



competentnl

# COMPETENTNL

A common skills language for The Netherlands

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# Connecting labour market and education



# Agenda

**National standard for skills linking labour market and education**

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**Developing a skills standard: how?**

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**Pilot phase: testing Competentnl in practice**

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**Feedback and next steps**

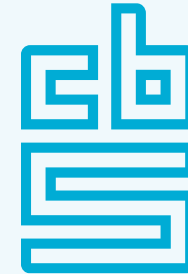
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Rijksoverheid

**TNO**



beroepsonderwijs  bedrijfsleven

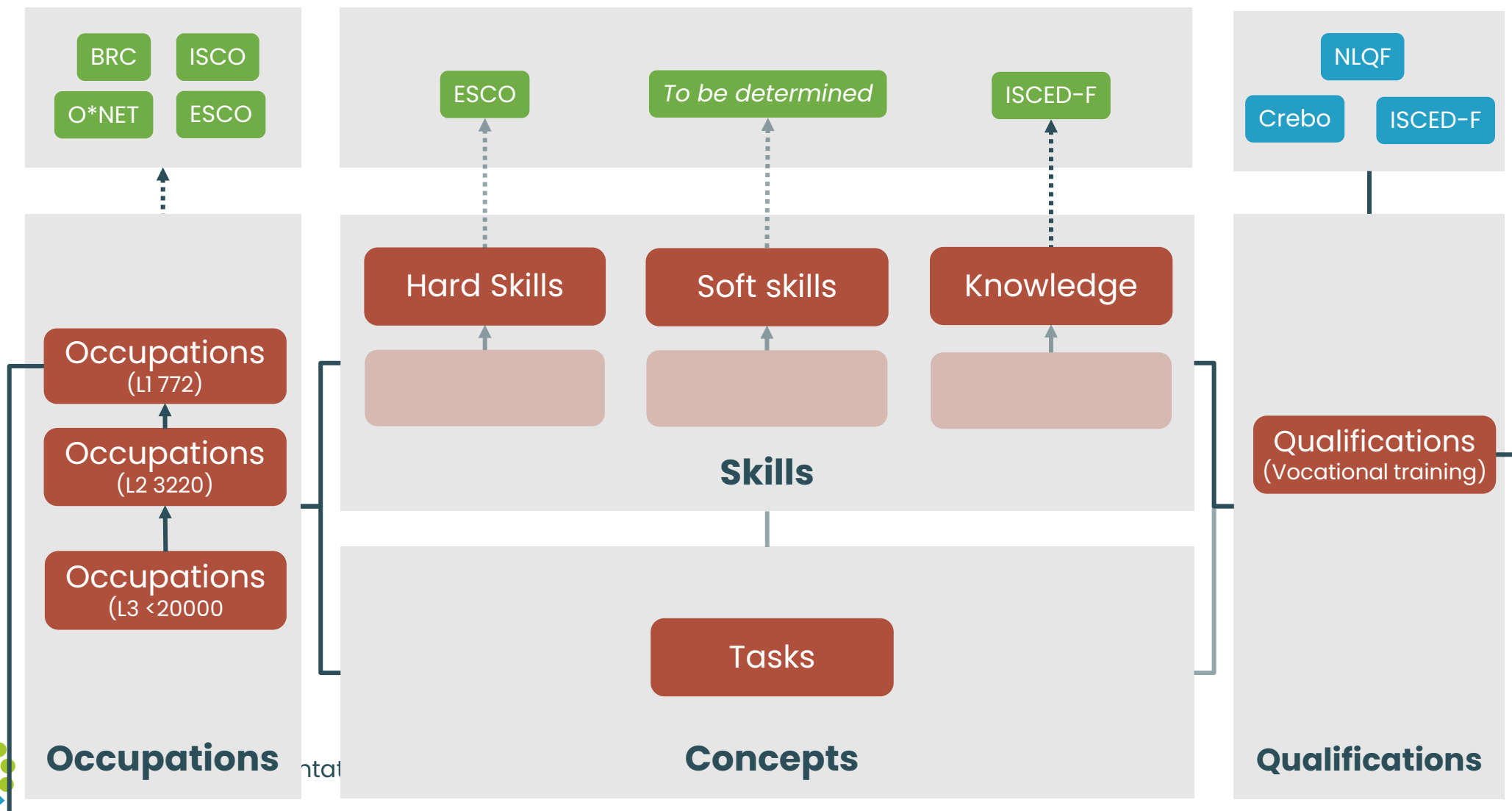
# National standard for skills

- Started as cross border labour exchange between the Netherlands, Belgium (Flanders) and Germany
- Made use of standard VDAB: mapped skills from VDAB standard to NL NOC
- Enriched occupations: skills and competencies for occupations
- Enriched occupations: labour circumstances and knowledge
- Linked all occupations to qualifications
- Use AI techniques to enrich the data: semantic extraction from job vacancies and resume profiles
- Create(d) crosswalks between other standards such as ESCO and O\*Net



A common skills language for The Netherlands

# Data presented to Pilots



# Occupations are mapped to qualifications

## BEROEP\_TITEL

Software ontwikkelaar

Verpleegkundige

Secretarieel medewerker

Zelfstandig werkend kok

Kapper

Bouwtimmerman / bouwtimmervrouw

Bouwtimmerman / bouwtimmervrouw

Dierenverzorger

Dierenverzorger

Dierenverzorger

Dierenartsassistent

Verkoopmedewerker supermarkt (houdbare producten)

Hovenier

Schoonmaker (interieur bedrijven, instellingen)

Magazijnmedewerker

## KWALIFICATIE\_TITEL

Software developer

Mbo-Verpleegkundige

Assistant Business Services

Zelfstandig werkend kok

Kapper

Timmerman

Allround timmerman

Medewerker dierversorgung

Proefdierversorger

Zelfstandig medewerker dierversorgung

Dierenartsassistent paraveterinair

Retailmedewerker

Vakbekwaam hovenier

Schoonmaker in verschillende omgevingen

Logistiek medewerker



# Occupations -- soft skills

BEROEP_TITEL	SOFT_SKILL_TITEL
Software ontwikkelaar	Nauwkeurig
Software ontwikkelaar	Kwaliteitsgericht
Software ontwikkelaar	Zelfstandig
Software ontwikkelaar	Analyseren
Software ontwikkelaar	Exploreren
Software ontwikkelaar	Leergierig
Software ontwikkelaar	Kritisch denken
Verpleegkundige	Empathisch
Verpleegkundige	Luisteren
Verpleegkundige	Uitleggen
Verpleegkundige	Nauwkeurig
Verpleegkundige	Opmerkingsvermogen
Verpleegkundige	Contactueel
Verpleegkundige	Klantgericht
Verpleegkundige	Procedures volgen
Verpleegkundige	Flexibel
Verpleegkundige	Stressbestendig
Secretarieel medewerker	Contactueel
Secretarieel medewerker	Mondeling uitdrukken
Secretarieel medewerker	Schriftelijk uitdrukken
Secretarieel medewerker	Plannen
Secretarieel medewerker	Organiseren





# Tasks (hair stylist)

Adviseren bij keuzes van kapsels

Haren wassen

Haar vorm of volume geven

Haar knippen

Kapsels tonen

Afrekenen

Haar kleuren of ontkleuren

Klanten verwelkomen

Afspraken inplannen

Producten of diensten op maat presenteren aan de klant

Klantvragen analyseren

Producten of diensten verkopen

Klanten informeren

Klantendossiers bijhouden

Opruimen en schoonmaken

Gereedschap of materieel reinigen

Behandelingen evalueren

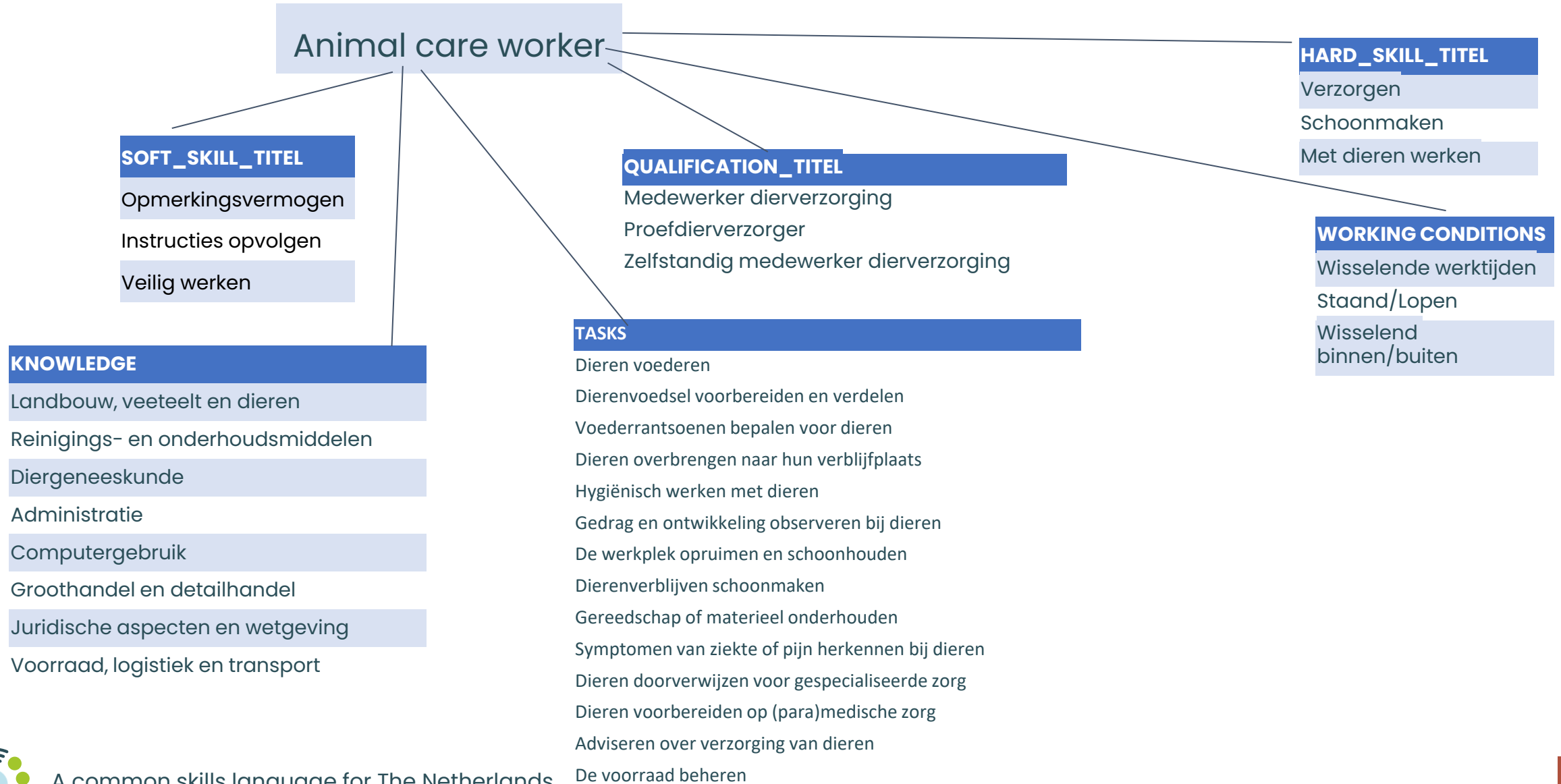
Haarverlengingen aanbrengen

Cosmetica aanbrengen bij klanten

Eigen deskundigheid ontwikkelen



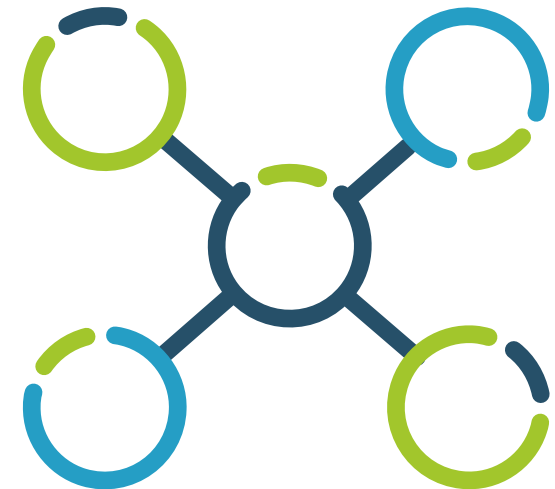
# Sample Occupations



# Feedbackgroup | community of practice

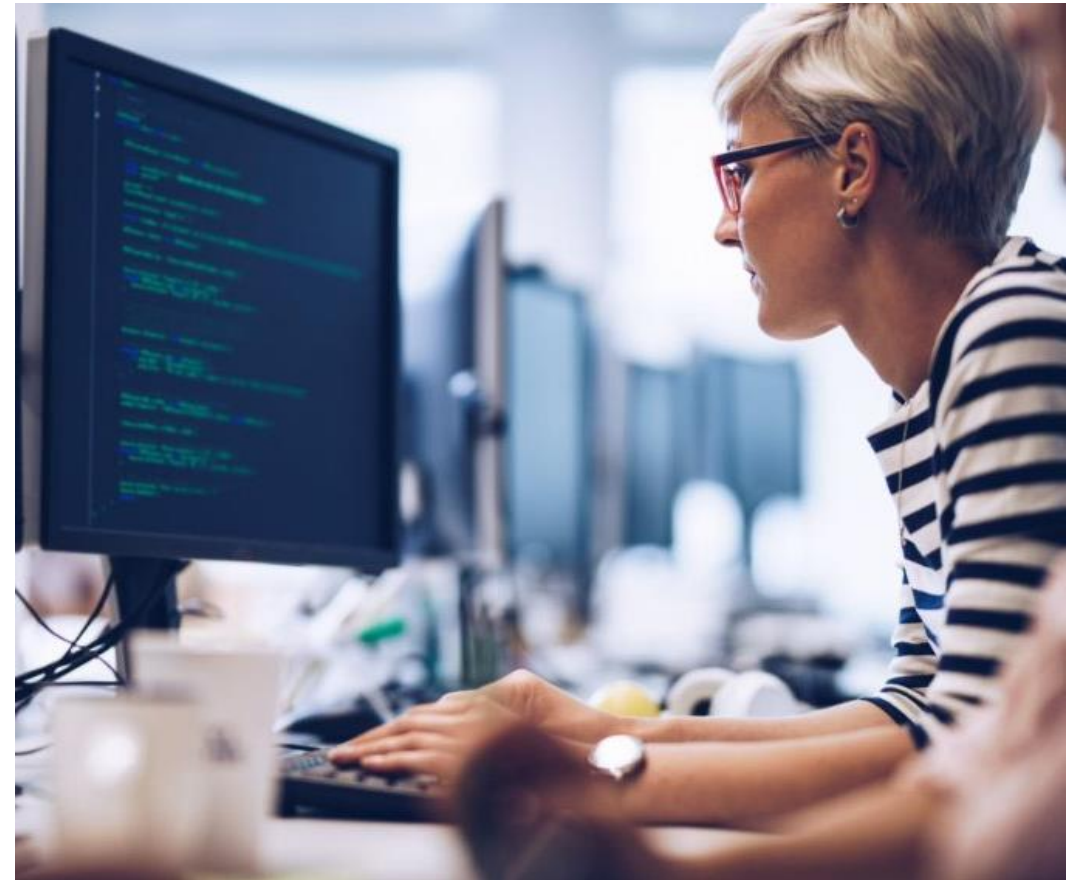
Currently in pilotphase:

- 6 Pilot parties selected
- Skilllab, Jobdigger, DitWerkt are building an application for employers/jobseekers/students
- ROC Nijmegen, Matchcare and Stichting Volandis testing learning outcomes/best practices



# Feedback / challenges

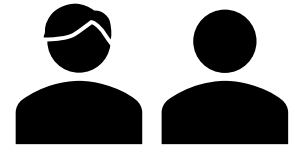
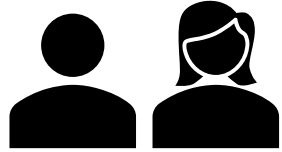
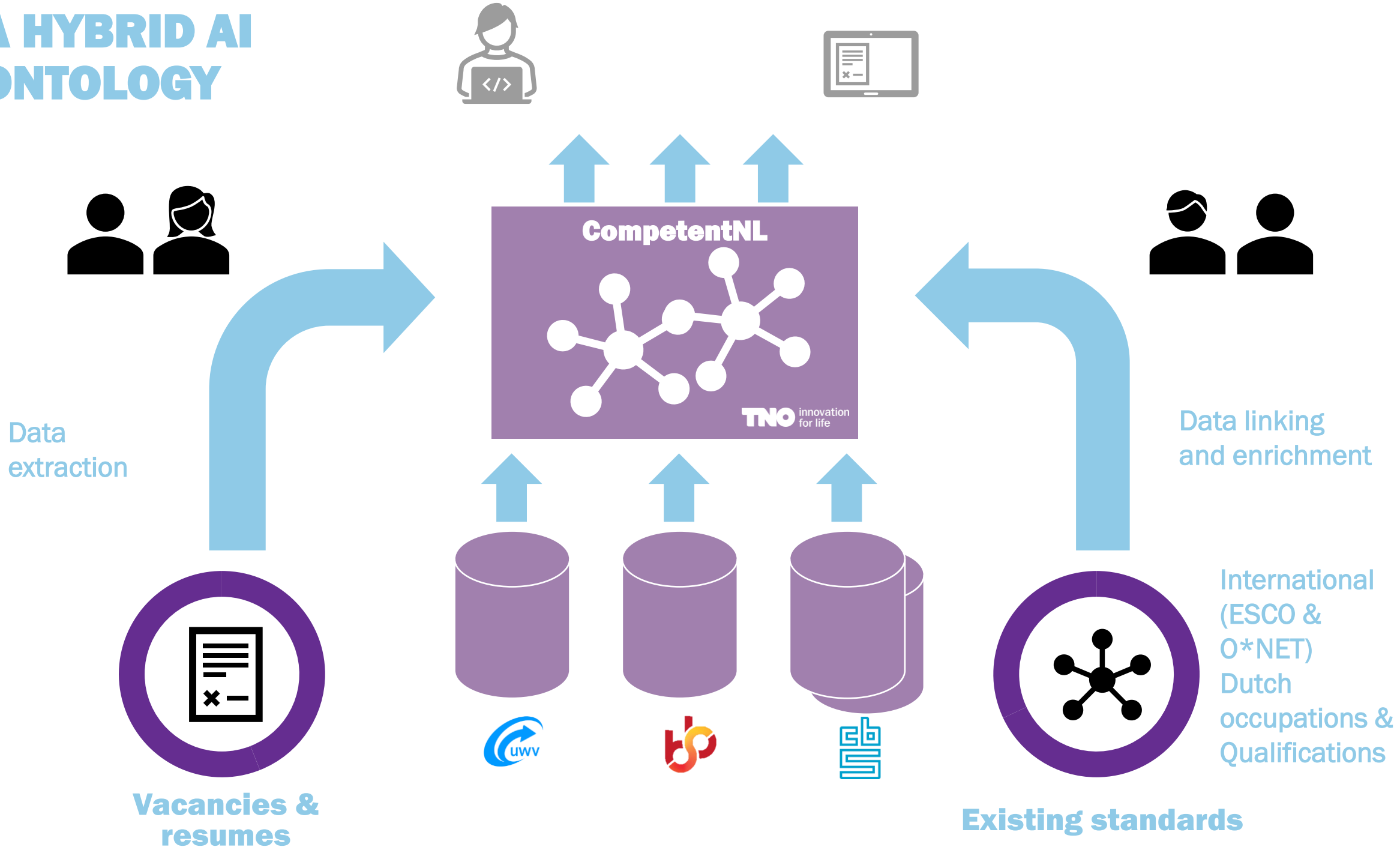
- Relation(s) to other standards
- Link to ESCO on skills level !
- Relation Hard skill vs Tasks ?
- Importance/ weight of the concepts
- Genderneutral descriptions
- Language descriptions complex
- Skill level ?



# Timeline CompetentNL



# A HYBRID AI ONTOLOGY

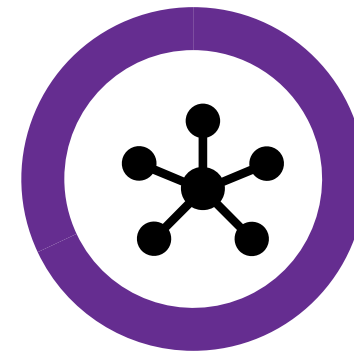
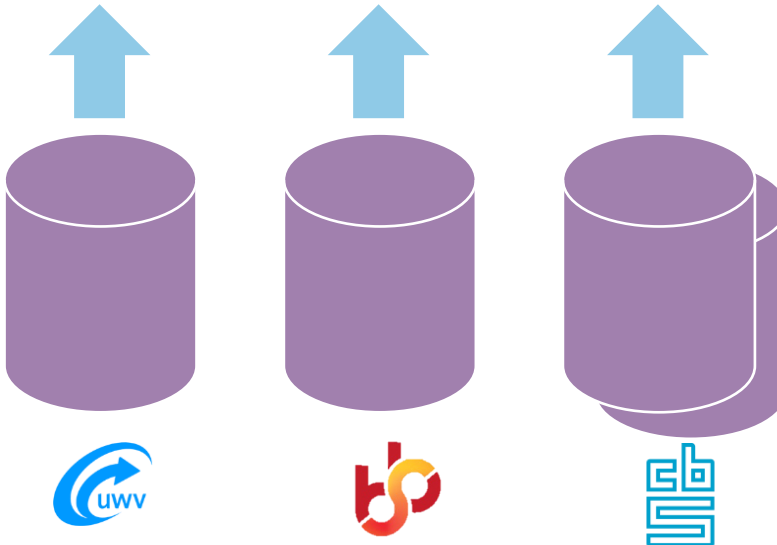


Data extraction

Data linking and enrichment



Vacancies & resumes

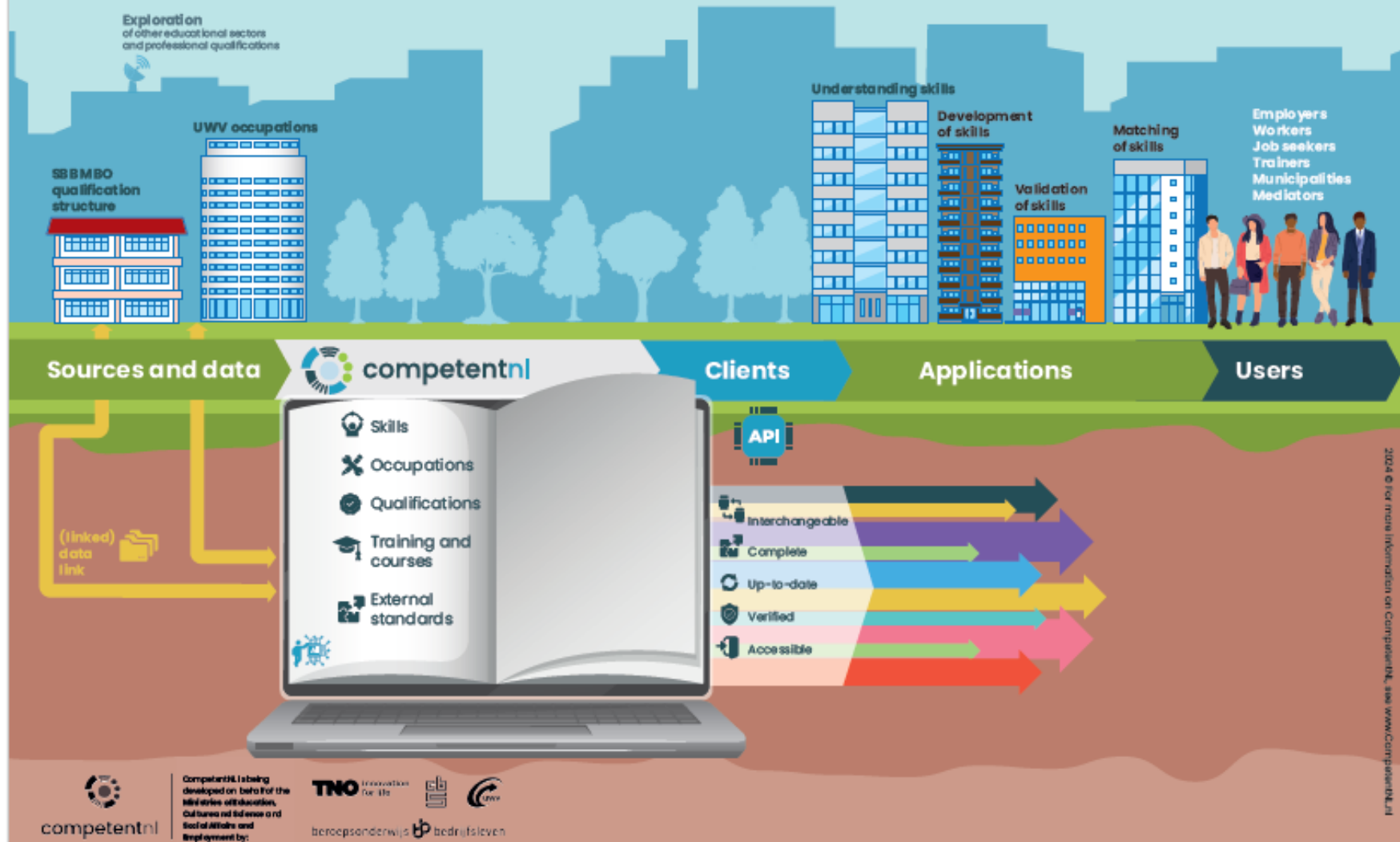


Existing standards

International (ESCO & O\*NET)  
Dutch occupations & Qualifications

# A common skills language

## for education and the labour market



# Thank you!

## Questions?

[CompetentNL@s-bb.nl](mailto:CompetentNL@s-bb.nl) regarding education and training

[CompetentNL@tno.nl](mailto:CompetentNL@tno.nl) regarding pilots

[CompetentNL@uwv.nl](mailto:CompetentNL@uwv.nl) regarding labour market questions

[CompetentNL@minszw.nl](mailto:CompetentNL@minszw.nl) regarding general questions

## Website:

[www.competentNL.nl](http://www.competentNL.nl)