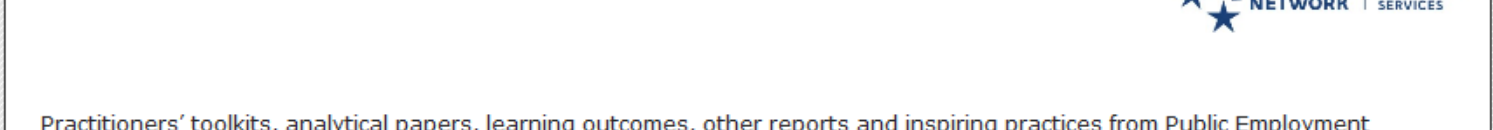


PES Network news

ABOUT US | PES KNOWLEDGE CENTRE | PES PRACTICE REPOSITORY



Practitioners' toolkits, analytical papers, learning outcomes, other reports and inspiring practices from Public Employment Services across Europe can be found on the [PES Knowledge Centre](#). This page provides information for PES practitioners, researchers, stakeholders and the general public looking to learn from other countries' experiences.

Foreword by the second Vice-Chair of the Network, Clyde Caruana

As the Head of the Maltese PES, Jobsplus, I am pleased that we hosted the 7th PES Board meeting on 8-9 June 2017. Our testimony on the high value of Jobsplus, which is contributing to positive labour market developments in terms of high employment growth and a sharp decrease in unemployment, set the positive tone for the whole meeting.

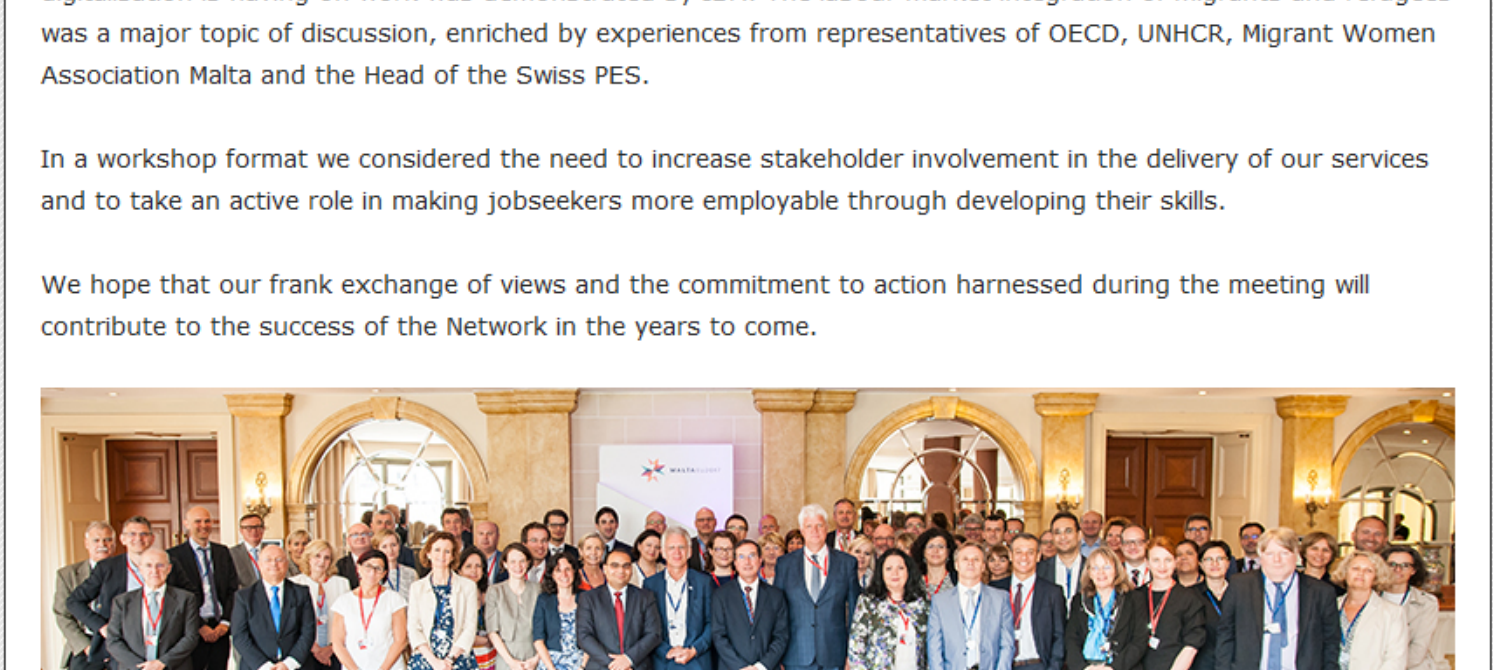
The fast evolving, external environment urges us to proactively respond to the equally fast changing labour market needs. This is why the PES Network's principle paper, [PES 2020 Strategy](#), was updated and discussed in a lively fashion by the Board members.

The Benchlearning process is clearly enabling us to improve our services and further develop our organisations in line with our common strategy. The focus on change management within the second Benchlearning cycle will give us an extra boost to reach our goals.

External speakers provided an insight into PES-relevant issues from different perspectives. How PES and private employment services (PrES) can enhance collaboration was presented by Adecco. The huge impact that digitalisation is having on work was demonstrated by IBM. The labour market integration of migrants and refugees was a major topic of discussion, enriched by experiences from representatives of OECD, UNHCR, Migrant Women Association Malta and the Head of the Swiss PES.

In a workshop format we considered the need to increase stakeholder involvement in the delivery of our services and to take an active role in making jobseekers more employable through developing their skills.

We hope that our frank exchange of views and the commitment to action harnessed during the meeting will contribute to the success of the Network in the years to come.



New faces in the PES Network

We are pleased to welcome a new Board member to the PES Network:

Dragan Marinčić, Croatia

Mr Dragan Marinčić, a graduate economist, joined the Croatian Employment Service in 2016, where he has been holding the position of Assistant to the Director-General of the Croatian Employment Service. In this role, Mr Marinčić is in charge of the Financial Management Sector and the organisation of the Financial Management Department, especially the preparation and arrangement of the PES budget.

The PES Network turns 3! New report highlights success of Benchlearning project

In 2014, [Decision 573/2014](#) marked a milestone in the cooperation between European PES by setting up the PES Network. Now three years on, the Commission has published a report aimed at other EU institutions to describe how the Network has been meeting the key objectives of this Decision, and the progress and achievements made so far. This includes actively supporting PES to collaborate, share good practice and participate in learning events to continuously improve employment services for jobseekers across Europe.

The report credits the formalised structure of the Network as a key factor in its success: it gives European PES a common voice to respond to emerging challenges, such as the refugee crisis. The Network's Benchlearning project is also an innovative method that can potentially be applied to a wide variety of policy areas and initiatives across the European Union in the pursuit of excellence; the Benchlearning process has identified a range of inspiring practices from Member States and areas where PES can focus their development. In addition, the unique PES Knowledge Centre provides a wealth of information for researchers and decision-makers on how PES are organised and the services they offer in Europe.

Do take a look at [the report on the PES Network](#), which is available in all EU languages. Another report will be published before the Decision expires on 31 December 2020.

WHAT'S NEW?

Identifying employment skills and qualifications of refugees and asylum seekers

"We need to move away from the 'refugee issue' and look at the potential of these people. In order to do so, we need to make their skills and qualifications visible and start a communication process around those skills with employers."

- Alexandra Sjöberg, PES Sweden

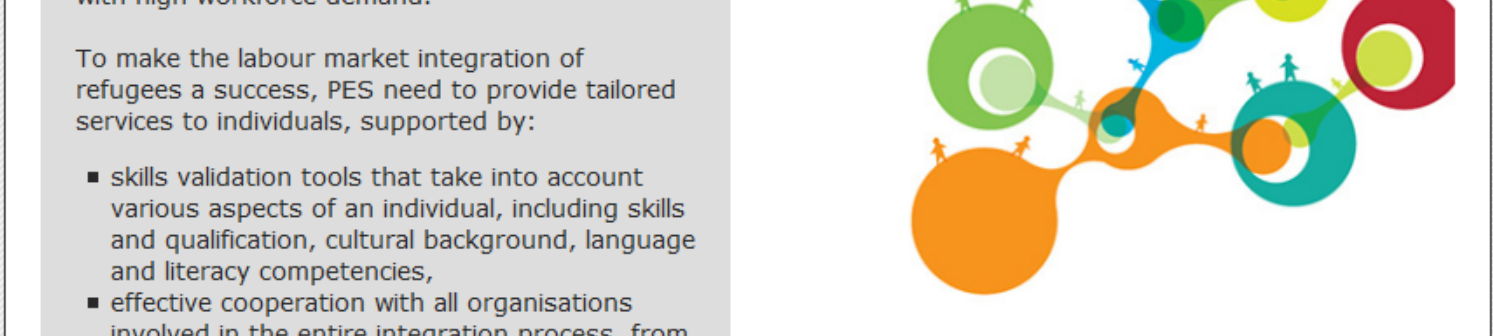
In order to identify ways to promote the skills and qualifications of refugees and asylum seekers to potential employers, 30 participants from PES across Europe met on 27 and 28 April 2017 for a workshop hosted by the German PES.

Service managers, advisors and counsellors from PES discussed methods to identify refugees' skills such as using video and image-based tools, multilingual questionnaires and work-based tests. They identified promising integration measures, such as combined language and work training or increased cooperation with employers in sectors with high workforce demand.

To make the labour market integration of refugees a success, PES need to provide tailored services to individuals, supported by:

- skills validation tools that take into account various aspects of an individual, including skills and qualification, cultural background, language and literacy competencies,
- effective cooperation with all organisations involved in the entire integration process, from reception centres to employers, and
- personal and proactive contact with employers.

In order to further address these issues and strengthen services for refugees and asylum seekers in the European labour market, a thematic review paper will be published and a follow-up visit will be organised in Sweden in the coming months.



A new Skills Profile tool for non-EU nationals was launched by the Commission on 20 June 2017. It allows third country nationals to present their skills, qualifications, and experiences in a way that is well understood by employers, education and training providers and organisations working with migrants across the EU.

Commissioner for Employment, Social Affairs, Skills and Labour Mobility, Marianne Thyssen: "In today's world of work we need everyone to be able to fully use their skills in our labour markets. The talents of non-EU nationals cannot be wasted. Our 'Skills Profile Tool' will facilitate their pathway towards work. It will also allow national administrations to have a clear understanding of their skills and qualifications. This is a win-win for all."

[More info here.](#)

Employers matter! How to engage with and improve PES services to them

Comprehensive employer engagement strategies are still rare among PES. That's why a Thematic Review Workshop held in Lithuania on 13 and 14 June 2017 was a useful opportunity for PES participants from 12 countries. By coming together, PES were able to share information and approaches to improve services to employers.

The workshop led to discussions around two central themes: how PES can systematically engage employers in the best way possible and how PES services are delivered and measured.

Regarding how to engage employers, several different models for PES services were discussed, with various ways of approaching staff specialisation or segmentation of employers. Importance was placed on communication and cooperation between those services aimed at employers and those aimed at jobseekers.

There were also interesting discussions regarding how PES measure, in a harmonised way, which services work well for employers and the value of particular targets and indicators for improving operational delivery.

Since several PES have recently implemented or are in the process of developing new employer-focused approaches and strategies, there was genuine appetite for further bi-lateral or multilateral dialogue. The possibility for a follow-up visit is also being explored. PES expert Thomas Oberholzner also agreed to develop a Practitioners Toolkit building on the suggestions of the 12 participating PES. It will provide practical tools so that PES can concretely improve their service delivery to employers – keep an eye out for this learning resource in the coming months.

Dates for diaries

The [2017 PES Network Work Programme](#) outlining the Network's priorities for 2017 is available on the Knowledge Centre.

Mutual Learning activities coming up:

28-29 June 2017

Network Seminar on 'Career guidance and lifelong learning' (Finland)

PES Benchlearning site visits coming up:

3-5 July 2017 – Slovenia

28-30 August 2017- Belgium

11-13 September 2017 – Hungary

2-4 October 2017 – Lithuania

23-25 October 2017 - Ireland

7-9 November 2017 - Latvia

27-29 November 2017 - Denmark

11-13 December 2017 - Czech Republic

PES and EURES: potential to address bottleneck occupations in Europe

Trying to hire software developers, sales agents, blacksmiths or toolmakers soon?

These professions faced some of the highest recruitment difficulties across the European Union in 2016, according to the study "bottleneck occupations 2016". It compares shortage and surplus occupations, based on data from the Public Employment Services and the Labour Force Survey. On the other hand, many PES reported surpluses for some professions, most notably in general office clerks.

Bottleneck vacancies not only occur in high-skilled occupations, such as IT, science-related fields, engineering or medical professions. There are also shortages of applicants for skilled and low-skilled occupations. Vacancies in high-skilled occupations mainly arise from skills deficits, while the latter are due to recruitment and retention problems tied to working conditions and pay levels.

To help manage imbalances in the European labour market, there is potential for PES and the EURES Network to engage in improving cross-border matching in a targeted manner. To read more, download the full [study comparing shortage and surplus occupations](#).

European Solidarity Corps: more opportunities for youth

The European Solidarity Corps - launched by the European Commission in September 2016 - contributes to the PES Network's goals by offering opportunities to engage young people and improve their employability prospects. The Corps allows young people aged 18 to 30 to participate in a wide range of solidarity activities, either by volunteering, working or doing a traineeship.

To fully implement the Corps, the Commission proposes to use more than €340 million to enable 100,000 young Europeans to take part by the end of 2020. A legislative proposal is now on the table with the view to being adopted by December 2017. The following activities are envisaged in the proposal:

- solidarity placements (individual volunteering, traineeships and jobs),
- volunteering teams (volunteering as a group),
- solidarity projects (setting up solidarity projects), and
- networking activities.

Targeted measures, such as additional funding or shorter placements, will promote the participation of disadvantaged young people. More information on the legislative proposal and related documents can be found [here](#).

Pending adoption of the legislative proposal, the Corps has been operational using existing instruments. Since December 2016, eight different programmes have been running to offer volunteering, traineeship or job opportunities. More than 30,000 young people have signed up so far and the first participants have started their placements. Meet one of the first European Solidarity Corps participants in this [video](#).

PES are important actors for implementing the Corps, using their expertise to identify solidarity vacancies and facilitate matching, both within and across Member States. In the current phase, the occupational dimension is being implemented by two consortia with the aim of creating 6,000 occupational placements over a 24-month period. Various PES are actively involved in these consortia: the first is led by the French PES, with PES in Belgium, Bulgaria, Germany, Greece, Spain, Luxembourg and Portugal committed to collaborate. The Italian PES takes the lead of the second consortium, with the Spanish PES acting as a co-applicant. The first occupational placements are expected over the summer.

[Find out more](#) about the European Solidarity Corps.

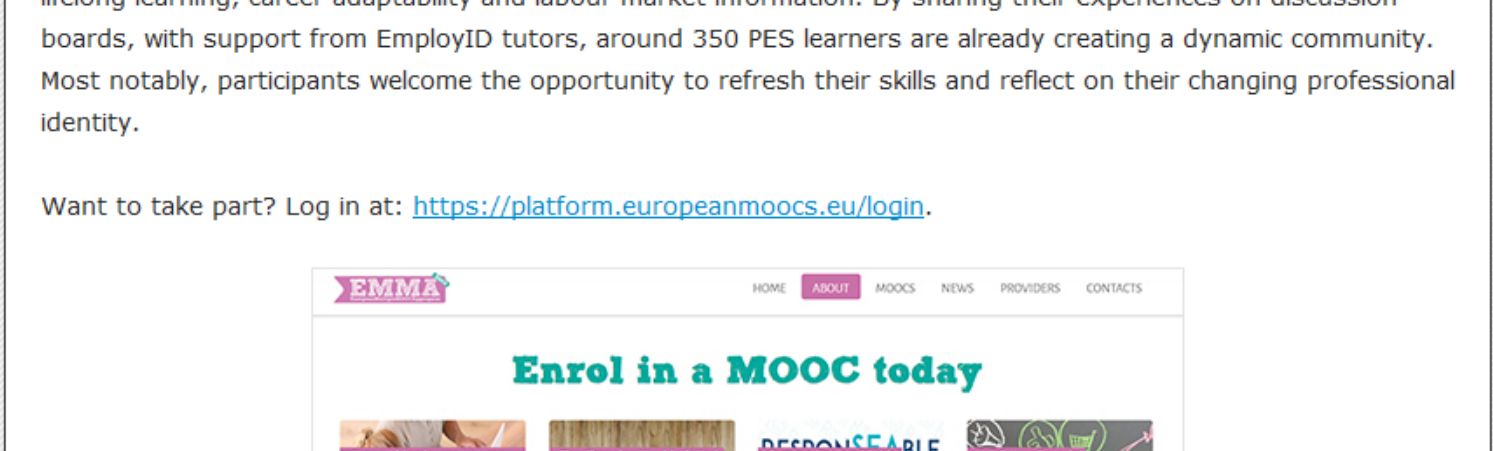
Online courses for PES professionals

Are you looking for a way to keep PES services dynamic? Sharing experiences is one approach and an EU-funded project looks to explore just that.

By offering an online learning course created by a team of experienced trainers, EmployID are using information and communication technologies to support PES professionals who are tackling key challenges in 21st century employment.

The 'Changing World of Work' programme covers topics including changing occupational identities, digitalisation, lifelong learning, career adaptability and labour market information. By sharing their experiences on discussion boards, with support from EmployID tutors, around 350 PES learners are already creating a dynamic community. Most notably, participants welcome the opportunity to refresh their skills and reflect on their changing professional identity.

Want to take part? Log in at: <https://platform.europeanmoocs.eu/login>.



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