

# Job opportunity

## Kans op werk

**POLICY INSTRUMENT** Netherlands

## Description

**Country****Netherlands****Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The primary goal of Job Opportunity is to provide information on the future labour market by showing future job opportunities for graduates in secondary vocational education in their attained level of education. It displays the ratio between the expected number of graduates looking for work and the number of expected vacancies that are suitable for these graduates in terms of content and level. This information is useful for students who are choosing their qualification in secondary vocational education. Job Opportunity also provides schools with information about the needs of the labour market for graduates and gives businesses an indication as to whether sufficient secondary vocational education graduates will become available on the labour market. The chances of work are split out by qualification and region.*

**Link**<https://www.s-bb.nl/feiten-en-cijfers/kans-op-stage-leerbaan-en-werk>**Implementation level****NATIONAL****Legal base**

The SBB (short for Cooperation organisation Vocational Education and Business) has a legal mandate to provide information to intermediate vocational education institutions and to businesses about the labour market, professional development and the effectiveness of the education system's output.

**Starting period**

2016

**Perspective**

Yes. Job Opportunity shows future job prospects of students that are starting secondary vocational education. An estimate is made of future vacancies that are suitable for the attained level of education. The estimate is based on current available vacancies, expected

production growth and mobility using forecasts of growth or contraction in certain business sectors. The expected number of graduates looking for a job and other job seekers is calculated using current vacancies and expectations with regard to the popularity of the program and the labour market influx.

**Policy area**

EDUCATION

EMPLOYMENT

**Funding**

FUNDED BY NATIONAL GOVERNMENT

## Skill mismatch

**Skill mismatch target**

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

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

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*Job Opportunity shows the number of expected vacancies that are suitable for graduates of secondary vocational education and therefore possible skill shortages on sectoral or occupational level.*

**Skills delivered**

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

## Methods

**Methods**

SKILLS FORECASTING

*Job Opportunities provides an arithmetic model to predict future job*

prospects of secondary vocational education graduates and gives a better insight into the labour market relevance of a qualification.

#### SKILLS FORESIGHT

*Job Opportunity releases a yearly rapport that ensures that education and business are well supported in the choices and agreements they want to make.*

#### VACANCY SURVEYS

*The survey inquired what proportion of vacancies are suitable for school-leavers and what preferences companies have to gain insight into the competition recent graduates face from others who enter the labour market*

## Use of skills intelligence

#### INFORMING CAREER-MAKING DECISIONS OF STUDENTS

*Job Opportunity informs students about which professions and education trajectories offer the best opportunities on the labour market, therefore helping student make career decisions.*

#### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*Job Opportunity gives businesses an indication as to whether sufficient secondary vocational education graduates will become available on the labour market, which enables businesses to make strategic decisions at a sectoral level.*

## Stakeholders

### Main responsible body

NATIONAL AGENCY

### Other involved organisations

#### NATIONAL MINISTRY

*The Ministry of Education, Culture and Science (Ministerie van Onderwijs, Cultuur en Wetenschap (OCW)) and the government body Education Inspection (Inspectie van het Onderwijs) helped to compile an overview of all qualifications. Additionally SBB advises the Ministry of Education, Culture and Science on the relation between vocational education and the labour market*

#### NATIONAL AGENCY

*The executive education service (Dienst Uitvoerend Onderwijs (DUO)) and secondary vocational education council (MBO Raad) also helped to compile an overview of all qualifications*

#### RESEARCH CENTRES, UNIVERSITIES

*Research organisation Panteia and Etil helped developing the model*

**OTHER**

*Job feed is an independent organization that takes a central place in determining the total work demand. Jobfeed registers all vacancies and their specific characteristics on a daily basis*

**Beneficiaries****OTHER**

*Job Opportunity provides schools with information about the needs of the labour market for graduates and the business community uses Job Opportunity as an indication as to whether enough secondary vocational education graduates will become available on the labour market.*

## Sustainability

**Success factors**

The method used to measure Job Opportunity is shown to have high validity and reliability, making the predictions useful and accurate. The outcomes are useful for (prospective) students, their parents, deans, (organized) businesses, pre-vocational secondary education institutions, secondary vocational education institutions and other stakeholders such as UWV and municipalities.

**Barriers**

Job Opportunity looks at labour market relationships over 2 to 4 years. While the results are generally accurate, they remain estimated forecasts. Other than this, the initiative has not encountered many inhibiting factors.

**Monitoring and evaluation**

The method is adjusted/further developed annually after evaluation (in parts) and was more thoroughly evaluated in 2019 where it was shown that almost all qualifications are consistent/plausible as it did not result in recommendations. The results are compared with another well-known labour market indicator: the Tension Indicator by UWV.

**Updates**

The evaluations did not result in recommendations and therefore there were no major updates since Job Opportunity was implemented.

NO

**Effectiveness**

The stated aim of educating about the labour market opportunities of senior secondary vocational education graduates is effective as it publishes accurate annual results. The results are compared with the UWV Tension Indicator (Tension Indicator), which uses a different method, but comparable results.

**Sustainability**

As Job Opportunity provides accurate information that is useful for many stakeholders, such as (prospective) students, sector chambers,

market segments, schools and branches, it is likely that the initiative will continue for some time. There have not (yet) been found factors that would undermine the initiative in the years ahead.

## Other instruments in Netherlands

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- [Labour Market Information System](#)  
Arbeidsmarktinformatie systeem (AIS)
- [Pact for the technical sector](#)  
Techniekpact
- [Programme labour market healthcare and welfare](#)  
Programma Arbeidsmarkt Zorg en Welzijn
- [Tension indicator](#)  
Spanningsindicator