

4th Meeting of the Advisors for European PES Affairs (AFEPA's)

Brussels, 10-11 March 2016

Outcomes

Participants: AT, BE, BG, CY, CZ, DE, DK, EE, EL, ES, FI, FR, HR, HU, IE, IT, LT, LV, LU, MT, NL, NO, PL, PT, RO, SE, SI, UK, COM, PES SECRETARIAT, ICF

Absent: SK, IS

ITEM 1: Opening of the meeting, adoption of draft agenda

FI questioned why the originally planned item on 'entrepreneurship' was not included in the draft agenda. **PES Secretariat** pointed out that the COM had originally proposed the item, but decided to postpone until after the adoption of the skills agenda. The skills agenda will be presented at the Board, and it can be considered to integrate PES & entrepreneurship items into the 2017 work programme if there is sufficient interest. The draft agenda was adopted.

The Outcomes of the AFEPA meeting of 29-30 October were adopted.

ITEM 2: Follow-up PES Board meeting Luxembourg

The working groups on refugees and PES-PrES cooperation were established. The working group on long-term-unemployment will continue. The 2016 Work Programme was adopted and the Board agreed on a new PES Network logo. Furthermore the Board decided that 12 months after the finalisation of each Benchlearning report, each PES shall report to the Board on progress on the implementation of change. This will be done by sending a report to the PES Secretariat. A video of the Board is available on the [Network website](#).

ITEM 3: Employers Day

BE-VDAB (Dirk Sas) gave an update on the planning of the Employers Day 2016. Communication actions will include: social media presence on twitter, a video and newspaper articles (NY Times). All products will be made available to PES communications departments for national use. A mini website will be installed including links to national PES sites.

Action points and next steps:

- PES are asked to send information on planned national activities to Robert Komaromi, eed.coordinator@arbeitsagentur.de, if they have not done so already.*
- AFEFAs are asked to forward the EED communications information to their communications department.*
- Further information on the central European event should be shared with the AFEFAs.*
- A follow-up information email on the use of tweets/hash tags and logos will be sent out.*
- Evaluation of the Employers Day, and potential follow-up ideas will be presented to the Board in Amsterdam.*

ITEM 4: Work Programme 2016

PES Secretariat gave an update on the planned PES capacity questionnaire 2016 roadmap. It is a priority consideration that the burden on PES in completing the questionnaire should be limited. It is planned that the questionnaire will be dealt with in 2 parts. The part on the implementation of the YG will be designed as an update exercise, whereby PES just need to add the latest data. Questions on PES capacity will be further clarified in order to achieve better data comparability whilst keeping the burden on PES low and ensuring data continuity.

Several delegates raised concerns over the number of questionnaires/data collection exercised launched by EMPL/EMCO (YG, LTU, LMP, PES capacity).

PES Secretariat presented updated information (provisional dates of activities and further content related details on ML activities) on the work programme

2016. PES Secretariat urged participants to give ongoing feedback as the Secretariat will propose the 2017 WP at the October AFEPA.

ICF presented the learning concepts and the role of PES in the ML. It was highlighted that feedback of participant of ML activities is crucial for the further development of ML.

Action point:

- The PES Secretariat will feed back these concerns over the number of questionnaires/data collection exercised launched by EMPL/EMCO to relevant EMPL units and the EMCO Secretariat.
- AFEPA requested to provide ongoing feedback and ideas in preparation for the 2017 WP to be proposed at the October AFEPA

ITEM 5: Reports from the PES working group

The LTU working group will continue focusing on the planning of the upcoming LTU conference (2nd June 2016). **UK**, Chair of the LTU WG, highlighted 3 possible topics for the conference:

- Single point of contact
- Interinstitutional cooperation
- Cooperation with employers

COM presented further work on the LTU recommendation. AFEPA are asked to coordinate with national representatives on LTU eg. EMCO.

BE-VDAB (chair) gave an update on the virtual working group on PES-PrES cooperation. **FI**, **IE** and **NL** are part of the WG. A draft MoU (PES-Eurociett) was circulated by the chair for comments. **IT** expressed interest to participate in the WG. **DE** pointed out that the Board mandated the WG to work on identifying possible cooperation between PES and PrES, which shall not be limited to Eurociett (mainly temporary work agencies TWAs, but the only European representative body of PrES). It was suggested that big PrES (not TWAs) within MS (eg. UK, IE) could be contacted and asked for contributions. The draft outcomes of the WG shall be circulated at least 10 working days before the upcoming Board meeting, but the WG was encouraged to share its outcomes as early as possible.

NO, chair of the working group on refugees, presented the draft terms of reference of the WG. The WG plans to:

- draft PES key considerations to be presented at the June Board

- build upon existing mappings of PES activities on labour market integration of refugees and asylum-seekers
- organise a session of the EMCO thematic review on the integration of refugees and asylum-seekers that will be held on 22 June in Brussels.
- WG to meet in the second half of April.

ES, DE, LV expressed interest in participating in the WG.

SE informed about a WAPES event 'Labour market integration of refugees – the role of PES', hosted by the PES SE which is going to take place in Malmo on the 9-10 June 2016 in close cooperation with PES Austria and PES Germany.

ES informed that an EMCO peer review on labour market integration of refugees will take place in Madrid on 23-24 May.

DE questioned whether the development of skills assessments to be used in hotspots could be part of the WG.

COM presented the latest and planned activities at EU level. A European Agenda on Migration was presented in May 2015 followed by two implementation packages (May and September 2015). On 2 March, a new Emergency Assistance instrument was proposed for faster crisis response within the EU – 700 Mio. € will be made available. In Spring COM plans to issue a Communication Migration Management plus Action Plan and a Migration Management Package including an Action Plan on integration of third-country nationals.

Action point:

- The PES Secretariat will circulate the Terms of Reference for the Group with a call for members.

ITEM 6: Annual report

PES Secretariat informed about the planned postponement for publishing the PES annual report. As the results of the first benchlearning cycle will only be completed in the 2nd half of the year, the PES secretariat proposed to issue the report by November 2016 so that benchlearning results can feed into it. No comments were made on this at the AFEPA meeting.

Action point:

- *PES Secretariat will launch a written procedure for agreement of date by the Board.*
- *PES are asked to actively contribute to the drafting of the report.*

ITEM 7: Bottleneck vacancies 2015 – outcomes of the pilot

COM presented the outcomes of the 2015 study. Data from 23 PES are included.

PES Secretariat asked whether AFEPA consider an annual study/collection of data beneficial. PES were in favour of an annual exercise, and there was a suggestion also to look at skills surpluses. The presentation will be uploaded to the AFEPA extranet.

Action point:

- *AFEPA are asked to comment on the draft study within 10 days*

ITEM 8: New EURES Regulation: Role of PES

Presentation by **COM**. The first meeting for the newly introduced EURES Coordination Group is scheduled for June 2016. MS will soon be asked to nominate representatives for the Group and designate National Coordination Offices. A pilot for setting up a performance monitoring system will be launched in April 2016. Further questions on EURES can be sent to the functional mailbox: EMPL-EURES-REGULATION@ec.europa.eu. The presentation will be uploaded to the AFEPA extranet.

ITEM 9: Update on ESCO, European Skills, Competences, Qualifications and Occupations; Skills Agenda

Presentation by **COM** can be found on the AFEPA extranet. Version 1 of ESCO will be ready by the end of the year. Consultations processes are ongoing. Pilot project with LinkedIn: **COM** presented the outline of a proposal for a pilot project exchanging job vacancies with LinkedIn using ESCO.

Action point:

- *PES interested to participate in the LinkedIn pilot project or that want to suggest their own pilot project may contact the ESCO Secretariat: EMPL-ESCO-SECRETARIAT@ec.europa.eu*

ITEM 10: Preparation of the agenda of the PES Board meeting in Amsterdam:

NL presented the outline of the draft agenda. As regards the planned workshops on the second day to be hosted by PES Board members, the **PES Secretariat** asked AFEPA for proposals and then proposed 3 possible topics based on benchlearning results:

- Sustainable activation
- Competence-based matching
- Benefiting from partnerships

Additionally, **the UK** suggested the topic:

- "LM integration for people with disabilities".

The PES Secretariat announced to launch soon by email a call for candidates as regards the appointment of the new chair of the PES Network, which will take place at the next Board meeting.

Action point:

- *AFEPAAs are asked to express their opinion on the suggested topics for the workshops, and to inform the Secretariat if they would host a workshop. Further proposals may be sent to the PES Secretariat within the next 2 weeks.*

Open exchange between AFEPAAs

AFEPAAs discussed their role within their PES. The increasing importance to represent the Network (eg. in EMCO reviews) was highlighted. **PES Secretariat** distributed an anonymous questionnaire on the role of the AFEPAAs.

ITEM 11: Feedback from latest PES network events

Benchlearning: the **Senior Advisor Benchlearning** presented the outcomes of the January working and steering group meetings, and the next project steps. He particularly thanked the PES for their support to improve the data quality for the next round of data collection and the feedback to improve the PES performance dashboard. Major challenges for the second half of 2016 will be the elimination of context factors to extract the PES net quantitative performance and to establish a correlation between performance enablers and performance outcomes. A third task will consist in the adoption of the Benchlearning methodology to the next BL cycle (2017-18) that will focus on the change process after the site visits as decided at the Luxemburg PES Board.

The next BL working/steering group meetings will take place in September 2016.

The first two PES to produce a report on their national change agenda following the Benchlearning assessment will be France and Slovakia. The remaining 13

countries having participated in the assessment in 2015 are expected to produce their reports for the December Board meeting.

DE confirmed that it will continue to provide support for the Benchlearning project also for the next cycle.

PARES strategic dialogue: **PES Secretariat** updated on the February event on contracting out and asked PES to reflect on the possible continuation of the topic under the 2017 Network Work Programme.

PES Secretariat reported on the successful 'Change Management event' that took place on the 19th of January 2016. There was good participation from PES senior officials. Following this a subsequent event is foreseen to be organised for autumn 2016. This will consider quality management issues and the role of middle management in driving change.

PES Secretariat summarised the outcomes of the conference 'Implementation of the Youth Guarantee – Challenges and success factors' that took place on the 9th of December 2015. The conference focused on 4 topics: sustainable activation of NEETs, working with employers, enhancing career guidance for young people and strengthening collaboration with schools. The final report as well as best practice fiches will be published at the PES knowledge centre website. A toolkit is under preparation. The current draft version will be revised by some PES and published after approval.

ITEM 12: Evaluation of the implementation of the PES Network Decision 2017

The PES Secretariat gave an overview of the procedure and PES involvement as regards the upcoming evaluation of the PES Network Decision as referred to in Art. 10 of the Decision.

ITEM 13: Launch of PES Knowledge Centre website

ICF presented the new PES Knowledge Centre website (former PES to PES Dialogue). Link: <http://ec.europa.eu/social/main.jsp?catId=1163&langId=en>. Additionally the new PES practices website (former WEESP website), which will be online by mid-April, was presented.

AOB

DE summarised the latest requests for cooperation and exchange for the Chair as regards refugees and digital skills in the framework of the digital agenda. Furthermore, DE questioned as the European Lifelong Guidance Professionals Network (ELGPN) will come to an end, whether the COM plans any further involvement of the PES Network in the successor.

FR (WAPES as Vice Presidency for European Region) gave an overview on planned WAPES activities:

- Malmö:
 - Labour market integration of refugees – the role of PES, 9-10 June 2016 (lead by Sweden, Austria, Germany)
 - European Region meeting – 8 June 2016
- Rabat: Executive Committee 22 March 2016
- Bern: 2nd Meeting “WAPES Long Term Strategy” 20–21 April 2016
- Nuremberg (tbc): European Region meeting- (by the end of September); linked with a third meeting 'WAPES Long Term Strategy'
- Tokyo:
 - Managing Board, 8 November 2016
 - Conference, Peer Review Results on Skills and Migration Germany, Japan, Canada, ...), 9–10 November 2016

PES Secretariat informed that a Facebook closed group on Benchlearning is available and AFEPAs are invited to join.

The next AFEPAs meeting will take place in Brussels on 20-21 October 2016.