THE SKILLS BAROMETER IS THE FIRST NATIONWIDE, COMPREHENSIVE ONLINE TOOL THAT PROVIDES DATA AND INFORMATION ON TRENDS IN SKILLS DEMAND AND PROVIDES DETAILED OCCUPATIONAL PROFILES RELATED TO JOBS IN DEMAND IN THE LABOUR MARKET.

The Austrian PES Skills Barometer (AMS-Qualifikations-Barometer)

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The online Skills Barometer, developed by the Austrian PES, presents the results of the most comprehensive skills assessment exercise undertaken in Austria. Conducted twice a year, it is also the only online information tool on qualification[1] trends in Austria.[2] The Skills Barometer can be accessed here: http://3s.co.at/en/node/491

The Skills Barometer provides information on general labour market trends, and skills supply and demand. It compiles information from quantitative analyses of job advertisements posted over the previous two years, studies on skills demand, expert surveys, and ad hoc studies on skills demand. Data is merged in a way that provides an overall picture of the current skills supply and demand situation. Results are presented in both text format and graphically. While it is an expert-tool, it is clearly written and therefore useful for the different target groups.

Name of the PES	Austrian PES (AMS)
Scope of measure (a pilot project or a national reform)	National
When was the practice implemented?	Since 2002 – ongoing
What was the driver for introducing the practice? Was it internal or external?	The Austrian PES began to change their labour market information system at the end of the 1990s which was originally designed for young people who needed information about job descriptions and opportunities. The Austrian PES wanted to focus more on competencies as opposed to focusing on specific occupations in vocational guidance and counselling. For these reasons the Austrian PES, the main provider of job information at that time, decided to develop an online information tool for job and career guidance counselling to include meta-information from different sources about the whole jobs market which became known as the 'AMS Skills Barometer' (AMS-Qualifikations-Barometer).
Which organisation was involved in its implementation?	It is run by the Austrian PES together with the consultancy firm, 3s Unternehmensberatung, and the subsidiary of the Austrian Federal Economic Chamber (WKO), the Institute for Research on Qualifications and Training of the Austrian Economy (IBW). The latter two organisations designed and developed the system.
Which groups were targeted by the practice?	While the information is open to all, it targets young people, careers counsellors, AMS advisers, educational institutions, employers, employees, jobseekers, journalists and policymakers.
What were the practice's main objectives?	The main objective of the Skills Barometer is to provide a broad group of users with valid, comprehensible and well-structured information on current and short-term qualification and competency needs within the labour market.
What activities were carried out?	Activities carried out include the following: ▸ PES counsellors/career guidance staff are made aware of the Skills Barometer through PES-run training courses on how the Skills Barometer works, its uses, the benefits of its results to individual users. ▸ Young people are signposted to the Skills Barometer via initial interview meetings with PES counsellors. People may also become aware of the Skills Barometer through the career guidance staff in their educational institution.

1 Qualifications in this context are understood in a comprehensive way and taken to 'represent knowledge, skills and abilities' [Humpl&Kargl, 2008].

2 This information is sourced mainly from and in some instances directly excerpted from the following websites:
• Eurofound: https://www.eurofound.europa.eu/observatories/emcc/erm/support-instrument/qualification-barometer;
• Stefan Humpl & Maria Kargl, (2008), AMS-Skills Barometer – Austria's target group oriented labour market information system, in Claudia Knobel, Ben Kriechel & Alfons Schmid (Hg.): Regional Forecasting on Labour Markets at http://www.forschungsnetzwerk.at/downloadpub/ams_skills_barometer_dublin_2008_3s.pdf; and
• Cedefop's Skillspanorama at http://skillspanorama.cedefop.europa.eu/en/analytical_highligths/skills-anticipation-austria

	- The Skills Barometer itself is accessed through a website, www.ams.at/qualifikationsbarometer - The type of searches/data/information requests made via the Skills Barometer include all kinds of demand-side information. - The type of information produced by the Skills Barometer includes labour market trends including occupations and skills and areas of occupation and skills, regional trends, information about green jobs and green skills, gender-differences in labour market performance, etc. - The Skills Barometer results are most commonly used for counselling, labour market research, and providing information to journalists. The Skills Barometer also provides short- and medium-term forecasts for occupations and broader occupational areas[3] including the following: - Level 1 includes 24 wider 'occupational areas'. - Level 2 includes 95 smaller 'occupational fields'. - Level 3 includes a total of 560 occupational profiles. Particular attention is paid to skills and competencies, which means that it provides information on important soft skills as well as specialist technical skills. These data are presented in tables that list the present and future importance of the qualifications and skills attached to each occupation.
What resources and other relevant organisational aspects were involved?	- Already existing categorisations of occupations and skills are used in this measure. - Experienced authors undertake the editing work on the online updates of the Skills Barometer every March and October.
What were the source(s) of funding?	National PES funding
What were the outputs of the practice: people reached and products?	Key outputs of the measure include the following: - A total of 14 217 different visitors accessed the Skills Barometer in 2017, making 17 417 visits in total to the website.[4] - Results of the Skills Barometer are published on the Austrian PES' website. Skills Barometer updates are circulated to the whole organisation and most PES staff use the findings to shape service delivery. - Another output is the Annual Skills Structure Report, providing information on labour market and skills demand in the 24 Level 1 occupational areas for every province. - Information from the Skills Barometer is also disseminated via the Austrian PES' Career Compass[5], which is part of the Austrian PES' Career Guidance Service. The Career Compass is an online career information tool that gathers information on career advice based on labour market changes, compiling information from a range of sources which presents occupational data related to educational pathways and regularly updated job vacancies. - The Austrian PES is one of the main users of the skills anticipation data. It uses this data to shape its policies. - Representatives of social partners and advisory board members use the findings of the Skills Barometer as background information for their discussions.
What outcomes have been identified?	A 2008 user survey found that general satisfaction among regular users of the Skills Barometer was very high: 19 % were very satisfied, 73 % satisfied while 6 % dissatisfied and 3 % very dissatisfied. In terms of user friendliness of individual pages of the Skills Barometer, for example, 93 % were very satisfied or satisfied with information content, while the extent and comprehensibility of the texts were also rated very positively (92 % very satisfied or satisfied). The main users of skills anticipation outputs include: - The Austrian PES uses skills intelligence as a means to achieve a reduction in unemployment. - Ministries may also use skills data. - Other stakeholders, such as social partners, can initiate adjustments or create apprenticeship curricula, based on a number of sources and on skills anticipation results. - Schools are using skills intelligence to provide support and advisory services to pupils and their parents. - Career and guidance services are offered by various organisations (including the Austrian PES, social partners, government ministries and associations) for different target groups ranging from adults in full time education to those in the labour market.

3 Cedefop, The AMS1-Skills Barometer – a web-based labour market information tool
   Stefan Humpl, Daniel Bacher, 3s research laboratory, Austria. Also, Cedefop's Skillspanorama, op cit.
4 Information supplied by the AMS.
5 www.karrierekompass.at

What are the lessons learnt and success factors?	Some factors which have led to the successful implementation of the Skills Barometer include:
	▶ its methodologically correct approach;
	▶ its comprehensible and user-friendly graphical presentation of results;
	▶ while it is an expert-tool, it is clearly written and therefore useful for the different target groups;
	▶ it is an open and free tool to use.
	Although there is no formal process for making use of the data, and PES staff are not obliged to use it, in practice the Skills Barometer is used by counsellors in the Austrian PES' career information centres and by those in charge of planning training programmes in the provincial PES offices.

Contact details for further information

Name: Dr. Reinhold Gaubitsch, Project Manager, AMS Österreich

Email: reinhold.gaubitsch@ams.at