

# Skilled workforce bottleneck monitor

## Fachkräfte radar

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/fachkraefte/karte/515...>

Implementation level

NATIONAL

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

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### 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

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### 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

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- [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