

# Qualification networks in Styria

“Promoting Employee Training”  
a project, sponsored by  
ESF and AMS

# Agenda

The structure in the background

Labour market objectives

The specific aims of the support measures

How are these aims to be achieved?

- Controlling the target group by the support level for training

- Awareness measures for the company management

  - Age structure analysis by the example of an SME

  - Mandatory HR workshops for the company representatives

- Minimum of at least one mandatory HR training on a networking basis

How does a network function?

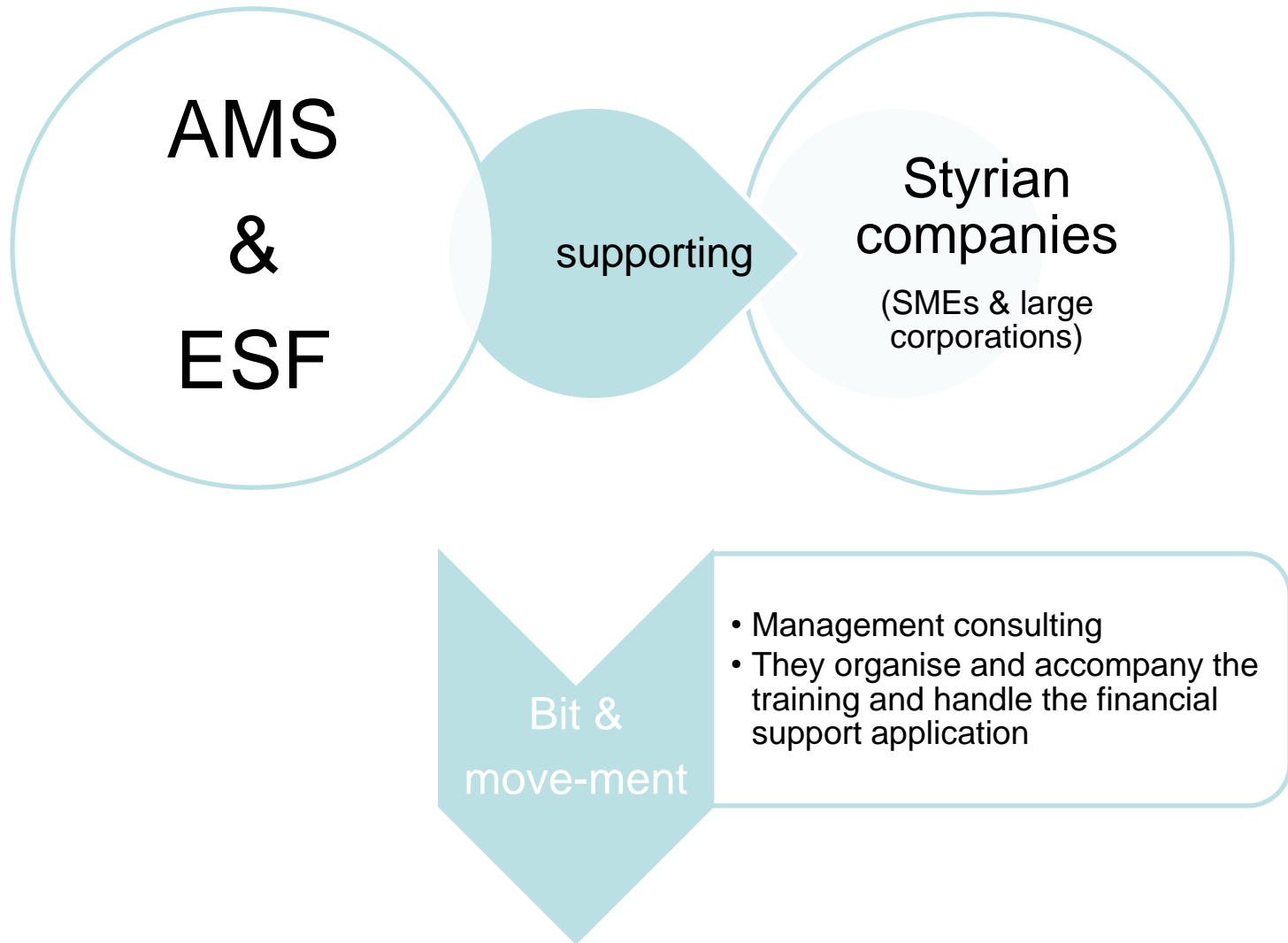
Data and facts since October 2007

The business sectors represented by the companies taking part

Problem situations / the challenges for the companies taking part

The benefits networking brings for the companies

# The structure in the background



# Labour market objectives

- Adjusting the working capabilities of older employees to the qualification requirements
- Supporting the long-term participation of (older) women in the labour market
- Supporting low qualified employees
- Supporting the flexibility of (older) employees
- Creating incentives for increased participation in further training
- Supporting job re-entry by employees
- Reducing qualified personnel bottlenecks

# The specific aims of the support measures

- Supporting active and productive ageing
- Counteracting segmentation of the labour market
- Coping with constant change in the economy

through

Qualification measures for employees in companies

# Controlling the target group by the support level for training

Support level	Target group
70 %	Women and men over 50 years of age
60 %	Women and men between 45 and 50 years
60 %	<ul style="list-style-type: none"><li>• Women under 45 years of age – of whatever qualification</li><li>• Men under 45 years of age without higher school certificate</li><li>• Job returners under 45 years of age</li></ul>

# Awareness measures for company management

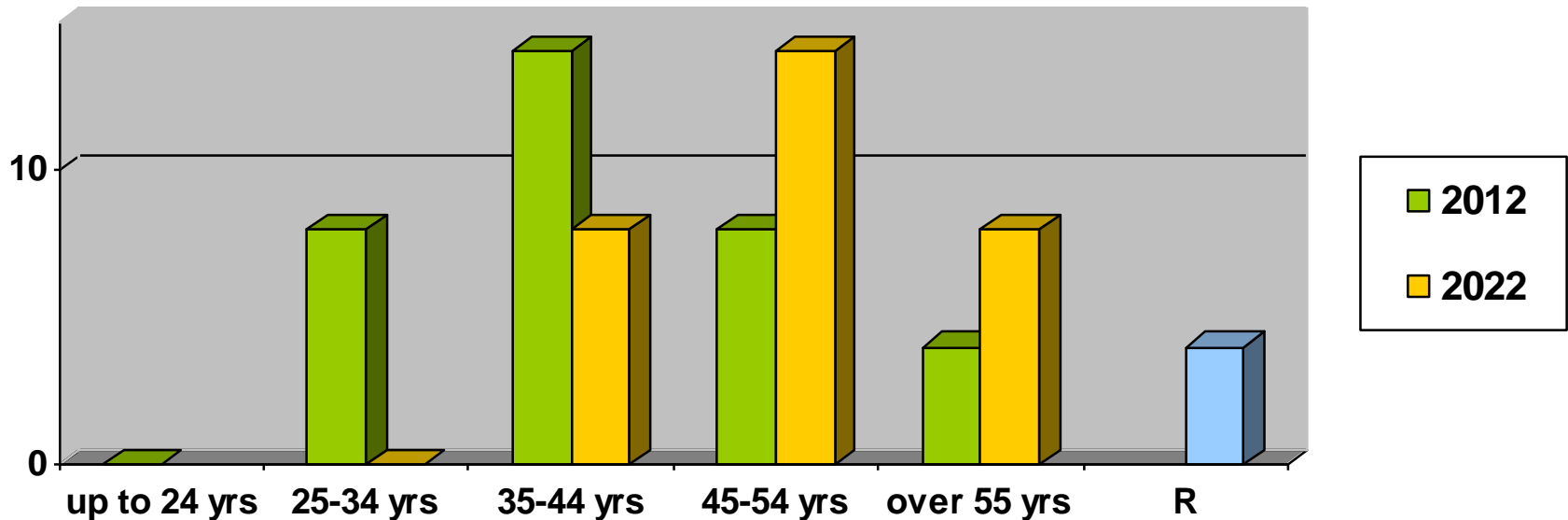
Age structure analysis in the example of an SME (34 employees)

Age	15-24 years	25-34 years	35-44 years	45-54 years	55-64 years	key to educational structure	total
women						no apprenticeship	
						in an apprenticeship	
			1	3	1	completed apprenticeship	5
						middle school	
			1	2	2	higher school	5
		7	9	1		university/univ. of applied sciences	17
total w		7	11	6	3		27
men						no apprenticeship	
						in an apprenticeship	
		1				completed apprenticeship	1
						middle school	
			1			higher school	1
			2	2	1	university/univ. of applied sciences	5
total m		1	3	2	1		7
total m+w	0	8	14	8	4		34

# Awareness measures for company management

Age structure analysis in the example of an SME (34 employees)

Age structure analysis 34 employees



# Awareness measures for company management

Mandatory HR workshops for the company representatives

- Key data of demographic change
- Reasons for productive ageing & demographic management
- Age & ability to work
- Productive aging concept & ability to work (J. Ilmarinen)
- Implementation & best practice examples

# Minimum of at least one mandatory HR training on a networking basis

- Specialised training, such as
  - burn out (prevention) course
  - work life balance
  - healthy leadership
- Health training, such as
  - yoga
  - Pilates
  - “a-healthy-back” training

# How does a network function?

Companies with a need for further training

- We look for additional companies in the same line of business or in the same region (min. 5 companies with a mix of SMEs and large scale corporations)

Information workshop

- All companies with an interest meet for the first time and familiarise themselves with the support program conditions

Setup workshop

- All the companies sign and confirm that they want to take part in and work on a life cycle oriented training programme

Productive ageing workshop

- The demographic development and the training measures relevant for this are discussed

Planning workshop

- The training plan is discussed in detail and established for a period of six months

Selection workshop

- The companies decide on who are to be their training providers

Training phase

- The training sessions are implemented (over a 6 month period)

# Data and facts since October 2007

## Qualification networks in Styria

Networks:	190
Companies:	~ 1,700
Trainings:	~ 3,450
Participants:	~ 35,900
Training budget:	~ € 10,500,000
Subsidies total (~ 60%):	~ € 6,300,000

# Industry sectors of the companies taking part

metals



tourism &  
catering



retail



social/caring  
professions



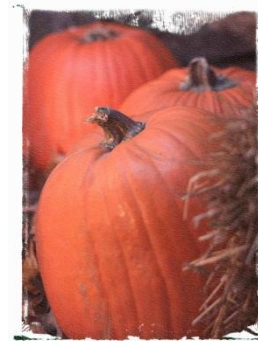
automotive



energy



foodstuffs



transport



# Problem situations / challenges for the companies taking part

- Cooperation between different companies
  - big and small
  - different industries
- Coordinating schedules
- Willingness to compromise
- Mutual trust
- Planning 6 months ahead for the staff
- Documentation work needed for support application
- Free decision making for the companies

# The benefits networking brings for the companies

Strengthening the ability to compete and motivating the employees

Reduction on training costs through the support provided by AMS and ESF (training and personnel costs)

Courses tailored to needs:

- training location in the region

- training dates as wished by the company

AMS and ESF financed consulting and support from bit/move-ment consultants



# Thank you for your attention !

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