



**WELKOM**

Loopbaantraject *Bouw & Infra*



ZELFSTANDIG ONDERDEEL VAN **Fundeon**

# Career Development Centre for the construction sector

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- Bergen-Treaty:
  - reduce early loss of craftsmanship
  - improve employee mobility
- Two-year pilot
- Opening of 28 career centres in the Netherlands in July 2006

# Considerations leading to Bergen-Treaty

Expected problems:

- Persistent decline in numbers of young apprentices
- High percentage of employees older than 45
- Outflow of craftsmen in the ages between 35 and 45 (due to prevention and unrecognised ambition)

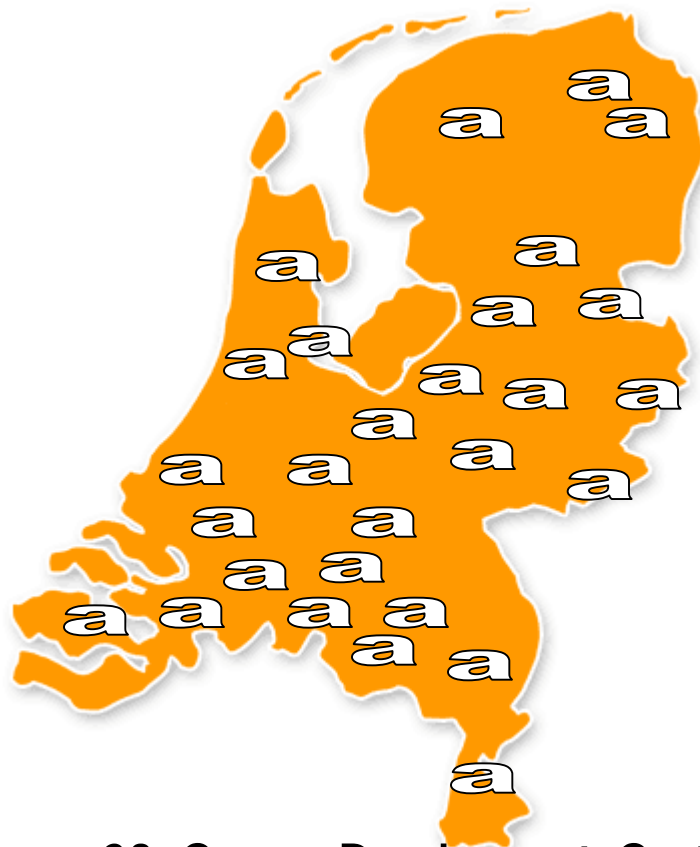
Ultimately leading to severe employee-shortages

# Solutions

- support employees in making their own career choices within the sector
- Independent support of employees and employers
- Increase level of education and qualifications
- Life-time employability
- Qualified personnel on middle-level positions

# Organisation

- 31 highly educated career guidance advisors
  - knowledge of occupations in the construction sector
  - knowledge of all educational options
  - knowledge of guidance principals
- 2 team managers
- 2 secretaries
- 1 manager



Leeuwarden  
Groningen  
Hoogezand  
Hardenberg  
Ruinen  
Zwolle  
Enschede  
Eefde  
Doetinchem  
Nunspeet  
Amersfoort  
Amsterdam/diemen  
Heerugowaard  
Hoofddorp

Den Haag  
Schiedam  
Nieuwegein  
Goes/Middelburg  
Bergen op zoom  
Dordrecht  
Tilburg  
Boxtel/Rosmalen  
Veldhoven  
Nuth  
Mierlo  
Oss  
Horst  
Nijmegen

## 28 Career Development Centers

# Characteristics

## Career Development Centre

- Free of charge for employees working under the collective agreement of the construction & infrastructure sectors
- Advice, guidance, assessment and training are financed by the Sector Education Fund
- Embedded in the collective agreement
- Right of participation every five years
- Independent research & assessment
- Custom made to the needs of individual employees



# Motivation

There are various motivations that drive employees to shape their careers or change profession from different motivations:

- Ambition
- Prevention (of health problems related to the work or work conditions)
- Reintegration (sick and disabled)

# Criteria

- Working in accordance with the collective agreement
- Voluntary participation
- Transition to a new job profile (vertical or horizontal)
- Employer makes mandatory contribution to the Sector Education Fund for each employee
- Ambition candidate: transition only within the construction & infrastructure sector
- Prevention and reintegration candidate: transition also to other possible branches

# Working Method

# Step 1: Intake

check whether use of career development centre is justified



- Checking the criteria
- First assessment of motivation
- Identify the employee's ideas and wishes

## Step 2: Investigation

transform the employee's idea and ambition into concrete new job profile that matches his skills

- Independent assessment of skills, competences, behavior and attitudes
- Investigation of possibilities with current employer
- Employee's perspective on the labour market
- Coaching, educational games, guidance



# Step 3: Individual Development Plan

Agreement between Career Development Centre,  
employee and employer

- Written step-by-step plan for transition including necessary training
- Agreement with employer about guidance on the workplace during the training period
- Estimates and budget
- Signature of all parties



# Step 4: Training and courses

custom made training program preparing for the employee for the new job



# Step 5: Evaluation

- Evaluation report
- If necessary, additional courses for realising transition





# Results

- Total number of participants 2006 – 2010 **10,070**
- Target for 2011: 2,000 new participants
  
- Total number of result **7,125**
- Successful results **3,932 (55%)**
- Unsuccessful results **3,193 (45%)**
- Active dossiers **2,945**
- Participants in step 4: training **1,490**

# Reasons to stop with career development without success

- Criteria are not met 7.9%
- Participant drops out without stating reasons 6.5%
- Too difficult 6.5%
- Too much work 5.3%
- Increasing sickness 5.1%
- Private situation 4.2 %
- No time 3,1%
- Send (no voluntary participation) 2,8%
- No support from employer 1,5%
- Other reasons 57%

# Participants features 1

- All educational levels represented
- 70% working in companies with a workforce between 0-100
- All categories of company size
- All age categories (from 20 to 60)
- 70% make a transition to a new profession within the sector
- 70% of the participants in step 4 are trained for a job on a middle –level position



# Participants features 2



- Ambition: 59,5%
  - Prevention: 15,7%
  - Sick: 19,5%
  - Unemployed: 4,9%
  - Other: 0,3%
- 
- Construction : 63%
  - Infrastructure: 14%
  - Specialized contracting: 9%
  - Scaffolding: 2%
  - Other: 12%

# Communications



- Career Development Magazine (5x year), including general information about various technical issues
- Websites:

[www.watdoejijmorgen.nl](http://www.watdoejijmorgen.nl)

[www.loopbaantrajectbouw.nl](http://www.loopbaantrajectbouw.nl)

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