

## Promoting Social Partnership in Employee Training

**Imperial Riding School Renaissance Hotel  
Ungargasse 60, 1030 Vienna, Austria**

**5-6 July 2017**

Day 1	
<b>12:30 – 14:00</b>	<b>Lunch – Restaurant Borromaus</b>
<b>13:30 – 14:00</b>	<i>Registration and welcoming coffee – conference center foyer</i>  <i>The seminar will take place in the Grosse Reitschule (plenary) and Kleine Reitschule (breakout) rooms</i>
<b>14:00 – 14:15</b>	<b>Presentation of the seminar's objectives by the European social partners</b> <ul style="list-style-type: none"> <li>- Maxime Cerutti, Director Social Affairs, BusinessEurope</li> <li>- Liliane Volozinskis, Director Social Policy and Training, UEAPME</li> <li>- Thiébaud Weber, Confederal Secretary, ETUC</li> </ul>
<b>14:15 – 14:45</b>	<b>EU wide overview of employee training</b> <ul style="list-style-type: none"> <li>- Steve Bainbridge, Senior Expert, Cedefop</li> </ul>
<b>14:45 – 15:30</b>	<b>Presentation of Country Reports and reactions by national social partners</b> <ul style="list-style-type: none"> <li>- Regina Flake and Michael Zibrowius, Cologne Institute for Economic Research</li> </ul> <p>Followed by comments/questions</p>
<b>15:30 – 16:00</b>	<i>Coffee break</i>
<b>16:00 – 17:00</b>	<b>Separate workshops for employers and trade unions</b>  See below for discussion topics
<b>17:00 – 18:30</b>	<b>Separate National Workshops on key themes identified in country reports</b>

<p><b>19h30</b></p>	<p>See below for discussion topics</p> <p><b>Dinner at restaurant “Das Bieramt”</b></p> <p>The restaurant is a 10-15 minute walk from the hotel. Participants will gather in the hotel lobby at 19:15 to walk together to the restaurant</p> <p><i>End of day 1</i></p>
<p><b>Day 2</b></p>	
<p><b>09:30 – 12:30</b></p> <p>09:30 – 10:45</p> <p>10:45 – 11:15</p> <p>11:15 – 12:30</p> <p><b>12:30 – 14:00</b></p> <p><b>14:00 – 14:30</b></p> <p><b>14:30 – 15:30</b></p> <p><b>15:30 – 16:00</b></p>	<p><b>Enterprise presentations</b></p> <ul style="list-style-type: none"> <li>- Barbara Spaete, Learning Manager, Siemens Learning Campus Austria</li> </ul> <p><i>Coffee break</i></p> <ul style="list-style-type: none"> <li>- Daniela Sereinig, Head of Organisational Development, Dentsu Aegis Network</li> </ul> <p>Presentations followed by Q&amp;A and discussion between enterprise representatives and participants.</p> <p><b>Lunch – Restaurant Borromaus</b></p> <p><b>Reporting from national workshops</b></p> <p><b>Plenary session – information exchanges from a cross-country perspective</b></p> <p><b>Conclusion and wrap up</b></p> <ul style="list-style-type: none"> <li>- Thiébaud Weber, Confederal Secretary, ETUC</li> <li>- Maxime Cerutti, Director Social Affairs, BusinessEurope</li> <li>- Liliane Volozinskis, Director Social Policy and Training, UEAPME</li> </ul> <p><i>End of seminar</i></p>

## **Workshop themes**

### Overarching themes for discussion in separate employer/employee workshops

- What do you identify as the main reasons why employers/employees offer/take part in employee training? What is the added value? Conversely, are there any barriers to your engagement?
- What is the current state of play of employee training in your country – at national, regional, and company level?



- What are the main challenges to improving employee training offers and effectiveness for employees and enterprises?
- To what extent do the broad trends of digitalisation, demographic change, greening of the economy impact employers' decisions to offer training and employee's decisions to take part in/seek training? What concrete steps could be taken by social partners to improve the provision and effectiveness of employee training?

### Themes for national workshops

When addressing these 3 questions, please consider the country specific questions further below to guide your discussions.

1. What is your overall assessment of the quality and effectiveness of employee training in your country?
2. What are the main challenges to improving employee training for employees and enterprises?
3. To what extent do the broad trends of digitalisation, demographic change, greening of the economy impact employers' decisions to offer training and employee's decisions to take part in/seek training?
4. What concrete steps could be taken by social partners to improve the provision and effectiveness of employee training?

### **Austria**

- Is the guidance infrastructure sufficient? Do SMEs need special guidance concerning employee training (e.g. resources, utility of training)?
- How can employees, particularly the low-qualified (and their employers) be motivated to participate in employee training? To what extent is training relevant to enterprises needs?
- How can the standardisation of non-formal and informal competences be made transparent and known by enterprises and individuals?

### **Czech Republic**

- What can be done to better inform employees about training offers and opportunities? How can employers be motivated to do more (esp. SMEs)?
- Can employee organisations be more involved in the provision of training opportunities? At what level?
- What measures can be adopted to better promote the validation/recognition of prior learning outcomes?

### **Netherlands**

- How can the inter-sectoral cooperation of *O&O fondsen* be utilised and promoted by the social partners?
- How important are individual training accounts, vouchers etc.? What is the role of the social partners? To what extent do companies find that training responds to their skills needs?
- Do you wish for more government support/new legislation? If yes, in which field?

### **Spain**

- What are the challenges and chances of a significant change in employee training legislation? How can these be approached in order to reach a satisfactory participation



of social partners within employee training and at which level structures and processes?

- Do social partners have an interest in finding new approaches to disseminate information about employee training following the change in legislation in 2015? How can especially SMEs be supported (e.g. to overcome high bureaucratic barriers in the process of getting training costs refunded)?

