

## EDITO

Dear colleagues of CDM,

This June was marked by the general meeting of our association and the days of exchange and discussion on "CDM facing the crisis," key event on the agenda of 20 years has opened the network on the environment, including on issues of new territories. I just want to mention in this editorial three points that are developed in the columns of this letter: the renewal of the office, opening to new partners and training survey by our Deputy Chairman Paolo del Nero. Indeed, it should be noted that in addition to network members, attended the event potential project leaders at different levels of maturity.

Old and new to the network, all have welcomed the relevance and timeliness of the CDM concept and the effectiveness of their results in the territories. This finding was particularly drawn by the President of univscience, label owner, who praised the "reference model [...] advantage of a fine ambition, an ambition of general interest [that] success today the appointment [and] is largely due to the choice of a transversal approach." Claudie Haigneré does is not held there, and after noting that "the orientation and training of young generation, forces of the future, are essential" and to allow women equal access to jobs, it is necessary breaking gender stereotypes, she also wanted to point out how the CDM is part of the core missions of the national reference institution for scientific, technical and industrial culture. Thus, the President stressed that the CDM was a key element of the City of Science and Industry, recalling that his goal is "not to confine CSI merely a cultural place but also be a place of correlation of technological developments with induced changes in terms of jobs, industries, training." An ambition that is more important than ever as she insisted "there is no profession that is impacted daily by the innovations of tools, materials and methods," adding that the CDM puts "related professional culture and scientific, technical and industrial culture."

*Grégoire Evéquoz, president of the CDM Network*

## CELEBRATION OF THE 20 YEARS : 17 & 18 JUNE IN PARIS

On 17 and 18 June in Paris, on the occasion of the General Assembly of the Network of CDM, leaders and CDM potential project, exchanged on "CDM facing the crisis". The operation was a success. 119 guests including twenty delegates from Europe, Tunisia and sub-Saharan Africa including the large delegation of WAPES (World Association of Public Employment Services) led by Ms. Christine Malecka- Vlérick, Regional Councillor for the Africa, Middle East and Arab Countries. Altogether no less than 18 countries represented by counting those that are already established the CDM. Note also the presence on Tuesday morning Jean-Robert Pitte, French delegate information and guidance.

Most participants attended the presentation of the reports of the general meeting and election of officers for the next term. The noteworthy changes are the movement of cash from Irun to Marseille with the election of Jocelyn Meire as treasurer to replace Lorenzo Maribel Barahona. The side of President delegated, we note the disappearance of the position of president of shared projects was held by Sophie Donzel became *chefe de cabinet* of Thierry Repentin, Minister for European Affairs and the creation of a delegate presidency quality, a position that has Nicole Thoreau was elected, President of the Cité des métiers du Bassin de La Rochelle.

Official documents of the AG are available on the new website. You can also find the speech of Claudie Haigneré and some photos of this symbolic moment as well as testimonials, videos, crafts and other video projected throughout the two days, including one conducted by the CDM of the Côtes d'Armor honor of the 20th anniversary of the network.

The highlight of the day was the presentation and analysis of 23 posters presenting the innovations made by a score of CDM and displayed in the lobby of the Cité des Sciences de Paris-La Villette.

Given this success and after discussions with several managers, it seems to facilitate the organization of the next Winter School but also to give visibility to our actions and facilitate the exchange between us, we could make a "poster "based on" lay out "proposed whenever we organize an event or we offer new services These new posters could be centralized in the executive delegation where they feed into a "portofolio" of innovation network where everyone could draw, adapt, test and experience feedback. In turn, they could also be featured in the newsletter.

The posters of June 17 and 18 are available on the intranet: <http://www.intranetcdm.org>

Under > documents > Guides et outils  
> posters innovations AG 2013

## Roundtables: Facing the crisis, news of the concept "Cité des métiers" 20 years after

Two questions were central to the debate in the morning and workshop discussions of the afternoon:

- How best to hear the concerns of residents in guidance for integration, security and development, and how best to help revitalize people increasingly discouraged?
- How to ensure all the territories reengineering the best information and advice to enable the best use or optimization devices orientation, integration, qualification and security?

Two issues, which, as noted Olivier Las Vergnas, founder of the concept 20 years ago, are also priorities of all CDM for years.

The work of the morning were closed by Claudie Haigneré, Prsident of Universcience and Prsident of honour of our network that we find the discourse on the network's website.

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## The Working Group "Formation" presents the results of its investigation and propose concrete initiatives

At the General Assembly on 17 June in Paris, Paolo Del Nero, training officer president, presented the results of work undertaken by the "training" group including the current results of survey of all consultants network. To date, only 12 CDM responded to the survey.

However, two trends seem to emerge from the survey conducted in 2008, namely:

- The aging of advisors: over 45 years spend 27 to 38%, even for the observation portion of 36-45 years increased from 26 to 36.1% while also a relatively high turnover can be observed since the survey reveals that 44% of employees have less than 4 years experience in a city of business.
- Fewer counselors provided by partners (58% to 46%) with its corollary, increasing the staff who is the subject of its own recruitment.

Regarding training, the consultants for 77% had previous experience in the field of guidance. 81% of respondents believe their so sufficient training to perform the job.

They are experienced consultants whose knowledge, 75% have been updated within the last two years by the CDM, however, faced a low point 49% had not received any specific training to practice Cité des métiers . When they received the training was a classroom course (only 1% in distance) and took the form including tutoring or trade practice in 43% of cases.

It is worth noting a unanimous finding, always-s you still want to increase their skills and knowledge, particularly in the areas of socio-economic changes, new technologies and new tools).

Based on these results, some possible initiatives that the General Assembly gave a mandate to the Office of deliberate (including any financial contributions from the network to achieve or translation tools):

1. The creation by the training group, working closely with the charge of Label and Bureau of kit in different languages of the Network (Portuguese, Spanish, French, Italian, English) containing 3 sets of slides useful for training new professionals on: a) the history of the CDM model, b) work in a CDM c) skills CDM consultants. This kit can be used in training new counselors.
2. Creating a sort of "diary" for professional CDM, also in different languages of the Network, to support their work and certify each stage of their training, this tool can be useful to all professionals, given the increased attention that the labor market provides the skills and qualifications of non-formal and informal. The kit and the log should be accessible to all CDM for download on the Network website.
3. In the preparation phase of the program of the Winter School, include specific training sessions, clearly identifiable by all as training sessions on specific topics relating to knowledge of areas and socio-economic changes, with the participation Experts of the European Union.

On the intranet RCDM you will find the full results of the survey on training needs in the CDM:

<http://www.intranetcdm.org>

These current results are only one step in a detailed understanding of the needs of training and validation of specific skills in our network is a call to managers who do not have yet released the questionnaire and advisors who have not yet replied to do with the return of the holiday.

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## NEWS OF THE LABEL

### CDM of North Franche-Comté: two sites for the Salon of Alternation

The last May 29 with the MIFE of Belfort, Montbéliard MDE and other actors in employment and training, the CDM North Franche-Comté organized a day on alternating to promote the professionalization contract and the learning contract. The same offer "mix" was declined at both sites of the CDM in Belfort and Montbéliard.

The goals were:

- To bring together young people and adults wishing to enter an apprenticeship or professional training contracts and companies that are looking for apprentices.
- To learn about learning, training and on site training by training organizations present.

The fair attracted more than 1,200 visitors, a success that is the result of the shared work of the co-organizers and their partners, including:

- The CFAs, local missions, Chambers of Commerce and Industry, Chamber of Trades and Crafts, state departments that have supported us in mobilizing businesses and offers,
- The partners employment / training (Employment Division, Centre for Management Doubs internship job UFAs ...)
- The actors related to education (Education, CIO, PEEP)
- The communication partners of the event (Diversions, Eastern Republican, The Country, Credit Agricole Franche-Comté)
- The economic world (business, MEDEF ...)
- Apprentices and students (Prevention Officers and Safety Professional College The Huisselets, Bac pro home services and the CFA of Montbéliard, and all apprentices present on the forum to facilitate trades demonstrations)

Despite the current economic climate, more than 500 offers from Level Engineer at CAP have been proposed as 63 training institutions and employment partners were present. This shows that the mix is an excellent means of access to employment.

You can find the video made with their partner "diversions":

<http://www.laireurbaine.info/information/emploi/forum-alternance-a-belfort-et-montbeliard/>

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## NEWS OF CDM

### **Collaboration with the CNAM on practical guidance counseling**

Partner CDM Paris-La Villette, the CNAM-Inetop carries Observatory Policies and Practices for Innovation Orientation (Oppio) since March 2010. The Observatory's mission is to support the professionalism of those involved in guidance throughout life: it is a tool at their disposal. It conducts various activities: studies and applied research, pilot consultation survey and conservation of psychometric tools and methods related to the orientation and training in their use.

The Oppio also performs an important documentary business, whose products are available on the topics Resource Center News and its website: <http://oppio.cnam.fr/>

In the first of these topics, including the user find public reports and legal texts, reference texts, essential for the professional guidance of the Board wishes to have solid benchmarks and a directory of sites for guidance. The News section provides access to recent and upcoming events in the field of guidance: legal developments, conferences, publication ... A specific part is made to regional news. The whole site is under development.

Moreover, Oppio now organizes an annual conference which meet researchers and professionals in guidance counseling to present and discuss innovations in guidance. This is the end of the 2nd edition of this annual appointment which was held in Paris on 31 May, that the idea of a regular collaboration with our network.

The Oppio is in a process of establishing a network of regional correspondents with the aim of informing the professional practices and interesting and innovative initiatives implemented in guidance counseling throughout the life of the territory french. It offers librarians and counselors of the network to participate in the dissemination of information but also to contribute to the enrichment of the site indicating the interesting innovations that are developed in the territories in France and elsewhere by the CDM or have been identified by them. In parallel, a section in our newsletter could be devoted two to three times per year with the presentation of these innovative practices that swarm or to be detailed at a Winter School presentations.

Already, the Inetop is working alongside the network in the project development Cities trades in Tunisia, collaboration could be extended for as an organization of training of counselors, the Inetop is also interested to reflect with us on the key skills, professional counselors and recognition of informal and non-formal learning. As possible to be linked with the proposals chaired by Paolo del Nero (see article in this issue) group "Training" convergence.

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## AGENDA

### **Learning to honor the CDM in Picardie>**

#### **September 18-20**

To celebrate 20 years in Picardy network, the CDM of Saint-Quentin and Grand Beauvais combine and offer a downbeat centered learning and mobility. Meetings, exchange of best practices and evidence will punctuate the roundtables on three days' European Day for the preparation and access for young people to learn "in Saint Quentin, then" Europe and mobility, apprentices also "to Beauvais and Amiens regional fence.

Network and many partners will be involved in this event supported in particular by the ITC and Picardy.

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## WINTER SCHOOL 2014 From "La Guadeloupe" to "La Rochelle"

The Cité des métiers de la Guadeloupe, by the voice of Jean-Yves Létang its president, had proposed to longtime host the Winter School to celebrate the 10 year anniversary of its opening in 2003. So in Abymes might have been close to the 20th anniversary year of the network. Unfortunately, the high cost of travel in this period of high season led the office after discussions at the technical committee of managers on June 17, choose a destination more accessible to a large number for the WS 2014. This is only a postponement, it was proposed to extend the invitation of The Guadeloupe on holding the second largest annual event in the life of the network, namely the General Assembly is usually held in June, is ie a period of low tourist season. Now, the new office reflects the themes of the seminar could be held in 2014 on the occasion. Some ideas have already emerged around the theme "territorial continuity and ultra-marine territories," but nothing is yet decided, do not hesitate to give us your ideas.

As for the WS 2014 which will close the agenda of the 20 years it will be hosted from 22 to 24 January by the CDM La Rochelle and President Nicole Thoreau, who has been elected deputy chairman of the network quality.

### CALL FOR PROPOSALS

Two proposals of the European Commission are still open in 2013 under the PROGRESS program.

Deadlines:

**September 10, 2013:** support for national efforts to combat discrimination and promote equality.

**August 28, 2013:** support for civil society and other stakeholders to promote equality between men and women.

<http://ec.europa.eu/justice/newsroom/grants/>

### CEDEFOP study visits 2013-2014, filing applications:

study visits from March to June 2014 period 15 October 2013

### RECRUITMENT CDM VAL-DE-MARNE

The General Council of Val de Marne and its partners opened a City Trades whose inauguration is scheduled for the end of 2013.

It will work with dedicated staff (7-10 agents), people (15 to 20) acting on behalf of their structure (job center advisors, National Education, chambers of commerce, missions, local point youth information, CAP Employment, APEC CIDDF ...) It also provides a space for companies with the presence of the headquarters FACE Val de Marne and the involvement of companies from presenting their business, how they work and their recruitment policies.

### 7 jobs are available for December 1, 2013:

- General Manager
- Executive Assistant
- Communication Manager
- Responsible for documentation center
- Head of ICT
- Accounting and administrative assistance
- Reception

### Job location:

14 Rue Waldeck Rousseau, 94600 Choisy-le-Roi  
8 km south of Paris, on the Seine

### For detailed job profile, please contact:

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### AGENDA

June 24-25

#### CDM OF MILANO

Matchpoint Job: Job Fair. Meetings, workshops between entrepreneurs and workers.

July 15

#### CDM OF MULHOUSE REGION

inauguration of the center associated Freiburg

August 12

#### CDM OF MAYOTTE

opening foreshadowing, September 10 grand opening

September 2-6

#### CDM OF REUNION

week of training for counselors, September 5 opening

September 18-20

#### CDM BEAUVAISIS GRAND AND THE CDM SAINT-QUENTIN

see above "agenda 20"

September

#### CDM TURIN

Ephemeral CDM

### A note in your diary:

22-24 January 2014: Winter School in La Rochelle

### THANKS

Thank you for your cooperation.  
Sincerely,

**Grégoire Évéquoz** : President of CDM's Network

**Bernadette Thomas**: Chief Editor and in charge of the Label

**Alexandra Tundo Berman**: Executive delegated