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The Job Broker Project and it's implementation in Iceland

Soffía Gísladóttir,
VMST Iceland

FYRIRMYNDARÞJÓNUSTA - VIRÐING - ÁREIÐANLEIKI





Icelandic situation

- Unemployment 2,2% in May 2018
- Participation rate 86.5; men 89.4; women 83.6
- Population in Iceland 350.000
- Population in the Capital area 224.000
- Population in the North-east/East 45.000
- Job Brokers in the North-east/East:
 - Public 4
 - Private 12



Job Broker project implementation in Iceland

- Introduction – Report – 3 years ago!
- Working group
- Multiplier Event
- Cooperation and Interest
- Implementation of the curriculum
 - Via Online, The E-learning platform
 - Via Self-directed Learning Guide

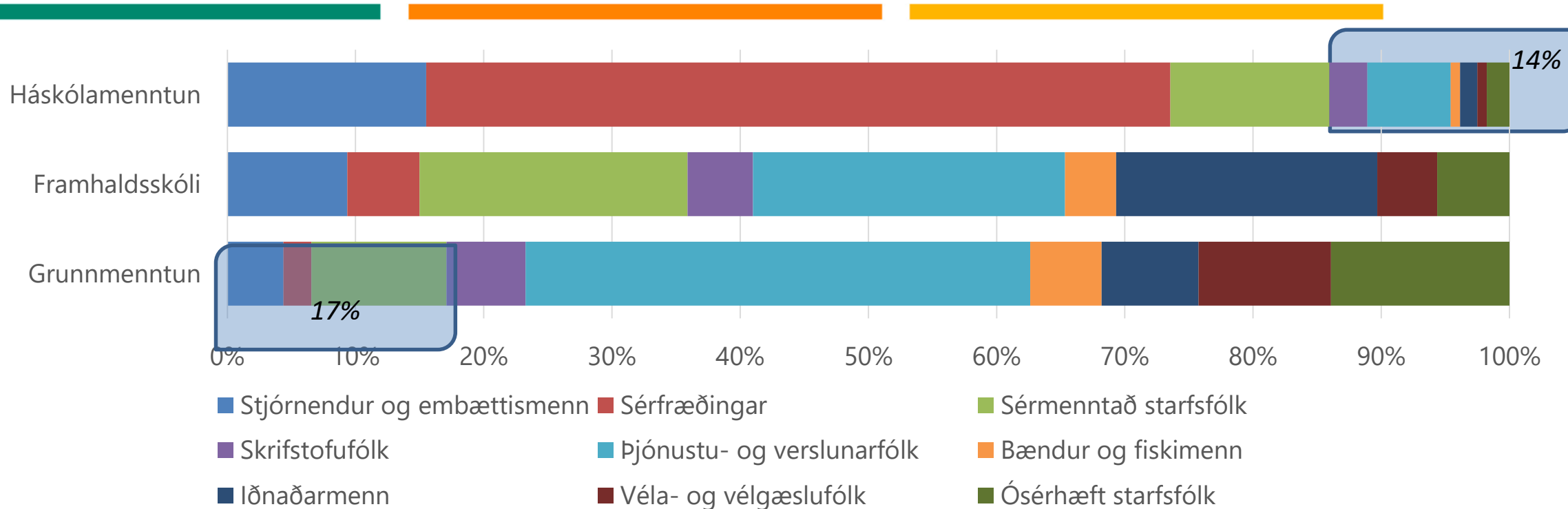
What did the participants of the pilot say?

- Very interesting material, very professional and confronting. The learning material is very wide-ranging and it is important that the Job Broker student respects it and studies it seriously.
- The Job Broker's "Self-directed Learning Guide" provides a holistic approach of what knowledge, skills and competences a job broker should have. The Learning material is focusing on all factors of Job Brokering, the private and the public sector, the job seekers, the employers and the system as a whole. This is very important for the Job broker's profession, to be able to see the whole picture.
- The learning activities are appropriate to supporting the professional development of Job Brokers, the setup is well organized and the exercises following each issue are very efficient.

3 main feedback points

- It is difficult for Job Brokers with little experience to be completely self-directed while studying the Job Broker Curriculum. It would be important for those with less than two years of experience, in the field, to have a study mentor or a study partner with more experience in the field.
- It is important for the Job Broker, working on the Self-directed Learning Guide, to keep in mind that the study requests time and patience. The material is worth 60 ECTS in our opinion, 15 ECTS for each chapter. The student has therefore to estimate how much time the studies require.
- It would be good to estimate time needed for each chapter and write it into the introduction so that the Job Broker can organize his studies better as he will be working actively in the field at the same time.

Skills mismatch ...



- 14% of people with university degree are in jobs not requiring university degree (over-qualified)
- 17% of people with primary education are in jobs requiring university degree (under-qualified)

The job broker has to keep in mind:

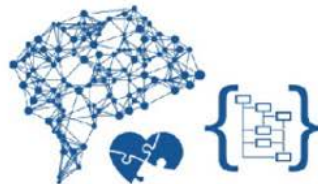
TOP 10 SKILLS

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

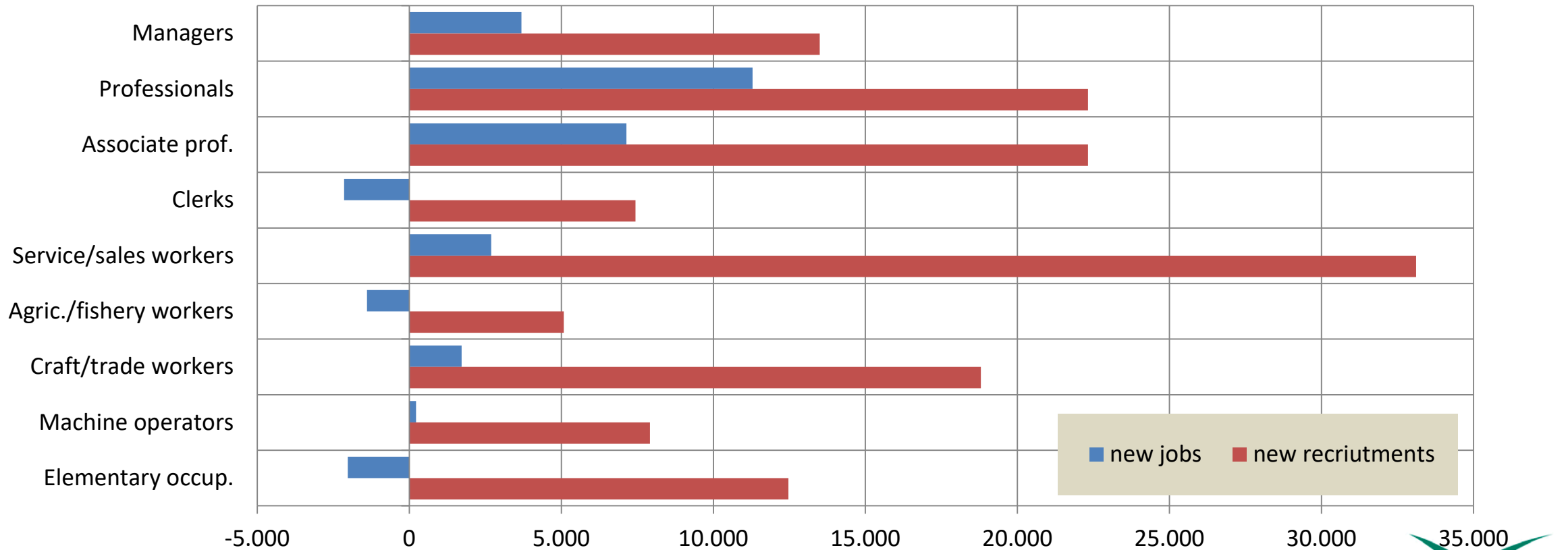


Source: Future of Jobs Report, World Economic Forum

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Job opportunities next 15 years by occupations

New jobs 21.000 / New recruitments 142.000



This is what is happening within VMST

| | UNI | All staff | % UNI |
|------------|-----|-----------|-------|
| 01.01.2008 | 47 | 104 | 45% |
| 01.01.2009 | 59 | 152 | 39% |
| 01.01.2010 | 59 | 144 | 41% |
| 01.01.2011 | 69 | 162 | 43% |
| 01.01.2012 | 69 | 161 | 43% |
| 01.01.2013 | 89 | 178 | 50% |
| 01.01.2014 | 84 | 161 | 52% |
| 01.01.2015 | 78 | 141 | 55% |
| 01.01.2016 | 80 | 135 | 59% |
| 01.01.2017 | 90 | 136 | 66% |
| 01.01.2018 | 101 | 141 | 72% |

Conclusion

- The Job Brokering has become an acknowledged profession in Europe
- The occupation of the Job Broker will only get more complicated in the near future
- Europe needs an accreditation for Job Brokers, so let's keep on the good job we have started!

