

AMS Standing Committee on New Skills

AMS Projektreihe „Standing Committee für New Skills“

POLICY INSTRUMENT

 Austria

Description

Country

 **Austria**

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The Committee initiates projects/workshops/lectures that aim to identify changes in the needs for qualifications in collaboration with experts from companies. Based on these projects, the Committee develops continuing education and training (CET) programmes to make it easier for jobseekers to re-enter the world of work.

The initiative identifies (short and medium-term) changes in the needs for qualifications/new skills to design training measures for the unemployed and to guide

(further) training in companies and in specific occupations, based on input working groups (PES and companies representatives).

Link

<https://www.ams-forschungsnetzwerk.at/deutsch/qualibarometer/comlist.asp?first=...>

Implementation level

NATIONAL

Legal base

Other: cooperation of PES with Social Partners

Starting period

Implemented in October 2009 as a response to the economic crisis.

Perspective

The Committee has continually initiated projects, workshops, and or lectures that aim to identify changes in the needs for qualifications in collaboration with experts from companies (usually of more qualitative nature). Based on these projects, the Committee develops continuing education and training (CET) programmes to make it easier for jobseekers to re-enter the world of work. The committee monitors new developments and formulates reactions to it (e.g. "New Digital Skills" Report Nov. 2019).

Policy area

EDUCATION

TRAINING

EMPLOYMENT

INNOVATION

DIGITAL ECONOMY

Funding

OTHER

It is part of the core work for the Austrian public employment services, thus covered by their budget.

Skill mismatch

Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

OTHER

PES, employers and other sector experts cooperate to identify skills needs.

Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

The initiative identifies changes in the needs for qualifications/new skills to design training measures to guide (further) training in companies and in specific occupations

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The initiative identifies changes in the needs for qualifications/new skills to design and/or initiate training measures for the unemployed

FACILITATE JOB / CAREER TRANSITIONS

Preparation of labour market related information to make it accessible and

understandable for everyone. It helps all interested parties among which persons who want to choose their career) to process information on the local, regional and national labour market.

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

Preparation of labour market related information to make it accessible and understandable for everyone. It helps all interested parties among which company representatives) to process information on the local, regional and national labour market.

ADDRESS MISMATCH BROADLY

It provides information to potentially skills mismatched people to help them to adapt to (local) labour market needs.

OTHER

Promotes stakeholder cooperation to identify skills needs.

Skills delivered

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

JOB SEARCH SKILLS

Methods

Methods

EMPLOYER SURVEYS

The project uses a wide array of inputs (secondary use)

SKILLS FORESIGHT

The project uses a wide array of inputs (secondary use)

EXPERT PANELS

Expert panels seem to be the main method to evaluate new developments / outcomes from the analysis of other sources.

Use of skills intelligence

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

One of the policy goals of the initiative is to design training measures for the unemployed and to guide (further) training in companies and in specific occupations, based on input working groups (PES and companies representatives).

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

The initiative is used to design training measures

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

The initiative is used to guide further training

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

These groups then formulate a list of current and future sector-specific requirements for employees and jobseekers in their sectors.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

The outcomes are used by AMS for the design of training measures for the unemployed and are also meant to guide (further) training in companies and in specific occupations.

OTHER

Working groups are created for specific sectors, made up of sectoral clusters of business representatives (e.g. in construction and building, business administration, chemicals and plastics, electrical engineering/electronics/ telecommunications, energy and environmental engineering, commerce, machinery/motor vehicles/metal, tourism, and health). These groups then formulate a list of current and future sector-specific requirements for employees and jobseekers in their sectors. The outcomes are used by AMS for the design of training measures for the unemployed and are also meant to guide (further) training in companies and in specific occupations.

Stakeholders

Main responsible body

NATIONAL PES

The Austrian Public Employment Service (AMS)

Other involved organisations

SOCIAL PARTNER: EMPLOYER ORGANISATION

Main target group. Are responsible for putting the knowledge of the committee into practice.

SOCIAL PARTNER: TRADE UNION

Are responsible for putting the knowledge of the committee into practice.

TRAINING PROVIDERS

The labour market research and career information department (ABI), in cooperation with the Institute for Research on Qualifications and Training of the Austrian Economy identified organisational change processes and qualification requirements in multiple workshop series.

OTHER

The Standing Committee is meant to prepare employed and jobseekers for future changes and challenges in the labour market

via active labour market policies, especially in times of underutilisation of economic capacities. Stakeholders (in the educational system as well as in the labour market, e.g. PES, employers, employees) are responsible for putting the knowledge into practice. For example, active labour market programmes calls for tenders of the Austrian PES are often based on input provided by the Standing Committee.

Beneficiaries

YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

Insights of the committee are relevant for employees and apprentices (including young ones) in the sectors (clusters) relevant for the Standing Committee that want to acquire new skills to gain better employment opportunities.

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

Insights of the committee are relevant for all the employees that want to acquire new skills to gain better employment opportunities.

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

Insights of the committee are relevant for all the employees that want to acquire new skills to gain better employment opportunities.

OTHER

Focus is to voice the insights from employer side (and transfer it to the insights for all others). Companies intend to profit from the know-how acquired by the committee.

Sustainability

Success factors The structural change in the labour market (e.g. digitisation) increase the probability that insights are effectively put into practice by stakeholders.

Barriers The main barrier is the translation of insights into practice.

Monitoring and evaluation Attendance at the events could be seen as a indicator for progress or success of the instrument, however no information is publicly available if attendance is actually measured.

Updates More attention over time has been given to priority groups with a migrant background and to expand the offer of German language courses. Also, recently more fundings are being spent of women in order to facilitate their participation into the labour force.

YES

Effectiveness

There is no evaluation or assessment of the effectiveness. The measure focuses strongly on gathering company experts' views. At an early stage, other experts/institutions were included. The measure might gain in effectiveness if researchers were included in the process to comment on the views of company experts. Despite stakeholder engagement and a wide range of information relevant to skills anticipation being available, there is a degree of uncertainty about the extent to which it is used to inform decisions within the education and training system; perhaps more so in higher education than in relation to VET/apprenticeships.

Sustainability

As the tasks of the instrument are not tied to a specific time frame, as skills needs and trends are always changing, the Standing Committee will remain relevant. For example, digitisation of the labour market became a more and more important topic during the last few years. The Standing Committee published several reports regarding this topic from 2015 to 2017.

Other instruments in Austria

- [Implacement labour foundation](#)
Implacementstiftung
- [PES Skills Barometer](#)
AMS Qualifikations-Barometer