

Life long learning-policy and instruments

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FNV Bondgenoten

- > **1998 merger of 4 unions: Industry, Food, Transport & Services + persons with pensions and other social benefits.**
- > **Among 465.000 members**
- > **FNV Bondgenoten: Conclusion of 700 CLA's**
- > **By 175 negotiators**
- > **6 regional offices**
- > **Among 800 employees**
- > **Also individual legal services/aid for members**
- > **Support of Works Councils**
- > **Member of umbrella Federation FNV (1.2 million members).**

Coping with a dynamic labour market

Job for life is decreasing:

- > Changing sectors, changing employment, by globalising and technological innovations, power of stakeholders**
- > Challenge is the right people with the right job. With the necessary competences and advanced training/education for the working population**
- > Ageing in specific sectors: future labour shortage (metal- and techniques, care- & education-sector)**
- > Labour participation can be higher in future with specific instruments for specific groups**

FNV Bondgenoten, our ambitions

From job security to life-long-employment

- > **Investment in employability and lifelong learning**
- > **Work-to-work-projects in Social Plans (in situations of collective job losses in companies because of reorganisations like merger, closure, take overs etc.)**
- > **Regional and sectoral labour market research and forecasting**
- > **Active and innovative training culture on the workplace (HRM/Supervisory staff)**
- > **Qualification of (work) experience by APL, (Accreditation of Prior Learning)**
- > **Every worker at least a Start qualification**
- > **Trend is to focus on keeping competent and happy workers in all phases in one's career**

focus & instruments

- > **CLA-contributions in sectoral training funds; profit for the whole sector.**
'Egalising principle' in training costs: big companies spend more than small ones

Target groups and agreements/policy

- > **Young people, lower-educated people, unqualified people**
- > **Common demand in CLA's: individual rights to training, training budget and paid training leave (e.g. ING, poultry industry, steel industry)**
- > **Periodic labour market research (by training funds, generation of sectoral data of employment).**
- > **Prevention of drop outs: creation of on the job training in companies (combination of working and vocational training)**
- > **APL, Career planning, social innovation ...**

Sources for policy making and forecasting

Research data from:

- > CPB calculation of Collective Wage Demand (percentage presented annually in November)
- > CWI Central Employment Board
- > University research centre like ROA, IVA, AIAS etc...
- > Knowledge centres for education and labour market like CINOP, Empower centre EVC
- > SER: national advisory body for the government on socio-economic topics
- > CBS: national agency for statistic research

Plus:

Annual top level consultation between prime minister and delegations of employers and employee's

Opportunities

- 1. Economic developments**
- 2. The Ageing-problem triggers us to be innovative and creative in empowering human capital**
- 3. Trend is social innovation and experiments in new kind of instruments**
- 4. Our members prefer lifelong employment instead of job security**
- 5. Also (work) experience can be formal qualified (APL)**

Threats

- > Training costs are seen as extra costs without direct benefit
- > Fear of 'training for the competitor'
- > Ability to learn does not show *the guts* to develop (e.g. lower skills in language is often a hidden problem)
- > Weak position of lower educated people (< Start qualification)
- > Individual training rights require a higher contribution of the wage in CLA's
- > Financial crisis influences the real economy
- > Sector CLA's does have strong barriers; blocks a good intersectoral movement of labour
- > Future shortage of personnel in different sectors

Services for union members

- > **Individual Career planning & advice**
- > **Regional workshops en courses to achieve more fitness in the labour market.**
- > **Basic skills with emphasize on communication, negotiation, effective meetings etc.**
- > **Specific in company-courses Dutch on the shop floor**
- > **Career advice, triggering the mindset: who am I and what can I now and what do I wish in future?**

A healthy labour market

Congress 2009

Topics/Issues:

- Decent work (Label)
- Labour participation of specific groups:
 - > Lower educated people
 - > Job candidates (for a long period)
 - > Disabled (employees)

Dialogue & questions