SKILLS AND QUALIFICATIONS

EPSU
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Marc Donckers
Introduction
Marc Donckers, secretary general of 4 training & development funds

3 main subjects:
- Organisation
- Future Outlooks
- Activities
Organisation

Fund structure:
- 50% Union 50% Business representation
- Funding 0%-0,2% payrol
- Breakdown of 1 into 4 funds
- Energy sector 2 funds: transportation and production
- Board en committees
Future Outlook
- Very unpredictable due to crisis and budget cuts
- Less children, more retired people
- Shortage of technically skilled people
  - Both secondary and higher vocational education
  - Also people with university degree
- Growing demand well educated people
- Mismatch skills, experience, qualifications and demand
- Technical studies are not “sexy” in our country
Some figures

- 2020: shortage of 300,000 skilled and qualified workers
- 2014: shortage technically skilled workers 55,000. 1% more growth, 13,000 shortage
- 2016: shortage 120,000
- 2012: 1 person retired vs 4 working men
- 2040: 1 person retired vs 2 working men

Still we have a crisis on our hands.
Young vs Old

Groene en grijze druk in Nederland  Bron: CBS
We getting old

Percentage 60 plussers in 2050
Activities

3 basic themes:
Promotion on schools:
- focus on school(market): students, teachers, deans and parents
- slight policy change towards labour market

Formal education and training programs
- Developing training programs for (post)vocational education and higher vocational education
- Professional competencies and qualifications

Instruments
- Support of formal education and learning in general
Instroom bevordering

Green Dream District
- Serie Disney XD
- 11-14 –year old in contact with energytechnique Watt-campaign
- 2006: < 20% of teachers/deans knew about working in the energy sectors. Now >80%

Because of:
- Company Excursion service
- Student fairs
- Practical assignments
- Highschool-focus (HBO-reader)

Permantly ask students what they choose, why, etc.
Excursion service
Examples
Training program and formal education

Vocational education
- Training material level 2/3 Gas
  - Door 7 ROC afgenomen

- MBO (level 4 (highest vocational level))
  • Mechanic Electra Infrastructure
  • Mechanic Gas

- Post MBO (selfstudy via e-learning)
  - Coal Combustion module
  - Flue Gas Cleaning module
  - REWIC (complete power plant operator program)

- Kwalificatiedossiers en beroepscompetentie profielen
Training programs and formal education

HBO (Higher Vocational Education)
- Power Minor 2013 start

Under investigation
- Assetmanagement
- Netcoördinator
- Netbeheerder
- Netbeveiliger
- Bedrijfsvoerder

- Small groups
Mogelijke nascholing voor mbo+ers
Opleidingsprogramma

“Netwerken”
- Introductiecourse (HBO) for non technicians

Traineeship
- Samenbrengen van expertise
Instruments

Powerplant Simulator
5 schools and companies use for teaching students and employees

LeerManagementSysteem
- Hosting e-learning, for instance
  - Theory learning becomes more attractive
  - Short behavioural courses like “How to deal with aggressiveness
  - Safety instructions

Selfstudies
Challenges

Human Capital Agenda:

- Sustainable employability: work longer and smarter
- Finding the right people skilled and qualified
- Finding enough people
- Growing demand for highly educated and technical skilled people
- Looking for innovation

Despite the crisis, we can’t sit quietly

*life long learning*
Questions?