



COMBINING SEVERAL ADMINISTRATIVE DATABASES TO TRACK GRADUATES IN THEIR FIRST TEN YEARS OF THEIR CAREER AND USING THIS INFORMATION FOR GUIDANCE PURPOSES TOWARDS YOUNGSTERS.

## Graduate tracking

Publication date: January 2020

### THE NETHERLANDS

The key challenge addressed by the practice is the lack of transparency about job opportunities for students starting their university career. The graduate tracking system enables them to take an informed decision on the basis of labour market outcomes of students after finishing their studies.

Name of the PES	UWV
Scope of measure	A project initiated and financed by UWV.
When was the practice implemented?	In 2018, the graduate tracking project was initiated in the Labour market information and advice department of UWV, in line with a recommendation of the European Commission. Its purpose is to create reliable labour market information for prospective students of initial education.
What was the driver for introducing the practice? Was it internal or external?	The driver for graduate tracking was external and connected to the experience of many students that job opportunities in the field they wish to achieve a university degree are often not known. Thus, graduate tracking increases labour market transparency and enables an informed decision of young people on what to study by taking into consideration labour market opportunities.
Which organisation was involved in its implementation?	UWV in collaboration with research institute SEO which is affiliated to the University of Amsterdam.
Which groups were targeted by the practice?	<ul style="list-style-type: none"> <li>▶ Young people who are about to choose a subject of study</li> <li>▶ Schools and universities to improve labour market-oriented guidance and better understanding of what is needed at the labour market</li> </ul>
What were the practice's main objectives?	Its purpose is to create reliable labour market information for prospective students of initial education. Prospective students are not a natural target group of UWV. UWV does indeed have a legal duty to make the labour market more transparent, and this project contributes to a preventive and more comprehensive role of UWV. Since the labour market lacks transparency for prospective students, UWV has decided to initiate this project. A more transparent picture of the (economic) consequences of study choices by means of better information may facilitate the transition from school to work, may prevent unemployment and decrease the pushing out of low-skilled workers in favour of the highly-skilled. Besides, acquired knowledge and skills will be better used, leading to higher educational output. Certain skill shortages may also be prevented. In brief, it may contribute to a more adequate adjustment of the education system to the needs of the labour market.
What activities were carried out?	In order to analyse the labour market position of graduates, SEO analyses anonymised administrative data from the microdata of CBS (Central Bureau of Statistics). The microdata consists of various data (educational data, personal characteristics, income, type of contract) which are linked on a personal level. This microdata will be annually processed and analysed by SEO for the annual publication Study & Work. UWV performs additional analyses for 87 clusters of bachelor programmes in higher professional education and for 70 clusters of master programmes in university education. It is no sample but a comprehensive measurement among 103,000 graduates. The labour market positions of the various clusters are compared to each other. The labour market position is determined on the basis of the time required to find a job, gross hourly wage, annual income and the percentage of permanent employees. The starting position of graduates is examined as well as the labour market position ten years after graduation. Furthermore, an analysis has been made of the development and robustness of the labour market position.

What resources and other relevant organisational aspects were involved?	Central Bureau of Statistics (providing the microdata), SEO University of Amsterdam (processing the data and developing the variables) and Elsevier (funding SEO for similar data).
What were the source(s) of funding?	UWV budget.
What were the outputs of the practice: people reached and products?	At the end of 2018 and the beginning of 2019, publications have appeared for university education (master programmes) and higher professional education (bachelor programmes). These publications have attracted a lot of attention in the press and on social media. This relevant and reliable information meets an urgent need. A follow-up will be published in January 2020.
What outcomes have been identified?	<ul style="list-style-type: none"> <li>▶ The labour market position greatly differs per type of education;</li> <li>▶ The labour market position of types of education remains fairly robust in the ten years after graduation.</li> </ul>
What are the lessons learnt and success factors?	It produces very reliable and relevant LMI, which is essential for guidance. Its robustness is a main advantage when compared to forecasting.



**Contact details for further information**

UWV – Public Employment Services Netherlands, Department of Labour market intelligence

**Name:** Michel van Smoorenburg, Teamleader

**Phone:** +31 6 51303799

**Email:** michel.vansmoorenburg@uwv.nl