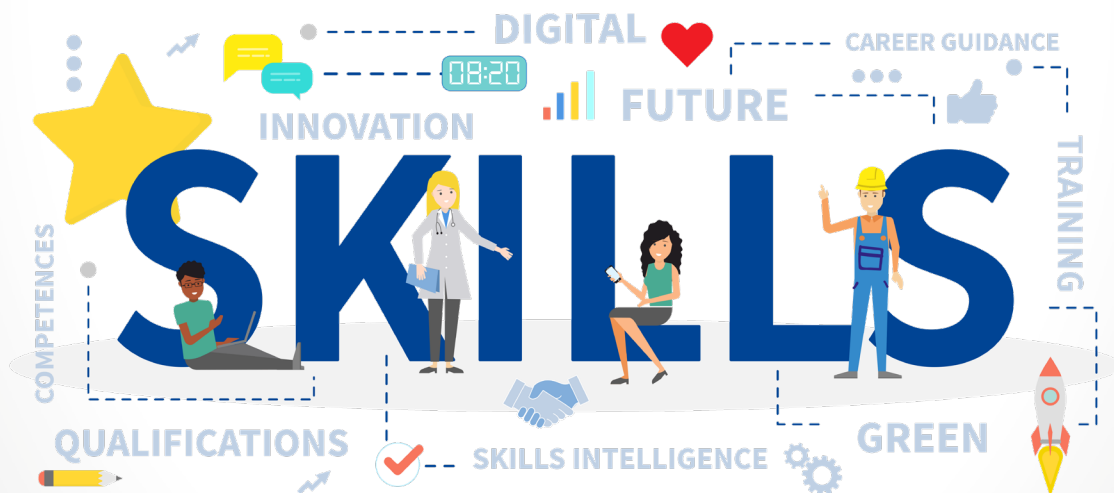




PES Network
Stakeholder Conference

Empowering the Workforce, Bridging the Skills Gap

30 March 2023



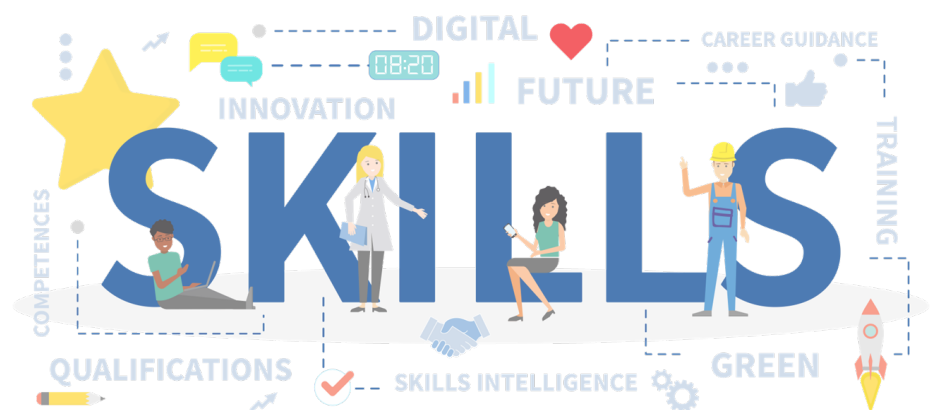
30 March 2023:

Empowering the Workforce, Bridging the Skills Gap: an introduction

This conference is dedicated to exploring the role of public employment services and the wider skills ecosystem in meeting the objectives of the **European Year of Skills**. The conference will explore how PES and stakeholders can jointly contribute to **more effective and inclusive training and upskilling**, identify skills that are relevant to labour market needs, and match jobseeker aspirations. The stage for the discussion will be set by an introductory panel. A first round of thematic workshops will then be the opportunity to explore the conference themes in depth, while the afternoon workshops will focus on what awaits us in the future.

[#EuropeanYearOfSkills](#)

[#PESNetConference](#)



Opening session and scene-setting (9.00-9.30 CET)

The session will open with a welcome message from **Jordi Curell**, Director for Labour Mobility and International Affairs at the European Commission (DG EMPL). Dr **Łukasz Sienkiewicz**, Institute of Labour Market Analyses (IARP), will then deliver a scene-setting presentation covering the current situation in Europe, key trends and policy options around skills.



Jordi Curell

Jordi is Director for Labour Mobility and International Affairs in the Directorate-General for Employment, Social Affairs and Inclusion. The Directorate is responsible for advancing and supporting high-quality labour mobility within the EU by promoting the free movement of workers and by facilitating the coordination of social security systems. In this capacity, Jordi Curell has been involved in preparing and negotiating proposals such as the revision of the posting of workers Directive, the amendment to the Regulations on the coordination of social security, and the European Labour Authority Regulation.



Łukasz Sienkiewicz

Łukasz is Chairman of the Board of the Institute for Labour Market Analyses and Associate Professor at the Faculty of Management and Economics at Gdansk University Technology. He holds a habilitated doctorate in the field of social sciences. His experience and interests include analysis of employment and educational policies, including human capital formation, labour market intelligence systems, skills surveying and forecasting, and public employment services.

Introductory panel session “What skills for Europe’s future labour market?” (9.30–10.30 CET)

The introductory panel will be discussing the current and future implications for the skills of the European workforce. Speakers will provide their own unique analysis of the skills challenges that await European labour markets, and the role of PES and their stakeholder partners in adapting to them.

The session will feature **Johannes Kopf**, Chair of the PES Network, **Maxime Cerutti**, Director of BusinessEurope’s Social Affairs department, **Ignacio Doreste**, Senior advisor at ETUC, and **Valentina Guerra**, Policy officer at SMEUnited.



Johannes Kopf

Johannes is Chair of the European Network of Public Employment Services Since July 2019. He is also a member of the board of directors at the Austrian Public Employment Service (AMS). From 2003 to 2006, he worked as a labour market expert in the office of the Minister for Economics and Labour and was a member of the supervisory board of the AMS.



Maxime Cerutti

Maxime was appointed Director of BusinessEurope’s Social Affairs department in January 2012. He is responsible for a diverse portfolio of social affairs and labour market policy issues as well as the day-to-day management of the department. He also coordinates BusinessEurope’s engagement as a social partner in the context of the European social dialogue. Maxime joined BusinessEurope in November 2007 as social affairs adviser. Prior to this, he worked between 2005 and 2007 as a policy officer at the European Youth Forum in Brussels.



Ignacio Doreste

Ignacio is a senior advisor at ETUC working on the dossiers of labour market and employment, self-employment, atypical work and the platform economy, occupational health and safety, and organising workers. His engagement in the trade union movement started in Spain in 2009, and he has worked for the European Trade Union Confederation since 2013.



Valentina Guerra

Valentina is a Policy Advisor for Social Affairs and Training for SMEUnited, the European Employers' organisation representing Crafts and SMEs. She is responsible for issues concerning social affairs, education and skills, social dialogue and migration.

Thematic workshops (11.00-12.30 CET)

These workshops feature PES and stakeholder presentations on current practices and initiatives around skills supply and demand, followed by a Q&A with the audience.

Workshop 1: Matching aspirations with labour market opportunities through career guidance

This workshop focuses on changes in the labour market driven by automation and digitalisation, having a significant impact on career paths with increased numbers of transitions. PES and their stakeholder partners will increasingly need to develop their mediator role to deal with new challenges in this changing environment.

The workshop features a scene-setting presentation by Professor **Jaana Kettunen** from the University of Jyväskylä. **Irene Mandl** from the European Labour Authority will also offer some insight into the ELA's most recent initiatives. **Famke Soenen** from VDAB, the Belgian-Flemish PES, **Karen Van den Bergh** from Acerta, and **Petra Vervoorn** from UWV, the Dutch PES, will then present their experience with career guidance and holistic jobseeker support through partnerships.



Jaana Kettunen

Jaana is a Professor of Guidance and Vice-director at the Finnish Institute for Educational Research (FIER) of the University of Jyväskylä, and a research associate at Florida State University's Centre for the Study of Technology in Counselling and Career Development, USA. Her research revolves around career guidance practice and public policy development with a special interest in the design and use of information and communication technology in career guidance. Dr Kettunen is also a nominated national expert at Cedefop's CareersNet expert network for lifelong guidance and career development and a member of its Advisory Board.



Irene Mandl

Irene Mandl is the Head of the Information and EURES Unit at the European Labour Authority. Before joining ELA in 2021, she worked in policy-oriented socioeconomic research in the fields of employment and labour markets, as well as entrepreneurship and industry analysis. Most recently, she was Head of the research unit 'Employment' at the European Foundation for the Improvement of Living and Working Conditions. She holds Master's degrees in international business administration (with a specialisation in marketing and organisational planning) and in business and law (with a specialisation in HR management).



Famke Soenen

Famke has been a policy advisor at VDAB, the Flemish public employment service, since 2021, working on employers' strategy and job-to-job transitions, amongst other themes. Before this, she worked for several years as a labour market advisor for local communities and supported consultation among social partners at a local level.



Karen Van den Bergh

Karen has been working at Acerta since 2017, individually coaching employees from various sectors to the next chapter in their careers, alongside her role as trainer. She combines legal knowledge with HR management and coaching skills. She started her career as a socio-legal consultant for a large HR service provider where she worked for a variety of clients. She then started training HR staff in the domain of labour and social security law. At the same time, she delved into HR management and coaching. From 2009 to 2014, she worked as an HR consultant, acting as on-site HR Business Partner, but also supervising HR projects at SMEs in the wider fields of performance and competence management, coaching, etc.



Petra Vervoorn

Petra is a policy advisor for UWV, the Dutch public employment service, working with the national team of service centres on work and education (Leerwerkloketten) in the Netherlands. Her goal is to improve the connection between education and the labour market and to support lifelong learning.

Workshop 2: Skills intelligence: understanding current and future labour market needs

This workshop deals with how skills intelligence is embedded within the work of PES and the role it plays in understanding current and future labour market needs. The workshop features practices that enable this intelligence to be applied in the design of demand-led training programmes.

Jasper van Loo from Cedefop will provide a stage-setting presentation. **Susanne Kraatz** from the World Association of Public Employment Services (WAPES) will then present a new approach to skills intelligence with a focus on green jobs. **Aliki Anitsi** from DYPA, the Greek PES, as well as **Stavros Gavroglou** and **Vaios Kotsios** from the Greek Ministry of Labour and Social Affairs, will then take the floor to introduce the Greek Mechanism for the Identification of Labour Market Needs.



Jasper van Loo

Jasper coordinates the labour market and skills intelligence work of the European Centre for the development of Vocational Training (Cedefop). He has a Master's degree in quantitative and general economics and holds a PhD in social sciences. After leading Cedefop's monitoring work on VET systems and policies for several years, Jasper currently focuses on research and analysis on skills, training, employability and the green and digital transition.



Susanne Kraatz

Susanne is a political scientist with experience in career guidance, demographic counselling for employers and adult learning. She has been working with WAPES since 2005 before joining the Secretariat in September 2020 as an interim senior consultant and as a permanent consultant since November 2022. She has worked for more than 20 years in the field of labour market integration, modernising PES business models, career management, training of PES staff and employment policies. Until 2022, she was a member of the Cedefop CareersNet as a country expert for Germany and has cooperated extensively with the ILO, OECD and the European Training Foundation.



Aliki Anitsi

Aliki is a data analyst with a background in statistics. She is Head of the Department of Planning, Research and Evaluation in DYPA, the Greek public employment service. Since 2012, she has been actively engaged in collecting and analysing data on registered unemployment and labour market policies. She is a member of DYPA's team supporting the Greek Mechanism for the Identification of the Labour Market Needs. Before joining DYPA, she used to work as Head of the Accounting Dept. for the Greek Workers' Housing Organisation.



Stavros Gavroglou

Stavros is a specialist in labour economics and public policymaking, and a member of the Unit of Experts of the Greek Ministry of Labour and Social Affairs (M.E.K.Y.). He currently heads the Labour Market Diagnosis Mechanism, coordinating the monitoring, analysis and visualisation of job creation and skills anticipation at the national, regional and local levels. He holds a master's and a doctorate degree in Political Science from the Graduate School of Arts and Sciences of Columbia University, USA, and has taught courses in Political Science, History and Constitutional Law at universities in the USA and Greece.

**Vaios Kotsios**

Vaios is a researcher and data analyst with a doctorate from the National Technical University of Athens (2016) in the field of Environmental Sciences and Development. He specialises in business intelligence systems, geographic information systems, mixed methods of research, and data mapping and analysis. Since December 2017 he has been working as a senior researcher and designer of business intelligence systems for the Mechanism of Labour Market Diagnosis supervised by the Unit of Experts of the Ministry of Labour and Social Affairs (M.E.K.Y.). From 2018 to 2020 he was a national expert for Greece in the Transnational Network for Employment of the European Social Fund.

Workshop 3: Developing skills for the digital and green transitions

This workshop focuses on how to effectively equip workers and jobseekers with relevant skills through reskilling and upskilling, with a particular focus on those skills that are crucial to support the digital and green transitions.

The workshop will start with a scene-setting presentation by **El Iza Mohamedou** from the Organisation for Economic Co-operation and Development (OECD). **Michael Freytag** from WEC-Europe will then present the role of private employment services in bridging the skills gap. Finally, **Inga Balnanosienė**, Director of the Lithuanian PES, will offer some insights into how public employment services can collaborate with other stakeholders through the Pact for Skills.



El Iza Mohamedou

El Iza is the Head of the OECD Centre for Skills which supports countries to achieve better economic and social outcomes by taking a whole-of-government approach and engaging with stakeholders to develop and implement better skills policies. She has more than 25 years of international experience working in the field and at headquarters with various international organisations and in the private sector. El Iza holds a PhD in Economics, an MBA in International Business and a BA in Economics.



Michael Freytag

Michael has been working since 2016 as European Public Affairs Manager at the World Employment Confederation-Europe. Michael manages WEC-Europe's European public affairs and advocacy activities as well as the EU Sectoral Social Dialogue on temporary agency work. In 2019, Michael Freytag was elected as chair of the European Business Services Alliance, a network of European associations of the business services sectors. From 2005 to 2016, Michael Freytag worked at the International Confederation of Private Employment Services (Ciett) as a policy advisor, and prior to joining the private employment services industry, he held several positions in European public affairs in Germany and Belgium.



Inga Balnanosienė

Inga is the Director of the Lithuanian Public Employment Service under the Ministry of Social Security and Labour. She is responsible for coordinating the implementation of labour market policy at the national level, drafting new efficient employment services and methods, and coordinating national research on the labour market needs, supply and demand. She also took part in the preparation of Lithuania's National Reform Programme.

Workshop 4: Improving skills assessment and the integration of workers

The workshop explores how skills assessment can support labour market integration. There is a particular focus on the importance of recognising the value of skills (and soft skills) and learning developed in non-formal or informal learning.

The workshop will start with a scene-setting presentation by **Patrick Werquin** from the Conservatoire national des arts et métiers in France. **Ayse Andersson** and **Magnus Rödin** from the Swedish public employment service will then offer some insight into their matching method 'Job Matching from Day-1'. Finally, **Belén Rebollo** from the Spanish public employment service and **Inmaculada Villena Cuartero** from the Valencian Employment and Training Service will present their use of Professional Certificates.



Patrick Werquin

Patrick is currently a professor at CNAM, Conservatoire national des arts et métiers (French Tertiary Research and Adult Education Institution), Paris; and an independent consultant. Prior to these posts, he was a senior economist with the OECD. He has worked and published extensively on several aspects of education and training policies, including lifelong learning, technical and vocational education and training, national qualifications systems and frameworks, and the validation and recognition of nonformal and informal learning outcomes. He has also carried out research using statistical indicators and microeconomic analysis on education and the labour markets in all OECD countries as well as in Africa, Latin America, the Arab World, Southeast Asia, the Caribbean and Europe.



Ayse Andersson

Ayse is the founder of the matching method "Job matching from day 1" (MD1). MD1 is an evidence-based matching method developed by the Swedish public employment service to support people who are far from the labour market in getting a job. Above all, it applies to people who are at risk of ending up in long-term unemployment, be it due to a lack of education, their status as a migrant, a disability that leads to reduced work ability and/or their age. Ayse has studied economics and has a long experience working with newly arrived immigrants in Sweden. She also trains employment officers and the employment service's health professionals in the matching method.



Magnus Rödin

Magnus works as an analyst/researcher at the Swedish public employment service. He mainly works with implementing and evaluating large-scale randomised trials targeted towards job seekers who are or have a high risk of becoming long-term unemployed. Magnus holds a PhD in Economics.



Belén Rebollo

With more than twenty years of experience in the field of employment policies, Belén currently works for the Spanish public employment service, and is in charge of strategic management, coordination and promotion of labour market policies in collaboration with the autonomous communities and other partners. She also develops the planning and promotion of training programmes for companies, individual training permits and the public offer of training for employed workers, as well as the coordination of its implementation through the State Foundation for Training in Employment.



Inmaculada Villena Cuartero

Inmaculada is currently responsible for the accreditation of professional competences acquired through work experience, non-formal and informal training in LABORA, the Valencian Employment and Training Service. She is also the responsible authority for the IMI in the Valencian Community in the field of professional qualifications recognition. Since 1990 her professional life has been related to the field of training and employment in the Administration, performing functions related to professional selection and guidance. Since 2003, she has been working on professional qualifications in both the Public Education and Labour Administration. She has also been a tutor, at a national level, for counsellors in the accreditation procedure.

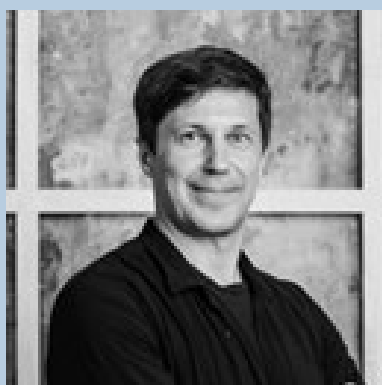
Collaborative workshops (14.00-15.45 CET)

These workshops will see participants engaged in a group discussion to identify future skill challenges and potential responses by PES and their stakeholders. Each workshop is introduced by a scene-setting presentation, followed by a short stakeholder intervention to provide context to the discussion.

Workshop 5: Supporting those most impacted by automation and digitalisation

Less educated workers and young people are most likely to be displaced by automation. Indeed, many early-career, low-skilled jobs are highly automatable. Routine (and often low-pay) jobs such as office support, production, customer service and sales have some of the highest potential for displacement and primarily employ workers without tertiary education or workers from vulnerable backgrounds (i.e. women or people with disabilities). The workshop asks participants to reflect on the role of PES in supporting those in employment to navigate the changes brought about by automation and to navigate more frequent career transitions.

The workshop will start with a scene-setting presentation by **Tadas Leončikas** from Eurofound. **Caroline Mancel**, Deputy Director-General at Actiris, the PES for the Brussels-Capital Region, will then give a short intervention before the main discussion.



Tadas Leončikas

Tadas is the Head of the Employment unit at Eurofound. Previously, he was a senior research manager in the Social Policies unit, managing the European Quality of Life Survey (EQLS) and developing Eurofound survey research. Since joining Eurofound in 2010, he has worked on various topics including survey methods, quality of life, trust, social mobility, social inclusion, and social services. Tadas's background is in sociology and in his earlier career, he headed the Institute for Ethnic Studies in Lithuania, working on studies related to the situation of ethnic minorities, migrants and other vulnerable groups.



Caroline Mancel

Caroline is the Deputy Director-General of Actiris, the public employment service for the Brussels-Capital Region in Belgium. Caroline has more than 20 years of experience within the sector, first at the International Relations Department of the Brussels-Capital Region, where she was Head of the Multilateral Relations Unit for 8 years. From 2009 until 2011, Caroline was Deputy Delegate at the Permanent Representation of Belgium to the EU. After that, Caroline was the Advisor for Research and Innovation for the Minister for Research of the Brussels-Capital Region. In 2014, Caroline joined Actiris as Director of the Employers Department.

Workshop 6: Evolving skills profiles of existing occupations: towards more frequent reskilling, upskilling and job-to-job transitions

Change is likely to result in changes to existing jobs rather than the simultaneous wholesale destruction of old jobs and the creation of new ones. Many job roles will be reconfigured rather than eliminated as most occupations change. The demand for labour is expected to become increasingly skewed towards relatively high-tech and high-skilled profiles. In this workshop, participants will be asked to analyse how PES and other stakeholders can join forces to support their customers in navigating these changes.

The workshop will start with a scene-setting presentation by **Jasper van Loo** from Cedefop. **Yves Magnan** from Le Forem, the PES for Wallonia, will then give a short intervention before the main discussion.



Jasper van Loo

Jasper coordinates the labour market and skills intelligence work of the European Centre for the development of Vocational Training (Cedefop). He has a master's degree in quantitative and general economics and holds a PhD in social sciences. After leading Cedefop's monitoring work on VET systems and policies for several years, Jasper currently focuses on research and analysis on skills, training, employability and the green and digital transition.



Yves Magnan

Yves joined the public employment service in Wallonia (Le Forem) in 2003. He was first occupied as manager of a vocational training centre. He then moved as vocational training director in the province of Luxembourg, where he coordinated the vocational training activities of 6 centres. In 2011, he joined the Forem headquarters in Charleroi in order to manage the training of VET trainers (FormaForm), e-learning activities and all challenges regarding certification and EQF. After working for one year as a territorial manager, he became the general manager responsible for designing Le Forem's services offer regarding vocational training, jobseekers coaching and business support.

Workshop 7: Partnerships for upskilling and reskilling: an evolving ecosystem

Future jobs will require a wide range of skills. PES will need to work together with educational institutions and training providers as well as employers and social partners. In this workshop, participants will be asked to identify ways of ensuring that upskilling and reskilling measures are provided for all those that need them.

The workshop will start with a scene-setting presentation by **Sophia Cooper** from ADEM, the public employment service in Luxembourg. **Laura Jones** from the European Platform for Rehabilitation will then give a short intervention before the main discussion.



Sophia Cooper

Sophia works as a training manager within the training department for jobseekers at the National employment agency in Luxembourg – ADEM. Within the training department team, her main tasks include implementing and organising upskilling and reskilling training for jobseekers, coordinating skill-based projects supported by the ESF in partnership with external training institutions, as well as contributing to the identification of future training needs through job analysis. Previous to joining the National employment agency, she worked for over 6 years as a programme manager at the House of Training in Luxembourg, a training institute created by the Chamber of Commerce and the Luxembourg Bankers Association (ABBL), a longstanding training partner of ADEM.



Laura Jones

Laura has been working in the social sector with EU NGOs since 2006 and since 2015 has been Secretary General of EPR, a community of service providers working with people with a disability. She is responsible for the implementation of EPR's mission to build the capacity of its members to provide sustainable, high-quality services. She currently holds the rotating Presidency of Social Services Europe, the network which aims to strengthen the profile and position of social services and promote the role of not-for-profit social service providers in Europe. She co-leads the Inclusive Labour Market Alliance, an informal network of European NGOs working on the employment of people with a disability.

Workshop 8: Third-country nationals and qualification recognition in Europe

Migrants' entry into the labour force tends to be slower than that of native-born workers. They are also overrepresented in low-skilled work, even when they have similar levels of education and skills as native-born residents. Participants will be asked to assess how PES and their partners can better recognise the qualifications of third-country nationals and provide them with better opportunities.

The workshop will feature a single scene-setting presentation by **Eduarda Castel Branco** from the European Training Foundation.



Eduarda Castel Branco (ETF)

Eduarda is a senior expert in qualifications systems and labour market information. She is the coordinator of the ETF project Big Data for Labour Market Intelligence. She also has long-standing professional experience in the context of international cooperation: among others, she is the key expert and coordinator of the project “African Continental Qualifications Framework”. Eduarda is also a member and contributor to the European Qualifications Framework Advisory Group and the EU Member States Working Group regarding ESCO; She has contributed to a range of ESCO projects, such as Linking learning outcomes of qualifications to ESCO.

Closing session (16.00-16.30 CET)

The closing session will offer an overview of all the issues addressed during the conference, particularly the key points emerging from the group discussions in the collaborative workshops. The **expert facilitators** for each afternoon workshop will intervene to present the key points to the audience.

Three speakers will then present their final remarks on the conference's key themes: **Eamonn Davern**, an independent labour market expert, **Gelu Calacean**, Head of Unit for Labour Mobility, Public Employment Services, ELA at DG EMPL and **Spiros Protopsaltis**, First Vice-Chair of the PES Network.



Eamonn Davern

Eamonn is a labour market expert working on projects driving the modernisation of PES. His expertise includes strategic planning for public sector service transformation, in particular in the field of employment services. During a three-year secondment to DG EMPL, he provided expert and technical advice for the effective functioning and modernisation of the PES Network. Before working for the European Commission, he worked for over 31 years for the UK Ministry for Work and Pensions. He led the UK Public Employment Service International Relations Team and in this role as an International Public Employment Services Senior Policy Advisor was also responsible for the UK European Employment Service (EURES) operation and labour market migration issues.



Gelu Calacean

Working for the last 10 years in the development of EU employment and social policies, Gelu is currently Head of Unit for labour mobility, public employment services and the European Labour Authority. He manages the team in charge of the PES Network secretariat in the European Commission. In the past, he was in charge of the ESF+ in Poland, Czechia and Slovakia and has advised the Director General of DG EMPL on overall policy developments. Before this, he worked in the Commission on educational policies.



Spiros Protopsaltis

Spiros is the Governor and Chairman of the Board of Directors of DYPA, the Greek Public Employment Service. He is also the First Vice-Chair of the European Network of Public Employment Services and President of the National Council for Labour Force Skills. Previously, he was the director of Ed Policy Forward and an Associate Professor at George Mason University. During the Obama Administration, he served in a number of positions working on higher education, student financial aid, and labour and pension policies. He holds a PhD from the University of Colorado in Denver, an MS from the New School University, and a BA summa cum laude from Northeastern University.