

New Skills

Results from the Standing Committee of the
Austrian Public Employment Service

Graz – 20th June

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AMS New Skills Programm - initiative and process 1/3

- **Aim:** prepare potential workforce for changes in the working world
 - ✓ ensure a better match between skill supply and demand
 - ✓ by identifying future competences and knowledges required in specific economic sectors



proactive, future-oriented, sustainable

Background: crises 2009/2010 → underutilised companies,
→ labour market support policies

→ **Start:** October 2009

→ **Target groups:** unemployed job-seekers AND employees working in selected sectors

AMS New Skills Programm - initiative and process 2/3

→ **1st step:** Establishing a *Standing Committee on New Skills*

>> **Steering Committee** (September 2009)

→ **2nd step:** Establishing **expert groups (company clusters):**

- ✓ **Employer representatives from leading companies**
- ✓ Employee representatives (Austrian Chamber of Labour, Trade Unions)
- ✓ Educational establishments (schools, universities, universities of applied sciences)
- ✓ Continuing education and training providers



First phase: October 2009 to June 2010 → 5 expert groups

Second phase: December 2010 to June 2011 → 4 expert groups

AMS New Skills Programm - initiative and process 3/3

→ Key questions:

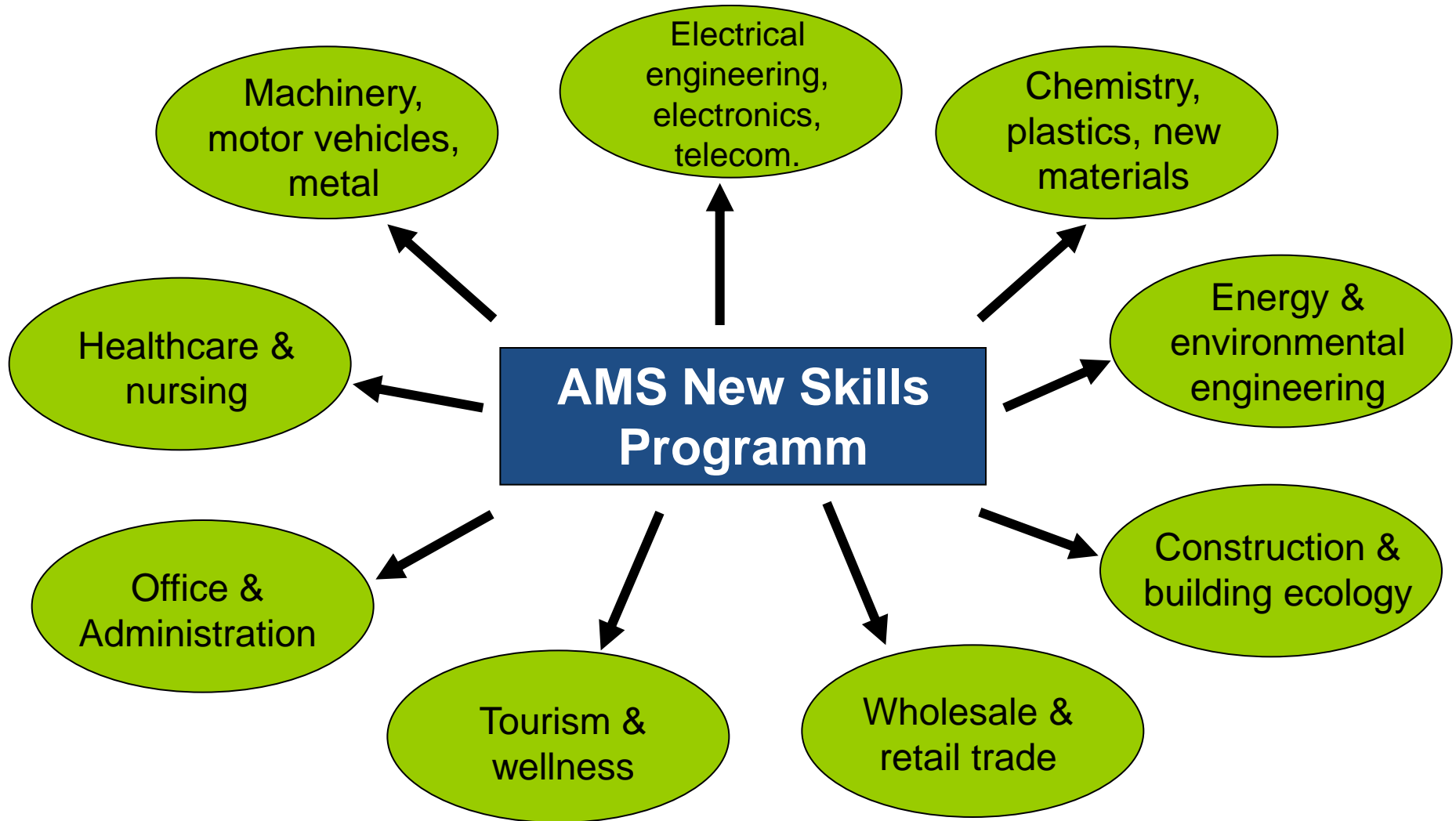
- Which key changes affect the “cluster”?
- What are the resulting requirements on employees and jobseekers?
- Conclusions for the development of further education and training offers

→ So far:

- **9 expert groups (“cluster”)** in 27 workshops (2009 – 2011)
- target oriented **training courses** for job seekers for each “cluster”
- follow up workshops with expert groups in 2013
- thematic workshops with employees and unemployed (2012), e.g.
 - ✓ returners to work
 - ✓ older workers and older unemployed
 - ✓ educationally disadvantaged
- various reports

→ Status: ongoing project

Selected Sectors



Methodological approach

- analysis of „Comprehensive sectoral analysis ...“ of the EU
- interviews with experts, who can not attend the workshops

1st + 2nd workshop

- identification of key changes affecting the sectors and the resulting requirements on employees and jobseekers
- presentation of results → analysis and interviews
- order to training organisations to develop proposals for training courses

3rd workshop

- presentation of the proposals
- discussion and further development
- recommendation to the Steering Committee and the Administration Board

- elaboration of curricula for training courses based on the workshops
- implementation by the PES Austria (AMS)

Role of different partners

→ **Public Employment Service Austria (AMS)**

- responsibility for the implementation of the programme
- summarisation of the workshop results to curricula for training courses
- implementation of the curricula into training courses for job seekers
- placement of qualified specialists

→ **Experts from leading companies**

- knowledge providers in workshops

→ **Continuing education and training providers**

- development of training programmes for employees and companies
- implementation of the AMS-curricula into training programmes for job seekers

→ **Social partners**

- dissemination of the results among their members, policy makers and the educational system

Challenges of the work

→ to find and motivate experts from enterprises



- ✓ strong support by the Federation of Austrian Industries
- ✓ large self-interest of companies

→ complexity of the issue

- **various target groups** and **qualification levels**: job seekers, employeeed, returners, ..., unskilled, skilled, specialists, ...
- wide range of topics



- ✓ strictly structured process
- ✓ detailed documentation for all participants

→ implementation into training courses

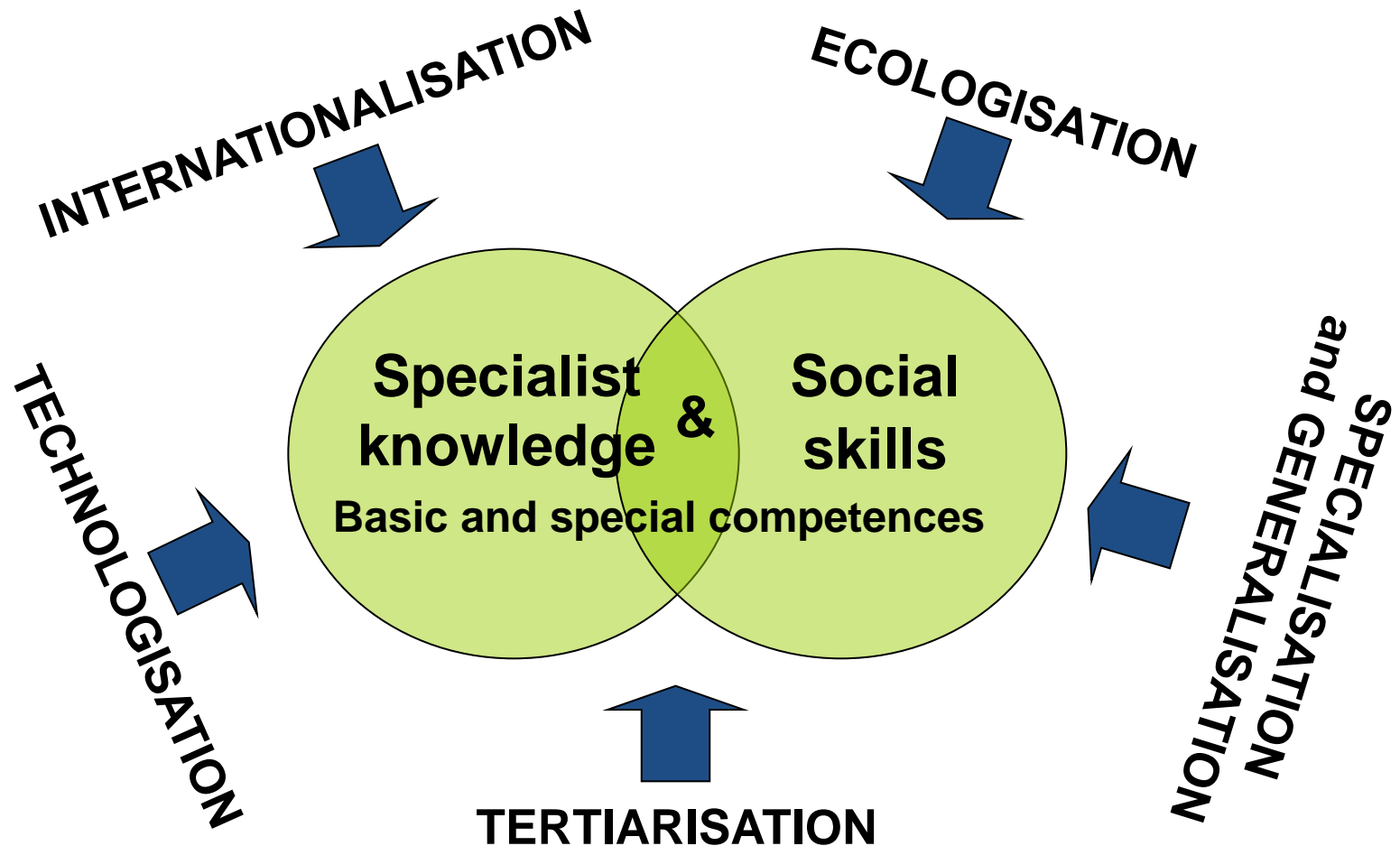


- ✓ extending the planning interval
- ✓ workshops with the responsible persons of the regional PES
- ✓ sharpening target groups
- ✓ ongoing revision of the training courses

Results and products

- ➔ **Curricula** for training courses for job-seekers >> New Skills Training Programme
 - 10 module catalogues (after first revision)
- ➔ Proposals and **recommendations** to different addressees:
 - PES (AMS)
 - policy-makers and the education systems
 - Continuing education and training providers
 - companies
- ➔ **10 brief reports** >> on each expert group („cluster“)
- ➔ 2 reports >> on the **results of the expert groups** on each working phase
- ➔ 2 reports >> on recommendations to the **educational system**
- ➔ 1 report >> on results of **thematic workshops** with employees & job seekers

Results: Drivers of change - overview



Results: Curricula for training courses

Aims:

- updating the skills of job seekers by compact training courses
- specialist curricula for every „cluster“
- cross-functional curricula in ICT and English

Target groups:

- job seekers with work experience and/or
- vocational education and training in the specific field of work
- especially: returners and older workers

All curricula have in common:

- modular structure
- combination of knowledge bases and new skills
- including application training + work placement
- target: degree with standardised certification

Curricula: Conclusions and lessons learned

→ clearer definition

- ✓ for the **objective** of the training courses (particularly to clarify that specialist courses include not only hard skills)
- ✓ of the **target groups**
- ✓ mandatory **work placement**

→ development of **standardised certification**

→ improving

- ✓ **regional adaptation options** through more flexibility in the curricula
- ✓ **selection of participants** to obtain more homogeneous groups

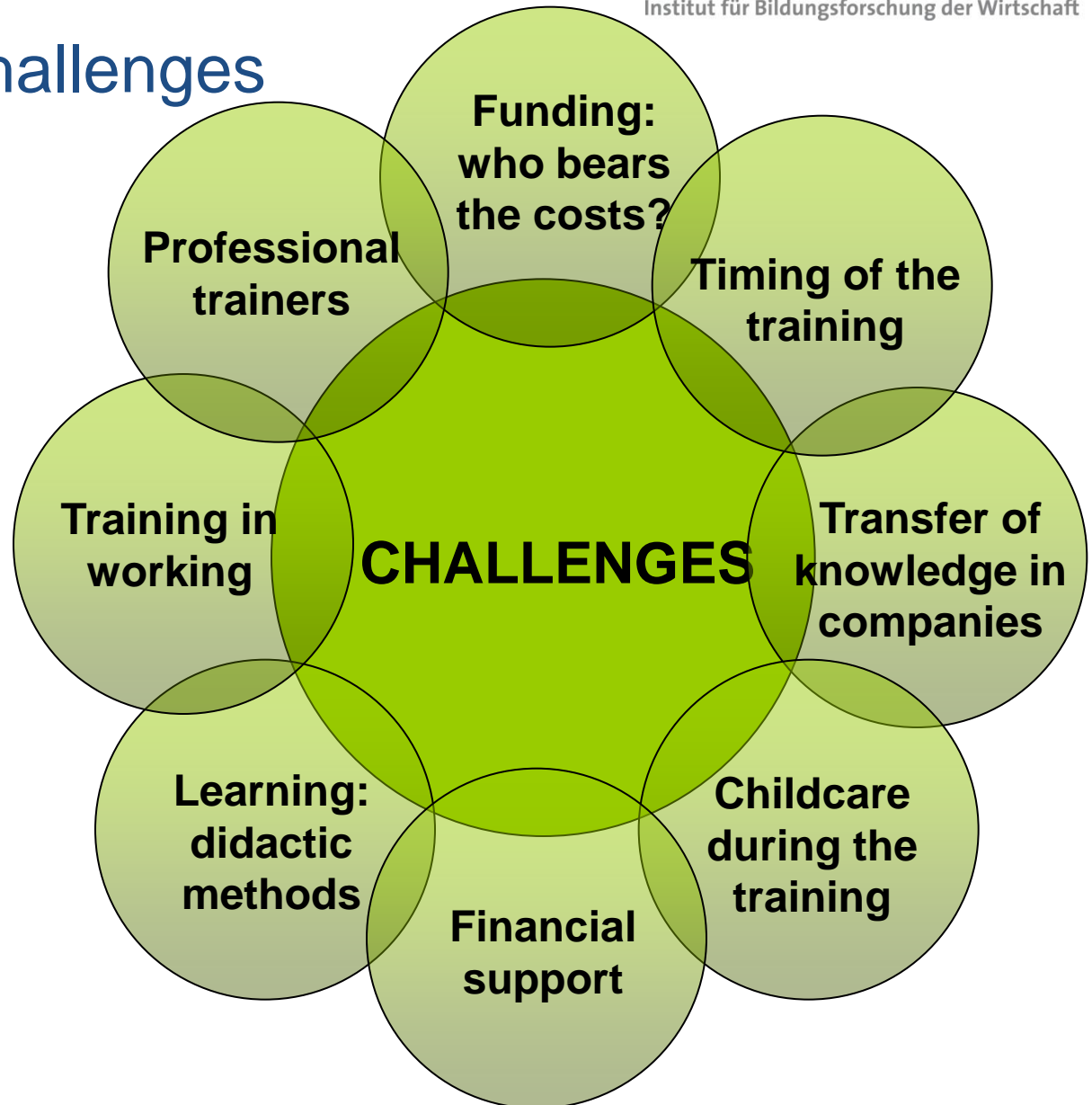


>> **higher participant satisfaction**

>> **lower drop-out rate**

>> **high labour market success**

Results: Some challenges



Results: Covering skills needs

Covering skills needs

Initial training

- School
- Apprenticeship
- Uni/uni of applied sciences

Higher qualification

- Train skilled workers
- Train unskilled workers

Innovation training for "older people"

ongoing further and higher qualifications (LLL)

→ improve career guidance

→ increase permeability in the educational system

→ increase labor force participation: women, the elderly ...

→ active ageing

→ better integration of migrants

→ improve mobility

→ knowledge transfer

Next steps

- ➔ next revision of training courses (winter 2014) based on
 - ✓ the implementation experience
 - ✓ the evaluation of the programm
 - ✓ the follow up workshops
 - ✓ Feedback from the courses organisation & participants
- ➔ evaluation of the programme (autumn 2013)
- ➔ recommendations to the educational system (spring 2013)
- ➔ follow up workshops with expert groups (2013)