



# **BUILDING THE FUTURE WORKFORCE: TRENDS AND INSTRUMENTS THAT ARE DRIVING THE LABOUR MARKET IN AUSTRIA**

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# Content

- \* **Existing Challenges Facing Austrian Women in STEM Fields (Science, Technology, Engineering and Mathematics)**
- \* **Brief introduction of the project „Women in the Trades and Technology” (Frauen in Handwerk und Technik “FIT”) implemented by the Public Employment Service Austria**

# Existing Challenges in STEM Fields in Austria

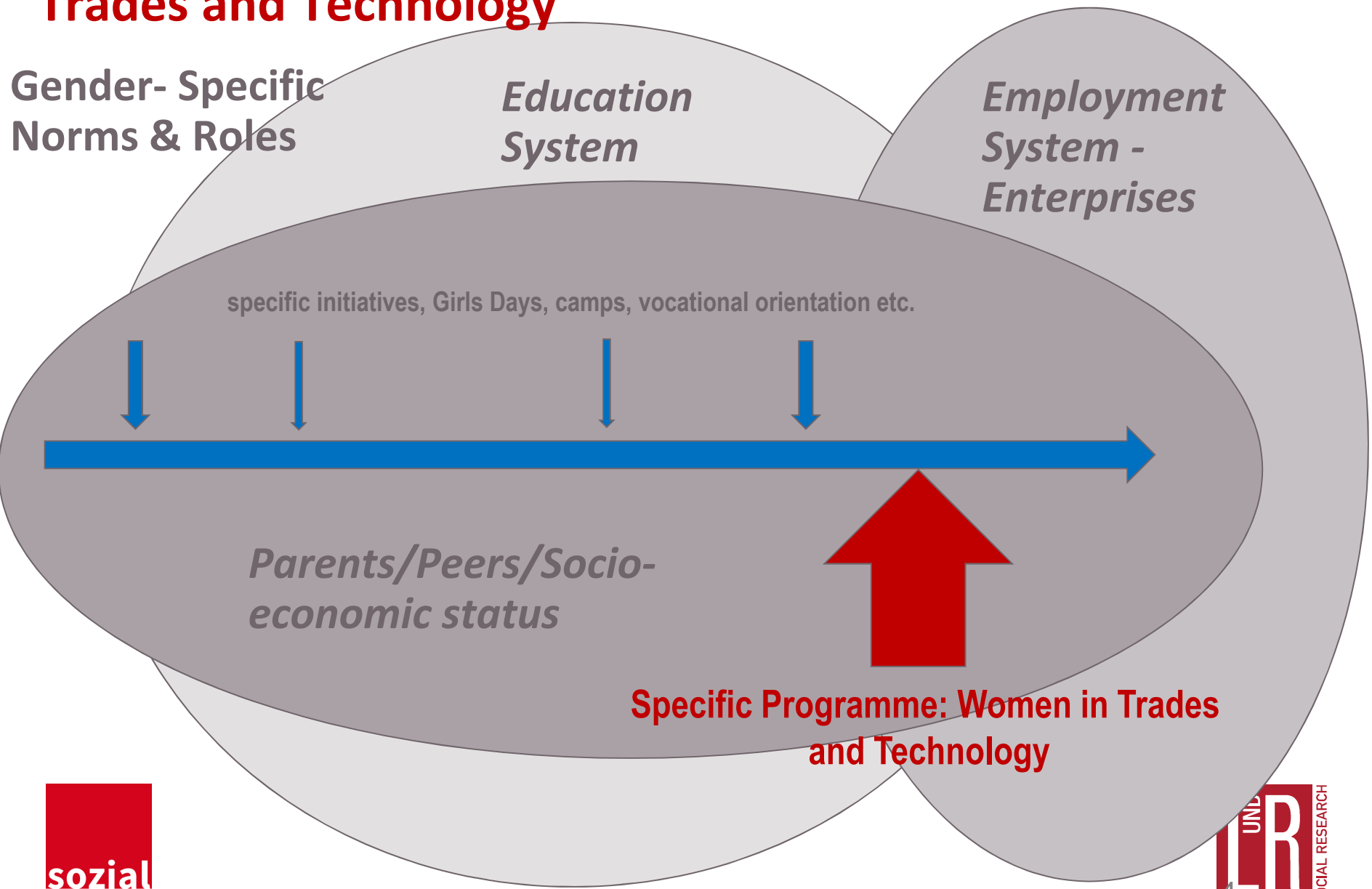
**Skill shortages** in different STEM as well as trades and technology fields at all levels (apprenticeships, universities, Fachhochschulen (universities of applied sciences))

- especially in IT/computer sciences, engineering as well as production and processing
- general trend to higher qualification and decline of low skilled work/dequalification
- combination of digital/IT competences, professional expertise and social competence is demanded

Still very **low participation rate of women** in most technology and trades professions – especially those which are seen to have the best future employment opportunity

- e.g. IT/computer sciences: 17% of enrolled students are female (2016)
- e.g. engineering: 18% of enrolled students are female (2016)

# Women and ICT – Women and STEM – Women in Trades and Technology



# Existing Challenges Facing Austrian Women in STEM

An overall strategy to attract young women to the STEM sector is lacking – much more active focus should be put on digital and STEM competencies beginning in Kindergarten and in primary school

Small scale initiatives do exist – but are often too late and/or too little

One exception offered by the Public Employment Service is the programme „**Women in the Trades and Technology**” (comparable programmes are missing on school levels)

Additionally – to support digitalization/“Industry 4.0” – new qualification programmes are tested – e.g. new qualifications in close cooperation between universities of applied sciences and enterprises or technical universities and enterprises (Innovationslehrgänge)

# Overview: The project „Women in the Trades and Technology” (Frauen in Handwerk und Technik “FIT”) implemented by the Public Employment Service Austria

## Main objectives

to support unemployed women in finding new work opportunities in TT (Trades and Technology)

to re-qualify women in TT is the primary focus of the programme

to support equal opportunities for women in all professions

## Content: The project „Women in the Trades and Technology” (Frauen in Handwerk und Technik “FIT”)

Women are encouraged to start a regular qualification in Trades, Technology or STEM (apprenticeship, vocational high school, universities of applied sciences)

### Programme content in short

Women are enabled to participate in a 3- or 4-years re-qualification because of a

- \* profound vocational orientation in advance of the qualification and support with reconciliation duties
- \* pre-qualification course (mathematics, IT, technical abilities)
- \* support during the whole qualification from a career counsellor
- \* counsellors are scouting workplaces in enterprises
- \* financial assistance is given for the duration of the education

## Figures: The project „Women in the Trades and Technology” (Frauen in Handwerk und Technik “FIT”)

### Some figures

Considerable sum has been allotted to this programme (e.g. 2015: 18 Mio. €)

Around 5.500 participants per year-  
participants of a regular qualification around  
1.000 per year

Job participation rate in male-dominated  
fields after finishing a qualification: 54%



## To sum up: The project „Women in the Trades and Technology” (Frauen in Handwerk und Technik “FIT”)

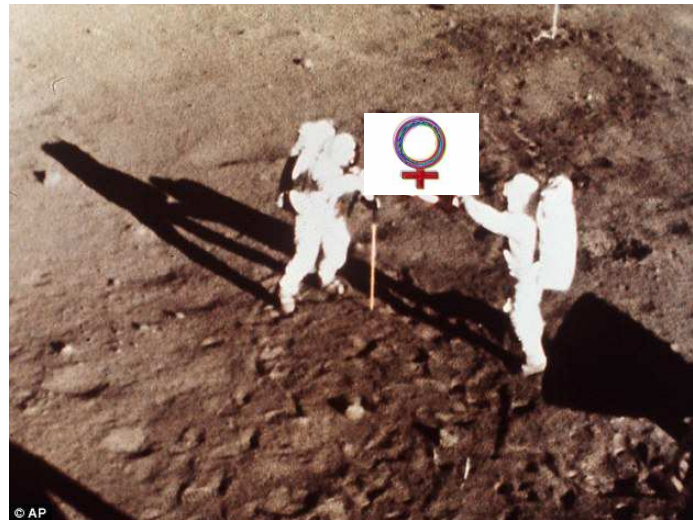
### In summary

Although we have started a bit backwards, at least some vital steps have been taken

Supportive measures go a long way because they encourage women to enter fields they normally would not

Corporate culture of enterprises must begin to reflect a movement towards more job-related gender equality

# One small step for [a] woman, one giant leap for (wo)mankind?



Source: Moonlanding: <http://www.dailymail.co.uk/news/article-2193749/Neil-Armstrong-speech-Thats-small-step-man-famous-mankind-words-misquoted.html>; women's sign: <https://pixabay.com/de/weiblich-symbol-frauenzeichen-454868/>

**Thank you for your attention!**

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## Materials (only available in German, sorry)

### About the project: **Public Employment Service:**

[http://www.ams.at/\\_docs/900\\_fit\\_fuer\\_frauen.pdf](http://www.ams.at/_docs/900_fit_fuer_frauen.pdf)

Contact: AMS Austria, Arbeitsmarktpolitik für Frauen, [www.ams.at](http://www.ams.at)

### Evaluation of the project:

<http://www.lrsocialresearch.at/sozialforschung/archiv-de/511-Evaluierung+des+FiT-Programms+%C3%B6sterreichweit>

### Plattform „Frauen in Technik“ (Women in Technics)

<https://www.meine-technik.at/>