EN RLMM

European Network on Regional Labour Market Monitoring

21 Years of European Network on Regional Labour Market Monitoring:

Discovering Activities, Functions, and Benefits for Every Member

ETF Skills Lab Webinar 9th November 2026

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European Network on Regional Labour Market Monitoring

Welcome!



Dr Christa Larsen

Co-Ordinator
European Network on Regional Labour Market Monitoring (EN RLMM)



Dr Aleksandra Webb

Member of Scientific Committee
European Network on Regional Labour Market Monitoring (EN RLMM)



Eugenia Atin

AI-Working Group Coordinator, Member of Scientific Committee
European Network on Regional Labour Market Monitoring (EN RLMM)



Dr Andrew Dean

Vice-Chair of Scientific Committee
European Network on Regional Labour Market Monitoring (EN RLMM)

I. Introduction to the European Network on Regional Labour Market Monitoring

1. Why does the European Network on Regional Labour Market Monitoring exist?

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How it all began in 2004…

- **Institute for Economics, Labour and Culture (IWAK)** of Goethe-University Frankfurt a.M. in Germany (applied labour market research and supporting ministries on topics as labour markets, VET, higher education, ….)
- **demand from Federal Ministry of Social Affairs** (including Labour Market) for establishing a systematic regional labour market monitoring (transparency for better political decision making)
- **no experience with labour market monitoring** in Germany

- inviting **all experts of the topic or interested in the topic** to meet at Goethe-University in Frankfurt
- **80 participants from 15 European States** (research, statistical offices, VET planning and practice, cambers of commerce and cambers of craft, branch associations, economic boards, unions, public employment services (PES), non-profit-organisations, consulting, governmental bodies/regional politicians, …)

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What did we learn from the first meeting and why did we establish a network?

many **different experiences** existed, but there was **no exchange as a result of organisational, cultural, and language barriers**

- universities and researchers develop monitoring concepts, which the practitioners were not aware of
- labour and VET administrations carry out monitoring in practice, but do not disseminate their insights

→ **interest in establishing regional labour market monitoring with involvement of research and practice**

How can a Systematic Labour Market Monitoring be established to support Sustainable Steering of a Region or a Locality?

Solution:

Establishing the **European Network on Regional Labour Market Monitoring** to bring perspectives, knowledge, and experiences from actors of different organisations in a **common exchange**.

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2005 Foundation of the European Network on Regional Labour Market Monitoring

- Committee of the Regions, Brussels (shared interest in common European approaches and profit of heterogeneous approaches and synergies)
- two bodies, Scientific Committee and European Network of Regional Labour Market Observatories: conceptual work and practical application and vice versa

mission: support evidence-based labour market politics in regions

Get to Know the European Network on Regional Labour Market Monitoring

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Initiative for Networking Regional and Local Labour Market Observatories Across Europe (2009)

- Regional and local labour market monitoring is carried out by regional and local labour market observatories
- Around **700 regional and local labour market observatories across Europe** operated by **universities, VET-administration, public employment service (PES), and regional and local governments**

Challenges

- Spatial and organisational isolated situation
- Lack of resources (personnel, data)

Demand

- For state of the art knowledge related to data, methods, and the conduct of monitoring
- For exchange of Best Practice and networking
- For specialised counselling

Get to Know the European Network on Regional Labour Market Monitoring

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Initiative for Networking Regional and Local Labour Market Observatories Across Europe (2009)

Provides information and access to successful solutions on issues of:

- Organisational structure and governance
- Data and analysis
- Communication with users
- ICT
- …

Activities

- Data base: contact information, profile, needs, updates by surveys
- Applying annual topic to the practice of observatories: articles in the anthology and presentations/input during the annual meeting

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Status 2026

400 individual members (no corporative members)

(universities, VET, PES, statistical offices, governmental bodies, non-profit organisations, ...)

from around 40 countries

(Europe, North Africa, Middle East, and ASEAN)

Collaborations

2017: GIZ, joint Annual Meeting in Albania

2022: Participants from ASEAN at Annual Meeting

2023: Annual Meetings jointly conducted with GIZ and OECD LEED Program

2026-2027: Collaboration with ETF

Why is it important for the exchange to be targeted and regular?

LEARNING

Innovative exchanges require trust, which must be actively built among individuals. Everybody should benefit from exchange.

However, to follow new developments in methodologies/methods and data requires continuous exchange among the same individuals.

It requires individual investment as knowledge, time, and interest in learning from others

Examples

- *stable core group of network members is working together for 20 years to their mutual benefit. As they are located in different regions and countries, there is **no competition** and they can afford collaboration.*
- *They even develop and implement **cross border projects** on topics like OJA's (Online Job Advertisements) since 2015. Networking brings also benefit for the whole area of the European Union.*

How can the framework of a network help to institutionalise continuous exchange and collaboration?

LEARNING

There are four formats which constitute the network and which have proven to be successful for the innovative exchange among network members.

These are:

- *selection of an **annual topic** by the Scientific Committee*
- *consolidation the knowledge base and experiences of the network members on the annual topic by the **Anthology***
- *exchange and evaluation of new data and methodologies related to annual topic during **Annual Meeting***
- *processing specialised knowledge in permanent **Working Groups***

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Scientific Committee
Selection of Annual Topic

HEAD



Prof Marco Ricceri

VICE HEADS



Prof Ciprian Panzaru



Dr Andrew Dean

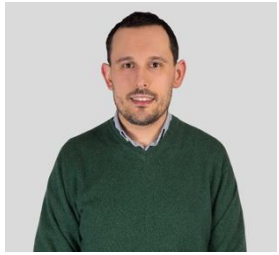
MEMBERS



Prof Mario Mezzanzanica



Eugenia Atin



Dr Moreno Baruffini



Dr Ernesto Dario Calò



Christian Müller



Dr Christa Larsen



Prof Mattia Martini



Michel van Smoorenburg



Prof Renato Fontana



Dr Franz Clement



Dr Aleksandra Webb



Prof Ewa Rollnik-Sadowska

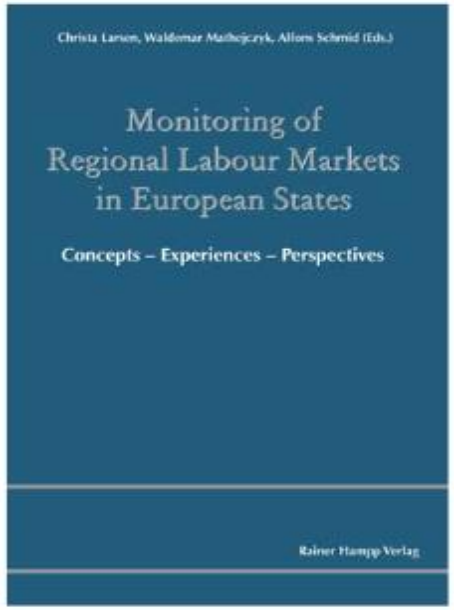
Co-Ordinator
support of SC and Annual Hosts, creating Anthology

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Annual Anthology

Consolidation the knowledge base and experiences of the network members on the annual topic by the Anthology



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European Network on Regional Labour Market Monitoring

Annual Topics

2007: **Monitoring of Regional Labour Markets in European States: Concepts–Experiences–Perspectives**
2008: **Target Group Monitoring** in European Regions: Empirical Findings and Conceptual Approaches
2009: **Information Systems** for Regional Labour Market Monitoring: State of the Art and Perspectives
2010: Regional Monitoring Approaches for the Reduction and the Prevention of **Youth Unemployment** in Europe
2011: Measuring **Geographical Mobility** in Regional Labour Market Monitoring: State of the Art and Perspectives
2012: **Skills Monitoring** in European Regions and Localities: State of the Art and Perspectives
2013: **Shifting Roles and Functions of Regional and Local Labour Market Observatories** Across Europe
2014: **Sustainable Economy and Sustainable Employment**: Approaches to Measuring Sustainability in Regional and Local Labour Market Monitoring
2015: **Big Data** and the Complexity of Labour Market Policies: New Approaches in Regional and Local Labour Market Monitoring for Reducing Skills Mismatches
2016: **Digital (R)evolution and Its Effects on Labour**: Opportunities and Challenges for Regional and Local Labour Market Monitoring
2017: The Importance of **Governance** in Regional Labour Market Monitoring for Evidence-based Policy-making
2018: Developing **Skills in a Changing World of Work**: Concepts, Measurement and Data Applied in Regional and Local Labour Market Monitoring
2019: Assessing **Informal Employment** and Skills Needs: Approaches and Insights from Regional and Local Labour Market Monitoring
2020: The Importance of **SMEs as Innovators of Sustainable Inclusive Employment:** New Evidence from Regional Labour Markets
2021: **Transformations** of Local and Regional Labour Markets across Europe in **Pandemic and Post-Pandemic** times.
2022: The Relevance of **Artificial Intelligence in the Digital and Green Transformation** of Regional and Local Labour Markets across Europe.
2023: **Pathways of Greening Labour Markets**. Opportunities and Challenges for Regional and Local Labour Market Observation in Europe and beyond
2024: **Shortages of Skilled and Unskilled Labour**: Insights and Evidence to Inform Strategies Relevant to Regional and Local Labour Markets and Labour Market Observatories
2025: **Anticipation of Future Developments** in the Labour Markets: Methods, Data and Practices of Knowledge Transfer in Regions and Localities Across Europe and Beyond
2026: Monitoring the **Transformation of Occupations and Skills**: Systematic and Qualitative Approaches in Regional and Local Labour Market Observatories
2027: Holistic Approaches to Observing **Youth Transitions** During Times of Disruption

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Annual Meetings

Exchange and evaluation of new data and methodologies/methods related to annual topic.

A network member takes over the role of a host and invites the other members to his organisation. Since 2005 there have been already 21 annual meetings in different regions across Europe and beyond.


Luxembourg


Brussels, Belgium


Rovaniemi, Finland


Krakow, Poland


Tirana, Albania

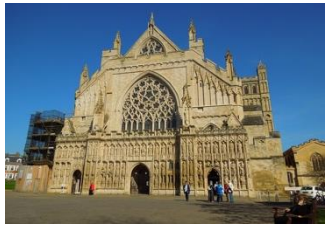

Timisoara, Romina


Frankfurt a.M., Germany


Marseille, France


Rome, Italy


Copenhagen, Denmark


Exeter, United Kingdom

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Processing specialised knowledge in permanent Working Groups



AI-Working Group

Co-Ordinator: Eugenia Atin

Members

Eugenia Atin	Prospektiker (Spain)
Dr Moreno Baruffini	IRE, University of Lugano (Switzerland)
Edwin Camilleri	Jobsplus, PES (Malta)
Dr Franz Clément	LISER (Luxembourg)
Professor Renato Fontana	Department of Communication and Social Research, Sapienza – University of Rome (Italy)
Professor Mario Mezzanzanica	CRISP, University of Milano-Bicocca (Italy)
Christian Müller	State Secretariat for Economic Affairs, Switzerland
Dr Christa Larsen	IWAK of Goethe University Frankfurt (Germany)
Professor Ciprian Panzaru	University of West Timisoara (Romania)
Professor Marco Ricceri	Eurispes (Italy)
Marta Sosnowska	Voivodeship Labour Office of Białystok (Poland)
Michel van Smoorenburg	PES (Netherlands)

Key Lessons and Challenges

Succes factors

Professional

- **rapid value creation** through focus on current topics with new concepts and solutions
- building a **tailored knowledge repository** (including a network for ad-hoc requirements)

Organisational

- **creative, broadly positioned think tank** with network connections in research, practice, and politics
- **high visibility of topics and activities for political stakeholders**, international organisations, etc.
- **flexibility** when expanding into new regions and engaging new actors
- favourable **effort-to-yield ratio**
- **simple, clear, and flexible structure** that is transparent and easy to understand for all participants

Key Lessons and Challenges

Challenges and solutions

- **focus on individuals** remains important; diversity in age and expertise is necessary.
- output and outcome depend on the **commitment of individual key players**; stabilise core group (joint projects, direct added value for one's own regional policy)
- anchor of stability is **co-ordination**: securing resources, peer-to-peer approach, and collaborative working style

- commercial use of findings: **Code of Conduct**

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What is Regional and Local Labour Market Monitoring? Why is it relevant?

Objective

- Advancing **evidence based decision making and action** in regional and local labour markets

Approaches

Supply-orientation

- Provision of information which is state of the art for specific topics and apply state of the art methodology. Information is generated and offered to target groups (decision makers etc.). Challenge of bridging the gap between information provision and decision making

Demand-lead

- Decision makers decide on topics and formats of information
- Data and information has to be integrated in communication formats of stakeholders and decision makers
- Regional and local labour market monitoring is a **concept for action**

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Regional and Local Labour Market Monitoring is a concept for action

Three components:

- Information (actors, contents, formats)
- Communication (interpretation, prioritisation)
- Action (**developing co-ordinated strategies**)

Cyclical process: implementation, readjustment…

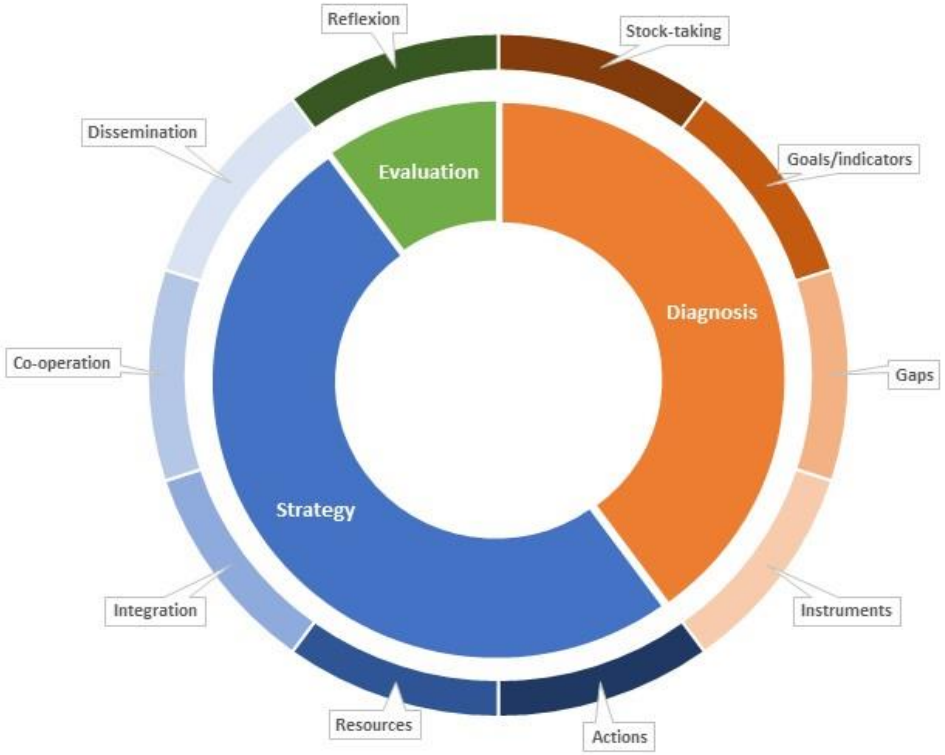
Building up knowledge, developing and stabilising labour market intelligence

Labour market intelligence is informed, competent co-ordinated action

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Excursus: Regional and Local Labour Market Monitoring a concept for systematic, continuous cyclical action



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Summary

- Demand lead approaches are based on a concept for action
- Three elements: information, communication and action are embedded in a cyclical process
- Labour market intelligence is informed, co-ordinated action competence

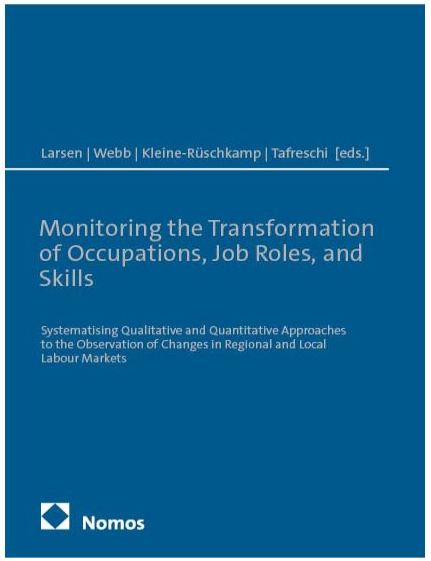
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II. Case Study ANNUAL Meeting in Bilbao
Monitoring the Transformation of Occupations, Job Roles, and Skills
Systematising Qualitative and Quantitative Approaches to the Observation of Changes in Regional and Local Labour Markets

Effects of Transformation Drivers on Occupations, Job Roles and Skills

- **Topics**
- **Learning**



Why these themes for our conference?

- AI, climate transition, demographics and geopolitical change are reshaping labour markets simultaneously.
- AI is transforming tasks within jobs.
- Skills requirements evolve more quickly than occupational classifications, requiring new approaches to monitoring change.
- Implications for the tools we use and job classifications.

The conference explored how labour market intelligence can keep up with the pace of change.



Impact of Artificial Intelligence on Occupations, Job Roles, and Skills



AI Is Reshaping Skills, Not Simply Replacing Jobs

- Work is changing faster than occupations.
- Artificial Intelligence Impacts Career Pathways and Skills.
- Evidence from Europe, Singapore and other countries shows AI is augmenting many roles.
- A hybrid combinations of technical, digital, green are becoming essential, so are and human skills.
- Need to revisit technical and transversal competencies, and their training.

The future of work and skills: Are we ready?

Structural Labour Shortages

Ageing populations, skills mismatches and place-based inequalities are generating persistent labour shortages across sectors and regions.

The Value of Public Services

Public services underpin resilience, climate adaptation and social cohesion.

Human capability remains critical despite technological advances.

AI Exposure and Governance

The Speed of AI and the Exposure of Job Demanded to AI impact still uneven.

Optimising Governance Structures for Knowledge Generation and Evidence-Informed Policy Transfer is needed. Governance issues needs to be addressed explicitly.

Key learnings

- Transformation succeeds when economic competitiveness, social sustainability and regional cohesion reinforce one another rather than compete for priority.
- Public services provide an early warning system for wider labour market disruption and should play a more prominent role within labour market intelligence systems.
- The challenge is no longer generating labour market intelligence but ensuring that intelligence changes curricula, qualifications, investment decisions and individual career choices quickly enough.

Keynote Speakers:

Strategic Alliances of International Organisations and the European Network on Regional Labour Market Monitoring

A series of keynote presentations from major European institutions:

- Cinzia del Rio, President of Section for Employment, Social Affairs and Citizenship of European Economic and Social Committee
- Pablo Sanchez Centellas, Local and Regional Government, Firefighters and Public Service Officers of the European Federation of Public Service Unions
- Pilvi Torsti, Director of the European Training Foundation (ETF)
- Tadas Leončikas, Head of Unit – Employment, Eurofound
- Marco Cantalupi, European Labour Authority (ELA)
- Csaba Borboly, European Committee of the Regions (CoR)

Moderation: Andrew Dean, Marchmont Observatory, University of Exeter

Key learnings

- Monitoring occupational change requires attention to what workers actually do, not simply what occupations are called. Understanding job quality is as important as understanding skills demand.
- Worker mobility is both a response to labour market change and an important source of intelligence about where change is occurring.
- Regional labour market observatories should be viewed not simply as monitoring mechanisms but as components of Europe's wider early-warning and response system.

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Why Qualitative Intelligence Matters more than ever?

Augmenting Traditional Forecasting Models with Qualitative Information and Qualitative Models

- Traditional approaches, methodologies and methods of labour market monitoring cannot fully capture the whole complex picture.
- No single actor has the full understanding. No single approach suffices.
- Labour market intelligence must combine data, forecasting, employer insights, worker experiences and local knowledge.
- It must also be swift, accurate, and delivered in a policy-friendly format that enables action.

The challenge is no longer simply counting jobs but understanding how work, skills and opportunity are evolving and helping people adapt successfully. Intelligence must lead to action.

Priorities for Labour Market Actors

1. Monitor skills not jobs;
2. Strengthen lifelong learning;
3. Improve AI understanding and digital literacy;
4. Integrate qualitative and quantitative evidence;
5. Build partnerships.

Example of International Collaboration for regional labour market cooperation: Europe and ASEAN are building stronger partnerships to share methods, evidence and innovation in labour market monitoring.

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III. Annual Topic 2027

Holistic Approaches to Observing Youth Transitions During Times of Disruption

Purpose & Scope

Joint EN RLMM and ETF Skills Lab Network anthology for 2027.

Focus on youth employment, labour market transitions, skills and policy responses.

Papers should provide evidence-based policy insights and recommendations.

Key Dates

1 Oct 2026: Launch

1 Dec 2026: Abstract submission

20 Dec 2026: Selection decisions

19 Feb 2027: Full papers

1 May 2027: Final manuscripts

Aug 2027: Publication

16-17 Sept 2027: Turin conference

Theme 1

Youth Transitions into Work in Times of Uncertainty

- Entry-level jobs and precarity
- VET, HE and apprenticeships
- NEETs and labour market exclusion
- Youth mobility, migration and regional differences

Theme 2

Skills, Artificial Intelligence and the Future of Work

- AI impacts on entry-level work
- Digital and AI skills
- Employability and inequalities
- Graduate tracking and labour market intelligence

Theme 3

Inclusive and Sustainable Labour Markets: The Triple Transition

- Green, digital and social transitions
- Equity and inclusion
- Job quality and social cohesion
- Sustainable labour markets for young people

Theme 4

Policies, Institutions and Local Responses

- Youth Guarantee and employment initiatives
- Employer engagement
- Local partnerships
- Governance and international learning

Conference & Submission Information

Selected authors will present at the joint EN RLMM and ETF conference in Turin, Italy, 16-17 September 2027.

Abstracts: 500-1000 words.

Full papers: approx. 5,000 words / 10 pages.



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Thank you so much

European Network on Regional Labour Market Monitoring

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