

The Netherlands

ICCI Global Council Report – 10th May 2016

1. What is happening in your country in the economy, politically and labour market

Although the Dutch economy is recovering slowly, employment rates are still high and the recovery seems to benefit only limited groups of the jobseekers. Employment rate presently is 6.5% of the workforce. In the last months of 2015 en de first months of 2016, there has been a slow but steady decrease of the unemployment rate. It is expected however, that on the long run, unemployment rates will never return again to the levels of before 2008. It is an important political issue that the Dutch society will have to get used to increasing unemployment levels in the years ahead. Newly graduated people can hardly not find a job and it is still almost impossible for unemployed people of 50 + years of age to find a new job if they lose their job. After many years of limited attention for this problem of the 50+, now several initiatives of government bodies and employment agencies seem to pick up this problem seriously and several campaigns have been initiated in the past months alleviate this problem. It will take a while before any results of these campaigns can be expected. The government bodies responsible for these kind of initiatives on national and regional level have been slashed back on their budgets the past years and are not very much focused on people without serious physical or mental limitations to work. There are proposals to restructure these government bodies and organize them more on regional level in cooperation with all stakeholders on the regional labor market and educational institutions.

2. What is happening in the profession of career coaching and what is going on in professional career coaching organizations?

The profession of career coaching in Holland is suffering of too many coaches on a free market where budgets for career guidance haven been cut and fees for freelancers have been on a slide for many years in a row. Government bodies on regional level and on national level are solely starting to realize that they cannot do all the work without hiring career professionals and come up with new opportunities for career professionals based on extreme low fees.

3. What strategies are career coaches using to compete in today's market place

There is an increase of partnerships between individual career professionals which sometimes enables them to cooperatively submit bids on bigger projects where each might bring in it's own specialization. Super specialization is a must, but provides no guarantee for more work