Generational shift in the regional labour market

Mora, Orsa and Älvdalen

Dalarna – Sweden

16th October 2013

Agenda
&
List of Participants

Organised by

OECD LEED Programme, Arbetsförmedlingen, Länsstyrelsen Dalarnas län
Region Dalarna, Mora, Orsa, Älvdalen
Hosted in Mora
Background

The workshop is part of the activities of the OECD project on ‘Local Scenarios of Demographic Change’ conducted by the Local Economic and Employment Development (LEED) Programme.

Demographic change is affecting all OECD member countries and developing economies. Fertility rates are lowering, ageing population is increasing, youth unemployment is increasing and the complexity of urban-rural shrinkage is posing numerous challenges to job creation and sustainable development agendas. Strategic solutions cannot be based on addressing one of these factors alone but taking into account the interplay of these elements within a particular local area of development (urban or rural).

This project aims to provide strategic guidelines for governments and organisations involved in the implementation of employment and skills development programmes at the local level on how better confront demographic changes. The project outlines future local development scenarios to facilitate adoption of appropriate guidelines on the following topics: sustainable local development models and shrinkage scenarios; employment and skills development in new areas of growth; services to the elderly and social inclusion; developing the silver economy and entrepreneurs; and fertility rate policies and implications for the labour market.

Under this framework, the workshop in Sweden focuses the analysis in the region of Dalarna, The workshop will identify innovative approaches to labour market issues in the regions facing demographic shrinkage. These approaches should address the particular problems generated by demographic transition (ageing), which means that a wider understanding of causal relations between demographic transition, economic development and labour market is needed and applied to the particular context of these regions.

Regions facing demographic shrinkage are the laboratories of future labour market problems for the whole country. The growing replacement demand and the ageing of the labour force are huge challenges for economic development and labour market transition. At this moment the inflow of youth into the labour market is lower than the outflow of older by retirements in Dalarna. If this situation continues it will affect future regional economic growth. The workshop will contribute to identify the main issues and proposals for policy development and initiatives to address labour market challenges. Local activities, initiatives and strategies are of particular importance for the development of proposals for the province and in coordination with national goals.

For more information on the project visit http://www.oecd.org/cfe/leed/demographicchange.htm

Project WEB 2.0 platform https://community.oecd.org/community/demographicchange

Venue: Mora Parken, Mora, Dalarna, Sweden
Conference in Mora, 16th October facilitated by VD Göran Carlsson, Region Dalarna

09:30 – 10:00 Arrivals & Registration

10:00-11:00 OPENING SESSION: THE OECD PROJECT AND THE REGION OF DALARNA

Welcome – Göran Carlsson, Director General, Region Dalarna

Presentation of the region of Dalarna – Göran Carlsson, Director General, Region Dalarna

The OECD LEED project and Sweden’s participation – Cristina Martinez, OECD

Demographic change in Sweden and Dalarna region – Susanna Okeke, Head of Analysis department, Arbetsförmedlingen

Explanation of Focus Groups dynamics: Jan Sundqvist, Arbetsförmedlingen

11:00 – 11:15 Coffee Break

11:15 – 12:45 THEMATIC DISCUSSIONS: 4 WORKSHOPS - PARALLEL FOCUS GROUPS

| FOCUS GROUP 1: Inter-generational innovations for skills and employability | FOCUS GROUP 2: Skills capital and utilisation for multicultural labour markets | FOCUS GROUP 3: Re-positioning regions with new approaches to economic growth | FOCUS GROUP 4: Skills development in SMEs in old and new work ecologies |

FOCUS GROUP 1: Inter-generational innovations for skills and employability.

The analysis of generational shift underlines how important it is to succeed in the supply of trained labour in Dalarna to meet future needs in the labour market in line with ageing of the population. As the silver and shite economy growth in demand new skills are also required to meet the needs of the elderly for leisure and health services. A key question is whether the labour supply will be sufficient to meet all the needs of skilled workers in the future – matching requirements in the labour market.

Questions for discussion:

- How can Dalarna develop the education system so that it is accessible for all ages and to meet future labour needs?
- How can the employability be maintained during a whole working life, up to old ages, will the region be able to develop and utilize the skills of workers in all ages in the future?
- How can Dalarna find ways to more effectively transfer skills between generations?
- What initiatives can be proposed to foster innovation and skills development and utilisation in new growth areas such as services for the elderly?

Facilitator: Fredrik Ribbing, Arbetsförmedlingen

Experts participating: Silas Olsson, HealthAccess, Sweden and Jan Svärdhagen, University of Dalarna/Dalalyft

OECD LEED Programme, Arbetsförmedlingen Länsstyrelsen
Region Dalarna, Mora, Orsa, Ålvdalen
FOCUS GROUP 2: Skills capital and utilisation for multicultural labour markets.

Dalarna as well as many other regions have to attract capital and labour from other regions or countries to achieve a good regional growth in the future. Future employment will require a wide range of skills and will also require an influx of manpower and expertise to the region. In times of competition for talent regions need to be attractive enough to capture and maintain capital and labour. At the same time skills obsolesces are occurring in ageing societies and the need to keep older workers productive becomes apparent.

Questions for discussion:
- What are the important factors for attracting capital and labour in a region, which factors determine the attractiveness of a region?
- Can Dalarna region be able to attract capital and labour from other regions and countries - how can the region be more attractive?
- How can the region use the immigrant labour force in an efficient manner, how can the region respond to the need to find jobs for accompanying co-family members?
- How skill obsolesces can be addressed in an ageing labour market?

Facilitator: Marwin Nilsson, Arbetsförmedlingen

Experts participating: Lars Lindblom, VD Samarkand and Dr Jasper van Loo, CEDEFOP

FOCUS GROUP 3: Re-positioning regions with new approaches to economic growth.

The factors that drive economic growth regionally / locally in peripheral regions such as Dalarna are not well understood; particularly the main factors of growth in a spare populated region. Regional and local actors need to actively co-operate to achieve high efficiency on key emerging issues such as demographic changes, industrial restructuring, migration. In this context it is important to identify key development factors for strong growth in the future in a region like Dalarna.

Questions for discussion:
- What are the most important factors behind economic growth in a region like Dalarna?
- How can the regional and local actors in Dalarna work together in the best and in a most effective way for achieving good economic growth?
- How can the existing industries be developed further in the region - such as tourism, industry, and services?
- Are there new industries on the rise that could contribute to regional economic development?

Facilitator: Lara Feller, EURES

Experts participating: Hans From, Besöknäringscollege Dalarna and Arjen Edzes, University of Groningen, The Netherlands
**FOCUS GROUP 4: Skills development in SMEs in old and new work ecologies.**

Development of skills in firms and organisations becomes a central issue in the future to mitigate the impact of the generational shift within the economy of Dalarna region. There is increased demand for skills in different industries. It is important to maintain and develop good professional training of labour within existing industries and companies in order to keep the competitiveness of the region. The labour market also requires a good supply of trained labour for starting, running and developing new businesses. Small and medium sized enterprises play an important role in an economy and in a labour market like Dalarna. This session will discuss how can Dalarna best promote the transfer of knowledge within the region's business and how can new training methods transfer skills within industries and within the region.

**Questions for discussion:**

- How can knowledge be transferred in the economy using modern methods of skills development and how can this regional capacity be developed in the future in order to achieve a high performance skill ecosystem?
- How can skills and knowledge be developed in small business in order to be able to maintain and improve competitiveness?
- How to use the new technologies in learning and in communications to streamline the development of skills?
- How to deal with the generational change in small businesses, who can take over the business when an entrepreneur plans to leave the company due to age? How to address skills obsolesces?

**Facilitator:** Andrew Sundin, Arbetsförmedlingen

**Experts participating:** Jennie Fredriksson, Dalalyft and Marie-Florence Estimé, former Deputy Director, OECD Center for Entrepreneurship, SMEs and Local Development;

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**12:45 – 13:45**  
**Lunch – screening of OECD films: demographic change in the Netherlands; demographic change in Poland**

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**13:45 – 14:30**  
**PLENARY SESSION: PRESENTATION OF CONCLUSIONS FROM FOCUS GROUPS**

Fredrik Ribbing, Arbetsförmedlingen  
Marwin Nilsson, Arbetsförmedlingen  
Lara Feller, EURES  
Andrew Sundin, Arbetsförmedlingen

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**14:30 – 14:45**  
**Coffee break**
14:45 – 15:45

ROUND TABLE: THE WAY AHEAD FOR DALARNA

*International Panel discussing proposals from focus groups discussions:*

- *Mr Silas Olson*, HealthAccess
- *Ms Marie-Florence Estimé*, former Deputy Director, OECD/CFE
- *Dr Jasper van Loo*, CEDEFOP
- *Jan Svårdhagen*, University of Dalarna /Dalalyft
- *Ulrica Seldeby*, Teknikföretagen
- *Sten-Rune Lundin*, Business and Association, County Administration of Dalarna
- *Arjen Edzes*, University of Groningen, The Netherlands

*Chaired by Gabriel Ehrling*, journalist, Dalarnas Tidningar

15:45 – 15:50

CLOSING

*Dr. Cristina Martinez-Fernandez*, OECD

*VD, Göran Carlsson*, Director General, Region Dalarna

15.50

*Drinks and informal discussions*
**LIST OF PARTICIPANTS**

**Dalarna Region, Mora, Sweden**

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<th>Name</th>
<th>Organisation</th>
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<td>17. Göran Carlsson</td>
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<td>32. Lara Feller Boeker</td>
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<td>33. Lars Lindblom</td>
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<td>37. Mariana Resar Bogg</td>
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<td>38. Marie-Florence Estimé</td>
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<td>41. Monika Wallström</td>
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<td>42. Pernilla Bremer</td>
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