

Vocational Education and Training across the Gas sector in Europe

Report Summary



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Introduction

We were asked to provide EPSU, IndustriAll and Eurogas with a list of VET institutions for each EU27 member state that could be considered as having an interest in the construction of a Sector Council for the gas sector and that may either have an important role to play in this new body or have experience from which the sector may benefit. We also provided a profile for each EU member state which set out the general principles and infrastructure of the country's VET system and, where possible, any gas specific institutions.

Following our search for the key VET institutions we produced a table of those our research showed were likely to be of benefit to discussions on a Sector Council for the gas sector or that had experience of VET likely to be of use in future discussions. The table is included at the end of this summary.

A key aspect of managing change at work is the anticipation of the evolution of skills and competences, and changes to occupations. These concepts are central to a successful VET system and thus are a key concern for the social partners in the European gas sector. This report is part of a European Commission funded project seeking to build a better understanding of the Vocational Education and Training (VET) infrastructure across the EU27, providing the sector with a skilled workforce, and to begin discussions with these bodies with a view to creating a Sector Council for the European gas industry.

To overcome the challenges presented by issues such as the current financial crisis, the impact of globalisation, demographic change, changes in technology and climate change, the employers in the sector will require a supply of appropriately skilled workers at the appropriate time. But to anticipate change alone is not enough and, in the absence of an appropriately responsive VET infrastructure to provide vocational training that is relevant to the needs of the sector and is of a high standard, would be pointless. The skills required to maintain the sector's competitiveness and to guarantee Europe's future energy supply will be both sector specific, such as electrical or engineering and transversal, such as leadership and management skills.

The sector's European social partners, Eurogas, EPSU and IndustriAll have commissioned this research to provide an overview of the VET infrastructure in the sector and to identify those VET institutions whose involvement is necessary in any discussions about a Sector Council.

There are already numerous institutions within the gas sector which carry out research to identify changes in the demand for skills from the sector in particular countries and others that ensure the occupational standards, the structure and content of qualifications and provision of training are fit for purpose and meet the need of employers and individuals. It is precisely this infrastructure that will make a significant contribution to the sector's ability to adapt to change and the input from both sides of industry and stakeholders is essential to complete this process at the national level.

However, the European Commission has concluded that an organisation at the European level, connecting the national machinery and providing a pan-European picture of emerging skills needs and the changing occupational standards could facilitate, and indeed contribute to, the anticipation and adaptation process. The main objectives of a European Sector Council are establishing a link between vocational training and the labour market at the sector level, promoting continuing training and improving the responsiveness of the education sector in relation to labour market demands and the exchange of information. The

Commission has also highlighted the important role of the social partners in this process and ought to be represented on Sector Councils.

Policy context

European VET has been the subject of discussion within the European Commission for a number of years. In 2002, 33 countries signed the Copenhagen Declaration which set out the terms for pan-European cooperation on vocational training. This was followed by a number of other agreements aimed at strengthening the cooperation between EU member states on VET. In 2008, the European Commission launched its “New Skills for New Jobs” initiative to identify the future trends in the supply and demand for skills in the coming years and so that Member States can orientate their VET systems accordingly. This initiative forms part of the Commission’s European Employment Strategy which places VET at the heart of its strategy for growth. This was followed, in 2009, by the publication of 18 sectoral analyses which included changes in the electricity, gas, water and waste¹ sectors. These studies have played a key role in the discussions over the changes to occupational competencies to 2020 and spurred on the debates about the coordination of the supply of, and demand for, skills.

Finally, the Bruges Communiqué² in 2010 set out the European Commission’s vision for VET to 2020. Thus there is an impetus to improve existing VET provision and enhance existing cooperation across Europe and to develop a coherent and coordinated European VET system to meet the current and future demands of the sector. In addition, the existence of a European Qualifications Framework, to enhance mobility within the labour market, will provide a useful frame of reference through which discussions at the European level, between the appropriate institutions, can take shape.

According to a study for the European Commission³ the main objectives of a European Sector Council are linking initial vocational training and the labour market at the sector level, promoting continuing training and improving the responsiveness of the education sector in relation to labour market demands and the exchange of information. The Commission report also highlighted that there was a consensus among the stakeholders that the Social Partners have a key role to play in this area and should be represented on the Councils.

Social dialogue and Social Partner engagement

The demand for this research came from the gas sector’s European social partners and is one of many such joint ventures between Eurogas, EPSU and one of the predecessors of IndustriAll⁴ (EMCEF) since 2008, when the first study commissioned by the sector’s social partners on the impact of the liberalisation of the gas and electricity markets was carried out and has subsequently been proceeded by a study on the possible impact of demographic change in the sector⁵ and an accompanying toolkit⁶. The social partners are also active in the work of their Sectoral Social Dialogue Committee.

¹ “Electricity, Gas, Water and Waste – comprehensive sectoral analysis of emerging competences and economic activities in the European Union”, European Commission (2009)

² The Bruges Communiqué on enhanced European Cooperation in Vocational Education and Training for the period 2011-2020, by the European Ministers for Vocational Education and Training, the European Social Partners and the European Commission (December 7 2010)

³ “Sector Councils on Employment and Skills at EU level - a study into their feasibility and potential Impact”, Ecorys (2010)

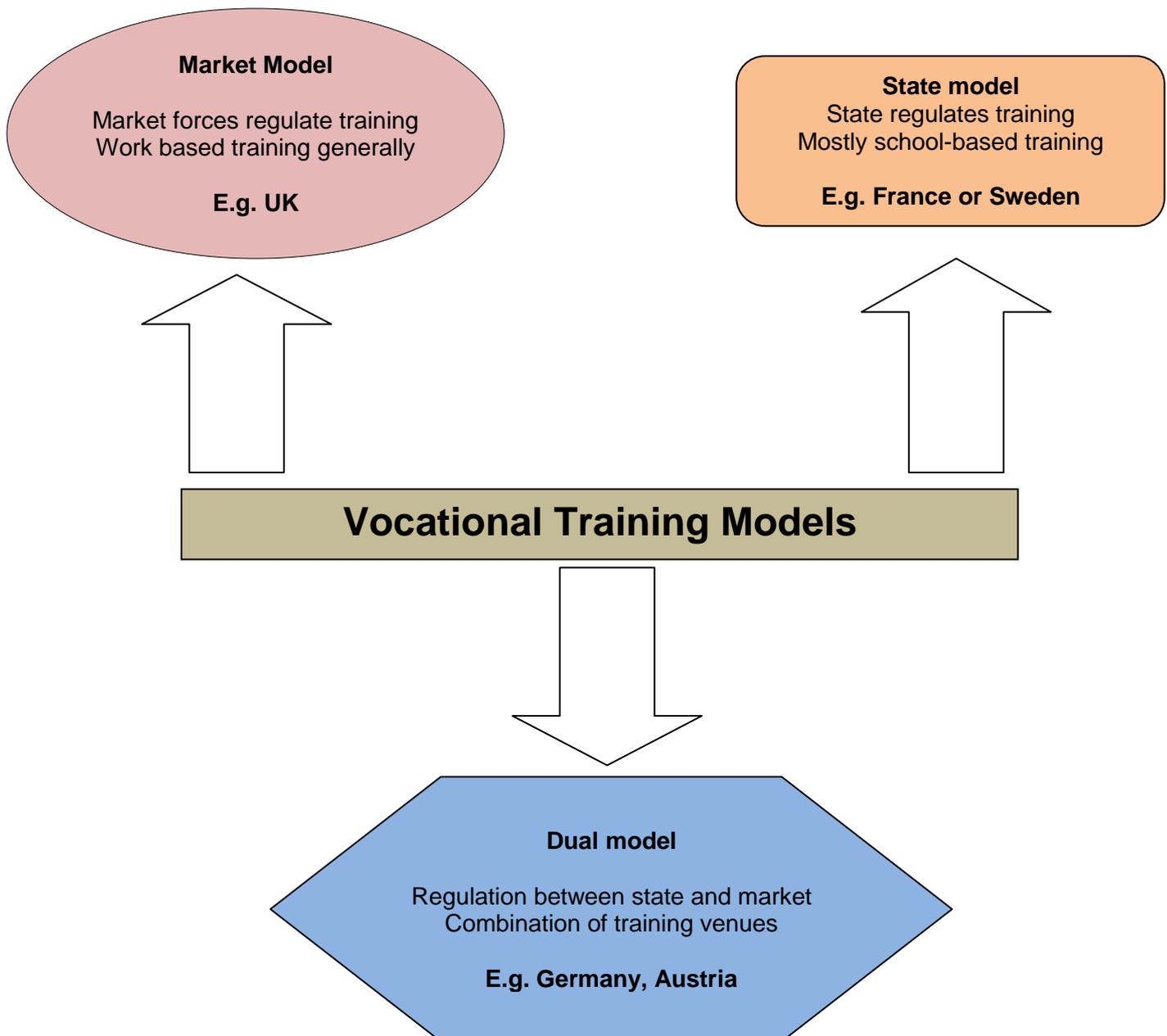
⁴ IndustriAll is a global union federation formed in 2012 by a merger between International Metalworkers' Federation (IMF), International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and International Textiles Garment and Leather Workers' Federation (ITGLWF).

⁵ “Demographic change, age management and competencies in light of the challenges facing the European Gas sector”, Tarren. D, EMCEF, Eurogas and EPSU (2009)

⁶ “Demographic change, age management and competencies in the gas sector in Europe”, Pillinger. J, Eurogas, EMCEF and EPSU (2009)

Vocational Training in Europe

Vocational training can take place either at school, when an individual first enters the labour market or later in their working life. Initial VET takes place while an individual is still within the compulsory school education system and can be combined with work or not. Some VET systems provide work experience for the individual while they learn and others require the individual to learn and then gain work experience. Although the VET systems across EU27 are all unique, in the sense that each member state's culture, the development their education system, the structure of their economy and their history play an influential role, it is possible to categorise all European VET systems in the following way⁷:



⁷ Taken from a presentation by Hubert Ertl, Department of Education, University of Oxford (2009).
Link: <http://download.ei-ie.org/Docs/WebDepot/1aKeyNoteHubertErtlShort.pdf>

Other factors that shape the VET system include the location training takes place (school or workplace); the timeframe through which employers base their decisions over training (short- or long-term); the role of social dialogue and trade union organisation; governance (de/centralised).

Findings

Our report was written to provide the European social partners in the gas sector with information about the vocational education and training (VET) infrastructure across Europe. The information contained within the document pages provides a map of the organisations and institutions in Europe on a country by country basis, for those countries where information was available. Each country profile follows a similar structure, providing information on the overall VET system and, where data is available, specific information about the organisations allied to the operation of the VET system in the gas sector.

All of the countries we examined had established a similar general VET system: state driven policy, delivered through various public and private institutions that perform functions such as the legal and social regulation of the system, regulatory oversight for the creation of qualifications and standards, universal standards for awarding bodies and finally training delivered through accredited training providers in the workplace or at a technical college or school. However the role of the social partners is not so uniform nor is the provision of labour market data to allow actors in the system to continually adapt to changes in the labour market and to the demands of industry.

In order to ascertain the demand from within and outside the sector, the social partners sought to identify the key VET institutions. Generally speaking, we identified four types of VET related institutions:

- **Regulatory bodies**

The role of regulatory bodies within a country's VET system is to provide the policy framework and quality control of VET. They tend to be either a government agency or part of the Education Ministry.

- **Awarding bodies**

These bodies construct vocational qualifications and certify training providers. They aim to create a catalogue of vocational qualifications that meet the requirements of specific occupations and provide a set of competencies against which learners are measured. Those that satisfy these requirements are provided with nationally recognised accreditation which is recognised by industry for a specific occupation. Awarding bodies also certify training providers that are able to demonstrate their ability to deliver the qualification to specified level of competence.

- **Training Providers**

These are privately or publicly funded bodies that provide learners with the necessary training in order to achieve a specific vocational award. Generally, training bodies are required by Awarding Bodies to demonstrate their capacity to deliver quality training in order to be granted the status of provider of training for a particular qualification.

- **Labour Market Research centres**

Organisations that provide the actors within the VET system with data on the national and sectoral labour market enable the various actors to anticipate changes in occupational

structures, competencies demanded by industry and the shortages and gaps that exist, or will exist, across the population.

In this research a particular focus was given to this later strand of the VET system due to its importance for the current work of the social partners in examining the potential for the establishment of a Sector Council in the sector. Each country profile in our report concludes with a recommendation of those bodies that we consider ought to part in discussions around the creation of such a Council. In some countries more than one body in the above categories was selected, while in others none were found to be relevant. We have drawn attention to those bodies that, within the national and European context are crucial to the formation of a Sector Council or where their experience from their own national system could be considered extremely useful for the future discussions among the social partners.

List of bodies recommended

Country	Organisation	Capacity	Contact details
Austria	The Labour Market Service (Arbeitsmarktservice)		To be added
	The Austrian Association for Gas and Water (ÖVGW)	Regulator, Awarding Body and Training Provider	Österreichische Vereinigung für das Gas- und Wasserfach A-1010 Wien Schubertring 14 UID ATU37166106 Tel: +43 1 513 15 88-0 Email: office@ovgw.at Web: www.ovgw.at/
Belgium	Association Royale des Gaziers Belges	Awarding Body	ARGB (Association Royale des Gaziers Belges) Rodestraat 125 B-1630 Linkebeek Belgium Tel: +32 2 383 02 00 Web: www.gaznaturel.be
	Regional Vocational Training and Employment Office in Walloon Region	Qualification regulator	Le Forem Boulevard Tirou 104 6000 Charleroi Tel: 0800/93.947, 07120 61 11, 071/20 65 85 Web: www.leforem.be
	Social and Economic Council	Bipartite advisory and social dialogue council	SERV - The Flemish Social and Economic Council Wetstraat 34-36 1040 Brussels Belgium Tel: + 32 2 20 901 11 Email: serv@serv.be Web: www.serv.be
Bosnia and Herzegovina	Research and Development Center of Gas Technology	Training Provider and Research	Research and Development Center of Gas Technology Gradačanka 142 71000 Sarajevo Telephone : +387-33-610-600 E-mail: igt@bih.net.ba
	Gas Association of Bosnia and	Trade association	Gas Association of Bosnia and Herzegovina

	Herzegovina		<p>Gradacacka 142 71000 Sarajevo</p> <p>Tel: +387 33 71 55 80 Email: gasbih@bih.net.ba</p>
Bulgaria	NAVET - National Agency for Vocational Education and Training	Accreditation and quality	<p>NAVET - National Agency for Vocational Education and Training 125 Tzarigradsko schosse Blvd Block 5, fl. 5 1113 Sofia Bulgaria</p> <p>Tel: + 3592 971 20 70 (Office of the President of the NAVET) Email: napoo@navet.government.bg, agencia@navet.government.bg</p>
	Training Centre BULGARIAN GAS CENTRE Ltd.	Research and Training	<p>Training Centre BULGARIAN GAS CENTRE Ltd. 1 Pozitano Str. 1301 Sofia Bulgaria</p> <p>Tel: 003592 42 83 256 Email: office@bgc.bg, naidenov@bgc.bg</p>
Croatia	Agency for Vocational Education and Training	Qualification and VET development	<p>Agency for Vocational Education and Training Radnička cesta 37b 10 000 Zagreb Croatia Tel: +385 1 62 74 666 Email: ured@asoo.hr</p>
	Croatian Gas Association	Trade body	<p>Croatian Gas Association Heinzelova 9/II 10000 Zagreb Croatia Tel: +385 1 6189 590; 01 6189 592; 01 6189 594 Email: hsup@hsup.hr; cph@cph.hr</p>
	Croatian Energy Association	Expertise	<p>Croatian Energy Association Zagreb Savska cesta 163 Croatia Tel: +385 1 6040 609 Email: hed@eihp.hr</p>
Czech Republic	Sector Skills Council for Energy	Labour Market Research	<p>Energy Sector Council Mgr. Marcel Návrátil Trexima, et al. Ltd. Czech Republic</p> <p>Email: navratil@trexima.cz</p>
	Czech Gas	Links with Universities	Czech Gas Association

	Association		Novodvoska 803/82 142 00 Prague 4 Czech Republic Email: cpsvaz@cgoa.cz
Denmark	The Continuing Education Committee for Technical Installations and Energy	Labour Market Research and development of skills	The Continuing Education Committee for Technical Installations and Energy Efteruddannelsesudvalget for Tekniske Installationer og Energi ETIE Højnæsvej 71 2610 Rødovre Denmark Tel: 36 72 64 00 Email: mail@etie.dk Web: http://www.etie.dk/
	Teknisk Erhvervsskole Center	Vocational College	Teknisk Erhvervsskole Center Nordre Fasanvej 27 2000 Frederiksberg Tel: 3817 7000 Email: tec@tec.dk Web: http://www.tec.dk
Finland	Advisory Board for Educational Co-operation	Labour Market Research	Advisory Board for Educational Co-operation (details to follow)
	National Education and Training Committees	Connect work and VET	National Education and Training Committees (details to follow)
France	Compétences & Formations	Training Provider	Compétences & Formations AFG 62 rue Courcelles , Paris 75008 France Tel : 01 44 01 87 87
	GDF Suez	Training Centre	Energy Formation de GDF SUEZ Laurent Le-Boterff Tel: 02 40 85 82 66 Mail: laurent.le-boterff@gdfsuez.com
	Qualigaz	Training Provider	Qualigaz Le forum 131/135 avenue Jean Jaurès 93305 Aubervilliers Cedex Tel: 0826628628 Email: formation@qualigaz.com
Germany	Federal Institute for Vocational Education and Training	National body for Labour Market Research (Government body)	Federal Institute for Vocational Education and Training (BIBB) BIBB - Bundesinstitut für Berufsbildung Federal Institute for Vocational Education and Training Postfach 201264 53142 Bonn
Greece	National Organisation for the Certification of	Standards and quality	National Organisation for the Certification of Qualifications and Career Guidance

	Qualifications and Career Guidance		41 Ethnikis Antistaseos Avenue 142 34 N. Ionia Athens Greece Tel: +30 210 27091158 Email: info@nqf.gov.gr Web: www.eoppep.gr
Hungary	National Institute for Vocational and Adult Education	Development of VET under Ministry	National Institute for Vocational and Adult Education NIVE 1085 Budapest, Baross utca 52nd 1476 Budapest PO Box: 75 Tel: +36 1 434-5700 Email: info@nive.hu
	The Federation of Technical and Scientific Societies	Adult education advisory role	The Federation of Technical and Scientific Societies – MTESZ 1055 Budapest Kossuth tér 6-8. Tel: (061) 4747 908 Email: mtesz@mtesz.hu
	Natural Gas Engineering Department of the University of Miskolc	Academic training	Natural Gas Engineering Department of the University of Miskolc H-3515 Miskolc – Egyetemvaros, Hungary Tel: +36 46 565 078 Email : gastitkar@kfgi.uni-miskolc.hu
Italy	Institute for the Development of Vocational Training of Workers	National research centre	Institute for the Development of Vocational Training of Workers Corso d'Italia 33 – 00198 Roma Tel: +39 06 85447 1 Web: http://www.isfol.it/
Malta	Malta Qualifications Council	Oversee development of Qualifications framework	Malta Qualifications Council Casa Leoni 476, St Joseph High Road St Venera Malta Tel: +356 2754 0051 Email: mqc@gov.mt
Netherlands	Maastricht University School of Business and Economics	Labour Market Research	Research Centre for Education and the Labour Market Maastricht University School of Business and Economics P.O. Box 616 6200 MD Maastricht The Netherlands Tel: +31 (0)43 3883647 Email: secretary-roa-sbe@maastrichtuniversity.nl Web: www.roa.nl
Norway	Norwegian Gas Association	Trade Body	Norwegian Gas Association Lilleakerveien 2 A

			NO-0283 Oslo Email: post@npf.no
Poland			
Portugal	The Centre for Employment and Vocational Training	Tripartite Advisory Body	The Centre for Employment and Vocational Training Direcção-Geral do Emprego e das Relações de Trabalho Praça de Londres n.º 2 - 7.º andar 1049-056 LISBOA Tel: 21 844 14 00 Email: dger@dgert.mtss.gov.pt
	Employment and Vocational Training Institute	Social Partner institute	Employment and Vocational Training Institute To be added
Republic of Ireland	FÁS	Labour Market Research and Skills database	FÁS Head Office 27-33 Upper Baggot Street Dublin 4 Tel: +353 (0)1 607 0500 Fax: +353 (0)1 607 0608 http://www.fas.ie
Romania	National Regulatory Body	Awarding Body	ANRE – National Regulatory Body Str. Constantin Nacu nr. 3 Sector 2, Bucuresti Cod postal 020995 Tel: +4021-311.22.44 or +4021-327.81.00 Email: anre@anre.ro
		Social Partner body	Sectoral Committee for Electricity, Heat, Oil and Natural Gases (Comitetul Sectorial Energie Electrica, Termica, Petrol si Gaze) B-dul Alexandru Ioan Cuza nr. 44 Sector 1, Bucuresti Tel: 021/ 252.00.66 Email: office@fppetrolgaze.ro
Serbia	The Association of the Energy Sector	Training Provider	The Association of the Energy Sector (Savez energeticara) 11000 BEOGRAD, Knez Mihailova 33 Tel: 011/21-83-315 Email: savezenergeticara@eunet.rs
	Institute for Improvement of Education	Develops and monitors VET	Institute for Improvement of Education Fabrisova 10, Beograd, 11000, Serbia Tel: 011/2068-000 Email: info@zuov.gov.rs
Slovakia	Sector Council for Energy	National Occupational Standards	Sector Council for Energy Trexima Bratislava, spol. s ro Slovakia
	National Observatory	Observatory	National Observatory of Vocational Training

	of Vocational Training		State Institute of Vocational Education / Slovak National Observatory of Vocational Training Bell 54 / a 831 01 Bratislava Tel: (02) 54 77 67 74 Email: sno@siov.sk
Slovenia	National Institute for Vocational Education and Training	Labour Market Research	National Institute for Vocational Education and Training (Center RS za poklicno izobraževanje) Ob železnici 16 SI-1000 Ljubljana Tel: (386-1) 586 42 00 Email: info@cpi.si http://www.cpi.si/ http://www.refernet.si/
Spain			
Sweden	Arbetsformedlingen	Swedish Employment Service	Arbetsformedlingen Halsingegatan 38 13 99 Stockholm Tel: +46771 60 00 00 http://www.arbetsformedlingen.se/
United Kingdom	Energy & Utility Skills Limited	Sector Skills Council	Energy & Utility Skills Limited Friars Gate 1011 Stratford Road Shirley Solihull B90 4BN Tel: 0845 077 99 22 Email: enquiries@euskills.co.uk
	Engineering and Construction Industry Training Board	Training Board	Engineering and Construction Industry Training Board Blue Court Church Lane Kings Langley Hertfordshire WD4 8JP Tel: 01923 260000 Email: ecitb@ecitb.org.uk
	National Skills Academy for Power	Academy training provider	National Skills Academy for Power Friars Gate 1011 Stratford Road Shirley Solihull B90 4BN Tel: 0845 01 323 01 Email: enquiries@power.nsacademy.co.uk Web: www.power.nsacademy.co.uk

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