

The Regional Labour Market Councils (RAR)

De Regionale Arbejdsmarkedsråd (RAR)

POLICY INSTRUMENT

 Denmark

Description

Country

 **Denmark**

Focus area

KEY TRAINING POLICY MEASURE

From 2018 and beyond, the Regional Labour Market Councils (RAR) have been given the task of strengthening regional and local co-operation to coordinate continuing education efforts, so that it becomes easier for companies to get qualified labour. The effort is supported with a new reporting system, where job centres, employers, unemployment funds and others can draw attention to unmet competence needs and the need for coordination of course procurement. This information is then passed to the vocational schools and helps to coordinate the courses across municipalities.

Link

<https://rar-bm.dk/>

Implementation level

NATIONAL

Legal base

The Regional Labour Market Councils are created by law and, therefore, has a legal base. The law is called "Lov om organisering og understøttelse af beskæftigelsesindsatsen m.v." and can be found at the following link:

<https://www.retsinformation.dk/eli/ta/2014/1482> (see chapter 5). However, their role regarding the coordination of the continuing educations efforts have been established later on in tripartite negotiations: <https://bm.dk/media/6686/trepartsaftaleiii-pdf.pdf>

Starting period

RAR became operational in 2018

Perspective

RAR does not explicitly work with forecasting and foresight activities. However, since it coordinates the entire effort within the continuing educations efforts, there must be some kind of foresight activities

Policy area

EDUCATION

TRAINING

EMPLOYMENT

SOCIAL INCLUSION

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

RAR works with different actors (e.g., jobcentres and social partners) on upskilling courses for the unemployed or employed.

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

RAR works on initiatives (e.g. courses) with the aim of addressing the lack of manpower with desired skills. This is done, for example, by giving jobcentres 80 pct. refusion on their expenditures relating to the these courses

Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

The purpose of RAR is among other things to create better conditions for targeted upgrading of employees and the unemployed in areas with a need for labour. It should make it easier for companies to get qualified employees and make it easier for the job centres to get unemployed people on courses.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The purpose of RAR is among other things to create better conditions for targeted upgrading of employees and the unemployed in areas with a need for labour. It should make it easier for companies to get qualified employees and make it easier for the job centres to get unemployed people on courses.

ADDRESS MISMATCH BROADLY

RAR address skills mismatches more broadly since they support the employment effort across all municipalities, give advice to the municipalities regarding the employment effort and coordinate this effort with (among others) VET-centres.

Methods

Methods

EMPLOYER SURVEYS

Employer surveys: (It is not possible to mark the box). The starting point for undertaking skills assessments and / or skill anticipations within RAR is a survey among companies that have had job postings during the period

OTHER

The effort is supported with a new reporting system, where job centres, employers, unemployment funds and others can draw attention to unmet competence needs and the need for coordination of course procurement. This information is then passed to the vocational schools and helps to coordinate the courses across municipalities.

In addition, a new competence tool will be developed, which will be a central reference work on the companies' competence needs within various job titles .

Furthermore, the municipalities' annual employment plans and the analysis material prepared by the Danish Agency for Labour Market and Recruitment are natural parts of RAR's monitoring of employment development. In addition, RAR may launch its own analyses and studies, and draw on knowledge from outside

Another method used is the dialogue with municipalities, unemployment insurance funds, educational institutions and companies

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

Informing decisions on course provision: The effort is supported with a new reporting system, where job centres, employers, unemployment funds and others can draw attention to unmet competence needs and the need for coordination of course procurement. This information is then passed to the vocational schools and helps to coordinate the courses across municipalities.

Stakeholders

Main responsible body

NATIONAL MINISTRY

The Ministry of Employment

Other involved organisations

NATIONAL AGENCY

The Danish Agency for Labour Market and Recruitment (STAR): The agency works as a secretary for the eight RARs.

SOCIAL PARTNER: EMPLOYER ORGANISATION

These kind of organizations participate as members in the council (one regional council consists of 21 members).

SOCIAL PARTNER: TRADE UNION

These kind of organizations participate as members in the council (one regional council consists of 21 members).

TRAINING PROVIDERS

These cooperate and coordinate the employment effort with RAR securing that the courses offered match the skills needed.

OTHER

*Unemployment insurance funds: These cooperate and coordinate the employment effort with RAR.
Jobcentres: These coordinate the employment effort and the work regarding labour shortages and areas of high unemployment.*

Beneficiaries

ADULTS WITH LOW BASIC SKILLS

Unemployed people who have outdated and not relevant skills benefit from the initiative. With upskilling, which matches the demand, their chances of getting a job are improved.

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

Employees receive upskilling which improves their chances of staying in jobs

OTHER

The companies gain employees who have the right skills and thus remain competitive

Sustainability

Success factors

From the national level, five success criterions for the VET-effort (adapted to the RAR-model) have been set up. These are as follows: 1) There is a better match between the supply and the demand for VET; 2) The wishes for new courses are coordinated between companies, jobcentres and unemployment insurance funds; 3) Job centres, unemployment insurance funds, VET-providers and the social partners in each RAR get a better overview of where there are shortage of labour; 4) VET-providers experience that it is easier to tailor, coordinate and carry out courses targeted at the unemployed and employed in areas with recruitment challenges; 5) companies within these regional cooperation's experience that it easier to upskill employees or unemployed persons to the jobs that are needed.

Barriers	There are many different actors that need to agree a common solution.
Monitoring and evaluation	There's been one baseline measure of the RAR-model. This was published in 2019 by Deloitte. Several indicators have been used to measure the progress of the RAR-model (in total 10 indicators). For further description of these, see the baseline at: https://star.dk/media/9878/baselinemaaling-for-rar-modellen-national.pdf (danish)
Updates	<div style="border: 1px solid #ccc; padding: 10px;"> <p>NO</p> <p><i>There has not been any major updates of the initiative yet, but the model of RAR are to be evaluated in 2021.</i></p> </div>
Effectiveness	Will be relevant to answer when the evaluation of the RAR-model are made (scheduled for 2021).
Sustainability	RAR is a sustainable policy instrument since its role (coordinating the entire continuing educations effort) is important. The network which they engage in is big and covers all the relevant organizations and institutions within the area. This network and dialogue between the actors mean that RAR supports a wellfunctioning labour market in a way where changes like e.g., the green transition, digitization and automation are kept in mind when new courses are developed and unemployed are looking to upskill.

Other instruments in Denmark

- [Continuing training and education committees](#)
Efteruddannelsesudvalg
- [Labour Market Balance](#)
Arbejdsmarkedsbalancen
- [Trade committees and local committees](#)
Faglige udvalg og lokale uddannelsesudvalg