

EDITORIAL

Dear colleagues of the CDM network,

I wish you all the best for this New Year. I hope you have started 2015 with the necessary energy to make good resolutions and to succeed in all your projects, personal or professional, even those who, for various reasons, have been postponed. Let us make 2015 the year to act, to really take action. This applies to each of us and to each of our CDMs, but also and above all, to our Network. From now on we have the opportunity to begin to take action. Following our three days seminar, the synthesis of the decisions taken has been put online so that all managers, without exception, can express their views. I invite you all to participate, because your opinion is crucial to achieving our goals regarding the growth and strengthening of the network.

The Winter School is approaching and this year offers us the theme of "connection". It is important to connect more and better the CDMs and the people for obtaining better performances and results. The program and registration form are already online. Do not wait, sign up!

I look forward to seeing you all at Liège for three intense days of work, participation and conviviality.

With my best wishes,

Raquel Castello-Branco, president of the CDM Network

CDM NEWS

THE TALENT LAB "BRAIN WORK" AT THE CDM DE MILAN

Brain Work is a training workshop organised at the CDM de Milan et Lombardie, who teaches innovative methods to valorise the participants' skills during a selection process and, at the same time, offers the possibility to get in touch with recruiters from major Italian companies without any intermediary.

The Talent Lab has two steps: a Training day and a Contest day in which, using the skills acquired during the training phase, participants meet a panel of representatives of the CDM de Milan et Lombardie and of the International Network of CDMs as well as recruiters of the corporate partners.

Participation in Brain Work is free, for those who:

- Are aged 24 to 29;
- Are resident or domiciled in Milan or in the province of Milan;
- Have a degree in technical sciences (engineering, chemistry, physics, computer science, mathematics, statistics, economics...);
- Have a smartphone and a Twitter account.

The first day is devoted to Training, to model the participants' skills and to provide the elements of personal branding necessary to describe their qualities to the recruiters. Also - and most importantly - through the channels offered by the web 2.0.

This means, for Brain Work, helping participants to showcase their talents!

There are three stages of Training:

Communication Skills: Theory, Practice and Techniques: discover how to "communicate yourself" and learn to deal with recruiters.

Social Netjobbing: Internet, social network and webwriting: explore 2.0 tools, build your personal brand strategy (personal branding) and find work more easily.

E-Factor: The "emotional factor", learn to overcome obstacles related to emotions, for a flawless presentation and to leave a trace.

The second day, called Contest, is dedicated exclusively to the selection. Participants meet the Brain Work jury and may attend the meetings of other participants.

Tweet Ping Pong: to communicate your brand using social networks.

Talent Slingshot: 90 seconds to demonstrate your talent.

Personal Pitch: 300 seconds to show your skills.

The Talent Lab "Brain Work" is organised in collaboration with Assolombarda, the association of industries and services that operates in the provinces of Milan, Lodi and Monza and in Brianza, 5.512 small, medium and large companies at national and international level, producing goods and services in all sectors.

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TRAINING FOR THE CDM DE MAYOTTE

Mr. Ndaka BOUSTOINI, librarian at the CDM de Mayotte, has just completed a professional intensive course in the cities of MIFE Cité de Belfort, de Limousin and de Seine et Marne.

The objective was to analyse, decipher, exchange, share and discover how each CDM functions, to

offer, improve and especially to best meet the specific needs of the territory of Mayotte. The CDM de Mayotte wishes to thank the managers of these three structures and their staff for the warm welcome and professional exchanges.

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100% EQUALITY DAY AT THE CDM DE LA REUNION

On 25 November, the CDM de La Reunion and the Association of Adult Vocational Training of Reunion (AFPAR) joined their forces to organise a 100% Equality Day.

As part of the International Day for the Elimination of Violence against Women, on Tuesday, November 25, the CDM and AFPAR organized a day of awareness destined to a hundred young people in training.

A day that has combined two highlights:

- A morning where young people could attend a debate on domestic violence followed by a play by Dario Fo and Franca Rame titled "The open couple" readapted in Creole and to the local context: a genuine satire of the domestic life on the background of infidelity;

- In the afternoon, the CDM hosted several workshops on professional gender mix, women's entrepreneurship, support to employment, because the elimination of violence perpetrated against women can also pass through the deconstruction of stereotypes and women's professional empowerment.

This moment of awareness was also an opportunity to invite the various advisors involved in the CDM to acquire a specific expertise around gender equality and the diversification of career choices.

The idea was to build a day that, starting from a serious problem, could open up positive prospects for the public, while emphasizing gender equality: dress-code in support, Women in blue, and Men in pink!

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THE CDM DE PORTO AND COMMUNICATION IN FOREIGN LANGUAGES

In 2015, the CDM de Porto will develop a cycle of Clubs aimed at promoting new competences, named "Communication in Foreign Languages".

The Clubs of the CDM de Porto were created in 2010, based on an initiative developed at the CDM de la Villette, but applying a different methodology, which is closer to the club concept developed by

the Città dei mestieri e delle professioni di Treviso. The Clubs consist in an intervention in small groups over several sessions, where the participants and the facilitator, starting from a given theme, are co-developing work strategies that promote their professional development and the achievement of their professional and life objectives.

Whatever the theme, there is a common denominator to all the Clubs of the CDM: the investment in the definition of a professional project and the co-development of strategies to achieve it.

In the current context of global work, a continuous updating of skills, including communication in foreign languages, is essential to meet the challenges of employability and adaptation to a rapidly changing market. Given the importance of this skill to the process of international mobility, the CDM de Porto organizes throughout the year 2015 a cycle of clubs introducing languages. A professional opportunity abroad is not just a change in the job experience; it is also, and above all, a change of life and culture. Thus, these clubs go beyond the rules of each language, the graphic and phonological system, and a vocabulary useful in everyday situations (personal and professional). They also aim to promote an approach to the culture represented by the new language, by strengthening understanding and intercultural communication and the respect for linguistic and cultural diversity.

The CDM de Porto starts the cycle with the Club "Introduction to Arabic Language" on January 14th, 16th, 19th and 23rd.

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CDM DE LA GUADELOUPE AND "TRAINING ABOUT DROP OUT"

More than a dozen actors have responded positively to the invitation of the CDM, the Greta (we recall that in France GRETA are groups of local public educational institutions which pool their skills and resources to offer continuing education for adults), the GIP Daifi (academic system for integration, training and engineering) to attend the seminar on "training about drop out" on Friday, December 5, to mark the 40th anniversary of the GRETA network.

The purpose of the seminar was twofold: first to establish the situation in relation to dropout in Guadeloupe, whether in schools, higher education, continuing education or learning, secondly to discuss the present and future levers to win the fight against this phenomenon.

In Guadeloupe the dropout effect concerns all stakeholders in education and training, and the CDM, being a reference point for the public trying to hang up, is no exception to this concern.

Besides the finding (learning dropout rate of 15%; 30% in the case of freshmen, higher than the national average; 54.8% at vocational schools...), the seminar was very profitable.

It allowed the participants and especially those of the Round Table (ERC2, CNAM, RSMA, POLE EMPLOI, RECTORAT, REGION) to question their practices and establish some references, namely the importance of individualising the path, the ongoing pooling on throughout the territory, the overall care of the young jobseekers, the experience of immersion in a company, the professional guidance.

The intervention of Ms. Simard, education expert from Quebec, was much appreciated. Ms. Simard spoke about the concept of supporting the return to work, persistence rather than dropping out, referring to a shared responsibility that aims at common actions.

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Network News

STRATEGIC SEMINAR, NOVEMBER 24

The day began with a courtesy visit of Raquel Castello Branco, president of the CDM de Porto and president of the network since the General Assembly in June 2014, to Claudie Haigneré, President of Universcience. The meeting was attended by Claude Farge, new general delegate for integration, training and professional activity (DG IFAP) of Universcience, who replaces Olivier Las Vergnas since 1 September 2014, and by members of the office network (Olivier Las Vergnas, Secretary General; Jocelyn Meire, Treasurer; Bernadette Thomas, DG IFAP Deputy in charge of the label of CDM).

Fourteen Cities trades were present on November 24, the last day of the strategic seminar of the network that was held in the CDM de Paris - La Villette. The very fruitful work conducted during this day resulted in a number of proposals that are the subject of a broad consultation of the managers of the 41 CDM platforms labelled or in project (see article below), who have time until January 15 to express their opinion.

The day ended with a presentation by Isabelle Chevalier, responsible for information and communication at the CDM de Marseille et PACA, who described the new network directory (which will be available in February 2015, on time for the

Winter School) followed by a presentation of the platform of France Television dedicated to overseas youth employment (see newsletter No 46, November 2014).

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ONLINE CONSULTATION ON THE FUTURE OF THE NETWORK

Since some managers could not be present during the strategic seminar in September and November, an online consultation was set up by the executive delegation, from 15 December 2014 to 15 January 2015, to allow the different CDMs of the Network an understanding of the main areas that emerged from the three days strategic seminar and to vote on the proposals validated on November 24 by the majority of those who were present.

All managers have received a web link that allows them to view online a number of documents:

- The minutes of the 3rd day of the seminar, during which the working groups set up in September have made their proposals,
- The study of the legal possibilities for the creation of two subsidiaries of the Network: "Training" and "Endowment Fund",
- The schemes "Organization" and "Strategic Council",
- The synthesis of all 3 days of the Strategic Seminar 2014,
- The job profile, established by a group of managers, for the recruitment of a person based in Marseille, who will be responsible for animating the network and for the development of the endowment fund,
- The estimated budget proposed for 2015 to reflect this new organization.

The online consultation has to gather the opinion of all managers in four areas:

- The proposal of the new organization of the Network: Permanent Assembly, Executive Committee, Executive Officer...;
- The proposal to establish an association designed to create an Endowment Fund;
- The proposal to establish an association designed to create a Training organization;
- The principle of recruitment of a person by the network.

It is important to emphasize that, being the label holders the only ones entitled to vote for the network, the decisions related to hiring a person and to creating the two new entities need to be formally adopted at the next Annual General Meeting or at an Extraordinary General Meeting, that, based on the outcome of the consultation,

could be convened at the Winter School to be held in Liège from 4 to 6 February.

To provide feedback on the consultation, the managers have not only the opportunity to check one of the three boxes with three different options, but are also offered to send comments, questions or other proposals to the executive delegation before January 15, 2015.

RECRUITMENT

CDM NETWORK

The CDM Network is recruiting a Development Officer / International Coordinator.

The person will be responsible for:

1. Animation of the international network of CDM, including the organization of events internal to the network (seminars, managers meetings...) and the planning and organisation of the communication tools of the network, including the monthly Newsletter and the updating of the network's website, in connection with the external technical provider. The work will consist in being permanently in touch with the territories, to link among them the various CDMs, and to promote the exchange of good practices between them.

2. Development of an endowment fund whose purpose will be to find private financial support for projects led by the CDMs.

3. Administrative Management, through the contribution to the financial monitoring and administrative organization of the association's life (General Meetings etc.).

The position is based in Marseille. The successful candidate will write a monthly report of its activities for the Executive Committee of the association and will work under the coordination of the Director of the CDM de Marseille et PACA. The contract will be issued, under the French law, by the CDM de Marseille et PACA.

A bilingual English level and fluent Spanish and Italian are MANDATORY. Frequent travels will be required.

Send CV + cover letter before 16 January 2015 to: recrutement@reseaucitesdesmetiers.com.

For a detailed job description (in French): <http://www.reseaucitesdesmetiers.com/25-recrut.php>.

AGENDA

15 January 2015

Deadline for the consultation of managers on the new organization of the network (see article above)

19 January 2015

Professionalisation of counsellors

At the CDM de Paris - La Villette (Blanc Bleu Room) for the group of nine counsellors concerned.

20 January 2015 at 6 pm

CDM des Côtes d'Armor celebrates its 15 years.

21 January 2015

CDM de la Guadeloupe

Wednesday, January 21, 2015, the CDM de la Guadeloupe organises, in partnership with Quebec universities, a follow up event to the Days of international mobility held in November 2014.

This follow up, titled "The special days - Studying in Quebec" will allow high school and university students to exchange, meet and build their study project in collaboration with those who decide the admissions in Quebec universities and the financial partners.

23 January 2015

CDM de Guadeloupe

For the 7th edition, the CDM de Guadeloupe participates in the "Guidance Night" organized by the Chamber of Commerce and Industry of the Guadeloupe Islands, from 14:00 to 21:00.

4 February 2015

Professionalisation of counsellors

At the CDM de Paris - La Villette (Blanc Bleu Room) for the group of nine counsellors concerned.

4-6 February 2015

WinterSchool 2015 in Liège

Inscriptions on the website (starting from mid-december):

<http://events.r20.constantcontact.com/register/event?llr=azkvxteab&oeidk=a07eaa36p576e91514a>—
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5 February 2015

Extraordinary General Meeting of the CDM Network, Liège, from 16:30 to 17:30.



CONTACT ADDRESS

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

Thank you for your cooperation.

Yours sincerely,

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