

CERTIFICATION AND QUALIFICATION FOR EUROPE'S JOB BROKERS



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www.job-brokers.eu

CQJB

Welcome to the second issue of the CQJB's E-zine

The project addresses the specific objective to support the setting up of a new joint qualification to support the validation requirements, professionalization and mobility of Europe's emerging Job Brokers. The project will therefore develop a new curriculum programme and joint certification model as a mobile and transferable qualification, the *European Professional Certificate for Job Brokers*.

Piloting of the curriculum will run from November 2019 – March 2020. Are you interested to take part?

You will get further information about the Job Broker specification and requirements for the Pilot on page 3 in this E-Zine.

Mid-term conference in Berlin

A mid-term, half day, conference was held in Berlin the 17th of October, hosted by our German Partner gsub. It was arranged to coincide with the partnership project meeting and in cooperation with Metropolisnet, the EEIG (European Economic Interest Grouping) <http://www.metropolisnet.eu>. The EEIG is designed to make it easier for companies in different European countries to do business together, or to form consortia to take part in EU programmes. A broad group of Stakeholders attended the conference together with the Project partners. The Stakeholders' areas of activities were:



Mid-term conference in Berlin, 17th October 2019

- Berlin Senate Department for Integration, Labour and Social Services
- Berlin districts
- non-profit employment agencies
- public and private political, economic and communal organizations within the area of public education and vocational training, social integration and welfare
- consultancies and service providers working in the fields of education and occupation, education, coaching and employment, integration, qualification, social and health innovation
- development and implementation of labour market policy employment and qualification measures cultural associations

Job Broker – a new European profession

The keynote speaker was Richard Parkes, Director and Chairman of Rinova Limited in London, UK. Richard spoke about job market changes, how automation and robotics will affect 1 in 2 jobs, how 60% of jobs have at least 30% components that can be automated and how 20%-26% of workers in Europe will be displaced by 2030.



Berlin, Checkpoint Charlie

He spoke about the Job Broker, his role and what is new and different in his position, particularly in Europe. How the Job

Broker needs to focus more on employers and work “face to face” with both employers and unemployed jobseekers (not job ready). How important it is to identify jobs, set up and sustain job placements and support both parties. How important it is not only to match jobs, but also to help jobseekers keep their job and to help employers to keep new employees. He spoke about our CQJB project, the story behind it and how we have been progressing until now, building on the important experience from the previous Job Broker project. All Partners in the CQJB project presented the current situation on the labour market in their country, the most important challenges for the future and the most relevant Job Brokering approaches that exist and are actively in use.

Berlin Labour Market

In the end of the conference Dr. Barbara Philippi from the Senate Department for Integration, Labour and Social Services spoke about the current Challenges in the Berlin Labour Market and Berlin Job Coaching:

- Since 2012 Berlin offers long-term unemployed persons e.g. in state-subsidized employment measures to participate in the programme “Berlin Job Coaching” (BJC) in order to be supported in finding sustainable employment.
- BJC is steered by the Senate Department for Integration, Labour and Social Services. Since 2016 an additional advisory board exists, consisting of those organisations that are further involved in controlling and supporting the programme.
- BJC also supports refugees with specialized job coaches, some of them with skills in the languages of the main countries of origin.
- All job coaches of BJC are trained in the project “Qualification of the job coaches” (project QJC)
- As of September 2019, the BJC consists of 186 job coaches.
- The overall assessment of the conference indicates that the event was very well appreciated by the attendees with an average of 1.32 points (in an interval between 1 – positive and 6 – negative). The attendees were very pleased by the insight they got (1.14) and looking at the open questions, the participants did appreciate not only the quality of the presentations but also the diversity of the speakers, perspectives and approaches presented.

Project progress until now

All partners with the lead from MMC in Cyprus have finished writing and developing the **Qualification Profile and Learning Curriculum**. This was a very demanding task, but with the collaboration of the great professionals of the CQJB partnership the curriculum is ready for the upcoming Pilot with 80 participants from all the partner countries. The qualification framework is divided in six work areas which are the following:

- Working within the Labour Market Context (EU, National, Regional, Local)
- Working with jobseekers
- Working with employers
- Matching jobseekers with employers
- Networking
- Self-Management

Each Work area is further developed in three to six Units and every Unit is expressed in Learning Outcomes applying Bloom's taxonomy. These are expressed in namely Knowledge, Skills and Competences. The curriculum consists of 177 learning outcomes and three different types of methodologies will be used for the delivery of the curriculum; Classroom learning, Self-directed learning/E-learning and Work based learning.

Our Greek partners, ACTA, have delivered the draft of the **Certification Scheme** built on **A methodology guide**, which will provide a focus on the approach to be taken in guiding the interest Job Brokers on how to proceed with the certification procedure and **Resource pack**, with a series of references, sources and approaches to meet the requirements of the Qualification Profile.



Festival of Lights, Berlin, October 2019, Hotel de Rome



Festival of Lights, Berlin, October 2019, Humboldt Universitaet

Next Steps

Our UK partner, Rinova has delivered the Piloting Guidance for partners and the piloting of the curriculum will run from November 2019 – March 2020.

The Job Broker specification and requirements for the Pilot

Job brokers should:

- Currently be employed in a role that where they undertake a significant percentage of their day to day activities as a job broker
- Should be employed in a role as a job broker or related field careers guidance, employability adviser or job coach.
- Those who have less than 2 years work experience should show **80 hours** of related learning or CPD or will need to complete **80 hours of classroom learning** from the job broker curriculum.
- Be able to commit to the training requirement of the pilot duration – which will form a mix of classroom learning, work based learning and self-directed learning

Are you still interested?

Please contact the Partner in your country (see the contact information on the next page) and check availability in the Pilot.

Contact Information



For further information about the Job Broker project please contact us:

www.job-brokers.eu

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