

# **Promises, facts en unprecedented possibilities. Research on the effects of APL**

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### **Background**

This research is executed in orders of the Project Directorate Learning and Working (which stopped the end of 2010) to measure the effects of APL.

The research is based on extensive literature research, interviews with 72 companies, more than 1000 APL participants and stakeholders of the companies.

### **Summary**

From the research it appears that the expectations on the effects and profits of APL are comprehensive. Besides the original function of intake for education and training it is expected of APL that -as an independent career and labor market instrument and without additional education and training and certification- it promotes the progression of careers and the employability of Dutch labor force.

APL is supposed to cause a multitude of effects. Until now there is no empirical evidence which of these effects are actually caused by APL.

This first large scale research on effects of APL makes clear that APL functions reasonably well as educational and training instrument. By APL many people are going into education and training. At least 40% of the APL participants researched appears to get a diploma in direct line with an PL trajectory. The research proves that many effect attributed to APL appear under influence of the diploma.

Much can be gained for APL as an independent career and labor market instrument. This research shows that the effect of APL is strongly dependent on external factors. The influence of ten factors is examined. It was analyzed which factors promote how people see for themselves on the labor market (self perceived employability) and the number of concrete career steps they make (objective career progression).

It appears that the influence of career management of the employee (Self career management) and the employer (Organization of career management) is bigger than the influence of APL. In the research it was discovered that APL has positive influence on the relation between the factor Self Career management and the effect variable Career progression. APL works as a catalyst en seems to take care that people take more profit from managing their careers. Their efforts more often cause noticeable career progression. If support of (direct) manager and HR department is also above average then the possibility of career progression increases within the group which acquired an experience certificate. People who acquired a diploma in line with APL appear to be less dependent of career support from their employer.

The effect of APL as independent career and labor market instrument is mainly in the age group of 40-50 years and those who worked for one employer during their working life. The possibilities on the labor market those groups experience for themselves increase under influence of gaining the experience certificate.

The research clarifies that of the people who start with APL about 30% quits the trajectory without experience certificate of diploma. It is demonstrated that this group scores considerably lower on most effect variables. Some anxiety is outspoken that if this group somehow is demotivated as cause of the APL trajectory and as a result desists from actively working on the development of their career, the opposite of the goals of APL is reached.

Because the effect of APL is mainly determined by the joined efforts of employee (Self Career Management) and employer (Organization Career management) social partners are invoked to formulate actions to reinforce the function of APL as independent career and labor market instrument. Continuous research on the effects of APL will help in assessing the effects of those actions and maximize the added value of APL.