

# Generational shift in the regional labour market

## Mora, Orsa and Älvdalen

Dalarna– Sweden

16<sup>th</sup> October 2013

## Agenda & List of Participants

*Organised by*

*OECD LEED Programme, Arbetsförmedlingen, Länsstyrelsen Dalarnas län*

*Region Dalarna, Mora, Orsa, Älvdalen*

*Hosted in Mora*

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## 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, 16<sup>th</sup> 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**

*1:5 hours  
(includes  
preparing key  
points to be  
transmitted to  
plenary)*

**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*

## 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 sparse 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, Besöksnäringsskolan 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;

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

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

*Fredrik Ribbing*, Arbetsförmedlingen

*Marwin Nilsson*, Arbetsförmedlingen

*Lara Feller*, EURES

*Andrew Sundin*, Arbetsförmedlingen

**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

	<b>Name</b>	<b>Organisation</b>
1	Agneta Roström	Arbetsförmedlingen/Inter
2	Aldert de Vries	The Netherlands
3	Alisia Johansson	Arbetsförmedlingen/Nationella K
4	Andrew Sundin	Arbetsförmedlingen/Analysavd
5	Anette Blomberg	Landstinget Dalarna
6	Anette Patten	Landstinget Dalarna
7	Anna Hed	Mora kommun
8	Anna Kvarnström	Landstinget Dalarna
9	Anna-Lena Arvidsson	Arbetsförmedlingen/Analysavd
10	Bengt Härshammar	Arbetsförmedlingen/Analysavd
11	Catarina Annetorp Hörnsten	Arbetsförmedlingen/Analysavd
12	Conny Danielsson	Region Dalarna
13	Cristina Martinez-Fernandez	OECD
14	David Cluer	Region Dalarna
15	Fredrik Ribbing	Arbetsförmedlingen/Analysavd
16	Gabriel Ehrling	Dalarnas Tidningar
17	Göran Carlsson	Region Dalarna
18	Hannah Eriksson	Landstinget Dalarna
19	Hans Eklund	Arbetsförmedlingen
20	Hans From	Besöksnäringsskolan Dalarna
21	Hendrik Klein Poelhuis	Älvdalens kommun
22	Henrik Nilsson	Sweco EuroFutures AB
23	Inger Brykt	Landstinget Dalarna
24	Jan Sundqvist	Arbetsförmedlingen/Analysavd
25	Jan Svärthagen	Dalarna University/Dalalyft
26	Jasper van Loo	CEDEFOP
27	Jennie Fredriksson	Dalalyft
28	John Quick	Dalalyft
29	Kerstin Eriksson	Arbetsförmedlingen/Analysavd
30	Kristina Danielsson	Orsa kommun
31	Kristina Lundberg	Landstinget Dalarna
32	Lara Feller Boeker	Arbetsförmedlingen/Eures
33	Lars Lindblom	Samarkand
34	Maja Erlbacher	Arbetsförmedlingen/Eures
35	Maria Eriksson	Älvdalens kommun
36	Maria Lindkvist	Älvdalens kommun
37	Mariana Resar Bogg	Älvdalen kommun
38	Marie-Florence Estimé	OECD Former Deputy Director CFE
39	Mariette Roxström	Arbetsförmedlingen/Information
40	Marwin Nilsson	Arbetsförmedlingen/Analysavd
41	Monika Wallström	Arbetsförmedlingen/Analysavd
42	Pernilla Bremer	FalunBorlängeregionen

43	Pernilla Tingvall-Lindström	Arbetsförmedlingen/Analysavd
44	Peter Heidkamp	Arbetsförmedlingen
45	Silas Olsson	AAL
46	Sten-Rune Lundin	Länsstyrelsen Dalarna
47	Susanna Okeke	Arbetsförmedlingen/Analysavd
48	Timo Mulk-Pesonen	Arbetsförmedlingen/Analysavd
49	Tommy Olsson	Arbetsförmedlingen/Analysavd
50	Torbjörn Israelsson	Arbetsförmedlingen/Analysavd
51	Tord Strannefors	Arbetsförmedlingen/Analysavd
52	Ulf Back	Orsa kommun
53	Ulf Backeus	Region Dalarna
54	Ulrica Seldeby	Teknikföretagen
55	Ulrika Kånåls	Mora kommun
56	Östen Sjögren	Älvdalens kommun
57	Peter Syvertsson	Arbetsförmedlingen
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