

Qualification Opportunities Act

Qualifizierungschancengesetz (Gesetz zur Stärkung der Chancen für Qualifizierung und für mehr Schutz in der Arbeitslosenversicherung)

Description

Focus area**KEY TRAINING POLICY MEASURE**

The Skills Development Opportunities Act has significantly extended and improved possibilities for funding of advanced training. Further adjustments for employer and employee needs were implemented with the act for promoting vocational further education in the process of structural change and for further developing educational funding. The policy is linked to skills forecasting as training is funded if their work can be replaced by technologies or is otherwise affected by structural change.

Link

https://dejure.org/BGBl/2018/BGBl._I_S._2651

Implementation level

NATIONAL

Legal base

Law.

Starting period 2019

Perspective

Yes, if according to projections/forecasts the jobs are at risk due to structural change they can be funded

Policy area

EDUCATION

TRAINING

SOCIAL INCLUSION

EQUALITY/EQUAL OPPORTUNITIES

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

With the Act the federal employment agency supports employees' qualifications. For companies with up to 10 members of staff up to 100% advanced training costs are covered.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

Methods

Methods

OTHER

LMI of the German PES whuích is involved in the process of promoting further training.

Use of skills intelligence

OTHER

Indirectly to define which jobs are at risk because of structural change.

Stakeholders

Main responsible body

NATIONAL MINISTRY

Federal Ministry for Employment and Social Affairs (BMAS).

NATIONAL PES

The German PES is involved.

Other involved organisations

SOCIAL PARTNER: EMPLOYER ORGANISATION

Deliver opinions on draft laws before they are passed.

SOCIAL PARTNER: TRADE UNION

Deliver opinions on draft laws before they are passed.

OTHER

Associations (deliver opinions on draft laws before they are passed).

Sustainability

Success factors The Act opened further training instruments of the German PES to the employed.

Barriers The German further training system itself in itself is very fragmented and intransparent, which might limit the effectiveness of the instrument.

Monitoring and evaluation In an answer to an interpellation in the Bundestag in March 2020, the Federal Government stated that the German PES recorded around 29600 entrants to further vocational training measures as part of employee training from January to October 2019. In the same period of the previous year this number was 27000 (<https://dip21.bundestag.de/dip21/btd/19/178/1917878.pdf>).

Updates

YES

In 2020 the Government undertook additional steps to strengthen and widen the subsidies through the "Work of Tomorrow Act".

Effectiveness No official evaluation is available yet. According to the research institute of the German PES (IAB, December 2020), the Qualification Opportunities Act did result in a significant jump in the number of promoted further training courses for employees yet (<https://www.iab.de/de/informationsservice/presse/presseinformationen/>

Sustainability Against the background of skilled workers shortage and changing skills needs due to digitisation the instrument might become more relevant in the future.

Skilled Worker Shortage Analysis

Fachkräfteengpassanalyse

Description

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.

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

YES
From 2020, the report will be published every year instead of every half year as before

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.

Updating VET Training Contents

Aktualisierungen der Ausbildungsordnung

Description

Focus area

KEY TRAINING POLICY MEASURE

The initiative reviews the training contents of VET education and produces information brochures and regulations, which provide information on a unique procedure for the development of training regulations. The arrangements form the basis for initial training in the dual system, in which many young people in Germany begin their vocational qualification.

Link

<https://www.bibb.de/veroeffentlichungen/de/publication/show/8269>

Implementation level

NATIONAL

Legal base

An agreement between the federal government and the federal states regulates the procedure for coordinating training regulations and framework curricula. The process in general is described in the Vocational Training Act.

Starting period1972

Perspective

BiBB creates the prerequisites for the training regulations to be redesigned, revised and adapted in accordance with economic, technical and social changes. This redesign is informed by all kinds of LMI, including skills forecasts and foresight activities.

Policy area

EDUCATION

TRAINING

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

OTHER

By modernizing training regulations according to skills needs.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

depends on the occupation/training regulation

BASIC DIGITAL SKILLS

depends on the occupation/training regulation

MORE ADVANCED DIGITAL SKILLS

depends on the occupation/training regulation

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

depends on the occupation/training regulation

GREEN SKILLS

depends on the occupation/training regulation

Methods

Methods

EXPERT PANELS

Experts from training practice, the Federal Institute for Vocational Education and Training (BIBB), experts from vocational training schools, employers, trade unions, and Federal Government

Use of skills intelligence

Please select the most important options and explain how the labour market information (LMI) has been used (maximum 50 words)

DESIGNING STANDARDS AND ACCREDITATION

In the process LMI is used to design and update training regulations.

Stakeholders

Main responsible body

NATIONAL AGENCY

Bundesinstitut für Berufsbildung (BiBB)

Other involved organisations

NATIONAL MINISTRY

The federal government provides the legal framework for vocational training through laws and ordinances. These are issued by the responsible federal ministries in agreement with the Federal Ministry of Education and Research (BMBF) through statutory ordinances.

SOCIAL PARTNER: EMPLOYER ORGANISATION

part of the advisory process

SOCIAL PARTNER: TRADE UNION

part of the advisory process

NATIONAL PES

part of the advisory process

CHAMBERS OF COMMERCE

part of the advisory process

TRAINING PROVIDERS

part of the advisory process

RESEARCH CENTRES, UNIVERSITIES

part of the advisory process

OTHER

All kinds of (relevant) stakeholders are involved in the process (depending on the VET qualification)

Sustainability

Success factors A wide range of different institutions (employers, unions, ministries, associations etc.) are involved in the process. This ensures that training regulations also meet the demand of the labour market. Also, the system is deeply rooted in the German vocational training system.

Barriers Updating training regulations often takes a long time due to the involvement of a wide range of stakeholders. In some occupations where skills needs change very rapidly (e.g. ICT occupations) it can therefore be a challenge to keep training regulations up to date.

Monitoring and evaluation Progress could be measured/evaluated by vocational training job matching. However, an evaluation of the process is not publicly available.

Updates

YES

New training regulations are implemented and updated very regularly (see https://www.bibb.de/dienst/berufesuche/de/index_berufesuche.php/new_mod...)

Effectiveness No information is publicly available, but the Vocational Training Act as a whole was evaluated in 2016 by the Federal Ministry of Education (https://www.bmbf.de/files/2016-03-23_Evaluationsbericht_BBiG.pdf). According to this, the process has proven itself extensively in over 40 years of professional training practice as it ensures that all regulations relating to dual vocational training are mutually agreed in the federal-state coordination without interfering with the sole competencies of the federal and state governments.

Sustainability There is no indication that the BIBB will discontinue this instrument.

Immigration monitoring instrument

Zuwanderungsmonitor

Description

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

This initiative is the most important instrument to monitor unemployment and social benefits among different subgroups of immigrants.

Link

<https://www.iab.de/de/daten/zuwanderungsmonitor.aspx>

Implementation level

NATIONAL

Legal base

It is a monthly publication of the research institute of the German PES (IAB).

Starting period 2015

Policy area

EMPLOYMENT

MIGRATION

OTHER

The unemployment rate and share of immigrants that receive social benefits are also reported.

Funding

OTHER

Funded by the IAB/German PES

Skill mismatch

Skill mismatch target

SKILL UNDERUTILISATION (INDIVIDUALS' SKILLS ARE NOT WELL USED IN THEIR JOBS)

OTHER

In general: inequalities on then German labour market.

Skills matching focus

OTHER

The instrument presents the main labour market indicators (e.g. unemployment, employment, unemployment and employment rate, social benefit receipt rate) for several groups of immigrants (immigrants from the EU, refugees, immigrants from the Balkans) and thus provides a broad picture of the level of labour market integration of immigrants in Germany.

Methods

Methods

OTHER

The instrument is based on German PES statistics.

Use of skills intelligence

OTHER

The immigration monitor itself is a labour market information tool.

Stakeholders

Main responsible body

NATIONAL PES

Bundesagentur für Arbeit and its research institute IAB.

Other involved organisations

NATIONAL PES

The Federal Employment Agency is the official "Consulting addressee" of the initiative.

Sustainability

Success factors

There was a lack of systematic labour market monitoring of immigration in Germany before 2015. The immigration monitor fills this gap.

Barriers

Internet access is required.

Monitoring and evaluation

No evaluations of the instrument are (publicly) available.

Updates

The structure of the reports is the same since October 2015.

NO

Effectiveness

The immigration monitor is a major source for the most important labour market indicators about immigrants to Germany that is published monthly in an approachable, compact form. Indicators are regularly cited in the press and in policy reports. However, for the general public, some indicators (e.g. on benefit receipt) might be hard to interpret.

Sustainability

Even though immigration to Germany declined substantially since the implementation of the immigration monitor in 2015 it is still updated monthly by IAB. There are no indications that this will change in the future.

Occupation Information Net

BERUFENET

Description

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

BERUFENET is a database with training and job descriptions that contains information on future trends in several occupations.

Link

<https://berufenet.arbeitsagentur.de>

Implementation level

NATIONAL

Legal base

Instrument of the Federal Employment Agency (German PES).

Starting period

BERUFENET - since November 1994 (electronically). Preceding project before November 1994 - Gabel Verlag (in printed form).

Perspective

Yes - it includes information on trends in occupational fields.

Policy area**EDUCATION**

Gives information about university degrees in various fields and how/where to study.

TRAINING

Gives information about vocational training opportunities.

EMPLOYMENT

Gives information about occupational trends on the labour market.

OTHER

Informing people in the labour market on career choice opportunities. It helps all interested parties (PES employees, journalists, politicians, company representatives, people who want to choose their career) to process information on the local, regional, and national labour market.

Funding**OTHER**

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

Skill mismatch

Skill mismatch target

OTHER

The portal does not exclusively focus on skills mismatch, but career choices of individuals directly affect the extent of skills mismatch. With information provided on the portal, skills mismatch might become visible for participants in the labour market.

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

By implementing information on future trends in the occupation, BERUFENET helps young graduates to assess (future) labour market demands.

UPSKILL OR RESKILL EMPLOYED ADULTS

By implementing information on future trends in the occupation, BERUFENET helps adults in employment to assess (future) labour market demands.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

By implementing information on future trends in the occupation, BERUFENET helps adults not in employment to assess (future) labour market demands.

ADDRESS MISMATCH BROADLY

Information is available to the broad public via the internet.

Skills delivered

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

OTHER

Different LMSI from different sources (research institutes, federal offices and ministries, guild and chambers, associations) are used.

Use of skills intelligence

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

E.g., information where specific university courses are offered are included in the database.

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

BERUFENET includes a large amount of information on various occupations.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

BERUFENET includes a large amount of information on various occupations.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

BERUFENET includes a large amount of information on various occupations.

Stakeholders

Main responsible body

NATIONAL PES

Bundesagentur für Arbeit (German PES)

Other involved organisations

OTHER

BERUFENET is a service of the German PES for its customers and therefore does not rely strongly on input from external stakeholders.

Sustainability

Success factors In general, increasing availability and use of the internet should have broadened the user base of the instrument.

Barriers Internet access is required to access information on the website. As the BERUFENET database is very comprehensive, users might be overwhelmed by the large amount of information.

Monitoring and evaluation Progress could be measured by internet traffic/number of users. However, no information is publicly available.

Updates

YES

In December 2015, the interface of the website was updated to improve user-friendliness.

Effectiveness No information is publicly available.

Sustainability BERUFENET is updated regularly. There is no indication that the Federal Employment Agency will discontinue this instrument, and the internet will remain important in the future, as a channel for gathering information on skills.

PROSIMA apprenticeship market model

PROSIMA

Description

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

PROSIMA helps to understand and predict developments in the apprenticeship market and the impact of policy measures that affect the apprenticeship market. It produces a simulation model of the national apprenticeship market (supply and demand). Politicians have to react to developments in the apprenticeship market, e.g. to prevent skills shortages in specific sectors or to promote specific occupations. POSIMA helps to understand these interventions and measure their effects.

Link

<https://www.bibb.de/de/1637.php>

Implementation level

NATIONAL

Legal base

Econometric model developed on behalf of the Federal Ministry for Education and Research (BMBF).

Starting period1999

Perspective

Yes, through a simulation model of the national apprenticeship market (supply and demand).

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

OTHER

Several types of Skills mismatch

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

It helps young graduates to choose apprenticeships that match the current demand of skills by employers

Skills delivered

CAREER MANAGEMENT SKILLS

Methods

Methods

SKILLS FORECASTING

Econometric model simulating the national apprenticeship market (supply and demand).

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

Results are published in the Berufsbildungsbericht (Vocational training report), and so information is disseminated to a wider audience.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

As students interested in vocational training can access the Berufsbildungsbericht (Vocational training report) which includes results from PROSIMA they can also consider those LMI to inform their career-making choices.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

As enterprises and sector organisations can access the Berufsbildungsbericht (Vocational training report) which includes results from PROSIMA they can use those LMI in order to take informed strategic business decisions.

Stakeholders

**Main
responsible
body**

NATIONAL MINISTRY

Federal Ministry for Education and Research (BMBF)

**Other involved
organisations**

RESEARCH CENTRES, UNIVERSITIES

Federal Institute for Vocational Education and Training (Bibb), in charge of the predictions. Developed in cooperation with the University Bochum.

OTHER

Employers provide inputs to the model

Sustainability

Success factors The model allows a very detailed modelling of the apprenticeship market in Germany (use of 210 determinants). It is innovative in the regard that it is specifically models the German training system, which is very complex and regulated.

Barriers A lot of data is necessary for the analysis

Monitoring and evaluation Anually, the Bibb evaluates and develops the instrument further (in so-called "Up-Date-rounds").

Updates Please describe whether there have been any major updates of the initiative since it was first implemented and what were these and why were they introduced (max. 50 words)

YES

The model is updated and developed regularly.

Effectiveness According to BiBB, predictions of the model were accurate. Results of PROSIMA are published annually in the Vocational Training Report. Therefore, a wider audience might be aware of this instrument to predict supply and demand on the apprenticeship market.

Sustainability The instrument will continue for the coming years, as it is a continuous task of the BiBB.

Skilled workforce bottleneck monitor

Fachkräfte radar

Description

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

Main responsible body

NATIONAL PES

Federal Employment Agency

REGIONAL PES

Regional offices of the Federal Employment Agency

Sustainability

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.

Qualification and Occupational Fields Projections

Qualifikations und Berufsfeldprojektionen, QuBe

Description

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 responsible for 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.

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>.

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_datportal.php) and therefore accessed 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_datportal.php) and therefore accessed 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_datportal.php) and therefore accessed 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

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.

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.

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.
