Anticipating skills trends in Austria: The Skills Barometer

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Skills Barometer
http://bis.ams.or.at/qualibarometer/index.php

Purpose: to inform on labour market trends
  __Current situation + future trends (4 yrs)
  __Occupations (OCC): current demand for labour, future employment
  __Knowledge, skills, competences (KSC): (future) demand for KSC

Key features:
  __Based on already available data and information
  __Supplemented by interviews with sector experts
  __Qualitative and quantitative information
  __Transparent (and “stable”) information structure for texts and tables
  __In German only

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“Skills”: Definition and Scope

Classification of KSC: AMS-Kompetenzklassifikation
http://www.ams.at/bis/bis/KompetenzstrukturBaum.php

Comprehensive thesaurus of vocational requirements, (~23,000 terms); including:

- Knowledge, skills and competences; abilities
- Transsectoral competences
- “Soft skills”: social competences, personal features, attitudes
- Technical skills (19 areas) vs. transversal skills (5 areas)
- Certificates (but no other type of qualification)

Subsumed: “(Berufliche) Kompetenzen” (vocational competences);
defined as:

*Abilities, skills and knowledge, which are either indispensable or at least advantageous when carrying out concrete vocational activities.*
Skills demand, Skills development

Three tier logic of the occupational classification:
__15 “areas“ of occupation
__94 “fields“ = groups of occupations
__530 occupations

Skills are analyzed for the medium level:
__identify skills in demand for groups of OCC
__describe skills demand (text)
__allocate standardized KSC terms (tables); any level of detail
__rating in tables: current demand; future demand (4 years)

Skills are analyzed in relation to OCC; no assertion on skills as such!

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Description and Rating

e.g. Health care and social services > Nursing and midwivery > Skills Development: sector-specific skills, transversal skills
Approach and Methodology

Qualitative approach:
__make use of existing sources
__compile information: studies, statistical data, articles, …
__interviews with sector experts
__compare sources, validate information > comprehensive overview
__quality assurance

Specifics for research on skills:
__Lack of quantitative data on skills development
__Information is often on very broad levels – „soft skills in demand“
__Information is often limited to (sub-)sectors
__Different categorisations (or no standardized vocabulary)
__Skill profiles are relatively stable

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Sources

- economic/educational statistics, reports, studies, articles
- articles from newspapers and magazines
- AMS taxonomies: Occupations KSC
- vacancy analysis, job vacancy data, enterprise survey
- interviews with sector experts
User groups

__AMS staff members at all levels
__Vocational counsellors, educational counsellors
__Education institutions
__Individuals looking for a career change, students
__Job seekers
__Journalists
__Labour market and education experts
Challenges

__Availability of sources differs between sectors
__Level of detail
__Currency and reliability of information
__Different categorisations and classifications
__Lack of quantitative data, esp. for skills
__Comparability, quality assurance
__Presentation of processed information for heterogenous user group
Wish list

__Enterprise survey specifically designed for the Skills Barometer
__Quantitative data, e.g. on skills demand, hard-to-fill vacancies, …
__Interviews with AMS counsellors, e.g. on skills gaps
__Annual surveys; regularly updated sources
__Data matching the classifications, e.g. employment data
__Expert panel to validate and balance results
__Improved dissemination

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Thank you for your attention.

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