



# DG Employment initiatives

15th Plenary Meeting and 5th Policy Review Meeting  
of the European Lifelong Guidance Policy Network  
11-12 June 2014, Zagreb, Croatia

**Barbora Novotna, DG EMPL, Unit C3**

# "PES Decision"

On enhanced co-operation between public employment services

- **Was adopted and enters into force on 18 June 2014**
- **Gives formal status to the PES Network** paving the way for the network to advise on the basis of its expertise from the ground level.

## What will the new PES network do for guidance?

- will contribute to **modernising and strengthening PES** in key areas **including the provision of guidance** for the jobseekers and job changers to help them through the transitions during their career
- The PES Network shall **initiate cooperation** with relevant labour market stakeholders and **with other networks** such as the **European lifelong guidance policy network** by involving them in relevant activities and meetings of the Network and by exchanging information and data.

# What will the 'new' PES network do?

- a) develop and implement Union wide **evidence-based benchlearning** among PES;
- b) **provide mutual assistance**, either in the form of peer-to-peer or group activities, through cooperation, exchanges of information, experience and staff between the members of the Network
- c) contribute to **modernising and strengthening PES** in key areas
- d) **prepare reports** at the request of either the European Parliament, the Council, the Commission, or on its own initiative;
- e) contribute to the **implementation of relevant policy initiatives**;
- f) adopt and implement its **annual work programme** setting out its working methods, deliverables and the details related to the implementation of the benchlearning;
- g) **promote and share best practice on the identification of NEETs**



# EURES Reform

Reform to improve matching, placement and recruitment capacity of EURES

Includes among others:

- **Better provision of guidance to jobseekers** interested in working in other EU country and to employers recruiting from abroad.
- **Revision and setting up of quality standards of guidance provision**, task descriptions and profiles of EURES staff
- Developing a bussiness intelligence tool based on EURES database



# PES to PES Dialogue: Analytical Paper

## European reference competence profile for PES and EURES counsellors

**Paper now ready for endorsement by PES network**

- **part of HoPES work programme 2014**  
Contribution to Employment Guidelines 2020, PES 2020, ELGPN
- **Building upon a series of activities within P2P**  
**Topics:** Guidance for Jobseekers, Profiling, Individual Action Planning, Survey - Job tasks and training concepts, Professionalism of employment counsellors
- **Taking up findings from other European projects**  
**Sources:** Cedefop, NICE - Network for Innovation in CG/counselling, Leonardo da Vinci projects, EURES training

# Analytical Paper – Fields of competences including EURES

## 1. Foundation (cross-cutting) competences

e.g. ethical practice, continuous development and improvement, responsibility and reflected use of discretion, communication skills, trust-building ability

## 2. Working with clients: Client interaction competences

e.g. individual action planning / promotion career management skills, assessment of need for support, problem recognition and solving skills, assessment and matching skills for job placement, human resources management knowledge, basics of guidance for mobility, working with employers, client interaction in the context of EURES, ability to combine administrative & monitoring role with counselling

## 3. Supporting competences: Systems and technical competences

e.g. service (country) specific knowledge of disadvantaged groups, ALMP, knowledge of networks and coordinated service delivery

# PES Youth workshops

on the PES capacity to implement Youth Guarantee (14 -15 Mai 2014)

## Workshop 1:

### The multi-topic workshop on the PES implementation of the Youth Guarantee

#### Topics:

1. Taylor made approaches for young people
2. **Provision of guidance for young people**
3. Promoting work trials and work experience

## Workshop 2: Stakeholder management schemes to address the labour market integration of NEETs

- Discussed the importance and ways of cooperation and partnerships between PES and stakeholders (NGO's, municipalities, employers ect.) and PES role in their managing.

# PES Youth Seminars

on the PES capacity to implement Youth Guarantee (14 -15 Mai 2014)

## Main conclusions and best practices:

- Guidance offered on an individual or group basis, face-to-face or at a distance, use of social media, video chats ect.
- Includes: job placement, career information, assessment tools, interviews, career management, work search programmes, transition services ect.
- **Taylored and personalised multichannel delivery** - best practice to offer services to youth - but right choice and combination of channels is paramount
- **Role of advisor and his personal approach**– extremely important in building trust and sustainable cooperation and motivation (young people want to feel unique and respected)
- However: PES often lack specialised "youth" advisor or youth related training
- Importance of guidance delivery in partnerships and outsourcing services
- **Involvement of young people** in NEET's outreach activities and provision and design of PES services – very positive



# EU Skills Panorama

A central access point to data, information and intelligence on skills needs in Europe

Developed by:



The screenshot shows the top part of the EU Skills Panorama website. At the top right, there is a "Legal notice" link and a language dropdown menu set to "english (en)". The main header features the European Commission logo and the title "EU SKILLS PANORAMA". Below the header is a navigation menu with the following items: Home, Occupation, Sector, Country, Skills, Analytical Highlights, Analysing Skills, Datasets and indicators, Forthcoming data, Useful Resources, Glossary, EUSP activities, and Contact. The "Skills" item is highlighted in red. The main content area has a pink heading "Welcome to the EU Skills Panorama (EUSP)" and a call to action: "Access here national, European and international research findings on skills and jobs". Below this, there is a section titled "The EUSP provides information and intelligence that can:" followed by a list of bullet points. To the right, there is a "Latest Analytical Highlights" section with three items: "Literacy & Numeracy", "Nursing & Midwifery Professionals", and "ICT Sector", each with a small image and a brief description. At the bottom right, there is a "Forthcoming data" section.

Legal notice english (en)

European Commission

EU SKILLS PANORAMA

European Commission > EU Skills Panorama

Home

Occupation

Sector

Country

Skills

Analytical Highlights

Analysing Skills

Datasets and indicators

Forthcoming data

Useful Resources

Glossary

EUSP activities

Contact

Welcome to the EU Skills Panorama (EUSP)

Access here national, European and international research findings on skills and jobs

The EUSP provides information and intelligence that can:

- Help improve the capacity for skills assessment and anticipation
- Inform skills governance through the anticipation of skills needs; improving responsiveness of education and training systems; and enhancing the matching of supply and demand for labour across Europe

The EUSP will widen the audience for labour market information and skills research across Europe through:

- Providing access to labour market and skills information and 'intelligence'
- Providing users with access to information about the methodologies used to generate labour market and skills information and intelligence
- Understanding and responding to users' needs

Latest Analytical Highlights

**Literacy & Numeracy**  
Access here analysis of key trends in literacy and numeracy across the EU

**Nursing & Midwifery Professionals**  
Access here analysis of key skills trends of nurses and midwives across the EU

**ICT Sector**  
Access here analysis of key skills trends in the ICT sector, one of the key economic sectors in the EU

Forthcoming data

# EU Skills Panorama

## What next?

**Phase 1 and 2** (till mid 2015 ):

- 1.- Improve content and user experience of current site (quality of data, indicators and improve quality of analysis)
2. Make the site dynamic and flexible, with enriched data and usable info for intermediary actors, mainly policy makers;

<http://euskillspanorama.cedefop.europa.eu/>





# EU SKILLS PANORAMA

EU Skills Panorama

- Home
  - Occupation
  - Sector
  - Country
  - Skills
- 
- Analytical Highlights
  - Useful Resources
  - Datasets and Indicators



Participate in the EU Skills Panorama users survey!

## Welcome to the EU Skills Panorama

Your central access point for data, information and intelligence on trends for skills and jobs across Europe



Occupation	Sector	Country	Skills
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### News

24/04/2014  
**Making EU Skills Panorama focal point for information on skills and labour market in Europe**  
 Work has started to transform the EU Skills Panorama website to provide a more comprehensive and user-friendly central access point for information and intelligence on skill needs in occupations and sectors across Europe.

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01/04/2014  
**Cedefop's latest skill supply and demand forecast is now available**  
 Employment in the EU is projected to grow by about 2% over the period 2013-2020 but the (EU's) target of 75% of people aged 20 to 64 being in a job by 2020 looks beyond reach.

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20/03/2014  
**Briefing note - Skill mismatch: more than meets the eye**

### Featured Analytical Highlights



#### Apprenticeships

Apprenticeships: an effective route to employment and an area of increased policy interest



#### Automotive & Clean Vehicles

Wanted: engineering and science, maths and computer science graduates and post graduates to fill jobs linked to an increasing demand for clean vehicles



#### Health

The health challenge: a forecast 11.6 million jobs across the EU to be filled from 2013 to 2025



#### Renewable Energy

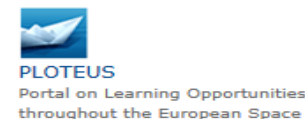
Skills upgrading and new jobs in the growing renewable energy industry

Click [here](#) to see more analytical highlights.

Powered by:



Related sites:



# EU Skills Panorama

## Phase 3 (till 2016):

Deploy **EUSP** as web tool to provide career and skills development guidance

- Support and source of information for career counsellors and advisors
- Provision of information on job prospects and skills profiles
- usable for individual decisions and advice to young, jobseekers, and citizens
- Interlink with other existing EU tools (such as EURES, ESCO, Ploteus, Europass)

## Currently in 2014:

- Feasibility study** on availability of EU data, design and value added of such tool – **for comments and suggestions from ELPNG network**
- Expert working group meeting** 17 September 2014 organised by CEDEFOP
- consultation
- ELGPN experts welcome!**



**THANK YOU!**