



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

# **Activity 6.1 - Digital tools to profile skills: International workshop 7 March, 2023**

Concept note

This work was carried out with funding by the European Union via the Structural Reform Support Programme and in cooperation with the European Commission's Directorate General for Structural Reform Support (DG REFORM) (Contract number REFORM/IM2022/008).

## Background

Public Employment Services (PES) across OECD countries use digital tools to profile their client's skills. Such skills profiling tools can serve varied purposes: from aggregate mappings of the skill profiles of PES clients, to tailoring of employment counselling or ALMP provision for individual jobseekers, to providing certifications of skills that can be used on jobseekers CVs, or to providing insight and self-knowledge for an individual on their own skills. Indeed, such different use cases entail trade-offs. For example, a specialised tool might be better for one particular task (e.g. certifying jobseekers coding skills) but less suitable for mapping overall skill types of jobseekers (which requires a more general tool). This makes identifying tool purpose key, especially given that the needs, capabilities and budget constraints of PES vary widely.

Given these diverse uses, needs, and constraints, finding the right skills profiling tool for the right task can be challenging. To help Latvia be better informed and make better decisions around developing a digital skills profiling tool, this workshop will share related practices from three countries.

This workshop forms part of a wider project on [Modernizing the Latvian Public Employment Service](#). Through this project the OECD and the European Commission are providing technical support to the Ministry of Welfare (MoW) and Latvia's State Employment Agency (SEA) 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.

## Workshop objective

This workshop seeks to share knowledge across countries on different examples of skills profiling including what works well and what are the challenges. Practices will be shared in three OECD countries – Germany (Four Phase model (4PM) for profiling jobseekers and “new plan” a skills assessment tool), Austria (context and initial views on plans for a new skills profiling tool), and France (Pix – a tool to assess digital skills) – as well as on the OECD skills profiling tool. These examples are chosen as good practices that could be most relevant to Latvia, while also showcasing a mix of ways in which skills profiling can be performed and used. The presentations will include discussion on the objectives of their tool, the development process, challenges met on the way, current implementation and integration in the processes, as well as future plans for change and improvement.

## Format

The workshop will be held virtually from 10:00am 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 by Austria, France, and Germany. Each presentation of around 15-20 minutes will be followed by around 5-10 minutes of discussion. The OECD will then present [the OECD skills profiling tool](#). The country and OECD presentations will be followed by a final 25-minutes discussion session.

## Participants

Participants will include officials from the SEA and MLSP, 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.

## Registration link

Please use the link below to register before the event. All participants must register individually prior to the meeting. This will generate a unique individual link that each participant can use to join the ZOOM meeting. Please do not share this link with others. It is important to follow this registration process or it will not be possible to join the meeting.

[https://meetoecd1.zoom.us/meeting/register/tJEudeuorT4pHtbYZ\\_0Wm3SY31L4SenfySNi](https://meetoecd1.zoom.us/meeting/register/tJEudeuorT4pHtbYZ_0Wm3SY31L4SenfySNi)

Note that this workshop is being recorded and may be posted online for the benefit of a wider audience.

## Agenda

Time (Riga time)	Item	Detailed agenda
10:00 – 10:05	<b>Opening remarks and welcome</b> 5 minutes	<ul style="list-style-type: none"> <li>• OECD, Anne Lauringson, Labour Market Economist (2 minutes)</li> <li>• DG Reform, Rima Joujou-Deljic, Policy Officer (2 minutes)</li> <li>• MoW Imants Lipskis, Director of the Labour Market Policy Department (2 minutes)</li> </ul>
10:05 – 10:20	<b>The State Employment Agency (SEA)</b> Needs for understanding jobseekers' skills in the Latvian PES 15 minutes	<ul style="list-style-type: none"> <li>• Eva Lossane (Director of the Labour Market Department of the State Employment Agency)</li> </ul>
10:20– 10:45	<b>Bundesagentur für Arbeit (BA), German PES</b> ( <a href="#">presentation</a> ) The four phase model and the skills profiling tool "new plan".  15- 20 minutes of presentation followed by 5 minutes of questions Moderator: Judd Ormsby, Labour Market Economist, OECD	<ul style="list-style-type: none"> <li>• Maximilian Kalb, BA</li> </ul>
10:45 – 11:00	<b>Arbeitsmarktservice (AMS), Austrian PES</b> ( <a href="#">presentation</a> ) Context and initial views on a new skills profiling tool.  10-15 minutes of presentation followed by 5-10 minutes of questions Moderator: Anne Lauringson, Labour Market Economist, OECD	<ul style="list-style-type: none"> <li>• Anton Rada, Technical information manager, AMS</li> </ul>
11:00 – 11:25	<b>Pix, French-based non-profit public organisation</b> ( <a href="#">presentation</a> ) Profiling of Digital skills  15- 20 minutes of presentation followed by 5 minutes of questions Moderator: Judd Ormsby, Labour Market Economist, OECD	<ul style="list-style-type: none"> <li>• Ms Marie Bancal, Director of Partnerships and Development, Pix</li> <li>• Jean-François Plard, Head of International Development, Pix</li> </ul>
11:25 – 11:50	<b>OECD (15- 20 minutes of presentation and 5 minutes of questions)</b> ( <a href="#">presentation</a> ) OECD skills profiling tool  Moderator: Anne Lauringson, Labour Market Economist, OECD	<ul style="list-style-type: none"> <li>• Patricia Navarro-Palau, Labour Market Economist, OECD</li> </ul>
11:50 – 12:20	<b>Discussion</b>  30 minutes Moderator: Judd Ormsby, Labour Market Economist, OECD	<ul style="list-style-type: none"> <li>• All</li> </ul>
12:20 – 12:25	<b>Closing remarks</b>  5 minutes	<ul style="list-style-type: none"> <li>• Ilze Zvīdriņa, Deputy Director of the Labour Market Policy Department, MoW</li> </ul>