



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

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- * **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

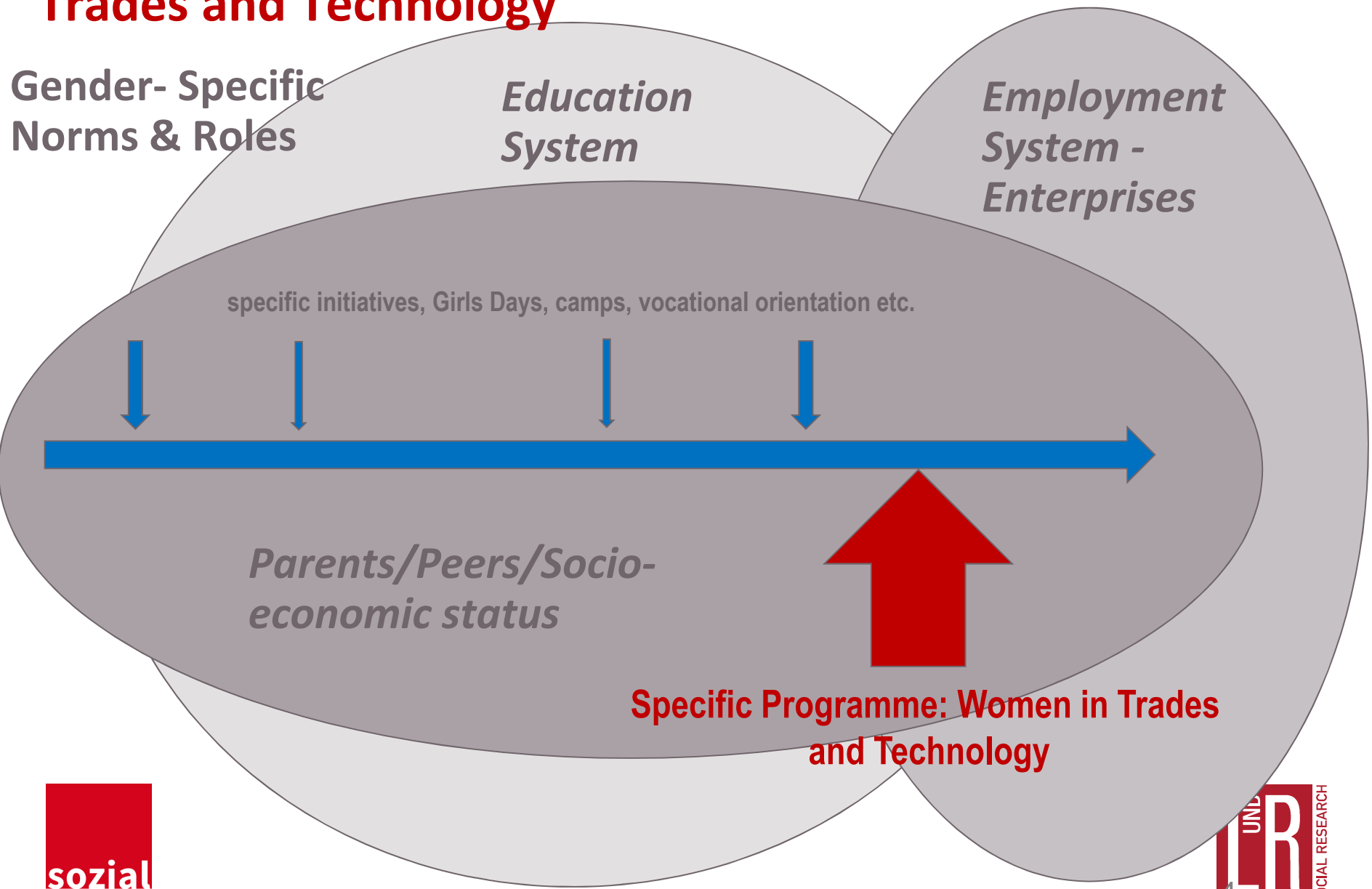
Skill shortages in different STEM as well as trades and technology fields at all levels (apprenticeships, universities, Fachhochschulen (universities of applied sciences))

- 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

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

Main objectives

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”)

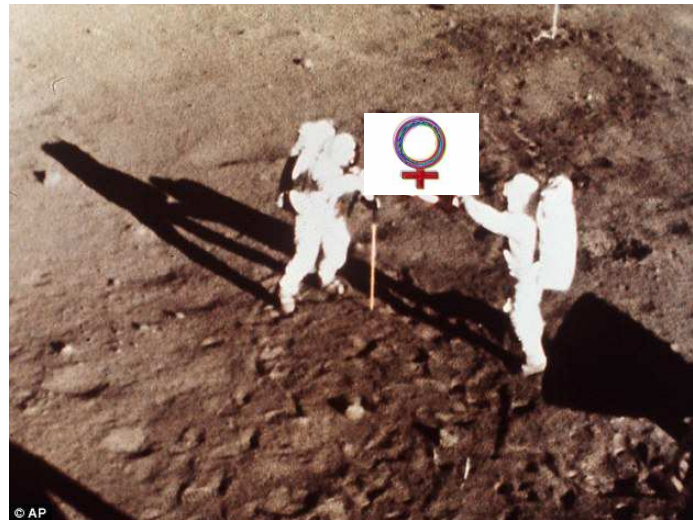
In summary

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

Contact: AMS Austria, Arbeitsmarktpolitik für Frauen, 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/>