

Demographic change and the labour market

DC NOISE Demographic change:

New Opportunities in Shrinking Europe

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Programme



DC NOISE:

Demographic Change: New Opportunities In Shrinking Europe

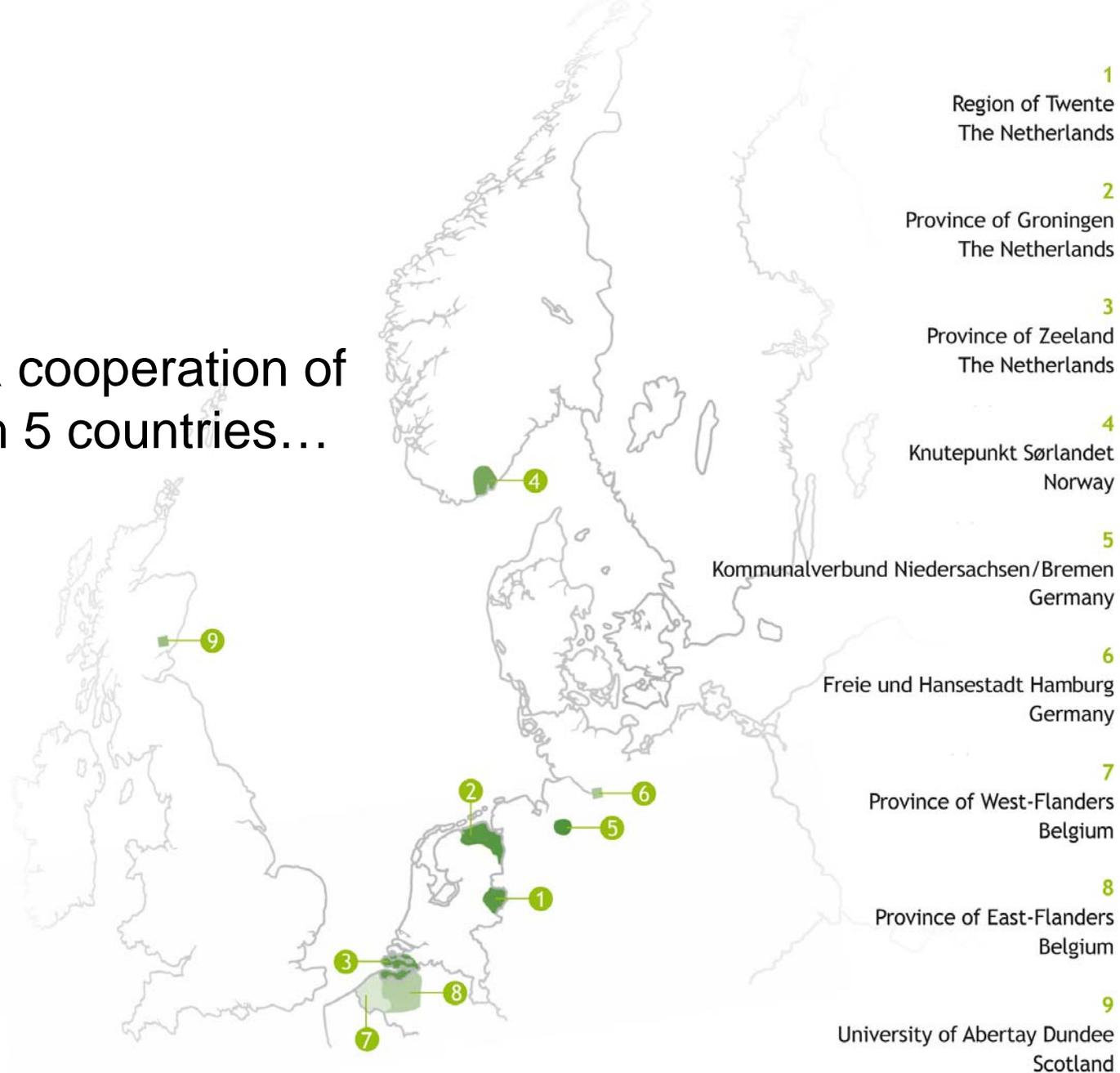
DC NOISE is an Interreg IVB North Sea Region project
Lead beneficiary is the Region of Twente, NL

DC NOISE started in June 2008 and finalises in June 2011
Total budget : more than 6 million Euro





DC NOISE is a cooperation of
9 partners from 5 countries...



... all dealing with demographic change

- Population decline
 - Ageing
 - Changing households
-
- Diminishing number of young people
 - Decreasing labour force
 - Changing ethnic composition of population





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The aim of DC NOISE

The central aim of the project is to ensure that the North Sea Region is ready to cope with the new demographic future.

That means both dealing with the negative effects of demographic change and at the same time taking advantage of the chances offered by this process.





Demographic change and the labour market

- Seminar 4 Promoting sustainable and competitive communities
- Tackling the needs of areas in decline
- Finding solutions for negative effects of demographic change on the regional labour market and searching for opportunities, first lessons from the DC NOISE labour markets demonstration projects



Demographic change and the labour market

- Tackling the needs of areas in decline
 - shrinking workforce (precedes) shrinking population
 - aging
 - less young people
 - loss of senior knowledge



Other related changes in the labour market

- regional and interregional push and pull factors on the labour market
- regional ambitions
- the need for more higher educated and skilled people (Lisbon)





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Demographic change and sustainable innovation

- Capitals approach
- Sustainable development as a balance act between different capitals





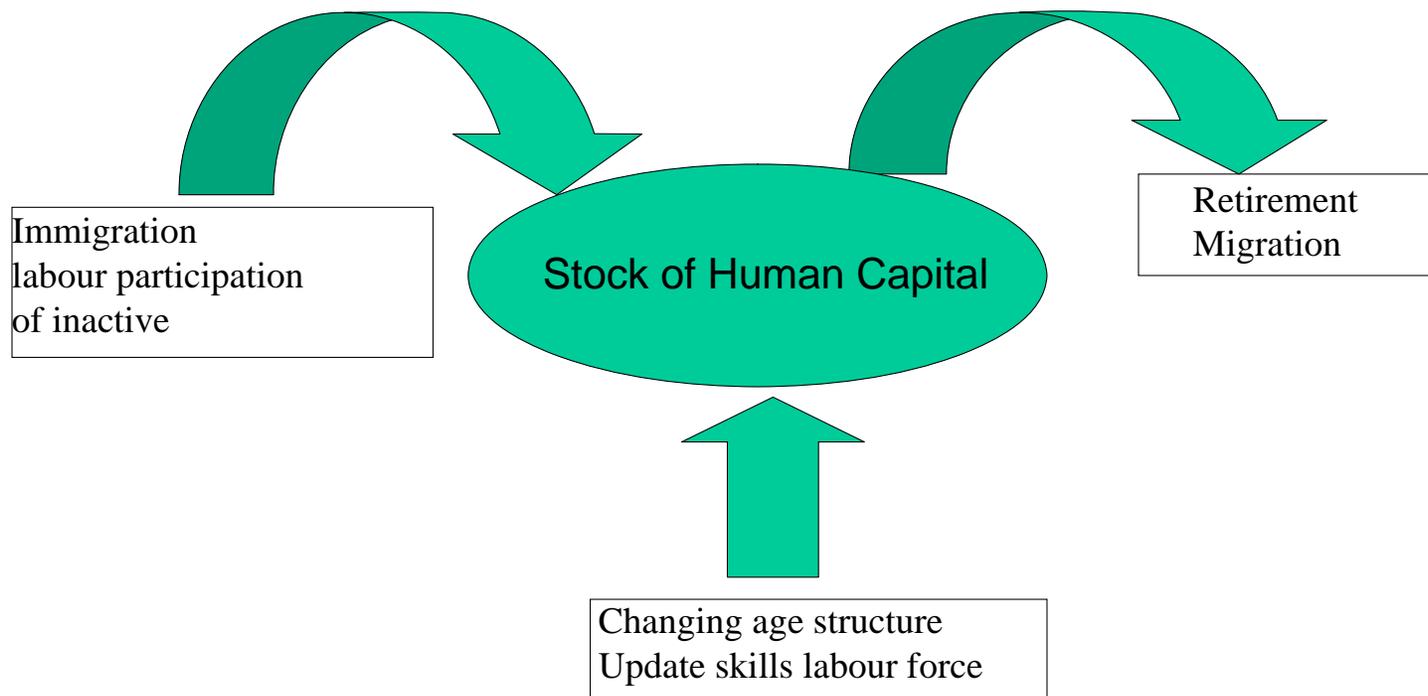
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The 'stock' approach to changes in the workforce

- Human capital approach
- Mechanisms that change the stock







What adds to the stock?

- young people entering the work force
- previously inactive people entering the workforce
- immigration from other regions (in the same country)
- immigration from other countries
- commuters to the region





What reduces the stock?

- old people leaving the work force (retirement)
- migration to other regions in the country (regional brain drain)
- migration to other countries (brain drain)





What changes the composition of the stock?

- aging of the work force
- change in skills and education of the work force
- labour participation level (of part timers) in the work force
- (labour productivity)



What changes the need for a workforce of a certain size?

- rationalisation of services and production (IT)
- outsourcing of production and services to other regions and countries
- (regional) economic policies





Characteristics of a stock

- economic clusters in the region
- average age
- education level
- percentage minorities
- labour participation within the stock
- commuters in the stock
- peripherality of the region



Problems related with the characteristics and size of a regional stock

- demand of a certain economic or service cluster for a workforce of a certain size, age and education level
- mismatch in supply and demand
- loss of senior knowledge
- innovative capacity of the workforce (young, recently educated versus aging, risk avoiding workforce)



Demand of a certain cluster Public services and health care

- Recruit and keep highly qualified personnel for public services (particular in the fields of social health care, the technical branches and the school network) (Knutepunkt Sørlandet)
- Interest people for health care jobs and motivate healthcare workers to stay (Groningen)
- Better labour market participation in the health care sector, especially of 50+ (find new people and keep people in the healthcare system) (East Flanders)
- make more young people interested in working in the care sector by using innovative solutions and knowledge and skills of older, experienced people (mentoring, coaching) (Groningen).





Mismatch in supply and demand

- Integration of long term unemployed elderly (50plus) into the labour market (Hamburg)
- Keep enough higher educated and skilled people in the workforce (brain drain) (Twente)
- Raise the attractiveness of a city region to highly trained employees (Bremen)
- Long-term retention of poor educated people for the region by offering them training and/or guiding them towards health care jobs. (Groningen)





Loss of senior knowledge

- Keep senior staff (and their knowledge) in municipal organizations (Knutepunkt Sørlandet))
- Secure that the knowledge of employees stays in companies (Zeeland)
- Age-conscious staff policy, 50+ citizens and the labour Market, sensitizing and reinforcing (West-Flanders)





Conclusions

- What is the right level for policies?
- Problem sharing and differences, tailor made policies
- Transnationality and the sharing of methods





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Thank you for your attention....

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