



TO MITIGATE THE NEGATIVE EFFECTS OF THE COVID-19 PANDEMIC, TRANSITION TEAMS SUPPORT JOBSEEKERS TO FIND NEW WORK.

# COVID-19 Regional labour market transition teams

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## NETHERLANDS

The transition teams aim to address the imbalance in labour demand caused by COVID-19. This refers to the fact that some sectors are in decline, while others experience high demand for skilled workers. This imbalance risks a steep rise in unemployment and a substantial increase in long-term unemployment. Although this risk has not yet occurred on a large scale due to the implementation of a job retention scheme (NOW), it is expected that in the long run transitions will be necessary. The transition teams work together to support people who have become unemployed or are at risk of losing their jobs.

Name of the PES	UWV WERKbedrijf
Scope of measure (a pilot project or a national reform)	National project implemented in 35 labour market regions.
When was the practice implemented?	The regional labour market transition teams were set up in the wake of the COVID-19 crisis. In total, 35 regional transition teams (RTTs) were formed in 2021.
What was the driver for introducing the practice? Was it internal or external?	In the wake of the COVID-19 crisis and the resulting impact on the labour market, the Ministry of Social Affairs and Employment, social partners, Municipalities, NGO's and PES developed transition teams to mitigate the damage inflicted on jobseekers, employees threatened by unemployment, and the recently unemployed.
Which organisation was involved in its implementation?	The Ministry of Social Affairs and Employment cooperates with different stakeholders, including social partners, NGOs, vocational training institutes, private contractors, municipalities and UWV to implement the practice.
Which groups were targeted by the practice?	The transition teams aim to reach the following target audiences: (1) employees who are either at risk of unemployment or (2) have become unemployed during the crisis, especially those who risk becoming long-term unemployed. Special attention is dedicated to youths, workers with disabilities and entrepreneurs. The teams also work with employers in sectors in decline and others requiring new (skilled) employees.
What were the practice's main objectives?	The major objective lies in supporting jobseekers and employees, threatened by unemployment, to find new jobs. Generally, the transition teams aim to address the imbalance in labour demand, while simultaneously combatting unemployment and long-term unemployment.



<p>What activities were carried out?</p>	<p>The main difference in the services of the RTTs and the regular PES, is that every RTT offers a wide range of services to jobseekers and employers in an integrated way. While in the past the legal entitlement to benefits would define what services were available for a jobseeker, now the PES is able to offer services based on personal needs regardless of the legal status. The service offer is decided by the stakeholders actively involved in the RTTs. Working within the RTT offers PES the ability to direct customers to relevant services offered by other stakeholders active in the RTT.</p> <p>As a result, preventive action can now be taken by the Dutch PES via its RTT partners for employees before they lose their job. These activities include career counselling, labour market orientation, vocational education and training, job matching and coaching, as well as tailored, custom-made services designed for specific jobseekers, for example mental health support or financial consulting. The activities are offered by the regional teams made up of municipalities, social partners, NGOs and PES.</p> <p>If you agree then please make these final adjustments and go ahead and upload to the database.</p>
<p>What resources and other relevant organisational aspects were involved?</p>	<p>A formal supportive partnership in which the Ministry of Social Affairs and Employment serves as the awarding authority was established, resulting in the development of RTTs composed of employees from municipalities, trade unions, employer organisations, and the PES (UWV). The precise formation of the team may differ per labour market region. The Dutch PES pays for services offered by other partners in the RTT from a budget received by the Ministry of Social Affairs and Employment.</p>
<p>What were the source(s) of funding?</p>	<p>The Ministry of Social Affairs and Employment has made additional funding available as part of a broader crisis and recovery package.</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p>Services that are offered to jobseekers:</p> <ul style="list-style-type: none"> <li>▶ Reinforcing labour market position</li> <li>▶ Career counselling &amp; labour market orientation</li> <li>▶ Training job-seeking skills</li> <li>▶ Vocational education &amp; training</li> <li>▶ Coaching people who are in education</li> <li>▶ Job matching</li> <li>▶ Custom made services</li> </ul>
<p>What outcomes have been identified?</p>	<p>The main objective is to prevent or shorten the duration of unemployment. Many employees are unsure of their future employment perspective and some have lost their job due to covid-19, it is the purpose of the RTTs to facilitate them to find a job in sectors with a large demand in skilled labour.</p> <p>A secondary objective is to further strengthen the regional cooperation between municipalities, social partners, NGOs and the Dutch PES.</p>
<p>What are the lessons learnt and success factors?</p>	<p>The setup of the teams was experimental. There has not been a large rise in unemployment, possibly due to the successful implementation of the job retention scheme (NOW).</p> <p>In the long term, the need for up and reskilling jobseekers will remain. RTTs and de-allocated budgets could be part of a solution for this need at a structural level, however, they are temporary. The ambition is to keep the RTTs as a structural facility after the secured funding (until December 2022).</p>



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