

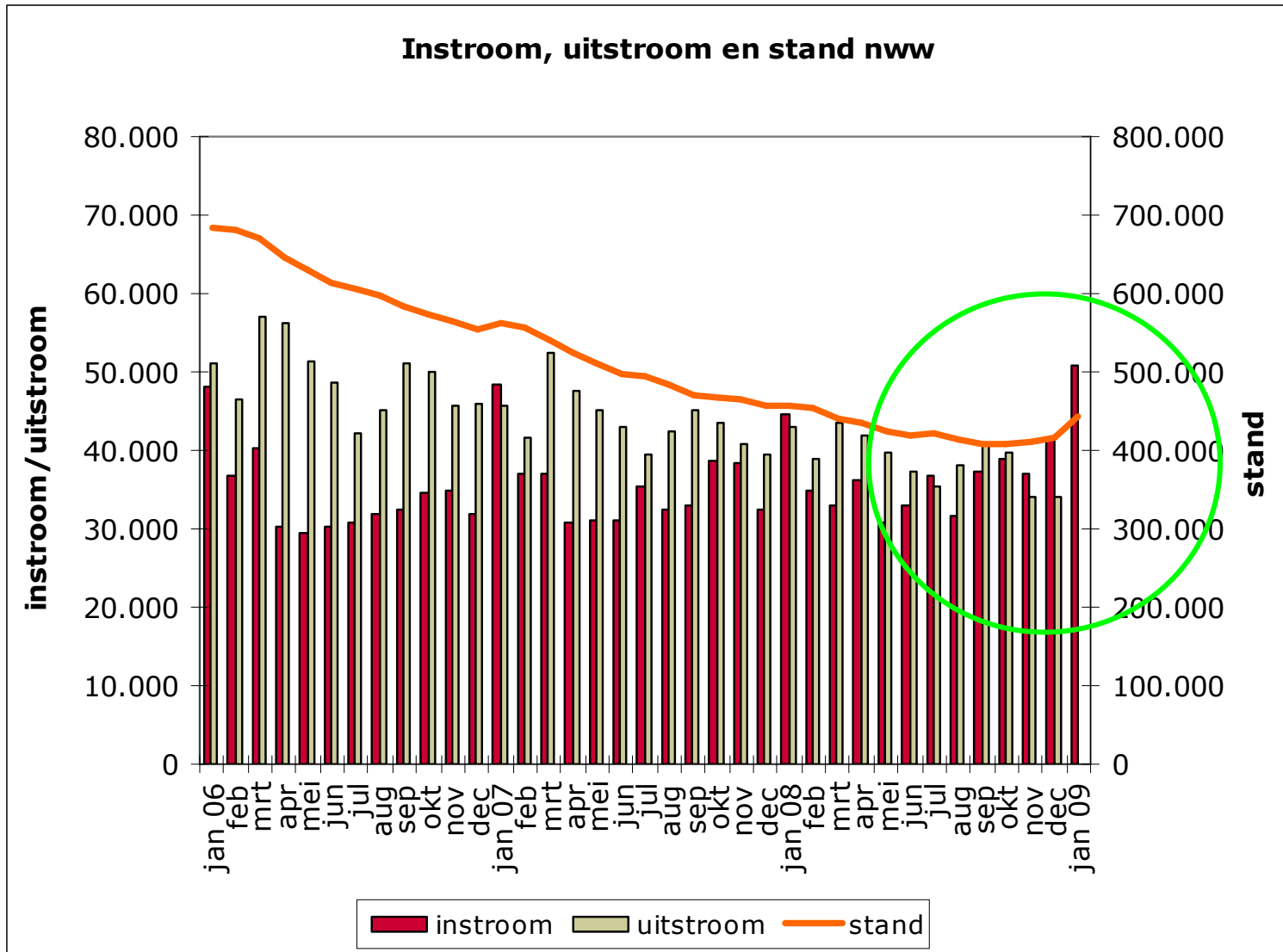
# Mobility Centres



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# January 2009 – Labour Market News Flash



## Conclusions from the Labour Market News Flash

- The number of unemployed job seekers (NWW) rose to 444,300 in January 2009.
- The number of young job seekers is increasingly rapidly.
- The increase is greatest among lower and intermediate secondary school leavers.
- The increase is not as great in large cities.
- Employers are reporting fewer vacancies.
- The number of dismissal permits increased by 16% in relation to the previous year.
- Reorganisations and mass redundancies (Collective Redundancy Notification Act (WMCO))... Economic CONTRACTION and GROWTH need to be more effectively aligned.
- Continuing shortage of good personnel in subsidiary markets.

# The Mandate of UWV WERKbedrijf

- To help employers implement the Special Regulation on the Reduction of Working Hours
- To provide Mobility Centre services specifically designed to prevent unemployment

## We will be doing this:

- For companies
- By offering services specifically designed to prevent unemployment
- Concentrated in 33 Mobility Centres
- Linked to 30 'Plus' branches
- In collaboration with public and private partners
- By maintaining and improving the employability of employees by means of training and secondment
- With a Mobility Centre Coordination Office (CCM) which will serve as a National Contact Point



Minister Donner van Sociale Zaken. Foto WFA

### Donner: meer ruimte voor werktijdverkorting

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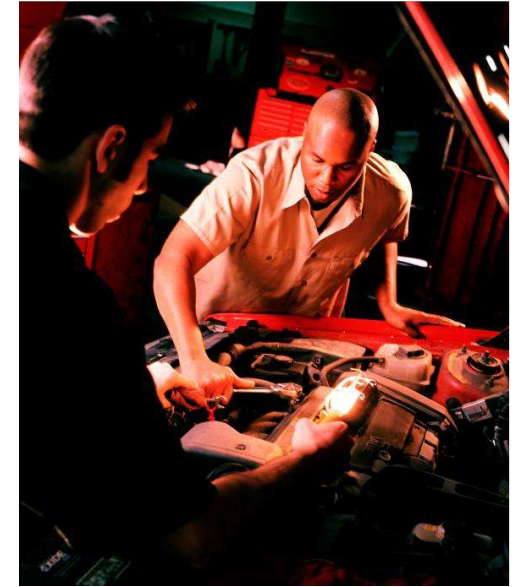
Rotterdam, 12 nov. Bedrijven waarvan de omzet door de kredietcrisis fors is afgenomen mogen hun overtollig personeel

# Mobility Centres are points of Public- Private Partnership



- Mobility Centres provide facilitation services for companies
- Mobility Centres organise the joint implementation of agreements with public and private partners
  - Municipal authorities, regions and sectors
  - Education – vocational education in particular
    - (preparatory) upper second and higher vocational education
    - agencies specialising in study-and-work training
  - Temporary work and secondment agencies (ABU)
  - Professional Education-Business Knowledge Centres (COLO)
  - Re-integration agencies (Boaborea)
  - Industry associations (such as BOVAG)
  - Outplacement organisations (NOBOL)

# Mobility Centre Client Groups



Mobility Centres provide services for:

- Client Group 1. Employers seeking to reduce working hours
- Client Group 2. Employers with employees facing unemployment (including collective redundancy and involuntary liquidation)

## **Mobility Centre Services provided on behalf of and under the responsibility of the employer**



- Reduction of working hours: facilitation of training and temporary secondment of employees
- Employers with employees facing unemployment:
  - Supervision of movement from work to work,
  - Support for the drawing up and implementation of a mobility plan (with the use of Competency Test Centres and Recognition of Acquired Competencies, for example)
  - Advice on arrangements
  - Mediation
  - Advice point for companies in the SME sector
- Switch point to regional and sectoral partners.
- Information and advice
- Switch point to UWV Uitkeren

# Overview of Reduction of Working Hours (RWH)



- Mobility Centres act as an advisor for 565 companies
  - 75 companies with more than 100 employees authorised to introduce RWH
  - 63 companies with 50 to 100 employees authorised to introduce RWH
  - 427 companies with up to 50 employees authorised to introduce RWH
  
- For a total of 40,064 employees
  - Varying per company from 6351 employees to 1 employee
  - ASML, DAF Trucks, Corus Staal, NedCar, Scania and Sabc have all introduced RWH for more than 1000 employees.
  
- Relatively high proportion of RWH in the automotive industry (and supply companies), metal industry, estate agent industry.

# Mobility Centre Organisation Principles



- Single point of contact for employers concerned with RWH and (notification of) collective redundancy (WMCO).
- Single shared objective: prevention of unemployment with *work* security rather than *job* security.
- Single shared centre: concentration of public and private services for all clients under one roof.
- Single shared approach: integrated work process (including accurate diagnosis and clear agreements (UP/PPA) at the outset of the process, shared Front Office steers Back Offices.
- Expertise in training and secondment (employability).
- Availability of training and development resources/unlimited scope.
- Proactive and result-oriented approach to clients.
- Rapid response: Sonar/ABS with communication functionality.

# Added Value of Mobility Centres



- Services specifically designed to prevent unemployment.
- In close consultation and collaboration with businesses.
- Affected employees (still) have a contract of employment.
- Full use of the knowledge and expertise of the organisation with the employment of HRM experts at the Mobility Centre and by turning HR information into labour market information.
- Far-reaching collaboration that involves a full range of public and private service providers.
- Greater organisational capacity through the use of regional networks of public and private partners
- Greater effectiveness through the implementation of projects and arrangements that meet employer demand (from work to work).
- Preventive reintegration, implementation of severance scheme 'from work to work' arrangements on behalf of the employer.

# Development of the 33 Mobility Centres

## ■ **Unlocking and utilising labour market information**

- Insight into labour market information per profession, training, sector and region.

## ■ **Intensification of employment-finding**

- Faster provision of existing services (for groups, on a project basis and services at the outset).
- Linking within the Mobility Centres of the knowledge and possibilities of business consultants, agencies specialising in study-and-work training, industry service points and employer service points.
- Intensive collaboration with sectors: SME service point, technology desk, construction and design of arrangements and use of training and development funds.
- Development and intensification of Public Private Partnership (on a project basis).

## ■ **Supporting labour mobility**

- Supervision of the movement from work to work.
- Preventive re-integration, implementation of the severance scheme 'from work to work' arrangements on behalf of the employer.

## ■ **Facilitation of training efforts**

- Use of demand-driven modular and project-based training.
- Linking agencies specialising in study-and-work training to the 30 'Plus' branches and Mobility Centres.
- (also Competency Test Centres and Recognition of Acquired Competencies)
- Company training via Professional Education-Business Knowledge Centres.

# UWV WERKbedrijf



**Keeping more people in work**