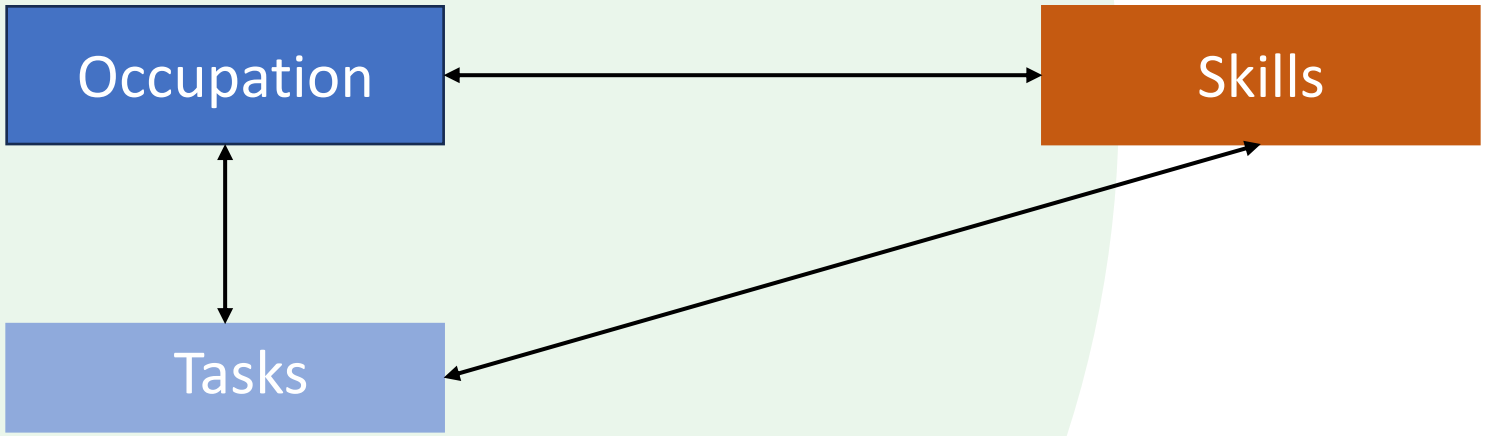
NICE CompetentNL

19 september 2024 | Herman Miedema

Relation Tasks and Skills



dit-WERKt

Who

Why

What

dit-WERKt

Software developers for
skillbased education and labour market
tooling.

dit-WERKt

National partner of the CompetentNL pilots

Specialised in Skillsbased education and labour market.

Best known from: Myhouseofskills,Matching and Career tool

We unlock education and labour market data with impact.

Ever faster changing labour market

- Not only due to transitions:
  - From care to prevention
  - From carbon to renewable energy
  - From waste to circular
- Globalisation
- AI, and computerisation / automation

Three consequences of a sectoral, segmented education and labour market | and the solutions:

From Mis-communication to shared skill language |

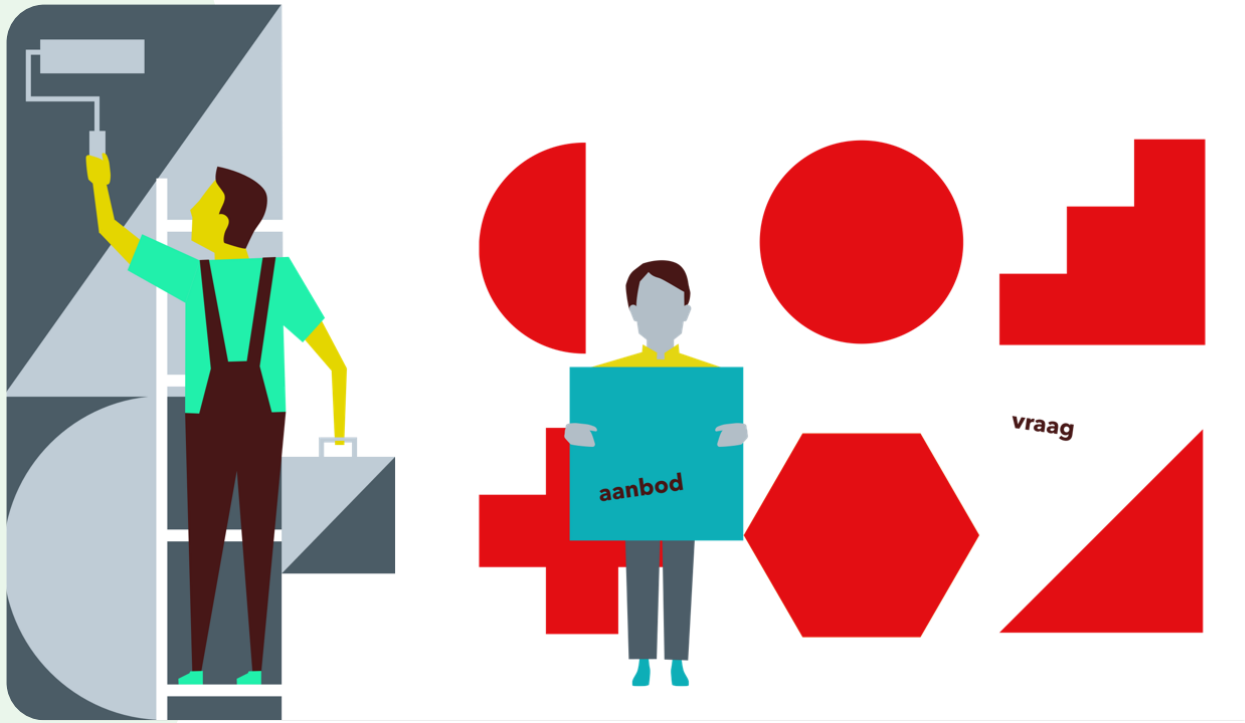
Helping talent and employer speak the same (skills) language using a standard taxonomy/ontology, e.g. ESCO, O*NET, CompetentNL

From Mis-match to LLL |

Talent profile does not match vacancy profile -> identifying learnable elements and providing additional training

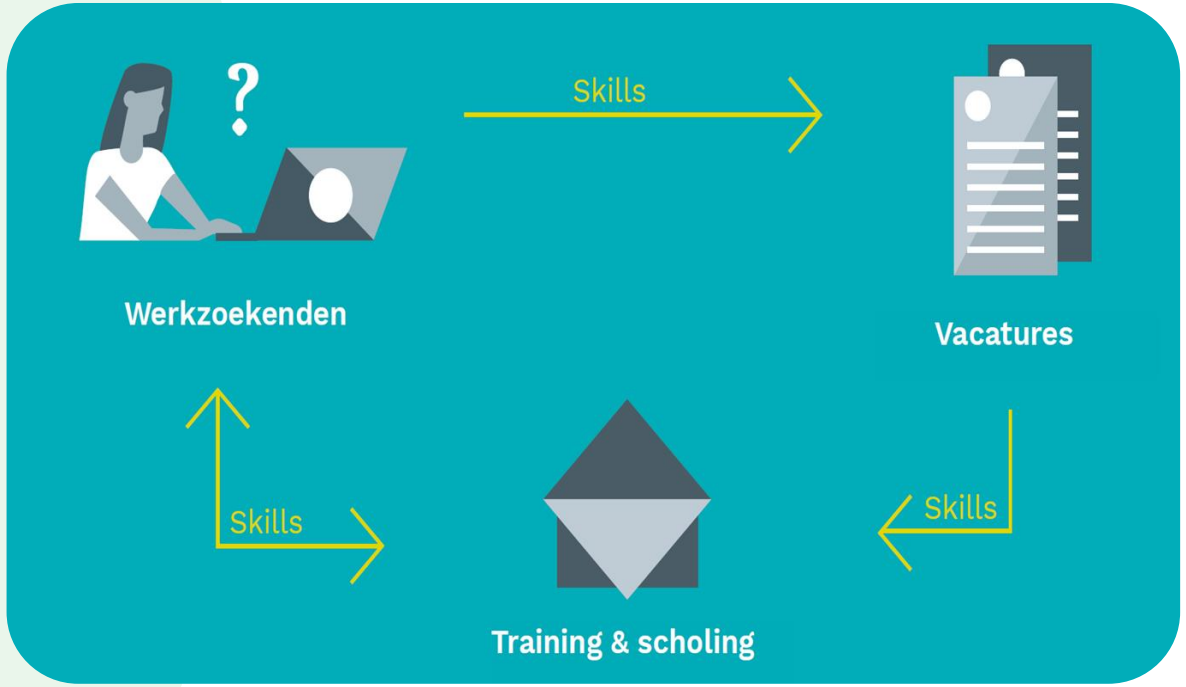
From Mis-encounter to a Transparent Education and Job Market |

Bringing talent and employer together in one (digital) environment, platform for platforms



Connecting three entities

- Talent
- Employers (Profile, functions & vacancies)
- Educators



Skills

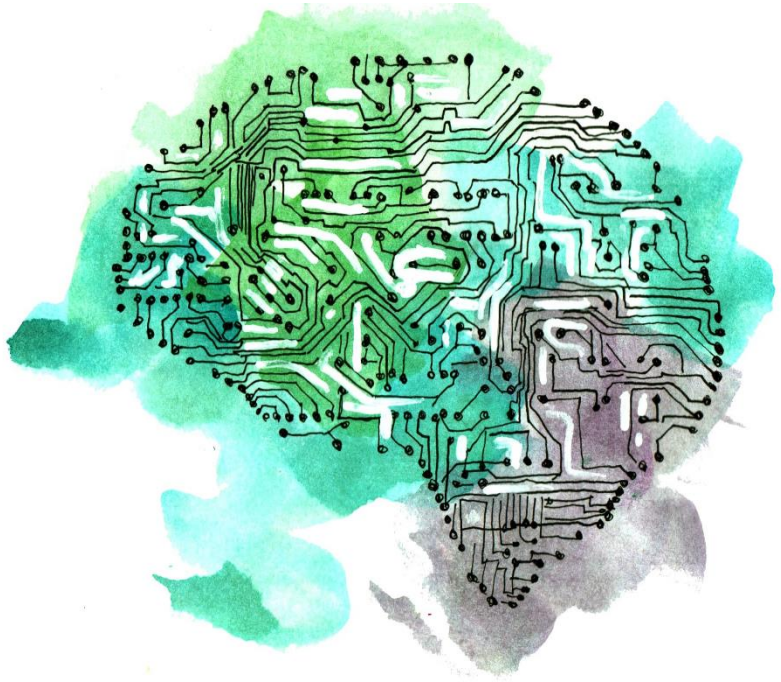
"Skills are the total set of personal characteristics, innate talents and knowledge, abilities, skills and competences acquired through education, training and experience, that enable one to perform a work-related activity or task."

Summary: personal skills are the necessary conditions for competent performance of tasks in work settings.

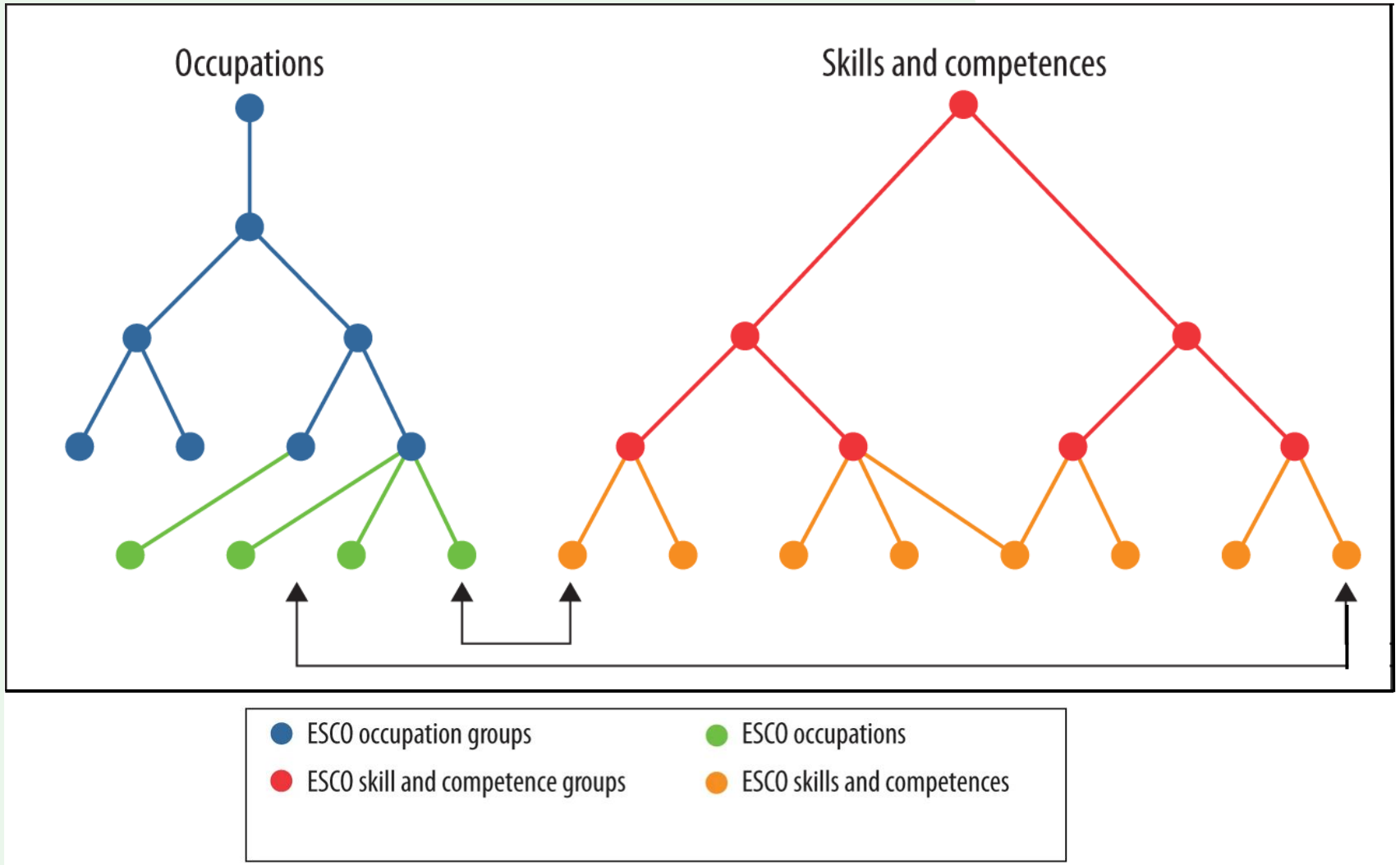
Types of Skillstaxonomy

EXPERT-DEFINED TAXONOMY

DATA-DRIVEN TAXONOMY

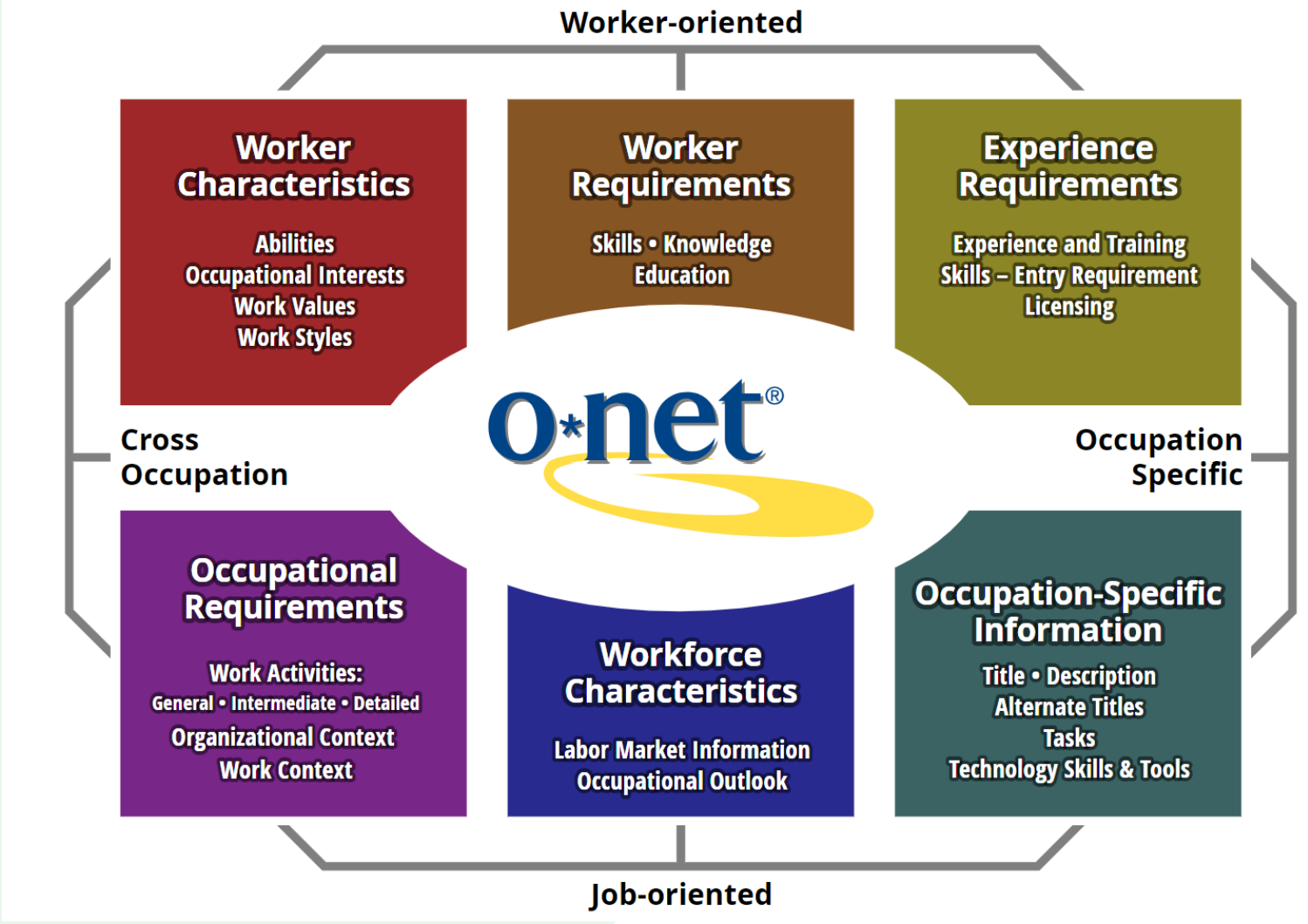


ESCO


Occupations
Skills and competences
ESCO occupation groups
ESCO occupations
ESCO skill and competence groups
ESCO skills and competences

dit-WERKt

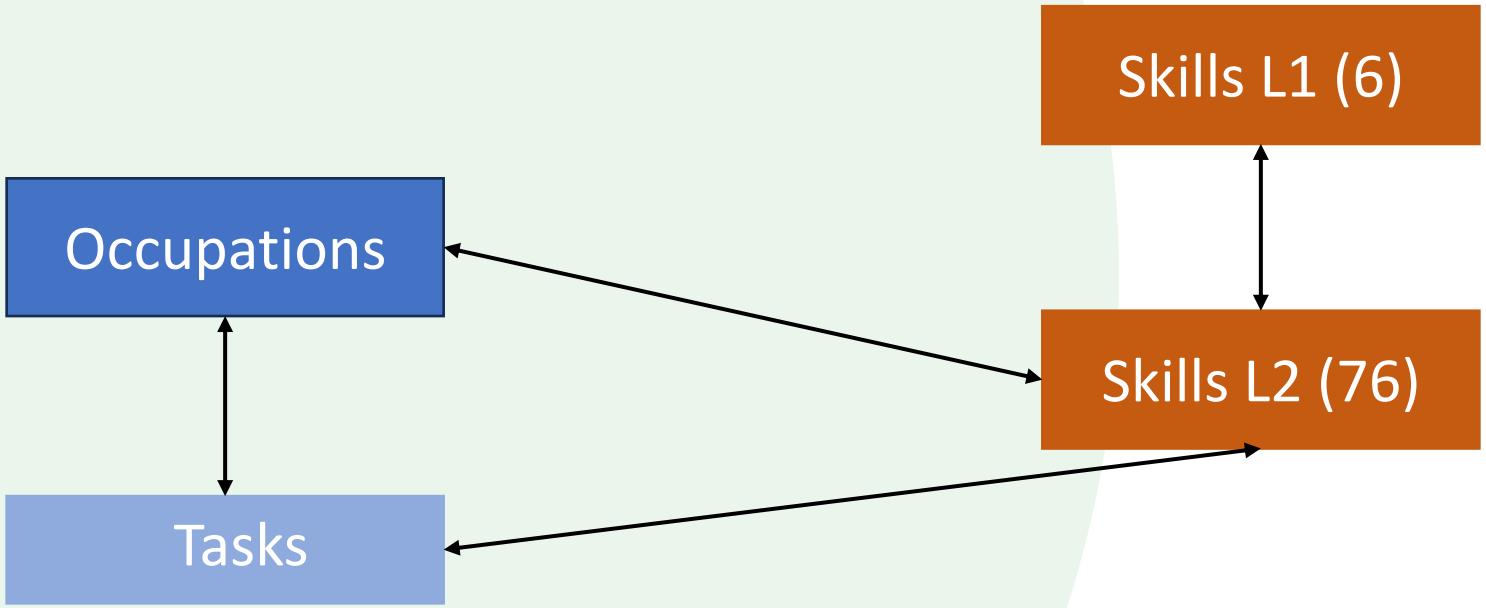
O*NET


Worker-oriented
Worker Characteristics
Abilities
Occupational Interests
Work Values
Work Styles
Worker Requirements
Skills • Knowledge
Education
Experience Requirements
Experience and Training
Skills – Entry Requirement
Licensing
Cross Occupation
o*net®
Occupation Specific
Occupational Requirements
Work Activities:
General • Intermediate • Detailed
Organizational Context
Work Context
Workforce Characteristics
Labor Market Information
Occupational Outlook
Occupation-Specific Information
Title • Description
Alternate Titles
Tasks
Technology Skills & Tools
Job-oriented

Learned

- Humans are not a job

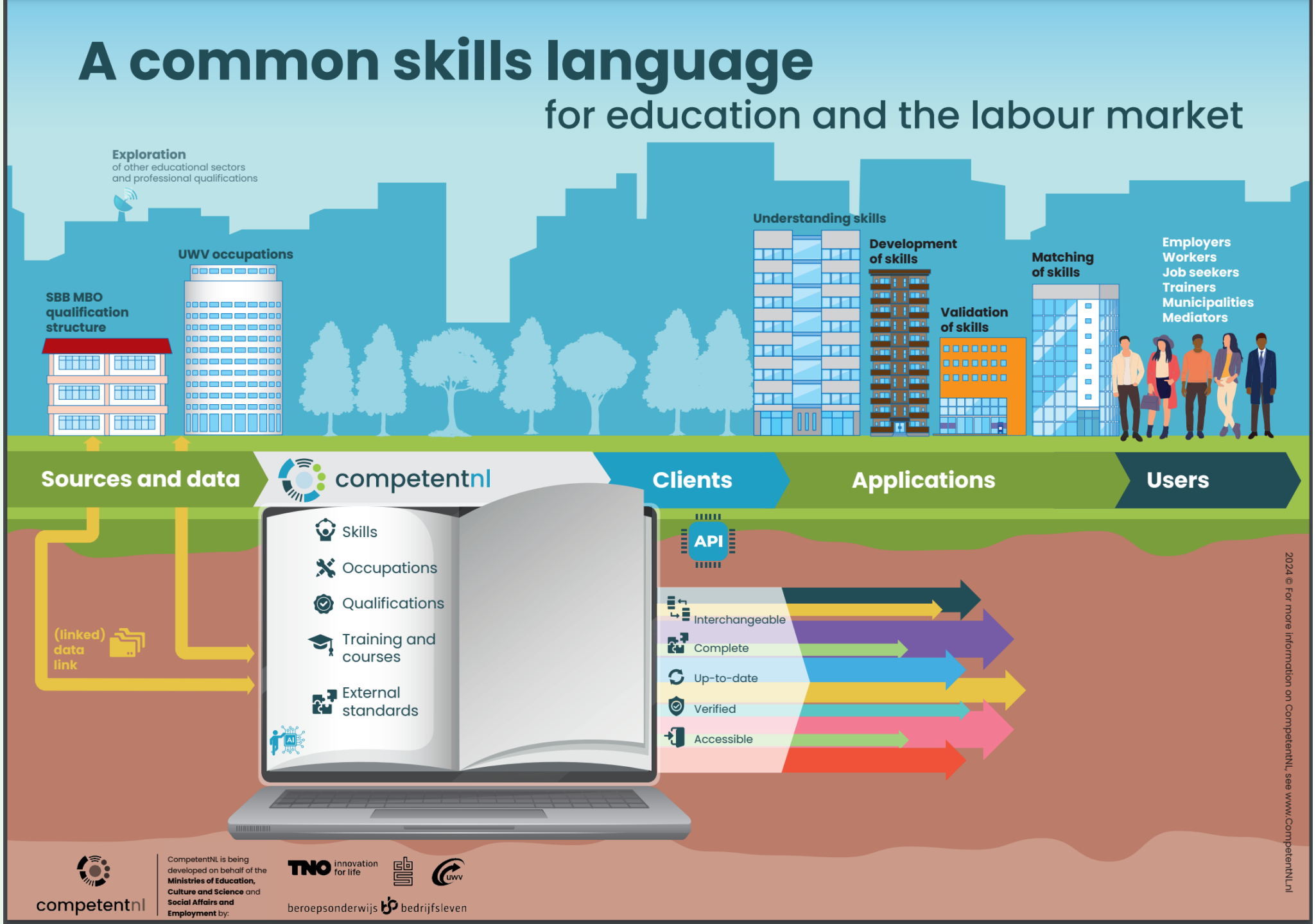
Relation Tasks and Skills in CompetentNL



RIASEC

A common skills language

for education and the labour market



competentnl

CompetentNL is being developed on behalf of the **Ministries of Education, Culture and Science** and **Social Affairs and Employment** by:

TNO innovation for life

beroepsonderwijs bedrijfsleven

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Dank!

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