**FiT – Women in crafts and technology**

The ‘FiT – Women in crafts and technology’ Programme is a reaction to the weak numerical representation of women in crafts and technology. The practice promoted the participation of women in non-traditional training and male-dominated professions. One of the most effective measures developed were training activities of a longer duration and in-company training.

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<th>Name of the PES</th>
<th>AMS Österreich Bundesgeschäftsstelle</th>
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<td>When was the practice implemented?</td>
<td>2006 - 2014</td>
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The programme has been implemented and coordinated by the Austrian Public employment services. About 25 subcontractors (non-governmental) are responsible for putting the programme into practice.

Female jobseekers and unemployed women, who are interested in entering manual and technical professions.

The objective of the programme is to support stronger female participation in initial training, and provide support for women to enter ‘male’ professions such as dental technicians, carpenter, car mechanics, IT technicians, etc. Furthermore, the programme aims at improving the labour shortage, in particular with regard to qualified workers in crafts and mechanical professions.

The programme activities are structured in three stages:

- **Orientation phase (10 weeks):** Participants receive information on selected artisan and mechanical occupations. This phase includes practical training and concludes with an individual training and career plan.
- **Vocational preparation phase (12 weeks):** Participants receive a special technical preparation (in the form of a course) and basic qualifications for an occupation of their choice.
- **Vocational training (3 years):** Participants are given the opportunity to complete vocational training in the chosen occupation (apprenticeships as well as vocational schools) with financial support from the public employment service (AMS) leading to a certified vocational qualification and/or school graduation.

The programme has been implemented and coordinated by the Austrian PES with the involvement of around 25 subcontractors (non-governmental organisations). Information on the staff number participating in developing and implementing the practice is not available.

**People reached:**

- From 2006 to 2010, 24,986 women participated in the programme. 36% of the women were under 25 years, 55% between 25 and 45 years, and 9% over 45 years.
- In 2011, 3,517 women participated in the orientation phase (target: 2,374 women), 2,288 women took part in the vocational preparation phase (target: 2,267 women), and 1,110 women enrolled in Vocational training (target: 796 women).

**Products:**

- Brochures
- Two Training modules (Orientation phase and vocational preparation phase)
### What outcomes have been identified?

Over half of the participants who successfully completed training in the framework of FiT found a job in the field of technology and trades. Furthermore, their workplace satisfaction is significantly higher than that of women in traditional professions (according to the evaluation). Targets were set with regard to the numbers of women participating in the programme, but not with regard to the number of women finding a job in this field (after completed training).

### What are the lessons learnt and success factors?

According to the evaluation of the practice, the programme was quite successful in reaching the objective of motivating women to participate in non-traditional training and enter male-dominated professions. The evaluation showed that the most effective measures were training of a longer duration and in particular in-company training.

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