

Skilled workforce bottleneck monitor

Fachkräfteradar

POLICY INSTRUMENT Germany

Description Country **Germany** Focus area MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE General information on skilled worker shortages by occupation and skills level at the local level. Link https://arbeitsmarktmonitor.arbeitsagentur.de/faktencheck/fachkraef te/karte/515... **Implementation NATIONAL** level Legal base Service provided by the German PES. **Starting period** Since 2012 **Perspective** No, it is based on data collected by the German PES. **Policy area** Please tick all that apply **EDUCATION TRAINING EMPLOYMENT**

Funding

OTHER

Funded by German PES.

Skill mismatch

Skill mismatch target

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

OTHER

To address future skills mismatch

Skills matching focus

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

The initiative highlights sectoral or occupational skills shortages by broad requirement levels (skilled workers, specialists, experts).

OTHER

Employers/employees to be prepared for future skills mismatch by gathering information on the website.

Methods

Methods

OTHER

Data of the German PES.

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

Visual presentation of relevant LMI.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

Visual presentation of relevant LMI.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

Visual presentation of relevant LMI.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

Visual presentation of relevant LMI.

Stakeholders

Main responsible body

NATIONAL PES

Federal Employment Agency

REGIONAL PES

Regional offices of the Federal Employment Agency

Beneficiaries

OTHER

The instrument visually prepares LMI that might otherwise not be very approachable. All parties who want to be informed about the level of skills mismatch in various occupations benefit from this form of presentation as it is much easier to interpret than tables in labour market reports.

Sustainability

Success factors Increasing availability and use of the internet should have broaden

the user base of the instrument.

Barriers An internet access is needed to access the website.

Monitoring and evaluation

Progress could be measured by monitoring the number of users. However, no information is publicly available if this is actually

measured.

Updates

NO

Effectiveness No information is publicly available.

Sustainability Yes, as monitoring of skilled workers shortage will remain very

important.

Other instruments in Germany

- Immigration monitoring instrument Zuwanderungsmonitor
- Occupation Information Net

BERUFENET

- PROSIMA apprenticeship market model PROSIMA
- Qualification and Occupational Fields Projections Qualifikations und Berufsfeldprojektionen, QuBe
- Qualification Opportunities Act
 - Qualifizierungschancengesetz (Gesetz zur Stärkung der Chancen für Qualifizierung und für mehr Schutz in der Arbeitslosenversicherung)
- Skilled Worker Shortage Analysis Fachkräfteengpassanalyse
- Updating VET Training Contents
 Aktualisierungen der Ausbildungsordnung