

Implacement labour foundation

Implacementstiftung

POLICY INSTRUMENT

 Austria

Description

Country



Austria

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The instrument focuses on skills mismatched unemployed workers to promote their labour market integration. The aim is to help the unemployed to find a job and the companies to reduce their skill shortages.

Link

<https://www.ams.at/unternehmen/service-zur-personalsuche/foerderungen/implaceme...>

Implementation level

REGIONAL

Legal base

Possible through a reinterpretation of the unemployment insurance law in 1998.

Starting period

This instrument was preceded by the so-called Stahlstiftung in the 1980s (retraining measures during industrial restructuring and employment decline in some sectors). It was first developed as a best practice measure at EU level and became a Austrian PES measure later.

Perspective

No

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY REGIONAL GOVERNMENT

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)

OTHER

Explicitly designed for mismatched unemployed.

Skills matching focus

FACILITATE JOB / CAREER TRANSITIONS

The aim of the instrument is to help mismatched unemployed workers to promote their labour market integration. The aim is to help the unemployed to find a job

Skills delivered

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

Methods

Methods

OTHER

The PES has access to LMSI tools and platforms to identify suitable unemployed workers that could be retrained.

Use of skills intelligence

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

The PES has access to LMSI tools and platforms to identify suitable unemployed workers that could be retrained. The development of training plans for each future employee is designed according to the operational requirements. With the help of the PES, the company then chooses suitable unemployed workers that are retrained to fill the vacancy. The training can take up to three years. This might therefore help to reduce unemployment and skill shortages at the same time.

Stakeholders

Main responsible body

OTHER

AMS Oberösterreich (regional PES).

Other involved organisations

NATIONAL MINISTRY

Provides the legal framework, funding through unemployment benefits via the Public Employment Service (AMS).

REGIONAL MINISTRY

They are funding training costs.

SOCIAL PARTNER: EMPLOYER ORGANISATION

Social partner involvement at company level (agreement).

REGIONAL PES

AMS Oberösterreich is financing the initiative (and paying the unemployment benefits)

TRAINING PROVIDERS

They provide training

OTHER

Employee organisations. Social partner involvement at company level (agreement).

Beneficiaries

OTHER

Upskill and mismatch of unemployed

Sustainability

Success factors

Companies a chance to access the skilled labour that they seek through training. During the training period, the company does not have any wage and ancillary wage costs. Job seekers are given the opportunity to gain qualifications and find a job afterwards. Promotions of greater occupational, remunerative and regional mobility. Low amount of required public funding.

Barriers

Success of the instrument depends on the cooperation with companies and the correct identification of labour shortages. Otherwise, there is a danger of deadweight effects

Monitoring and evaluation

Success could be measured in successful labour market integrations after training. These are often between 60 or 70%. However, at the moment there is a lack of comprehensive and regular evaluation of the instrument. There are some regional evaluations (e.g. http://www.forschungsnetzwerk.at/downloadpub/AMSinfo130_2009.pdf) or surveys among participants (<http://www.forschungsnetzwerk.at/downloadpub/AMSinfo149.pdf>) available

Updates

YES

Several publications per year between 2010 and 2014

Effectiveness

Between 2011 and 2013 the number of participants in placement foundations has decreased slightly, but went up again in 2014 to 6,940 persons (Sozialministerium 2015). In 2016, 6,815 people received funding (Sozialministerium 2018). Following the latest report (Sozialministerium 2019), the number of participants has risen up to 7,799 in 2017 before lowering again to 6,400 in 2018.

Sustainability

Yes, as further training will remain important to prevent skills mismatch.

Other instruments in Austria

- [AMS Standing Committee on New Skills](#)
AMS Projektreihe „Standing Committee für New Skills“
- [PES Skills Barometer](#)
AMS Qualifikations-Barometer