

Challenges

CWI Public Employment Services

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The OOA workshop on Semantic challenges and opportunities in the Human Resources Domain.

Oxford –October 11, 2006

As part of the [ePortfolio](#) conference

http://www.jarrar.info/OOA/OOA-HR_workshop.htm



CWI : public employment services

- Who are we?
- What do we do?
- What do we need?
- What do we expect?
- What do we offer?

CWI : Who we are?

- public employment services
- largest collector and distributor of labour market information (transparency)
 - www.werk.nl
- guidance and matching ((web-)services)
 - Pageviews: 1.873.055 (daily)
 - Sessions: 78.330 (daily)
 - CV's: 377.000
 - Vacancies: 37.000
 - Matches: 100.000 jobseekers/ 3.500 employers

What do we do?

- **Collecting, creating & distributing large volumes of labor market information**
- **Allocation of supply (vacancies) & demand (job seekers) in labor markets**
- **Social Security Services (work and income)**
- **Matching (((((on Competencies)**

Objectives PES-MoC

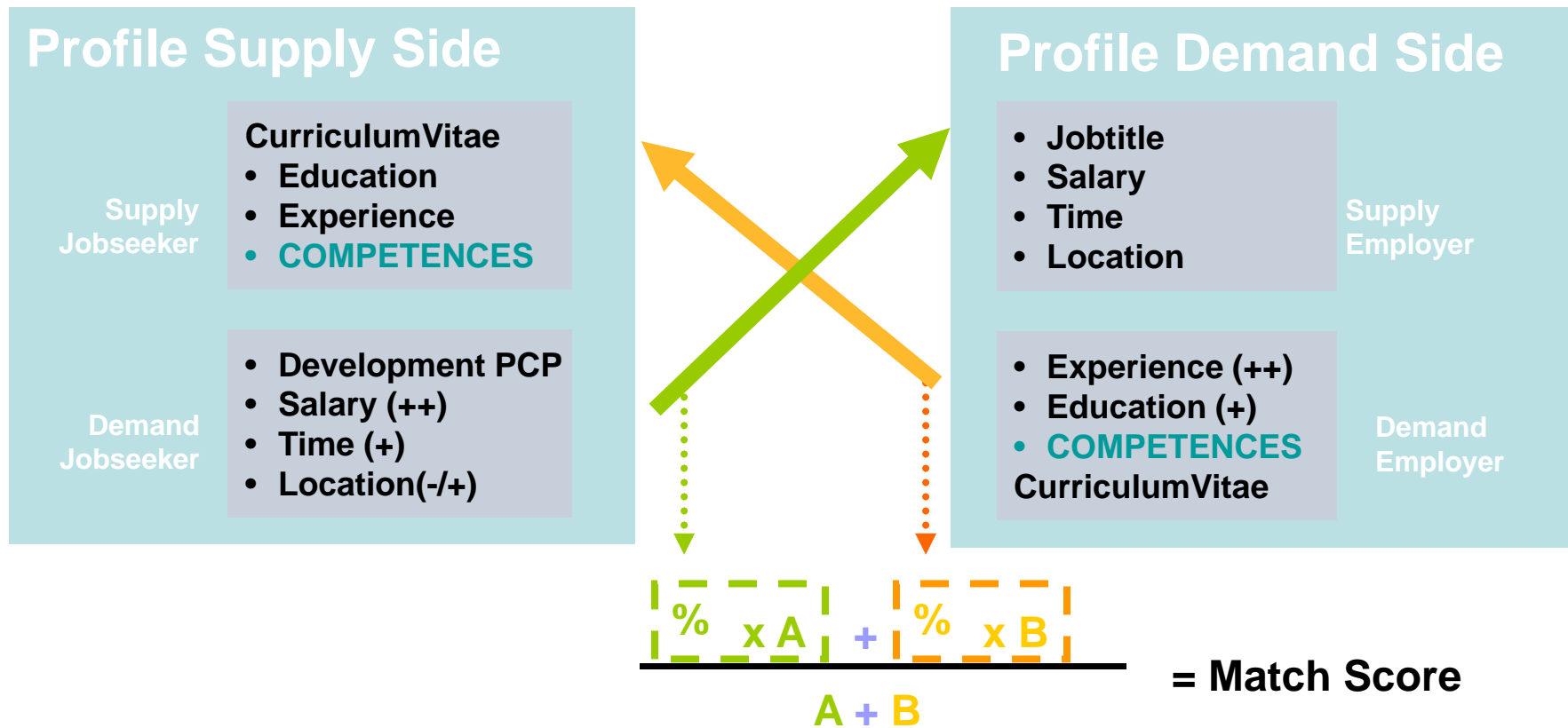
Improving what?

- Labour Market Performance
- Transparency of Labour Market
- Allocation of Talent (Human Capital)

Improving how?

- Matching demand and supply (((of competencies))
- Demand side standards (Job Vacancy Profiles (VCP))
- Supply side standards (Personal Competency Profiles (PCP))
- Interoperability and standardization of competency profiles in education, enterprises and labour market (MoC)

Bi-directional Matching S <-> D



MoC - Matching (((on Competencies))

- **Quick scan**
 - **Competencies in BPM and HR-Management ILM**
 - **Competencies in Curriculum Design Education (LifeLongLearning)**
 - **Competencies in external labour markets and Employment Services**



Tower of Babel

HR Transactions Today :(

Employers



PES/PRES/Job Boards



Recruiting/Outplacement Solutions



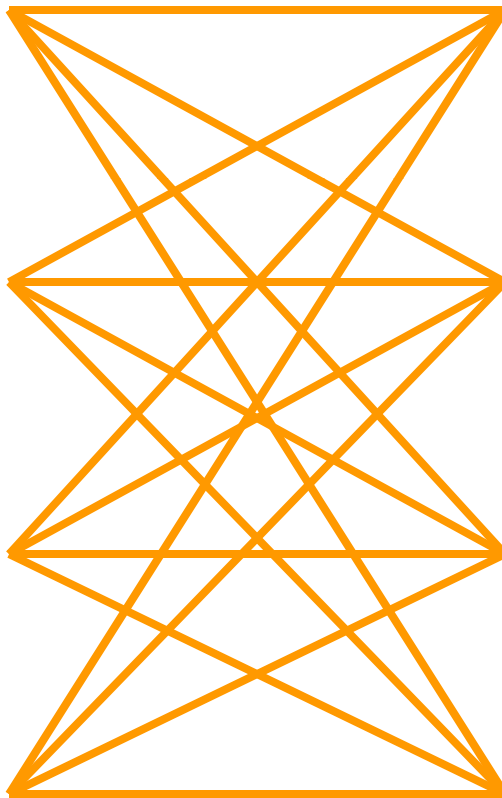
Staffing/Recruiting/Outplacement



HRMS Vendors



Other HR Solutions



What do we need?

OSEMIS on Jobs and Learning Opportunities

Ontology

Semantical interoperability in “HR Logistics”

Reusable competency definitions and models

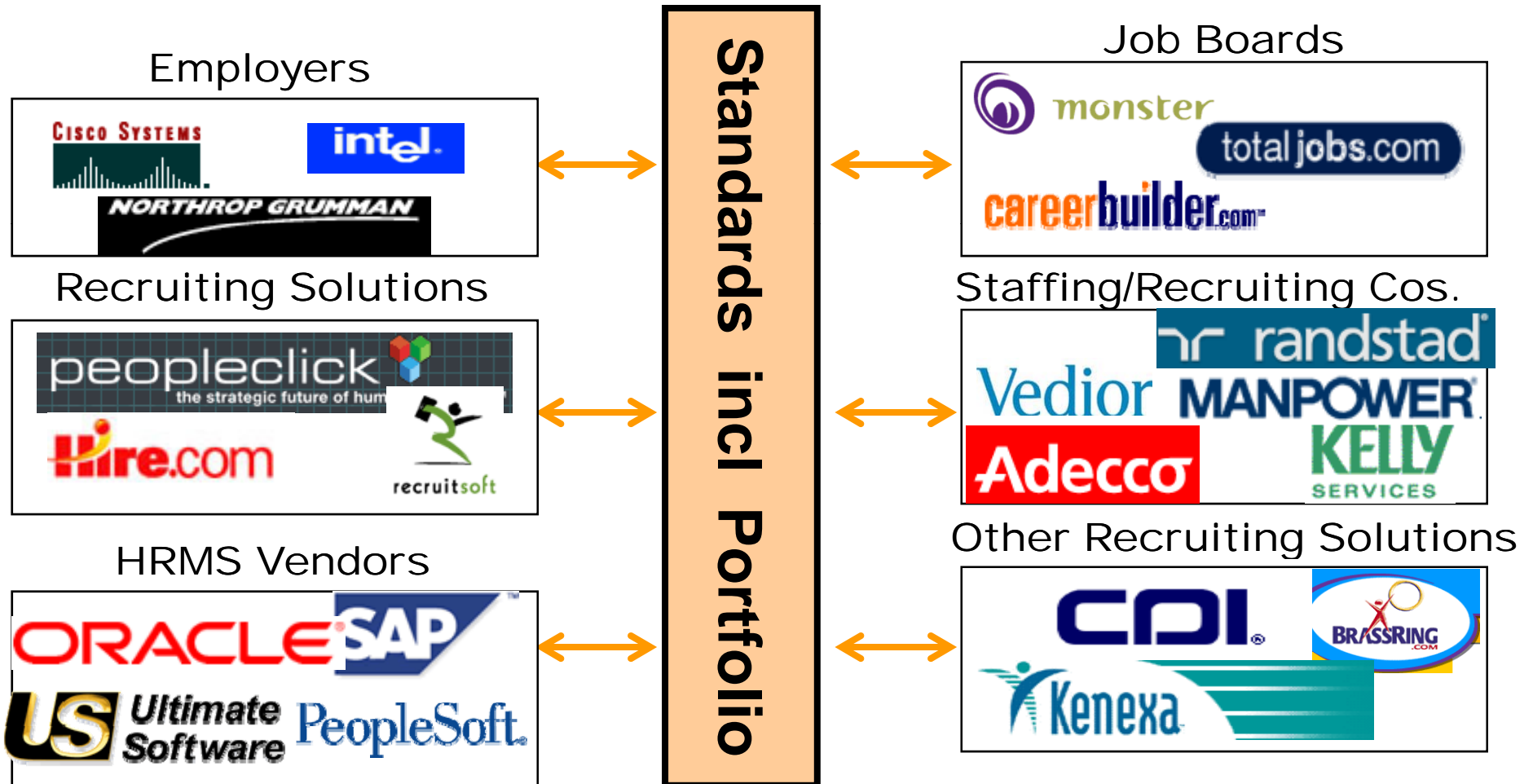
- PCP Personal Competencies Profiles
- VCP Vacancy Competencies Profiles
- MoC Matching on Competencies

Interoperability

- HRMS <-> MyPortfolio <-> P(r)ES Services
- Employment <-> *Employability Services*

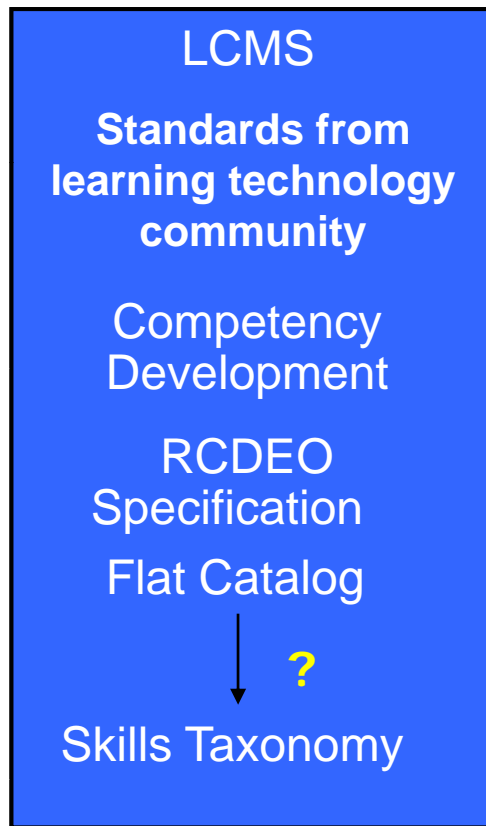


HR Transactions Tomorrow :)



Standards in HRM and Education including ePortfolio Standards

LLEmployability Transparency in Transitional Labour Markets



Competency Ontology

Ontological Commitment



Alignment of both specs

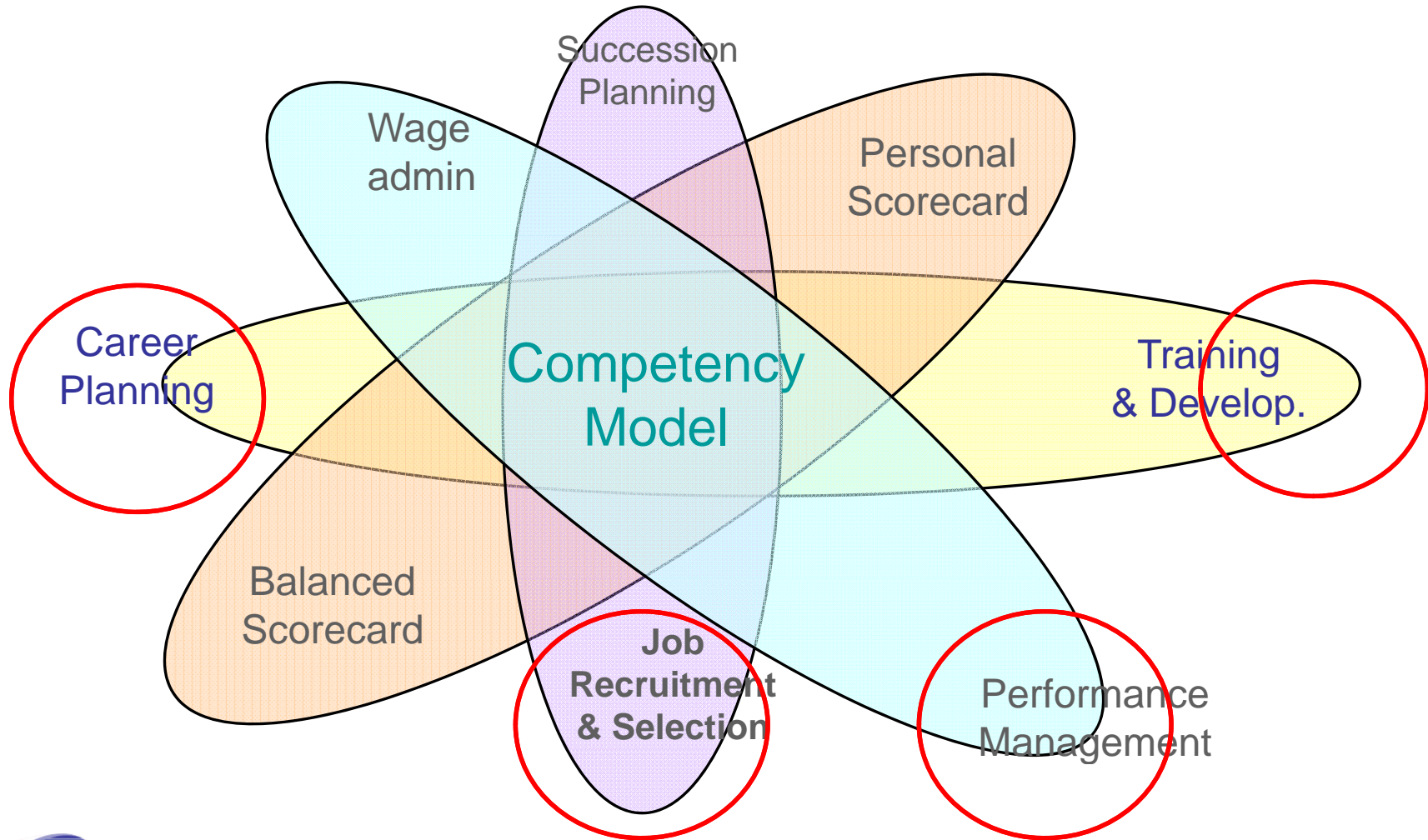
2008?



What do we expect?

- Minimizing vacancy duration and transactions costs
 - *savings in unemployment benefits*
 - *savings in social security benefits*
- Optimising allocation of supply and demand
 - *higher productivity*
 - *higher job satisfaction*

Competency based HR-Services Using ePortfolio



What do we offer?

- Partnership and collaboration in funding and cofunding projects and pilots with national and EU-partners
- Entry to our national and European network of public and private service providers and stakeholders
- Faster take up of ontologies and semantic web technology