

Contents

<i>General introduction</i>	x1
<i>Incomes Data Services</i>	xiii
<i>Acknowledgements</i>	xiv
Introduction: training and development in Europe	xv
<i>Chapter</i>	
1 Belgium	1
The education system	2
Secondary education	2
Higher education	4
Vocational training	5
Apprenticeships and vocational training	6
Industrial apprenticeships	6
Continuing training	7
Work-training contracts	7
Work placement	8
FOREM and VDAB vocational training	8
Managerial and supervisory training	10
Training for job-seekers	10
French-speaking community initiatives	11
Other training initiatives	12
Subsidies and funding	12
Employee time-off rights	13
2 Denmark	16
The education system	16
Lower secondary education	16
Upper secondary education	17
Higher education	19

Vocational training	22
Initial vocational training	22
Structure and direction of basic vocational education and training	24
Training of vocational school teachers	26
Adult education	26
‘Open education’	26
Continuing training	27
Adult vocational training	28
Structure and direction of the adult vocational training system	29
Managerial and supervisory training	30
3 France	32
Secondary and tertiary education	32
Secondary education	32
Tertiary education	33
Vocational training	36
Initial vocational training: the state system	36
Apprenticeship	37
Initial vocational training for the unemployed	39
Training in the public sector	41
Training initiatives at industry level	42
Countering the shortage of engineers	42
Managerial and supervisory training	43
Consultation on training	44
Industry level	45
Company level	45
Continuing vocational training	46
Legislative framework	47
Employee time-off rights	48
Financing	49
Legal requirements	49
Investment in training	50
Tax credits for training	50
4 Germany	53
The education system	53
Secondary education	54
Higher education	55

Initial vocational training	58
Training establishments	60
Competent bodies	60
The training relationship	61
Vocational training schools and training centres	62
Length of training	62
Cost of training	63
Type of qualification	63
After initial training	64
Criticisms	64
Technical and further training	65
Training and the official employment service	66
Vocational training for individuals	66
Further vocational training	67
Retraining	67
Promotion of vocational training institutions	67
Managerial training and development	68
Management training	68
Management development	69
Continuing training	69
Work force consultation	70
Agreed training provision	71
Time-off rights for education	73
Financing	73
5 Greece	76
The education system	76
Upper secondary education	76
Higher education	82
Vocational training	84
The new legal framework	84
Institutions providing vocational training	85
Skilled labour and vocational training	87
Employers and vocational training	87
Management training	88
Trade unions and vocational training	88
6 The Irish Republic	90
The education system	90
Secondary education	90

Tertiary education	91
Vocational training	92
Legislative framework	92
Organizations	93
Apprenticeships	94
Other initial training: post-school Leaving Certificate courses	97
Continuing training	97
Criticisms of vocational training	97
Reinsertion schemes and training for the unemployed	98
Job training scheme	99
Employment Subsidy Scheme	99
Youth Reach Programme	100
Vocational Training Opportunities Scheme	100
Management training	101
7 Italy	103
Secondary and tertiary education	103
Lower secondary education	103
Upper secondary education (including initial vocational and technical training)	104
Tertiary education	106
Vocational training	107
Regional centres	108
Transitional job training schemes	109
In-company and continuing training	110
Managerial training	111
Employee time-off rights for further education and training	112
Statutory provision	112
Collective agreements	113
8 The Netherlands	115
The education system	116
Secondary education	116
Higher education	117
Vocational education and training	118
Vocational secondary education	118
Apprenticeships	120
Adult education and training for the unemployed	121

Continuing training and retraining	123
Management training	124
Time-off rights and agreed provisions	124
Funding	125
9 Portugal	128
The role of the European Social Fund	129
The education system	129
Basic education	130
Higher secondary education	130
Higher education	132
Vocational training	135
Objectives of vocational training	135
Framework legislation	135
State involvement in training	136
Apprenticeships	137
Programmes receiving EC funding	139
Management education and training	140
Management training and induction	140
Executive training	141
The current situation	141
The impact of vocational training	142
Forecast of training needs	143
10 Spain	145
Secondary and tertiary education	145
Secondary education	145
Higher education	147
Vocational training	148
Training schemes	149
Trainers and training establishments	152
Regional variations	152
Training in large firms	153
Craft training	154
Future developments	154
Managerial education and training	154
Private-sector business schools	154
Other private-sector provision	156
Statutory employee rights	156
Agreed training provision	156

Training for women	157
Joint regulation	157
Retraining	157
Time off	157
Distance learning	157
Financial commitment	158
Funding	159
Further reading: comparative and European information	160