

Anticipation of Future Developments in Labour Markets:

Methods, Data and Practices of Knowledge
Transfer in Regions and Localities Across
Europe and Beyond

20th Anniversary of the European
Network on Regional Labour Market
Monitoring (EN RLMM)

18. – 19. September 2025
Frankfurt am Main, Germany

Conference hosted by
Institute for Economics, Labour and Culture
(IWAK) of Goethe University, Frankfurt/Main

in partnership with
Deutsche Gesellschaft für Internationale
Zusammenarbeit (GIZ) and
OECD Local Employment and Economic
Development Program (LEED)



Dear colleagues, friends, and guests,

on behalf of Goethe University's Executive Board, I am pleased to welcome you to the anniversary conference of the European Network on Regional Labour Market Monitoring in Frankfurt. We are honoured to host this special event and are looking forward to celebrate with participants from all over Germany and Europe.

Goethe University is a comprehensive university in the prospering and highly cosmopolitan Rhine-Main Area. With approximately 41,000 students and nearly 600 professors, it is one of the largest universities in Germany. It was founded in 1914 by citizens of Frankfurt, driven by the idea that science and knowledge should actively contribute to solving urgent societal problems. Until today, Goethe University is committed to this mission: We conduct high-level research anticipating solutions for the challenges of the 21st century, we provide professional teaching and active learning to qualify future leaders, and we deliver impulses for society, politics and business.

Located in one of Europe's economic and financial hubs, we have a particular affinity for subjects regarding economy and the labour market. This does not only refer to training highly qualified professionals in times of skills shortages.

We are also proud to have established highly effective structures for a fruitful dialogue between science, policy and business in this area: our research Institute for Economics, Labour and Culture (IWAK) is a renowned contact point for all questions regarding regional labour markets and consults decision-makers from politics, associations, administration and companies. It was also at Goethe University, that the European Network on Regional Labour Market Monitoring was founded as a European transfer structure in 2006. Therefore, we are delighted to have been chosen as the venue for this conference, which marks the 20th anniversary of this network.

I am sure that the meeting will bring many new and valuable insights for the future developments in regional labour markets and for the knowledge exchange between science and practice. I wish all participants a successful conference and I am happy to welcome you to Goethe University.

Yours sincerely,



Prof Dr Bernhard Brüne
Vice President Research of Goethe University
Frankfurt am Main



WELCOME

Dear Ladies and Gentlemen,

It is with great pleasure that I accept the honour of serving as patron of the European conference marking the 20th anniversary of the European Network on Regional Labour Market Monitoring. The regional labour markets that form the core of this network play a vital role for all stakeholders involved in vocational training, recruitment, and the retention of skilled workers, executives, employees, and job seekers. This is why regional labour market policy holds a key position within my Ministry.

Transparency is essential to provide effective and targeted support. In Hesse, we pursue this goal through our initiative "*Hessian Skilled Labour and Workforce Strategy: Future-Proof and Regional.*" Regional medium-term occupational forecasts are a fundamental component of this initiative. In times of rapid change, it is crucial to anticipate future developments early and plan accordingly. However, given the complexity of the underlying factors, existing forecasting methods must be continuously refined – for example, through the integration of foresight techniques.

I am therefore especially pleased that this anniversary conference of the European Network on Regional Labour Market Monitoring is dedicated to such innovative approaches. We are proud to contribute to this important discussion from our base in Hesse, where we have already gained valuable experience in applying foresight methods – particularly through our forward-looking real-world laboratory for the transformation of regional labour markets.

Above all, we need reliable insights into future developments in order to make well-informed policy decisions in the field of labour market governance. For this reason, I welcome the conference's focus on how information derived from foresight and forecasting can be meaningfully integrated into political decision-making processes.

The themes addressed at this conference are of great importance not only to labour market and economic actors and policymakers in the European regions but also carry global significance. The partnership between the European Network on Regional Labour Market Monitoring, the German Agency for International Cooperation, and the OECD Local Employment and Economic Development Program brings a truly global perspective on worldwide challenges to this event, enriching the conference with a wide range of viewpoints.

I warmly invite all participants to draw inspiration from the wealth of experience shared on the central topics of this conference.

I look forward to welcoming you all to Hesse.

Warm regards,

Heike Hofmann

Heike Hofmann
Hessian Minister for Labour, Integration, Youth and Social Affairs



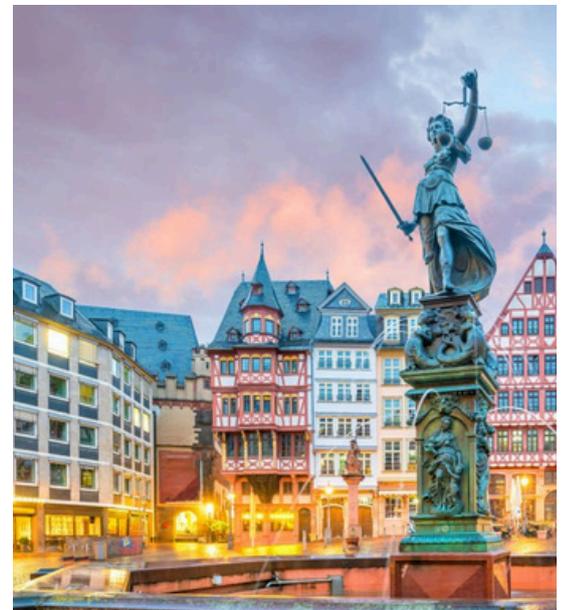
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WELCOME TO FRANKFURT

In 2025, the Annual Meeting of the EN RLMM will take place in presence in Frankfurt/Main. It will be organised jointly by the **Institute for Economics, Labour and Culture (IWAK)** of Goethe University, Frankfurt/Main in partnership with the **Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)** and the **OECD Local Employment and Economic Development Program (LEED)**.

Conference Venue:

Goethe University Frankfurt/Main
Campus Westend
Theodor-W.-Adorno-Platz 1
60323 Frankfurt



Wednesday, 17th September 2025

13:30 - 15:00

Big Data Working Group (closed session)

15:30 - 17:00

Scientific Committee of the European Network on Regional Labour Market Monitoring (closed session)

18:15

Sightseeing Frankfurt Old Town (including snacks)

20:00

Reception in City Hall by Stephanie Wüst, Deputy Mayor for Economic Affairs, Legal Affairs and City Marketing of Frankfurt/Main

20:45

Welcome Dinner at L'Osteria (Zeil 106, Frankfurt/Main)



Thursday, 18th September 2025

Moderation: Dr Andrew Dean, University of Exeter, UK



Festsaal, Casino building of Goethe University

Anticipation of Future Developments

09:00 - 09:40

Welcome and Opening

- Heike Hofmann, Minister of Labour, Integration, Youth and Social Affairs in Hessa (patronage)
- PD Dr Simone Haasler, Head of Research Transfer of Goethe University Frankfurt/Main (in representation of Prof Bernhard Brüne, Vice President of Goethe University Frankfurt/Main)
- Dr Elva Bova, European Commission, DG Employment, Social Affairs and Inclusion

09:40 - 11:10

Anticipating the Future of/in Regional Labour Markets

Introduction

- Dr Christa Larsen, Co-Ordinator European Network on Regional Labour Market Monitoring (EN RLMM)
- Dr Ekkehard Ernst, International Labour Organisation (ILO)

Panel: Relevance of Anticipation of Future

- Larisa Panait, EUROCHAMBRES
- Dr Andrew Watt, European Trade Union Institute (ETUI)
- Csaba Borboly, Committee of the Regions (CoR)
- Dr Marco Cantalupi, European Labour Authority (ELA)
- Mega Irena, ASEAN Secretariat

Moderation:

- Dr Christa Larsen, Co-Ordinator European Network on Regional Labour Market Monitoring (EN RLMM)
- Michel van Smoorenburg, Public Employment Service Netherlands

11:10 - 11:40

Coffee Break

11:40 - 12:00

Keynote: The Relevance of Foresight for the Policy Making

- Freya Windle-Wehrle, European Parliament, Directorate-General for Parliamentary Democracy Partnerships (speaking in a personal capacity); former Member of ESPAS (EU Interinstitutional Foresight Network); formerly with the Cabinet of the Secretary General of the European Parliament; Foresight Enthusiast

12:00 - 13:10

Anticipating Future Developments: Methods and Data

Anticipating the Business and Labour Market Transformations: Leveraging Delphi Studies and Foresight Data to Inform Practice and Policy Responses to Megatrends

- Dr Aleksandra Webb, University of the West of Scotland, School of Business and Creative Industries, UK

Anticipation Methods Applied on Regional Labour Markets in OECD Countries

- Dr Lukas Kleine-Rueschkamp, OECD Local Employment and Economic Development Program (LEED), Paris

Comparative Analysis of Labour Market Needs Forecasting in Switzerland and Slovenia

- Dr Moreno Baruffini, Istituto Ricerche Economiche (IRE) Università della Svizzera Italiana, Lugano, Switzerland
- Dr Slaven Mičković, Ministry of Labour, Family, Social Affairs and Equal Opportunities of the Republic of Slovenia

13:10 - 14:45

Lunch Break

14:45 - 15:55

Working Groups

WG 1: Foresight Methodologies Applied

Potential of the Essay Method and Text Mining Analysis for Foresight of Workplace Evolution: A Case of Generation Z Representatives

- Prof Danuta Piróg, University of the National Education Commission, Krakow, Poland
- Dr Anna Staszewska, Akademia Górnośląska in Katowice, Poland



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Thursday, 18th September 2025

Moderation: Dr Andrew Dean, University of Exeter, UK

WG 2: Foresight Methodologies Applied

Methods and Scenarios for the Future of Public Administration and Occupational Health and Safety

- Borja Pulido Orbegozo, Prospektiker, Spain
- Gabrielle Climie, University of Exeter, UK

WG 3: Innovative Concepts of Nowcast Applied

Adapting to Labour Market Complexity: Data-Driven Insights and Analytical Approaches for Regional Policies in the Veneto Region

- Dr Francesca Nadalin, Regional Observatory on the Labor Market of Veneto (Veneto Lavoro), Italy
- Dr Laura Mulas, Regional Observatory on the Labor Market of Veneto (Veneto Lavoro), Italy

WG 4: The Use Value of Anticipation Methods

A lively Discussion based on Statements

- Michel van Smoorenburg, Public Employment Service Netherlands
- Dr Aleksandra Webb, University of the West of Scotland, School of Business and Creative Industries, UK

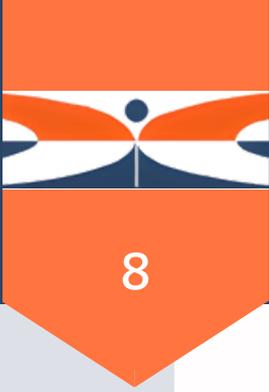
16:00 - 16:25

Coffee Break

16:45

Guided Tour on Campus Goethe University





Thursday, 18th September 2025

Moderation: Dr Christa Larsen and Dr Oliver Lauxen, IWAK, Goethe University



Festsaal, Casino building of Goethe University

Great Celebration - 20th Anniversary of the European Network on Regional Labour Market Monitoring (EN RLMM)

18:30

Reception

19:00

Welcome

- Prof Dr Bernhard Brüne, Vicepresident of Goethe-University Frankfurt/Main
- Heike Hofmann, Hessian Minister of Labour, Integration, Youth and Social Affairs
- Prof. Marco Ricceri, Prof Ciprian Panzaru, Chair/Vice Chair Scientific Committee of the EN RLMM

19:30

Keynote

- Thorsten Schäfer-Gümbel, Chair of the Management Board, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

19:40

Experiencing 20 Years of European Network on Regional Labour Market Monitoring: Time Travel to Places, People and Topics

20:15

Passing the Baton - Invitation to Annual Meeting of the European Network on Regional Labour Market Monitoring 2026 in Bilbao (Basque Country, Spain)

- Dr Teresa Laespada, Minister of Employment, Social Cohesion and Equality in the Provincial Council of Biscay, Basque Country, Spain

20:30

Musical Finale

20:40

Dinner

Networking



Friday 19th September 2025

Moderation: Dr Aleksandra Webb, University of the West of Scotland, School of Business and Creative Industries, UK

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Lobby, PA building of Goethe University

Anticipation of Future Developments in Policy Making Processes across Regions and Localities – Collaborative Practices in Policy and Strategy Making

09:00 - 09:40

Welcome

- Cinzia Del Rio, President of SOC Section, European Economic and Social Committee (EESC)
- Dr Lukas Kleine-Rueschkamp, OECD LEED, Paris
- Dr Darjusch Tafreschi, GIZ Vietnam/ASEAN

09:40 - 09:50

Introduction

- Dr Christa Larsen, Co-Ordinator European Network on Regional Labour Market Monitoring (EN RLMM)

09:50 - 10:50

Panel: Collaborative Practice in Evidence-Based Labour Market Politics and Future Strategy Development

- Dr Teresa Laespada, Minister of Employment, Social Cohesion and Equality in the Provincial Council of Biscay, Basque Country, Spain
- Claudia Wesner, Hessian Ministry for Labour, Integration, Youth and Social Affairs, Germany

Moderation:

- Dr Christa Larsen, Co-Ordinator European Network on Regional Labour Market Monitoring (EN RLMM)

10:50 - 11:10

Evidencebased Policy Making in ASEAN States

- Kelvin Hee, SkillsFuture Singapore

11:10 - 11:25

Coffee Break



11:25 - 12:20

Collaborative Practice of Future Strategy Development in Regions:

Strengthening the Responsiveness of Regional Labour Markets – Developing Resilient and Adaptive Strategies for Proactive Policies – A Paradigm Shift

- Javier Armaolea Juaristi, Lanbide, Basque Employment Service, Spain

The German Federal Employment Agency's „Arbeitsmarktmonitor“ - Data and Communication for Problem-Oriented Labour Market Policies

- Uwe Mengel, Headquater Public Employment Service in Nürnberg, Germany

Bridging the Gap: Aligning Higher Education Outcomes with Labour Market Demands

- Prof Ciprian Panzaru, West University of Timișoara, Romania

12:20 - 13:20

Lunch Break

13:20 - 14:35

Working Groups

WG 1: Department of State Economic Development: Cooperations of Researcher, Stakeholders and Politics

Example of Occupation-Specific Labour Market Projections for the State of Brandenburg - Practical Relevance

- Daniel Porep, Brandenburg Development Board, Germany

WG 2: University Network for the Support of Public Bodies

- Prof Mattia Martini, CRISP, Interuniversity Research Centre on Public Services, University of Milan Bicocca, Italy
- Prof Mario Mezzananza, CRISP, Interuniversity Research Centre on Public Services, University of Milan Bicocca, Italy

WG 3: Cross Country Networking of Research, Development Organisations and Politics

- Dr Darjusch Tafreschi, GIZ, Vietnam
- Mega Irena, ASEAN Secretariat, Jakarta, Indonesia

WG 4: Regional Fragmentation of Data Providers

Example of Looking at Local Labour Markets by PES Target Groups

- Dr Francesca Parente, Regional Observatory on Labour, Training and Education Policies in Lazio, Italy

14:40

Report of Big Data Working Group from EN RLMM and the LMI4VET Project

- Eugenia Atin, Coordinator of Big Data Working Group

14:50

Looking Back and Good Bye

- Dr Christa Larsen, Co-Ordinator European Network on Regional Labour Market Monitoring (EN RLMM)
- Prof Marco Ricceri, Eurispes Institute, Rome-Italy, Head Scientific Committee European Network on Regional Labour Market Monitoring (EN RLMM)

16:00

Site Visit of Deutsche Bank - "Architecture and Art"

"Relevance of Frankfurt for the Finance Sector in Germany and Beyond"

- Ulf Grimmke, Managing Director of the Employers' Association of the Private Banking Sector (AGV BANKEN)

Guided Tours in small Groups through Deutsche Bank Headquarter

18:00

Good Bye Dinner at Depot 1899 (Textorstraße 33, Frankfurt/Main)





Contacts

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References for Pictures: Pixabay.com

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GEWAK

