

Modernising Digital Systems of the Latvian Public Employment Service
REFORM/IM2022/008

Digital tools for matching jobseekers and vacancies: International workshop (Activity 6.1)

7 December, 2023

Concept note and the agenda

The action was funded by the European Union via the Technical Support Instrument, and implemented by the OECD, in co-operation with the Directorate-General for Structural Reform Support of the European Commission (DG REFORM) (Contract number REFORM/IM2022/008).

Background

Public Employment Services (PES) across OECD countries use digital tools to support matching jobseekers with vacancies. Improved matching can help save jobseekers' and employers' time, lead to better employment outcomes for jobseekers and fitting staff for employers, use the resources of PES more efficiently, and improve the labour market functioning more generally.

A variety of different digital tools can support PES to match jobseekers with vacancies. Online portals, such as the State Employment Agency's (SEA's) [CV and vacancy matching portal \(CVVP\)](#), allow employers to list vacancies, jobseekers to list CVs, and counsellors and jobseekers to browse these listings using a set of simple filters. More advanced matching tools allow for sophisticated competency-based matching, or for the use of artificial intelligence to enhance the algorithms and user experience in matching jobseekers and employers.

Workshop objective

This workshop seeks to share knowledge across countries on different examples of job matching tools including what works well and what are the challenges. The presentations on practices from different EU countries will include discussion on the objectives of the tools, the development process, challenges met on the way, current implementation and integration in the processes, as well as future plans for change and improvement.

This workshop forms part of a wider project on [Modernizing the Latvian Public Employment Service](#). Through this project, the OECD in cooperation with the Directorate General for Structural Reform Support (DG REFORM) of the European Commission are providing technical support to the Ministry of Welfare (MoW) and Latvia's State Employment Agency (SEA) in the context DG REFORM's Technical Support Instrument (TSI) to harness digitalisation and thus boost their capacity to provide effective and efficient support to jobseekers, persons at risk of losing their job, and employers. This workshop will help Latvia understand what kind of digital tools for matching exist in other countries, whether such tools would be suitable for the State Employment Agency (SEA), and if so, what sort of tool would best meet their needs.

Format

The workshop will be held virtually from 10:30am to 12:30pm Riga time. The workshop will begin with a presentation from the Latvian authorities on the context, current capabilities and needs. This will be followed by the presentations of job matching tools from three different EU countries – Luxembourg, Finland and France. Each presentation of around 15 minutes will be followed by around 10 minutes of discussion. At the end, there will be time for a 20-minute general discussion.

Participants

Participants will include officials from the SEA and MoW, as well as international experts, experts from the OECD and DG REFORM, representatives from other government institutions (such as the Ministry of Economics, and the Ministry of Education and Science), and other stakeholders in Latvia, and potentially other EU and OECD countries with an interest in matching tools.

The workshop will be moderated by the OECD.

Registration link

Please register for the workshop using the link below. All participants must register individually and use the personalised registration link generated upon completion.

<https://meetoecd1.zoom.us/meeting/register/tJEqfuisrjsiHtBR4Ki1ka4XljdFgixaHveL#/registration>

The workshop will have English-Latvian-English interpretation. Note that this workshop will be recorded and may be posted online for the benefit of a wider audience.

Agenda

Time (Riga time)	Item	Detailed agenda
10:30 – 10:35	Opening remarks and welcome	<ul style="list-style-type: none"> • Theodora Xenogiani, OECD • Rima Joujou-Deljic, DG Reform, European Commission, • Ilze Zvidrina, Ministry of Welfare, Latvia • Alise Apsīte, State Employment Agency, Latvia
10:35 – 10:50	Job matching platform CVVP in Latvia	<ul style="list-style-type: none"> • Alise Apsīte, State Employment Agency, Latvia
10:50– 11:15	Algorithms to facilitate job matching in Luxembourg Presentation and Q&A	<ul style="list-style-type: none"> • Inès Baer, ADEM, Luxembourg
11:15 – 11:40	A platform for job matching using AI: Job Market Finland Presentation and Q&A	<ul style="list-style-type: none"> • Teemu Hirsimäki, Gofore, Finland
11:40 – 12:05	Competency-based job matching in the French PES Presentation and Q&A	<ul style="list-style-type: none"> • Bertrand Duretz, Pôle emploi, France
12:05 – 12:20	General discussion Further questions and comments from the audience for the speakers	<ul style="list-style-type: none"> • All participants
12:20 – 12:30	Closing remarks	<ul style="list-style-type: none"> • Anne Lauringson, OECD