

Network Cités des métiers • n° 46 • November 2014

## EDITORIAL

Dear colleagues of the CDM network,

On November 24 in Paris will be held the continuation of our Strategic Seminar: a third day to help us to clearly define the development priorities of our network. The call for participation is already in your e-mail boxes. I hope once again we can be numerous.

The end of the year approaches, and each of us reflects on some of these issues. What growth strategy for 2015? How can we do more and better with less resources? How can we innovate and better differentiate ourselves? And many other issues that we will surely share during the next and always long awaited Winter School, to be held in Liege on 4, 5 and 6 February 2015. In this issue you may read the first details communicated by the CDMs organising it.

A key question is always: how can we know better the life of our network?

That's why I hope more CDM may contribute to our newsletter. All suggestions for improvement are of course welcome!

Warmest greetings,

*Raquel Castello-Branco, president of the CDM Network*

## CDM NEWS

### « SPEED RECRUITMENT » AT THE CDM DE PORTO

On November 19 will take place the seventh edition of 'Speed Recruitment' at the CDM de Porto.

Being able to present an idea or our professional profile in a short period of time, effectively and with impact, is today one of the most valued skills in the labour market.

And even though in everyday life there are many opportunities to meet someone who can bring us new professional experiences, it is crucial to create opportunities for meetings between candidates and employers.

Thus, the CDM organizes an annual 'Speed Recruitment', a meeting between companies and

job seekers, through interviews lasting five minutes.

This initiative:

- Offers to the candidates the opportunity to present themselves to several employers in just one day, strengthening their network of contacts.

- Promotes mostly self-knowledge, awareness of professional skills and the development of 'transversal competences' essential to employability.

- Offers to the enterprises the opportunity to participate in a form of recruitment particularly dynamic and efficient, allowing the companies to focus exclusively on the candidate and to identify skills that can not be seen in the context of a traditional interview; it also helps to identify business opportunities and the possibility to activate partnerships with other participating entities.

After six editions, we can say that the 'Speed Recruitment' of the CDM de Porto has become a reference in boosting the local and regional labour market.

**Contact:**

**Teresa CHAVES**

*teresa.chaves@cidadedasprofissoes.pt*

### THE CDM DU GRAND GENÈVE AT THE « SALON SOLUTION RESSOURCES HUMAINES »

The CDM du Grand Genève had a stand at the 8th 'Salon Solution Ressources humaines' of Geneva, organised the 1st and 2nd October 2014.

The CDM organised a conference on 'Shortage of skilled personnel in IT': 240 companies invited on the LinkedIn Network of the CDM participated in this event.

Invited on the stand of the 'Groupement des entreprises multinationales' the chairman of the CDM, Gregory Evéquoz, spoke about 'Multinationals and youth training: a challenge to face together'.

**Contact:**

**Djemâa CHRAITI**

*djemaa.chraiti@etat.ge.ch*

## THE CDM DE LA REGION MULHOUSIENNE AT THE EUROGUIDANCE CONFERENCE

The 4th National Meeting of the EUROGUIDANCE network was held on October 16, 2014 in Paris.

This year's theme was about 'tools facilitators of European mobility', and mobility paths using European tools and networks were shown.

It is therefore natural for the CDM network to be represented, par la CDM de la Région Mulhousienne, at the first round table: 'European Mobility, tools, networks towards a common interest?'

Initially, the CDM has been described (operation, governance, tools,...) with a focus on the partnership with the associated centre of Freiburg, then the international CDM network has been described in detail with a focus on the project 'Mobility 2014'. This international project allows a first contact with a foreign country but also to reassure the person seeking answers on employment, education, and housing.

Two additional roundtables were organized: 'Erasmus +' and 'News of the ELGPN (European Lifelong Guidance Policy Network)'

In the afternoon, three workshops dealt with European tools and networks, ranging from guidance to professional insertion.

### Contact:

**Erika TSCHANN**

*e.tschann@mef-mulhouse.fr*

## THE ROUTE DU RHUM AND OTHER INITIATIVES OF THE CDM DE GUADELOUPE

Created in 1978 by Michel Etevenon, the Route du Rhum is a 3550 nautical miles, solo transatlantic race from Saint Malo to Pointe-à-Pitre (Island of Guadeloupe).

Held every four years, the 2014 race starts on November 2, and is open to multihulls and monohulls, distributed into several classes according to their overall length.

All the nine precedent editions offered strong emotions to the riders and the public.

So sailors and their sponsors are more and more eager to participate in the Route du Rhum.

Women are poorly represented in this race. Despite the stunning victories of Arthaud and Ellen MacArthur (1998 and 2002), the other female competitors can be counted on the fingers of one hand!

In 2014, 80 competitors will start. The Guadeloupe fervently supports his six skippers.

In the context of this legendary race, the CDM de Guadeloupe organizes various actions:

1 - Friday, October 17: Videoconference on the maritime professions in partnership with the CDM des Côtes d'Armor;

2 - Thursday, November 13: Awareness raising of the aquarium professions. Tour and workshop on the marine environment organised for two classes of kindergarten;

3 - Thursday, November 20: organization of a 'village of maritime professions' - 600 college students are expected at the port of Lauriscique in Pointe-à-Pitre. Conferences, professional stories, animations. Several partners will be present.

4 - Monday and Tuesday, November 24 and 25: The port circuits. Awareness raising of the professions related to a Port and visit for students and trainees in vocational training

5 - Date to be determined: The mysteries of weather and the skippers. Discovering the professions related to the weather and the sea, organised for two primary classes.

In addition, the CDM de Guadeloupe expands its scope in the direction of companies involved in partnership with the cities in the municipal area.

1) From October 27 to 31: participation in the 'economic appointment' of the city of Baie-Mahault:

- Tuesday, October 28: Interactive Forum: 'How to succeed a business project: organization, strategy and methodology'

- Wednesday, October 29: Workshop 'Implementation of a quality approach within companies: issues, organization, methodology and procedures'

- Friday, October 31: Economic appointments of the CDM. Interactive Forum: 'The management and prevention of psychosocial risks: tools for business management':

-Accounting for Enterprises,

-Financing Microcredit,

-Group Speech on entrepreneurship.

2) Fridays appointments with project promoters and business leaders in the City of Gosier

-Friday, October 24: Quality Workshop. Two tools: ISO9001 and EFQM

-Friday, November 21: Workshop on creating 'tag'

-Friday, November 28: Workshop on knowing how to communicate

An off the wall calendar full of events plus two intramural events:

1) Thursday, November 6: Forum 'The International Day of mobility' conferences, stands, workshops

2) Friday, November 28: Conference of enterprise committees: members' training, committees' budget.

### Contact:

**Gilda CEPRIKA**

*gceprika@citedesmetiers-guadeloupe.org*

### THE CDM'S ACCOMPANYING PRACTICES

A seminar on field experimentations titled 'The Renewed Agenda for Adult Learning' organised by the French National Agency ERASMUS+ was held at INSEP (Paris) on October 9 and 10.

The seminar was aimed at federating different actors around the various issues and challenges of adult education.

Bernadette Thomas has been invited to present the accompanying practices used in the CDMs in the workshop titled 'Studying tailored support for adults unemployed and difficult to reach, typologies of employment counselling strategies'. This participation has been an opportunity to compare our practices with others and raise awareness on the richness of our network. The two other workshops on 'Securing successful dual learning with local formalized partnerships' and 'Assessing transversal - social skills, trying out practical tools, skills framework, criteria, indicators' were similar to the themes addressed in our Winter School.

With 80 participants over the 2 days and 5 countries represented (Germany, Belgium, Greece, France and Italy) these days reinforce the CDM network in its process of professionalization through the stress put during the conference on the need to enhance the function, practice and the professionalization of guidance.

Videos of the seminar, interviews and summaries of the three operational committees will soon be posted on the website of AEFA:

<http://www.2e2f.fr/page/agenda-europeen-des-adultes>

#### Contact :

**Bernadette THOMAS**

*bernadette.thomas@universcience.fr*

### WINTER SCHOOL 2015

For its ninth edition, the Winter School innovates its organization; greeted by the CDM still in project in Liège, it is co-organised at cross border level with the CDM du Saint-Quentinois.

It will be held on 4-5-6 February 2015, and its theme will be 'CDMs connect men and territories'. The first day will end with a debriefing session of the professionalisation process led by INETOP and reserved to members of the CDMs. The organization adopted for the workshops should allow more time for exchanges and joint reflection. The last day will be devoted to start the implementation of the Roadmap 2015. The provisional program will be online soon on the

network's website. From now on you can send us your proposals for posters.

#### Contacts:

**Christine CAMBRESY**

*christine.cambresy@planetemetiers.be*

**Laurent MAUROY**

*direction@maisonemploi-saintquentin.fr*

**Bernadette THOMAS**

*bernadette.thomas@universcience.fr*

### A PLATFORM FOR OVERSEAS YOUTH EMPLOYMENT

France Télévisions has been invited to present its future platform for overseas youth employment to all CDM network members in occasion of the strategy seminar that will take place on November 24 at the CDM de Paris - La Villette, with the aim to explore possible areas for collaboration.

Number one concern of the French, employment is a particularly vital issue for the Overseas Territories, where unemployment rates are high, especially among young people.

To address this issue, France Televisions launches, at the initiative of Luc Laventure, the 1st peer support social network, dedicated to the employment of the overseas youth living in France or in their homelands: 'Outremers in – emploi'.

This social network is based on enhanced partnerships with the actors of employment, vocational training and entrepreneurship.

This project of general interest, which fully corresponds to the information and public service missions of France Télévisions serves a purpose: to help young people to build their career plans, and then to support them by mobilizing a network of assistance that includes individuals, institutions, companies, associations...

This platform is part of a process of sharing, mutual aid, solidarity and transmission of knowledge.

The concept of 'Outremers in – emploi' adheres to three main objectives:

- To help each other and to transmit knowledge: everyone can seek help and advice from the whole community, give advice, share his/her experiences.

- To facilitate: to enhance the work of existing organizations and institutions and to promote exchanges between them and the job applicants

- To inform and open debate: to inform about all existing tools related to employment, on government action and open spaces for discussion and debate. Get relevant, personalized information and allow everyone to participate.

This national platform for employment aims at being a 'facilitator' on the path to employment, a creator of links between young people and the institutions and organizations dedicated to employment, the employers, and the training organizations.

It does not replace the important work carried out by all actors of the training and employment sectors, but on the contrary it is intended to sublimate them and offer them a space of visibility and promotion of their projects, activities and initiatives.

'Outremers in – emploi' offers young people to get in touch with a wide network of partners: Cité des métiers, Chambres de commerce et de l'industrie d'Outre-mer, Association des maires et collectivités locales d'Outre-mer, Régions Job, Paris emploi, Région Ile de France, Syntec numérique, le CIDJ etc.

It allows to have a 360° view on everything related to the topics of employment, training, entrepreneurship.

The platform is at the service of its users, who appropriating it will become key players in their path to employment.

The platform will be a real source of knowledge, experiences, encounters, both an information tool, a tool for sharing and networking, but also a prospective tool, a place of thought and debate.

It will be a space to centralize various sources for simpler researches and approaches, a space of development of the concepts of business, work, know-how, skills and attitudes.

'Outremers in – emploi': a platform at the service of job applicants, to get information, to enter in direct contact with training organizations, companies, associations, to share experiences and to get advice.

#### **Contacts:**

##### **Marie Christine PONAMALE**

*Marie-Christine.Ponamale@francetv.fr*

##### **Bernadette THOMAS**

*bernadette.thomas@universcience.fr*

#### **Publications**

##### **'LES FEMMES ET LA MER', (WOMEN AND THE SEA), A PUBLICATION AVAILABLE SOON IN THE CDMs**

The French CDMs - both at the metropolitan level as in the overseas territories. - will relay a book that will be printed soon by the DPMA (Department of Marine Fisheries and Aquaculture, within the Ministry of Ecology): 'Les femmes et la mer'.

The book presents a portrait of 50 women working in different sectors of the maritime industry, both on board fishing vessels, as in administrative positions or in seafood processing (marine fish farming, inland fish farming, shellfish farming, food, fish, aquaculture, fish trading, fishing, seaweed farming).

Through this brochure, the DPMA wants to give more visibility to women and to share their vision about their status in maritime activities, working conditions and the challenges they face but also their expertise.

The objective is to enhance the gender mix of this sector and the 2014 priority of the government on gender equality.

The purpose of the book is to sensitise young people about these professions and also to encourage the guidance in this sector.

In addition to the paper version, a digital version is planned; all women's portraits will be posted on the Ministry of Ecology website.

To easily find these portraits online, flyers with the Internet address of the portraits will be printed.

To obtain copies of the flyers and of the book, contact the CDM Paris - La Villette which will collect the number of copies required for the CDMs and the associated sites (thank you for providing the contact names and the addresses as well as the number of copies for each address).

#### **Contact:**

##### **Bernadette THOMAS**

*bernadette.thomas@universcience.fr*

#### **Departures ↔ Arrivals**

##### **CDM de Mayotte**

Arrival of a new member of the staff: M. Ibrahim BADROUZAMANI

*(ibrahim.badrouzamani@gmail.com)*, responsible for organizing thematic workshops and communication.

#### **AGENDA**

##### **3 November 2014**

##### **Universcience, Paris – La Villette**

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

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

##### **11-14 November 2014**

##### **FREREF - European University of Regions and Territories for Lifelong Learning**

## **Boğaziçi University, ISTANBUL**

'Implementing Lifelong Learning in Territories:  
A New Dynamics'

<http://freref.nuxit.net/docs/en/uert-2014-programme-en-2014-10-24.pdf>

## **24 November 2014**

### **Universcience, Paris – La Villette**

Strategic seminar, second session

<http://inscription.reseaucitesdesmetiers.com>

## **25 November 2014**

### **Universcience, Paris – La Villette**

Labelling committee: 9.30 – 12.30 a.m.

**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<sup>e</sup>.

[colloque.sens2015@cnam.fr](mailto:colloque.sens2015@cnam.fr)

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## **CONTACT ADDRESS**

The e-mail address for information regarding the Newsletter, the Winter School and the General Assembly is [labelCDM@universcience.fr](mailto:labelCDM@universcience.fr)

Thank you for your cooperation.

Yours sincerely,

**Raquel Castello-Branco**  
*President of CDM Network*

**Bernadette Thomas**  
*In charge of the CDM Label  
Chief Editor*

**Rita Bencivenga**  
*Project manager at the CDM  
Network Executive Delegation*

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