

# Pact for the technical sector

## Techniekpact

POLICY INSTRUMENT

 Netherlands

## Description

Country



**Netherlands**

Focus area

### KEY TRAINING POLICY MEASURE

*Techniekpact (the pact for the technical sector) is a key measure to address shortages in the technical sector. In 2013, administrators from the education sector, the business community, employers and employees, the regions and the government signed the Techniekpact. The goal of the Techniekpact is to use a structural approach to ensure a well-educated workforce and increase the number of technicians and to strengthen beta, technical and technological skills on the Dutch labour market. . The techniekpact is linked to both the UWV tension meter and de Labour Market Information System forecasts main initiatives.*

Implementation level

NATIONAL

Legal base

The Techniekpact agenda was The Cabinet has determined the implementation of the Technology Pact for 2021. Four themes (intake, teacher shortage and professionalisation, public-private partnership and life-long learning) are addressed with national agreements and regional technology pacts and actions.

Starting period

2013, most recently in 2020 a renewed version of the Techniekpact was signed

Perspective

The techniekpact is linked to both the UWV tension meter and de Labour Market Information System forecasts main initiatives. Current forecasts are that in the long term 30,000 extra technicians are needed annually to meet the growing need for technical staff.

Policy area

EDUCATION

TRAINING

EMPLOYMENT

## Funding

### FUNDED BY NATIONAL GOVERNMENT

*The Ministry of Social Affairs and Employment, The Ministry of Economy and the Ministry of Education, Culture and Science*

### OTHER

*technical labour market funds fund some of the initiatives related to upskilling and reskilling. Some Techniekpact related initiatives and projects are funded on a regional level*

## 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 matching focus

#### UPSKILL OR RESKILL EMPLOYED ADULTS

*Techniekpact also focuses on upskilling and reskilling for the technical professions as part of lifelong learning and upskilling teachers in technical subjects and training programmes*

#### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*The main goal of the Techniekpact is to address current and growing shortages of technical workers mainly through education and getting more young people to choose a technical educational programme and job.*

## Methods

### Methods

The Techniekpact makes use of skills forecasts and current labour market information produced by main initiatives as the basis of their own monitor.

#### SKILLS FORECASTING

*Labour market information system*

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

*UWV tension meter*

## Use of skills intelligence

Labour market information is used to determine in which technical professions there are expected shortages. The information is regularly updated in the monitor Techniekpact. This information serves as input for partners in the Techniekpact to develop initiatives on regional and sectoral level.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*LMI is used to develop up-to-date educational programmes*

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

*Educational institutions use the information to develop initiatives to attract more students for relevant educational programmes*

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*The technical labour market funds use the LMI to develop their own reskilling and upskilling initiatives*

## Stakeholders

### Main responsible body

NATIONAL MINISTRY

*The Ministry of Social Affairs and Employment, The Ministry of Economy and the Ministry of Education, Culture and Science.*

### Other involved organisations

There are many organisations involved in the Techniekpact. It is a national strategy to tackle shortages in which more than 60 stakeholders participate

NATIONAL MINISTRY

*The Ministry of Social Affairs and Employment, The Ministry of Economy and the Ministry of Education, Culture and Science coordinate the Techniekpact.*

REGIONAL AGENCY

*representatives of the Dutch regions are part of the National Steering Committee Techniekpact*

SOCIAL PARTNER: EMPLOYER ORGANISATION

*signed the Techniekpact*

SOCIAL PARTNER: TRADE UNION

*FNV and CNV are part of the National Steering Committee Techniekpact*

#### NATIONAL PES

*UWV is part of the National Steering Committee Techniekpact*

#### TRAINING PROVIDERS

*umbrella organizations of training providers are National Steering Committee Techniekpact*

#### RESEARCH CENTRES, UNIVERSITIES

*umbrella organizations of educational institutions on alle educational levels are part of the National Steering Committee Techniekpact*

#### OTHER

*many other stakeholders signed the Techniekpact such as technical labour market funds who fund initiatives related to upskilling and reskilling*

## Beneficiaries

#### YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

*Technical education is one of the pillars of the Techniekpact which includes better preparing students for a transition into working in a technical profession*

#### ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*The Techniekpact is also linked to life long learning initiatives which stimulates adults in de the technical sector to upskill*

#### ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*The Techniekpact is also linked to life long learning initiatives which stimulates adults in de the technical sector to reskill*

#### OTHER

*The beneficiaries are a broad group of people, including youth deciding on training for a profession. Techniekpact is a strategy that address all groups that could be trained, upskilled or reskilled to a technical professions, initiatives are developed on sectoral and regional levels to align with regional labour market needs.*

## Sustainability

### Success factors

The strengthened public-private partnership is an important aspect of the success of the Technology Pact. The commitment of the three ministries and the joint approach from national policy as well as the cooperation with the regions is seen as added value.

### Barriers

The Techniekpact is still very fragmented, which is evident from the governance. In the governance structure of the pact it becomes visible that the country districts are set up differently. This can also

be seen in the written documents that describe bottlenecks, objectives and plans; these are sometimes drawn up centrally at the level of the district, but often also for each sub-region within the district.

**Monitoring and evaluation**

The Techniekpact itself was evaluated for the period 2013 - 2020 in the year 2020, it concluded that bottlenecks that the Pact focuses on have been improved in a number of ways through the efforts of a very broad spectrum of players at national and regional level in a number of ways. Nevertheless, a large number of the bottlenecks from 2013 still apply today.

**Updates**

A renewed Techniekpact was signed in 2020.

NO

**Effectiveness**

The 2020 evaluation noted that the direct impact of the Technology Pact on the realisation of the objectives cannot be demonstrated with hard effect measurements.

**Sustainability**

The Techniekpact will most likely continue over the next few years due to the forecast of remaining shortages for technical professions, the quickly changing skills required in technical professions due to technological advancement and the need for coordination of all relevant stakeholders.

## Other instruments in Netherlands

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- [Job opportunity](#)  
Kans op werk
- [Labour Market Information System](#)  
Arbeidsmarktinformatie systeem (AIS)
- [Programme labour market healthcare and welfare](#)  
Programma Arbeidsmarkt Zorg en Welzijn
- [Tension indicator](#)  
Spanningsindicator