

Tension indicator

Spanningsindicator

POLICY INSTRUMENT

 Netherlands

Description

Country  **Netherlands**

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The Tension Indicator of the Employee Insurance Agency (UWV) provides an indication of the current tension on the labour market, varying from very generous to very tight, and describes the perspective for employees. The tension indicator is created by dividing the estimated number of open vacancies on the total vacancy market by the number of people receiving unemployment benefits (WW) for less than six months. The goal of the Tension indicator is to gain insight into the relationship between supply and demand on the labour market, both nationally and per labour market region.

Link

<https://www.werk.nl/arbeidsmarktinformatie/dashboards/spanningsindicator>

Implementation level

NATIONAL

Legal base

The tension meter is an initiative by the Dutch PES, UWV.

Starting period

2012

Perspective

No

Policy area

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

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

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

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

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The Tension Indicator shows which professions have good job opportunities and where it makes sense to invest in training, upskilling or reskilling of people who are unemployed.

FACILITATE JOB / CAREER TRANSITIONS

The Tension Indicator helps people estimate the current prospects of their job and if necessary look for a career with more future opportunities, which could lead to job/career transitions.

Skills delivered

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS OF JOB ADVERTISEMENTS, CVS)

The Tension Indicator uses a Job feed database containing all online vacancies. This is weighted and increased based on the total number of vacancies according to CBS (Central Statistical Office).

Use of skills

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

intelligence

The information from the Tension Indicator makes it clear which professions offer good job opportunities and where it makes sense to invest in training for people who are unemployed.

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

The information from the Tension Indicator provides insight into the most and least promising professions. Career guidance agencies and consultants can use this information to assist their clients in a successful search and making a sustainable decision.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

With the overview the Tension Indicator provides, people who are searching for a job can take the job opportunities within different professions or the lack thereof into account. This leads to a more balanced labour market.

Stakeholders

Main responsible body

NATIONAL MINISTRY

UWV (Institute for Employee Insurance) and the Ministry of Social Affairs and Employment (SZW)

Other involved organisations

NATIONAL AGENCY

The available insights from the Tension Indicator about the professions at MBO level have been coordinated with the Foundation Cooperation Vocational Education Industry (SBB).

RESEARCH CENTRES, UNIVERSITIES

Panteia helped develop the method for calculating the total number of vacancies per sector, professional group and region. Jobfeed, a large online database and analysis tool from Textkernel, searches the internet every day for vacancies. The vacancy data is deduplicated and coded by Textkernel. CBS provides data and is used as comparison material.

Beneficiaries

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

Sometimes the current skills of employees are not sufficient for the future, making their job vulnerable. The information from the Tension Indicator can be used to provide additional training for the employee within his / her own profession, making their position more sustainable.

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

The information from the Tension Indicator can be used to determine the job security of employees and, if necessary, give these employees the opportunity to retrain in a direction with better prospects.

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

Employed adults at risk of job displacement can use the Tension Indicator to assess the sustainability of their jobs and estimate the alternatives' future prospects.

Sustainability

Success factors

The information in the Tension Indicator is very extensive, information can be found per period, sector, labour market region or province, both at employer and employee level. UWV updates all dashboards monthly, so that the information is up-to-date, and is therefore useful and easily accessible to all kinds of stakeholders.

Barriers

The Tension Indicator provides information about the current labour market and makes no predictions about the future. This can make it hard for this initiative to be used for long term policies. However, the detailed and current information can be used in more hasty policy adjustments.

Monitoring and evaluation

While information on some changes within the method of the indicator was found (see below), there was no information on any evaluations available. However, an evaluation report is available in which the methodology and results of Job Opportunity and the Tension Indicator are compared (<https://www.s-bb.nl/file/34226/download?token=b2y7Jsik>)

Updates

YES

In 2016, the method was adjusted in response to a change in a number of definitions and classifications on the labour market (introduction of the BRC 2014 occupational classification). The method was adjusted again in 2017, this time a change in the weighing method.

Effectiveness

The goal of the Tension Indicator is to provide an indication of the current tension on the labour market from the perspective of employees. This goal is achieved: the information is detailed, recent, and accurate, as it is released quarterly and it compares to other CBS data. The Tension Indicator was also used as comparison material for the Job Opportunity initiative, which shows that this initiative is seen as a credible indicator on labour market information.

Sustainability

The information from the Tension Indicator is detailed, broad and available to many stakeholders. This initiative sets itself apart from other similar initiatives such as Job Opportunity by examining the job market from the perspective of employers rather than employees and job seekers. The Tension Indicator is also used for yearly UWV reports on most and least promising professions among other things. Overall, the Tension Indicator is a useful and reliable instrument for

collecting labour market information, making it an initiative that is likely to continue for the next several years.

Other instruments in Netherlands

- [Job opportunity](#)
Kans op werk
- [Labour Market Information System](#)
Arbeidsmarktinformatie systeem (AIS)
- [Pact for the technical sector](#)
Techniekpact
- [Programme labour market healthcare and welfare](#)
Programma Arbeidsmarkt Zorg en Welzijn