

Dutch Welfare State, Employability and Entrepreneurship

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Innovation Welfare 2
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THE VET CIRCLE
SCHOOLS-STUDENTS-COMPANIES

VET- Circle:

- * A European Perspective: The Dutch Entrepreneurial Approach to Employability.
- * Introduction: * A Quick Presentation
- * Dutch Culture
- * Unemployment Rates The Netherlands
- * How do the Dutch keep their unemployment rate so low?
- * Employment & Entrepreneurial Strategies
- * (Y)Our Plan
- * The 3 successful European Key elements
- * Successful projects
- * Digital Professional Identity (DPI)
- * The Future of Work
- * Which skills do you need?

A Dutch Perspective



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* Population

Netherlands: 18 million

* The Netherlands is the most densely populated nation in Europe ((800 persons per square mile.

* 371,000 open job vacancies

* The Dutch economy is booming, but the downside is that there is a major shortage of personnel. Our economy is already bigger than before the corona crisis. On the labor market there is a lot of demand for employees, so much that there are shortages. There are 126 vacancies for every 100 unemployed.

* In the Netherlands, 800,000 people are no longer able to do their work in whole or in part.

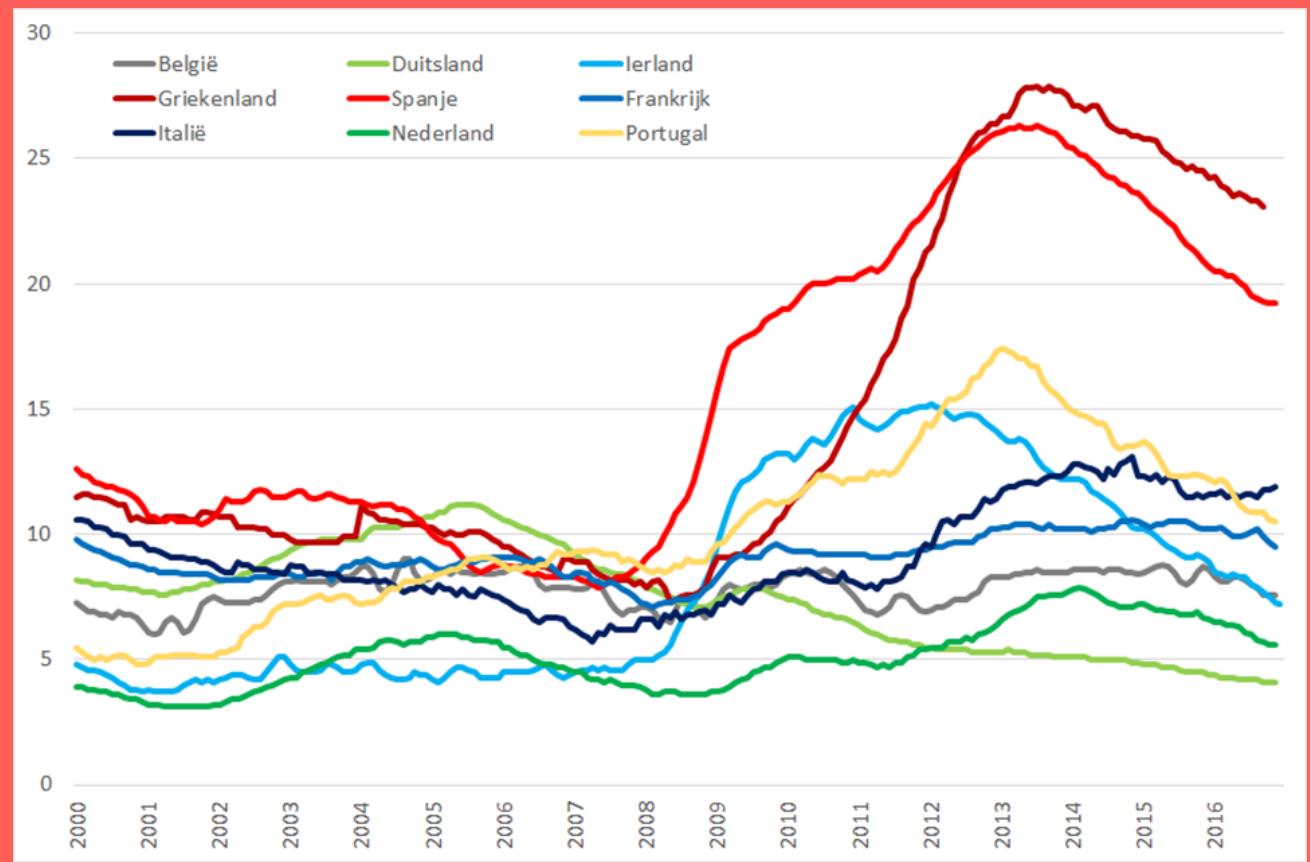
* Overall, 38% of Dutch adults (25-64 year-olds) have a tertiary education, similar to the OECD average of 39%.



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Summary: A European Perspective

The unemployment rate in Netherlands averaged at 5.47 % from 2003 until 2017, reaching an all time high of 7.9 % in February of 2014 and a record low of 3.6 % February 2008. In January 2022 we are at the same low level well



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Notes

* 236.515 Dutch people incapacitated for work (WAO : Law for people incapacitated for work)

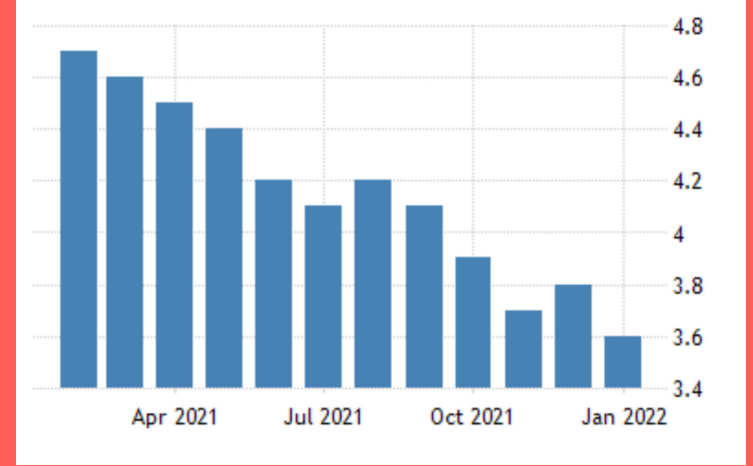
* 327.952 people are in a work capacity benefit. (WIA - Work and Income according to Labor Capacity Act.)

* 244.183 young people in the Wajong Act who have no or are unable to develop work capacity (Wajong)

* Youth - In the Netherlands, the term youth applies to children and young people from 0 up to the age of 25. In 2018 there were 4.9 million children and young people in this age group in 2018.

Source: Trading Economics / Eurostat

Unemployment Rates The Netherlands



Logic and Practical Employment Approach: Entrepreneurial

Why do the Dutch always lead the pack?

- * How many jobs and what kind of jobs are actually out there?
- * What is the plan of the individual ? Ill and recovering?
Graduated and Unemployed? (Y)Our Plan ?
- * Do we need a local, regional or national strategy ? Or a One-Size-Fits-All Strategy or a Tailor Made Strategy?
- * Why is the Dutch Entrepreneurial System such a good system?
- * Which 3 Core elements do you need to use to get (a) successful employability (project)

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Notes

* Dutch Start-Qualification

Of the 2.6 million young people between the ages of 15 and 27, 1.5 million had a basic qualification. This means that they have a diploma at least at the level of havo, vwo or mbo-2.

* Dutch youth unemployment rate is pretty low: 7,4% (CBS, 2021).

* Dutch VET: Participation in vocational education and training (VET) and adult learning remains significantly higher in the Netherlands than the EU average. In 2020, 68.1% of upper secondary pupils were enrolled in VET programmes (EU average 48.7%)

* Dutch VET graduates are more likely to continue in further education and training (49.0%) than in the EU (32.8%, data for 2016).

* Doctors in the Netherlands are concerned about the increasing number of teenagers who are absent from school as a result of stress (23 November 2022)



Three Key Elements to Employability

1. Get Work Experience to get Work Experience

- * Create work (experience)
- * From Work to Work, That's the way it works
- * Work is 'the treatment', 'Treatment' is work
- * Learning by Doing



40%

of young people don't come back after the intake for a youth unemployment benefit

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* 15.4% of young people aged 15-25 with a non-Western migration background are looking for work (compared to young people with a Dutch background: 7.5%) (Rekenkamer Rotterdam, 2021)

Problems with young people with migrant background:

- * With an MBO or HBO diploma, they are 2 to 3 times more likely to be unemployed than native Dutch fellow students (ROA 2018);
- * 12% lower chance of moving on to a better paid position (Atlas voor Gemeente, 2018);
- 11.8% of the potential labor force has a non-western migration background, while 51.4% of people on welfare have a non-western migration background (CBS Statline Q3 2020)
- * 9 out of 10 young people with migrant background are unemployed

Three Key Elements to Employability

1. Get Work Experience to get Work Experience

- * From subsidized Work to regular Work...
- * Real Work should pay
- * No simulation (preferred)
- * Tailor made work experience
- * 'Everybody Can Do Something'

2. Effective Networking

www.jobclubsnetwork.eu

3. Quality Coaching

One size fits all – tailor made

Individual (what happened ?) and Situational (Law, region)

Own responsibility

No sanctions

Trust and Confidence

75%

Learn by Practice by Doing
Stats.

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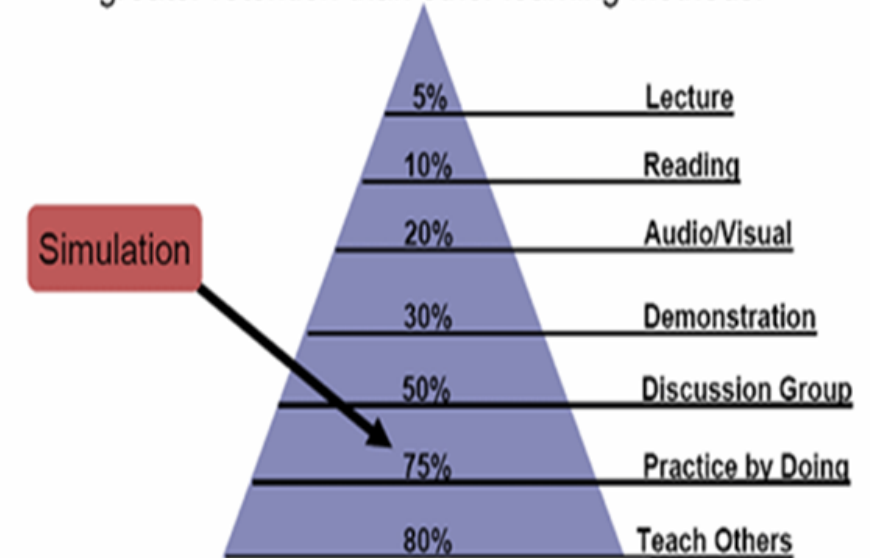
* Research has shown that learning by doing drives greater retention than other learning methods.



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Source: National Training Laboratories

How many jobs in The Netherlands ?



How many people work in Netherlands?

In December 2021, the employed labor force in the Netherlands amounted to roughly 9.4 million individuals. This was an increase in comparison to the same month in the previous year. Of the employed population, roughly 4.75 million were male.

Dutch Jobsmarket

106 job vacancies for every 100 unemployed people

Dutch Jobs in Demand

The occupations in demand are ICT specialists. The Netherlands has a knowledge-driven economy with a strong focus on high-tech industries, technological and social innovations and high labour productivity. ...

- Innovators in creative industries. ...
- Health care specialists.

VET-Circle Notes

* Dutch Employment Rate

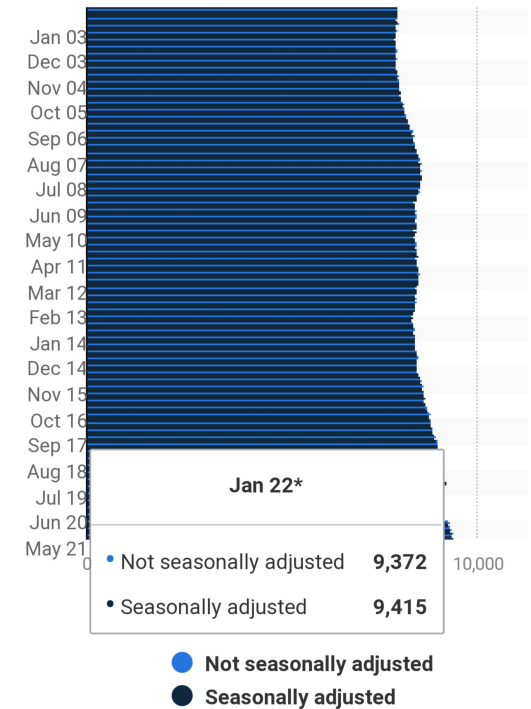
Employment Rate in Netherlands averaged 73.17 percent from 1992 until 2021, reaching an all time high of 81.60 percent in the third quarter of 2021 and a record low of 63.50 percent in the first quarter of 1993.

* Dutch Unemployment Rates keeps on falling

Unemployment has been falling and the number of vacancies has been steadily rising since mid-2020, but peaked this year between April and June, when there were 106 job vacancies for every 100 unemployed people. In this period, there were 327.000 jobs available - the highest number ever recorded in the Netherlands

Employed labor force in the Netherlands from January 2003 to January 2022

(in 1,000s)



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* The number of jobs in the Netherlands amounted to 10 million. This included 7.9 million employee and 2.1 million self-employed jobs. In comparison with 1970, the number of jobs has increased by 68 percent. The share of self-employed jobs has risen from 18 percent to 21 percent since 2003.

* The combined sectors education, care and public administration contribute significantly to employment. Over one-quarter of all jobs are found in one of these sectors. The number of jobs is also significant in trade, transportation, hotels and restaurants, as well as in business services. The majority of self-employed people work in business services. On the other hand, agriculture and fisheries have the highest share of self-employed jobs: six out of ten jobs in this sector are held by self-employed.

* The most Dutch businesses are located in The Randstad Region...



Dutch Stats

* How many Dutch people have a part time job?

On average only a fifth of the working-age population in EU member states holds a part-time job (8.7% of men and 32.2% of women); in the Netherlands 26.8% of men and 76.6% of women work less than 36 hours a week (Source: The Economist)

* Dutch Culture

Some attribute their high quality of life and general good nature to a laid-back approach to work: more than half of the Dutch working population works part time, a far greater share than in any other rich-world country (source: The Economist)

The front runners for lowest average weekly work hours are the Netherlands with 27 hours, and France with 30 hours. (source: OECD)

* Jobs per Dutch Region

Most unfilled vacancies are seen in the provinces of Noord-Holland and Zuid-Holland: 33 thousand, while Zeeland has the lowest number. Compared to 2013, relative growth is highest in Overijssel (+87 percent) and lowest in Drenthe (+68 percent). Relative to the size of the labour force, Utrecht has the highest number of unfilled job vacancies and Friesland the fewest.

Top Dutch Jobs in Demand

* Technology

Huge growth in the areas of artificial intelligence and technology in general: “Software Developers, DevOps Engineers, Solutions Architects and everything in between are in high demand right now. Development languages like Go and Rust are peaking in demand with platforms like Salesforce becoming ever-present in the market.” A survey found that the Netherlands has the second-highest demand for engineers globally, with about 13% of all job advertisements in the engineering sector. Whether you are a project, mechanical or technical engineer, your profession is in demand.

* Data

Data has quickly become every company’s most valuable resource and data protection laws in Europe have led to an increase in roles around data protection and online security. There are 8x more Data Protection Officers than there were in 2015 and some of the biggest employers of Data Engineers in the Netherlands are banking and telecommunications companies.

* Customer Success Specialists

While many roles on the list are tech-based, a human touch is often needed to enhance the user experience. Both Customer Success Specialists and Key Account Management Specialists are in high demand right now.



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* Cyber Security

The Netherlands is home to one of the largest Internet exchanges in the world, the Amsterdam Internet Exchange (AMS-IX) and it has one of the highest rates of Internet connectivity in the world. The Dutch government are strengthening their focus on trying to not only build cybersecurity awareness but also actively combat cyber threats. The pandemic has highlighted the need for cyber security professionals even more.

* Growth Specialists

Did you know that the Netherlands is home to Europe’s first growth hacking academy? It has now developed to Growth Tribe which is an ed-tech startup, sharing online training.

The term ‘Growth Hackers’ refers to a type of lean marketing typically used in tech start-ups and their primary goal is to help businesses acquire and retain customers.



Future of Work

10 Jobs that did not exist 10 years ago:

1. Social Media Manager
2. Uber Driver
3. Cloud Computing Specialist
4. Driverless Car Engineer
5. Millennial Generational experts

6. App Developer
7. Big Data Analyst
8. You Tube Content Creators
9. Drone Operators
10. Sustainability Manager

More than 7 out of 10 #jobs in the #EU are now in services (71%); The service sector alone has added 8 million jobs in the EU since

VET-Circle Notes

The Netherlands is a nation of entrepreneurs traditionally, ranging from traders, seafaring explorers, ambitious engineering to artists, architect, and designers...

* In 2019, the Netherlands had 1.1 million self-employed persons without employees (so-called zzz'ers). They took up 12.3 percent of the active labour force (8.6 million aged 15 to 74 years). This is one of the highest shares of own-account workers in the EU.

* The number of Dutch self-employed people is steadily growing since 2010. The majority of Dutch workers who are self-employed are those with no employees, with over 1.1 million of them in 2019, compared with 332 thousand who did have employees.



VET-Circle LTT Assignment

Our VET-Circle Plan

- Do we need a local, regional or national strategy ?
- Do we need a One-Size-Fits-All Strategy or a Tailor Made Strategy?
- What is the plan of the individual VET-Circle ?
- What methodology and VET-Circle approach ?

Set up 3 work groups

Please back up your plan with materials

VET-Circle Notes

- * Please also back up the materials with links and sources
- * Showcase a good practise (a.o. article, video, etc.)
- * Present your VET-Circle Plan



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