



Regional workshop of WAPES European region on labour market shortages

Hosted by
Public Employment Services of the Netherlands, Switzerland, and the
Vice President Europe
Agenda

Lugano, 4 - 5 September 2024

Concept note

Public Employment Services facing the challenges of labour market shortages

Introduction

As public employment services face the challenges posed by labour market shortages, the European region of WAPES invites you to a workshop aimed at exploring the causes, effects, potential solutions, and long-term perspectives surrounding this critical issue.

Taking place on 4-5 September in Lugano, Switzerland, this event promises to be a platform for mutual learning, sharing challenges, exchanging viewpoints, and highlighting best practices.

Understanding labour market shortages for better public employment strategies

Labour shortages are caused by a variety of factors, including demographic changes, technological advances, and skills mismatches. These shortages have far-reaching implications for productivity, sustainable economic growth, and social cohesion. For example, shortages in key sectors such as healthcare can lead to increased workloads and burnout among existing workers, affecting the quality of care provided and putting a strain on health systems. Similarly, skills shortages can lead to project delays and increased costs for construction companies, hindering infrastructure development and economic progress.

The long-term perspective: Navigating towards resilience

Looking beyond the immediate challenges, PES needs to adopt a long-term strategy to address labour market shortages. This means promoting resilience, adaptability, and inclusiveness in our labour markets. By investing in skills development, promoting labour force participation, especially among disadvantaged groups and minorities, and embracing innovation, PES can create a more robust and dynamic labour ecosystem that is able to adapt to future changes. For example, initiatives that provide training and upskilling opportunities for workers can help them transition into high-demand sectors, mitigating the impact of shortages and preventing unemployment.

The role of public employment services

Public Employment Services have a key role to play. Through their expertise in the functioning of the labour market and personnel recruitment as well as their in-depth knowledge of the individual sectors, they can provide valuable insights into emerging trends and needs. They can equip individuals with the skills and resources they need to succeed in today's economy. In addition, through effective skills matching, they can bridge the gap between jobseekers and employers, facilitating smoother transitions and reducing mismatches. For example, public employment services can partner with SMEs to identify skills gaps and tailor training programmes to meet industry needs, ensuring a more efficient and effective match between job seekers and available opportunities.

Evolving on cooperation

Although many countries in the European WAPES region are currently experiencing shortages of skilled workers in the same sectors and occupations (e.g. health, IT, and construction), we still observe migration of skilled workers between European countries. For workers, wage differentials create opportunities to increase their earnings. We would like to ask whether these forms of talent attraction could be made more sustainable by, for example, increasing bilateral forms of cooperation (i.e. sharing labour market information to forecast labour market needs in both countries involved, co-financing education and training for job seekers and workers), thereby increasing the benefits for both countries.

Interactive Workshops and In-Depth Discussion: Throughout the workshop, participants will have the opportunity to engage in workshops, in-depth discussions, and interactive sessions designed to facilitate mutual learning and exchange of ideas. We encourage WAPES members to invite their experts on the following topics to ensure a diverse and enriching dialogue.

Workshop Strands: The workshop will be structured around four main strands, each intricately linked to the overarching theme of labour market shortages:

Labour market intelligence and skills matching: By modernising their information technology systems, PES improves the quality and accessibility of labour market intelligence. Using data analytics to identify skill needs in emerging industries, such as the green economy, can thereby help to design targeted training initiatives. By implementing competence-based job matching procedures, PES ensures that these skills later count and are valued in the labour market.

Unlocking labour market potentials: Share best practices and success stories in activating the untapped potential of diverse segments of the workforce. Even though the domestic labour market potentials might already be exhausted in some countries, various European countries continue to observe high levels of youth unemployment or women who work part-time involuntarily (often due to caring responsibilities). Moreover, the current situation might create opportunities for people with physical or mental disabilities or even discouraged workers. Ultimately, there is a large population of refugees weakly integrated into European labour markets. PES could collaborate with stakeholders to design tailored interventions, e.g., upskilling, or coaching programmes, for example in conjunction with induction grants for employers.

Retaining talent: Retaining committed staff and well-functioning teams may be even more important than recruiting. Although PES cannot influence the loyalty and commitment of employees in the labour market, they can advise employers on how to be an attractive employer through retraining opportunities, attention to work capacity and workload, the provision of further services including childcare, a good atmosphere and a corporate culture that fosters the acquisition of skills.

New roles for the PES: Especially when tapping new labour potentials, the necessary actions quickly go beyond pure skills matching and the integration of ALMP. We are interested in the approaches that PES and public authorities take to develop new labour market potentials (e.g. ambassadorial functions to change attitudes of stakeholders, involvement in practice-based learning or participation of PES in institutional reforms to increase work incentives).

In conclusion, we warmly invite you to join us in this important conversation. Together, let us discuss and harness the collective expertise of viewpoints of our European WAPES community to address labour market shortages and build a more inclusive and resilient future.

In addition, the European Network on Regional Labour Market Monitoring will hold its annual conference at the same venue on 5 and 6 September. This will allow interested colleagues to attend both events.

Objective: The workshop will explore the challenge of skills shortages challenge from a regional (WAPES European region) perspective and will explore the causes, effects, potential solutions, and long-term perspectives surrounding this critical issue.

Target Audience: WAPES European region member countries and stakeholders

Languages: This workshop will be in English. Interpretation and translation will be available upon request in the three principal WAPES languages English, French, and Spanish.

Further reading: For further reading on the causes and effects of labour market shortages, we recommend exploring the following resources:

- European Year of Skills - Skills shortages, recruitment, and retention strategies in small and medium-sized enterprises:
<https://europa.eu/eurobarometer/surveys/detail/2994>
- OECD - "Skills Strategy: Getting Skills Right": https://www.oecd-ilibrary.org/employment/getting-skills-right_25206125
- World Economic Forum - "The Future of Jobs Report":
<https://www.weforum.org/publications/the-future-of-jobs-report-2023>
- European Network of Public Employment Services: Activation of the Inactive: PES initiative to support the activation of inactive groups:
<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwjfmvy1056EAxXR4gIHHcpSBMEQFnoECBkQAQ&url=https%3A%2F%2Fec.europa.eu%2Fsocial%2FBlobServlet%3FdocId%3D22474%26langId%3Den&usq=AOvVaw1i9Qu6jMP11g9RSIVv101z&opi=89978449>

Tuesday 3rd September 2024

19:00 h at Hotel
Walter au Lac

Welcome Cocktail

Wednesday 4th September 2024

08:45 h - 09:15 h

Registration and welcome coffee

09:15 h – 09:45 h

Opening Remarks and welcome
address

**Assessing Skills Shortages in
Switzerland, Introduction to the
conference**

Ms Dorit Griga, *Senior Manager for
International Relations, SECO,
Switzerland*

**Skills shortages from a global
perspective**

Ms Imane Belmaati, *Director General
of ANAPEC, Morocco and WAPES
President*

09:45 h - 10:00 h

Keynote speech

**Global Employment Trends,
demographic shifts and policy
responses: The role of PES in a
changing environment**

Ms Dorothea Schmidt-Klau,
*Chief of Branch, Employment, Labour
Markets and Youth Branch (EMPLAB),
International Labour Organization;
Switzerland*

Plenary Session 1

Room Polivalente
10:00 h - 11:00 h

**Unlocking Labour Market
Potentials**

Moderator - Mr Samir Zuko

*Assistant Director for international
relations and the local labour market,
Labour and Employment Agency of
Bosnia and Herzegovina*

**Empowering Employment: Integrative
Strategies for People with Disabilities
in Latvia**

Ms Eva Lapsiņa, *Director of the
Development and Analytics Department,
State Employment Agency, Latvia*

**Public Employment Services facing
the challenges of labour market
shortages**

Ms Sandrine Portier, *Deputy Director
& Head of Benchmark and
Communication Unit, France Travail,
France*

**Towards inclusive labour markets and
societies, The case of women and
persons with disabilities in highly
transitional economies**

Manuela Prina, *Head of Skills
Identification and Development Unit,
European Training Foundation, Italy*

11:00 h -11:30 h Coffee Break in the foyer

Workshop Session 1

<p>Presentation and Interactive Forum Session 1a</p> <p>Room Aula 1.03 11:30 h - 12:30 h</p>	<p>Retaining Talent</p>	<p>Moderator - Ms Barbora Novotna Svojse <i>Partnership Development Manager, WAPES</i></p> <p>Preventing unemployment by investing in skills development through employers: training grant for employers. Ms Gerli Aas, <i>Strategy Manager, Estonian Unemployment Insurance Fund, Estonia</i></p> <p>Presentation Language English – Interpretation into Spanish available</p>
<p>Workshop Session 1b</p> <p>Room Aula 1.04 11:30 – 12:30 h</p>	<p>Labour Market Intelligence and Skills Matching</p>	<p>Moderator, Ms Dorit Griga <i>Senior Manager for International Relations, SECO, Switzerland</i></p> <p>Evolution Data-Matching Mr Thomas de Buman, <i>Project manager, SECO, Switzerland</i></p> <p>Using international Labour Market Information for better Matching Mr Michel van Smoorenburg, <i>International Labour Market Analyst, UWV, The Netherlands</i></p> <p>Continuous improvement in the detection and dissemination of Labour Market Information regarding shortage occupations Mr Jean-Marc Manfron, <i>Director of Labour Market Monitoring, Analysis and Forecasting Department, Le Forem, Belgium</i></p> <p>Presentation Language English and French - Interpretation into French and English available</p>

12:30 h - 13:45 h Lunch at Campus EST Viganello Foyer

Workshop Session 2

<p>Workshop Session 2a</p> <p>Room Aula 1.03 13:45 h - 14:45 h</p>	<p>New Roles for the PES</p>	<p>Moderator - Mr Niels Lieman <i>Head of international relations and Advisor For European PES Affairs, UWV, The Netherlands</i></p> <p>Tackling staff shortages - 34 practical solutions for employers Mr Frank Verduijn, <i>Labour market analyst, UWV, The Netherlands</i></p> <p>Presentation Language English – Interpretation into Spanish available</p>
---	-------------------------------------	---

<p>Workshop Session 2b</p> <p>Room Aula 1.04 13:45 h - 14:45 h</p>	<p>New Roles for the PES</p>	<p>Moderator - Ms Nicole Clobes <i>Consultant, seconded by Bundesagentur für Arbeit, Germany to WAPES</i></p> <p>The Job Turbo - Integration of refugees into the labour market Mr Michael van der Cammen, <i>Director for International Relations, Bundesagentur für Arbeit, Germany</i></p> <p>How does Norway work to ensure that refugees are integrated and gain a solid attachment to the labour market? Ms Cecilie Glomseth, <i>Senior advisor integration, Norwegian Labour and Welfare Administration, Norway</i></p> <p>Presentation Language English - Interpretation into French available</p>
--	-------------------------------------	---

14:45 h - 15:15 h Coffee Break in the foyer

Plenary Session 2

<p>Room Polivalente 15:15 h - 16:00 h</p>	<p>New Roles for the PES</p>	<p>Moderator - Mr Shawn Mendes <i>Director of International Affairs, Arbetsförmedlingen, Sweden</i></p> <p>More collaboration with the local governments to unlock labour market potentials Ms Sarah Demuyneck, <i>Policy Advisor, VDAB, Belgium and Mr Jo Discart,</i> <i>Manager local Networks, VDAB, Belgium</i></p> <p>Employment Service in the future labour market: towards future resilient skills and competences Ms Inga Balnanosienė, <i>Director of Employment Service under the Ministry of social security and labour, Vice-chair of EU PES Network Lithuania</i></p>
<p>16.00 h - 16.15 h</p>	<p>Final reflections by presenters of the workshops</p>	<p>Mr Michael van der Cammen, <i>Director for International Relations, Bundesagentur für Arbeit, Germany</i></p> <p>Mr Frank Verduijn, <i>Labour market analyst, UWV, The Netherlands</i></p> <p><i>tbd</i></p>
<p>16:15 h - 16:30 h</p>	<p>Closing remarks for Day 1 and expectations for Day 2</p>	<p>Ms Dorit Griga, <i>Senior Manager for International Relations, SECO, Switzerland</i></p>

18:30 h – 22:00 h Dinner at al LIDO, Viale Castagnola 6, 6900 Lugano

Dinner Speech by Ms Sandrine Portier, Deputy to the Vice President of Europe, France

End of Conference Day 1

Thursday 5th September 2024

08:45 h – 09.15 h	Registration and welcome coffee
-------------------	---------------------------------

09:15 h 09:25 h	Welcome and Overview of the Day 2 Agenda	Mr Niels Lieman <i>Head of international relations, Advisor For European PES Affairs (AFEPA), UWV, The Netherlands</i>
-----------------	---	--

Plenary Session 3

Room Polivalente 09:30 h - 10:30 h	Case Studies and Best Practices	<p>Moderator – Ms Cristina Mereuta <i>Senior Human Capital Development Expert, Coordinator for Active Labour Market Policies, European Training Foundation, Italy</i></p> <p>Adjusting the demand to the labour market</p> <p>Mr Federico Muñoz Alonso, <i>Deputy Director of Statistics and Information, SEPE, Spain</i> and Mr Victor Santa-Bárbara Rupérez, <i>Director of Barcelona Province, SEPE, Spain</i></p> <p>Tackling the labour and skills shortages linked to the green transition in northern Sweden</p> <p>Mr Shawn Mendes, <i>Director of International Affairs, Arbetsförmedlingen, Sweden</i></p> <p>Public Employment Services – Facing the Challenge of Skill Shortages</p> <p>Mr Ivan Barbalić, <i>Director of Labour and Employment Agency, Bosnia and Herzegovina</i></p>
--	--	--

10:30 h - 11:00 h Coffee Break in the foyer

Plenary Session 4

Room Polivalente 11:00 h - 11:45 h	Retaining talent by upskilling and reskilling	<p>Moderator - Mr Romano Benini <i>Expert and advisor to the Minister of Labour, Ministry of Labour and Social Policy, Lavoro, Italy</i></p> <p>Skills Enbek vocational training platform</p> <p>Ms. Venera Bidakhmetova, <i>Head of the division in the Department of Online Learning Development, Enbek, Kazakhstan</i></p> <p>Bridging Institutions for Micro-Credentials Development</p> <p>Ms Živa Štiglic, <i>Senior adviser in international department Employment Service of Slovenia</i></p>
--	--	---

Closing

11:45 h - 12:00 h	Closing Remarks	<p>Ms Dorit Griga, <i>Senior Manager for International Relations, SECO, Switzerland</i></p> <p>Mr Niels Lieman <i>Head of international relations and Advisor For European PES Affairs, UWV, The Netherlands</i></p> <p>Ms Inga Balnanosienė, <i>Director of Employment Service under the Ministry of social security and labour, Vice-chair of EU PES Network Lithuania</i></p> <p><i>tbd</i></p>
End of Conference		
12:00 h - 13:15 h Lunch at Campus EST Viganello Foyer		
13:15 h - 15:30 h	WAPES European Regional Meeting, chaired by Deputy of VP Europe, France, Ms Sandrine Portier only for WAPES members	
15:30 h - 17:00 h	Leisure time	
17:00 h – 18:00 h Meeting Point: Foyer USI	Guided city walk (appr. 1 hour duration)	
19.30 h – 22:00 h Dinner at Restaurant Vetta San Salvatore		
<p>Meeting Point: Between 19 and 19:15 at Funicolare Lugano-Paradiso-Monte San Salvatore</p> <p>Via delle scuole 7 / CP 442, 6902 Lugano</p> <p>!! Last cable car up to the restaurant at Monte San Salvatore leaves valley station at 19:30 !!</p>		

Unless indicated otherwise, interpretation will be made available into English, French and Spanish.