KEY MESSAGES FROM THEMATIC WORKSHOPS

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**SUPPORTING JOB CREATION**

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Greener jobs and skills

- Impacts on job profiles & skills:
  - Greening of most jobs; not just renewable energy, home retrofitting and eco-tourism.
- Public sector: mapping the local sources of green jobs; providing strategic directions; making localities attractive for greener companies; skills provisions (high/low skills; for existing/future jobs)
- Partnership across all government agencies (education, training, employment, economic development), with private sector and Trade Unions
Entrepreneurship and self-employment

**What makes interventions successful?**
- Well targeted approach: tailored to participants and sectors (avoid market distortion)
- Phased approach (pre-start, start, post-start and growth)
- Opportunities for ‘idea testing’

**Role of Partnerships**
- Develop places: ‘entrepreneurship-sensitive’ institutions can be incentive to start, locate and grow
- Channel start-up programmes to new sectors (green economy)
Youth employment

*The issue:*

- Increased vulnerability for the below 25-years-old
- End of ‘educational dream’
- Short vs long term objectives

*The role of partnerships:*

- Clear integration support pathway
- Mapping future careers
- Develop career exploration (involve employers, parents, teachers) and social networks for easier integration
- But: beyond project duration and more strategic approaches needed
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MANAGING CHANGE
the role of Local Development Agencies

• LDAs as cornerstone to realising sustainable economic development … but the whole system need to be delivering (land markets, housing, education, labour markets …)

• A natural partner in getting employers on-board
Employment progression for low-skilled

• A horizontal issue of concern to many stakeholders (universities, unions, not-for-profit, city governments) - a local activity but need for national champion and technical assistance

• Requires understanding skills in context of workplace relations and job structures

• Best to work with sectors experiencing skills shortages (imperative for action)

• A number of policy instruments (minimum wage, tax incentives, public procurement)

**Key conclusion:** there needs to be stronger and more effective incentives for employers to up-skill and provide quality jobs
The impact of demographic change on skills and employment

Policy levers:
- financing second-chance careers
- reinforce the fight against age discrimination
- Seniority based pay needs to be reviewed
- Set up appropriate work organisation to attract older workers (e.g. longer holidays)
- Silver economy customers needs are better understood by older workers

Role of partnerships:
- Agreement on rules (e.g. anti-age discrimination) and how to enforce them: role of Trade Unions
- Help to develop silver markets being aware of sectoral specificities
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Social economy – a pathway to employment

• Clear national leadership at government level;
• The public sector can help to identify the sectors where the social economy can grow
• ‘Structuring the unstructured’
• Enabling environment:
  – Support to enterprises in gaining access to markets;
  – Management development education and training;
  – investment tools adapted to SE mission; alternative funding;
• The value of partnerships:
  – With PES: social insertion of marginalised groups; with municipalities – to provide services to local communities
  – But also with private sector: social purchasing by large firms; private investment for social purpose; partnerships on specific projects
• Integration into local and regional development strategies
Successful transition to sustainable jobs:

- Mentoring; Frequent follow-up on persons in wage-subsidy jobs
- ‘Train’ the employer
- But also set conditions to private sector employers
- Social enterprises as supported workplaces
- Target growing sectors (Social Economy structuring the unstructured)
- Local (municipal) level most effective to apply these measures
  - Worrying attempts to close down local initiatives despite all the good evidence from the past
Female employment: a new/ work life balance?

Tools to reduce gender inequality in labour market:

• Reconcile work and family: Access to day-care; elderly care; parental leave insurance; flexible working hours; possibility to work part time without deterioration of working conditions, wage equity; respect of labour rights, access to training.

• Organising the informal economy