



JOB CREATION JUST AHEAD: BUILDING ADAPTABLE LOCAL LABOUR MARKETS

23rd - 25th April 2014, Stockholm, Sweden

In co-operation with Swedish Public Employment Service, Swedish Association of Local Authorities and Regions (SALAR), Swedish Ministry of Employment and the World Association of Public Employment Services (WAPES)

SPEAKERS' BIOGRAPHICAL NOTES (in alphabetical order)



Jesper ACKINGER is currently Chief Operating Officer at Stockholm Business Region Development, a company dedicated to business and investment promotion wholly owned by the City of Stockholm. Jesper has been in this position since 2013 and has been with the city since 2003 as a political secretary to the Vice Mayor's Office for City Planning and Sports, Director of Business Services at Stockholm Business Region and Coordinator/Project Manager for Urban Development at the City Executive Office.



Eddy ADAMS is a facilitator, writer and consultant who has worked extensively on youth employment and entrepreneurship. This has included developing the Scottish Government's NEET strategy, advising Glasgow on its distinctive youth support model and reporting this as an OECD case study. His wider experience includes adviser to the ESF Transnational Learning Network on youth entrepreneurship and expert support to Rotterdam, and partner cities in the My Generation network, promoting youth employability. Eddy advises URBACT, the Paris-based EU city exchange and learning programme, where he specialises in social innovation and human capital. He coordinated the URBACT workstream on social innovation and youth, investigating innovative city models to promote youth employability. He is a Fellow of the Royal Society of Arts (RSA) and a member of the Global Social Innovation Exchange (SIX).



Nicole ALIX has been involved for 20 years in social services of general interest (DDG of UNIOPSS [social welfare], DG of Committee for the deontology of fund raising organizations, DG of "Maisons d'Isatis" [facilities for elderly persons]) and 15 years in Crédit Coopératif (Development Director). She is now a Board Member of Confrontations Europe, in charge of 'Social Economy' and the Secretary of the Board of Mont-Blanc Meetings.



Gunnar ANDERZON has worked as Senior Advisor at the Swedish Association of Local Authorities and Regions (SALAR) since 2001. Currently he is the Project Manager for the national project Plug In, which is Sweden's largest project to prevent early school leaving at the upper secondary level. He also is Sweden's Employer Organizations representative in the European Social Fund (ESF) Committee at the EU level and a member of the Swedish ESF Monitoring Committee since 2004.



Michel ANGERS, born in Shawinigan, was elected as mayor for a first term on November 1st, 2009 and reelected on November 3rd, 2013. Very committed to the economic revitalization and diversification of the city, he is the spokesman for the Committee of economic diversification of Shawinigan and the vice-president of the Pôle d'économie sociale Mauricie; he is also vice-president of the CLD Shawinigan and member of the executive committee of the Conférence régionale des élus de la Mauricie. Finally, he is member of the Board of Directors of the Quebec Municipalities Union and is on its executive committee. Prior to entering politics, Mr. Angers occupied various positions. In 1980, he was hired at the Alcan aluminum plant in Shawinigan. From 1988 to 2009, he was active within the CSN labour union, as president of the local section, president of the central council of Shawinigan and president of the central council of the « Cœur du Québec » region. Finally, from 1997 to 2009, he was actively involved in the economic development of the Regional Development Council of Mauricie, in the CLD du Centre-de-la-Mauricie and as chairman for the Regional Council of Partners of Emploi-Québec Mauricie.



Bjørn ARILD WISTH is the Deputy CEO of Nordic Choice Hotels. Prior to that, he was a partner and managing director Hartmark Consulting, one of the leading consulting companies. He has more than 14 years of experience consulting in business development, strategy and management of Norwegian and international companies. Wisth has a degree in political science from the University of Oslo and the University of Wales



Robert ARNKIL is a Licentiate of Psychology, with over 25 years of experience in research, evaluation and development in working life, innovation, labour markets and public services in Europe. He is member of the European Employment Policy Observatory (EEPO) Expert Network, <http://www.eu-employment-observatory.net/experts.aspx>, and he is self-employed in his own company Arnkil Dialogues, <http://www.arnkildialogues.com/>.



Magnus ARONSSON is Managing Director and Co-founder of ESBRI, a think-and-do-tank founded in 1996 in Stockholm, Sweden and focusing on entrepreneurship and innovation. He has initiated and developed a number of activities to promote entrepreneurship and innovation in Sweden mainly within research and education. He has worked extensively with different U.S. organizations, universities and government. In 2006 he participated in the U.S. State Department's International Visitor Leadership Program. He is a graduate of Stockholm University



Elisabet ARP is Director of International Affairs in Arbetsförmedlingen, the Swedish Public Employment Service. In this position she has responsibility for all EU related issues for Arbetsförmedlingen, the work in the European PES Network, EURES and the use of EU funds. Further the responsibility covers Arbetsförmedlingen's vast cooperation with many countries in externally financed development projects.

She is the current President of World Association of Public Employment Services (WAPES) until summer 2015. Ms Arp has a background as the Head of the Director General's office and several high managerial positions. She is a member of the Director General's National Executive Management Team. Ms Arp has a Master degree in social sciences, education and management.



Sergio ARZENI is the Director of the OECD Centre for Entrepreneurship, Small and Medium-sized Enterprises (SMEs) and Local Development. The Centre oversees the work of the Local Economic and Employment Development programme (LEED), the Working Party on SMEs and Entrepreneurship, the Tourism Committee, and the OECD LEED Trento Centre for Local Development (Italy). Mr. Arzeni has worked at the OECD for over 20 years. Prior to joining the OECD, Mr. Arzeni served as an economist for the Italian Parliament, the Italian Trade Unions and the European Commission. As an economic journalist he has contributed to several Italian and international newspapers. He holds a First Class Honours Degree in Political Science from the University of Rome and specialised in Industrial Economics at the International University Institute of Luxembourg and in

International Economic Relations at the Brookings Institution in Washington D.C., USA. He speaks French, Spanish, English, German and Italian.



Reiner ASTER has worked as the Managing Director of the gsub mbH - Social Business Consultancy Corporation since June 1991. gsub mbH is a fund management and consulting agency and acts as an intermediate body and service provider for several German Federal Ministries and the Land Berlin. Reiner Aster is an experienced consultant in the field of labour market policy. He was involved in several OECD studies and EU projects as an expert and as a facilitator. Reiner Aster has a diploma in education and a PhD in social sciences. He has written several articles in the field of labour market policies, lifelong learning and social

science.



John ATHERTON has been with Employment and Social Development Canada and founding departments since 1988. Over the years, he has held a number of challenging positions across the department in both program areas and strategic policy, including Director General, Horizontal Policy and Planning in Employment Programs and Policy Design and Senior Director, Labour Market Policy in Strategic Policy with responsibility for Employment Insurance policy. Currently John is Director General of Employment Programs and Partnerships, responsible for \$3 billion in employment programming. This

includes three labour market agreements with provinces and territories, and targeted programs for youth, older workers and persons with disabilities. John is also Chair of the Organisation for Economic Cooperation and Development (OECD) Local Economic and Employment Development (LEED) Directing Committee.



Martin BAKULE, Ph.D., is currently a Senior Expert – Analyst at the National Observatory for Employment and Training of the National Training Fund (NTF), Czech Republic. Since 2005 he has been in different labour market research, consulting and project management roles at the NTF and he has worked as freelance consultant for various national and international bodies. He is also a member of expert pool of the European Commission Mutual Learning Programme – Employment and worked as the national expert on the OECD LEED Local Job Creation project. Martin Bakule specialises in labour market research, skill needs forecasting, evaluation of labour market policies, workforce quality issues and the links between lifelong learning and the labour market.



Jonathan BARR joined the OECD in February 2012. His work has been focused on the Local Job Creation project and the OECD Skills Strategy. Prior to the OECD, Jonathan worked for the Ontario government in Canada, where he led numerous policy projects related to employment, skills, and early childhood education, including the development of a provincial skills strategy. Last summer, he also completed a temporary assignment at the Canadian Mission to the EU in Brussels, Belgium supporting work on Canada-EU negotiations for a new free trade agreement. Jonathan has a Master of Public Administration from the University of Victoria in British Columbia, Canada.



Yasemin Özüm BOZKURT joined the Turkish Employment Agency as Assistant Employment Expert in 2010. She works in the Active Labour Force Department which covers entrepreneurship programs, vocational trainings and on the job trainings in Turkey. She has written an employment expertise thesis about entrepreneurship and employment oriented innovation. She received a B.A degree in Political Science and Public Administration from Hacettepe University. She is currently doing her master's degree in the Department of Economics at Hacettepe University. Her current research focuses on entrepreneurship trainings and policy, financing mechanisms for entrepreneurship, innovation and employment.



Mike CAMPBELL is a local, national and international labour market expert with extensive experience of research and policy. Until 2011 he was Director of Research and Policy at the United Kingdom Commission for Employment and Skills (UKCES), advising Government on Skills and Employment Policy, and previously he was Professor of Economics and Public Policy at Leeds Metropolitan University where he established and directed the Policy Research Institute. He has Board level experience of working with business leaders, the skills 'industry' and government. He was advisor to the UK Leitch Review of Skills, and a member of the Migration Advisory Committee, the OECDs Skills Strategy Advisory Group, and the European Commission Expert Group on New Skills for New Jobs. He has worked with the OECD LEED programme for many years.

He has written many reports, articles and several books including: *Learn to Succeed: The Case for a Skills Revolution* (Longman). He is currently working on several employment and skills projects in the UK, for national, sector and local bodies, including as Programme Advisor for the Joseph Rowntree Foundation on its 'Cities, Growth and Poverty' Programme, as well as for a number of international agencies, including the European Commission and the International Labour Organisation. He is also co-author, with Alison Partridge, of the new URBACT report 'More Jobs: Better Cities'. He is a member of the Leeds City Region LEP Employment and Skills Panel and Visiting Professor at Durham Business School. He was awarded the OBE for services to economic development in 2004.



Jim CLIFFORD OBE is Head of Not-for-Profit Advisory and Social Impact Services at Baker Tilly in the UK, and is the author of over sixty social impact studies. He is a research fellow at Cass Business School in the Centre for Charity Effectiveness, and teaches impact measurement and social investment on the Charities and NGO Masters programmes. Amongst other charity trusteeships, he is co-founder and Chair of "It's All About Me," a social enterprise delivering adoption services UK-wide for harder to place children through an 18-way network of UK charities. He was appointed Scientific and Technical Chair to the GECES subgroup on Impact Measurement, and serves on the UK Advisory Board and Social Impact Measurement workstream for the G8 Taskforce.



Martin COLLINS leads Glasgow's Employment and Skills Partnership based within the City Council. As part of his role, Martin manages the city's approach to school and business partnerships and vocational education and is also responsible for ensuring that every young person leaving school in the city makes a successful transition into employment, continued education or advanced vocational training. Martin has a background in community regeneration, economic development and young-person centred policy development.



Riccardo CRESCENZI is Associate Professor of Economic Geography and Programme Director of the MSc in Local Economic Development at the London School of Economics and Political Science. He is also on the research staff at LSE's Spatial Economics Research Centre. Before joining LSE, Dr Crescenzi was a Jean Monnet Fellow at the European University Institute (Florence) and a visiting scholar at LSE and at the University of California, Los Angeles (UCLA). Past research and academic awards include the Royal Geographical Society Best Dissertation Prize, the Italian Regional Science Association G.Leonardi Prize for the best PhD Dissertation and the joint Italian National Accademia dei Lincei & British Academy for the Humanities and the Social Sciences Research Fellowship. He has also been awarded the LSE Major Review Teaching Prize for outstanding teaching performance. He has provided academic advice to, amongst others, the European Investment Bank, the European Parliament, the European Commission (DG

Regional Policy) and various regional governments. He is currently Principal Investigator of the ESPON 2013 – KIT Project and co-Investigator in two EU-funded FP7 International Research Projects. He has published in leading international journals in economic geography and regional economics, such as *Environment and Planning A*, *Regional Studies*, *The Journal of Economic Geography* and *The World Economy*. He has also published a book (with Andrés Rodríguez-Pose) *Innovation and Regional Growth in the European Union* (Springer, 2011) and edited another one (with Marco Percoco) *Geography, Institutions and Regional Economic Performance* (Springer, 2013).



Lucienne DE CLERCQ studied Psychology in Ghent (State University) and started working for VDAB ,the Flemish employment services, in 1991. She has had various tasks in the organisation including search and selection, managing this same service later on and managing a vocational training centre. Since 2011, she has managed a department that was created to enhance partnerships in the region of Antwerp. Today it has partners in the areas of education, employment and welfare. It has made agreements with institutional partners such as the municipality and various sectors of industry. The main issue in these partnerships is employability with a clear emphasis on youth in the metropolitan context.



Jean-Jacques DERRIEN used to be in charge of International Affairs for the city of Nantes. He developed innovative practices based especially on transfer of know-how and good practices in local governance with local authorities in Europe or outside through decentralized cooperation. Since 2011, he has been in charge of the Working Group "Education" which deals with ESL in the Eurocities network. Since May 2012, he has been the coordinator of URBACT project "PREVENT," representing the city of Nantes (France). Along with 9 other cities, this project looks at the involvement of parents in preventing early school leaving.



David J.A. DOUGLAS is Professor Emeritus, Rural Planning and Development, University of Guelph, Canada. He is the author of four books, ten book chapters, many journal papers, articles and conference papers, and numerous policy and technical reports. His most recent book is *Rural Planning and Development in Canada* (Nelson, 2010). He was in management consulting for ten years with an international partnership, and was Director of the former University School of Rural Planning and Development (1985-92), University of Guelph. He continues to teach a graduate course. David conducts

his extensive research and consulting practice in all aspects of policy, planning and practice in rural community and regional development. His international research and practice includes projects in Japan, China, Pakistan, Indonesia, Slovakia, Poland, Ireland, Iceland, the Netherlands, Iran, all regions throughout Canada, and other countries. His assignments have included his role as Rural Development Policy Adviser to the Province (Oblast) of Zakarpattia, Ukraine, and an undergraduate course in community economic development for the Haida Gwaii Educational Society, along the north Pacific coast of Canada. His current research includes 'New Regionalism' and development governance.



Randall EBERTS is President of the W.E. Upjohn Institute for Employment Research, an independent non-profit research organization that conducts research on policy-relevant employment and regional economic issues. His primary areas of research interest include job training, education, low-wage workers, and the evaluation of workforce programs. Recently, he has worked with the US Department of Labor to develop and implement a framework for adjusting national, state, and local performance targets for the workforce system and with the OECD on issues related to partnerships between local economic development and workforce development agencies. He has published numerous articles on those topics and has co-authored several books. He earned a Ph.D. in economics from Northwestern University.



Anton ECKERSLEY is the Director for International Relations at Ingeus Europe. He has over twenty years' international experience in the employment, skills and social welfare sectors covering both public and private sectors. He is an active supporter of efforts to create more client-centered labour market architecture involving public, private and third sector organisations and has spoken at a range of international events on the topic. With experience in both policy and delivery, Anton's expertise lies in identifying and transferring global best practice to create effective multi-level service delivery models.



Kea EILERS is the Head of the Department of International Relations at the Headquarters of the German Federal Employment Agency. Previously, she worked as an executive manager in various areas of the Federal Employment Agency. She studied Political Science, Middle Eastern Studies and International Law and started her professional career as project leader for projects at the University as well as private research institutions and international associations before she entered the German Public Employment Service. The focus of her present work is international knowledge transfer, the support of foreign employment services in modernization processes, and cooperation with third countries and international organizations.



Bernard ENJOLRAS (b. 1959) holds a diploma from the Institute of Political Studies in Paris (Sciences-Po), a Ph.D. in Economics from the University of Paris I Sorbonne (France) and a Ph.D. in Sociology from the University of Québec in Montreal (Canada). He is a Research Director and Research Professor at the Institute for Social Research and the Director of the Center for Research on Civil Society and the Voluntary Sector. He is also the Editor-in Chief of *Voluntas International Journal of Voluntary and Nonprofit Organizations* and coordinator of the EU_FP7 project Third Sector Impact. Bernard Enjolras received the 2010 Academy of Management Public and Nonprofit (PNP) Division Best Article Award for his 'A Governance-Structure Approach to Voluntary Organizations' published in 2009 in *Nonprofit and Voluntary Sector Quarterly*.



Adalbert EVERS, Professor (emeritus) at the University of Giessen, Germany, has done extensive research and publications on comparative social policy and social services with special emphasis on issues of governance, the third sector and social innovation. He has recently worked as an invited fellow at the Institute for Advanced Studies at Birmingham University (UK). For publications see: *The Third sector in Europe* (ed. with J.L.Laville 2004); *Citizenship and Social Policy. The changing landscape* (ed. with A.M.Guillemard 2012); *Social innovations for social cohesion. Transnational patterns and approaches from 20 European Cities* (ed. with B.Ewert and T. Brandsen 2014) <http://www.wilcoproject.eu/ereader-wilco>.



David FINCH is a Senior Administrative Officer and Regional Business sector specialist at The Swedish Public Employment Service Stockholm and Gotland. He is responsible for the regional implementation of the "Young Jobs" project, a national project of The Swedish Public Employment Service, Department for National Customers, and Swedbank. He has been an employee of the Swedish Public Employment Service since 1998 and has a bachelor's degree in Business, Management and Marketing.



Anders FORSLUND is a professor in Economics at the University of Uppsala. He is assistant Director-General at the Institute for Evaluation of Labour Market and Education Policy (IFAU) in Uppsala, a research institute under the Swedish Ministry of Employment. His research is focused on effects of labour market policies, labour force participation, the functioning of the labour market, the labour markets of youth and older workers and wage setting. Anders Forslund is also a research fellow at Uppsala Center for Labor Studies and functions as a Special Advisor to the Ministry of Finance.



Lori FORTE HARNICK is Microsoft's General Manager for Citizenship & Public Affairs. In this role, Lori leads Microsoft's global work on corporate social responsibility and service to communities as well as the company's public relations of all legal and public policy issues. In the most recent fiscal year, Microsoft donated more than \$900 million in cash and software to non-profit organizations around the world. It also advanced its policies and practices in the areas of supply chain management and environmental sustainability and took principled stances on critical legal topics, such as IP rights and immigration. Prior to joining Microsoft, Lori was a Managing Director at Burson-Marsteller and the Global Public Affairs Director at the

Business Software Alliance. She received her Bachelor of Science degree in Marketing from the University of Connecticut and her Master of Business Administration degree from The George Washington University.



Ann-Cathrine FRÉCON works as an event manager at the communication department at Arbetsförmedlingen (Swedish PES). She is responsible for coordinating larger events and conferences at the PES authority. She was formerly the Communication Director at St Erik Eye Hospital in Stockholm and before that a Project Manager at the congress bureau Congrex Sweden AB.



Nazly FRIAS is public policy advisor at the National Planning Department, Colombia. Nazly Frias is a lawyer specialized in innovation and business development with emphasis on social innovation and social entrepreneurship. She has participated in the making of the National Innovation Strategy, being the main advisor for the construction of the Public Policy of Social Innovation, co-ordinating a team of public sector institutions towards the development of initiatives to foster social innovation. She has also experience on private and third sector in areas related to social innovation, inclusive business and leadership development.



Francesca FROY is a Senior Policy Analyst at the Organisation for Economic Cooperation and Development (OECD), working within the Local Economic and Employment Development (LEED) Programme in Paris. She co-ordinates the work of the programme on employment, skills and local governance and has developed a stream of work on local job creation, local skills strategies, and labour market inclusion for immigrants and ethnic minorities. She is the co-editor of a number of OECD publications, including *Breaking Out of Policy Silos: Doing More with Less*; *Putting in Place Jobs that Last*; *From Immigration to Integration: Local Solutions to a Global Challenge*; *Designing Local Skills Strategies* and *Flexible Policy for More and Better Jobs*. Prior to joining LEED,

she evaluated European projects in Brussels and helped manage the DG Employment and Social Affairs initiative IDELE (identification and dissemination of local employment development). A British national, she has worked for the Public Employment Service and for a local municipality in the United Kingdom, where she led multi-sector partnerships to create employment and skills opportunities within social housing. She has a BSc in Anthropology from University of College London and an MA in cultural theory from the University of Reading. Francesca is currently doing a 'part-time' Masters course on Spatial Design: Architecture and Cities at University College London.



Annie GAUVIN holds degrees in Economics (PhD) and Demography (University of Paris I, France). She started her career as a teacher and researcher in Economics at the university level (Paris I). In 1990, she joined the statistics and studies department of the Ministry for Labour and Employment, then, the National Planning Secretary (Commissariat Général du Plan) in order to monitor employment policies activities and decision. In 1998, she became head of the "Synthesis" department in the General Direction for Employment and Professional Training (DGEFP) in the Ministry for Labour and Employment. She has worked as an expert for decision making regarding employment policies. She took an active part in implementing European Employment Strategy for France. She joined ANPE as Deputy Director at



the end of 2004. Annie GAUVIN is today Director of International Affairs and Relationships and Deputy Director for Strategy and External Partnerships, for Pôle emploi (Public Employment Service in France). She is in charge of the management of all Pôle emploi international affairs and activities. She is France's member of the assistants of Heads of Public Employment Service network. She assists the General Director in his task in the World Association of Public Employment Services (WAPES), previously, as President, and now as Vice-President for Region Europe.



Pam GERASSIMIDES is Assistant Executive Director at NASWA. She is a nationally recognized workforce development expert specializing in policy, operations, and technology. Pam has worked at NASWA since 1998, in various capacities, but currently oversees the government operations for the National Labor Exchange. Pam started her career in workforce development with the Pennsylvania Department of Labor and Industry – where she worked in the summer youth job training programs and School-to-Work. She also briefly worked for USDOL, ETA, in the Welfare to Work programs before joining NASWA. Pam has staffed NASWA's IT Committee (the IT Directors of the state workforce agencies) for approximately 8 years, but also supported the Communications and Marketing Directors Committee as well as the Unemployment Insurance Technology Subcommittee. Pam has worked closely with ETA on various grants and projects including the AJB marketing grant. Ms. Gerassimides received her Bachelor's from Berea College in Kentucky in 1991 and her Master's Degree in Public and International Affairs, from the Graduate School of Public and International Affairs at the University of Pittsburgh in 1993.



Christer GERDES was born 1970 in Stockholm/Sweden but grew up in the city of Emden, Germany. He moved back to Stockholm in 1994, where he has been living since then. In 2002 he took his M.Sc. in Economics at Stockholm University, and got his Ph.D. in 2008. In March 2014 he was appointed to docent (associate professor) at Stockholm University. Since February 2011 he has worked as a researcher at the research unit of the Swedish Employment Service (Arbetsförmedlingen).



Sylvain GIGUÈRE is Head of the Local Economic and Employment Development (LEED) Division since 2008. Based at the OECD Headquarters in Paris, he leads a team of 25 economists, researchers, statisticians and administrative assistants, which includes the OECD LEED Centre for Local Development in Trento, Italy, and shapes the development of the LEED programme of work. A Canadian national, Sylvain joined the OECD in 1995, first to work in the Directorate for Employment, Labour and Social Affairs (DELSA). In 2002 he was appointed Deputy Head of the LEED Programme, where he developed a policy research agenda to help governments get better results by revamping their governance structures and increasing their ability to co-ordinate and target policy.



Ian GOLDRING is the Lead Expert for JobTown, an URBACT network concerned with youth employment and local development. He is also director of ProjectWorks, a Brussels-based association dedicated to capacity building for public administrations and related bodies, local development and inclusion issues, supporting transnational networks, and research. Ian has moved around quite a bit over the years and did his studies in various countries, though he mostly grew up in Canada



Olof GRÄNSTRÖM is Education Program Manager at Junior Achievement Sweden and has extensive experience working within the Swedish education system as an upper secondary school teacher and education team leader within the school and also as an entrepreneur. Olof's primary responsibilities as Education Program Manager at Junior Achievement Sweden are to produce entrepreneurship curriculum for primary and upper secondary students that allow students to develop skills and gain knowledge of entrepreneurship, financial management and project management.



Anne GREEN is Professor at the Institute for Employment Research, University of Warwick, UK. A geographer by background, she has substantial experience of researching employment, non-employment, regional and local labour market issues - including skills, migration, policies to address worklessness, migration and associated policy issues. She has recently undertaken research on internet-enabled employment and one of her current projects concerns local initiatives to link people to jobs in order to address poverty in cities. Much of her research is funded by UK government departments, sub-regional agencies, the European Commission, research councils and foundations. Prior to her current role she held research positions at Newcastle upon Tyne and Cardiff Universities in the UK.



Sergey GRIGORYAN was born on June of 1976 in Azerbaijan (USSR). In 1997, he graduated from Rostov Institute of Public Administration with degree in international economics. In 2002, he graduated from Rostov State University of Economics with degree in jurisprudence. In 2001, he started his work in the Department of Public Employment Service in Rostov region and worked his way up from senior special to the Chief of Regulatory Affairs Division, occupying this position until the year 2003. From 2005 to 2011, he was the head of the Division of Foreign Economic Relations of the International Cooperation Department in the Ministry of Economic Development of Rostov region. Mr. Grigoryan has actively participated in the development and implementation of the program on export support in Rostov region and also made his contribution in cross-

border cooperation and creation of Euroregion "Donbass". In May of 2011, he was appointed as Deputy Head of the Department of Public Employment Service in Rostov region. Since January of 2013, he has been the Head of the Department of Public Employment Service in Rostov region.



Ulf HÄGGLUND has been an independent EU consultant since 1990, working in the fields of social inclusion, employment, education, human, local and regional development as well as social innovation. Besides his role as Lead expert in the URBACT PREVENT project he is involved in a great number of evaluations, of which the Swedish Plug In project, co-funded by ESF, is one. Ulf lives in the far north of Sweden, but considers himself as a true EU-citizen.



David HALABISKY joined OECD in November 2011 as an economist in the Local Economic and Employment Development (LEED) Programme. He is currently working on a number projects including a multi-year project on inclusive entrepreneurship, which monitors and reports on the state, development and impact of entrepreneurial activity in Europe and related public policies and actions. This project focuses on how public policy can support job creation and provide better access to the labour market for economically and socially disadvantaged and under-represented groups through self-employment and entrepreneurship. It produces a series of policy briefs and its first book, *The Missing Entrepreneurs*, was recently released. David is also involved in on-going work related to the development of entrepreneurship skills in vocational training and higher education. He has been

involved in case study reviews in Germany, Poland and Tunisia. Prior to joining the OECD, David worked for more than a decade in the Canadian Public Service where he worked on small business and labour market issues at Industry Canada, Human Resources and Skills Development Canada and the Department of Finance. Mr. Halabisky holds degrees in economics from the University of British Columbia and McMaster University.



Anna HALLBERG is currently the Executive Vice President and CFO of Almi Företagspartner. Almi is a state owned company with a mission to create growth among SME's through a combination of financing and business development. Anna has, in addition to her CFO role, the overall responsibility for the Almi Group's lending business and she is also currently responsible for establishing a nation wide venture capital business within Almi. She has an extensive knowledge from the financial sector with over 20 years experience from leading positions within capital markets, structured finance, investment banking and private banking, mainly from the

Swedish bank SEB and from Öhman Fondkommission, a leading Swedish Investment Bank.



Jan HENDELIOWITZ is a Senior Adviser in the Danish Ministry of Employment, The National Agency for Employment and Recruitment responsible for International Relations to the EU and the OECD on Employment Policy matters. He was until 2013 Chair of the OECD LEED Directing Committee. From 2006 to 2012, he was the Executive Director of one of the four National Employment Regions under the Danish Ministry of Employment, the region covering Zealand and greater Copenhagen. From 1988 to 2005, Jan

Hendeliowitz held the position of Regional Director of the Public Employment Service in the Storstrøm Region, Denmark. Prior to this, he served as Head of Section for Pro-active Labour Market Measures in the the Danish Ministry of Labour (1985-1987). Originally an economist (M.Sc.) specialised in Macroeconomics and Public Administration from the University of Copenhagen, Denmark, he worked for four years in the Division for Labour Market Policies in the Danish Ministry of Labour. During this period, he was closely involved in developing the system of monitoring and evaluation that is the basis of the employment strategy still in operation today.



Carin HOLMQUIST is the holder of the Family Stefan Persson Chair in Entrepreneurship at Stockholm School of Economics (SSE). Dr. Holmquist has conducted research in a wide range of topics. Her thesis focused on interorganisational issues and how to manage economic and political goals in the same setting. Since then she has become an expert in internationalisation of SMEs; organising of, and for, entrepreneurship, and women's entrepreneurship, a field that she has been interested in for decades. Besides working with research and education, Holmquist has always worked in close cooperation with companies and organisations outside academia. She launched, and was the first chairwoman of, SSE Business Lab the SSE incubator, and she is

heavily involved in organisations championing women as entrepreneurs. She is also a member of number of privately owned and listed company boards.



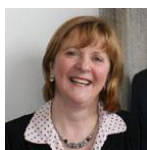
Kathrin HÖCKEL is a policy analyst at the OECD's Directorate for Education and Skills. She coordinated the OECD Skills Strategy and worked on the VET Policy Review. She recently returned from a secondment to Harvard Graduate School of Education where she undertook research on school to work transition and was invited to join the MIT Wellbeing and GNH Lab led by Otto Scharmer (Sloan School) to develop prototypes in new economic approaches 'beyond growth'. A German national, Kathrin holds a M.Sc. in history and political science (Munich University) and a Master's degree in public administration (LSE).



Bettina KASHEFI was recently appointed the Chief Economist at SALAR and became Chair of the OECD Employment, Labour and Social Affairs Committee in 2013. She has a broad experience in the fields covered by the OECD Employment, Labour and Social Affairs Committee and has made a distinguished career in the Swedish administration. Before her previous appointment as State Secretary (number two after the minister) in the Ministry of Employment she held the same function in the Ministry of Health and Social Affairs. Among other relevant positions she has headed the Economic Affairs Division and the Division for Income Distribution Analysis in the Ministry of Finance. Throughout her career Ms. Kashefi has taken part in and closely followed OECD work. She has used OECD output directly in Swedish policy making. In addition, she has been senior advisor in the OECD Directorate for Employment, Education and Social Policy.



Zoltan KAZATSAY was born in Budapest, Hungary in 1952. Graduated from the Technical University of Budapest as a civil engineer in 1978, he worked as a consultant specialized in motorway and airport developments. After 1989 at the Hungarian Ministry of Transport he was dealing with transport policy matters and project financing. As of 1997 as a Deputy Secretary of State he was in charge of transport policy issues and the accession negotiations with the EU in the transport sector. He was in charge of transport related pre-accession and Structural Fund governance and project management. In 2004, he joined the European Commission coordinating transport activities. As of 1 December 2011 he coordinates the management of the European Social Fund as Deputy Director-General of DG EMPL.



Catherine KELLY has over 30 years experience in Youth Work and Education and is the Director of Limerick Youth Service (a Regional Voluntary Youth Organisation operating in Limerick City and County in the Mid-West of Ireland) www.limerickyouthservice.com. Working with over 3,000 young people annually, Limerick Youth Service has particular expertise of engaging hard to reach young people. They manage projects that support young people to remain in school as well as alternative “second-chance” vocational training and education opportunities.

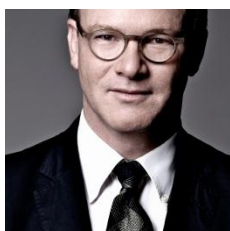
This is achieved through a Community Training Centre offering certification at FETAC levels three to five on the QQI framework on a variety of courses, together with Leaving Certificate Applied (practical based version of final state exam); a Local Training Initiative with FETAC level three certification (QQI) and a Youthreach programme offering Junior Certificate. They also operate a number of community based programmes that support young people to remain in school and engage in their communities. The organisation has close links with schools and School Completion Programmes and supports iScoil where students who have lapsed at school or at risk of disengaging from mainstream school are supported to return to education www.iscoil.ie.



Patricia KEMPF is currently Head of Societal Affairs at Swedbank. She was hired in fall of 2009 in order to initiate and lead Swedbank's prioritized societal engagement “Young Jobs” – a project that helps unemployed youngsters from all around the country access qualified internships. The focus of her agenda is Diversity, Labour Market and Housing for a young generation. Patricia Kempff has an HR-education and more than 15 years' experience in project management and communication.



Line KJELSEN has worked as employment policy adviser within the Municipality of Skive since 2009. She works mainly with policy implementation, project management and information activities within such areas as education and employment for young people, rehabilitation policies, recruitment, European labour market issues (EURES) and EU financed projects. Line has worked with employment matters since 1991, when she joined the Danish Public Employment Service. In 2006 she held a temporary assignment with the National Labour Market Authority in Copenhagen as national coordinator for all EURES activities in Denmark. Line holds a MA in translation and interpretation of French and English from the University of Aarhus.



Andreas KRÜGER was born in Berlin in 1965. Following an apprenticeship for cabinet and boat making in Hamburg, he studied environmental design, economy and communications in Berkeley, Goettingen and Berlin. He holds a diploma in communications (University of the Arts Berlin). After working in agencies, media companies and in his own consultancy firm he became managing partner of Modulor Projekt (today: Belius) for the purpose of creating a new urban area for the creative class at Moritzplatz in Berlin. Alongside this work, he co-initiated or supported work and social innovations like Betahaus (Coworking), Prinzessinnengarten (Urban Farming) and interacting educational formats. Today, Andreas Krüger works with politicians, local administrations, users and investors when it comes to the development of inner city

areas in terms of creative content, good citizenship, participation and sustainability. Honourary positions he holds include Chairman of the Board Belius Foundation, Member of the Full Assembly at the Chamber of Commerce Berlin, Cross Innovation Board Berlin, Steering Committee of “Initiative Stadt Neudenken” (‘initiative city new thinking’) Berlin, Moderator of the Round Table for Public Real Estate Policy in the Berlin Senate Parliament, Musicboard Berlin, board member - property and real estate policy, and Entrepreneurship Summit Berlin. He also regularly speaks on panels and workshops for social entrepreneurship.



Simon LAMECH is an Economist, working at the Danish Labour Market Authority on evidence based policy. He is a project manager on large randomized controlled trials (RCTs), a teacher for the Employment Ministry's course in development of evidence based policy, and a Danish Delegate at OECD LEED. A large part of his job is working with consultancy firms/researchers related to projects and analysis, ensuring that projects are done on time, and that results are disseminated to the minister, the employment regions and the national employment counsel.



Denis LEAMY, a graduate of the National University of Ireland, Maynooth began his career in 1989 as a Youth Worker in Tallaght, West Dublin. He has a wide portfolio of experience managing Youth and Family support projects and European projects in Dublin and Kilkenny. He joined Pobal in 2001 and worked as a Liaison Officer with the RAPID programme. In 2005, he became Programme Manager for the Rural Social Scheme, Enhancing Disability Services programme, Community Based CCTV and The Inter-Agency Fund for the Traveller Community. He took up his position as CEO of Pobal in May 2008. Pobal was established in 1992 by the Irish Government in agreement with the European Commission to manage an EU grant for local development. Today, it manages 16 programmes on behalf of the Irish Government and the EU. The main objective of Pobal is the delivery and management of programmes which promote social inclusion, reconciliation and equality through integrated social and economic development within communities.



Yves LETERME was appointed Deputy Secretary-General of the OECD on 8 December 2011. He is in charge of Social Affairs, Education, Governance and Entrepreneurship. Before joining the OECD, Yves Leterme held a variety of political posts in Belgium at all levels and in all areas of government. After starting his career as an alderman in his home town of Ypres, he became a Deputy in the Chamber of Representatives, Group Chairman, National Secretary and Chairman of the CD&V party, Minister-President of the Flemish Government, Federal Senator, Deputy Prime Minister, Minister of the Budget and Mobility, Minister of Foreign Affairs and Prime Minister. Yves Leterme is currently Minister of State and a municipal councillor in Ypres. At a professional level, Yves Leterme has worked, inter alia, as a deputy auditor at the Belgian Court of Audit and an administrator at the

European Parliament. Yves Leterme, who was born on 6 October 1960, has a degree in Law and Political Science from the University of Ghent.



Anna LILJESTRÖM has been employed at the Educational Centre of the Gothenburg Region Association of Local Authorities (GR), a co-operative organisation uniting thirteen municipalities in western Sweden, since 2012. Her work is focused on drop out prevention, and she is currently project manager for sections of the innovation hub "PlugInnovation," a subproject within the Plug In project. PlugInnovation is a digital platform which aims at bringing together statistics, relevant research and literature, and methods developed within the project, in connection with dropout prevention. Annas background is in teaching and research. She has a Ph.D. from the University of Georgia, GA, USA in the field of Educational Psychology, with a focus on education in connection with class, race and gender, and qualitative research methods.



Aurélie MEXANDEAU is the Networks and Communication Officer for the Languedoc-Roussillon Regional Union of Cooperative Enterprises (SCOP) based in Montpellier, in the south of France. The Union is known for its involvement in local projects and as a leader in the social innovation field. Prior to joining the Cooperative Union, Aurélie Mexandeau worked for several cultural associations and for a market and research institute in Barcelona.



Guillermo MONTT is an analyst at OECD's Employment, Labour and Social Affairs directorate through work on Skills, Youth and the Programme for International Assessment for Adult Competencies (PIAAC). He previously worked as an analyst in the Programme for International Student Assessment (PISA), also at the OECD. A Chilean national, he holds a PhD. in Sociology from the University of Notre Dame in the United States.



Jerry MURPHY works with Pobal as Executive Director for Programmes. Pobal is an agency funded by the Irish Government to manage social inclusion, equality, local development and reconciliation programmes. Jerry is responsible for Pobal's work on programme design, for establishing and implementing systems to monitor programme effectiveness and impact and for developing new company business functions.



Corinne NATIVEL is a Senior Lecturer in Anglo-American and European Studies at the University Paris East-Créteil. She holds a PhD in social sciences from the University of Birmingham (UK) and has conducted research in the field of comparative social policy and local labour market governance for many years. Previous employers include the Universities of Edinburgh, Glasgow and Besançon as well as the OECD's LEED Programme. As an academic, she has maintained a close co-operation with the LEED Programme working on several projects, including the recent study on the local implementation of Youth Guarantees.



Frank NEFFKE is a researcher at the Harvard Kennedy School and takes part in the Growth Lab program of the Center for International Development (CID). His work focuses on the role of skills and capabilities in the economy. One of the central findings is that diversification into new activities follows predictable patterns that derive from how similar activities are in terms of the capabilities they require. This similarity affects diversification processes throughout the economy, ranging from individual career paths and corporate diversification strategies, to structural change in regional and national economies. Before joining the CID, Frank worked as an assistant professor at the Erasmus School of Economics in Rotterdam, The Netherlands. He holds a Ph. D. in Economic Geography from Utrecht University and Master degrees in Econometrics and Philosophy from the University of Amsterdam.



Lars NIKLASSON is Associate Professor of Political Science and Department Chair at Linköping University, Sweden. He has previously taught at the universities of Uppsala, Sweden and Pittsburgh, USA. Before joining Linköping University he was a consultant for Ramböll Management Consulting and the Technopolis Group, specialising in regional development policy and innovation policy. Previously he was an evaluator for the Swedish Agency for Public Management (Statskontoret) and managed projects for the Ministries of Finance, Industry, Education and others, especially in areas related to regional development (skills development, entrepreneurship, infrastructure) and the joining-up of public resources through partnership. He has held positions at the Ministries of Industry and Education and has been the director of education and research policy at SACO, the Swedish Confederation of Professional Associations. His current research interest is comparative political economy, with a focus on the European Union and the World Trade Organization. He is an advisor to Region Skåne on the merger of regions in southern Sweden and does research on the challenges faced by Swedish regions.



Rocío NOGALES has been the Managing Director of the EMES European Research Network since 2004. She is in charge of preparing and coordinating international research projects, international research conferences, PhD Summer Schools and international partnerships. Her professional experience includes the cultural non-profit sector, where she managed a social enterprise initiative in a community arts centre in the US. She has done consultancy and advisory work for international organizations like the OECD and the UNDP on various topics related to social enterprises and social entrepreneurship. She is a member of the Experts' Group on Social Entrepreneurship from the European Commission (GECES).



Sten NORDIN has been the Mayor and Chairman of the Executive Board of the City of Stockholm since 2008. Additionally, he is also Chairman of the Stockholm International Fairs and a member of the Executive Board of the Swedish Transport Administration. Prior to becoming the Mayor of Stockholm, he was most recently a member of the Swedish Parliament. He was also Chairman of the Stockholm Regional Section of the Moderate Party from 2003-2011.



Antonella NOYA is a Senior Policy Analyst with the OECD LEED Programme, and the Manager of the OECD/LEED Forum on Social Innovations. She does international policy analysis and assessment in various areas including: the role of non-profit sector; social economy and social enterprises in economic development; the role of culture in local development; asset-building for low-income people; social innovation; social exclusion; community capacity building; corporate social responsibility towards local communities; women entrepreneurship and social impact measurement. She has authored and edited several OECD publications in those fields. In particular, she is the co-author of the OECD publication, *Social Enterprises*, the editor of OECD publications, including *The Changing Boundaries of Social Enterprises*, and the co-editor of *Entrepreneurship as a Catalyst*

for Urban Regeneration; *The Non-Profit Sector in a Changing Economy*; *Social Economy: Building Inclusive Economies*; and *Community Capacity Building: Creating a Better Future Together*. She is the author of the chapter on "Social entrepreneurship and social innovation" in the OECD publication *SMEs, Entrepreneurship and Innovation* and the co-editor of the CAS (Centre d'Analyse Strategique) and OECD publication on *L'entreprenariat social en France. Reflexions et bonnes pratiques* (June 2013). Antonella is a member of the French consultative committee on social impact investments and of the Italian consultative committee on social entrepreneurship. She represents OECD at the United Nation Inter-Agency task force on Social and Solidarity Economy.



Cecilia NYKVIST is CEO for Junior Achievement Sweden. Junior Achievement is an non-profit organization which offers hands-on, experiential programs teaching the key concepts of entrepreneurship, work readiness and financial literacy in schools globally. Junior Achievement Sweden educates nearly 40 000 Swedish primary and upper secondary school students annually. Cecilia has also been CEO for the Swedish Freeschool's Association and has started several business before. She is of course a Junior Achievement Alumni.



Clas OLSSON is Deputy Director-General of Arbetsförmedlingen, the Swedish Public Employment Service, one of Sweden's largest authorities. Drawing from his experience as manager and special adviser at several authorities, institutions and organizations in Sweden, Olsson has great understanding of the Swedish society. He is also the author of many articles and an active participant in the national debate in Sweden. With a university degree in economics and postgraduate studies at Harvard, Olsson manages to communicate meaning and effects of macroeconomic figures and is often seen in Swedish media. Clas Olsson has extensive international experience and speaks English and French.



Denis PENNEL is a well-recognised expert of labour market at European and global level, based on his long term experience in the field of labour and industrial relations. He is the author of the book "Travailler pour Soi" ("Me, myself and I at Work") published in France by Seuil and is regularly invited as a speaker for forums, hearings or conferences. Denis Pennel was appointed as Managing Director of Ciett in 2005. In his role, he is in charge of executing the day-to-day activities of the Confederation and promoting the interests of the private employment services industry before international institutions, such as the

European Union (EU), the International Labour Organisation (ILO), the World Bank or the OECD. As former Corporate Communications Director of Manpower France (1998-2005), Denis Pennel brings to Ciett broad knowledge and experience in the private employment agency sector. Born in 1966, he graduated from the French Institute of Political Studies ("Sciences Po Paris") and subsequently started his career in Paris in 1989 within the Communication Group BDDP/TBWA as PR manager. In 1991, he moved to London to work as a consultant for Financial Dynamics, one of the largest specialist communications consultancies in the UK. In 1993, he came back to Paris to join the accounting and consulting firm Deloitte, as Head of Information and was recruited five years later by Manpower France. At the EU level, Denis Pennel is a Board member of ESCO, the European Commission project to set up a taxonomy on skills and competences. He was also appointed as a chair to several working groups managed by DG Employment and is a regular speaker/panellist during conferences organised at EU or global level. Denis Pennel is a member of several Brussels-based think tanks, including CEPS (Center for European Policies and Studies) and EPC (European Policy Center) for which he actively contribute to their activities. He has published many articles and opinion pieces related to the functioning of the labour market. He is a member of the Cercle de Lorraine business club (Belgique).



Gabriella PERSSON TURDELL is an experienced manager within the Swedish Public Employment Service. She is currently Employment Office Manager at the Ljusdal branch of the Swedish PES, a small mid-Sweden municipality. Gabriella has worked in many different areas of the Employment Service during the past 20 years and is very interested in development and collaboration issues.



Janine PITT was appointed to the position of Minister-Counsellor (Employment) in July 2013. Prior to her appointment, Janine held senior positions within the Employment, Education and Workplace Relations portfolio including legislation and policy development, national procurement arrangements. Janine's career has seen her deliver new policy focused on regional assistance and the development of innovative, place-based strategies tailored to the individual circumstances of particular economic areas. She has managed national Work Experience programs, complex jobseeker activation and compliance activities, initiated reform to the national employment contract management framework and sought to develop and promote talent along the way. She has also worked in Ministerial Offices in our Parliament House in Canberra. Immediately prior to commencing in her current role Janine was the State Manager for New South Wales (NSW) and Australian Capital Territory (ACT) in the Department of Education, Employment and Workplace Relations (Commonwealth).



Ilona RAUGZE completed her studies at the University of Latvia obtaining a Bachelor's degree in political science in 2002. In 2003 she graduated from the Central European University and received a Master's degree in political science and political economy of post-communist transition countries. Since 2003 she has been working at the Ministry of Regional Development and Local Governments (currently the Ministry of Environmental Protection and Regional Development). She has taken different administrative roles related to the regional development policy field. Since May 2012, she has been a Deputy State Secretary at the Ministry of Environmental Protection and Regional Development of Latvia. She is responsible for leading and coordinating the work of the regional development sector on the issues of regional policy, development and supervision of local governments, territorial development (including spatial) planning. The main responsibilities of her sector are elaboration and coordination of regional policy of Latvia, programming EU funds' support for regional development, developing the system of local self-governments, providing methodological guidance for regions and local municipalities in development planning process, and representation of national position at the EU level on the issues of territorial cohesion and urban development. Ms. Raugze has been an active participant of the EU level intergovernmental work on territorial development issues and during the past 5 years and has become an international expert on regional development issues in the framework of a number of capacity-building projects.



Ariane RODERT is the Vice-President Group III of the European Economic and Social Committee (EESC) and the EESC representative in the European Commission high level expert group on social business (GECES). As a Swedish member of the EESC she represents Forum for Voluntary Social Work and Famna. Ariane's key area of expertise in the EESC and at European level is social enterprise and social economy for which she has drafted key opinions. She holds a Master of Science degree in Business and Economics from the University of Stockholm.



Christina ROSENGREN GUSTAVSSON has been employed at the Swedish Public Employment Service (PES) since 1978. She is a senior advisor at the head office responsible for the coordination of the cooperation with the Swedish Prison and Probation Service. This cooperation consists of employment officers working in the prisons as well as in the probation offices. She is also responsible for coordination of Krami which is cooperation between municipalities, the probation and the employment service in 21 cities in Sweden. Christina's background is a Bachelor of Arts from the University of Lund in Sweden. She has been working in many different positions and areas in the Public Employment Service in Sweden as well as in different international projects.



Tania SARMIENTO is an International Adviser at the Public Employment Service, Sweden. She works primarily with EU-affairs and WAPES.



Janne SAVOLAINEN is a Planning officer at the Ministry of Employment and the Economy. She has worked intensively with the Finnish Youth Guarantee since the national Youth Guarantee working group began to design the program in 2011. She works with issues regarding youth employment and lifelong learning.



Frank SCHOCKAERT studied languages (Dutch, English) at the University of Ghent (combined with the teacher course). In 1999 he started working for VDAB Sint-Niklaas: the first 12 years he initiated and monitored a variety of projects for job seekers (including vocational trainings, counselling) as a function of the labour market's needs. These projects all were outsourced which means that networking was an important part of the job. For the last few years, he has been part of the team of provincial experts client processes for East-Flanders. His main areas of work are supporting VDAB counsellors, facilitating the transition between education and the labour market and managing the guide lines regarding counselling, orientation and education for the province.



Martina SCHÖNBORN-WALDORF is the head of the Regional Agency for Labour Market Politics in cooperation with the City of Bonn and the Rhine-Sieg District. She has twenty years of extensive experiences with issues of employment and labour market development. With the regional agency, she supports all regional activities connected with developing and implementing the European Social Fund programs in close agreement with the Labour Ministry of North-Rhine-Westphalia. She is the project manager of the "Alliance for Professionals Bonn/Rhine-Sieg" and with that an expert in networking with different local, regional and national stakeholder and authorities in economic and employment politics. She has been a member of the OECD LEED Forum since 2009.



Jens SIBBERSEN is currently the Manager of the Career Centre at the Jobcentre Copenhagen in the Municipality of Copenhagen, Denmark. He has career and experience in political and administrative work within the employment field in the public sector in central administration and local government and was instrumental in the design and implementation of Youth Employment Policy. At present he has a strong focus on performance management and how to frame innovation within the public sector. His current role as Manager of the Career Centre focuses on unemployed academics of all ages with a strong focus on

graduates and long term unemployed and bridge building to educational institutions and companies with a growth potential and good employment perspectives. Jens has extensive international experience providing consultancy services in the labour market field within the EU and the ILO; he is at present involved in the design and testing of active labour market measures in Azerbaijan for the Ministry of Labor and Social Protection of Population. He has a Master of Law and Master of Public Administration.



Noel Zanoxolo SICWEBU worked as an educator and lecturer of economics before he joined the South African Department of Education, where he worked as a specialist focusing on teacher training or educator development. He joined the Department of Labour in 2005, as a Director of National Skills Development Strategy. His responsibilities in this portfolio included leading the development process of National Skills Development legislation and implementation, monitoring and evaluation of Skills Strategy. This included planning and evaluation of poverty alleviation projects. In 2010 he was appointed in the Public Employment Services with focus on legislation development. He was later directly tasked with managing the programme - Work seeker services, at Chief Director level. During this time he led projects that include development of the employment services system

of South Africa (ESSA) and registration and placement of work seekers in employment and self-employment. In the past few years, he developed close relations with the Swedish Public Employment Services and SIDA, which enabled training and development of a number of South African public employment services staff through SIDA coordinated programmes. Noel has a Master's degree in Education, from the university of South Africa, a Masters in Business Administration, and is currently enrolled for Phd studies towards Dlit et Phil.



Sally SINCLAIR is the CEO of the National Employment Services Association, the peak body for the Australian employment and related services industry. Sally has been instrumental in informing key stakeholders on addressing Australia's employment and inclusion challenges including strengthening the integration of employment, education and training, and increasing employment of disadvantaged job seekers including Indigenous job seekers, people with disabilities, long term unemployed, youth and mature aged. Sally has extensive expertise in the design, development and delivery of employment and related services. Her experience spans the not for profit and for profit sectors, as well as numerous government appointments. Among her expert roles, Sally is a member of the Welfare System Reference Group and the Civil Society 20 (C20) Steering Committee, and co-chairs the C20 Inclusive Growth and Employment Working Group. Sally is also a

Board member of the OECD LEED Programme's Forum on Partnerships and Local Governance and is an expert advisor to the OECD LEED Programme's Employment and Skills Strategies in Southeast Asia (ESSSA) initiative. Sally holds a BSc (Hons) from the University of Melbourne, majoring in neuropsychology.



Lisa SIPARI works at the Educational Centre of the Gothenburg Region Association of Local Authorities (GR), a co-operative organisation uniting thirteen municipalities in western Sweden. Lisa's main focus is on managing projects focusing on school development, leadership development and organizational development. Lisa is project manager for the "Innovation Hub", which aims at bringing together statistics, relevant research and literature, and methods developed within the project, in connection with dropout prevention. Lisa has previously worked as development leader of the school in a local authority close to Gothenburg.



Maria STOCKHAUS is Deputy Mayor in the Municipality of Sollentuna and Chair of Education Committee at Swedish Association of Local Authorities and Regions.



Denis STOKKINK is a trained economist with a comparatively broad and rich professional experience. His position as consultant for the Belgian Secretary of Labor allowed him to actively participate in the Belgian presidency of the European Union in 2001. Since 2003 he is the president of the European Think Tank Pour la Solidarité. He also is administrator of numerous social economy organizations in Europe and provides essential knowledge on socio-economic European politics to several Belgian and French training organisms. Pour la Solidarité (PLS) is a European non-governmental organisation, constituted as a think tank. It provides information and support to European citizens, economic and social organizations and public authorities. In constant relation with the European Institutions, Pour la Solidarité is a place for thoughts and actions. This organisation aims to

develop solidarity - all forms of solidarity - through a specific démarche, which is to create networks of competences, or European poles of "linking", between the 5 majors key actors of the society namely companies, public authorities, trade unions, associations representing civil society and universities. Pour la Solidarité has a strong experience in European affairs and relies on a large network of partner organisations on local bases as well as on a transnational level.



Robert STRAUSS entered the European Commission in 1985. He spent the next 15 years in DG Industry/Enterprise working in the areas of steel, chemicals, cars and trade negotiations and joined DG Employment in 2001 as head of the Knowledge Society unit. From 2004 until 2010, Robert was Head of Unit for Employment Strategy and, since 1st January 2011, is Head of Unit for Employment Analysis providing analytical input into the employment related aspects of the Europe 2020 Strategy. Current priorities include the appropriate labour market measures for exit from the global crisis and ensuring job-rich recovery and growth and the employment aspects of the move to a low carbon economy.



Jon STRATH is a Policy Officer at Directorate General for Employment, Social Affairs and Inclusion Unit C3 – Skills, Mobility and Employment services, European Commission. He manages the Commission's PARES initiative – Partnership between employment services – with the aim to encourage an EU-level strategic dialogue between Employment Services on policy implementation and delivery issues. His previous experiences include coordination of the Swedish Public Employment Service's collaboration with stakeholders for the provision of complementary employment services to jobseekers.



Jan-Eric SUNDGREN joined the Volvo Group in 2006 as executive vice president for public and environmental affairs and is since spring of 2013 Senior Adviser to the CEO. He holds a PhD in Materials Physics and a Professorship in Thin Film Physics from Linköping University. Prior to joining the Volvo Group he was President of Chalmers University of Technology between 1998 and 2006. He is also a board member Hogia AB and chairman of the board for the Swedish Technical Research Institute SP.



Elisabeth SVANTESSON has been Minister for Employment since 2013. She has a Licentiate in Economics from Örebro University. Elisabeth Svantesson has previously been chair of the Parliamentary Committee on the Labour Market, Vice Chair of the Bank of Sweden Tercentenary Foundation and member of the Swedish National Audit Office Parliamentary Council.



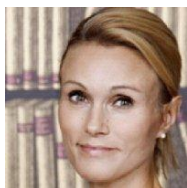
Emily SVÄRD works as a youth employment strategist at the Swedish public employment service. As a youth employment strategist she has taken on a large role in managing various methodological issues and projects to support young people in Sweden. She represents the Employment Service in various official networks discussing youth issues in Sweden and abroad. She has been on expert missions to Cambodia, stationed in Phnom Penh to develop guidelines on how the National Employment Agency in Cambodia could improve their work with young people. Last year she was asked to moderate a WAPES workshop in Stockholm. Emily's has a bachelor degree in social work from the Mid Sweden University.



John SWEENEY is a senior policy analyst with Ireland's National Economic and Social Council (NESC). He has lectured at third level, worked as a consultant and been centrally involved in action-research promoting local economic development. He has authored several major reports (including the 2006 NESC study, The Developmental Welfare State) and serves on several advisory bodies to Irish government departments.



Carol TAYLOR is Director of Development and Research at NIACE (The National Institute for Adult Education) England and Wales. Carol has 30 years' experience teaching, managing and leading in adult and family learning. She was Director of the Basic Skills Agency, merging it with NIACE in 2007. Carol has served on a number of national bodies concerned with basic skills, with family literacy, language and numeracy, community focused provision, the National Years of Reading and was a founder member of the Forum for Strategic Literacy Partnerships. She is a Trustee of Booktrust.



Anna TERNBERG is the director of studies at Nackademin Yrkeshögskola (Higher vocational education). Nackademin offers higher vocational education within areas such as Construction, Information Technology, Design and Business/Communication and combines students expectations of high quality education and businesses demand of qualified competence. Anna has long background from leading positions within the Swedish education system and has worked in schools from the elementary to adult education level.



Tord TOPSHOLM is educated at the Royal Institute of Technology and has previously worked at EnterCard as Operations & IT Director for four years. Before that he spent nearly seven years at the British Telecom, the last four as Head of Product Management in London. He works has worked as the Head of Sales & Service at Swedbank since March of last year.



Thomas TOWNSEND is the founder and president of Townsend-Danis Advantage, specialized in assisting organizations develop and successfully implement strategy in complex policy environments. He is a Visiting Scholar at the Centre for Public Management and Policy, University of Ottawa. Immediately preceding his retirement from the Public Service Mr. Townsend was the Executive Head (Assistant Deputy Minister) of the Policy Research Initiative (PRI) now called Horizons Canada. Horizons Canada supports the Canadian Government with forward scanning, medium term analysis and research on emerging issues. Mr. Townsend has also worked with the Canadian Mission to the European Union exchanging policy advice with the European Commission and EU member states in areas related to health, labour market, social affairs and education. In

previous roles he was responsible for federal programs related to learning which included literacy, student financial assistance, learning technology, and academic mobility.



Ann VAN DEN CRUYCE has been head of the division of Labour Market Policy within the department of Work and Social Economy of the Flemish Government since 2001. She works in close cooperation with the Flemish ministers responsible for Work and Social Economy and different agencies (among them PES Flanders) in order to prepare or adjust policy initiatives. She is Belgian and has a background in applied research and statistical, staff and management functions within the Flemish government. Prior to joining the Flemish government she worked as a researcher for the Research Institute for Labour and Society.

She holds a MA in Commercial and Financial Sciences from the Flemish Economical High School (now called High School – University Brussels).



Eeva VESTLUND has been the Office Manager of the Public Employment Office Stockholm City since 2012. She has responsibility for allocation of resources and budget; operational planning and follow-up; development and implementation of strategies; local action plans; management of local managers and 130 staff; as well as regional and local internal and external cooperation. Eeva is also experienced in regional and national management.



Mats WADMAN was appointed as a director at the Public Employment Service in Sweden 1 December 2013. He is head of the Analysis Division. Before joining the public employment service Mats Wadman was Deputy Director General at Statistics Sweden. Earlier was a director at the Ministry of Labour where he was head of the unit for labour market research and head of the division for labour market policy. He joined the ministry of Labour in 1987 as Administrative Officer, having worked in the Public Employment Service since 1974 at different levels in many areas. He has a degree in economics from the University of Stockholm.



Thomas WENGHOLM is a lawyer who has worked in several governments such as County Administrative Boards in Gothenburg, where he was born, and in Gävle, some 150 kilometers north of Stockholm, The Companies Registration Board, The Railway Security Board, The Swedish Social Insurance Agency and The Swedish Employment Service. His first three years were at the legal unit and since the last five years he has worked with the labour market programmes. His specialities (although he's not sure anyone can call himself a specialist in these matters) are the the Youth Job Programme, the financial supports when

travelling to an interview or when getting a job or participating in different programmes outside their home counties. He is also responsible for the rules and practice of the Programme Start Your Own Business.



Karl WENNBERG is associate professor at the Stockholm School of Economics and vice president at the Ratio Institute. His research on entrepreneurship have received numerous international awards. His latest book "Knowledge Intensive Entrepreneurship" (Edward Elgar) investigates the conditions for growth-oriented entrepreneurship. He is active as an advisor for international organizations and corporations.



Simon WILLIS is CEO of the Young Foundation. Simon grew up in Australia and worked with the CND, the Quakers and Amnesty International before studying PPE at Oxford. Simon spent several years as the Director of a large disability charity, and worked at the DWP and HM Treasury as head of financial crime. While spending the last decade building and leading a global social innovation group at Cisco Systems, Simon started several non-profits including ones focused on urban sustainability and social innovation. He has also worked closely with a number of governments on their citizen engagement and large-scale open innovation strategies.



Stacey J YOUNG, PhD, is the Co-CEO and Academy Director at the Rebellion Gallery and Art Academy of Toronto, Canada. Stacey Young has worked for 20 years in research, policy and program design in higher education with a focus on the needs of students in with financial need. Stacey spent several years working either with or at Pathways to Education Canada, an internationally recognized after-school program that increases the likelihood and capacity of at-risk kids' completing high school, enrolling in post-secondary education and more fully realizing their potential as graduates and citizens. Stacey also worked for the provincial government for a decade, where she designed and worked with colleges and universities to increase the participation rate of under-represented students in the PSE system. She has recently chosen to shift attention to her local

community and the educational, recreational and child-care needs of children in the Leslieville neighborhood by opening an art academy that specializes in complementing the more formal arts curriculum in the school system. While at Pathways, as National Director of Research and Evaluation at Pathways to Education Canada, Stacey redesigned the evaluation mechanisms of the program and conducted and/or led a number of research and evaluation projects that resulted in a greater understanding of the variability of the communities in which Pathways programs were located, as well as helped redesign some of the program elements to match that variability. Until recently, Stacey holds the designation as an Adjunct Professor in the Department of Adult and Higher Education at the Ontario Institute for Studies in Higher Education at the University of Toronto.