



## **MAXIMISING SKILLS FOR JOBS AND JOBS FOR SKILLS**

The power of partnerships

**7 and 8 December 2015**  
**Thessaloniki, Greece**



Monday 7 December 2015 – Day 1

Moderator: Karen Coleman (Journalist; Founder PlanetPodium)

## Future challenges for VET

### Impact of technology and workplace change on skill needs

08:30-09:00 *Arrival and registration of participants*

#### SESSION I

##### *Welcome and scene setting*

Chair: Konstantinos Pouliakas (Cedefop)

- 09:00-09:20 **Opening of the conference  
(European skills and jobs survey video)**  
James Calleja (*Director, Cedefop*)
- 09:20-09:40 **Towards an EU skills agenda: Setting European medium-term priorities for skills and jobs**  
Detlef Eckert (*Director DG EMPL – Skills, European Commission*)
- 09:40-10:00 **Scene setter**  
**What do we (not) know about skill mismatch?**  
Pascaline Descy (*Head of Department Skills & Labour Market, Cedefop*)

#### SESSION II

##### *Technology and structural change in the world of work*

Chair: Steve Bainbridge (Cedefop)

- 10:00-11:00 **Keynote speech**  
**Robots and the future of work: Is technology destroying jobs and skills?**  
Richard Freeman (*Harvard University*)  
20'Q&A session

11:00-11:30 **Tea/coffee break**

- 11:30-12:45 **Panel session: can people and robots coexist?**  
Detlef Eckert (*European Commission*)  
James Bessen (*Boston University School of Law*)  
Antonio De Carolis (*Ministry of Education, Children and Youth, LU*)  
Gilles Lodolo (*CEEMET*)

12:45-14:00 **Lunch**

### SESSION III

#### *Skill mismatch and (youth) unemployment: investing in the right skills for jobs*

Chair: Jasper van Loo (Cedefop)

14:00-14:15

#### **Teaser**

#### **Tackling unemployment by preventing skill mismatch: Recent public skill mismatch policies in the EU**

Jasper van Loo (Cedefop)

14:15-15:00

#### **Presentation**

#### **Evaluating the effectiveness of active labour market policy: Which VET programmes work?**

Jochen Kluge (Humboldt University)

15' Q&A session

15:00-16:15

#### **Inspiring practice: The view of Public Employment Services**

(Presentation of case studies followed by parallel exhibition of posters)

#### **15:00-15:10**

- **Active Life programme (PT)**

Ana Filipe (Instituto do Emprego e Formação Profissional)

#### **15:10-15:20**

- **Competency based matching (BE)**

Tine Vervoort (VDAB)

#### **15:20-15:30**

- **Bilans de compétences**

Tomas Sprlak (FECBOP – CIBC)

15:30-16:15

#### **Parallel exhibition of posters & Tea/coffee break**

16:15-17:30      ***Panel session: skills matching policies to tackle unemployment***  
Hans Almgren (Swedish National Agency for Education)  
Bart Cockx (Ghent University)  
Guillermo Montt (OECD)  
Wolfgang Mueller (German Federal Employment Agency)

17:30              ***End of day 1***

17:30-19:30      Cultural event (tour at city centre)

19:30-21:30      ***Conference dinner***

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Tuesday 8 December 2015 – Day 2

Moderator: Karen Coleman (Journalist; Founder PlanetPodium)

## **Fostering partnerships in the workplace** **Rising up to the challenge of skill mismatch**

08:30-09:00 **Arrival of participants**

### **SESSION I** **Labour market trends and returns to skill**

Chair: Stelina Chatzichristou (Cedefop)

- 09:00-09:20 **Skills Panorama**  
Video and demo of new web platform of skills and labour market trends at European and national level  
  
*Comments from Sonia Peressini (European Commission) and Pascaline Descy (Cedefop)*
- 09:20-10:20 **Keynote speech**  
**Returns to education and skills: international evidence**  
Harry Anthony Patrinos (*World Bank*)  
20' Q&A session

### **SESSION II** **Finding the right talent and skills: skill shortages in European enterprises**

Chair: Sonia Peressini (European Commission)

- 10:20-10:30 **Teaser**  
**Skill shortages or skill surpluses in the EU? Evidence from the Cedefop European skills and jobs survey**  
Konstantinos Pouliakas (*Cedefop*)
- 10:30-11:15 **Presentation**  
**Shortages of vocational skills: The role of new technology**  
James Bessen (*Boston University School of Law*)  
15' Q&A session
- 11:15-11:45 **Tea/coffee break**
- 11:45-13:00 **Panel session: ending the blame game of skill shortages**  
Venetia Koussia (*ManpowerGroup Greece*)  
Tony Donohoe (*Ibec Ireland/BusinessEurope*)  
Ulrich Walwei (*IAB*)  
Laurence Smajda (*EU Parliament*)

13:00-14:00 **Buffet Lunch**

14:00-15:40

### Inspiring practice: Building strong partnerships for skills

(Parallel presentation of case studies and exhibition of posters. Participants are invited to join their pre-selected session)

EUROPA Chair: Alena Zukersteinova	ROUSSEAU Chair: Jasper van Loo	MONTESSORI Chair: Giovanni Russo
<i>Skill needs assessment and anticipation in companies and sectors</i>	<i>Matching skills: The role of VET providers</i>	<i>The experience from the workplace</i>
14:00-14:10 <b>Skills for Value Chain</b> Hélène Guiol ( <i>UNESCO</i> )	14:00-14:10 <b>Role of VET providers: insights from ETF</b> Eduarda Castel-Branco ( <i>ETF</i> )	14:00-14:10 <b>Addressing decent work: an export oriented skills initiative amongst social partners</b> Paul Comyn ( <i>ILO</i> )
14:10-14:20 <b>Competence assessment system in enterprises</b> Vanya Kirova ( <i>Bulgarian Industrial Association</i> )	14:10-14:20 <b>Digitally literate employees: Perspectives from the ECDL</b> Austeja Trinkunaite ( <i>ECDL Foundation</i> )	14:10-14:20 <b>Securing a skilled workforce in SMEs</b> Regina Flake ( <i>Cologne Institute for Economic Research, DE</i> )
14:20-14:30 <b>Training in accordance with labour market needs: ŠKODA AUTO Secondary Vocational School</b> Alexandra Králíková ( <i>ŠKODA Akademie, CZ</i> )	14:20-14:30 <b>The European Teaching Factory paradigm</b> George Chryssolouris ( <i>University of Patras, EL</i> )	14:20-14:30 <b>Factory of knowledge: Spreading the culture of innovation in SMEs</b> Gabriella Bettiol ( <i>Confindustria Veneto SIAV SpA, IT</i> )
14:30-14:40 <b>BuildUp skills in Greece</b> Antonis Aggelakis ( <i>Greek Confederation of SMEs</i> )	14:30-14:40 <b>From non-skilled to skilled workforce</b> Norwegian association of adult learning ( <i>VOFO/NAAL</i> )	14:30-14:40 <b>Creating change in the organisational model: the ALDAKETA SORTZEN project</b> Maider Martin ( <i>Ederfil Becker, ES</i> )
14:40-15:40 <b>Parallel exhibition of posters and tea/coffee break</b>		

### SESSION III

#### *Utilising skills at work: job redesign and workplace innovation*

Chair: Giovanni Russo (Cedefop)

- 15:40-15:50     **Teaser**  
**Skill utilisation is skill formation: Evidence from the Cedefop European skills and jobs survey**  
Giovanni Russo (Cedefop)
- 15:50-16:30     **Presentation**  
**Fostering innovation at the workplace**  
Peter Totterdill (UK Work Organisation Network)  
10' Q&A session
- 16:30-17:45     **Panel session: stimulating workplace innovation for better skills**  
Patricia Findlay (University of Strathclyde)  
Tormod Skjerve (Federation of Norwegian Enterprises/Eurochambers)  
Mark Beatson (CIPD)  
Olga Strietska-Illina (ILO)
- 17:45-18:00     **Closing remarks and final declaration**  
Mara Brugia (Deputy Director, Cedefop)
- 18:00-19:30     **Cocktail party**