting the challenge: Breaking the mould**

#### **Rationale:**

Vocational education/training, which, for many years, has been the object of action at European level, can and should become an even more powerful instrument for social, economic, as well as cultural policy. The intensification of international competition, new technology and products,

changes in division of labour within Europe and the European labour-market are all issues linked to the above. In deed, the Education and Training 2010 agenda sees it as the key challenge for Member States.

Therefore, can the perception of VET and Lifelong Learning be turned around? What strengths can our VET and LLL systems offer in the 21<sup>st</sup> Century?

Challenges to be met:

- Flexibility for individual learner needs
- Adaptability in meeting the specific needs of learners with disadvantage and / or disabilities
- Innovation and creativity
- Transferability of skills and competences,
- Skill training vs. fit for employment training
- Improving the overall profile of Vocational Education
- Labour market and innovative VET environment
- Key competencies
- European standard for VET
- Relevance of education as an enterprise

These are some of the issues to be explored at this years annual Conference

**Draft programme:**

**Day 1: Wednesday 24th October**

- 15:30-18:30 Registration at Hotel de L'Univers
- 18:30-19:15 Reception for Newcomers - Introduction to EfVET and the conference
- 19:15-20:00 Reception for all delegates and partners
- 20:00 Dinner/cultural evening

**Day 2: Thursday 25th October**

- 09:00-09:15 Welcome to Tours: day chair
- 09:15-09:45 Welcome to the conference, setting the theme:  
Pete Hodgson, President of EfVET
- 09:45-10.30 VET á France et Europe:  
Ministre de l'Education Francais
- 10:30-11.00 Refreshment break

11:00-13.00 Workshops

13:00-14:00 Lunch

14:00-15.00 Workshops

15.00-15.30 Refreshment break

15.30-16.30 workshops

19:00-20:00 Reception for all delegates at the Town Hall of Tours, welcome by the Mayor evening free, diner **not** included in conference fee

### **Day 3: Friday 26th October**

09:00-09.45 Annual General Meeting (members only: decisions needed by the constitution)

09:45-10:30 Keynote speech:  
Jan Figel, EU Commissioner for Education, Culture and Multi-lingualism or his representative

10:30-11:00 Refreshment break

11:00-13:00 Roundtables

13:00-14:00 Lunch

14:00-14.45 Keynote speech: Changing of the World  
Prof. Stéphane Garalli, director IMD Lausanne

14.45-15.15 Refreshment break

15:15-17.15 Round tables

19:00 Coaches leave for Gala Dinner and dance at  
Château de la Bourdaisière à Montlouis-sur-Loire

**Day 4: Saturday 27th October**

- 09:30-10:30 Annual General Meeting: To discuss the EfVET Action Plan  
All delegates are welcome
- 10:30-11:15 Key note speaker on a hot issue:  
Jean Marc Loirant – President of the EUCIS Civil Society Platform for LLL
- 11.15-11.45 Refreshment break
- 11.45-12.30 Conference conclusions and discussion.  
Past President of EfVET: Hans Van Aalst
- 12.30-12.45 Announcement of 17<sup>th</sup> EfVET Annual International Conference in 2008.
- 12.45-13.00 Closing of the conference
- 13:00-14.00 Lunch
- 14:00 Coaches leave for (boat) trip along the river Loire, visit Castle and  
vineyard visit/wine tasting

**Workshops:**

- 1) VET reforms in France and Europe
- 2) New Routes for VET in Europe
  - image
  - quality
  - mobility
- 3) Disadvantaged learners
  - migrants
  - ethnic minorities
  - those with learning difficulties
- 4) Lifelong learning
  - raising skills of workforce
- 5) Advice and guiding systems
- 6) Citizenship
  - intercultural communication

## **Delegate fee:**

### **The delegate fee includes:**

All conference material, welcome reception and dinner at the Hotel de L'Univers Wednesday evening 24 October, the reception at the Town hall of Tours on Thursday late afternoon/evening 25 October, refreshment breaks and lunches during the conference, the conference dinner and dance in the Château de la Bourdaisière on Friday evening 26 October, the excursion along the Loire valley and river including a guided tour of the Castle of Amboise and wine tasting in a vineyard in Montlouis sur Loire on Saturday afternoon 27 October, all transport during the conference.

### **The partner fee includes:**

Welcome reception and dinner at the Hotel de L'Univers Wednesday evening 24 October, the reception at the Town hall of Tours on Thursday late afternoon/evening 25 October, lunches during the conference, the conference dinner and dance in the Château de la Bourdaisière on Friday evening 26 October, the excursion along the Loire valley and river including a guided tour of the Castle of Amboise and wine tasting in a vineyard in Montlouis sur Loire on Saturday afternoon 27 October, all transport during the conference.

### **Delegate fee till 1 June 2006 ( "Early bird fee" ):**

Member of EFVET, one delegate:	€ 610
From the 2 <sup>nd</sup> delegate of the same member organisation discount € 50, per delegate:	€ 560
Non-member of EFVET, one delegate	€ 810
From the 2 <sup>nd</sup> delegate of the same non-member organisation discount € 50, per delegate:	€ 760
Partner fee	€ 290

### **Delegate fee after 1 June 2006:**

Member of EFVET, one delegate:	€ 650
From the 2 <sup>nd</sup> delegate of the same member organisation discount € 40, per delegate:	€ 610
Non-member of EFVET, one delegate:	€ 850
From the 2 <sup>nd</sup> delegate of the same non-member organisation discount € 40, per delegate:	€ 810
Partner fee:	€ 290

## **Accommodation:**

**Hotel de L'Univers:** 5 star ( [www.hotel-univers.fr](http://www.hotel-univers.fr) )  
Conference venue

Room:	single occupancy	€ 144 per night	incl. breakfast
	double occupancy	€ 164 per night	incl. breakfast

**Le Grand Hotel:** 3 star ( [www.legrandhoteltours.com](http://www.legrandhoteltours.com) )  
around the corner from Hotel de L'Univers, 3 minute walk

Room:	single occupancy	€ 80 per night incl. breakfast+
	double occupancy	€ 90 per night incl. breakfast

**note:**

-prices are exclusive of City tax at € 1,50 per person per night for both hotels.

-due to the high demand in the region of rooms in the Hotel de L'Univers, we could negotiate only a limited amount of rooms in that hotel at the above mentioned discounted price.  
The cut off date is 1 July, so if you would like to stay there you should register before that date.  
The hotel de L'Univers requests a payment of one night to secure your booking.

**Registration:**

You can register yourself for the conference using the form which you can find under "conferences" on our Website: [www.efvet.org](http://www.efvet.org)

For the hotel booking you should use the "hotel booking form", which you can find under the same heading on our Website.

If you would like to present a roundtable session, please fill in the "roundtable proposals form", also under "conferences" on our Website.

Looking forward to meet you all (again) in Tours next October,

Frans Schneider

**Your experience counts!**

**Does retirement of workers increase demand for VET?**

*You are invited to share your experience.*

*Your answers to the following 4 questions will be included in an address to an international conference in June 2007\*. The presentation will be sent to you afterwards.*

*What are your answers to the following 4 questions?*

1. What are the most effective strategies of your institution to attract (more) (young) people to VET?
2. What are the most effective strategies of your institution to assist older people to update their knowledge and skills and stay in the labour market?
3. What are the main obstacles to achieve substantive results from both sets of strategies?
4. What should Governments do to make your strategies more effective?

Please, send an E-mail with your response to [hfaalst@ision.nl](mailto:hfaalst@ision.nl).

Thank you very much for your assistance to get the message of VET institutions out in the world!

Hans F. Van Aalst.  
EfVET's Past President.

\* The Basque Government is organising an International Conference in San Sebastian on the 18<sup>th</sup> - 20<sup>th</sup> of June. The main focus will be to analyze the different strategies in the European Union to try to solve the problems created in the companies with the generational changes. Many workers will retire in the coming years. However, the number of students that might fill the gaps seems to be too low.

## **EfVET started in 2007 guiding towards entrepreneurship**

EfVET is a partner in the recently started project STUDENTSTARTER. This project was submitted in the Leonardo da Vinci program of the European Commission. It is approved and will receive a financial contribution of over 385.000 Euro. Partners contribute almost 130.000.

The project aims to stimulate colleges and their entrepreneurial students to establish enterprises. Many colleges already do, but also many well running mini-enterprises end with graduation of the young entrepreneurs. 'Why don't you continue?' was the core question and with this project the initiators want to test and research the possibilities for students to continue and establish a real company for earning a living.

It is quite innovative and challenging the students. They have to develop new ideas, new initiatives and have to react on the market.

### **Cooperation**

The colleges are not alone; a partnership has been established and within this partnership ideas, knowledge, experiences, bottlenecks and results will be discussed and applied. This kind of cooperation is stimulated in the European projects supported by the European Commission. In this way partners contribute to develop Europe to become challenging and competitive also aiming at growth of the labour market and decrease unemployment.

### **Partnership**

The partnership is multifunctional and covers European organisations, national colleges and universities and private entrepreneurs. The partners and participating countries are: Edinburgh University Settlement in Scotland (UK), CECE on Madrid, Spain, Veliko Turnovo University in Bulgaria, Syntra Midden Vlaanderen in Belgium and in The Netherlands Landstede College in Harderwijk (contractor), European Educative projects in Vught (EEP, coordinator), Breda University of Applied Sciences (NHTV) and AOC Oost in Doetinchem.

The project was selected by the European Commission because of the proposed approach not to end student enterprises but to find possibilities to continue this initiatives.

EfVET and JADE (a student-run, pan-European network representing more than 20.000 young entrepreneurs in 225 local non-profit organisations, called Junior Enterprises) will take care for valorisation and dissemination of the results to their members and interested bodies together with the partners.

### **Studentstarter**

The project stimulates in different countries in Europe colleges and universities to challenge their students to transfer their entrepreneurial ideas into real enterprises. Comparing and discussing the different approaches of the partners during work meetings will result in advises how to establish entrepreneurship training.

The project aims at university students and students, employees, or adults, etc. in different positions and requiring some training and guidance. These different groups will develop different solutions for bottlenecks. The students will cooperate and develop their enterprise or develop together an enterprise. Entrepreneurs have different aims and preferences. The more technical or computer technology based entrepreneurs may need administrative or marketing support and other students more interested in administration, finance, marketing etc. might find their clients among all in this group.

Young entrepreneurs should join on local or regional level and exchange experiences. Besides this, these meetings are also source for new offers and contracts.

Entrepreneurship might also give perspectives for persons not able to work as an employee but willing to earn its own living. Persons in a backlog position but with initiative, guts, perseverance, etc. can also start an enterprise within their personal competencies and aims. During the offered training participants will get acquainted with aspects as business plan, financial plan, staff or personnel, management, marketing, communication, logistics, etc.

Studentstarter aims also to raise the entrepreneurial know-how among the starters and provides more insight in risks and possibilities. Local, national and international trade requires experienced entrepreneurs with a lot of professional knowledge, trust and respect.

### **Results**

The ultimate results of the project is to realise 50 starters (or more) in different professions, markets, services, etc.

Working on this target we will pay attention:

- to describe the professional competence profile of entrepreneurs
- to coach and to guide the starters as well as students as young entrepreneurs
- to provide the partners and interested organisations with materials
- to offer entrepreneurial training in case adults want to start or when employees want to make a professional change.
- to stimulate cooperation and exchange of experiences on local level among the young starters.

## **Perspectives**

The project is a pilot with a start and an ending. The results should be used in future to offer support for potential entrepreneurs, to offer an study program to the students, to stimulate the establishment of new companies, and to stimulate to participate in the society as well as entrepreneur or as employee in a new enterprise.

The project aims to cooperate with local organisations in this area as banks, chambers of commerce, other educational institutes or development centres, investors, and projects which stimulate entrepreneurship.

*You could contact Frans Schneider if you want more detailed information or for an interview.*

Email: [frans.schneider@efvet.org](mailto:frans.schneider@efvet.org) or [efvet@efvet.org](mailto:efvet@efvet.org)

Website: [www.studentstarter.nl](http://www.studentstarter.nl) (under construction)

## **Effects on the European Economy of Shortages of Foreign Language Skills in Enterprise (ELAN)**

The ELAN project was commissioned by the European Commission in December 2005 and undertaken by CILT, the UK National Centre for Languages and the report has recently been published.

The research conducted a survey of some 2000 exporting SMEs across 29 European states (EU, EEA and candidate countries) to collect data on approaches to the use of language skills, intercultural competence, awareness of language strategies, loss of business owing to lack of language skills, future exporting intentions and hence projected requirements for further language skills. An additional survey of 30 multinational companies established differences in perspective between them and SMEs in relation to language and intercultural skills in their business strategy.

Studies in the dynamics of the small firm have suggested that, in general, SMEs were less productive than large companies. Research also indicated, however, that exporting SMEs are more productive than those which do not export and that there was often a hidden bonus for exporting companies through exposure to increased technical know-how, market-awareness and cost or efficiency savings.

Given that SMEs account for more than 50% of employment within the European Union, it would appear that, if a greater number of SMEs were to become successful exporters, and if those currently exporting were to expand their markets, there would be a significant impact on the European economy and also that there could be considerable additional benefits in terms of greater innovation and market-awareness, which in turn could impact on productivity within national economies.

The survey of 2000 SMEs found that a significant amount of business is being lost as a result of lack of language skills:

- 11% of respondents (195 SMEs) had lost a contract through lack of language skills
- Few were prepared to quantify this loss, but 37 SMEs admitted that the loss of actual contracts were valued at between € 8 million and €13.5 million
- A further 54 businesses had lost potential contracts worth in total between € 16.5 million and € 25.3 million.
- At least 10 businesses had lost contracts each worth over €1 million
- The average loss per business over a three-year period was €325000.

SMEs experienced intercultural as well as language barriers when operating across borders. In all but eight countries more than 10% of respondents were aware of having encountered intercultural difficulties.

46% of businesses across the sample planned to enter new export markets in the next three years. In particular, high percentages of businesses in Greece, Turkey and Bulgaria planned to begin trading with new countries. Their need for language skills would therefore increase.

50% of businesses in 22 countries had adapted their websites in languages other than the national language, most frequently English (an average of 62% across the sample).

English was seen by many as the key language for gaining access to export markets and frequent reference was made to its use as a lingua franca. The picture, however, is far more complex than the much-quoted view that English is the world language.

The backlash against Russian, which was noticeable in the former Soviet Bloc countries at the end of the 20<sup>th</sup> century, was not in evidence and Russian was used extensively in Eastern Europe as a lingua franca (along with German and Polish).

French was used to trade with partners in areas of Africa and Spanish was used similarly in Latin America.

Respondents mentioned that English might be used for initial market entry, but longer-term business partnerships depended upon relationship-building and relationship-management and, to achieve this, the cultural and linguistic knowledge of the target country were essential. There remained, however, evidence of Anglophone complacency and this was not restricted to Anglophone countries.

Strong views were expressed about the need for work experience in other countries for employees to improve not only linguistic skills but also awareness of different business cultures.

Results from the survey of larger companies reinforced much of the material gathered from the SMEs:

- Recruitment of staff with language skills was commonplace
- English appeared to be more extensively used as an intermediary language than in SMEs, possibly reflecting its use also as a corporate language in many multi-nationals

- Despite this, demand for skills in English other than English was greater than the demand for English itself. Spanish and other global languages were a significantly higher priority for future needs
- Where English was stipulated as a corporate language for the sake of efficiency, in the main, it was not clear to what extent actual language use in the organisation followed these policies. There is a parallel encouragement of informal networking and this, together with flatter management structures, tended to favour a multilingual environment.

The full report can be found at [www.cilt.org.uk](http://www.cilt.org.uk)

Geoff Scaplehorn  
UK Representative

## **Discrimination and Diversity in Work and Education**

The European Commission points out that not only does discrimination affect those individuals who are directly affected by it, but it also has a cost to the larger society and to the economy as a whole. One of Europe's vital resources is the rich diversity of its people who come from a wide range of backgrounds and cultures and possess a vast range of skills, talents and ideas. Discrimination deprives many people of equal opportunity which translates into the direct loss of talent and skill. If Europe is to grow as a competitive and dynamic global market leader and benefit from its diversity, it is imperative that every person is included.

Since its birth, the European Union has had a firm view towards discrimination: it is illegal. As a result, the European Community has been involved in a long and continuous battle against discrimination. Two European laws banning discrimination were adopted by the European Union Member States in 2000 in which all countries had up to 2003 to implement these rules into their national law. Today, existing European legislation makes it illegal to discriminate in employment and training on the grounds of religion and belief, disability, age, sexual orientation, gender and racial or ethnic origin.



EfvET Newsletter -  
Whole document.pdf

Stelios Mavromoustakos  
Vice President

## News from EUCIS



Contribution%20de%20EUCIS-LLL%20sur%20le%20dispositif%20ECVET\_FR.pdf



EUCIS-LLL\_Newsletter\_MARCH-APRIL%2007\_EN.pdf



EUCIS-LLL\_Lettre%20d%27info\_MARS-AVRIL%2007\_FR.pdf

Pete Hodgson

## Love story the topic of a Comenius-project

Barbora was a Lithuanian lady of noble family. She and King Sigmund Augustus (The Polish-Lithuanian Kingdom) fell in love and in 1547 married secretly as her family were against the marriage, but it was only in 1550 that she was crowned a queen. When presented to her Mother in law (the old Queen Bona Sforca- Italian origin), she felt rejected. The old lady never liked her, and when after less than 2 years, Barbora died, there were legends that the old lady poisoned her. The legends lived up to nowadays, until modern science proved that she died of cancer (ovular).

It is well known that the King Sigmund Augustus accompanied her coffin from Warsaw to Vilnius (as it was her will to be buried in Vilnius) going after it on foot. It took him 3 months, and wherever he came, be it a small village or a bigger town, they held a very festive mass for her soul.

This is the focus story of our project. April 25<sup>th</sup> kings, queens and noblemen (all students of course) from Denmark, Finland, France, Italy and the Netherlands will gather in the Trinity Church in Copenhagen for a protestant sermon and renaissance music. After that there will be a photo session at Fredrik's Castle. Thursday the persons will be presented at a show at CPH WEST. Here we will be told of the roles of various famous women in the period.



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*Rasa Zygmantaite and Louise Rosthøj*

## Impressum:

### **Webmaster:**

Aletia Trakakis, Intercollege Cyprus, e-mail: [trakakis.a@intercollege.ac.cy](mailto:trakakis.a@intercollege.ac.cy).

### **Editor:**

Leif Haar, Niels Brock, Copenhagen Business College, e-mail: [lha@brock.dk](mailto:lha@brock.dk)

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