



Skilled workforce bottleneck monitor

Fachkräfte radar (part of Arbeitsmarktmonitor)



Germany

1 DESCRIPTION

Timespan Since 2012

Stage FULLY OPERATIONAL

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET



MATCHING SKILLS FOR THE FUTURE OF WORK

2 FOUNDATIONS

Policy Area



ADULT EDUCATION AND TRAINING

General information on skilled worker shortages by occupation and skills level at the local level.

Policy Goal

The goal is to enable different stakeholders (employers, employees, public stakeholders) to react to future skill mismatch. The instrument provides information on which occupational groups are already affected by skill shortages and where bottlenecks are likely to occur. The results are broken down by province. Together with the Arbeitsmarktmonitor (Labour Market Monitor), it features various functions, e.g. regionalised data on industries and occupations, visualisations of regional structural data, an overview of labour market relevant networks throughout Germany, success stories and contacts with experts in various labour market issues.

Mismatch

EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH

The tool shows how different occupations, in combination with skill levels, are affected by skilled workers shortage.

Aim of policy instrument

 OTHER

To address future skills mismatch

Legal basis

OTHER
Service provided by PES.

Administrative level

NATIONAL

Main responsible body

Federal Employment Agency (PES)

Stakeholders

 TRAINING PROVIDERS (PUBLIC/PRIVATE)

None

Funding

No information is publicly available.

Intended beneficiaries

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

3 PROCESSES

Use of labour market intelligence

 INFORM JOB-SEARCH DECISIONS OF UNEMPLOYED

 INFORM CAREER-MAKING DECISIONS OF STUDENTS

 ENABLE STRATEGIC BUSINESS DECISIONS

 INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS

Regional monitors are run by the regional offices of the Federal Employment Agency at federal state level, and are supported by public administration and social partners.

Financial schemes

None

Frequency of updates

Skilled worker shortage indicators by occupation, age, or gender presented on the website are calculated twice per year.

Development	No information is publicly available.
Barriers	An internet access is needed to access the website.
Success factors	Increasing availability and use of the internet should have broaden the user base of the instrument.
Monitoring	Progress could be measured by monitoring the number of users. However, no information is publicly available if this is actually measured.
Innovativeness	SLIGHTLY INNOVATIVE Easily accessible and customisable via the internet.

4 SUSTAINABILITY

Evidence of effectiveness	No information is publicly available.
Engagement of stakeholders	No information is publicly available.
Transferability	NOT EASILY TRANSFERABLE The success of implementation is dependent on data availability and labour market data management: if data is available and accessible, the set-up of a similar website should be possible.
Sustainability	Yes, as monitoring of skilled workers shortage will remain very important.