

Human Capital Agenda GroenvermogenNL

Working together towards a skills-based labour market



Berenschot

groen
vermogennl

Innovation engine for the
green hydrogen economy

Coordination is needed to capitalise on opportunities and remove obstacles, and stakeholders have a role to play

We have the opportunity to develop a 'one-stop' skills-based labour market system. We want to explore a 'shared dream' to gain insight into what steps are needed to achieve it. How can we better coordinate all the skills instruments and initiatives with each other? What can and cannot we do to connect the various initiatives and instruments such that they mutually reinforce each other?

The figure below shows how these questions can be answered based on the outcomes of this assignment.

Opportunities

Context

Drivers and preconditions for contexts that support skills-based work.

Current state of affairs

The current state of affairs is a good starting point.

Future

Activities in the future offer additional opportunities to develop the skills-based labour market.

Obstacles

Coordination

The transition is impeded by a lack of an overall vision of the Dutch labour market and individual career journeys, the lack of coordination, the lack of unambiguous definitions, the high complexity, and the obstacles to financing, quality and cooperation.

Use

The current solutions do not adequately meet the needs of users and there are technological barriers too.

Steps

Coordination

Alignment, financing, quality and cooperation require active and centralised coordination.

Use

It is important to act now, connect users to the system and scale up from the existing situation.

Owners

Coordination

The government, growth funds and regions have their own coordinating roles to play; the government through a systemic approach, the others in defining the career paths.

Use

Researchers, the education system and the business community have a role to play in the use of the system.



Steering committee’s vision of the future

GVNL, the Energy Top Sector and LLO Catalyst formed the steering committee of this project. The steering committee developed a vision of the skills-based labour market based on this document.

The vision is illustrated in the figure below. A systematic method is needed to evaluate individual careers and how these are organised. It is important to meet the individual needs of employees, as also expressed in the SER report on lifelong career development and horizontal career development. Employees must retain ownership of their own careers, with a focus on the career steps an individual takes. The government should play a coordinating role here.

To shape this, we see that the following is needed to achieve more effective cooperation in a skills-based labour market:

- a shared and unified vision of a skills-based labour market
- national coordination
- match stakeholders with shared interests
- a wider perspective of the labour market than only skills

These elements are explained below.



Steering committee's vision explained.



