

Skilled Worker Shortage Analysis

Fachkräfteengpassanalyse

POLICY INSTRUMENT

 Germany

Description

Country  **Germany**

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

This initiative aims to analyse skilled worker shortages in Germany and identify bottleneck occupations. Until March 2020, this analysis was the backbone of the regularly updated Positivliste (list of occupations where immigration from non-EU countries is promoted).

Link

<https://statistik.arbeitsagentur.de/DE/Navigation/Statistiken/Themen-im-Fokus/F...>

Implementation level

NATIONAL

Legal base

Service provided by PES.

Starting period

April 2011.

Perspective

No

Policy area

EDUCATION

TRAINING

EMPLOYMENT

MIGRATION

Funding

OTHER

The initiative is funded by the German PES. No information on the amount of funding is publicly available.

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 matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

Information on which occupational skilled shortages is available so that young graduates can be well prepared for the occupations

UPSKILL OR RESKILL EMPLOYED ADULTS

Employees in specific occupational specialties can reskill to meet the skills required in the vacancies

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

Adults who are not in employment can upskill to meet the skills required in the occupational specialties to be able to enter the job market

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

Information on occupational skill shortages is available.

ADDRESS MISMATCH BROADLY

Information is available to the broad public via the internet.

OTHER

Until March 2020, the list of bottleneck occupations informed policy directly. It can still be used by other parties as the reports are available online.

Skills delivered

CAREER MANAGEMENT SKILLS

Methods

Methods

OTHER

Registered employed and unemployed from the Federal Employment Agency. The classification as to whether or not an occupation should be considered as a bottleneck occupation is essentially based on how long it takes to fill a vacancy registered at the PES (vacancy time). In addition, further information, such as the number of vacancies or the inflows and outflows from unemployment as well as qualitative occupational information, are included in the assessment.

Use of skills intelligence

OTHER

With this instrument, LMI was used directly to address skills skills by promoting immigration into specific bottleneck occupations.

Stakeholders

Main responsible body

NATIONAL PES

Bundesagentur für Arbeit (German PES)/ the Federal Employment Agency (English). This is a service of the German PES for its customers and therefore does not rely strongly on input from external stakeholders.

Other involved organisations

NATIONAL PES

Quantitative data analysis performed by PES

OTHER

The initiative used to be part of the system of steered migration in Germany. Therefore, all stakeholders with a connection to labour migration are affected by the initiative. However, as it is an quantitative instrument of the German PES that runs on data analysis, the influence of other organisations is limited.

Beneficiaries

OTHER

In general, all persons in need of information about the German labour market and training system profit from the initiative. Until March 2020, Immigrants with bottleneck occupations identified in the analysis benefited from lower barriers to immigration. Still the list of bottleneck occupations indicates where immigrants might find employment opportunities.

Sustainability

Success factors	Through the instrument LMI had direct impacts on how immigration promotion is designed in Germany. It is still a valuable source on bottleneck occupations on the German labour market.
Barriers	Due to higher demand for immigrants, the instruments role in shaping immigration policy was replaced by the skilled workers immigration law (Fachkräfteeinwanderungsgesetz) in March 2020.
Monitoring and evaluation	As it is a very quantitative instrument to evaluate skills needs it is not necessarily subject to evaluation, but rather itself an evaluation tool to identify bottleneck occupations.
Updates	<div style="border: 1px solid black; padding: 5px;"> <p>YES</p> <p><i>From 2020, the report will be published every year instead of every half year as before</i></p> </div>
Effectiveness	It was very effective as the results of the analysis directly and automatically influenced migration regulations.
Sustainability	The initiative was updated regularly every half year before December 2019. Since 2020, the initiative will continue with one publication every year. With the implementation of the skilled workers immigration law, the importance of the instrument declined substantially. It is nevertheless a good example on how LMI can inform labour market policy directly.

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 workforce bottleneck monitor](#)
Fachkräfte radar
- [Updating VET Training Contents](#)
Aktualisierungen der Ausbildungsordnung