Qualification and Occupational Fields Projections

Qualifikations und Berufsfeldprojektionen, QuBe

POLICY INSTRUMENT   Germany

Description

Country	**Germany**

Focus area

> MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE
>
> *The initiative provides a long-term overview of the likely development of labour demand and supply in terms of qualifications and occupations. The QuBe basic projection reflects labour market development if existing trends and modes of behaviour continue to apply in the education and training system and in the economy. It thus makes a consistent pathway of development visible.*

Link   https://www.bibb.de/en/131904.php

Implementation level

> NATIONAL

Legal base   The project has three project partners (BIBB; IAB and GWS) and each is reponsible of and finances specific aspects of the project: https://www.bibb.de/en/11959.php

Starting period   2010, the 2020 projections were made available in the 6th wave of the project

Perspective   The sixth wave of the BIBB-IAB qualifications and occupation projections updates the development of labour supply and labour demand up until the year 2040 in a differentiated way by 141 occupational groups (three-digit code of the German Classification of Occupations 2010) and in accordance with four qualifications and requirements levels.

Policy area

	EDUCATION
	TRAINING
	EMPLOYMENT

| Funding | OTHER
Funded by IAB and BiBB. |
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Skill mismatch

Skill mismatch target	SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)
	OTHER
The reports includes an indicator to evaluate the skilled worker situation in Germany.

| Skills matching focus | FACILITATE JOB / CAREER TRANSITIONS
The initiative highlights possible skills shortages within occupations allowing individuals to choose career paths/studies accordingly |
|---|---|
| | ADDRESS MISMATCH BROADLY
Firms can adjust their hiring/training strategies and individuals trainings matching the occupation shortages |

Skills delivered	CAREER MANAGEMENT SKILLS

Methods

| Methods | SKILLS FORECASTING
The idea behind the concept of the QuBe Project is to update past correlations in the education and training system and on the labour market that are observed in the basic projection. For details, please see *https://www.bibb.de/en/11733.php.* |
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Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

The information can be used by both individuals and enterprises to decide about qualifications/trainings necessary to match skills required in each occupation.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

The detailed projection results can be viewed on the QuBe Data Portal (https://www.bibb.de/de/qube_datenportal.php) and therefore acessed by students in order to inform career-making decisions.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

The detailed projection results can be viewed on the QuBe Data Portal (https://www.bibb.de/de/qube_datenportal.php) and therefore acessed by unemployed in order to inform job-search decisions.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

The detailed projection results can be viewed on the QuBe Data Portal (https://www.bibb.de/de/qube_datenportal.php) and therefore acessed by enterprises or sector organisations in order inform/enable strategic business decisions.

Stakeholders

Main responsible body

NATIONAL AGENCY

The Institute for Labour Market and Career Research (IAB) of the Federal Employment Agency shares the leadership of the QuBe project with the Federal Institute for Vocational Education and Training (BIBB) in terms of specialisms and content. The focus of the IAB in this respect is on the demand side of the labour market. Projections of requirements generated as part of the QuBe project are thus financed by the IAB and forecasts of demand for qualifications are also being prepared by them.

NATIONAL PES

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Other involved organisations

RESEARCH CENTRES, UNIVERSITIES

The Institute of Economic Structures Research (GWS mbH) is developing macroeconomic forecast and simulation models upon which the QuBe project's long-term projections and the scenarios are based.

Beneficiaries

Sustainability

Success factors

The project represents the most regular labour market forecast in Germany.

Barriers

The increased migration in particular of refugees in the year 2015, necessitated the creation of their own QuBe population projection. The introduction of the Occupational Classification of 2010 (KldB 2010) also made it necessary to adjust the 54 BIBB occupational fields previously used to 50 BIBB occupational fields.

Monitoring and evaluation

The methodology is updated regularly.

Updates

YES

Different focus points of analysis are set from wave to wave (e.g. digitisation of the labour market or immigration).

Effectiveness

Evaluations of the project are not available, results of the forecast are however regularly discussed in the press, by policy makers and relevant stakeholders.

Sustainability

The policy instrument is sustainable and the wide availability of microdata allows to adjust the methodology to macro/micro changes over time.

Other instruments in Germany

- Immigration monitoring instrument
  Zuwanderungsmonitor
- Occupation Information Net
  BERUFENET
- PROSIMA apprenticeship market model
  PROSIMA
- Qualification Opportunities Act
  Qualifizierungschancengesetz (Gesetz zur Stärkung der Chancen für Qualifizierung

und für mehr Schutz in der Arbeitslosenversicherung)
- Skilled Worker Shortage Analysis
  Fachkräfteengpassanalyse
- Skilled workforce bottleneck monitor
  Fachkräfteradar
- Updating VET Training Contents
  Aktualisierungen der Ausbildungsordnung