

In an evolutive context of work and employment, **counsellors in training and employment** play a key role to provide better counselling and guidance services, reduce social exclusion and risks of precarious and part-time employment for their beneficiaries and for themselves.

Value of the project

At European and national levels, there is a lack of information about various aspects of the profession such as who they are, how they are recruited, what professional skills they are supposed or required to have, the exact nature of their role and tasks, and how attractive their job is. **The need to update and upgrade their qualifications is growing** as training and employment professionals have nothing more than a mere description of their function, whereas what they need, in connection with the diversity of the group, is to be fully acknowledged and identified in their work.

Partnership

*Job and training Counsellors: Agreement toward better professionalism, in Europe (CAPE)** is a project involving five partner countries: Austria, Italy, France Romania, Spain and, supported by the Grundtvig Lifelong Learning Programme. The CNIDFF (National Information Centre for Women and Families' Rights) is the project coordinator, with 7 French local information centres for women and families' rights contributing.

* CAPE is the french acronym for « Compétences Accrues pour les Professionnels de l'Emploi et de la formation », which stands for the title of the project in French.



General aim and expected results

The main objective is to **contribute to set key competences and criteria for the European certification of Career Counsellors**. A report of required and suitable competencies to be a helpful professional for women and men who have to find a training and/or a job in the new european and mondial context, will be released. To achieve these goals, the strategy will include:

- ◆ Identifying job specifications, requirements and related competencies in the field of Training and Labour Guidance at different national levels;
- ◆ Identifying the European profile of Career Counsellors;
- ◆ Laying down procedures for the valorisation and recognition of Training and Labour Guidance activities and their required competences;
- ◆ Incorporating gender mainstreaming at bottom line of Career Counselling Services, to obtain professional equality between women and men for professionals themselves and for the public.

Duration

The project was launched in September 2010 and will run until July 2012.

All the materials, resources and findings produced will be shared across all the partner countries. The objectives will be achieved through internal surveys, common sharing and exchange meetings of project partners.

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Coordination :

CNIDFF



The National Information Centre for Women and Families' Rights (CNIDFF) is a national association coordinating and representing the action of 114 information centres for women rights (CIDFF) spread throughout France: institutional and technical support for the local centres, training provider for the professionals of the network, **CNIDFF impulses actions for equality between women and men, mostly in partnership with other national networks**. The CIDFF fulfil a mission of general interest confided by the State in terms of providing information for women and families' rights in all the fields of society: civil rights, family and social life, employment, vocational training, health... The quality and deontology chart insists on "a global approach" for each person taking care to her/his empowerment.

Partners:

PARI E DISPARI



Pari e Dispari srl (Milano, Italy) is an agency which is **specialized in projects on equal opportunities between men and women, gender mainstreaming and, more generally, on the complex relationship woman-work-society**.

It was conceived and it is directed by women and its main activities are research, planning women centres and new services for women, training and vocational guidance, communication and organization of seminars, workshops and meetings.

Pari e Dispari organizes the training for members of Equal Opportunities Committees as provided in the Law 125/91 and Law 53/2000 and with public administration and private sectors accomplishing sustainment, consciousness, planning and monitoring actions.

A section of Pari e Dispari attends to publications and edits a yearbook "Annuario".



**NETZWERK ÖSTERREICHISCHER
FRAUEN-UND
MADCHENBERATUNGSTELLEN**

Network of Austrian Counselling Centres for Women and Girls is an umbrella organisation of 57 counselling centres for women and girls all over Austria. These counselling centers are organised as non-profit associations to provide advice to all women and girls in terms of private and career concerns. They offer a **broad range of women-friendly, holistic and professional services – above all information, counselling, assistance, education and training.**

The main objectives of the network are: securing a high quality standard of counselling for Austrian and immigrant women and girls and contributing to improving the living conditions of women and girls.

FUNDACIÓN METAL ASTURIAS



Fundación Metal Asturias is devoted to qualification, training and employment in the metal sector (industry as a whole). The organization works in different areas of activity such as planning and delivery of vocational training, preparation of didactic material, development of projects at local, regional, national and international scope in the field of training and employment. It also develops consultancy and technical assistance in the area of Human Resources, with **special attention to labour and self-employment guidance, job placement and equal opportunities activities.**



ATELIERE FARA FRONTIERE

Ateliere Fara Frontiere is a Romanian NGO of **social inclusion and work integration social enterprise**. Its mission is to integrate excluded and discriminated public on the labour market in real economy. Ateliere fara frontiere fight against pollution and waste by refurbishing and reusing WEEE waste. It is also involved in solidarity and local development through work camps and donations for educational and integration projects for disadvantaged children and youth.

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CAPE

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CAPE-GRUNDTVIG



Education and Culture DG

Lifelong Learning Programme