

Training & Temporary Work in the Netherlands

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ABU (2004)

Founded in 1961

- Members ca. 300
- Number of branches 2600
- Turnover of total market (€) 7 billion
- Turnover of ABU members (€) 4 billion

Facts: the market (2004)

- Number of tempworkers annually: 615.000
- Number of tempworkers daily: 200.000

- Average duration of agency job (days): 149
- Tempworkers find permanent job (%): 27

- Tempworkers flexible contract (%) 79
- Tempworkers fixed term contracts (%) 21

Facts: the agency worker (2004)

- 15- 34 year: 77%
- No education: 9%
- Lower education: 14%
- Midlevel education: 38%
- Fulltime study: 40%

- Tempworkers followed training related to the job (2004) 9%

Facts: motives for tempwork (2004)

- Types of temporary workers, divided by their reasons for using tempwork:
 - Stayer: 11%
 - Money maker (next to a study): 34%
 - Stepping stone: 55%
- Restrictions in the personal need for training!

Facts: types of training (2004)

Types of training

- Professional education (62%)
 - Aimed at a profession
 - Aimed at the current job
- General employability
 - Personal development (9%)
 - Increase general competences (29%)

Purposes for the use of training

- Better placement (short-term)
- Using 'idle time'
- Commitment (long-term)
- Social positioning / image
- Mobilizing new groups of temp-workers
- Costs / Benefits

→ Training-flexibility paradox

Institutional framework: The Collective Agreement

- Spending obligation for the tempagency
- 1.1% of gross wage
 - €40.000.000 per year
- Introduction of the Personal Education Budget (PEB)
- STOOF was founded




Personal Employment Budget

- Individual right
- 1% of the wage
- after 26 weeks accumulation starts
- 'transferable'
 - Independent of user company
 - Payment or Trainingvoucher;

Result: still disappointing!

S.T.O.O.F.

- Foundation for Education and Development in the Temp sector (1th of may 2004)
- ESF applicant 
- Purpose: stimulating development of educational policy of the tempagencies f.e.:
 - improving startqualifications
 - improving combi of work / learning
 - improving employability
 - improving intersectoral training

STOOF: facts

- A large number of ESF-applications already filed
- 36 applications, € 70 million projects, 110.000 tempworkers trained
- Significant employability effect!
- Decentralized spending → centralized use
 - More strategic use!

Examples tempagencies:

- Competence Compass
→ intake
- EVC's (= Recognition of Acquired Competences)
- Tempwork certificate
→ tempwork valued

The future?!

- Recovering economy and expected shortages labour market;
- New linkages between education and labour market;
- More strategic focus on training;
- Usercompanies: Value for money
- Tempworker: employability

THE END