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THE SKILLS PANORAMA: ACHIEVING NATIONAL AND REGIONAL IMPACT (ARLI)

Demand-Side Analysis Country Report

Country Report **Sweden**

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2. About this project

The ARLI project seeks to utilise a system of mutual learning to gather and intelligise good practices from regional and sub-regional experts across the partner countries and to use this to support both the new EU Skills Panorama but also the existing very large number of regional intelligence providers, many of whom are members of the European Network for Regional Labour Market Monitoring (ENRLMM). Innovative policies and practices will be analysed and shared. ARLI has two core objectives:

- The first is to support the implementation of the new EU Skills Panorama by utilising the expertise of both partners and the ENRLMM, interrelating the Panorama with existing skills forecasting provision, achieving greatly enhanced impact and added value for the Panorama.
- The second is to use a good practice approach to explore how existing regional and local provision of skills forecasting can be enhanced for stakeholders through interrelation with the Panorama.

3. About the authors

Arbetsförmedlingen (AF) is the Swedish Public Employment Service, a national authority. AF's main objective is to promote matching efficiency on the Swedish labor market and is represented at the local level throughout the country. AF's Department of Analysis produces a number of LMI:s (definition below), targeted to internal as well as external use, at the local, regional, and national level. This includes, for instance, bi-annual forecasts at the regional level and the administration of a large data base.

4. About LMI

In this project, labour market information and intelligence (LMI) is defined as "analysed, processed, directed, and/or regularly collected information and intelligence about the labour market, which is provided by a source (internal or external) that is not temporary or spontaneous in its provision of the information that the providing organization uses to plan their activities in order to achieve its overall goal."

LMI may account for published or internal reports, databases, industry councils or similar forms of structured meetings, structured networking and a variety of other forms of intervention to generate information and knowledge as defined above; and inform of such things as number of vacancies in one or more parts of the labour market, as well as the type of vacancies it concerns; about general trends in the labour market, or if activities are starting up or closing down within your particular field of analysis; about skills and qualifications that employers are looking for, and the skill levels and competencies that people have; demographic trends in the labour market, at national, regional or local level; and much more information and analysis which satisfies the above restrictions in the definition.

5. About the stakeholders

In this project “Stakeholders” are defined as providers of LMI with a specified region as its main domain of analysis, such as Skåne in the case of this particular “Country Report”. In the present report, the capital letter in “Stakeholders” is used to distinguish the stakeholders which have participated in these interviews from other stakeholders in the region. Below is a list of the Stakeholders that have answered to the standardized questionnaire (mainly by face-to-face interviews but also by telephone and e-mail). The Stakeholder that is partner in the ARLI project and has authored the present Country Report is included in the list. The Stakeholders interviews were carried out from 19 April to 9 July.

Project (Öresund): Job og Uddannelse (Jacob Lobner Pedersen) is a project involving partners on both sides of the Öresund region (Denmark and Sweden), and with additional financial support by Interreg IV and EU regional development fund. The basic purpose of the project is to promote mobility and integration in the Öresund region.

Project (Örestat) (e-mail): *Örestat III* (Daniel Swärd) is a project involving partners on both sides of the Öresund region (Denmark and Sweden), and with additional financial support by Interreg IV and EU regional development fund. The basic purpose of the project is to produce and administrate cross-border data on the Öresund region, which is made accessible through an open database.

Region Skåne: Region Skåne was established in 1999 on trial and established as a permanent administration in 2011. As a jurisdiction, it stands out in Sweden as one of two regional governments (*Region Västra Götaland* is the other) where the elected politicians also are responsible for “regional development”, besides the major pillar health and care. Two Stakeholders from Region Skåne have participated in this project:

- *Government:* Katarina Erlingson, Chairman of the Employee and employer Committee.
- *Analysis:* Anders Axelsson, Analyst, Business Region Skåne.

PES: *Arbetsförmedlingen* is the Swedish Public Employment Service, a national authority. Three Stakeholders from *Arbetsförmedlingen* have participated in this project:

- *Education* (telephone): Karin Ericsson, Head of Unit of Services and Programs, Department of Matching Services. Amongst other activities, the Unit of Services and Programs plan and procure educational programs targeted to job seekers.
- *Analysis:* Josef Lannemyr and Victor Tanaka (partners in the ARLI project), analysts, Department of Analysis. Amongst other activities, the Department of Analysis produce labor market forecasts, bi-annually and for all the regions in the country, and it supports employment services at the operational level with analysis and data.
- *Matching* (telephone): Annika Peglow, office Manager at Af Malmö Service. Af Malmö Service is one of several offices in Malmö, with specific responsibility for the private service sector. *Arbetsförmedlingen* is represented by an office in most communities in Sweden.

Occupational School: Margareta Landh, Analyst, office of Supervision and Quality (Hässleholm), *Yrkeshögskolan*. *Yrkeshögskolan* is a national authority which supervises the provision of higher vocational training in most regions of Sweden, with varying offer. It has two administrative offices.

Development (Skåne): Peter Nilsson, Association Secretary, Labor Market and Business, *Kommunförbundet Skåne*. Kommunförbundet Skåne is an association representing all the municipalities in Skåne, established to maintain the interests of its members, especially as represented towards the national government and Region Skåne.

School: elementary school and secondary school is administrated by the municipalities in Sweden, including *Komvux*, which comprises education at the same level yet targeted towards adults. Two Stakeholders have participated in this project to represent the educational system at this level:

- **Adults** (e-mail): Ulrika Leijon-Hoff, Program Developer Adult Studies, Administration of the Board of Development Helsingborg Stad. Administrates programs for adults, including basic education, training in Swedish, vocational training, and apprenticeship.

- **Youth:** Annika Karlsson, Guidance Counselor, Pauli gymnasium, Malmö Stad. Pauli gymnasium is a secondary school.

Employer: Björn Åhlander, Advisor, Region South, *Teknikföretagen*. Teknikföretagen is an employer organization for the Swedish industry. It is one of 50 member organizations organized by *Svenskt Näringsliv*, the largest employer organization in Sweden.

Union: Markus Blomberg, Analyst, *LO-distriktet Skåne*. LO is the largest trade union in Sweden and organizes 14 distinct unions. It covers the whole country and is divided into 11 districts, of which *LO-distriktet Skåne* is one.

Recruitment: Martin Svensson, Branch Manager (Malmö/Lund), Adecco. Adecco is the world's largest HR-partner with offices in roughly 60 countries. In Sweden there are about 50 offices spread around the country.

6. Introduction

The "Swedish Country Report" is one of six Country Reports produced for the ARLI project ("The Skills Panorama: Achieving Regional and Local Impact"). The project has two aims: (1) at a general level, to study how the LMI (Labor market information and intelligence) infrastructure functions in the studied regions; and (2) more specifically to promote the use of the recently launched "EU Skills Panorama" (EUSP) and study how this tool can be improved. For these purposes, 78 Stakeholders have participated in research interviews to ascertain their past experience, future hopes and expectations, and the support that they feel they will require in seeking to anticipate changes in employment and skills requirement. These Stakeholders will also be invited to attend at the National Stakeholder Workshop, to take place at the beginning of 2014.

Skåne is the most southern county and the third of three larger urban areas that exist in Sweden, comprising a population of 1.3 million people within an area of 11,000 square kilometers. After the building of a bridge in 2000 there are now significant flows of cross-border commuters, and the bridge is regarded as a key factor which has promoted an ongoing positive development for the region. At the national level, there have been other important developments with respect to the labor market and LMI in particular. The staffing industry has shown extraordinary growth figures after deregulation in 1993, and is now a well-established sector on the labor market; immigration inflows have recorded historically high figures, with particularly high inflows to Skåne; and the education system for occupational studies after secondary school has expanded considerably and is now an important institution of the educational system as it relates to the labor market.

The present study has identified a number of gaps in the LMI infrastructure in Skåne (section 8). Most importantly, these are related to the use of LMI on the long term; to the LMI that is used (or not used) to influence individual as well as strategic decisions concerning basic education; and to the absence of LMI with respect to foreign born citizens, in particular those born outside Europe. A recently launched LMI, however, the UAPS, offers a very promising venue for significantly improving the quality of the vast number of decisions which are dependent upon Skåne's LMI infrastructure.

As of the EUSP (section 9), the present study showed that the site was totally unknown for all the interviewed Stakeholders. Once introduced to the site, in general the Stakeholders appreciated the EUSP website and find it filled with interesting material. However, no one considered the EUSP to be crucial or important for their organizations' use of LMI.

7. Demand and supply of LMI in the Skåne region

Skåne is a county in southern Sweden, comprising a population of 1.3 million people and Malmö as the largest municipality of 33. Malmö is the third city in the country and account for the basis of what is considered as one of three larger urban areas in Sweden. Skåne is part of a larger cross-border region, “Öresundsregionen”, which also includes the eastern regions of Denmark. Skåne can be divided into 2-3 local labor markets, and basically all cities in Skåne can be reached within an hour by car from Malmö. After the building of a bridge (*Öresundsbron*) over *Öresund* in 2000, there are now significant flows of cross-border commuters and an ongoing positive development for the Malmö region in particular.

There are two major sources of LMI in the Skåne region, the Stakeholders *Region Skåne* and *PES*. *Region Skåne* is formally stipulated to promote “regional development” in Skåne, and as such it carries the official status for initiating and coordinating contacts and actions under this broad subject. It has the largest capacity to produce qualified analysis about the region in general. *PES* is the Swedish Public Employment Service. It manages an extensive database on labor market statistics and works at the operational level in more or less all the municipalities of Sweden. It has the largest capacity to produce qualified analysis on the labor market in Skåne.

The LMI infrastructure in Skåne can be divided into four categories:

- **National quantified LMI:** numerous national actors which produce LMI used by Stakeholders in Skåne. Some of these are provided by the national organization of interviewed Stakeholders (*PES*, *Employer*, and *Union*). One such particularly important LMI is *Yrkeskompassen* (YK) (*PES (analysis)*) which offers forecasts and information about a large number of occupations at the national and regional level. The Swedish bureau of statistics, SCB, is a fundamental source for the Stakeholders providing quantified LMI in Skåne, and many analysis and forecasts at the national level are used by all the Stakeholders.
- **National in-depth LMI with limited regional perspective:** *Occupational School* and *PES (education)* are Stakeholders which are part of the organization of a government authority. In both cases, this implies that the national perspective is important, yet also that the regional perspective is significant. Both Stakeholders provide in-depth analysis of a large number of occupations in order to provide relevant vocational programs.
- **Regional quantified LMI:** *Region Skåne (analysis and Örestat)*, *PES (analysis)* and *Development (Öresund)* all provide quantified LMI at the aggregate level for the Skåne region. All these Stakeholders manage statistical databases, and in particular *Region Skåne (analysis)* and *PES (analysis)* deliver regional forecasts which are used widely.
- **Regional qualitative LMI:** The rest of the interviewed Stakeholders lack the resources to produce their own regional quantified LMI. Often, these Stakeholders are large consumers of national and regional LMI, and in general they have access to networks and committees as a structure for providing qualitative LMI. Counselors at elementary and secondary school (youth and adults) account for the by far most extensive resource of LMI in terms of manpower, roughly estimated to 250 (youth) and 100 (adults) counselors. *PES (match)*, *Occupational School*, *School (youth and adults)*, *Employer*, *Union* and *Recruitment* are Stakeholders with immediate contact with and knowledge about the labor market at the operational level. Several Stakeholders are able to

addresses “skills” within the scope of their activities, and *PES (match and education)* and *School (adults)* have access to formal systems of categorization to support this work.

The LMIs in Skåne basically cover all the three relevant sights attributable to the Swedish labor market. In the short term (0-2 years), *PES (analysis)* delivers forecasts at the regional level, bi-annually and for the “next twelve months” (YK). In the medium term (2-7 years), *Occupational School* and *PES (education)* produce LMI, yet with significantly different time perspectives and educational levels of their target groups. The long run (more than 7 years) is covered by *Region Skåne (analysis)*, through the comprehensive forecast on occupations and study options (UAPS) as well as the demographic forecasts. *PES (analysis)* delivers broadly encompassing forecast on occupations as well, yet with overlap over the medium and long term, without the depth in the analysis found in UAPS, and at the national level.

PES (match and education) and *Occupational School* are the only Stakeholders with well-established systems of evaluation, however with focus entirely on the output produced and not directly on the LMI used.

8. Adequacy and impact of the LMI infrastructure

8.1 LMI in the short and long term

All the Stakeholders interviewed in this study may improve their capacity to plan their activities by having access to LMI on the long term, and a majority of the Stakeholders are most heavily dependent upon the long term perspective. *Region Skåne’s (analysis)* initiation and release of UAPS in 2012 has thus filled an important gap in the LMI structure of Skåne. This has been confirmed by the interviews of this study. Nevertheless, there may be several aspects along which to elaborate a more efficient use of UAPS as an LMI, as considered in subsection 8.4.

In the medium term, LMI is provided by *Occupational School*, relying on a “market based” model where educational programs must be applied for. If the applicants do not have access to qualified LMI on the medium term, which seems likely, the model has a systematic and adverse bias, entailing that programs that should be offered may not be so. Moreover, absence of more reliable LMI on the medium term implies that the authority has limited information upon which to evaluate the applications, as argued by a Stakeholder.

In the short term, *PES (education)* and *School (adults)*, are providers of educational programs which are substitutes to a considerable extent. Both offer shorter programs envisaged to stand in close relation to the current demands on the labor market. An important difference, however, appears to be that *PES* is more strongly regulated to give priority to less competitive job seekers. Despite this important complementary difference, there seems to be important obstacles to coordinate the actions of these two providers. Most importantly, the activities represented by *School (adults)* are organized at the municipality level, which implies that the programs offered by *Yrkesvux* may be difficult to coordinate beyond the municipality level. Another aggravating circumstance is that *PES (education)* to a large degree operates at the national level, and may not ensure that differences at regional level are accounted for.

Also, there is a gap in the time it takes to plan and deliver a program (medium term) as the time perspective of the target groups is on the short run.¹ Taken together, there seems to be a significant risk that the programs offered by these two important Stakeholders are substitutes. There is, moreover, obvious scope for stronger coordination of this provision of educational programs with *PES (analysis)*, based on the results from YK. At present, then, there is as obviously a risk that important labor market information is not accounted for in the supply of short term educational programs in Skåne.

8.2 Scope for coordinated efforts on basic education

As *Yrkesvux* is in lack of any rigorously structured approach for planning their activities at the regional level, there is also an apparent risk of overlap between the sets of educational programs offered by the different municipalities. This problem includes elementary and secondary school as the administrative responsibility is at the municipality level in Sweden, including training of adults at this level of education. Accordingly, in this study the absence of a strong link between this fundamental part of the educational system and what the labor market demands has been repeatedly stressed, from markedly different perspectives.

The organization of basic education at the municipality level implies there is considerable need of coordinated efforts. This concerns both the supply and demand side of the problem, with *Region Skåne* and *Development (Skåne)* as key actors. On the demand side, *Employer* works consequently on the long term with influencing the choices of individuals, as early as at middle school.² This concerns a limited sector of the labor market, though. An important flaw, then, is that counselors within basic education are largely in lack of a common structure for providing relevant and consistent information on long term educational choices. As of manpower, counselors account for the by far largest LMI resource in Skåne. In terms of the overall resources available, then, there is scope for coordinating a diversity of LMI-efforts by ensuring a more coherent basis for this important type of LMI.

8.3 LMI with respect to foreign born is needed

Record high immigration, during the second half of the 00s and thereafter, has had an essential impact on the Swedish labor force, not least in Skåne. For instance, it has implied significant inflows of individuals with education at the elementary school level; a need for providing training in Swedish on a large scale (*Sfi*); and rising and extraordinarily high unemployment rates amongst individuals born outside Europe. Qualified LMI on this subject is largely absent at the regional level in Skåne, which is an important gap in the LMI infrastructure. *PES* has formally stipulated responsibility for entailing an efficient match of recently immigrated citizens towards the labor market. In addition, *Region Skåne (analysis)* and *Development (Skåne)* are important actors given their comprehensive roles, as well as *Komvux* given that they are the providers of *Sfi*.

¹ This implies that it is problematic to effectively make use of the output provided by YK, by *PES (analysis)*.

² On the supply side, *Teknikcollege* is an example of coordinated efforts, initiated by the industry, to bridge the gap between demand and supply of technical skills at the secondary and post-secondary school level. *Vård- och omsorgscollege* is a similar concept with focus on the health and care sector. *Development (Skåne)* is actively involved in both programs.

8.4 UAPS: a fundamental tool for the LMI infrastructure in Skåne

Region Skåne's (analysis) seminal release of UAPS, in 2012, has filled an important gap in the LMI infrastructure of Skåne.³ UAPS offers a comprehensive account of the labor market and the educational system with special reference to Skåne, including analysis and forecasts on a broad range of specific occupations and educational options. The range covers the whole period ahead until 2020, yet it is apparent that the long term has offered the most valuable perspective.

Nonetheless, by covering all the relevant time perspectives, UAPS carries an inherent potential for developing a broadly encompassing process which allows gathering, analyzing and testing the vast pieces of information and knowledge which are scattered across the LMI infrastructure of Skåne. On the basis of the model used in UAPS, preliminary quantitative results may be tested and adjusted in an inclusive process where Stakeholders are involved. Such element is expected to have an impact on both the quality of the forecasts as well as on the dissemination of the produced result. Regarding the former, the institution of a “bottom-up” element may allow to account for the information and knowledge that is available through rather exclusive LMIs.⁴ Regarding the latter, such inclusive process is expected to, when functional, establish broad consensus on the “current situation/expectations”. Altogether, such inclusive process would test quantified results on the aggregate against expert knowledge at the operational level or for specific subsets of the labor market. As such, it should provide a more solid and coherent basis for the LMI infrastructure in Skåne, which should be of particular importance for coordinating the work and expertise of *School (youth and adults)* (section 8.2).

Finally, a second element that may add value in such encompassing process is that of evaluation. Evaluation of LMIs in Skåne is virtually absent, and instituted evaluation of the predictions of UAPS may bridge another important gap in the LMI infrastructure of Skåne. Probably, the most relevant and feasible way of introducing an element of evaluation is to evaluate differing results from one UAPS to another. Arguably, the long term results are too remote to have a relevant evaluation of the forecast once the forecasted period has ended.

9. Current and potential use of the EU Skills Panorama in the Skåne region

9.1 The EU Skills Panorama

The European Commission has established the EU Skills Panorama, which seeks to improve transparency for jobseekers, workers, companies and/or public institutions by forecasting skills supply and labor market needs. Currently, there is no single entry point to access information on skills needs easily. The purpose with EU Skills Panorama is to change this. It will bring together different sources from EU Member States

³ This work was initiated together with Länsstyrelsen Stockholm and Västra Götalandsregionen, the corresponding administrations in the Stockholm and Gothenburg urban regions. It followed as the result of the government commission given to all the regional administrations in Sweden to establish “regional competence platforms for cooperation on the provision of skills and educational planning on the short and long term” (“Utbildnings- och arbetsmarknadsprognos för Skåne – med sikte på 2020”, foreword, 2012). SCB was assigned to develop a common model.

⁴ This concerns, in particular, the “regional qualitative LMIs” and “in-depth LMI with limited regional perspective” (section 7).

and the sectorial level on current and future skills needs. It will make it easier for users to see which skills they need to invest in that are most relevant to the labor market.

The EUSP provides information and intelligence targeted to

- help improve the capacity for skills assessment and anticipation;
- inform skills governance through the anticipation of skills needs;
- improve the responsiveness of education and training systems; and
- enhance the matching of supply and demand for labor across Europe.

The EUSP is a public website that

- acts as a central access point providing data, information and intelligence on skills trends in occupations and sectors at the national and EU level;
- provides a European perspective on trends in labor supply, demand and mismatches;
- signposts users to national sources with skills information; and
- signposts users to the methods used to generate skills anticipation information.

9.2 Current usage of the EUSP in the Skåne region

None of the 13 interviewed stakeholders had any previous experience of the EU Skills Panorama, and no one had any knowledge of the project. It is safe to say that the website is virtually unknown in Sweden. Hence, the stakeholders' opinions about the website were given only a few minutes after being introduced to the instrument.

This has of course an effect on the judgments, and is a bias that has to be addressed. At a first glance it is hard to say anything specific about the content and the given comments can be seen as beginners' opinions. Therefore, it would be interesting to compare the stakeholders' opinions about the EUSP after using the site for a while, or try to get in contact with experienced users to get more detailed opinions about the content of the site.

9.3 The first impression of the EU Skills Panorama

The vast majority of the stakeholders were initially positive to the EUSP and the idea about a central access point providing data, information and intelligence on skills trends in occupations and sectors at the national and EU level. The site was characterized as well-structured, clear and easy to understand. However, a few of the stakeholders thought that the interface was hard to navigate and not that intuitive. Nevertheless, the general impression was that the EUSP seemed interesting and with a pleasant interface.

At the time of the interviews the EUSP was only available in English. This was a circumstance that made the site hard to interpret and understand for some stakeholders. It also might affect their judgments about the usefulness of the EUSP. This language problem could affect the opinions in both a negative and positive way. For example, it could be hard for the Stakeholder to value and understand the information, and the interviewed person may therefore be skeptical to the web sites content. The lack of English knowledge may also imply that the Stakeholder is more positive to the EUSP because not able to interpret the information and decide if it is of any importance to them, and just assumes that the material is

relevant for their organization. To evaluate whether the Stakeholders' opinions of the EUSP has changed since it became available in Swedish is an interesting question which should be addressed in further research projects.

9.4 Stakeholders evaluation of the EUSP

One of the stakeholders stated that the information on the site was "nice to know, not essential to know". The quote highlights the main reason why none of the stakeholders had heard about the EUSP before the interview: the information is not crucial for the stakeholders' day to day activities. Even though a majority of the stakeholders thought that the information on the EUSP web site was interesting no one seemed to think that the EUSP addressed a missing link or is of big importance in their pursuit of LMI. One of the more obvious reasons for this is that the stakeholders were merely focusing on the regional- or national labor market, not LMI concerning the European labor market.

The EUSP is looking for a broad audience and have no narrow target group. The EUSP site states that: "The EUSP will widen the audience for labor market information and skills research across Europe through". The obvious weakness about trying to include everyone in the target group is that the information does not seem to appeal strongly to anyone. Neither the purpose nor the target groups for the EUSP was obvious for the Stakeholders after a few minutes of introduction to the site. When the stakeholders were asked "for whom do you think the EUSP is made for" several different answers were delivered. A few of the stakeholders thought that the EUSP was made for politicians and decision makers, other thought that the site was primarily an information tool for unemployed persons who was seeking information about job opportunities. A third belief was that the EUSP is a guidance site helping youth in choosing education or employment. The variety of answers indicates that neither the purpose nor the target groups were apparent for the Stakeholders.

9.5 Suggested improvements

Not surprisingly, the Stakeholders started their visit at the EUSP web site by looking at information about Sweden. This is a reasonable way of getting at grasp of what kind of information that is provided on the site and a method to value the information. If the information about your home country is valid, you may assume that the information about other countries is valid too. The result when using the links to Swedish reports were in most cases disappointing as the links were not in work or misleading. The misleading links were supposed to guide to specific reports but were only leading to the starting page of the publisher of the report. To have updated and functional links is crucial for credibility of the site and without accurate links the EUSP fails in one of its key functions.

A majority of the Stakeholders have mainly a local or a regional focus and tried to find regional data from the EUSP, without success. The opinion was that "Regional government needs a regional dimension for the Skills Panorama to be important and useful tool". The lack of a regional dimension was a disappointment to these stakeholders.

Two of the Stakeholders have an interest in LMI about job mobility and educational mobility across the Danish-Swedish border. A third stakeholder seeks to improve and produce statistics about the Danish-Swedish border region. These stakeholders also seek LMI about labor force mobility between countries in the short run, e.g. in the case where a person does not move from one country to the other during the employment. The EUSP does not provide any cross border statistics, an element which should be an important aspect of LMI in order to analyze matching of supply and demand for labor across Europe.

9.6 Örestat III: scope for integration with the EU Skills Panorama

Free movement of workers is one of the cornerstones of the European integration and the EU has, for a long time now, encouraged labor mobility within the union. Labor mobility has the potential to play an important role in today's economic situation. Many countries within the union feature extremely high unemployment figures, especially amongst the young, and at the same time there are severe shortages of (qualified) workers in several member states. In this situation, increased labor mobility may alleviate the pressure in both cases and obtain a better match between labor demand and supply in Europe.

Data on cross-border commuting is in general very poor and only a few countries produce such data.⁵ To the best of our knowledge, there is no central access point providing data, information and intelligence on cross-border commuting within EU. This implies that there is very little knowledge about cross-border commuting, and, needless to say, comprehensive and high-quality data is a founding element to allow the production of adequate and effective LMI.

Project (Örestat) produces and administers cross-border data, Örestat⁶. Örestat is a database that consists of comparable and harmonized cross-border statistics for the Öresund region⁷. The statistics are divided into 11 different subject areas with the purpose to shed light on integration between the Danish and Swedish side prior to, but particularly after, the completion of the Öresund bridge in the year 2000. The database contains comprehensive statistics on commuting and migration between the Danish and Swedish parts of the Öresund region. In addition, there are statistics that generally illustrate the trends in subject areas such as population, the housing market, the economy, industry and the labor market. The statistics have been produced in cooperation with Statistics Denmark and Statistics Sweden.

There seems to be a gap in the LMI production, at least at the EU-level, and the EUSP could here play an important role if the collection of data also included cross-border data. Örestat could in this context work as a good example of how cross-border LMI could be produced and/or presented.

⁵ "Measuring Geographical Mobility in Regional Labor Market Monitoring", Larsen, Hasberg, Schmid, Bittner, Clément (eds.) 2011. p.9.

⁶ <http://www.orestat.se/>

⁷ The Öresund region consists of Skåne on the Swedish side of Öresund and of Zealand, Lolland, Falster, Møn and Bornholm on the Danish side. The Danish and Swedish parts of the Öresund region are linked together by the 16 km long Öresund Bridge in the south, between Copenhagen and the Greater Malmö area. There are 3,7 million people living in the region.

10. Concluding remarks

The present study has identified a number of significant gaps in the LMI infrastructure in Skåne, yet also two promising initiatives. Most importantly, UAPS, a recently launched LMI, provides a highly valued forecast and analysis on a comprehensive set of occupations, covering the short term as well as the long term perspective. This LMI carries the potential to gather and integrate the vast pieces of knowledge and information that is scattered throughout the LMI infrastructure in Skåne. As of EUSP, and second, one way to develop this international LMI is to include more cross-border statistics, and *Örestat III* is one of few examples of databases that produces harmonized cross-border statistics across Europe.

The Stakeholders' general impression of the EUSP site was that it seemed interesting and had a pleasant interface, yet also that the regional dimension was missing, that the site was not available in Swedish, and that the links were not functional. Also, the purpose and target group related to the EUSP site appeared to be vague for the Stakeholders.

11. Appendix 1: List of Stakeholders

In this project "Stakeholders" are defined as providers of LMI with a specified region as its main domain of analysis, such as Skåne in the case of this particular "Country Report". In the present report, the capital letter in "Stakeholders" is used to distinguish the stakeholders which have participated in these interviews from other stakeholders in the region. Below is a list of the Stakeholders that have answered to the standardized questionnaire (mainly by face-to-face interviews but also by telephone and e-mail). The Stakeholder that is partner in the ARLI project and has authored the present Country Report is included in the list. The Stakeholders interviews were carried out from 19 April to 9 July.

Project (Öresund): *Job og Uddannelse* (Jacob Lobner Pedersen) is a project involving partners on both sides of the Öresund region (Denmark and Sweden), and with additional financial support by Interreg IV and EU regional development fund. The basic purpose of the project is to promote mobility and integration in the Öresund region.

Project (Örestat) (e-mail): *Örestat III* (Daniel Swärd) is a project involving partners on both sides of the Öresund region (Denmark and Sweden), and with additional financial support by Interreg IV and EU regional development fund. The basic purpose of the project is to produce and administrates cross-border data on the Öresund region, which is made accessible through an open database.

Region Skåne: Region Skåne was established in 1999 on trial and established as a permanent administration in 2011. As a jurisdiction, it stands out in Sweden as one of two regional governments (*Region Västra Götaland* is the other) where the elected politicians also are responsible for "regional development", besides the major pillar health and care. Two Stakeholders from Region Skåne have participated in this project:

- **Government:** Katarina Erlingson, Chairman of the Employee and employer Committee.
- **Analysis:** Anders Axelsson, Analyst, Business Region Skåne.

PES: *Arbetsförmedlingen* is the Swedish Public Employment Service, a national authority. Three Stakeholders from *Arbetsförmedlingen* have participated in this project:

- *Education* (telephone): Karin Ericsson, Head of Unit of Services and Programs, Department of Matching Services. Amongst other activities, the Unit of Services and Programs plan and procure educational programs targeted to job seekers.

- *Analysis*: Josef Lannemy and Victor Tanaka (partners in the ARLI project), analysts, Department of Analysis. Amongst other activities, the Department of Analysis produce labor market forecast, bi-annually and for all the regions in the country, and it supports employment services at the operational level with analysis and data.

- *Matching* (telephone): Annika Peglow, office Manager at Af Malmö Service. Af Malmö Service is one of several offices in Malmö, with specific responsibility for the private service sector. Arbetsförmedlingen is represented in most communities in Sweden.

Occupational School: Margareta Landh, Analyst, office of Supervision and Quality (Hässleholm), *Yrkeshögskolan*. Yrkeshögskolan is a national authority which supervises the provision of higher vocational training in most regions of Sweden, with varying offer. It has two administrative offices.

Development (Skåne): Peter Nilsson, Association Secretary, Labor Market and Business, *Kommunförbundet Skåne*. Kommunförbundet Skåne is an association consisting of all the municipalities in Skåne, established to maintain the interests of its members, especially as represented towards the national government and Region Skåne.

School: elementary school and secondary school is administrated by the municipalities in Sweden, including *Komvux*, which comprises education at the same level targeted against adults. Two Stakeholders have participated in this project to represent the educational system at this level:

- *Adults* (e-mail): Ulrika Leijon-Hoff, Program Developer Adult Studies, Administration of the Board of Development Helsingborg Stad. Administrates programs for adults, including basic education, training in Swedish, vocational training, and apprenticeship.

- *Youth*: Annika Karlsson, Guidance Counselor, Pauli gymnasium, Malmö Stad. Pauli gymnasium is a secondary school.

Employer: Björn Åhlander, Advisor, Region South, *Teknikföretagen*. Teknikföretagen is an employer organization for the Swedish industry. It is one of 50 member organization organized by *Svenskt Näringsliv*, the largest employer organization in Sweden.

Union: Markus Blomberg, Analyst, *LO-distriktet Skåne*. LO is the largest trade union in Sweden and organizes 14 distinct unions. It covers the whole country and is divided into 11 districts, of which *LO-distriktet Skåne* is one.

Recruitment: Martin Svensson, Branch Manager (Malmö/Lund), Adecco. Adecco is the world's largest HR-partner with offices in roughly 60 countries. In Sweden there are about 50 offices spread around the country.

12. Appendix 2: Glossary of Terms

ARLI project: "The Skills Panorama: Achieving Regional and Local Impact". See "About this project", above.

EUSP: the *EU Skills Panorama*. See "About this Project", section 2.

LMI: Labor market information and intelligence. See "About LMI", section 4.

LMI infrastructure: the set of existing LMIs in the geographical area considered.

Long term sight: at least seven years

Medium term sight: two years or more, but less than seven years

Primary Provider: Particularly important provider of LMI in the region's LMI infrastructure, as identified by the ARLI project. Typically, these are public authorities or publicly funded organizations which operate principally at the regional level as key providers of LMI. These organizations are distinguished by their access to qualified analytical competence and by their production of quantitative LMI. In the Swedish Country Report, Region Skåne (Analysis) and PES (Analysis) are identified as Primary Providers.

Short term sight: less than two years

Stakeholder: see "About the stakeholders", section 5.

UAPS: "Utbildnings- och arbetsmarknadsprognos för Skåne – med sikte på 2020" is a comprehensive forecast on occupations and study options, released in 2012 by Region Skåne. See section 8.4.

YK: *Yrkeskompassen* (the Compass of Occupations) is an LMI provided by PES (Analysis). It provides forecasts of shortage/surplus over about 190 occupations at the county level in Sweden, covering approximately 80 percent of the Swedish labor market. The range of these forecasts cover the "next twelve months". In addition, forecasts for the same set of occupations are delivered at the national level and over a time span of five to ten years.

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