



Training of labour migrants in the Netherlands

Summary

Labour migrants receive less training than the Dutch working population and are more likely to experience a mismatch between their training preferences and the opportunities they receive from the companies where they work. Learning possibilities primarily focus on training and guidance in the workplace. Career guidance is not prioritised because companies mainly employ labour migrants for a short period of time. In many cases, the job requires little specialisation and people’s existing skills are enough to perform the activities in question. As a result, employers are less likely to consider the further development of their employees.

About the study

In November and December 2021, a 3rd survey was carried out by *Share my voice*, which is a panel of labour and knowledge migrants in the Netherlands. The survey was about training and education opportunities and involved over 750 participants. This document uses three themes to offer a brief summary of the results: recruitment and selection prior to an employment contract, guidance and training during the employment contract, and the future. Wherever relevant, we have mentioned the results of specific groups of labour and knowledge migrants.

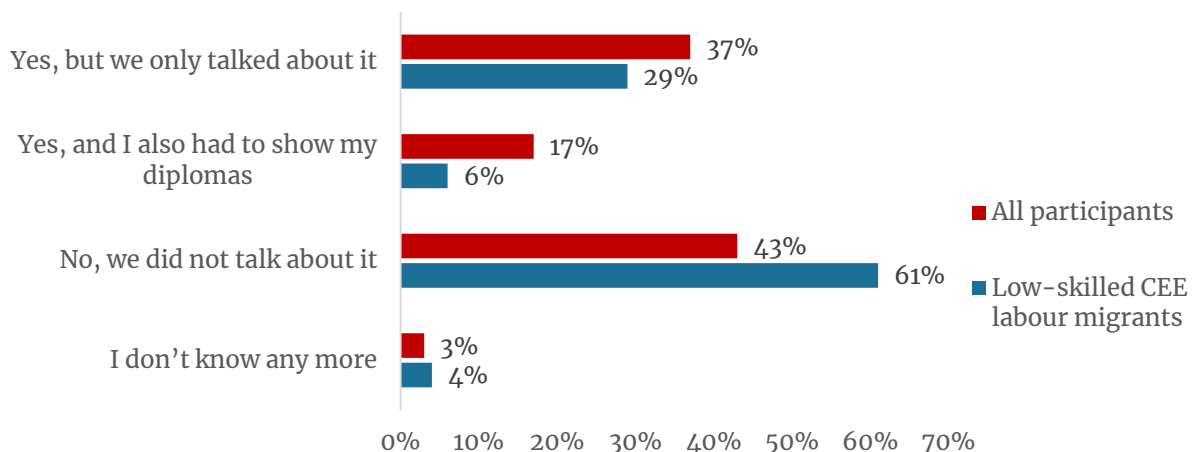


Recruitment & selection

Almost no attention to competencies and skills prior to employment contract

A quarter of all participants did not have a job interview before they got the job. In addition, half of the participants were asked about their education, and seventeen percent of them were asked to show a diploma. 43 percent of participants were not asked anything about their education history. This percentage was considerably higher among low-skilled labour migrants from CEE (Central and Eastern European) countries.

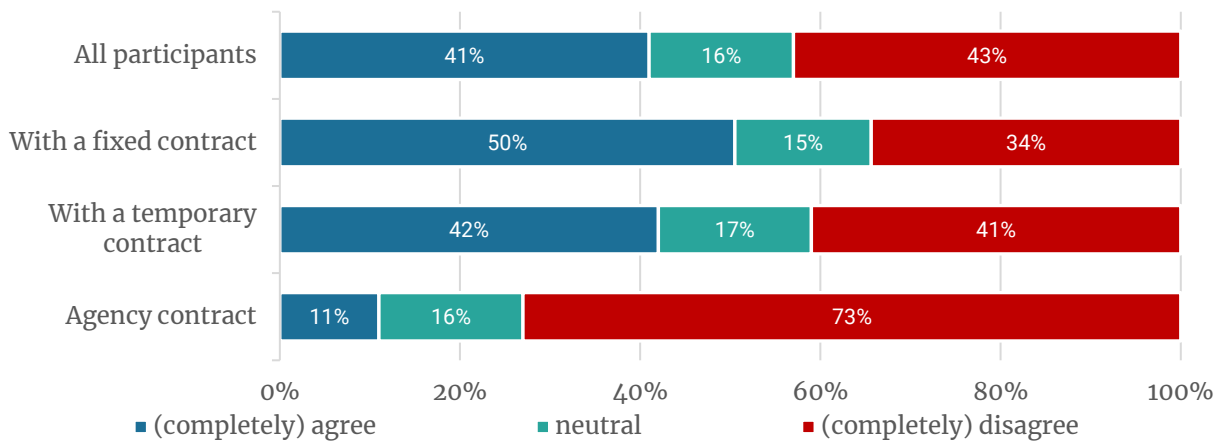
Figure 1 - Did your employer enquire about your education during the recruitment and selection process?



Often a mismatch between completed education and level of work

Many labour migrants are in jobs that are not in keeping with their qualifications. 41 percent of participants said that their qualifications are in keeping with their current job; this is more so the case for people who work with a fixed contract. Flex workers are more likely to do a job that is not in keeping with their qualifications.

Figure 2 – Statement: My current position is in keeping with my qualifications

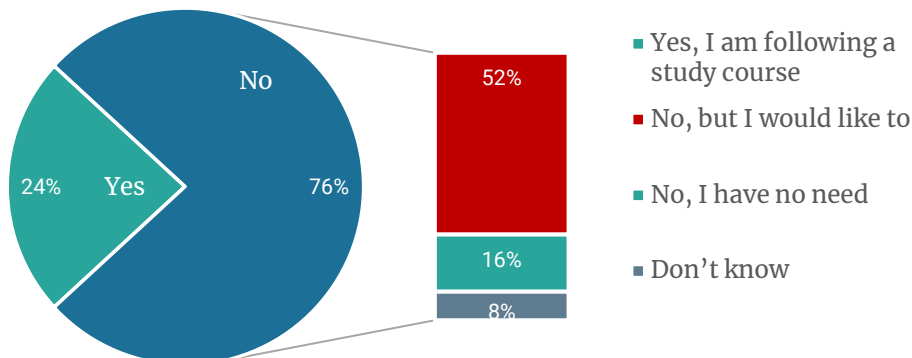


Guidance & training

Great need for extra training and education among labour migrants

Over three-quarters of all participants are not following any training at this moment. Half of the participants are not following training at this moment but would like to do so. The desire to follow training is strongest among young labour migrants and low-skilled labour migrants from CEE (Central and Eastern European) countries.

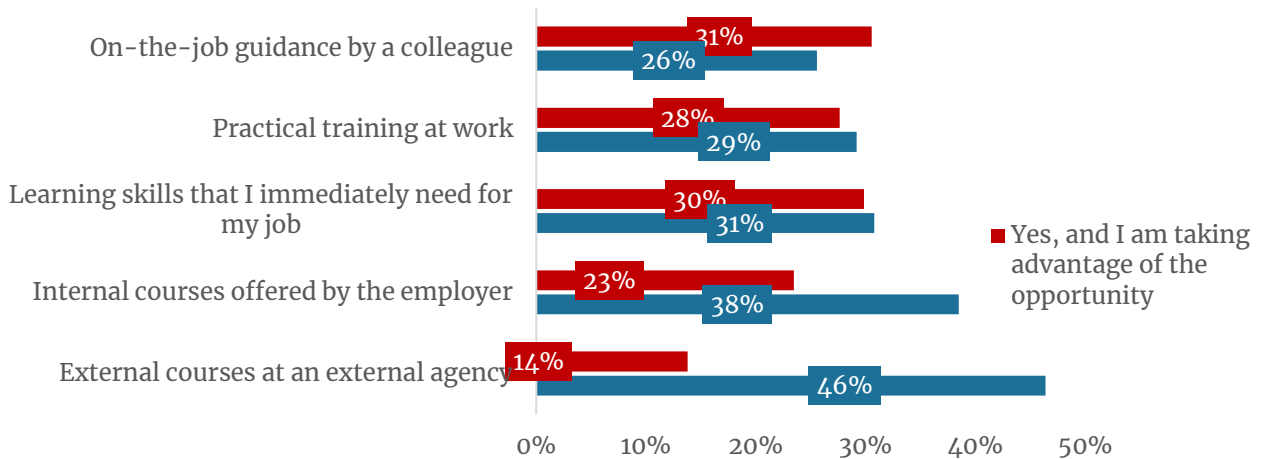
Figure 3 - Are you following a study course at this moment in time?



Opportunities mainly involve informal training

In approximately a third of all cases, guidance is offered in the workplace while performing the job; this mainly involves work-related informal support. No training whatsoever is offered to a large group of labour migrants, while they would actually like to receive it. There is mainly demand for internal and external courses.

Figure 4 - Is your employer offering you the following study courses at this moment?

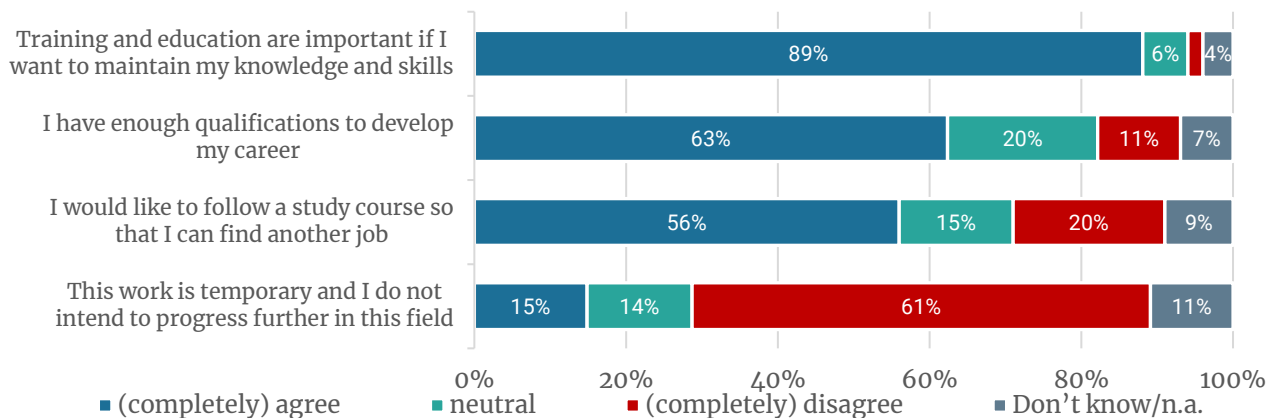


Further development & future

Importance of training is widely acknowledged

The vast majority of participants (89%) acknowledge that training and education are important in order to maintain knowledge and skills. In addition, six out of every ten participants said they had enough qualifications to continue their development. Just over half of the participants (56%) would like to follow training in order to find another job. This primarily involves young labour migrants from Eastern Europe. Furthermore, a large portion (61%) aims to develop their career and says that they do not regard the job as temporary.

Figure 5 - To what extent do you agree or disagree with the following statements?





Training to improve in current job

The majority of participants (53%) said they want to follow training in order to improve in their current job or to improve their qualifications (41%). The areas in which people want to develop further include soft skills – for example, problem-solving abilities – as well as technical skills.

Figure 6 - Which type(s) of training/education would you like to follow?

