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The Dutch polder system in VET

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MBO Raad

Netherlands Association of VET
Colleges

Brussels,

09-03-2015



The MBO Raad

- The MBO Raad is the Dutch association that represents all government funded educational institutions for secondary vocational training and adult education in the Netherlands
- Approx 500.000 VET students
- 37.500 Education (22.500 Adult Education and 15.000 VAVO)
- 68 member institutions
- Income through membership fee
- 100% representation



The MBO Raad unites the VET sector (1)

- Promotes collective interests of the sector, supports common activities of institutions and acts as an employer' organization
- Intermediary between the VET-colleges and government, professional branch organisations, industries and other stakeholders



The MBO Raad unites the VET sector (2)

- Provides colleges with guidance and advice
- Promotes innovation and ongoing professional development in staff and education
- Spokesperson/organisation of the colleges



Features of the Dutch VET system

- Strong involvement of social partners
- Strong institutional autonomy
- System of high mutual trust
- Striking the balance between the needs of the labour market and career opportunities/personal development to provide individual and collective well being and satisfaction.



Connection with the labour market, after reforms in the 90's

Through the colleges in their regions:

- Better alignment of education & employment. Qualification structure provides enough room for regional needs.
- Focus on a well regulated practical training at companies.
- Tailor-made courses for companies (“private funded” and on limited scale)



Connection with the labour market

- On the national level through the Foundation of Vocational Education and Labour market (SBB), where social partners and education are equally represented
- 50% Education (public and private)
50% Social partners (25-25)
- SBB is subdivided in 8 sector based chambers (compare Sector Skills Alliances).
This situation from 01-08-15 on.



On SBB

What is SBB?

- Foundation initiated on January 1, 2012
- Cooperation between VET and the Labour Market (table to meet)

Why SBB?

- More efficiency and quality through closer cooperation between stakeholders.

Mission:

- Enough skilled workers that, qualified for the demands of the labour market.



Role of SBB

- One contact point for Ministry of Education.
- Policy advice based on common interest of VET and labour market.
- National agreements confirmed by the Minister
- Through SBB social partners have a role on national level. From August 2015 also on sector level.
- Centres of Expertise have an important executing role within this process till August 2015. After that SBB in charge of legal tasks.



Main tasks and objectives SBB

Main advisory partner of the Ministry of Education on:

- Development and maintenance of qualification structure and examinations
- Accreditation of Work placement companies (compulsory part)
- Labour market research to bring in line the labour market demand and VET courses at offer (efficiency and not competition)



Role of Trade Unions in VET

Quality of work placement is a very important aspect of their work in SBB:

- making joint agreements in SBB about quality of work placements and the qualifications for work placement trainers.
- resulting in the accreditation of training companies and their trainers.
- good and safe working environment



Tasks Trade Unions

- Training the in house workplace trainers
- Supporting the creation of sufficient apprenticeship places
- Supporting the apprentices in times of crises
- Promoting knowledge exchange between workplace trainers in companies in the sector



Qualification Structure

- Courses divided in 4 levels (3+1), but under discussion/construction as a result of the image
- 2 learning pathways leading to the same qualification with possibility of changeovers:
 1. School based; students, 377.000 enrolments
 2. Work based; employees, 103.000 enrolments (apprenticeship system)



Qualification structure (2)

- Choice of pathways is influenced through the economic situation
- Qualification structure is based on competences, learning outcomes and labour market demands.
- Future: VET in 2025?
 - combination school based-work based
 - more flexibility



Accountability

- Integrated annual report (public)
- Benchmark
- Proportional inspection
- QA system



End of the presentation

Thank you very much for your attention

