CEDEFOP

Labour Market Information System

Arbeidsmarktinformatie systeem (AIS)

POLICY INSTRUMENT   Netherlands

Description

Country   **Netherlands**

Focus area

> MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE
>
> *The AIS (labour market information system), developed by ROA (Research Centre for Education and the Labour Market), focuses on the match between education and occupation, the substitution processes in the labour market, and generates the mid-term forecasts for the labour market perspectives in the Netherlands for the Project Education-Labour Market (POA).*
> *The information in the AIS is useful for young people and their educational and occupational choice, for the unemployed and unemployed placement office when considering retraining or career changes, for employers in their hiring policy and for policy makers who are concerned about the optimality of the match between educational demand and supply on the labour market.*

Link   https://roastatistics.maastrichtuniversity.nl/

Implementation level

> NATIONAL

Legal base   The Research Centre for Education and the Labour Market (ROA) is part of the School of Business and Economics of the University of Maastricht. Therefore there is no legal mandate for AIS. ROA does however cooperate closely with different ministries and the Dutch PES on multiple AIS based projects

Starting period   2010

Perspective   Yes. ROA uses a variety of data and their own econometric models to make a forecast of labour demand (i.e., expansion, replacement and substitution demand) and supply (i.e., influx of graduates in into the labour market). It then computes early warning indicators for

imbalances on the labour market. The labour market forecasts are updated every other year.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED AS PROJECT (AT LEAST 3 YEARS)

Skill mismatch

Skill mismatch target

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

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

Job brokers use the information in the AIS to help graduates who cannot find a job by advising on further career choices and possible retraining.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

By taking into account the supply and demand relationship on the labour market, students can make a choice about their education with future chances of employment in mind.

Skills delivered

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

SKILLS FORECASTING

The AIS contains forecasts of labour demand (i.e., expansion, replacement and substitution demand) and supply (i.e., influx of graduates in into the labour market), they are updated every other year.

Use of skills intelligence

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

The unemployed placement office uses the AIS when considering retraining or career change and steer people in a certain direction with more labour market opportunities.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

(Upcoming) students use the AIS to be better informed about future labour market opportunities when making their choice of education/career path. Students later in their education can also use this information to steer their direction of study to an area with greater job opportunities.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

People who are unemployed use the AIS to inform themselves about (future) job opportunities on the labour market and making job search decisions accordingly. Employment agencies also use the information to help their clients in their job search.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

The early warning indicators in the AIS help employers make adjustments in their hiring policies.

Stakeholders

Main responsible body

NATIONAL AGENCY

The Research Centre for Education and the Labour Market (ROA), a research institute of the Maastricht University School of Business and Economics.

Other involved organisations

NATIONAL MINISTRY

The AIS is funded by the Ministry of Education, Culture and Science (OCW), the Ministry of Agriculture, Nature and Food Quality (LNV), the Ministry of the Interior and Kingdom Relations (BZK) and the Ministry of Social Affairs and Employment (SZW).

NATIONAL AGENCY

Randstad Nederland is an employment agency that operates on a national level and it helps fund the AIS. The foundation for the Co-operation Vocational Education, Training and the Labour Market (SBB) also helps to fund the AIS.

REGIONAL PES

RESEARCH CENTRES, UNIVERSITIES

Labour Force Survey (Enquête Beroepsbevolking (CBS)), the Labour Supply Panel (het Arbeidsaanbodpanel (SCP)), the Labour Demand Panel (het Arbeidsvraagpanel (SCP)), Education Executive Agency (Dienst Uitvoering Onderwijs (DUO)) and ROA School Leaving Surveys (ROA Schoolverlatersenquêtes (SIS)) all provide data for the AIS.

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

Young people can use the AIS to take the supply and demand on the labour market into account for their choice of education and/or to decide on any career changes later in their education and potential reskilling.

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

The unemployed and the unemployed placement office can use the AIS when considering retraining or career change and steer people in a certain direction with more labour market opportunities. The employed at risk of displacement can use this service.

OTHER

The AIS is also helpful for employers with their hiring policy and policy makers who are concerned about the optimality of the match between educational demand and supply on the labour market.

Sustainability

Success factors
The AIS provides labour market information for about 100 educational programs and occupations, 35 labour market regions and 21 industry sectors in the Netherlands, which shows the broadness of the system. The AIS is useful for many parties, such as students, unemployed people, employment agencies, employers and policy makers.

Barriers
Intra-sectoral employment shifts are difficult to identify and predict, but a separate model has been used to solve this. The level of detail limited due to the availability of basic data that serve as input for the forecasting models. Other than that, there were no other barriers worth mentioning.

Monitoring and evaluation
The various components of the ROA forecasting model are regularly evaluated. The evaluation studies can give cause to adjust or renew

the forecasting models. It is not clear is the AIS itself is regularly evaluated.

Updates The various components of the ROA forecasting model are regularly evaluated. The evaluation studies can give cause to adjust or renew the forecasting models. It is not clear is the AIS itself is regularly evaluated.

> NO

Effectiveness The intended goal of providing information and early warning indicators about the match between education and occupation, the substitution processes in the labour market and mid-term forecasts for the labour market perspectives is effective because it provides this exact information. Since the implementation the AIS has been the core of every ROA rapport within their Project Education-Labour Market (POA), providing accurate labour market forecasts and actual labour market information.

Sustainability The forecasts and actual labour market information are widely used in research and policy, making the AIS a convenient and essential information system. Therefore, it is likely that the AIS will last for the coming years.

Other instruments in Netherlands

- Job opportunity
  Kans op werk
- Pact for the technical sector
  Techniekpact
- Programme labour market healthcare and welfare
  Programma Arbeidsmarkt Zorg en Welzijn
- Tension indicator
  Spanningsindicator