



State  
Employment Agency  
Republic of Latvia

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# WAPES EUROPEAN REGIONAL CONFERENCE

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CONCEPT NOTE



## **Defending the Future:**

### **PES Collaboration with Defence and Security Sectors**

Riga, Latvia | 14–15 October 2025 (Reception: Evening of 13th, Leisure Activity: Afternoon of 15th)

The WAPES European Regional Conference 2025, hosted by the State Employment Agency of Latvia ([NVA](#)), cordially invites you on the topic of **Enhancing Defence and Security Sector Resilience through Strategic PES Collaboration**.

**Introduction:** As employment and security needs evolve across Europe, Public Employment Services play an essential role in strengthening workforce resilience through strategic collaboration with defence and security sectors, including police services. This includes enhancing workforce preparedness, aligning skills development with sector-specific needs, adopting innovative recruitment practices, and supporting reintegration into the labour market for service personnel, including those recovering from injuries.

**Why Focus on Defence and Security Collaboration?** Defence and security sectors across Europe face increasing skill shortages and complex workforce development challenges. PES are uniquely positioned to address these challenges through coordinated efforts with national institutions, promoting robust, responsive, and skilled workforces. These collaborations also support effective career transitions and reintegration for retired and injured personnel. In parallel, reskilling retired service members not only facilitates their successful reintegration but also represents a valuable strategy to counteract widespread labour shortages in civilian sectors.

#### **Key Topics:**

- PES-Defence and Security Strategic Collaboration
- Forecasting Workforce Needs for Defence and Security
- Digital Innovation in Recruitment for Defence and Security
- Practical Design Thinking Applications in PES-Defence and Security Initiatives
- Reintegration of Wounded Personnel into the Labour Market
- Reskilling Retired Personnel to Address Skilled Labour Shortages

This two-day event offers PES leaders, defence, and security stakeholders opportunities to share insights, establish collaborations, and develop effective strategies to strengthen national workforce resilience and public service capacity through targeted skill development and innovation.

#### **Conference Objectives**

**Day 1: Skills for Defence and Security – Strategic Workforce Development (09:00 – 17:00)**

- **Plenary Session:** Aligning Workforce Strategies with Defence, Security, and Labour Market Needs
  - Explore strategic roles of PES in workforce planning for defence and security sectors.

- Showcase best practices in identifying, recruiting, and training talent for careers in defence and security sectors (e.g. Germany and Bundesagentur für Arbeit [Kooperation mit der Bundeswehr: Karriereberatung der Bundeswehr in der Agentur für Arbeit | Bundesagentur für Arbeit](#)).
  - Discuss forecasting methods for critical skills in logistics, cybersecurity, public safety, and technical roles.
  - Examine PES services available to retired military and police personnel, retraining strategies for their integration into civilian skilled labour markets, and specialized support for personnel returning to employment after injury.
  - Highlight the potential of reskilling retired personnel as a key response to Europe's skilled labour shortages, recognizing the value of their experience, discipline, and adaptability in transitioning to high-demand sectors such as engineering, IT, healthcare, and logistics.
- **Workshops:**
    1. PES-Defence and Security Partnerships: Effective Collaboration Models (e.g. The State Employment Agency of Latvia actively collaborates with the National Armed Forces, including the National Guard, to attract individuals to careers in national defence. This partnership involves promoting military career opportunities through job portal and organizing joint informational events).
    2. Addressing Skill Shortages in Defence and Security: Best Practices and Case Studies
    3. Innovative Recruitment Strategies: Attracting Talent to Defence and Security Careers (e.g. The State Employment Agency of Latvia and the National Armed Forces conduct joint career fairs and seminars to inform job seekers about military career paths and the application process).

## **Day 2: Innovation in Defence and Security Sector Support (Until 12:00)**

- **Plenary Session:** Integrating Innovation in Defence and Security Workforce Development
  - Review successful PES innovations and design thinking applications in partnerships with defence and security sectors.
  - Discuss digital tools and agile methodologies to enhance recruitment responsiveness and training effectiveness.

**From 12:00: Lunch and leisure activity, lasting until approximately the evening.**