

# Initiative for skilled workforce Eastern Germany

Fachkräfteinitiative Ostdeutsche Zukunftsfelder



Germany

## 1 Description

**Timespan** October 2010 to April 2013

**Stage** NO LONGER OPERATIONAL

**Focus area**  MATCHING SKILLS FOR TODAY'S JOB MARKET

## 2 Foundations

**Policy area**  GROWTH AND INNOVATION

Promoting growth of the eastern German economy in future-oriented branches that might lead to growth in employment.

**Policy goal** Labour force supply in Eastern Germany will shrink earlier and stronger than in the Western Länder due to the massive decrease in fertility after the reunification and the persistent migration of young and well-qualified people from Eastern Länder to Western Länder. The goal of the project is to support the competitiveness of small and medium sized enterprises (SMEs) and the economic growth in Eastern Germany. With this initiative, the Ministry of the Interior promotes and funds regional approaches of securing a skilled workforce. These approaches are capable of exploiting the employment potential as far as possible. The core activity - besides events and publications - is to fund and support a number of projects introduced by companies and company networks. The projects are identified via a contest. Therefore, by supporting the interplay of various regional actors, the focus lies in testing measures of securing a skilled workforce in promising sectors in terms of increasing demand for skilled personnel.

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**Mismatch****EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH**

Targetted at skills mismatch in promising regional markets in Eastern Germany (10 sub-projects in different regions in Eastern Germany).

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**Aim of policy instrument**

FACILITATE JOB/CAREER TRANSITIONS



ADDRESS SKILL SHORTAGES

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**Legal basis****OTHER**

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**Administrative level****REGIONAL**

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**Main responsible body**

Federal Ministry of the Interior

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**Stakeholders**

GOVERNMENT (CENTRAL &amp; REGIONAL)



EMPLOYER FEDERATIONS



CHAMBERS OF COMMERCE AND INDUSTRY



RESEARCH CENTRES AND UNIVERSITIES



SOCIAL PARTNERS

Forschungsinstituts Betriebliche Bildung (f-bb) and Gesellschaft zur Förderung von Bildungsforschung und Qualifizierung mbH (GEBIFO) - project management and transfer agents  
Prognos AG - author of study on skilled workers in Eastern Germany  
Companies, chambers, associations

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**Funding**

In 2010, a study for the project was funded by the Commissioner of the Federal Government for the Eastern German Länder for €260,000.

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**Intended beneficiaries**

SMEs benefit from networking activities (e.g. by getting information on best practices in their field/sector).

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**3 Processes**

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**Use of labour market intelligence**

 **INFORM DECISIONS ON COURSE FUNDING/PROVISION**

 **ENABLE STRATEGIC BUSINESS DECISIONS**

LMSI showed how affected Eastern German Länder are from skilled workers shortage (e.g. high share of older workers in companies or declining numbers of school leavers in Eastern Länder).

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**Financial schemes**

As the projects are based around networking, the organisation of workshops and the development of business and marketing strategies/recommendations, there are no financial schemes.

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**Frequency of updates**

No information is publicly available.

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**Development**

None

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**Barriers**

No information

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**Success factors**

The local and sectoral design of the projects ensure relevance for SMEs.

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**Monitoring**

No information

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**Innovativeness**

**VERY INNOVATIVE**

Regional/local focus on promising markets, instead of a broad national strategy.

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**4 Sustainability**

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**Evidence of effectiveness**

Conclusions of the instrument fed into the Demography Strategy of the Federal Government, which was implemented in 2012. However, information on the effectiveness of the instrument as a whole is not publicly available.

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**Engagement of stakeholders**

Most projects are designed to involve a variety of stakeholders from different fields. Workshops and similar events were carried out regularly to enable continuous engagement of stakeholders.

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**Transferability**

**NOT EASILY TRANSFERABLE**

The instrument is tailored to the specific needs and conditions of the German labour market (less stable economic situation in Länder that were part of the former GDR, skills shortages).

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**Sustainability**

Already discontinued.

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