

Promoting Social Partnership in Employee Training

Quality Hotel Globe
Arenaslingan 7
121 26 Johanneshov, Sweden

17-18 April 2018

DRAFT AGENDA

Day 1	
12:30 – 13:30	Lunch and registration
13:30 – 13:45	<p>Presentation of the seminar's objectives by the European social partners</p> <ul style="list-style-type: none"> - Rebekah Smith, Deputy Director Social Affairs, BusinessEurope - Agnes Roman, Adviser, ETUC - Guillaume Afellat, Policy Officer, Social Affairs, CEEP - Arnold de Boer, Adviser for Social Policy and Training, UEAPME
13:45 – 14:30	<p>EU overview of employee training trends and initiatives</p> <ul style="list-style-type: none"> - Steve Bainbridge, Senior Expert, Cedefop - Tomas Sprlak, European Federation of Centres of Career Guidance and Skills Assessment
14:30 – 15:00	<p>Presentation of Country Reports and reactions by national social partners</p> <ul style="list-style-type: none"> - Regina Flake and Michael Zibrowius, German Economic Institute <p>Followed by comments/questions</p>
15:00 – 15:30	Coffee Break

15:30 – 17:00	<p>Separate workshops for employers and trade unions</p> <p>See below for discussion topics</p>
17:00 – 18:00	<p>Plenary Session and conclusions on the first day</p>
19:30	<p>Dinner at restaurant Hemma Hos Kaj Hammarby Kaj 18, 120 30 Stockholm</p> <p>Participants will meet in the hotel lobby at 19:00 to walk to the restaurant. Please note that it takes approximately 25 minutes to walk to the restaurant.</p>

Day 2

09:00 – 11:00	<p>Company level presentations</p> <ul style="list-style-type: none"> - Tina Hedman, General Manager, Quality Hotel™ Globe <p>Followed by comments/questions</p> <ul style="list-style-type: none"> - Anna Eide-Jensen, Competence development, Scania Academy <p>Followed by comments/questions</p>
11:00 – 11:15	Coffee Break
11:15 – 12:45	Separate Workshops by country on key themes identified in country reports
12:45 – 14:15	Lunch
14:15 – 15:15	Plenary Session: Reporting from national workshops
15:15 – 15:30	<p>Conclusions and wrap-up</p> <ul style="list-style-type: none"> - Agnes Roman, Adviser, ETUC - Rebekah Smith, Deputy Director Social Affairs, BusinessEurope - Guillaume Afellat, Policy Officer, Social Affairs, CEEP - Arnold de Boer, Adviser for Social Policy and Training, UEAPME



Workshop themes

The separate employer and trade union workshops on day 1 will be used to help orient the project's final report and in particular the recommendations. This will include discussions around the following overarching themes:

- 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?

Estonia

- What kind of further efforts in CVET are needed/would be helpful?
- Which measures ensure labour market and training participation of elderly people and low-skilled people?
- What should be done to better guide employees in what kind of training is needed or helpful?

France

- How can the training measures be better linked to the needs of the labour market?
- How can the cooperation between the different actors in employee training be improved?
- Is it necessary to reduce complexity in the French CVET system?

Ireland

- How can employee training be better organised in SME given existing time restrictions?
- How can social partners be integrated in QQI?
- What can social partners do to better promote continuing VET as opposed to initial VET in the Irish context?



Sweden

- How can the social partners better contribute to the identification of skills needs and the choice of adequate training offers at the individual level (employee / company)?
- How can the sectoral cooperation / inter-company cooperation in developing training contents be intensified?
- How can the development of ICT skills be better promoted?

