



WAPES Strategy 2015-2018

Background Information

WAPES is an international platform of public employment services based on the values of not-for-profit organization, transparency, equal opportunities, high quality in service delivery and accessibility.

WAPES, bringing together around a hundred members and functioning as a hub of knowledge and interaction for 1 million staff worldwide, presents strategic and practical tools to public employment services as they command the fight against unemployment.

Requirements of Today's Framework

Globalization makes jobs more accessible and skills more diverse. International business has opened more doors to job seekers moving over borders and between qualification levels. Many workers in remote world regions or difficult social environments have acquired the opportunity to get out of poverty through micro-employment and remote training that years ago did not exist. Modern technologies like social networks and robotics spread education and create new jobs.

Public employment services have been at the heart of helping the most vulnerable groups on the labor market and with supporting the matching of skills. The new world of work is challenging capacity and services of labor market actors all over the world. Public employment services in particular need to update their strategy and portfolio in order to improve the quality of jobs, as well as the provision, development and mobility of skills.

In line with the developments mentioned above; WAPES, as a very reason of its existence, aims to serve as an umbrella organization where PESs can communicate and collaborate. Compiling and disseminating the policies, practices and tools used by its members; WAPES constitutes a unique international platform for employment related issues globally.

Vision

The vision of WAPES is to be the first reference point for labour market policies in the World, with the contribution of all members, and in communication with the globe. WAPES seeks new ways to create more value added and more interaction for its members. WAPES will continue to support its members by using various tools such as sharing good practices, benchmarking, study visits, peer reviews, surveys, thematic expert committees and etc.



Strategies

The strategies for 2015-2018 to be followed by WAPES in line with the vision are:

- Act along the lines of a modern approach that upholds respect for **human rights**,
- Solid, yet, **flexible management** approach in order to best fulfill the needs of members,
- Help improve the efficiency of member PESs by increasing **interactions** and **experience/knowledge sharing**,
- Modernize the Association through the values of **transparency, accountability, credibility** and **accessibility**,
- Improve the **internal management** by increased involvement of members,
- Extend the hinterland and increase the effectiveness of WAPES by enrolling **new members** as well as activating the existing ones,
- **Interact** and **cooperate** with external stakeholders to achieve goals of WAPES.

Additionally, we will pay special attention to migration related challenges and opportunities in our labour markets throughout the next three years.

Objectives In order to accomplish these strategies, we aim to attain the following objectives;

- Become a more **visible** and **credible** international organization **referred** commonly in employment related issues,
- Achieve a more **sustainable** and **institutionalized structure** in every aspect; develop more transparent **standard procedures**,
- Increase the **capacity** of WAPES to assist its members,
- Ensure that functions of Executive Secretariat are maintained successfully; if necessary, through decentralized management mechanisms,
- Develop a **long-term strategy** to ensure a sustainable association,
- Better **promote** and **disseminate** the benefits of WAPES,
- Make being a member of WAPES a privilege with the **knowledge offered** and the **benefits acquired**,
- Reach all the territories and **attract new members**,
- Fulfill the objectives of WAPES **communication strategy**, strengthen and facilitate the **internal** and **external communication**,
- Connect and communicate with stakeholders including **international organizations**,
- A special emphasis will be given to **financial aspects** for keeping the Association resilient.



Tools

The concrete actions to materialize the strategies and reach the objectives mentioned above will include the following. Needless to say, with an open mindset willing to benefit from new ideas, WAPES will not be limited with the below mentioned actions and will assuredly enrich them by valuable contributions of all members.

Priority Level 1

- Keep exchanging knowledge and best practices,
- Encourage contributions of the members who are not actively taking part,
- Accelerate the acquisition of new members by enhancing and promoting the value of membership,
- Diagnose the needs of members and convey their expectations to WAPES
- Elaborate a strategy for the next decade with a cohesive approach,
- Form expert level platforms on various employment related issues, such as thematic expert committees,
- Share the outcomes of all activities with all members, promote our products (activities, studies, contacts, reports etc.),
- Elaborate and formalize the relations with international organizations and NGOs (such as the ILO, the World Bank, the European Union, the African Union, the Inter-American Development Bank, the OECD, the ASEAN and etc) through technical cooperation/joint activities/bilateral agreements. ;
- Produce reports and documents, by exploiting expertise and knowledge of our members as well as collaborating with third parties,
- Use new and enhanced tools in our internal and external communication,
- Focus on better preparation and supervision of activities,

Priority Level 2

- Support academic studies on selected themes and topics, via refereed journals, competitions, etc.
- Redistribute roles and redefine duties to achieve a transparent, accountable, accessible and sustainable institutional structure,
- Support and strengthen the Executive Secretariat with increased involvement of members and by allowing flexible and innovative methods,
- Improve the database and digital storage of accumulated work,



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Priority Level 3

- Promote regionally diversified actions while respecting the international aspect of WAPES,
- Increase the information flow to/from members using multiple and innovative channels,
- Establish an expert database to systematize and ease the interaction of members' staff working on similar issues,
- Organize trainings for PES staff,
- Establish stronger relations with international employer and employee organizations,