







Overview on the cooperation between public and private employment services in Europe


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Country	Cooperation agreements	Main areas of cooperation and outcomes	Current assessment of cooperation and future vision for working together
 Belgium Federgon	<p>Renewed cooperation agreements between Federgon and the regionalised public employment services in 2013 (Flanders, Wallonia, Brussels and German speaking Community)</p> <p>Long-lasting, constructive cooperation agreements since 1999</p>	<ul style="list-style-type: none"> - Enhancing transparency by exchanging candidates and vacancies - Cooperation projects at local level to facilitate labour market access - Offering support and assistance to job seekers - Improve & organise the link between work and vocational training - Exchange of statistical information. Opportunity to realize common studies &/or communication on it 	<p>PRES – PES cooperation is a pillar of Belgian labour market policy, but maybe not yet understood as the key factor contributing to a more inclusive labour market</p>
 Denmark Dansk Erhverv	<p>Outsourcing contracts offered by the Danish PES to the PRES industry</p> <p>Cooperation agreements allows for information exchange</p>	<ul style="list-style-type: none"> - Exchanging candidates and job vacancies - Work together in matching demand and supply of labour - Increasing outsourcing of tasks from the public to private employment services 	<p>Clear trend of increasing cooperation between public and private employment services due to positive results of working together</p> <p>PRES-PES cooperation is seen as an essential pillar of the national flexicurity model.</p>


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 France PRISME	<p>Cooperation agreement between PRISME and Pôle d'emploi, which is reviewed and renewed on a regular basis.</p> <p>First cooperation agreement, signed in 1994, regular renewals.</p> <p>Three main dimensions of cooperation:</p> <ul style="list-style-type: none"> - Continued of structured and intensive cooperation on the exchange of candidates and job vacancies - Reduced cooperation on the commercial side (tendering), following a study questioning the effectiveness of private employment services (see assessment) - Agreement on the confidentiality of data, which was concluded following the privatisation of pole d'emploi 	<ul style="list-style-type: none"> - Exchange of candidates and job vacancies (labour market transparency) - Using the network of branches to facilitate the transition from unemployment to work - Reintegration of target groups - Offering opportunities for vocational training and skills enhancement - Strengthening the information exchange between public and private employment services 	<p>Complementary and mutually reinforcing role of PRES and PES</p> <p>Principle of cooperation is beyond question</p> <p>Increasing debates on the effectiveness of cooperation and the efficiency of PRES. In August 2008, the government has issued a new research arguing that public employment services are more effective than private employment services in placing people at work</p>
	<p>Framework agreement between BAP and the German Public Employment Service.</p>	<ul style="list-style-type: none"> - Exchange of vacancies and candidates - Cooperation in the integration of target groups 	<p>Complementary and mutually reinforcing role of PRES and PES</p>


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<p>Germany BAP</p>	<p>Cooperation agreement renewed in 2013. Framework agreement with BAP as well with several, large private employment agencies</p>	<ul style="list-style-type: none"> - Regular meetings between agencies and the public employment service to discuss issues of common interest - Organisation of joint job-fairs at the premises of the German public employment services with the participation of private employment services to facilitate the matching - Securing a personal contact person for job-seekers to improve the job matching 	<p>Growing and strengthened cooperation, which is assessed positively.</p>
 <p>Italy Assolavoro</p>	<p>Several agreements between the agency work industry at regional level. Long tradition of cooperation in Lombardy Region, Province of Florence and Marche Region</p>	<ul style="list-style-type: none"> - Outplacement services (e.g. Lombardy Region, budget of € 10.000.000 - Skills enhancement and vocational training, e.g. Lombardy Region agreement including a budget of € 10.000.000 (vouchers of € 3.000 per worker) - Facilitating the transitions to new jobs, vacancy exchange and exchange of candidates - Labour market integration and participation of young people (aged 25 – 29) holding a high school degree or diploma - Replacement of disadvantaged groups, cooperation agreement in the Marche Region including a budget of € 600.000. Vouchers of € 1.000 for training with a minimum of 3 months contract in agency work 	<p>Strong and fruitful cooperation at regional level.</p> <p>Broad range in areas of cooperation and output for the labour market.</p> <p>Overall positive assessment of the cooperation. Vision of complementary role of public and private employment services.</p>

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 <p>Netherlands ABU</p>	<p><u>Phase 1: Until 1980:</u></p> <ul style="list-style-type: none"> - PRES and PES coexisted and targeted the same population - START (public temporary work organisation) is founded - Start is operating as tripartite organisation (governments, employers and workers) <p><u>Phase 2: 1980 – 1990</u></p> <ul style="list-style-type: none"> - Different financial arrangements established to help target groups - Arrangements included for example funding for placement and consultation - PRES are involved in facilitating these arrangements <p><u>Phase 3: 1990 – 2008</u></p> <ul style="list-style-type: none"> - PRES help companies in need during time of mass dismissals - Private mobility centres are being established in cooperation with PES <p><u>Phase 4: 2008 – today</u></p> <ul style="list-style-type: none"> - Public-private cooperation anchored in policies - Governments fully value PRES as part of the solution 	<ul style="list-style-type: none"> - Regular speed-dating sessions for recently unemployed at all local PES offices - Werk.nl: PES website to post vacancies (70% of posted vacancies are agency work vacancies) - Servicepoint Flex: joint knowledge centre to facilitate and stimulate cooperation with PES - Specific projects are run jointly to help people about to become unemployed finding new employment right away (from work to work construction) - Youth unemployment pacts with municipalities including among others 2.500 PES trainees and 1500 "Learn-and-work-jobs" - Mobility Centres: facilitating mobility between employers - Regular meetings between agencies and the PES at national and regional level to discuss issues of common interest - Cooperation with municipalities on target groups - Speed-dating sessions at the premises of public employment services to improve the matching between candidates and vacancies 	<p>Efficient and effective form of cooperation.</p> <p>PRES are increasingly taking over tasks of PES</p> <p>Public-private cooperation anchored in policies</p> <p>Governments fully value PRES as part of the solution</p>

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	<ul style="list-style-type: none"> - Public-private cooperation mentioned in most labour market policies as a means to solve labour market problems - PRES are represented in labour market advisory board for government 		
 Spain ASEMPELO ¹	<ul style="list-style-type: none"> • 2010. RD Employment Agencies. • 2012. Labour Reform. • 2013. Framework Agreement with Agencies. <p>– 81 Agencie Work are selected</p> <ul style="list-style-type: none"> • 2014-2015 First state tenders that end in 2015. <p>1st Tender: 6 lots distributed by CC.AA targeted at PREPARA collective (unemployed who have exhausted their subsidy)</p> <p>2st Tender: 4 lots across the state for the rest of the unemployed (among them participants of the PAE: long-term unemployed).</p> <ul style="list-style-type: none"> • 2016 .Renewal. 	<ul style="list-style-type: none"> • <u>1st Tender</u> <ul style="list-style-type: none"> - Information - Training - Job Orientation - Labour insertion - Collectives: Long-term unemployed • <u>2nd tender</u> <ul style="list-style-type: none"> - Information - Training - Labour mobility - Labour insertion <p>Groups: unemployed youth</p>	<p>It is necessary to develop active employment policies that are efficient and that allow the increase of employability of the unemployed.</p> <p>Within the possibilities that exist to develop active employment policies, the allocation of more resources to the cooperation of the Employment Services (both public and private) is one of the proposals referring to the European level, since they have a greater knowledge of the labour market. This would facilitate the attainment of the aforementioned employability of the unemployed.</p> <p>Challenges/ need to Improve: need to segment candidates and agencies, as well as an economically viable model for employment agencies.</p>

¹ In 2014, ASEMPELO commissioned external research carried out by PWC on public-private partnership in the labour market: comparative experiences and possibilities for Spain. The report is available at the Secretariat of the World Employment Confederation upon request.

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			<p>2018. Framework agreement ends in May and State Employment Service (SEPE) will present a new model.</p> <p>ASEMPLEO is involved in assessing together with the Public Employment Services.</p> <p>Its implementation has clarified the role of the state of the SEPE (design, planning, and financing) and the SEPEs of the Autonomous Regions. (Implementation adapted to the territory).</p>
 <p>Sweden Swedish Staffing Agencies</p>	<p>Outplacement/coaching services regarding certain target groups purchased by PES through public procurement from the PRES industry.</p> <p>No formal agreements on cooperation, however, regular meetings and exchange of information.</p> <p>Frequent reorganisations of PES department for PRES (called Department for Complementary Actors) have hampered formalisation of cooperation. Recent stabilization makes future improvement likely.</p>	<ul style="list-style-type: none"> - Exchange of candidates and job vacancies - Local cooperation on matching demand and supply of labour (hence dependent on commitment of local PES officials) - Outplacement/coaching services to certain target groups: long-term unemployed; youth; newly unemployed; and newly arrived immigrants. 	<p>Education and training services have been purchased by PES for a long time. Purchase of other services began in 2007 following change of government.</p> <p>Still problems with terms and compensation levels for such other services. Also conflicts of interest due to triple function of PES: procurement, provision (production) and evaluation of these services.</p> <p>Ministry of Employment aware of above, having in recent meetings informed of reforms to be expected in late 2011. Amongst these public procurement on the basis of consumer-choice models.</p>

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 United Kingdom REC	<ul style="list-style-type: none"> - Deep and intensive cooperation in the context of the economic crisis of 2009/2010 due to the deeper and longer economic downturn - New Strategic partnership between REC and Job Centre Plus launched in September 2012 (Renewed Memorandum of Understanding) - Diversity Pledge launched in December 2005 by REC and Job Centre Plus. Diversity Pledge renewed with each Memorandum of Understanding. <p>Aim to harness talent and use the potential of a diverse workforce.</p> <p>Pledge includes tailored versions for England, Wales, Scotland and Northern Ireland</p>	<p>Results of cooperation 2009 - 2011</p> <ul style="list-style-type: none"> - Helping people into work. 80.000 job-seekers received targeted support during the economic crisis, enabling them to get back to work. - Offering support to unemployed people. (including for example mentoring and coaching, motivational support, assistance in writing updated CVs) - Special support programme for professionals linked to the crisis, which lasted until March 2011. 1.653 professions benefited from support programme, of which 93% reported that they are satisfied with the service. 63% have been back in full-time employment when the programme ended in March 2011. <p>Refocused cooperation since December 2012</p> <ul style="list-style-type: none"> - Help people into work by giving them the right support and best opportunities for training/skills enhancement and jobs - Share expertise to create the best ways of helping people into work - Deliver professional service that show positive results - Promote benefits of diverse workforce, including career guidance services 	<p>Long-lasting and fruitful cooperation should lead to better functioning labour markets and enhanced labour market participation. By means of cooperating, public and private employment services contribute to skills enhancement, a better matching of demand and supply of labour and more labour market transparency.</p> <p>REC assesses the various cooperation agreements as positive examples of public-private partnerships.</p>

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		<ul style="list-style-type: none"> - Share good practices and promote innovative initiatives - Act jointly against discrimination - To engage in partnerships with European counterparts and others where appropriate 	