Anticipating skills trends in Austria: The Skills Barometer

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__The Skills Barometer
__"Skills": Definition and scope
__Skills demand, skills development
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Skills Barometer

QUALIFIKATIONS-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

"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!

Description and Rating

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

Kompetenztrends

Akademisierung der Pflege schreitet voran

Inzwischen kann die Ausbildung in der allgemeinen Gesundheits- und Krankenpfle Fachhochschulen absolviert werden. Wissenschaftliche Pflegekompetenzen rücken Vordergrund. Dennoch sind weiterhin Empathie, hohe Belastbarkeit, kostenbewus: effiziente Ressourcenplanung besonders wichtig.

Mehr I

Überfachliche berufliche Kompetenzen	Prognose	B
		Ar
>>> Hohes Einfühlungsvermögen	↑	
>>> Interkulturelle Kompetenz	↑	
>>> Einsatzbereitschaft	↔	■■■
>>> Körperliche Belastbarkeit	↔	■■■
>>> Bereitschaft zu Weiterbildung	↔	■■
>>> Freundlichkeit	↔	■■
>>> Kommunikationsstärke	↔	■■
>>> Psychische Belastbarkeit	↔	■■
>>> Teamfähigkeit	↔	■■

Soziales, Gesundheit, Schönheitspflege

Ärztliche Berufe

Arzt/Ärztin für Allgemeinmedizin

Facharzt/Fachärztin

Tierarzt/-ärztin

Zahnarzt/-ärztin

Gesundheits- und Krankenpflege, Hebammen

Dipl. Gesundheits- und KrankenpflegerIn

Dipl. KinderkrankenpflegerIn

Dipl. psychiatrischeR Gesundheits- und Krankenpfleg

Hebamme (m/w)

PflegeassistentIn

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

Sources
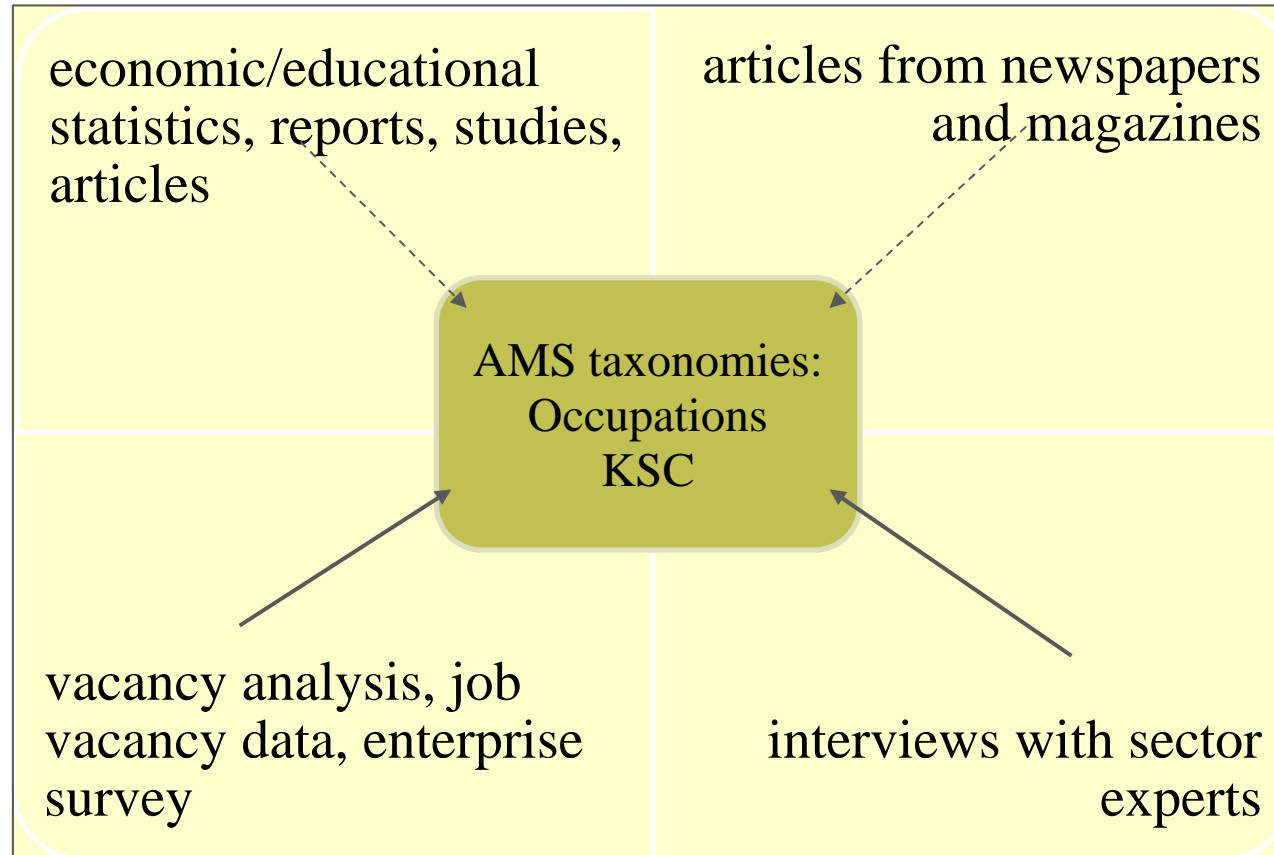
User groups

__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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