

Cités des métiers International Network • n° 58 • December 2015 – January 2016

Dear members of the Network,

I wish you have achieved your personal and professional goals for 2015 and you have started the year 2016 with a renewed energy in order to address new challenges. I wish you all of you all the best for the New Year!

I do think that 2016 will be a pivotal year for the Network: the year to really achieve all what have been determined regarding the organization and the strategy of the Network. Every meeting we take stronger initiatives to get it. It was precisely what happened during the last Permanent Assembly of Managers (APM) held on 10 (afternoon) and 11 December 2015 at the Cité des sciences et de l'Industrie, Paris-la-Villette: two fruitful days of exchanges with a focus on the project of endowment fund for the Network. CDMs' managers participated to two sessions of brainstorming to address issues about governance and organisation, investment and fundraising strategy as well as the project development of general interest.

I would like to remind you also that the Spring School 2016 will take place in Ploufragan, Côtes d'Armor, on 30, 31 March and 1st April 2016. The programme is under construction. This year several workshops will be organised around four lines of reflection: cooperation and partnership, internal development, upskilling of the CDMs' teams and professional practices. You can submit your propositions and contributions to the team of the Cité des métiers des Côtes d'Armor regarding the organization of these workshops before the 18th January to: springschool2016@gmail.com.

Your comments are welcome and, as for the previous years, your participation is essential! Practical information for access will be communicated by mid-January. So you should already save the dates in your agenda!

With all my best words and wishes for 2016.

Raquel Castello-Branco

Président of the Network

AGENDA

29 January

Meeting of the endowment fund project Committee
Paris

29 January

Phone call meeting of the Executive Committee

29 March

Press conference
Paris

30 march to 1 April

Spring School 2016, Ploufragan
Cité des métiers des Côtes d'Armor

A REMARKABLE RESULT FOR THE EXHIBITION OF THE CITÉ DES MÉTIERS GREATER GENEVA

The fifth edition of the largest exhibition in Switzerland dedicated to the professions and training careers took place in Geneva last November 3 and 8. As a result of the three-party collaboration with the Department of Public Instruction, Culture and Sport (DIP), the Geneva Union of professional associations and the Geneva Community of trade union action, the event hosted more than 70 000 visitors.

The largest exhibition in Switzerland dedicated to the professions has confirmed its important role for promoting professions and training careers. Beside the 30 000 pupils in primary schools of Geneva and Western Switzerland, of which exhibitors noticed the overall good preparation, parents and a large adult public took the opportunity to discover more than 300 professions introduced by 200 exhibitors (professional associations, public and private institutions, universities of applied sciences, University of Geneva, etc.). Among many interactions offered to visitors, we can mention four competitions for professions (including a national final, as well as shows, live demos of non-frequent professions in the stand of the Office for orientation, vocational and continuing training (OFPC) and guided visits for allophone parents. Direct recruitments for apprenticeship were also organised by 30 companies leading to 243 recruitments of young people who were looking for an apprenticeship. All these activities contributed to the success of this edition. A new one has already been planned for autumn 2018.

<https://www.ge-fao.ch/default.aspx>

Contact :

Djemâa Chraïti

djemaa.chraiti@etat.ge.ch

THE CITÉ DES METIERS DE PORTO HAS PROPOSED TO OPEN ASSOCIATED CENTRES WITHIN THE PORTO METROPOLITAN AREA

The *Fundação Porto Social*, which is the owner of the CDM labelling, has been dissolved. All resources and services, including the CDM, will be transferred to the Municipality of Porto. This restructuring allow thus the Municipality strengthening its competence in the promotion of employability and entrepreneurship. The effectiveness of this strategy depends, amongst others, on the strengthening of the dialogue and on partnership with different stakeholders of the neighbouring areas.

The Municipality are aware of the fact it is important to disseminate the CDM concept on the Portuguese territory.

The Municipality of Porto has made contacts with many municipalities of the Porto Metropolitan Area. In order to propose the opening of associated centres of CDM de Porto.

Contacts have already been made with two municipalities: Maia and Vila Nova do Gaia. They think that the implementation of associated centres on their territory can meet local needs and strengthen the consistency of public policies within the Metropolitan Area. The associated centre could first run with a limited capacity in terms of human and financial resources. The creation of another Cité des métiers might be then considered in relation to the request and the network of partners.

A working group was set up. It set out the next steps in the view to opening to the public an associated centre in each municipality:

- 1) stakeholders' mapping of the territory ;
- 2) evaluation of specific needs in the territory ;
- 3) setting up of partners network ;
- 4) defining the operating model of centre ;
- 5) defining the activities plan;
- 6) opening to the public and operating management.

The two municipalities have been completing the three first steps and looking for a location to host the centre. The first associated centre of the Cité des metiers de Porto could open in the first semester 2016.

Contact:

Vítor Dias

vitorbaltazardias@cm-porto.pt

GREAT SUCCESS OF EMPLOYMENT FORUMS FOR 45+ ORGANISED IN DECEMBER 2015 BY THE CITE DES METIERS DE MARSEILLE & PACA

Employment Forums for people up to 45 years old took place on December 2 and 3 in Marseille and December 8 in Saint-Cannat - Communauté du Pays d'Aix.



The 9th edition of the Forum in Marseille and the 2nd edition « aixoise » gathered in three days more than 2700 persons, hosted and provided orientation to 83 partners and companies. Those came to inform the public about all devices for people +45 years old and find new competences. Almost 1 800 relationships between job applicants, partners, and

attended companies were established with up to 400 posts to be filled within a dozen of sectors.

This joint operation again represented in 2015 a great success to the public and partners involved. The forums were to facilitate the matching between people with professional experience, whether as employees or job-seeking, and all stakeholders of the regional territory having a dedicated offer of services, and companies which want to employ collaborators with experience.

There were co-organised by the Cité des métiers in partnership with Pôle Emploi for Marseille and the support of the associated centre of the Cité des métiers and of the PLIE du Pays d'Aix for St Cannat.

In Marseille, the information day about guidance devices for people up to 45 years old gathered 21 partners specialised in employment, guidance, business development and training providers, 837 visitors and led to almost 600 direct interviews. For the recruitment day, there were 24 companies representing a dozen of training careers: up to 200 posts were introduced and 455 interviews could take place.

In St-Cannat, the day December 8 gathered 14 partners, 24 companies representing two training careers and enabled to propose directly 200 posts, with more than 750 interviews the same day.

Contact:

Hélène Blin

hblin@citedesmetiers.fr

POSITIVE RESULT OF THE INTERNATIONAL MOBILITY DAY AT THE CITÉ DES MÉTIERS DE GUADELOUPE

An experience abroad represents a great asset, both for cultural and personal development and vocational integration.

For that reason, another time again the Cité des métiers de Guadeloupe and the Pôle Emploi organised on Thursday 29 October 2015, at the Cité, the 8th edition of the International mobility Day.

The event opened to public was to make known existing devices and their access, inform about the need to prepare the trip, be supported during and after the trip abroad, identify obstacles to a successful mobility.

What were the specific features of this 8th edition which gathered more than 250 persons?

A large space for testimonies:

It was to give the floor to those who have been experimenting or experimented a work experience abroad. According to everyone, this presentation was seen as more dynamic than the previous years. It was completed by the interventions of institutions such as the Region of Guadeloupe, the Regional Directorate of Youth, Sports and Social Cohesion (DRJSCS), l'Université des Antilles, Pôle

Emploi and associations of operators (CIGAREL, Guadeloupe Expansion) related to the devices and subsidies.

Students and young workers played their expected role. Testimonies of Caribbean people, who accepted to answer to a survey, were distributed in videos. Different career paths lead us to Italy, China, Estonia, Ireland and Canada. All mentioned their settlement in the host countries, their adaptation, and the learning process of the language, their difficulties and their satisfaction.

Others made testimonies on site: Hagen coming from Germany and registered at the Université des Antilles and Julie, student registered to the University of Colorado (USA), both beneficiaries respectively of the Erasmus+ programme and the international student exchange programme (ISEP).

In addition, beneficiaries of the International Volunteering Service in Businesses (VIE) and the civil services abroad in Trinidad and the Dominican Republic discussed about added values by their mobility (improvement of their competences, knowledge of other practices, setting-up of an export consulting company in Trinidad).

The announcement of the implementation of a regional platform for international mobility

The project led by Ladon and the DJSCS, was selected in the framework of the call for proposals « regional platforms for International mobility of young people ». The Cité des métiers contributed into it.

This platform is to make the offer of European and International mobility more understandable, better coordinate stakeholders involved and support project leaders while preparing their leaving abroad.

Beside its digital approach, the platform will develop a place for reception at the Cité des métiers.

The announcement of the language chequebook launching by the association Cigarel (International Centre of Guadeloupe for a regional approach of languages)

It enables job applicants and students to get benefit as language course credit hours allocated after evaluation.

To conclude this morning, there was a time dedicated to the mobility of artists with a focus on foreign artists' residences as well as the presentation of the Caraibexpat network « support network of Caribbean people here and elsewhere ». It identifies people from Antilles and French Guiana settled in four sides in the work and gives relevant advice to those who want to dare mobility.

There was more time for discussion on the stands in the afternoon. 42 persons participated to workshops « write your CV in English » and « study

abroad in Barbados » drive respectively by Artocarpe and the CRIJ (Regional Centre of Information for young people).

Contact :

Nicole Nestoret

nnestoret@citedesmetiers-guadeloupe.org

NETWORK NEWS

PERMANENT ASSEMBLY OF MANAGERS ON 10 AND 11 DECEMBER 2015

The third and last APM meeting of 2015 year was held on December 10 and 11 at the Cité des sciences et de l'Industrie in Paris. It brought together around fifteen persons and enabled to make concrete progress on the project of endowment fund and the organisation of the Network.

Launch of the endowment fund ending of March 2016!

Thanks to the support team, we have made progress on the writing of the legal status. The fund will be named: « fonds de dotation international des Cités des métiers ». The endowment fund will play an operator and redistributive role at the same time depending on the legal status of the project leader(s).

As a result of the two sessions of brainstorming, a consensus emerged regarding the governance and the organization on the one and, on the investment and fundraising strategy on the other hand. We will point out the following principles:

- creation of a Board of Directors limited to 6 members: the President, the General Secretary and the Treasurer of the Network as well as 3 other representatives among operating CDMs. They play a role of Ambassador. A call for applications will be made in January within the Network ;
- creation of a post of Coordinator : this function will be ensured by the Coordinator of the Network ;
- implementation of an Allocation Committee by the future Board of Directors: it will be particularly in charge of the selection of projects. It could include external experts. Details will be set out in the Rules of Procedures ;
- projects of general interest in 4 identified topics: fight against early leaving school, International mobility for disadvantaged people, professional gender diversity and intergenerational transfer of competences;
- project development : project leaders are the CDMs with the possible collaboration of partners and similar structures ;

- targeted and priority philanthropists: local small and medium enterprises in France and business foundations in Europe. Business philanthropists could, if they ask, target their donations to one or several projects in a territory. A minimum part of this donation will be allocated to other joint projects.
- Public host within the CDMs could contribute as well to the activities development of the fund via their donations or/and skill-based sponsorship.

The fund will be set up in March and a press conference will be held in Paris on March 29 March for official launch. All members of the Network will be invited to attend it as well as a few partner. The location and the timetable will be communicated later on.

Structuring the organisation of the Network

On Friday 11 December, Raquel Castello-Branco and Jocelyn Meire presented propositions of Rules and Principles and a modified legal status

This approach aims at meeting, in particular, members' expectations about clarifying roles of bodies expressed in the meetings in Porto on June 5 and strengthening the operating of the Network.

Actions within the Network will be formally based on a serie of principles: participation, representativeness, transparency, responsibility equality and fairness.

With a better structured organization, the Network could implement a joint strategy which will be detailed very soon around four priority objectives:

- ❖ strengthen the visibility of the Network at an European and International levels ;
- ❖ contribute to the development of competences within the labelled Cités des métiers;
- ❖ allow a better access to public and private funding;
- ❖ facilitate the development of joint projects.

We also talked about the creation of new posts of Delegated Presidents within the Executive Committee. It will launch a call for applications and convene an Extraordinary General Assembly during the Spring School 2016 to validate all these changes.

Contact :

Ludovic Collin

lcollin@reseaucitesdesmetiers.com

MEETING OF THE LABELLING COMMITTEE ON 10 DECEMBER 2015

There was no new labelling project at the agenda of that last committee in 2015 even if well progress were made in several projects.

However, two French overseas Cités des métiers submitted their case in order to get the

« operating » labelling: Cité des métiers de Mayotte, opened to the public since August 2013, so only few months after getting the « project » labelling and the Cité des métiers de La Réunion which got the « project » labelling in September 2011 with an inauguration in 2013 but only opened in May 2014.

The two nearby Cités des métiers but with a different approach in their project process recently received the confirmation of their « operating » labelling. The first one came from the inventory of their resources and means with a pragmatic approach to adapt the existing whereas the second one was based on ambitious terms of references to meet objectives set up by the Region in the framework of the Regional public service for Orientation (SPRO). Today both can go on their territorial development with adapted ways to the realities on the ground, a project of itinerant bus for Mayotte, prospects for the creation of associated centres and the implementation of a new location in north island La Réunion.

The labelling Committee also reviewed the prefiguration progress of the Cité des métiers de Liège. Take into consideration a positive assessment it got an extension of the « project » labelling. The scope for innovation of integrated projects such as the Cité des métiers de Liège is important. So the Committee will carefully follow-up the development of experimentations and the use of new tools such as the project of digital portfolio that might bring a leverage effect for all the Network.

Contact :

Bernadette Thomas

bernadette.thomas@universcience.fr

PROGRESS REPORT OF THE UPSKILLING PROCESS OF CDMs' COUNSELLORS

The working group « professionnalisation » met last December 10 at Paris-la-Villette in order to review the drawing-up of a reference framework of CDM counsellors' competences for an internal certification approach.

A working document has been designed from the conclusions of the INETOP study and active contribution of few counsellors, in particular Paul de Maricourt, Cité des métiers de Paris in collaboration with Julia Collis, Cité des métiers du Grand-Genève.

The reference framework proposed was presented during the APM. It is based in three fields of counselling expertise: core competences in Counselling, competences related to the CDM charter, knowledge in poles of competences skills of poles) and two other additional fields of expertise (other skills, design and animation of joint actions capabilities).

By March 2016, there will still have to validate the content of the reference framework and to specify

the approach of internal certification (how, by who, why). The solution tends to be a registration for inventory to <http://www.le-compte-personnel-formation.com/comment-inscrire-sa-certification-a-linventaire-du-cncp/>

Members of the group will continue to work on it and formulate propositions in this way. Managers of CDMs can send their comments and propositions via Yammer - réseau CDM instances by the end of January.

A next meeting will be held on February 1 and 2 in Geneva.

This upskilling process should be then extended to reception's teams.

Contact :

Vincent Mousseau

vincent.mousseau@universcience.fr

EU FUNDING

FIRST WORKSHOP IN THE EUROPEAN PROJECT NETME'IN

A first workshop gathering 9 partners and 30 counsellors of the Cité des métiers de Paris took place last November 30 in the library of the Cité des sciences et de l'industrie. It was driven by Frédéric Joachim, expert counsellor in social networks and digital identity. It enabled colleagues with less expertise to become more familiar with opportunities offered by social networks in terms of professional project development.

A second edition should be organised in February 2016 with the participation of other counsellors from other partner structures. Counsellors from other CDMs could then participate in it. You can contact Vincent Mousseau as soon as possible.

The NetMe'In project, *building digital identity for a rewarding journey to work*, aims at supporting to everyone in a better use of digital professional identity, in particular young people NEETS (no education, no employment, no training). This is a three years project (sept 2015- august 2018) under the initiative « strategic partnerships » of the Erasmus+ programme.

It is carried out by the Fondation des Régions Européennes pour la Recherche, l'Éducation et la Formation (FREREF).

The Cité des métiers de Paris is a partner into this project in the name of the Cité des métiers Network association. More information via : <http://www.netmein.eu/>

Contact :

Vincent Mousseau

vincent.mousseau@universcience.fr

EUROPEAN PROGRAMMES : NEXT CALLS FOR PROPOSALS

Remind that the deadline for the next calls for projects in the **Erasmus+ programme** is due to 2 February 2016.

More information via the website:
http://ec.europa.eu/programmes/erasmus-plus/discover/guide/index_en.htm

The next call for proposals in the **Interreg Europe programme**, European interregional cooperation programme, will be planed between April 5 and May 13.

More information via the new website:
<http://www.interregeurope.eu/>

DEPARTURES/ARRIVALS

Cité des métiers de Porto

Vitor Dias, current Manager of the promotion to the employability of people Department of the Municipality of Porto, has become the new Manager of the Cité des des métiers de Porto.

Teresa Chaves left the position at the end of December 2015.

Cité des métiers de de la Région Mulhousienne

Dominique Huard will leave his offices in mid-January 2016.

From 15 January 2016, Alexandra Walonislow will work as Manager of the Maison de l'Emploi et de la Formation de Mulhouse.

Christel Laffite-Mayer will take up at the same date her responsibilities as Manager of SEMAPHORE MSA and the new Manager of the Cité des Métiers de Mulhouse;

Cité des métiers du Saint-Quentinois

Laurent Mauroy will leave his offices at the Direction of the Cité des métiers du Saint-Quentinois and the Maison de l'Emploi et de la Formation du Saint-Quentinois by the end of January 2016.

CONTACT ADDRESS

The e-mail address for information regarding the Newsletter, the Winter School and the General Assembly is delegationexecutive@citedesmetiers.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*

Ludovic Collin
*International Coordinator of the
CDM Network*

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