

Workshop

NO TALENT LEFT BEHIND

Building Inclusive Labour Markets through Regional Skills Strategies



13 October 2026



16:00 to 17:30



Trøndelag European Office

Bld Bischoffsheim 15, 1000 Brussels



**INCLUSIVE
LABOUR MARKETS**



**LIFELONG
LEARNING**



**SKILLS
FOR ALL**



**REGIONAL
COOPERATION**



**LABOUR MARKET
PARTICIPATION**



An initiative of:



Supported by:



25 Years of Lifelong Learning Together



| www.earlall.eu

AGENDA

No Talent Left Behind

Building Inclusive, Labour Markets through Regional Skills Strategies

- 16:00 Welcome by **Håvard Tangvik**, **Trøndelag European Office Director** and **Madeleine Jonsson** EARLALL's President and Chair of the Environment and Regional Development Committee, Region Västra Götaland, Sweden)
- 16:05 Opening keynote: From skills policy to inclusive labour markets – the European perspective
- **Andreea Diana Spiridon** from the European Commission's Directorate-General for Employment, Social Affairs and Inclusion
- 16:15 Keynote: From Ukraine to Belgium – building opportunities through entrepreneurship
- **Anna Ponomarenko**, Founder, Beercrackers
- 16:25 From Skills to Inclusion: What Does a Regional Strategy Look Like in Practice?
- **Trøndelag County (Norway)**: Geir Gran, Senior Adviser at Trøndelag County Authority, Trøndelag and Bjørn Leo Finanger, Senior Adviser at Trøndelag County Authority (Norway)
 - **Schaerbeek (Brussels, Belgium)**: Christophe Marthoz, Senior Adviser – Partnerships and Projects, Department of Social Emancipation, CPAS de Schaerbeek - OCMW van Schaerbeek (Brussels, Belgium)
 - **Baden-Württemberg, Germany** : Andrea Bernert-Bürkle, Head of EU Projects at Volkshochschulverband
- 16:55 Building inclusive labour markets: What happens when skills are no longer enough?
- 17:25 Closing: from good practices to policy lessons
- 17:30 Networking cocktail.

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Welcome



HÅVARD TANGVIK

Trøndelag European Office
Director



OPENING

Europe cannot afford to leave talent behind



MADELEINE JONSSON

EARLALL's President and Chair of the
Environment and Regional Development
Committee, Region Västra Götaland, Sweden)

KEYNOTE

From skills policy to inclusive labour markets – the European perspective

How can skills policy become a stronger instrument for labour-market inclusion, and what role should regions play in designing and implementing this?



ANDREEA DIANA SPIRIDON

European Commission

KEYNOTE

From Ukraine to Belgium – building opportunities through entrepreneurship

A personal perspective on migration, skills, entrepreneurship and building a business from scratch. Anna will share her journey from Ukraine to Belgium and the story behind Beercrackers, from an idea to an award-winning Belgian start-up.



ANNA PONOMARENKO

Founder, Beercrackers

From Skills to Inclusion: What Does a Regional Strategy Look Like in Practice?



Skills strategies, employment pathways and partnerships can help people at different distances from the labour market



From **basic skills and digital literacy** to training, employment and entrepreneurship opportunities.



Concrete tools: training vouchers, individual learning accounts, financial support, flexible learning opportunities or other mechanisms that help people access skills and employment.

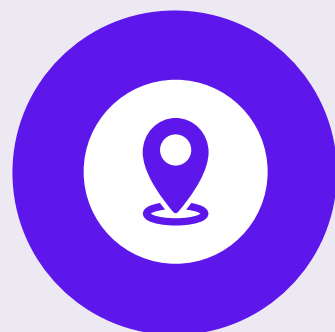


OUR PANEL



Trøndelag County (Norway)

- **Geir Gran**, Senior Adviser at Trøndelag County Authority, Trøndelag
- **Bjørn Leo Finanger**, Senior Adviser at Trøndelag County Authority (Norway)



Baden-Württemberg, Germany

- **Andrea Bernert-Bürkle**, Head of EU Projects at Volkshochschulverband



Schaarbeek (Brussels, Belgium)

- **Christophe Marthoz**, Senior Adviser – Partnerships and Projects, Department of Social Emancipation, CPAS de Schaerbeek - OCMW van Schaarbeek (Brussels, Belgium)



No Talent Left Behind



Bjørn Leo Finanger
Geir Gran

Brussels,
13.10.2026

About us

We are both Senior Advisors at **Trøndelag County Council**, working in the field of regional skills and workforce development.

Our role is to strengthen the alignment between education, working life, and the region's future skills needs.



From Skills to Inclusion

Our values



Most people want to work,
and work is good for your health.



**Everyone who wants to work
can work,** given the right
support and adaptation.



Our societal challenges



A lack of labour will be
one of the biggest challenges
in the years ahead.



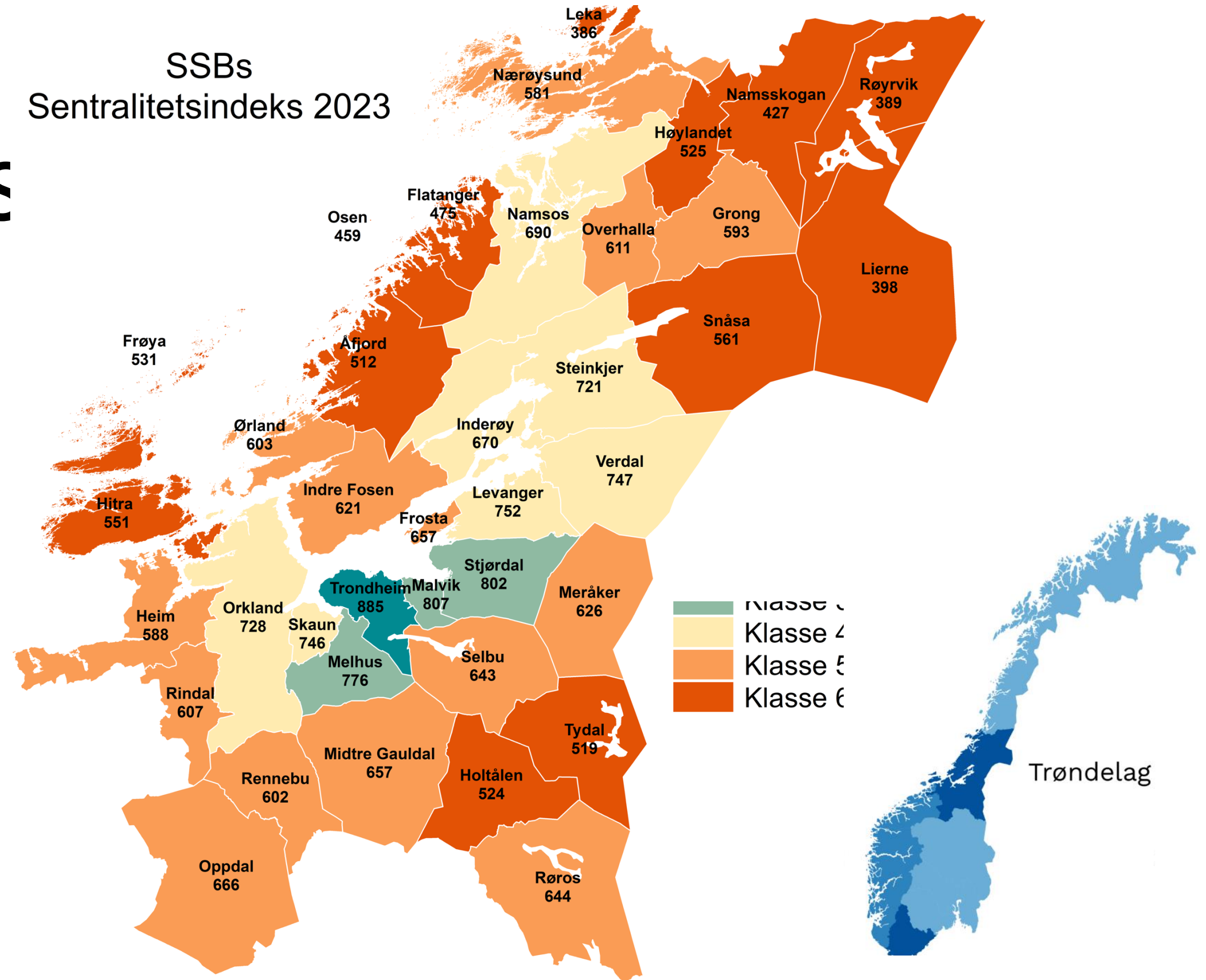
**We must get as many people
as possible into work,**
and everyone needs to work
a little longer.



Trøndelag facts

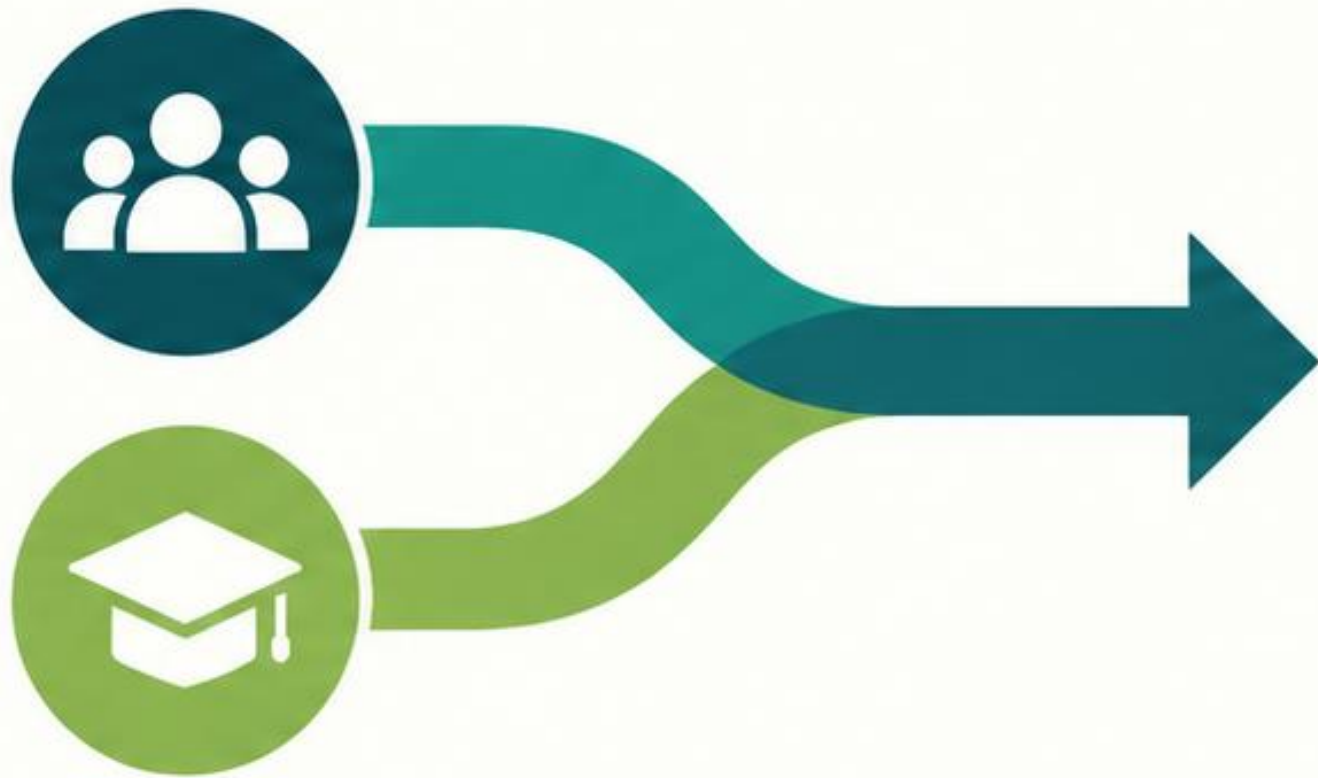
- 38 s, mostly rural (more red =municipalitie more rural)
- 487 000 inhabitants
- Largest city is Trondheim (218 000 inhabitants)

SSBs
Sentralitetsindeks 2023



Two Models of Inclusion

**The Trøndelag model –
two separate challenges
treated as one**



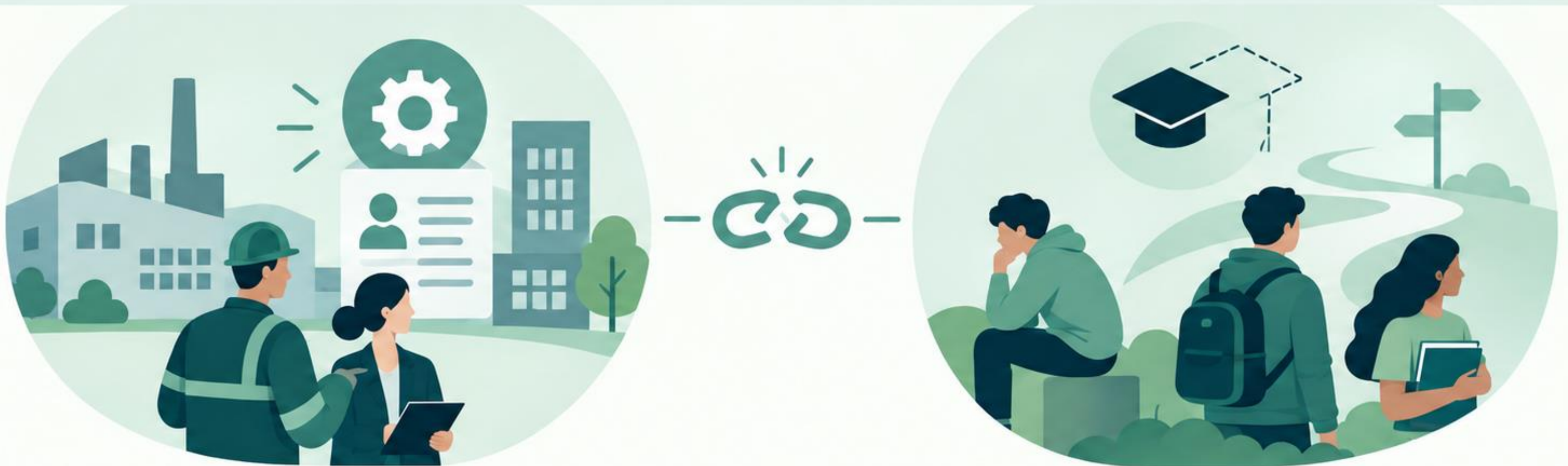
**Decentralised nursing
education programme**



The Trøndelag Model

The starting point was two challenges that are usually addressed separately:

Companies faced a shortage of skilled workers – while many people were outside the labour market and had not completed their education.



The solution: Upskilling and reskilling

Target groups



1

People currently out of work or in need of reskilling to keep working



2

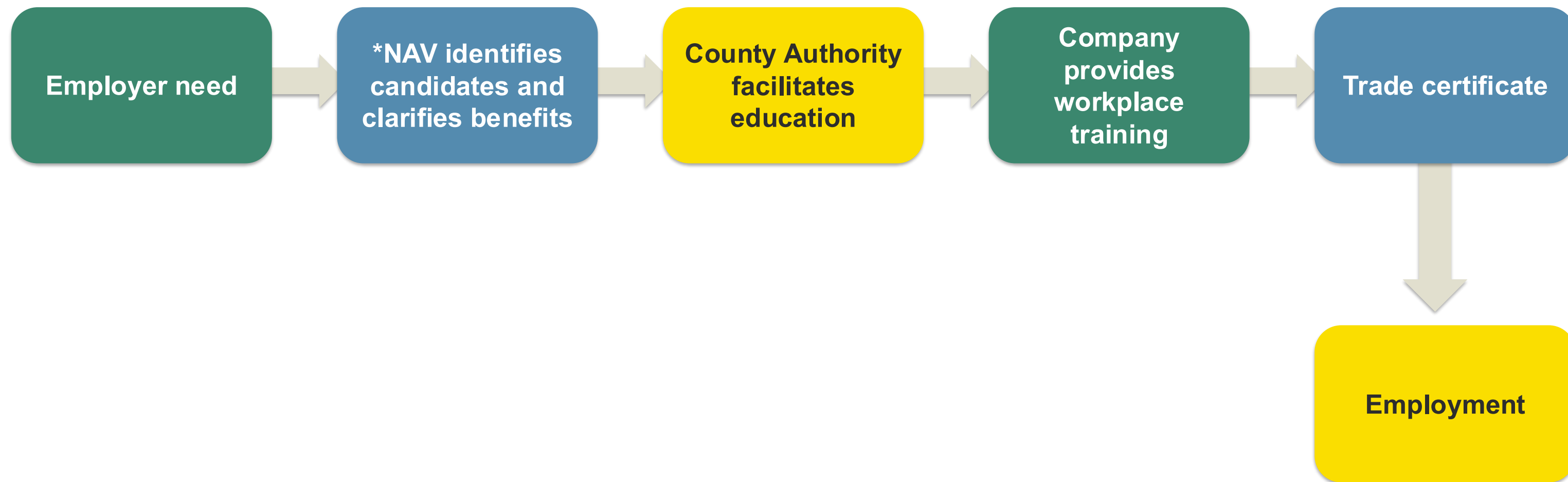
Individuals with a lot of practice, but no formal education



3

Drop-outs from school who want to explore a more work-based path to qualification

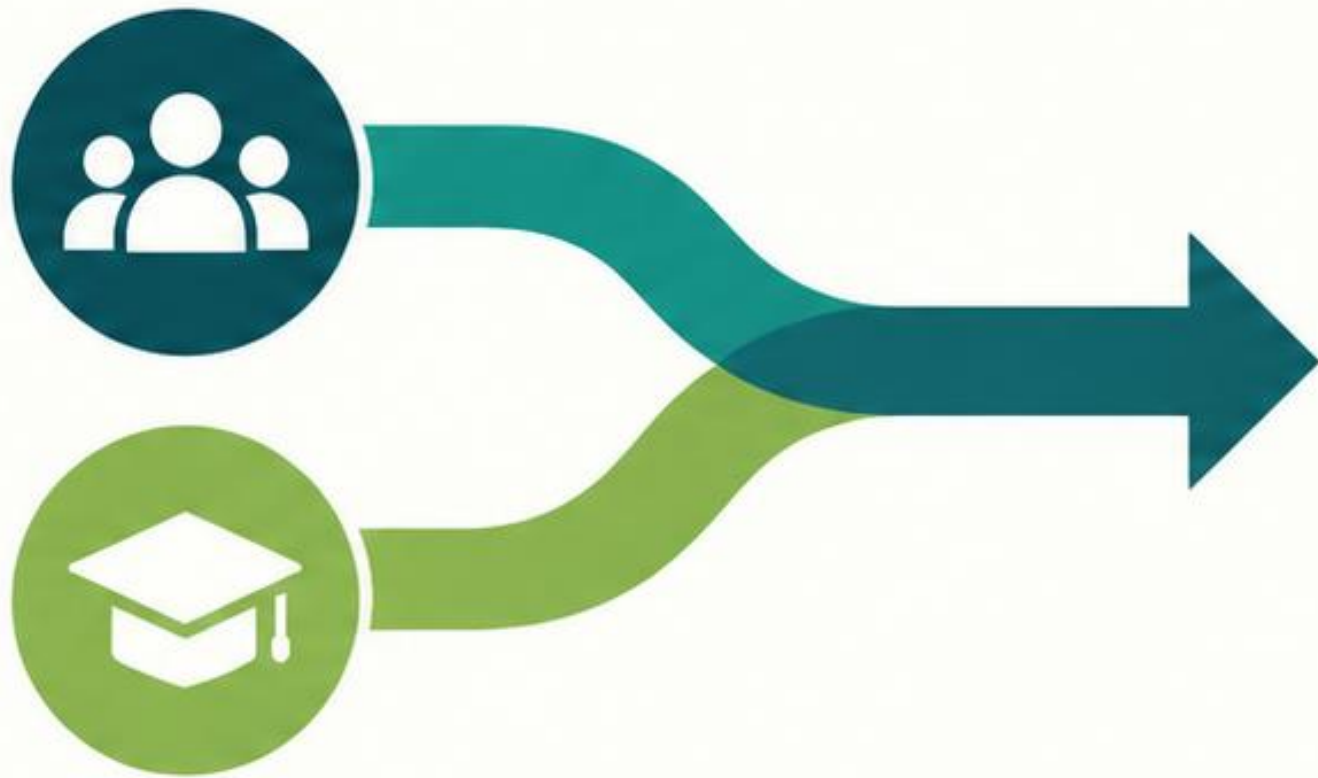
Step by step



***NAV = Labour and Welfare Administration**

Two Models of Inclusion

**The Trøndelag model –
two separate challenges
treated as one**



**Decentralised nursing
education programme**



Local people. Lasting solutions.

Building a sustainable healthcare workforce

THE CHALLENGE



Rural municipalities struggle to recruit qualified healthcare staff.

THE OUTFLOW



Many newly qualified staff move to more central areas after a few years.

THE UNTAPPED POTENTIAL



Unskilled and lower-qualified staff are already working in local services. They are often established in the community.

THE SOLUTION



Part-time education programmes adapted to work and care responsibilities.

THE RESULT



Employees with both practical experience and formal qualifications – who stay in the region.

EXAMPLE



Decentralised nursing programme in Orkanger.

Decentralised nursing education programme

- In **August 2025**, the programme was officially launched in Orkanger municipality.
- A part-time nursing programme with intensive study sessions and local clinical placements.
- **Nord University** is the education provider in collaboration with the local study centres in 3 rural regions.



What it all comes down to:

“If one is truly to succeed in leading a person to a specific place, one must first take care to find him where he is, and begin there.”

– *Søren Kierkegaard*



CPAS: A Unique Model of Social Protection

10,000+ active social welfare cases
Guaranteed minimum income (Living Income)
Social support, healthcare, housing, debt mediation and employment integration
One institution from income support to employment



IMPROVING ACCESS TO RIGHTS



OUR ROLE BEGINS LONG BEFORE A PERSON SUBMITS AN APPLICATION FOR SUPPORT

First Contact: Understanding the Whole Situation

Housing

Health

Income

Family context

Administrative
difficulties

Education and
work history

Stabilisation Comes First



HOUSING SUPPORT



DEBT MEDIATION



UTILITY AND ENERGY
GUIDANCE



HEALTHCARE ACCESS



INCOME SUPPORT



ADMINISTRATIVE
SUPPORT

Building Skills and Confidence

- Literacy
- Language learning
- Digital skills
- Self-confidence
- CybeRogier: 784 users, 1,869 visits



Personalised Vocational Integration Pathway

3000 people followed in the Department



CAREER PROJECT DEFINITION



TRAINING AND UPSKILLING



JOB-SEARCH SUPPORT

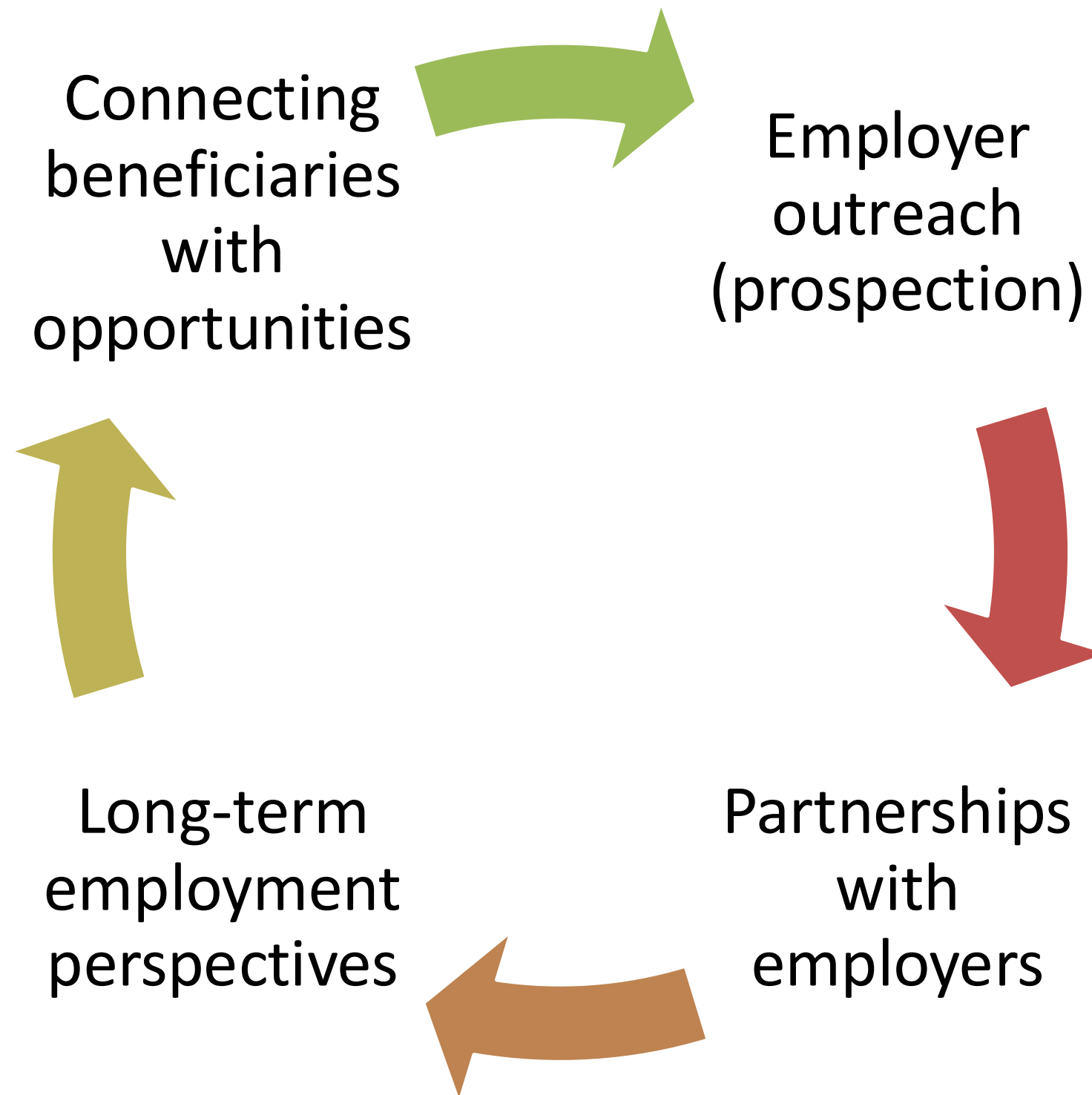


TAILORED PATHWAYS

Learning Through Work: Article 60



Building Bridges to Employment





Employment
Starts with
Access to
Rights

- Access to Rights → Assessment →
Stabilisation → Skills → Vocational Integration
→ Article 60 → Employment → Autonomy

No Talent Left Behind

- Talent is rarely the problem. Barriers are.
- Employment starts with access to rights.



From Skills to Inclusion

The New Baden-Württemberg Pathway: Skills-development of Immigrants from Day 1

Andrea Bernert-Bürkle, vhs BW

Interreg
Europe



Co-funded by
the European Union

SALAM

Baden-Württemberg (BW)

Facts and figures

- One of the 16 German Bundesländer
- 11.2 million inhabitants
- 3.7 million people with migration background (34 %)
- Capital city: Stuttgart
- Highly industrialised region (Mercedes Benz, Porsche, BOSCH etc.) → transition!
- Slowly increasing unemployment rate:
BW: 4.8 %, Germany: 6.5 % (August 2026 / national statistics)



I. Transition & Change

„Times of crisis are times for education“

- Job cuts, prevalent in automotive sector
- Need for skilled workers, e.g. health, nursing, childcare, education, crafts, logistics, gastronomy, mobility, engineers, esp. to support digital, green, and infrastructure transition
- Migration as a solution?!
- **Guidance and training required!**

Autoindustrie
Porsche-Chef kündigt weiteren Stellenabbau an
11. März 2026, 7:52 Uhr | Lesezeit: 3 Min. | 59 Kommentare



Bosch baut 22.000 Stellen ab: Elektromobilität zwingt Zulieferer zum radikalen Umbau

03. Oktober 2025 | Markt und Mittelstand Redaktion

Digitalisierung und E-Mobilität setzen Zulieferer massiv unter Druck: radikaler Wende.



Stefan Grosch (r), Geschäftsführer und Arbeitsdirektor der Robert Bosch GmbH, spricht bei einer Pressekonferenz über Stellenabbau den Konferenzraum. Linke: Bereichsvorstand Power Solutions der Robert Bosch GmbH. (Foto: pressphoto)

STAATSANZEIGER
Wochenzeitung für Wirtschaft, Politik und Verwaltung in Baden-Württemberg

Arbeitsmarkt

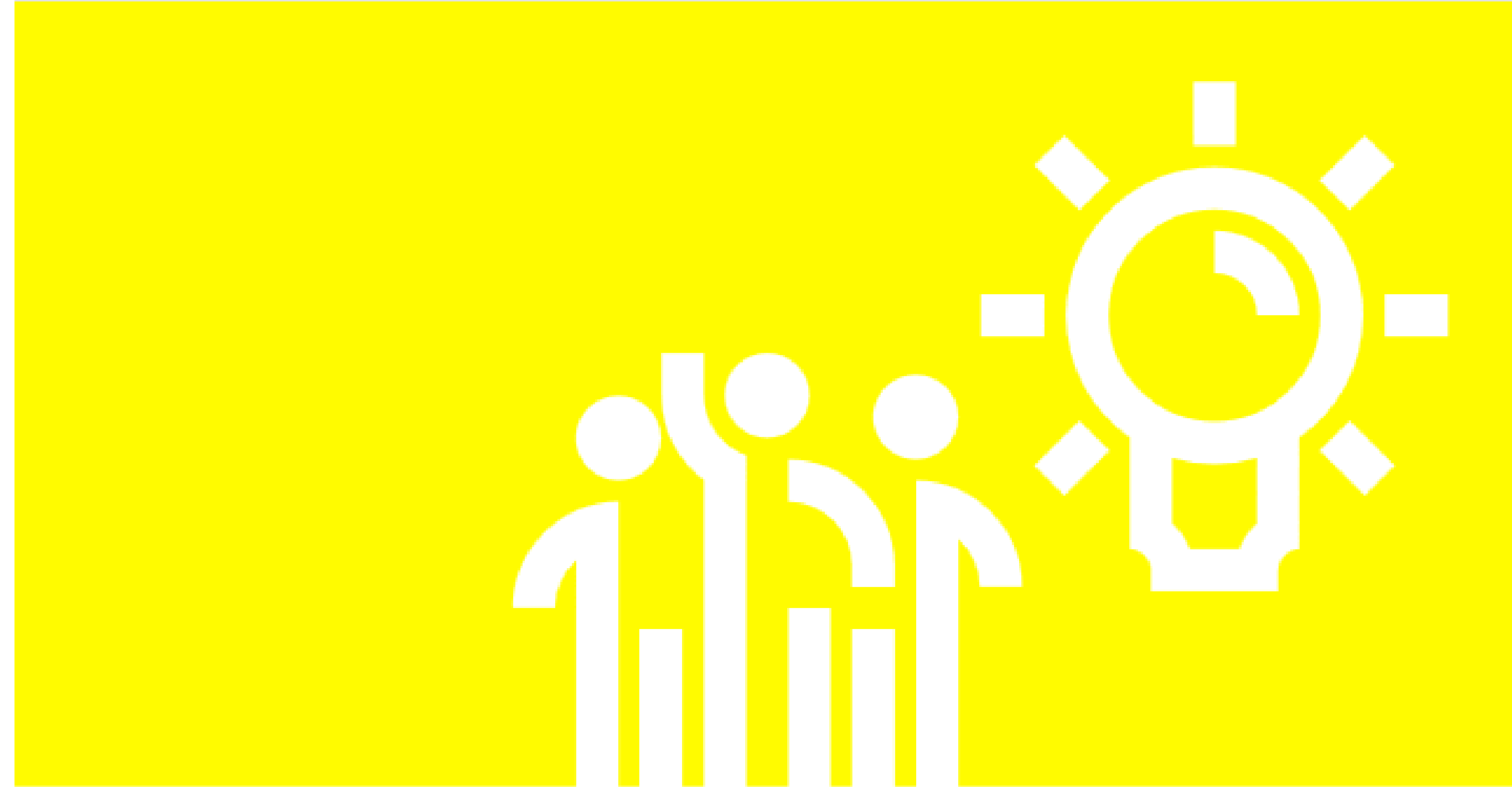
Zuwanderer lindern den Fachkräftemangel in Baden-Württemberg
Die Zahl der qualifizierten Arbeitskräfte aus Nicht-EU-Staaten, die in Baden-Württemberg tätig sind, hat sich innerhalb von vier Jahren verdoppelt. Das hat das Wirtschaftsministerium jetzt mitgeteilt.



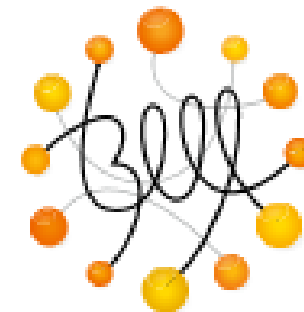
The Alliance brings together around 40 umbrella organisations, institutions, and providers from the fields of general, vocational, and academic continuing education, as well as six ministries of the State of Baden-Württemberg.

Holistic approach with 5 thematic topics:

1. Democracy education and social cohesion
2. Demographic change and securing skilled labour
3. Participation through education and qualification
4. Digitalisation, media literacy, and Artificial Intelligence
5. Education for sustainable development



Alliance for Lifelong Learning



II. New strategy of the Alliance:

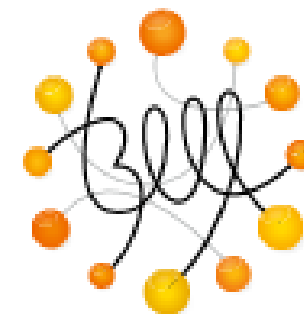
Further.Educate.BW – Together for the future. The goals of the Alliance for Lifelong Learning 2026 - 2030

Target concerning immigrants:

“Supporting migrants. The early assessment of educational backgrounds and language skills should be implemented more intensively in order to develop tailored further education opportunities. At the same time, continuous, individualized guidance should be established to provide orientation, promote participation, and strengthen the bond between immigrants, businesses, and educational institutions.”



Alliance for Lifelong Learning



BÜNDNIS FÜR LEBENSLANGES LERNEN

III. Skills-development of immigrants from Day 1

Implementation currently on its way

Asylum seekers and refugees

- **Wegweiserkurse/Roadmap courses**
Immigrants' language, in refugee camps: **overview education system and language training Germany, skills reflection**
- **EOK/Initial Orientation Courses**
Incl. group guidance www.lnwbb.de, offer of individual educational and career guidance incl. AI based skills-assessment, creation of individual pathway to German, recognition, (further) education and training, fast-track to work,
- **Participation in education and training and/or work**

Work/other immigration

- e. g. AI based skills-assessment
BW educational and career guidance network www.lnwbb.de
- **IQ network/Valikom: Recognition of foreign training/studies, validation of prior learning**
- **Integration classes, vocational language classes, fast-tracks to work (e. g. Tübinger Model, BEST)**

34,
job school
nursery
assistant

24, continues
German up to B2,
dual VET as
perspective

Valeria, 38,
starts new career,
VET training
as a nurse

Volodymyr, 54,
electrician, now
working for a
mobile phone
doctor

Valentyna, 61,
still looking for a
volunteer job in
a library

Sofiia, 21, Ukrainian
school graphic design,
German school VET
communication assis-
tant, part-time job as
project assistant incl.
graphic work



Skills-development is very individual – find the key for every person!



vhs association (vhs BW)

The Volkshochschulverband Baden-Württemberg is the association of the 158 Volkshochschulen and their 626 local branches.

www.vhs-bw.de



Regional Educational and Career Guidance Network

Offers guidance free, neutral, individual

Network coordinated by vhs BW on behalf of the BW

Ministry of Education

More than 200 guidance offices, hosted by a large variety of stakeholders

Network as a result of the Alliance of Lifelong Learning

<https://bildung-bringt-weiter.de/en/>

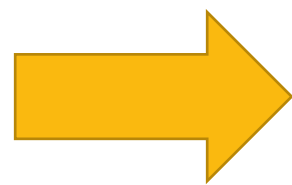
LNWBB



Landesnetzwerk
Weiterbildungsberatung BW

Thank you

for your attention!



Andrea Bernert-Bürkle
bernert-buerkle@vhs-bw.de

Building inclusive labour markets: What happens when skills are no longer enough?



Moderated conversation bringing together the European, entrepreneurial and regional perspectives.



Discussion question: What are the essential building blocks of an inclusive regional skills strategy?

Speakers insights



CLOSING

FROM GOOD PRACTICES

TO POLICY LESSONS



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