



*European Network on Regional Labour Market Monitoring*

# Shortages of Labour and Skills:

Insights and Evidence to Inform Strategies  
Relevant to Regional and Local Labour  
Markets and Labour Market Observatories

19th Annual Meeting of the European  
Network on Regional Labour Market  
Monitoring (EN RLMM)

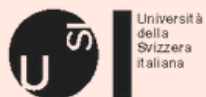
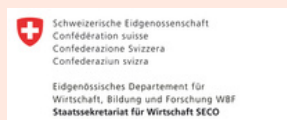
---

**5. – 6. September 2024**  
**Lugano, Switzerland**

---

Conference hosted by

Università della Svizzera italiana (USI) & the  
State Secretariat for Economic Affairs (SECO),  
Lugano, Switzerland  
and IWAK Goethe University Frankfurt a. M.,  
Germany  
in Partnership with the  
OECD LEED-Programme



[www.regionallabourmarketmonitoring.net](http://www.regionallabourmarketmonitoring.net)



# WELCOME

**Dear partners of the European Network on Regional Labour Market Monitoring (EN RLMM),**

as general Secretary of the Università della Svizzera italiana I welcome you to the conference on "Shortages of Labour and Skills: Insights and Evidence to Inform Strategies Relevant to Regional and Local Labour Markets and Labour Market Observatories".

Together, you will delve into the multifaceted issues surrounding labour and skills shortages within regional and local labour markets and the role of labour market observatories in addressing these challenges. The organizers aim to gain a comprehensive understanding of the underlying causes, impact, and potential solutions to these critical issues through engaging sessions, workshops, and panel discussions.

The esteemed speakers and experts are eager to share their invaluable insights, research findings, and best practices in managing labour and skills shortages. Equally, they value your experiences and look forward to your contributions.

This conference is a unique opportunity for you to implement actionable strategies in your respective organisations and communities, and to network with professionals, researchers, and policymakers.

We deeply appreciate your presence at this conference. Your participation is not only valuable but also essential in our collective efforts to address the challenges of labour and skills shortages. We are confident that the knowledge and connections you gain will empower you to make a meaningful contribution. Thank you for joining us, and we eagerly anticipate a productive and enriching event.

The EN RLMM Annual Meeting will also be an opportunity to introduce participants to the quality of this territory and to the academic institute IRE, within the Università della Svizzera italiana. IRE conducts research in various areas of regional and urban economics, including regional development, growth, competitiveness, labour market, and migration, and is known for its applied economic research and services to the economy and institutions in Ticino.

Giovanni Zavaritt  
General secretary  
Università della Svizzera italiana



**Dear colleagues and members of the  
EN RLMM,**

the high demand for skilled workers over a long period has become one of the great challenges of economies throughout Europe. The economic recovery following the Covid pandemic has led to an increase in employment and a decrease in unemployment in numerous sectors. While it is not surprising that the demand for labor and skilled workers increases during economic upturns, the recent economic slowdown has not led to a significant decline in the demand for skilled labour. It is reasonable to assume that other factors, such as structural change in the labour market and demographic effects such as the increasing retirement of the baby boomer generation, will keep the demand for skilled labour at a high level for some time to come.

In Switzerland, the State Secretariat for Economic Affairs SECO is the federal government's center of expertise for core issues relating to economic policy. The Labor Directorate of the SECO is responsible for the Swiss unemployment insurance and public employment service. In cooperation with the cantonal offices and the regional employment centers, the unemployment insurance offers unemployed persons an adequate replacement income and ensures the rapid reintegration of unemployed into the labour market.

The close cooperation of the regional centers with the local economy is one

of the key elements of the Swiss public employment service and a crucial factor to keep unemployment levels at a low margin. The increasing shortage of skilled workers coupled with a rise in unemployment – even if it is only moderate – is one of the major challenges not only for local authorities and business but for the economy and society as a whole. A close cooperation between all stakeholders is needed to meet this challenge. An important prerequisite for suitable solutions is understanding the impact of structural change, demographic effects and trends in education and training.

The conference in Lugano is an excellent opportunity to address this topic and to exchange ideas, insights and best practices with experts from different countries. We are convinced that the expertise present at the conference in Lugano will lead to a better understanding of how we can successfully face the challenges of the future and also act as a lever to implement best practice examples from abroad. We look forward to welcoming you to this event as co-hosts, together with our partners from the Università della Svizzera Italiana (USI).

A handwritten signature in black ink, appearing to read 'Lanzeray'.

Jean-Christophe Lanzeray  
Deputy Head of the Swiss Unemployment  
Insurance / State Secretariat for Economic  
Affairs (SECO)



# INFORMATION ON REGISTRATION

## Registration

The conference will be held in presence in **Lugano from the 5. - 6. September 2024 at USI**. We ask you to register upfront until the **23th August 2024.**

To fill out the **registration** you will need the following data:

- E-mail
- Name
- Surname
- Title
- Organisation
- EN RLMM Member

The conference language is English.  
The participation is free of charge.

As soon as the programme is finalised in all details, we will send you the **form to register for the Working Groups**. Only one selection per day will be possible.

Please be aware that the time **settings of the program are in the CET format**. You will receive the final version of the conference programme some time before the event.

**We are looking forward to meet you all in September!**

## THE EN RLMM

**The European Network on Regional Labour Market Monitoring (EN RLMM)** focuses on innovative approaches for the monitoring of labour markets in regions and localities across Europe.

Through various activities involving the publishing of Anthologies and organising meetings, it seeks to further the concepts and instruments in regional and local labour market monitoring and to diffuse the common methods for research and analysis in this field.

If you have any questions concerning this year's conference, please contact

Dr Moreno Baruffini  
Phone: +41 (0) 58 666 4116  
E-mail: [moreno.baruffini@usi.ch](mailto:moreno.baruffini@usi.ch)

Dr Dorit Griga  
Phone: +41 58 46 11911  
E-mail: [dorit.griga@seco.admin.ch](mailto:dorit.griga@seco.admin.ch)

Dr Jenny Kipper  
Phone: +49 6101 5028708  
E-mail: [jenny@jennykipper.de](mailto:jenny@jennykipper.de)

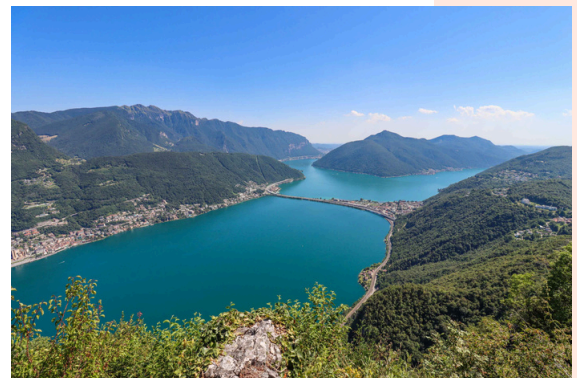
# WELCOME TO LUGANO



In 2024, the Annual Meeting of the EN RLMM will take place in presence in Lugano. It will be organised jointly by the **Università della Svizzera italiana (USI)** and the **State Secretariat for Economic Affairs (SECO)** in Lugano (Switzerland) and the Coordination/Management of the EN RLMM at the **Institute for Economics, Labour and Culture (IWAK)** of Goethe University Frankfurt a.M. in partnership with the **OECD LEED-Programme**.

## Conference Venue:

**Università della Svizzera italiana (USI); Campus EST**  
**Aula polivalente Sector PT (ground floor)**  
**Rooms A1.03; A1.04; A1.05; Sector A P1 (first floor)**  
**Via la Santa 1**  
**6962 Lugano**



## WEDNESDAY, 4 SEPTEMBER 2024

**Big Data Working Group**  
(Closed Session)

13:30 - 16:00

**Scientific Committee**  
(Closed Session)

16:30 - 17:50

**WELCOME DINNER**

18:30



9:00 - 9:40

## Opening Words

Prof Luisa Lambertini, Università della Svizzera italiana (USI) (Switzerland)

Stefano Rizzi, Economics Division, Department of Finance and Economics Cantone Ticino (Switzerland)

Jean-Christophe Lanzeray, Swiss Unemployment Insurance/State Secretariat for Economic Affairs (SECO) (Switzerland)

Dr Elva Bova, DG Employment, Social Affairs and Inclusion, European Commission (Belgium)

9:40 - 10:20

## Introduction

Dr Christa Larsen, Institute for Economics, Labour and Culture of Goethe University Frankfurt a. M. (Germany)

Dr Moreno Baruffini, Università della Svizzera italiana (USI) (Switzerland)

Christian Müller, Swiss Unemployment Insurance/State Secretariat for Economic Affairs (SECO) (Switzerland)

10:20 - 10:40

## Coffee Break





# Thursday, 5 September 2024

**Moderation:** Dr Aleksandra Webb, University of the West of Scotland, School of Business and Creative Industries (UK) and Dr Andrew Dean, University of Exeter (UK)



## Measuring Labour and Skills Shortages

### **A Comparison of Labour Market Tightness over Time and Between Countries: An Evaluation of Indicators**

10:40 – 12:35

Dr Michel van Smoorenburg, Public Employment Service (Uvw)  
(Netherlands)

### **Do Regional Labour and Skills Shortages hold back the Green Transition? Challenges and Chances**

Dr Lukas Kleine-Rueschkamp, Centre for Entrepreneurship, SMEs, Regions and Cities, OECD LEED-Programme (France)

### **Labour Shortages: Policy Adaptations and Measure Approaches in France?**

Matteo Sgarzi, Centre d'etudes et de recherche sur les qualifications (CEREQ) (France)

### **Estimating the Impact of Digital Skills from Job Ads: Results and Future Trends**

Prof Mario Mezzanzanica, CRISP Interuniversity Research Centre on Public Services, University of Milan Bicocca (Italy)  
Prof Fabio Mercorio, CRISP Interuniversity Research Centre on Public Services, University of Milan Bicocca (Italy)

### **Foresight Methods for Anticipating of Labour Shortages - Case Studies from Poland**

Prof Ewa Rollnik-Sadowska, Bialystok University of Technology (Poland)  
Dr Anna Staszewska, Independent Education Management Professional (Poland)



8

# Thursday, 5 September 2024

**Moderation:** Dr Aleksandra Webb, University of the West of Scotland, School of Business and Creative Industries (UK) and Dr Andrew Dean, University of Exeter (UK)

12:35 – 13:15

## **Key Note: Labour und Skills Shortages**

Prof Conny Wunsch, University of Basel (Switzerland)

13:15 – 14:15

## **Lunch Break**

14:15 – 14:35

## **The Importance of European Cooperation in Shaping Regional Labour Market Policies During the Three Transitions**

Dr Teresa Laespada, Department of Employment, Social Cohesion and Equality in the Provincial Council of Biscay (Diputación Foral de Bizkaia) (Spain)

14:35 – 16:30

## **Working Groups 1-5**

16:30 – 16:45

## **Coffee Break**

16:45 – 17:15

## **Plenary Session**

Highlights of the Working Groups

17:15 – 17:30

## **Summary of the Day**

17:30

## **City Walk**

19:00

## **Dinner**







## **How to Assess Labour and Skills Mismatches?**

### **WG 1: Regional Labour Market Observatories I: Applying Expert Knowledge**

#### **Exploring Labour Market Mismatch(es) in the Veneto Region: Key Evidences and Insights from the Perspective of Regional PES**

Francesca Nadalin, Regional Observatory on the Labor Market of Veneto (Veneto Lavoro) (Italy)

#### **Addressing Labor Shortages through Skills Assessments: Empowering Ukrainian Refugees in Amsterdam**

Ludger Weller, Skilllab (Netherlands)

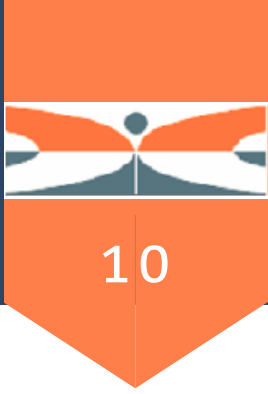
### **WG 2: Regional Labour Market Observatories II: Specifying Shortage Occupations**

#### **Occupational Mismatch within the Lazio Region: a Case Study**

Dr Francesca Parente, Labour Market Observatory Regione Lazio (Italy)

#### **The Challenge of Shortage Occupations in the Basque Country. Origin and Evolution. An Attempt to Identify them**

Estíbaliz Olivares, Lanbide - Basque Public Employment Service (Spain)



**Thursday, 5 September 2024**  
**Working Groups 14:35 - 16:30**

## **How to Transfer Information and Knowledge into Policy Making?**

### **WG 3: Transfer into Policy Making I: Assessing the Potencial of Online Job Ads**

#### **OJA Analysis as Data source for Monitoring Staffing Bottlenecks in Austria**

Claudia Plaimauer, 3s Unternehmensberatung (Austria)

#### **Predicting Skills Shortages with Real-Time Data: Using Online Job Adverts to Predict European Employer Perceptions**

Elena Magrini, Lightcast Europe (Europe)

### **WG 4: Transfer into Policy Making II: Building on Regional Knowledge and Networks**

#### **The Challenge of Social Care: the Devon Social Care Escalator in an International Context**

Gabrielle Climie, University of Exeter (UK)

#### **The UPSKILL Project in Luxembourg: a New Instrument for a Regionalised Labour Market**

Dr Franz Clement, Luxembourg Institute of Socio Economic Research (LISER) (Luxembourg)

### **WG 5: Transfer into Policy Making III: Changing Politics and Programmes**

#### **Gaze On: Integrating Young Care Leavers by Understanding Regional Economic and Social Needs**

Óscar Seco, Department of Social Inclusion of the Provincial Council of Biscay (Diputación Foral de Bizkaia) (Spain)

#### **Organisational Care Cultivated as a Public Policy of Transformations: The French Case of “Cités Educatives” in Normandy**

Dr Robert Messanh Amavi, Laboratoire Norman Interdisciplinary Research Center in Education and Training (CIRNEF) (France)

# Friday, 6 September 2024

**Moderation:** Christian Müller, Swiss Unemployment Insurance/  
State Secretariat for Economic Affairs (SECO) (Switzerland)) and  
Prof Ciprian Panzaru, West University of Timisoara (Romania)



## Opening Words

9:00 - 9:15

Barbora Novotna, World Association of Public Employment Services  
(WAPES) (Belgium)

## Introduction

9:15 - 9:30

Dr Christa Larsen, Institute for Economics,  
Labour and Culture of Goethe University Frankfurt a.M. (Germany)

## Beyond Labour and Skills Shortages – Applying System Approaches

### Decoding the high Labourforce Shortages. Interpreting new Attitudes Towards Quality of Life

9:30 - 10:45

Dr Aleksandra Webb, University of the West of Scotland, School of  
Business and Creative Industries (UK)

Prof Renato Fontana, Sapienza University of Rome (Italy)

Dr Ernesto Darío Calo, Sapienza University of Rome (Italy)

## Coffee Break

10:45 - 11:15

## Working Groups 1-4

11:15 - 13:15

## Lunch Break

13:15 - 14:15

## Plenary Session

14:30 - 15:00

Highlights of the Working Groups



12

# Friday, 6 September 2024

**Moderation:** Christian Müller, Swiss Unemployment Insurance/  
State Secretariat for Economic Affairs (SECO) (Switzerland)  
Prof Ciprian Panzaru, West University of Timisoara

15:00 - 16:00

## **WAPES Podium Discussion:**

### **Navigating Megatrends: European and Global Focus on Education and Labour Strategies for PES**

Nicole Clobes, World Association of Public Employment Services (WAPES) (Belgium)

Barbora Novotna, World Association of Public Employment Services (WAPES) (Belgium)

Cristina Mereuta, European Training Foundation (ETF) (Italy)

Charles Terrell, Accenture (USA)

Prof Romano Benini, Italian Labour Ministry (Italy)

16:00 - 16:20

## **Coffee Break**

16:20 - 16:35

## **Report of the Big Data Working Group**

Eugenia Atin, Prospektiker (Spain)

16:35 - 17:05

## **Invitation to the Annual Meeting 2025**

17:05 - 17:35

## **Final Conclusions**

Dr Moreno Baruffini, Università della Svizzera italiana (USI) (Switzerland)

Dr Alessandra Motz, Università della Svizzera italiana (USI) (Switzerland)

Christian Müller, Swiss Unemployment Insurance/State Secretariat for Economic Affairs (SECO) (Switzerland)

Prof Marco Ricceri, L'Istituto di Ricerca degli italiani EURISPES (Italy)

Dr Christa Larsen, Institute for Economics, Labour and Culture of Goethe University Frankfurt a. M. (Germany)



**Friday, 6 September 2024**

**Working Groups 11:15 - 13:15**



**Widening Our Understanding: Exploring the Larger Context (I)**

**WG 1: Global Impact on Handling Skills shortage: Brexit and Deindustrialisation in Europe**

**Revisiting the Importance of Employee Retention and Principles of Good Work in Addressing the Current Skills and Labour Shortages in Scotland**

Dr Aleksandra Webb, University of the West of Scotland, School of Business and Creative Industries (UK)

**Labour Market Shortages in Brandenburg – Status Quo and Developments.**

Anja Walter, Wirtschaftsförderung Brandenburg (WFBB) (Germany)

**WG 2: Skills Shortage and Twin Transition: Challenges and Chances**

**Regional Trends in Labour Market Tightness: Evidence from 30 OECD Countries**

Dr Laurenz Baertsch, Centre for Entrepreneurship, SMEs, Regions and Cities, OECD LEED-Programme (France)

**Assessing the Shortage of Green Skills: Insights from Switzerland**

Dr Alessandra Motz, Università della Svizzera italiana (USI) (Switzerland)

Dr Dorit Griga, State Secretariat for Economic Affairs (SECO) (Switzerland)

Dr Moreno Baruffini, Università della Svizzera italiana (USI) (Switzerland)



**Friday, 6. September 2024**  
**Working Groups 11:15 - 13:15**

## **Widening our Understanding: Exploring the Larger Context (II)**

### **WG 3: Changing Attitudes and Beyond: Answers to the Great Resignation**

**The Social and Cultural Consequences of New Attitudes toward Quality of Life. When the Need for Individual Identity Exceeds that of Material Needs.**

Prof Renato Fontana, Sapienza University of Rome (Italy)

Dr Ernesto Darío Calo, Sapienza University of Rome (Italy)

**High-Skill Shortage and Emerging Strategies for the Attraction and Selection of Talented Graduates**

Prof Mattia Martini, CRISP, Interuniversity Research Centre on Public Services, University of Milan Bicocca (Italy)

### **WG 4: Projects Related to Labour and Skills**

**Erasmusplus Project: Innovating the use of Labour Market Intelligence within European Universities**

Prof Ciprian Panzaru, West University of Timisoara (Romania)

Dr Andrew Dean, University of Exeter (UK)

Eugenia Atin, Prospektiker (Spain)

**Global Strategy for Skills, Migration, and Development**

Prof Tesseltje de Lange, Radboud University Nijmegen (Netherlands)

Friedrich Poeschel, European University Institute EUI (Italy)



## Contacts

**Dr Christa Larsen:** Coordinator of the EN RLMM  
Institute for Economics, Labour and Culture (IWAK)  
Goethe University Frankfurt a. M., Germany  
[www.iwak-frankfurt.de](http://www.iwak-frankfurt.de) | [www.regionallabourmarketmonitoring.net](http://www.regionallabourmarketmonitoring.net)  
IKB-Gebäude | Eschersheimer Landstraße 121  
60322 Frankfurt am Main | Germany  
Phone: +49 69 798 22152  
[c.larsen@em.uni-frankfurt.de](mailto:c.larsen@em.uni-frankfurt.de)

**Dr Matthias Schulze-Böing:** Head of Society for Economics, Labour and Culture (GEWAK),  
Frankfurt a. M., Germany  
[info@schulzeboeing.de](mailto:info@schulzeboeing.de)

**Dr Moreno Baruffini:** Host 2024 and Manager of the EN RLMM in 2024  
Università della Svizzera italiana (USI), Switzerland  
Phone: +41 (0) 58 666 4116  
[moreno.baruffini@usi.ch](mailto:moreno.baruffini@usi.ch)

**Dr Dorit Griga:** Host 2024 and Manager of the EN RLMM in 2024  
State Secretariat for Economic Affairs (SECO), Switzerland  
Phone: +41 58 46 11911  
[dorit.griga@seco.admin.ch](mailto:dorit.griga@seco.admin.ch)

**Dr Jenny Kipper:** Manager of the EN RLMM in 2024  
Frankfurt a. M., Germany  
Phone: +49 6101 5028708  
[jenny@jennykipper.de](mailto:jenny@jennykipper.de)

**The Annual Meeting of the EN RLMM will  
take place with the kind support of:**

