

COMPETENCY AND LEARNING DEVELOPMENT FOR JOB BROKERS IN THE EU

EZINE: ISSUE 4



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Job Broker

Welcome to the fourth issue of the Job Broker's E-zine

The Job Broker project aims to develop and design a new programme and network to support the newly-emerging occupational profile of the 'Job Broker' in Europe. Together 8 European countries will develop and validate jointly a 'new' curriculum programme which contributes towards improving the quality, efficiency & relevance (attractiveness) of vocational education and training (VET) to the needs of the labour market. By working towards the validation of a Curriculum Programme it will help VET providers in the EU to increase their success rate in securing sustainable jobs for the job-seekers. In addition, through the standardisation of competencies within the role of the Job Broker, the project will foster the mobility of these skilled professionals.

Multiplier events have been held in every partner country in 2017

Austria – The event was held on the 17th of October in Vienna. The event was run as a business breakfast in conjunction with the Chamber of Commerce and attracted significant attention. Employment advisers from both the public employment service and from the commercial sector attended the meeting, resulting in a strong desire for further cooperation between them. A particular feature from the event was that the presentation of the “payment by results” created a considerable amount of debate and discussion.

Iceland – The event was held on the 12th of September in Reykjavík. Richard Parkes from Rinova had been flown over from London to act as a guest speaker at the event which attracted professionals from different institutions including Higher Education and private employment agencies. There is a high level of interest in the role of Job Broker in Iceland as the Directorate of Labour had brought together attendees from different regions and five departments of the PES office.

Italy – The event was held on the 26th of September in Rome. The event included a presentation of the project as a whole in terms of objectives and achieved results and a focus on the professional profile of the job broker in the Italian labour market and its future chance of development through an analysis of the Intellectual outputs. The event was attended by participants from PES, APL (private employment services) and aspiring job brokers.

Representatives from SMEs and Universities also attended the meeting.

Cyprus – The event was held on the 27th of September in Nicosia. It was a successful meeting with the participation of experienced Job Brokers and other stakeholders from the private and public sector. The participants had the opportunity to attend a short workshop where they participated in some of the action learning materials produced by the project. Participants said that the Job Broker Occupational profile and standards are a very useful outcome, as they characterise a modern, updated occupation. They also valued the training materials and stated that they will be very useful to many, especially due to the fact that they are online and accessible.

Spain – The event was held on the 14th of November. The event was held at, and jointly promoted, with the Decroly Centre private school in Santander, which is affiliated to the Ministry of Education and the Ministry of Labour. There was a wide ranging discussion, including the issues involved in orientation and mediation in labour markets being incorporated in the same occupational figure.

UK – The event was held on the 23rd of May in London. A great event with a really diverse and interesting group of professionals from a wide range of different organisations that support job seekers. In the UK 'payment by results' for providers is now commonplace and attendees were surprised to hear that this is not the case elsewhere in Europe.

Greece – The event was held on the 12th of July in Larissa and was a part of the wider transnational interim Dissemination Conference of the Job Broker project as we reported in the last edition of the e-zine.

Germany – The event was held on the 2nd June in Berlin. It was a successful meeting of experienced job coaches and other stakeholders from a wide range of different organisations that support job seekers. The event included a presentation of the project with a high level of discussion on the results of the project thus far. In particular, a theme that had emerged was the positive response amongst German practitioners and stakeholders to the occupational term 'Job Broker'. It was also the future viability of the job broker concept which was seen as positive.



Multiplier event in London, 23rd May 2018

Project progress until now

Since the project meeting in Larissa, our Austrian partner abif has been working with Rinova and each of the partners on a number of specific and discreet stages to achieve the results required for the Intellectual Output 5, The Assessment and Validation leading to Accreditation. Each partner had undertaken a national chapter in relation to mapping the alignment of the curriculum to current professional qualification frameworks and presented to the project meeting, in London in November, their national report. Abif presented the Exploratory Report, the final outcome, consisting of the IO5 road map as a feasible study of the way forward to different options for future work to secure accreditation and certification at the European and National level, including a full review of national institutions and international frameworks available for future work in relation to the official accreditation of the Job Broker curriculum, e.g. University for ECTS and VET institutions for ECVET, etc. Abif had also taken into consideration ISO 17024 (General requirements for bodies operating certification of persons) regarding accreditation as a clear alternative, given the international status and therefore the transferability of ISO.



On our right, Multiplier event in Nicosia, 27th of



Next Steps

The Job Broker Tool Kit and Self Directed Learning Guide, the Intellectual Output 6 is our next task, led by our German partner GSUB in close cooperation with Rinova. The task is the design and production of a set of resources and learning tools, which will be made available to Job Brokers and those in roles requiring the matching of unemployed individuals to employment opportunities. The Resource Pack will be a combination of new resources developed as a result of the programme and links to existing resources which have come to light as result of the research activity. This Resource Pack is aimed at providing opportunities for self-assessment and professional development for the professional Job Broker, to work 'on their own', where they cannot access relevant training or development in their own countries. It provides them with the resources to assess their own skills and competencies, along with materials to enable them to develop additional skills and aptitudes and importantly to enable them to track and assess their current skills against the Occupational Competency Standards and associated NQF/EQF Standards.

This IO includes the Job Broker Tool Kit and Self Directed Learning Guide. The Tool Kit will include, exercises and questionnaires to enable the professional Job Broker to self-assess, track and improve their skills set. It will include a 'Self Directed Learning Guide' incorporating materials to enable the Broker/Learner to assemble a portfolio which can be tracked against the identified Standards. Practising Job Brokers will be given the opportunity to feedback on the practical application of the Tool Kit, providing feedback and suggestions which will then be incorporated into the final version of the Resource materials.

External Assessment and Review

An external evaluation is scheduled for the final seven months of the Job Broker Project and Sharon Dodd of Routes Consulting in the UK has been appointed to the job. She is a senior and experienced practitioner in the field of careers counselling and employment and training services.

Invitation to Final conference in Vienna

The final conference of the Job Broker Project will take place on July 6th in Vienna from 9 am to 1 pm. The conference gives us the opportunity to:

- discuss trends towards a stronger output orientation of public employment policies and the emerging role of the Job Broker across Europe
- appreciate the project outcomes with a specific focus on its implementation in Iceland
- present the activities of EURES
- briefly introduce different Job Broker services in Vienna and a new training offer for Job Brokers based on the Job Broker curriculum

In addition, the event will also be used as a kick-off for the creation of a European network of Job Brokers. We are looking forward to welcome you at the conference! If you are interested in participating, just send an email at stark@abif.at to register for the event.



Our last project meeting in Vienna

The last Job Broker project meeting will be held in Vienna, Austria, hosted by abif and connected with our final conference. This will happen on the 5th of July 2018 and the Conference will be held on the 6th as posted here above.

Contact Information



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