

## Publication contents summary

# Editorial



**Ina Larrañaga**  
Director of Ikaslan Gipuzkoa

## It is time to think. It is time to act.

I started to work when I was very young. Since I was born I witnessed the sacrifice of my parents to survive day by day; saving, from nothing, in case of a rainy day, and they did it all with great determination and effort. For me, starting work was no more than a logical continuation of the example that was set at home, without leaving aside my studies.

In the so-called welfare state we have become accustomed to a relaxed way of life, in which our sons and daughters have not had to make any effort to get what they wanted. In an effort to assert our pedigree we wanted them to have everything that their forefathers could not have and/or obtain. Such is the case in the massive flux towards university education. This way of thinking, in detriment to Vocational Training studies, is still present. The problem lies in that we have not realised that ours is a pedigree of "needs must", not rich, and that there is nothing shameful in learning a trade and being an excellent professional. Society is changing and the way of life we once had is crumbling. We need to find our way again and maintain it, facing the challenges that await us. **It is time to think.**

If we compare the structure that we have in the Autonomous Basque Region with Europe in levels of education of the working population aged between 25 and 64, we observe a lack of post-secondary professional studies (Higher National Diplomas) in our Autonomous Region. On the contrary, in most of Europe the vast majority of persons have post-secondary professional studies (Higher National Diploma). It is obvious that in order to replace the large number of people who will retire in our productive environment, qualified working people will be needed.

Therefore, being committed to Vocational Training means being committed to fighting unemployment; to combating

dropping out of school early; to learning skills and to the acquisition and permanent development of new qualifications that a transforming work market requires; to life-long learning; to building a cohesive society. In short, it means being committed to competent professionals who give added value to the productive activity and are its main asset.

A threat is also an opportunity. Vocational Training leaves its mark on students. The lab-coat, work jacket, or overalls they receive when entering the centre; the organisation; the order and cleanliness required at the work post; learning to carry out assigned tasks with precision; "rubbing shoulders" in the centre with advanced management models based on quality standards, Environmental Management standards, Occupational Health and Safety standards; combining theory classes with real time practical training mean that our students acquire competence in terms of behaviour and attitudes, equally as important as the training they receive: training which encourages the incorporation of information and communication technologies, the use of innovative technology in the equipment they use, which promotes business and economic acumen, reinforcing linguist competence ...

The result, and this cannot be claimed by any other type of study, is that on completing the training period they are highly trained individuals, qualified and capable of responding to the challenge of undertaking the work that is demanded of them in a constantly evolving work market.

With the utmost conviction, for all those persons who do not know and underestimate it, I would say: Vocational Training is more than you imagine. **It is time to act.**

## INTERVIEW


 A portrait of Gemma Zabaleta, a woman with short reddish-brown hair and black-rimmed glasses, wearing a light blue shirt and a dark green textured jacket. She is sitting in a black leather chair, looking slightly to the side with a gentle smile. The background is blurred, showing what appears to be a bookshelf with colorful books.
 

# Gemma Zabaleta

| Regional Government Minister for Employment and Social Affairs

**“We have designated five million Euros to finance the training resources programme at the service of labour insertion”**

WITH A MODEL BASED ON ACTIVATION THROUGH CO-RESPONSIBILITY, LANBIDE-SVE IS A TOOL TO ASSIST ACTIVE LABOUR INSERTION. IT IS A NEW SERVICE FOR PERSONS SEEKING TO IMPROVE THEIR EMPLOYABILITY, AS WELL AS FOR COMPANIES WHO NEED TO BE MORE COMPETITIVE THROUGH THEIR WORKING STAFF.

**- At what point are active political transferences currently situated?**

- We have undertaken the budget distribution and established active employment policy programmes to be carried out in 2011, such as aid for replacing workers for reasons of reconciling family and working life, strengthening indefinite employment of disabled persons, and help and grants for the labour integration of disabled persons in special employment centres.

In relation to training for employment we have designated five million Euros to finance the training resources programme at the service of labour insertion, and the grant application procedure has been approved within the framework of vocational training for employment in matters of training, preferably for the unemployed. The next application procedure for Professional Guidance has also been approved.

Likewise, the establishment of a new contracting help programme aimed at the persons most directly affected by





**“ Lanbide is an employment support tool which aims to assist the labour insertion of those persons who as a result of the crisis have lost their job or find themselves in a precarious work situation. ”**

the crisis, those who have lost their jobs and do not receive any unemployment benefit or receive Guaranteed Income Supplement (GIS), has been approved.

At the same time we are improving and expanding the network of Lanbide offices in the three regions, to improve access of all citizens to their services.

As you can see, we are at a very complex and intense moment, both organisationally and functionally, but things are progressing at a reasonable pace.

**- Several months ago the SVE (initials in Spanish for the Basque Employment Service) LANBIDE was set up. What lines of work have been set down?**

- We want to convert Lanbide into a public service that provides support to people from when they become unemployed to when they find a job either self-employed or employed, and even more, for those who should so require, accompaniment for adaptation and preservation of the job.

For this, we will keep sectoral peculiarities in mind. Lanbide will be a supplier of efficient and effective responses to the needs of companies, covering their vacancies and identifying their training needs.

In the design and management model of responses to persons and companies, Lanbide will contemplate a local dimension to adapt these to the needs and peculiarities of the territory, so that they favour job creation initiatives locally.

Finally, we will encourage self-employment and the entrepreneurial initiative, especially in the framework of a sustainable economy and new sources of employment, including attention to and accompaniment of entrepreneurs in setting up and consolidating their business initiative.

**- What are the main objectives?**

- Firstly, to obtain the occupational activation of the maximum number of persons in stable and quality employment, supporting local economic growth, strengthening the business spirit and improving the competitiveness of companies.

It is the desire of Lanbide to contribute in shaping a productive model more in line with the needs of the Basque economy and society, through a catalogue of services and tools aimed at responding to the needs of two main clients: companies and working persons. In this sense, we prioritise the execution of employability improvement measures of the groups that most need them at any given moment, fostering concerted local action and cooperation with private placement operators through Liaison and Professional Guidance programmes.

**- In what way will Lanbide be different from INEM (State Employment Office)?**

- 2011 is a year of transition, a period of integration of human and technical means. In the first stage, approximately the first nine months, we will keep the level of services that

have been provided to date by the State Public Employment Service, the Employment and Training Department of the Basque Government and Lanbide, in relation to job promotion measures, employability improvement and liaison services.

In the second stage, after establishing and integrating various local staff teams, the new applications and the running-in of the first employment training measures, will come the preparation of the year 2012 and the development of the Basque Employment Strategy, in the new frame put forward by the Social and Economic Agreement of 2 February 2011. Programmes and measures will be adapted to the specific needs of the Basque Country, focusing on the personalised handling of the applicant, individual itineraries of labour insertion, the management of GIS and the activation of its beneficiaries, active participation in local development, the policy of general and specific information, the promotion of learning and, self-employment and business creation stimuli, new services to companies, the follow-up and evaluation of our services and programmes.

One of the new features to highlight is the model of Governance with the active participation of social agents in decision making in the Board of Administrators of Lanbide, in the tripartite form promoted by IWO.

**- What has LANBIDE to offer in these times of economic crisis?**

- Lanbide is an employment support tool which aims to assist the labour insertion of those persons who as a result of the crisis have lost their job or find themselves in a precarious work situation. For this reason, it must help to optimise the human capital of job applicants so that they can compete as best they can in the work market.

So from the perspective of persons who break away from employment, the main priorities are to help them look for a new job, offer them consultation services in the search, and the re-qualification and adaptation of their professional profile to the new social situation.

**- And in aspects related to job orientation and placement services?**

- At the last Board Meeting of Lanbide 7 million Euros were assigned to the programme of employment Guidance, because although it is true that Lanbide is going to use increasingly more of its own resources for Guidance (indeed, the process for the recruitment of 60 new counsellors has been set up), we consider the contribution of collaborating entities to be very important. At the next Board Meeting the programme and budgetary designation to this will be decided.

**- ¿What are the expected deadlines for the different application processes?**

- It is still early to say exactly, but it is expected that most of these application processes can be tackled at the next Board Meeting.

## INTERVIEW



# Carlos Crespo

Deputy regional minister for Vocational Training and Continuous Learning

THE DEPARTMENT OF EDUCATION, UNIVERSITIES AND RESEARCH AND THE DEPARTMENT OF EMPLOYMENT AND SOCIAL AFFAIRS OF THE BASQUE GOVERNMENT HAVE SET UP THE III BASQUE SYLLABUS FOR VOCATIONAL TRAINING. CARLOS CRESPO, DEPUTY REGIONAL MINISTER FOR VOCATIONAL TRAINING EXPLAINS THE FOUNDATIONS ON WHICH IT IS DEVELOPED AND WHAT IS NEW.

- The Basque Council for Vocational Training is setting in operation the III Basque Syllabus for Vocational Training. What are its general lines of development?

- The Syllabus starts from a diagnosis, based on a series of indicators, which places us among the developed regions in Europe and poses the challenges which we have to face, fundamentally an aging population and the competitiveness of our economy. With this analysis - the identification of problems with the developed regions in Europe - we deduced the validity for us in assuming the 4 objectives, or strategic fields, of the European framework of education and vocational training and we developed them into 15 objectives which constitute the priority lines of action of the III Basque Syllabus for VT.

- What is your evaluation of its implementation?

- Very important. The function of any syllabus is that it becomes reality. In recent times, partly as a result of the inexistence of the Syllabus, a certain feeling of lack of direction had taken hold in centres, of not know where we were going. I think that the III Syllabus will clear up any doubts and mark the road map of vocational training and will do so without hitches, because it does not set out from a rejection of what has gone before but rather the experience of VT centres will be the basis of building the future.

- What aspects are shared with previous syllabuses?

- We are all aware that at the present time we have a good system of VT and this has been the result of the VT syllabuses and also, of course, the dynamism and initiative shown by the VT centres themselves. This is the basis on which we want to build the new III Basque Syllabus. Obviously the Syllabus follows lines previously initiated such as cooperation with companies or the need to incorporate quality management systems, the

**“The participation of VT centres is vital and is organised in two phases”**

development of the use of ICT's etc., but we find ourselves at a time of important changes.

**- So what's new?**

- Apart from the firm decision to share the strategy which we, among all the different States and regions in the European Union, have designed for vocational training, I think it contributes a lot of new things but if I had to choose I would highlight the challenge of fulfilling an integrated system of VT being fully committed to directly accreditable vocational training having the Qualifications Framework as a reference; the role of VT education centres in the integrated offer of VT; cooperation with companies and social agents; mechanisms of detecting new needs in qualification matters; the commitment to adding prestige to VT and finally the fact that the Syllabus includes a mechanism of follow up and evaluation of the syllabus itself which is one of the aspects which also marks the difference compared to previous syllabuses.

**- What process has been followed in its elaboration?**

- The elaboration of the Syllabus has been managed within the Syllabus Commission of the Basque Council for Vocational Training and was drawn up jointly by the Department of Education, Universities and Research and the Department of Employment and Social Affairs. The commission decided what data and documentation were considered significant, made proposals and contributions, and has validated successive drafts of the Syllabus.

**- What agents have participated? And what contributions have been made?**

- The agents participating were those represented in the Basque Council of Vocational Training, in other words, the Departments of Education and Employment, vocational training centres, represented by Ikaslan, for those that are public, and first by AICE and then by HETEL in the case of grant-aided centres, Confebask and trade union representation. Furthermore, the syllabus has been checked by qualified entities in the field of energy, new productive models, etc. I think that in drawing up the syllabus everybody in professional training has participated and the ideal would be that the Syllabus now has the same level of consensus, politically, as it had in the Council.



**“The participation of VT centres is vital in the development of the III Basque Syllabus for Vocational Training.”**

**- Does the syllabus have economic backing?**

- The Syllabus includes a fully detailed economic Report with an economic evaluation of each of the measures and the contribution to them by the Departments of Education and Employment.

**- What do you think is its future projection?**

- The Syllabus is valid from 2011-13. However, it is linked to the line we have drawn in Europe through the 2020 Strategy and the setting up of the European framework of education and vocational training so I believe the Syllabus guides us along one direction, with the necessary finishing touches, valid for the whole decade.

**- How would you explain the cooperation of the V.T. centres in the development of the syllabus?**

- The participation of VT centres is vital and is organised in two phases. In a first phase, during the drafting of the Syllabus, making contributions to it. In a second and fundamental phase, contributing to its development.

**- What is the calendar for the introduction of the LOE (Organic Law of Education) qualifications?**

- The next two academic courses will undergo the greatest changes. The calendar for the introduction of the LOE qualifications depends on the calendar for the publication of these qualifications by the Ministry of Education. The regional sub-office for Vocational Training maintains the commitment to introduce 16 qualifications in the year 2011-12 and the 8 qualifications published during 2010.

**- In other autonomous regions integrated V.T. centres are already in operation. When is this expected to take place in the Basque Country?**

- The Law for life-long learning will establish the bases of the integrated system of vocational training, among which are the integrated offer and integrated centres. The development of the integrated centres has to be regulated by way of a decree. This decree, independently of being able to advance in its elaboration, cannot be published prior to the passing of the law, so we are talking about the end of 2011.

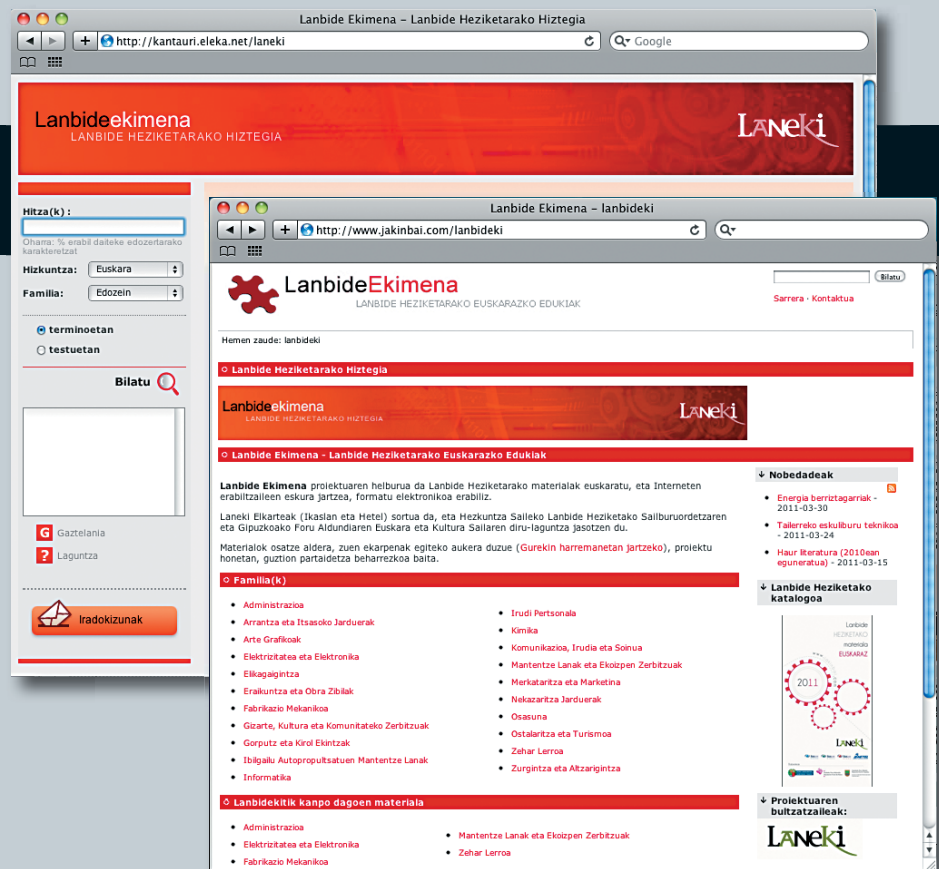
However, as I have said on many occasions, the decree on integrated centres is going to provide little that is new to the everyday reality of vocational training centres in the Basque Country.

**- What is the existing relation with the Department of Employment? In what way is it fulfilled? What are the mechanisms of cooperation?**

- The Departments of Education and Employment are the two pillars on which the integrated system of Vocational Training must be built. For this purpose the Bill on life-long learning foresees the constitution of a joint commission for the development of the integrated system of vocational training and both Departments have agreed on the need to set in operation, without waiting for the passing of the Bill, a mechanism of permanent coordination.



# Laneki Hiztegia, the first online technical dictionary in Basque for Vocational Training



Laneki, the Association for the promotion and improvement of integrated Vocational Training –consisting of Ikaslan, the Association of Public VT Centres, and HETEL– last October presented Laneki Hiztegia, the first technical online dictionary in Basque aimed at Vocational Training and the technical-professional area.

The aim of this innovative tool is “to make available to society, to any user, information related to VT, as well as contributing to society and the development of Basque”, explains Iñaki Konde, director of Laneki.

This dictionary is the result of a clear commitment to new technologies and has taken ten years of work to be implemented, years in which Laneki has had the cooperation of the Basque Government and the Regional Government of Guipuzcoa.

“It brings together around 5,600 concepts and includes some 5,900 terms in Basque and 5,600 in Spanish. There are a total of 129,359 contexts related to these terms”.

Laneki Hiztegia has been put together using bilingual materials from the Lanbide Ekimena project, the Laneki association programme which started in 2001 with the aim of translating VT material into Basque and making it available to users in the website [www.jakinbai.com](http://www.jakinbai.com). Through the Itzul-term service, based on the ELexBI tool developed by the R+D unit of the Elhuyar Foundation, the bilingual lexicon and its context has been automatically extracted from some Lanbide

Ekimena materials, family by family. Then, the result of this automatic extraction was prepared manually in order to follow the appropriate terminology for each family.

This dictionary offers interesting information on the material developed during these years by Lanbide Ekimena, such as Spanish-Basque term pairs, synonyms and bilingual contexts in which they appear, the professional family to which they belong and in what specific material each of the terms extracted appears. In addition, a link is made to the material in which the term appears in Basque in its original context.

The following professional families have been processed: Administration, Electricity and Electronics, Computer science, Personal Image, Communication, Image and Sound, Self-propelled Vehicle Maintenance; Mechanical manufacturing, Building and Civil Works, Hotel and Catering Trade, Wood and Furniture, Production Services and Maintenance, Socio-cultural and Community Services.

As Iñaki Konde has explained, the consultation system via Internet, through the platform [www.jakinbai.com](http://www.jakinbai.com), enables the user to carry out multi-criteria searches. “For example, you can look for a term in a whole list of terms, in texts, in the whole dictionary or in a specific family”.

Laneki Hiztegia aims to be a dynamic and up-to-date tool, for this reason it will be fed from new translation memories, and new concepts and contexts will be added.

## What is Laneki

Laneki is the Association for the promotion and improvement of Basque Vocational Training and was created in 2001 by Ikaslan Gipuzkoa, Ikaslan Bizkaia, Ikaslan Araba and HETEL. Aware of the lack of teaching material they set up the Lanbide Ekimena programme with the aim of translating and producing VT material in Basque and making it available to Internet users.

From the beginning, Laneki committed itself to the new technologies, since the existence of numerous specialisations and such an automated clientele militate against the traditional hard copy format.

All the material is housed at [www.jakinbai.com](http://www.jakinbai.com) and is at the free and open disposal of all users.

In 2009, the webpage received a total of 21,399 visits from individual users.